

LJ00938  
Anexo 3

INSTITUTO JONES DOS SANTOS NEVES  
ESTUDO DE REMUNERAÇÃO - MARÇO, 1990  
MERCADO GERAL ANALISADO  
CARGOS PROFISSIONAIS



LJ00938  
132/2009  
Anexo 3

Resquisas em Relações Industriais

INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 100

TITULO DO CARGO : ADMINISTRADOR

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO	REMUNERACAO TOTAL				IJSN VS MERCADO
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %
12	---	6	---	22,728	27,525	30,829	---	---	22,728	27,525	30,829	---
24	---	1	---	44,042	44,042	44,042	---	---	44,042	44,042	44,042	---
36	---	48	---	38,916	47,909	61,081	---	---	42,196	49,354	62,947	---
48	---	28	---	42,586	46,442	70,835	---	---	43,710	47,688	72,999	---
60	11	28	33,593	62,854	66,888	77,196	-99.11	33,593	62,901	67,330	78,613	-100.43
72	5	7	38,442	44,228	81,242	88,464	-111.34	38,442	55,478	85,139	91,167	-121.47
84	---	13	---	44,228	88,952	104,843	---	---	55,478	89,817	104,843	---
96	10	11	44,735	95,266	102,745	110,479	-129.67	44,735	98,177	105,884	113,855	-136.69
120	1	28	52,717	52,076	97,467	133,068	-84.89	52,717	75,675	109,921	133,068	-108.51
132	---	13	---	137,973	156,545	180,937	---	---	142,189	158,491	180,937	---
156	---	5	---	148,582	148,582	148,582	---	---	153,122	153,122	153,122	---
180	---	4	---	69,161	153,147	185,559	---	---	100,503	165,134	191,229	---
204	---	4	---	46,882	57,536	77,906	---	---	58,807	72,086	97,382	---
240	---	1	---	108,700	108,700	108,700	---	---	108,700	108,700	108,700	---



INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 101

TITULO DO CARGO : ECONOMISTA

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	FREQ.	FREQ.	MERCADO		MERCADO		MERCADO		MERCADO		MERCADO		MERCADO	
			MEDIO	MENOR	MEDIO	MAIOR	DIF %		MEDIO	MENOR	MEDIO	MAIOR	DIF %	
6	---	2	---	35,726	36,046	36,366	---	---	36,669	37,073	37,477	---	---	---
12	---	6	---	22,157	30,356	41,942	---	---	22,157	30,356	41,942	---	---	---
24	---	12	---	28,600	41,800	55,000	---	---	28,600	41,800	55,000	---	---	---
36	---	6	---	36,778	44,478	56,779	---	---	36,778	44,697	56,944	---	---	---
48	---	11	---	42,586	51,116	70,835	---	---	43,710	52,519	72,999	---	---	---
60	21	4	33,411	62,854	63,403	65,050	-89.77	33,411	62,901	63,439	65,054	-89.87		
72	2	5	37,541	82,147	85,937	88,464	-128.92	37,541	84,657	88,563	91,167	-135.91		
84	4	4	43,447	70,717	89,529	97,932	-106.06	43,447	70,717	89,529	97,932	-106.06		
96	15	1	45,622	102,591	102,591	102,591	-124.87	45,622	105,726	105,726	105,726	-131.74		
120	2	14	54,826	52,076	96,414	133,068	-75.85	54,826	75,675	107,768	133,068	-96.56		
180	---	2	---	69,691	76,346	83,002	---	---	101,273	110,944	120,616	---	---	---
228	---	2	---	70,512	79,780	89,047	---	---	88,448	100,073	111,698	---	---	---

INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 102

TITULO DO CARGO : CONTADOR

MESES FORMADO	SALARIO BASE		IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO		
	IJSN FREQ.	MERCADO FREQ.	IJSN MEDIO	MERCADO MENOR MEDIO MAIOR	MERCADO DIF %	IJSN MEDIO	MERCADO MENOR MEDIO MAIOR	MERCADO DIF %	IJSN MEDIO	MERCADO MENOR MEDIO MAIOR	MERCADO DIF %
6	---	4	---	35,726 35,726 35,726	---	---	36,669 36,669 36,669	---	---	---	---
12	---	2	---	37,269 37,269 37,269	---	---	37,269 37,269 37,269	---	---	---	---
24	---	1	---	38,000 38,000 38,000	---	---	38,000 38,000 38,000	---	---	---	---
36	---	12	---	38,916 47,516 61,081	---	---	42,196 49,586 62,947	---	---	---	---
48	---	9	---	42,586 53,797 70,835	---	---	43,710 55,315 72,999	---	---	---	---
60	5	8	33,812	58,754 64,137 76,282	-89.69	33,812	58,881 64,481 78,613	-90.70	---	---	---
72	---	1	---	69,181 69,181 69,181	---	---	69,181 69,181 69,181	---	---	---	---
84	1	3	43,869	85,450 91,639 97,932	-108.89	43,869	85,450 91,639 97,932	-108.89	---	---	---
96	---	2	---	95,266 102,872 110,479	---	---	98,177 106,016 113,855	---	---	---	---
120	---	8	---	118,974 126,546 133,068	---	---	122,609 128,888 133,068	---	---	---	---
132	---	2	---	137,973 150,652 163,331	---	---	142,189 152,760 163,331	---	---	---	---
156	---	4	---	148,582 154,294 160,007	---	---	153,122 159,007 164,896	---	---	---	---
180	---	4	---	172,310 178,934 185,559	---	---	177,575 184,402 191,229	---	---	---	---

INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 103

TITULO DO CARGO : ADVOGADO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO	REMUNERACAO TOTAL				IJSN VS MERCADO
	FREQ.	MERCADO FREQ.	MERCADO MEDIO	MERCADO MENOR	MERCADO MEDIO	MERCADO MAIOR	DIF %	MERCADO MEDIO	MERCADO MENOR	MERCADO MEDIO	MERCADO MAIOR	DIF %
6	---	5	---	35,726	35,726	35,726	---	---	36,669	36,669	36,669	---
12	---	6	---	28,957	40,514	55,299	---	---	28,957	40,514	55,299	---
36	---	10	---	41,738	48,826	56,779	---	---	42,196	49,090	56,944	---
48	---	7	---	36,850	45,946	55,692	---	---	36,850	47,020	57,162	---
60	3	3	33,411	62,854	68,821	76,282	-105.98	33,411	62,901	69,614	78,613	-108.36
84	---	2	---	49,319	68,872	88,425	---	---	49,319	68,872	88,425	---
96	6	3	45,030	102,591	107,850	110,479	-139.51	45,030	105,726	111,145	113,855	-146.82
120	---	14	---	52,076	91,391	133,068	---	---	75,675	105,188	133,068	---
156	---	3	---	148,582	148,582	148,582	---	---	153,122	153,122	153,122	---
180	---	2	---	69,691	69,691	69,691	---	---	101,273	101,273	101,273	---



INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 104

TITULO DO CARGO : ARQUITETO

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %		
24	---	1	---	28,075	28,075	28,075	---	---	35,094	35,094	35,094	---		
60	7	1	33,697	35,103	35,103	35,103	-4.17	33,697	43,879	43,879	43,879	-30.22		
108	---	1	---	49,319	49,319	49,319	---	---	49,319	49,319	49,319	---		
120	---	2	---	54,768	54,985	55,202	---	---	54,768	67,493	80,218	---		
156	---	4	---	43,572	49,244	54,768	---	---	43,572	49,244	54,768	---		



INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 105

TITULO DO CARGO : ASSISTENTE SOCIAL

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	MERCADO FREQ.	IJSN MERCADO MEDIO	MENOR	MERCADO MEDIO	MAIOR	DIF %	IJSN MERCADO MEDIO	MENOR	MERCADO MEDIO	MAIOR	DIF %		
24	---	4	-----	27,209	34,201	39,015	-----	-----	27,209	34,620	39,526	-----		
36	---	2	-----	46,302	65,342	84,382	-----	-----	46,671	65,526	84,382	-----		
48	---	3	-----	65,777	69,149	70,835	-----	-----	67,787	71,262	72,999	-----		
60	2	1	33,411	72,054	72,054	72,054	-115.66	33,411	72,054	72,054	72,054	-115.66		



INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 106

TITULO DO CARGO : ANALISTA DE SISTEMAS

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %
6	---	4	---	35,726	39,022	48,909	---	---	36,669	40,102	50,403	---	---	
12	---	34	---	49,112	59,345	66,162	---	---	49,112	59,345	66,162	---	---	
24	---	3	---	44,367	52,602	56,720	---	---	44,367	53,758	58,453	---	---	
36	---	46	---	43,907	62,715	79,372	---	---	44,322	62,940	79,372	---	---	
48	---	8	---	38,916	52,710	70,835	---	---	43,710	58,032	72,999	---	---	
60	---	13	---	52,017	65,131	77,196	---	---	52,275	65,554	78,613	---	---	
84	---	21	---	46,535	73,284	97,932	---	---	54,822	74,392	97,932	---	---	
96	---	11	---	95,266	102,693	110,479	---	---	98,177	105,831	113,855	---	---	
120	---	6	---	52,076	92,868	118,974	---	---	75,675	102,551	122,609	---	---	
132	---	15	---	116,158	125,755	137,973	---	---	116,158	126,037	142,189	---	---	





INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 107

TITULO DO CARGO : ENGENHEIRO CIVIL

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	FREQ.	FREQ.	MERCADO	MERCADO	MERCADO	MERCADO	DIF %	MERCADO	MERCADO	MERCADO	MERCADO	DIF %	DIF %	
48	---	1	---	65,777	65,777	65,777	---	---	67,787	67,787	67,787	---	---	
72	---	15	---	82,147	86,358	88,464	---	---	84,657	88,997	91,167	---	---	
96	10	7	49,613	46,882	93,747	110,479	-88.96	49,613	58,807	98,111	113,855	-97.75	---	
120	1	4	52,717	62,025	93,717	128,122	-77.77	52,717	90,133	110,000	132,037	-108.81	---	
132	---	1	---	137,973	137,973	137,973	---	---	142,189	142,189	142,189	---	---	
156	---	2	---	148,582	154,294	160,007	---	---	153,122	159,009	164,896	---	---	
180	---	2	---	172,310	178,934	185,559	---	---	177,575	184,402	191,229	---	---	



INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 109

TITULO DO CARGO : BIBLIOTECARIO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %
24	---	4	---	27,209	32,933	43,000	---	---	27,209	33,269	43,000	---	---	
156	---	1	---	54,768	54,768	54,768	---	---	54,768	54,768	54,768	---	---	
216	---	2	---	33,471	41,583	49,695	---	---	35,145	48,740	62,336	---	---	



INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 110

TITULO DO CARGO : ESTATISTICO

MESES FORMADO	SALARIO BASE		IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO			
	IJSN	MERCADO	IJSN	MERCADO	IJSN	MERCADO			IJSN	MERCADO		
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %
24	---	2	----	28,600	28,600	28,600	----	----	28,600	28,600	28,600	----
36	---	2	----	43,000	63,691	84,382	----	----	43,000	63,691	84,382	----
96	---	1	----	35,103	35,103	35,103	----	----	43,879	43,879	43,879	----
132	---	1	----	43,932	43,932	43,932	----	----	54,915	54,915	54,915	----
168	---	1	----	54,969	54,969	54,969	----	----	68,711	68,711	68,711	----
288	---	1	----	49,695	49,695	49,695	----	----	62,336	62,336	62,336	----



INSTITUTO JONES DOS SANTOS NEVES  
ESTUDO DE REMUNERACAO - MARCO, 1990  
MERCADO GERAL ANALISADO  
QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 111

TITULO DO CARGO : GEOGRAFO

MESES FORMADO	SALARIO BASE		IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO			
	IJSN	MERCADO	MERCADO		IJSN	MERCADO			MERCADO			
	FREQ.	FREQ.	MEDIO	MAIOR	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %		
72	---	1	---	43,572	43,572	43,572	---	---	43,572	43,572	43,572	---
84	---	1	---	49,319	49,319	49,319	---	---	49,319	49,319	49,319	---
96	---	2	---	43,572	43,572	43,572	---	---	43,572	43,572	43,572	---
120	---	3	---	43,572	49,220	54,768	---	---	43,572	49,220	54,768	---
144	1	2	44,292	49,319	52,044	54,768	-17.50	44,292	49,319	52,044	54,768	-17.50
156	1	3	48,740	49,319	52,952	54,768	-8.64	48,740	49,319	52,952	54,768	-8.64
180	---	2	---	49,319	52,044	54,768	---	---	49,319	52,044	54,768	---
192	---	3	---	54,768	56,841	60,986	---	---	54,768	56,841	60,986	---
204	---	1	---	54,768	54,768	54,768	---	---	54,768	54,768	54,768	---
216	---	1	---	62,645	62,645	62,645	---	---	62,645	62,645	62,645	---

INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 113

TITULO DO CARGO : PEDAGOGO

MESES FORMADO	IJSN		SALARIO BASE				IJSN vs MERCADO		REMUNERACAO TOTAL				IJSN vs MERCADO	
	MERCADO	MERCADO	IJSN		MERCADO		MERCADO		IJSN		MERCADO		MERCADO	
	FREQ.	FREQ.	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %	MEDIO	MENOR	MEDIO	MAIOR	DIF %	DIF %
6	---	1	---	35,726	35,726	35,726	---	---	---	36,669	36,669	36,669	---	---



INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 114

TITULO DO CARGO : SOCIOLOGO

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO		REMUNERACAO TOTAL				IJSN VS MERCADO	
	FREQ.	FREQ.	MERCADO		MERCADO		DIF %	MERCADO		MERCADO		DIF %	DIF %	
			MEDIO	MENOR	MEDIO	MAIOR		MEDIO	MENOR	MEDIO	MAIOR			
24	---	14	---	39,000	39,000	39,000	---	---	39,000	39,000	39,000	---	---	
144	---	1	---	49,319	49,319	49,319	---	---	49,319	49,319	49,319	---	---	
192	---	1	---	67,880	67,880	67,880	---	---	67,880	67,880	67,880	---	---	



INSTITUTO JONES DOS SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 QUADRO RESUMO

\*\*\* CURVA DE MATURIDADE \*\*\*

CODIGO DO CARGO : 115

TITULO DO CARGO : COMUNICADOR SOCIAL

MESES FORMADO	IJSN		SALARIO BASE				IJSN VS MERCADO	REMUNERACAO TOTAL				IJSN VS MERCADO
	FREQ.	FREQ.	IJSN		MERCADO		DIF %	IJSN		MERCADO		DIF %
			MEDIO	MENOR	MEDIO	MAIOR		MEDIO	MENOR	MEDIO	MAIOR	
6	---	3	---	35,726	35,726	35,726	---	---	36,669	36,669	36,669	---
48	---	1	---	50,662	50,662	50,662	---	---	51,999	51,999	51,999	---
84	---	1	---	44,228	44,228	44,228	---	---	55,478	55,478	55,478	---
108	---	1	---	85,334	85,334	85,334	---	---	85,334	85,334	85,334	---
120	---	1	---	58,514	58,514	58,514	---	---	85,031	85,031	85,031	---



INSTITUTO JONES DOS SANTOS NEVES  
ESTUDO DE REMUNERAÇÃO - MARÇO, 1990  
MERCADO GERAL ANALISADO  
CARGOS ADMINISTRATIVOS/TÉCNICOS





INSTITUTO JONES DO SANTOS NEVES  
 ESTUDO DE REMUNERACAO - MARCO, 1990  
 MERCADO GERAL ANALISADO  
 CARGOS ADMINISTRATIVOS/TECNICOS

INDICADOR : SALARIO BASE

COD	CARGO	TITULO DO CARGO	IJSN		*** MERCADO ***												
			FREQ.	MEDIA	FREQ.	MINIMO	DIF %	1. QL	DIF %	MEDIANA	DIF %	MEDIA	DIF %	3. QL	DIF %	MAXIMO	DIF %
200	ALMOXARIFE		1	14,632	65	14,344	2.01	15,062	-2.94	16,378	-11.93	18,517	-26.55	22,180	-51.59	29,119	-99.01
201	ARQUIVISTA		---	---	9	11,492	---	12,217	---	15,716	---	15,320	---	17,584	---	20,670	---
202	ARQUISTA TECNICO		---	---	5	22,553	---	23,912	---	25,270	---	26,943	---	30,812	---	31,514	---
203	AUXILIAR ALMOXARIFADO		1	15,551	19	11,492	35.32	11,492	35.32	11,492	35.32	15,625	-0.48	21,652	-39.23	25,110	-61.47
204	AUXILIAR ATIVO E FIXO		---	---	8	17,892	---	17,892	---	19,325	---	21,914	---	25,738	---	31,514	---
205	AUXILIAR CONTABILIDADE		1	14,632	15	20,445	-39.73	20,501	-40.11	23,034	-57.42	23,830	-62.86	24,708	-68.86	32,880	-124.71
206	AUXILIAR CONTAS A PAGAR		1	14,632	85	23,317	-59.36	28,536	-95.02	31,477	-115.12	30,892	-111.13	31,477	-115.12	43,741	-198.94
207	AUXILIAR ESCRITORIO		---	---	94	12,862	---	14,452	---	18,670	---	20,177	---	25,110	---	33,770	---
208	AUXILIAR ORCAMENTOS		---	---	5	17,892	---	17,892	---	24,478	---	23,297	---	28,111	---	31,514	---
209	AUXILIAR PESSOAL		3	19,203	97	17,213	11.56	28,536	-48.60	31,477	-63.92	29,442	-53.32	31,477	-63.92	42,341	-120.49
210	AUXILIAR TESOUREARIA		3	14,632	8	16,238	-10.98	17,681	-20.84	23,652	-61.65	23,138	-58.13	27,343	-86.87	31,514	-115.38
211	COMPRADOR MATERIAL GERAL		1	14,632	7	18,149	-24.04	20,501	-40.11	29,079	-98.74	27,278	-86.43	31,514	-115.38	32,880	-124.71
212	COPEIRO		---	---	102	8,797	---	9,281	---	11,624	---	12,228	---	13,043	---	23,159	---
213	DATILOGRAFO		4	16,576	44	11,492	44.24	11,492	44.24	15,716	5.47	15,009	9.85	17,290	-4.31	20,670	-24.75
214	DESENHISTA ARTEFINALISTA		6	21,488	13	26,400	-22.86	30,296	-40.99	31,514	-46.66	30,950	-44.03	32,403	-50.80	32,403	-50.80
215	DESENHISTA DE ARTES GRAFICAS		---	---	11	22,708	---	22,708	---	25,051	---	26,520	---	31,514	---	31,514	---
216	DESENHISTA COPISTA		---	---	10	15,360	---	18,039	---	21,296	---	24,138	---	31,514	---	31,514	---
217	DIGITADOR		1	15,551	179	11,494	35.30	12,928	20.29	14,480	7.40	15,964	-2.66	18,146	-16.69	32,469	-100.79
218	MOTORISTA AUTOS		4	11,896	106	10,989	8.25	12,928	-8.68	16,378	-37.68	16,523	-38.90	19,258	-61.89	25,525	-114.57
219	MOTORISTA DIRETORIA		---	---	18	12,640	---	15,056	---	15,868	---	18,363	---	20,000	---	30,044	---
220	OPERADOR MAQUINA COPIADORA		2	13,046	11	11,492	13.52	12,943	0.80	20,678	-58.50	18,568	-42.33	23,159	-77.52	23,159	-77.52
222	OPERADOR OFF-SET		1	15,551	8	12,943	20.15	18,440	-18.58	23,250	-49.51	21,238	-36.57	24,026	-54.50	25,525	-64.14
224	PROGRAMADOR MICRO-COMPUTADOR		---	---	41	19,450	---	22,412	---	28,536	---	27,820	---	31,477	---	35,000	---
225	RECEPCIONISTA		1	11,459	9	10,993	4.24	11,730	-2.36	12,640	-10.31	12,180	-6.29	12,640	-10.31	12,640	-10.31
226	SECRETARIA DIRETORIA		2	14,632	29	15,716	-7.41	22,101	-51.05	31,400	-114.60	29,761	-103.40	35,912	-145.43	48,245	-229.72
227	SECRETARIA PRESIDENCIA		1	14,632	6	21,209	-44.95	21,209	-44.95	23,011	-57.26	28,991	-98.13	42,752	-192.18	50,100	-242.95
230	TECNICO CONTABILIDADE		---	---	46	20,501	---	25,180	---	32,140	---	33,800	---	41,680	---	48,909	---

INSTITUTO JONES DO SANTOS NEVES  
ESTUDO DE REMUNERACAO - MARCO, 1990  
MERCADO GERAL ANALISADO  
CARGOS ADMINISTRATIVOS/TECNICOS

INDICADOR : REMUNERACAO TOTAL

COD	TITULO DO CARGO	IJSN		*** MERCADO ***												
		FREQ.	MEDIA	FREQ.	MINIMO	DIF %	1. QL	DIF %	MEDIANA	DIF %	MEDIA	DIF %	3. QL	DIF %	MAXIMO	DIF %
200	ALMOXARIFE	1	14,632	65	15,260	-4.29	15,459	-5.65	17,822	-21.80	19,318	-32.03	23,536	-60.85	30,009	-105.09
201	ARQUIVISTA	---	---	9	12,226	---	12,584	---	18,327	---	16,622	---	20,192	---	22,221	---
202	ARQUISTA TECNICO	---	---	5	22,553	---	23,912	---	25,270	---	27,102	---	31,209	---	31,514	---
203	AUXILIAR ALMOXARIFADO	1	15,551	19	12,226	27.20	12,226	27.20	12,226	27.20	17,187	-10.52	23,597	-51.74	25,877	-66.40
204	AUXILIAR ATIVO E FIXO	---	---	8	18,364	---	18,364	---	23,398	---	23,919	---	28,975	---	31,514	---
205	AUXILIAR CONTABILIDADE	1	14,632	15	24,708	-68.86	25,646	-75.27	29,791	-103.60	29,593	-102.25	32,800	-124.71	35,481	-142.49
206	AUXILIAR CONTAS A PAGAR	1	14,632	85	24,029	-64.22	29,250	-99.90	32,134	-119.61	31,554	-115.65	32,134	-119.61	44,160	-201.80
207	AUXILIAR ESCRITORIO	---	---	94	18,691	---	19,814	---	23,597	---	24,093	---	27,866	---	34,802	---
208	AUXILIAR ORCAMENTOS	---	---	5	18,364	---	18,364	---	24,708	---	24,731	---	31,109	---	31,514	---
209	AUXILIAR PESSOAL	3	19,203	97	22,766	-18.55	29,250	-52.32	32,134	-67.34	30,692	-59.83	32,134	-67.34	42,787	-122.81
210	AUXILIAR TESOUREARIA	3	14,632	8	21,858	-49.38	23,182	-58.43	26,178	-78.91	26,507	-81.16	29,428	-101.12	32,622	-122.95
211	COMPRADOR MATERIAL GERAL	1	14,632	7	22,766	-55.59	27,343	-86.87	31,514	-115.38	31,241	-113.51	32,800	-124.71	42,257	-188.80
212	COPEIRO	---	---	102	10,996	---	11,601	---	14,530	---	14,843	---	16,304	---	23,159	---
213	DATILOGRAFO	4	16,576	44	12,226	35.58	12,226	35.58	19,039	-14.86	16,848	-1.64	20,678	-24.75	25,061	-51.19
214	DESENHISTA ARTEFINALISTA	6	21,488	13	26,519	-23.41	31,514	-46.66	32,403	-50.80	31,982	-48.84	32,403	-50.80	42,257	-96.65
215	DESENHISTA DE ARTES GRAFICAS	---	---	11	23,536	---	23,536	---	25,833	---	26,964	---	31,514	---	31,514	---
216	DESENHISTA COPISTA	---	---	10	15,360	---	18,718	---	25,824	---	25,236	---	31,514	---	31,514	---
217	DIGITADOR	1	15,551	179	16,543	-6.38	20,618	-32.58	21,539	-38.51	22,535	-44.91	23,696	-52.38	32,622	-109.77
218	MOTORISTA AUTOS	4	11,896	106	12,974	-9.06	14,134	-18.81	18,513	-55.62	18,106	-52.20	20,153	-69.41	25,833	-117.16
219	MOTORISTA DIRETORIA	---	---	18	15,048	---	15,311	---	16,172	---	19,177	---	20,190	---	30,962	---
220	OPERADOR MAQUINA COPIADORA	2	13,046	11	12,226	6.71	15,875	-21.68	20,678	-58.50	19,362	-48.41	23,159	-77.52	23,159	-77.52
222	OPERADOR OFF-SET	1	15,551	8	12,943	20.15	19,006	-22.22	23,404	-50.50	21,436	-37.84	24,100	-54.97	25,525	-64.14
224	PROGRAMADOR MICRO-COMPUTADOR	---	---	41	19,450	---	22,412	---	29,250	---	28,038	---	32,067	---	35,024	---
225	RECEPCIONISTA	1	11,459	9	10,993	4.24	11,967	-4.43	12,974	-13.22	12,447	-8.62	12,974	-13.22	12,974	-13.22
226	SECRETARIA DIRETORIA	2	20,157	29	25,856	-24.30	26,853	-33.22	31,400	-55.78	32,499	-61.23	35,916	-78.18	48,576	-140.99
227	SECRETARIA PRESIDENCIA	1	20,157	6	29,394	-45.83	30,670	-52.16	33,636	-66.87	35,690	-77.06	42,764	-112.15	50,180	-148.95
230	TECNICO CONTABILIDADE	---	---	46	28,061	---	31,052	---	37,269	---	37,961	---	44,476	---	50,403	---

