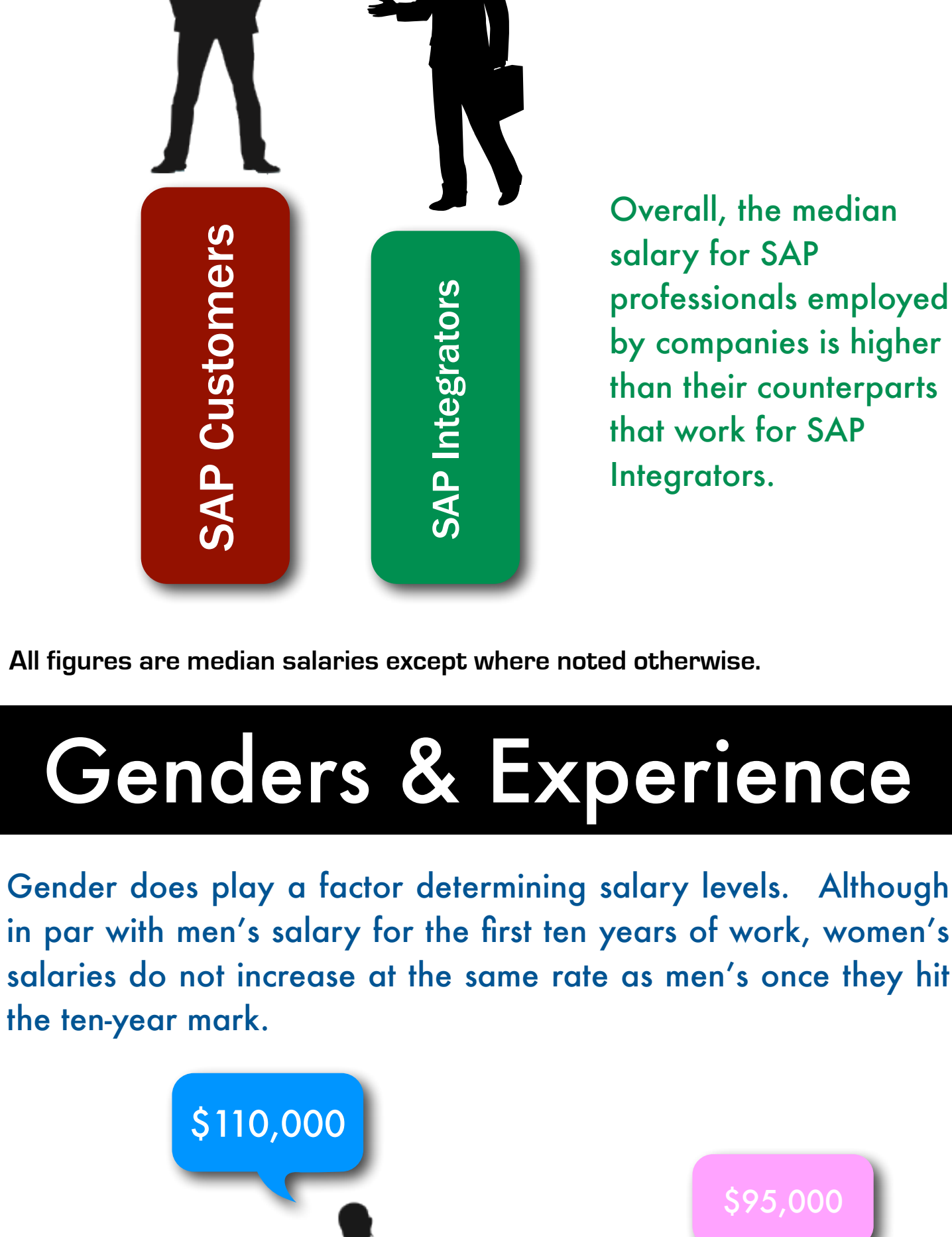


The earnings of an SAP professional depend on many variables, including your location, education level, and experience, as well as the location of the company you work for, the SAP version you are working on, the industry you are in, as well as your gender. Panaya conducted this survey to help you compare your compensation make-up to industry peers, better understand what drives compensation in this market, and get useful ideas for increasing your value.

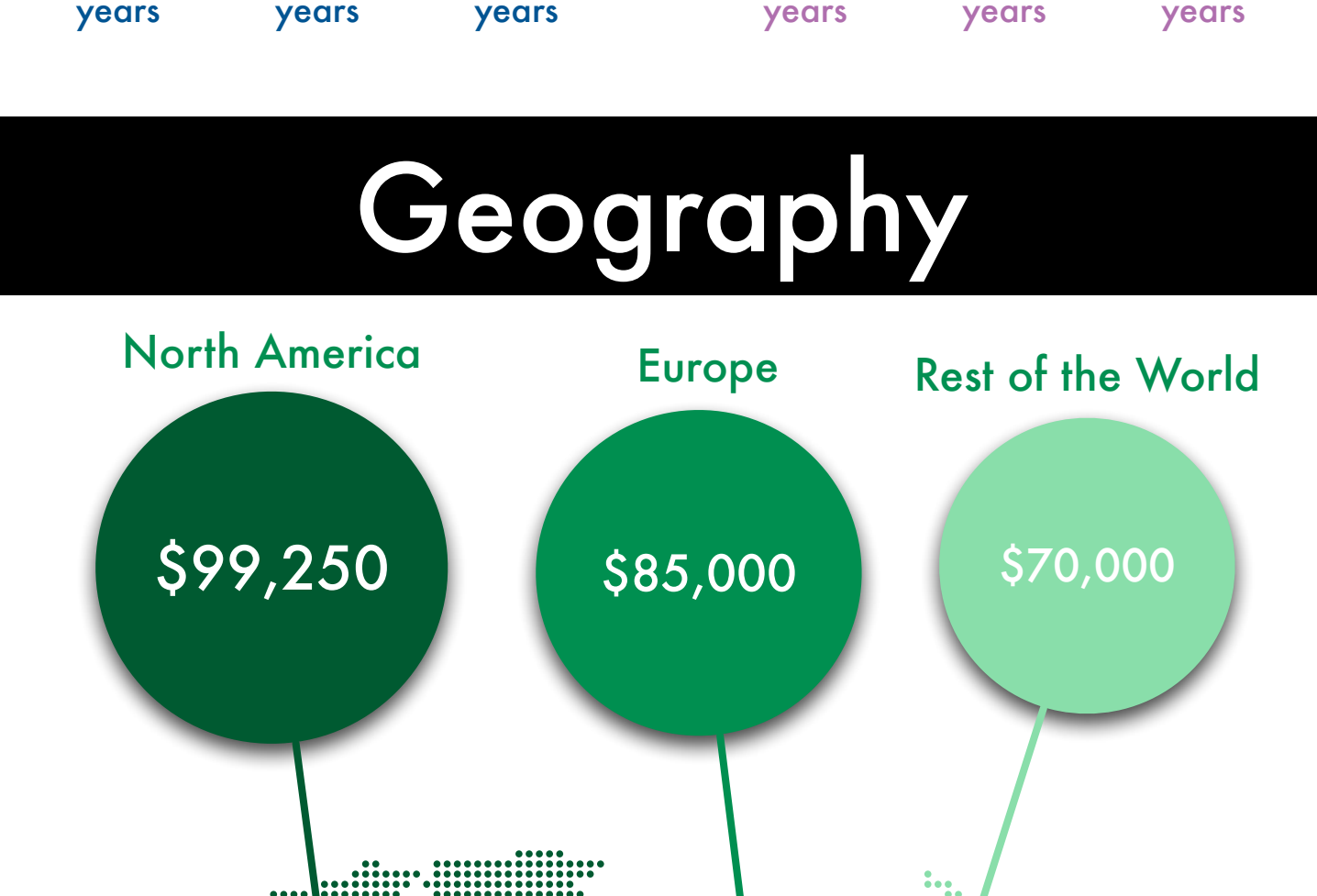
## Customer vs. Integrator



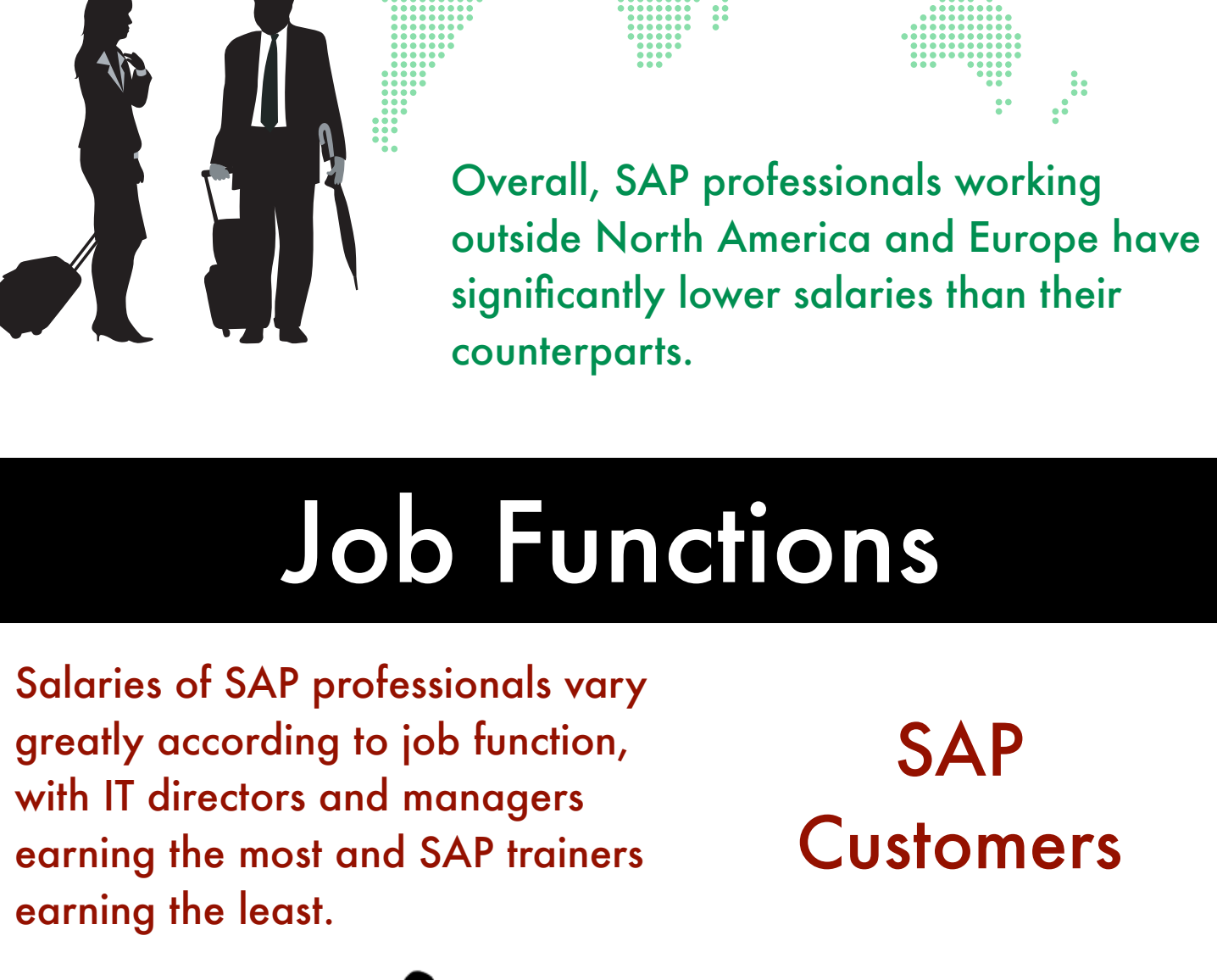
\* All figures are median salaries except where noted otherwise.

## Genders & Experience

Gender does play a factor determining salary levels. Although in par with men's salary for the first ten years of work, women's salaries do not increase at the same rate as men's once they hit the ten-year mark.



## Geography



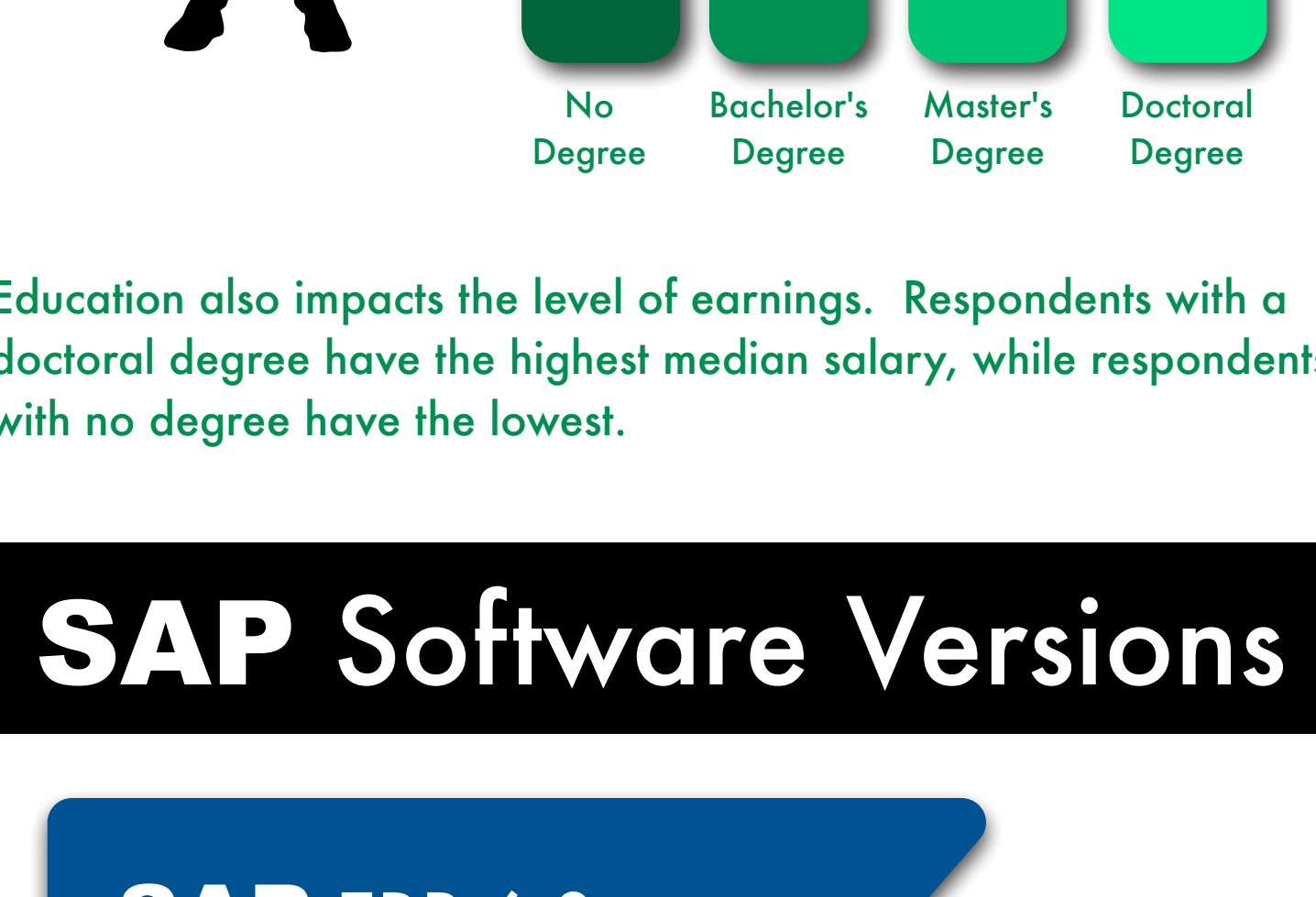
## Job Functions

Salaries of SAP professionals vary greatly according to job function, with IT directors and managers earning the most and SAP trainers earning the least.

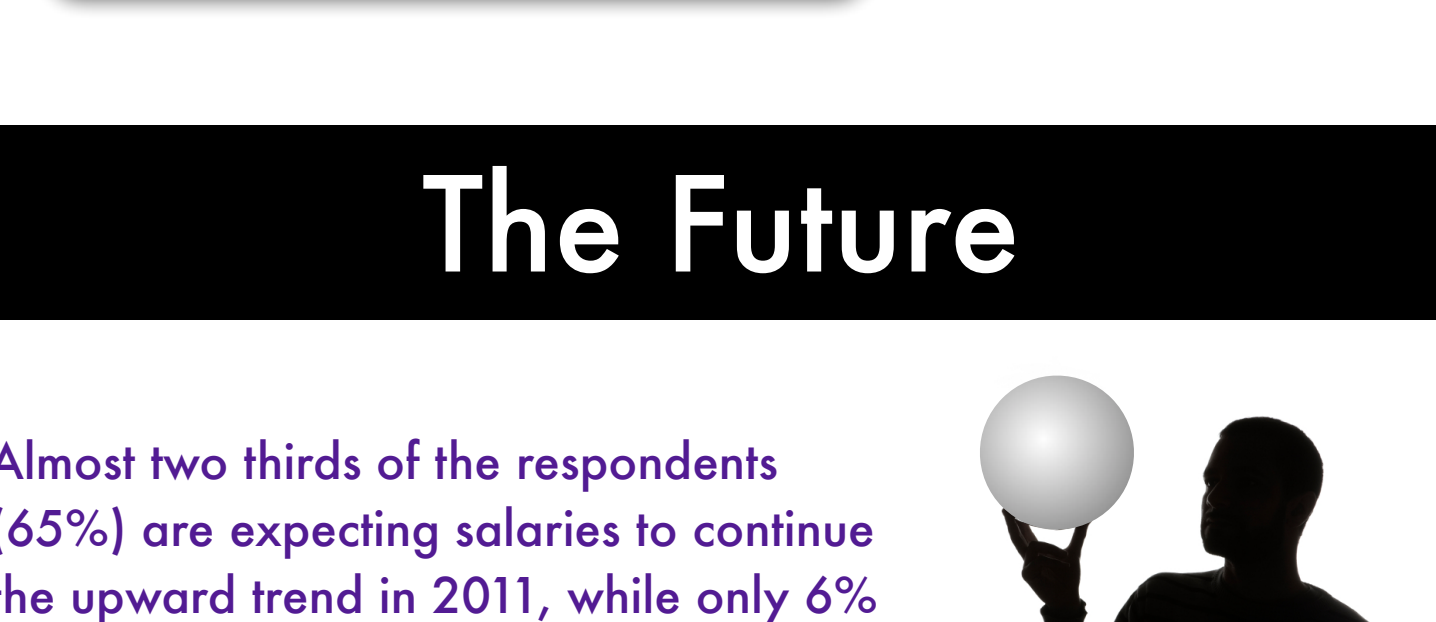
### SAP Customers



## Education

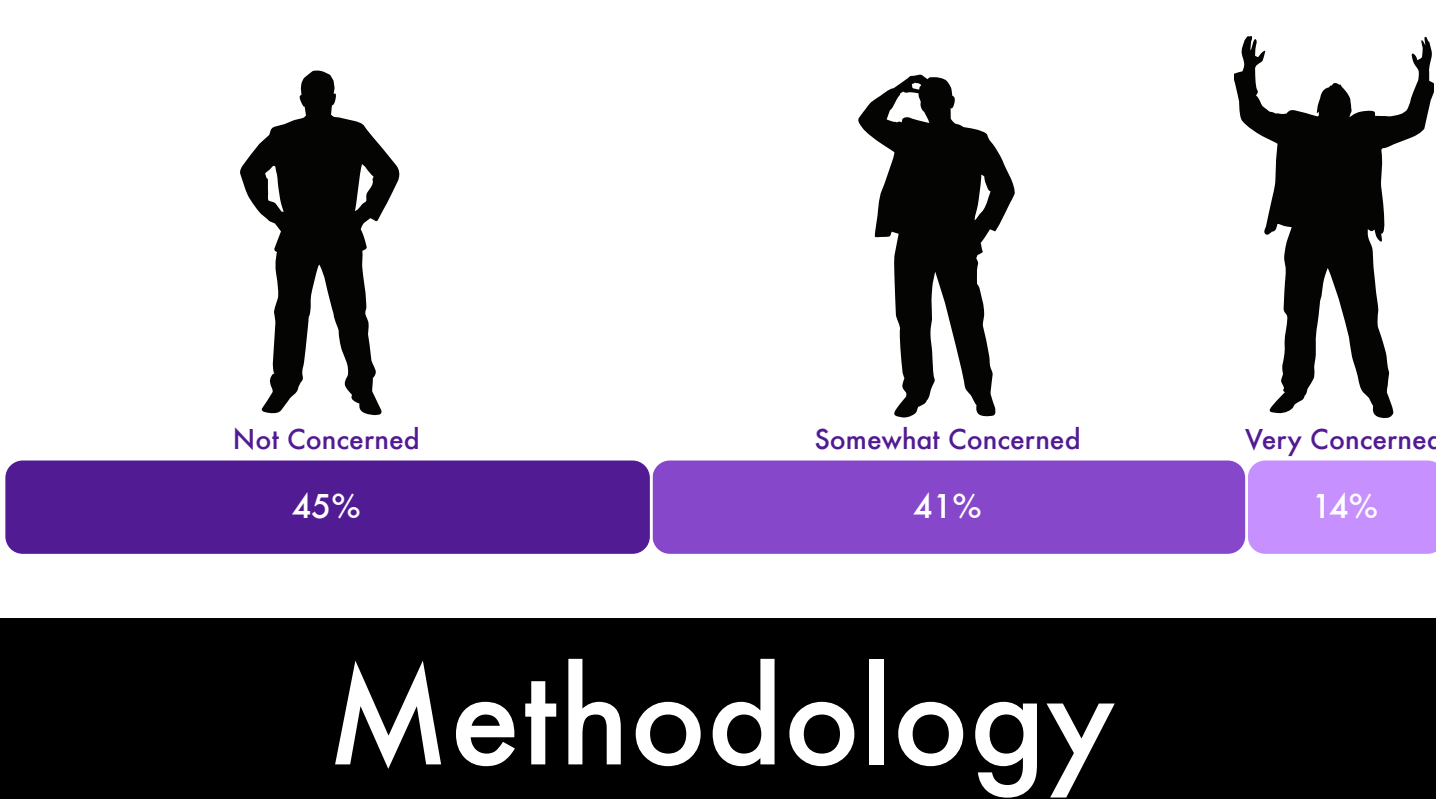


## SAP Software Versions



## The Future

Almost two thirds of the respondents (65%) are expecting salaries to continue the upward trend in 2011, while only 6% are expecting salaries to go down.



## Methodology

Survey results are based on 812 responses collected from SAP customers and system integrators worldwide through a standardized online questionnaire during December of 2010. Salary figures in this survey reflect the total annual compensation for each respondent, including bonuses.

