

Panaya Inc.

2011 Oracle® EBS Salary Survey

Survey Results and Executive Summary

For questions and additional information

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Executive Summary

The earnings of an Oracle EBS professional depend on many variables, including your location, education level, and experience, as well as the location of the company you work for, the Oracle EBS 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 makeup to industry peers, better understand what drives compensation in this market, and get useful ideas for increasing your value.

Some of the key findings from this year's survey include:

- Median salaries are the **highest for those working for retail, professional services, and financial services companies**, while the lowest medians are for those working in manufacturing and consumer products.
- The median salary for Oracle EBS professionals employed by companies based in Europe is over **20% lower than the median salary for those working for companies based in North America and the rest of the world.**
- **Women with up to six years of experience earn 6% less than men with similar experience. The gap grows to as much as 22% for professionals with 7-10 years of experience and 15% for those with more than ten years.**
- Professionals with Oracle certification earn **just slightly more (3%) than those that have no certification.** Having additional certifications doesn't necessarily translate to higher salary either.
- Release 11.x is the version most commonly used among survey respondents (59%). However, the median **salary for Oracle EBS professionals using Release 12.x is 25-38% higher than the median salary for those using earlier versions.**

The continued improvement in the economy seems to have a positive impact on the earnings of Oracle professionals:

- **61% of the respondents reported an increase in their earnings in 2011 compared to 2010, while only 7% reported a reduction.**
- These increases were more prevalent in some places than others. **Just half (50%) of the Oracle EBS professionals working in Europe saw their salaries increase in 2011, compared with 61% in North America and as many as 72% in the rest of the world.**
- Over **half of the respondents (64%) are eligible for a bonus in 2011.** The average bonus is 10% of total compensation.
- Looking ahead to 2012, **58% of the respondents are expecting an increase in their salaries.**

Methodology

Survey results are based on 111 responses collected from Oracle EBS customers and system integrators worldwide through a standardized online questionnaire during the summer of 2011. Salary figures in this survey reflect the total annual compensation for each respondent, including bonuses.

About Panaya

Panaya's software-as-a-service helps companies that use SAP or Oracle reduce 80% of their upgrade and testing risk and effort. Utilizing a cloud-based supercomputer, Panaya simulates the upcoming upgrade, automatically pinpointing which custom programs will break as a result of the upgrade and automatically fixing most of these problems.

Panaya's testing solutions dramatically expedite ERP testing and eliminate the need for manual test script maintenance. Seamlessly capturing business knowledge in the background, as users work with the ERP applications, Panaya automatically generates plain-English test scripts that are rapidly executed and continually self-adjust based on test results. .

To learn more, or apply for a **free upgrade evaluation** click here:
<http://www.panayainc.com/Request-a-Trial.html>

Company and Job Characteristics

111 individuals completed the survey. Over **three quarters (76%) of the survey respondents come from companies that are Oracle EBS customers and run their own business on the Oracle EBS system.** The remaining 24% represent Oracle-partner organizations that help other companies implement Oracle.

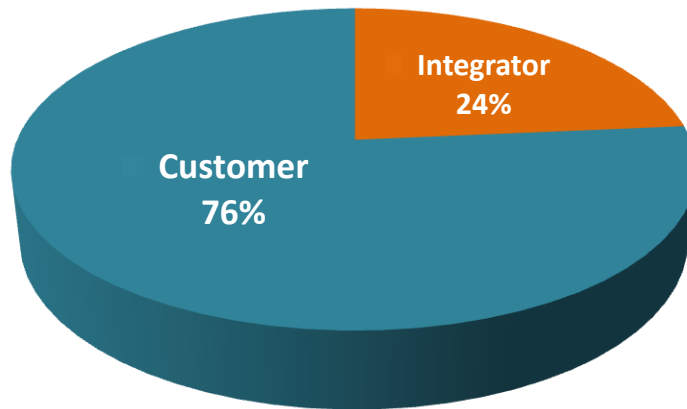


Figure 1: Customer vs. Integrator

Overall, employees of Oracle EBS Customers have a 9% higher median salary than those working for Oracle Partners/Integrators.

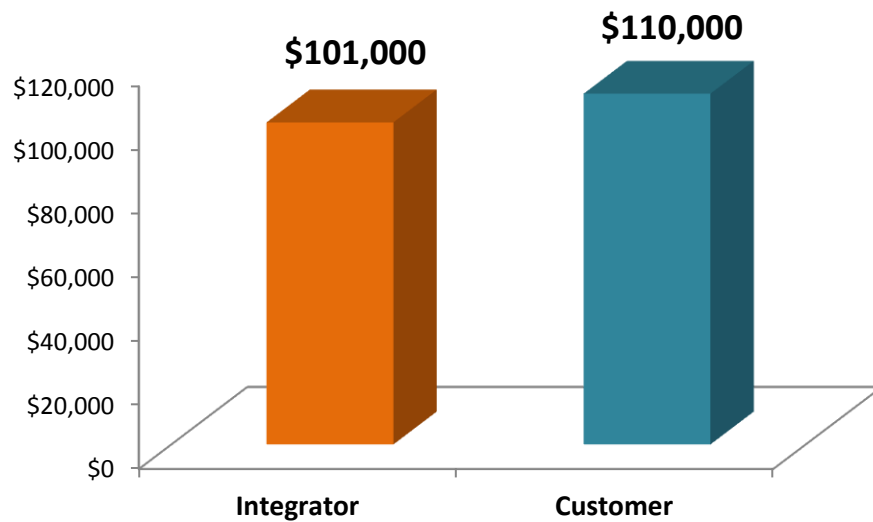


Figure 2: Median Salary - Customer vs. Integrator

63% of the survey respondents work for companies based in North America, while 23% work for European companies and 14% for companies based elsewhere in the world.

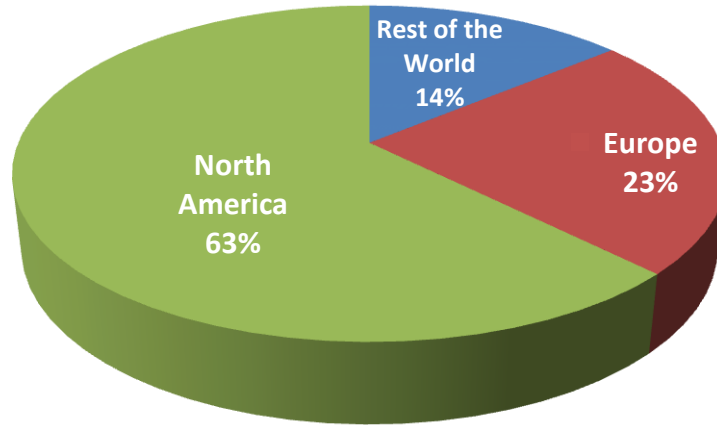


Figure 3: Respondents by Headquarter Location

The median salary for those working for companies based in North America and the rest of the world is over **20% higher than the median salaries for those working for companies based in Europe.**

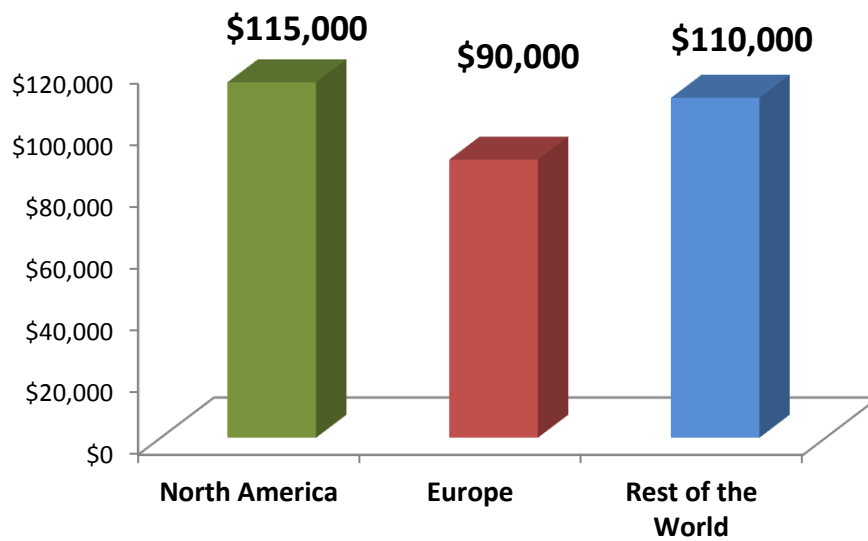


Figure 4: Median Salary by Headquarters Location

Similar to the headquarters location, respondents that work in North America have a greater median salary than their counterparts in Europe and the Rest of the World.

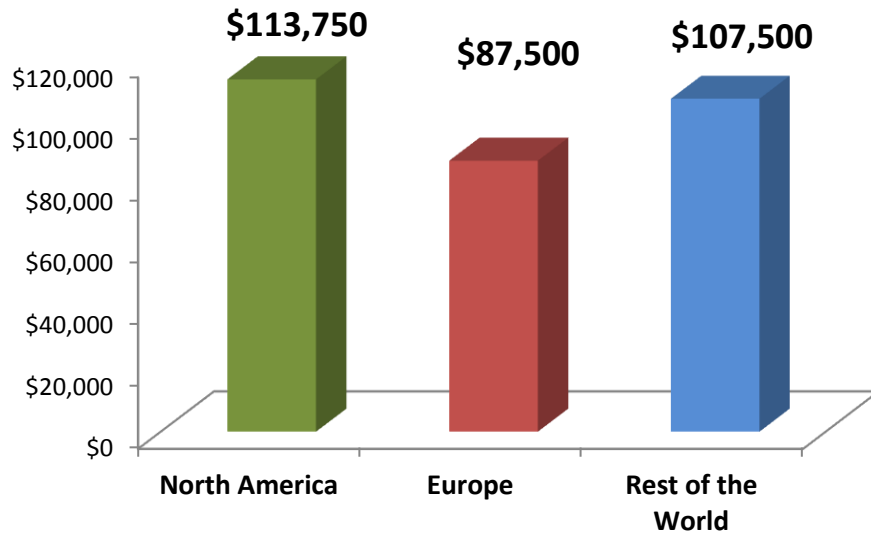


Figure 5: Median Salary by Job Location

Survey respondents represent a wide and pretty even spectrum of company sizes (as measured by annual revenues).

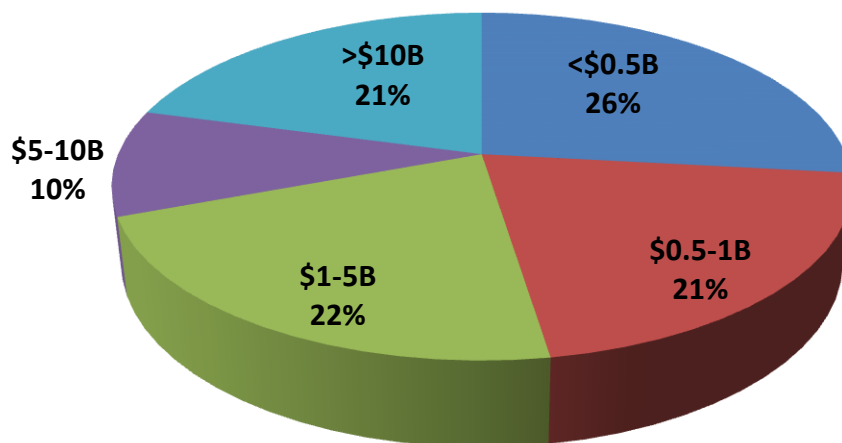


Figure 6: Respondents by Company size

When it comes to size, however, bigger is not always better for Oracle EBS professionals. **The sweet spot for the highest median salary is at companies of \$1-10B in revenues.**

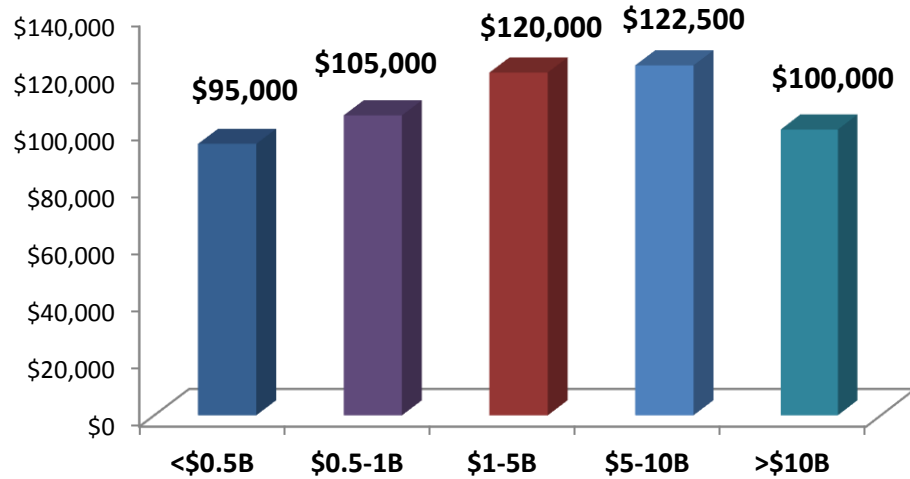


Figure 7: Median Salary by company revenues

Similar results can be seen when looking at the number of Oracle EBS professionals at the company. **Median salary is highest at companies with 11-50 Oracle EBS professionals.**

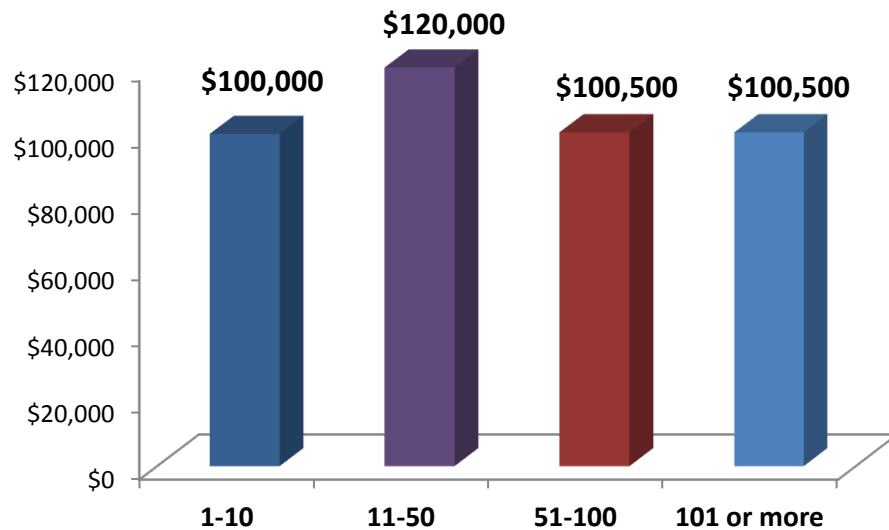


Figure 8: Median Salary by number of Oracle Professionals

When comparing salaries across industries, **median salaries are the highest for Oracle professionals working in retail, professional services, and financial services**, while the lowest salaries are earned by those working for consumer products and manufacturing companies.

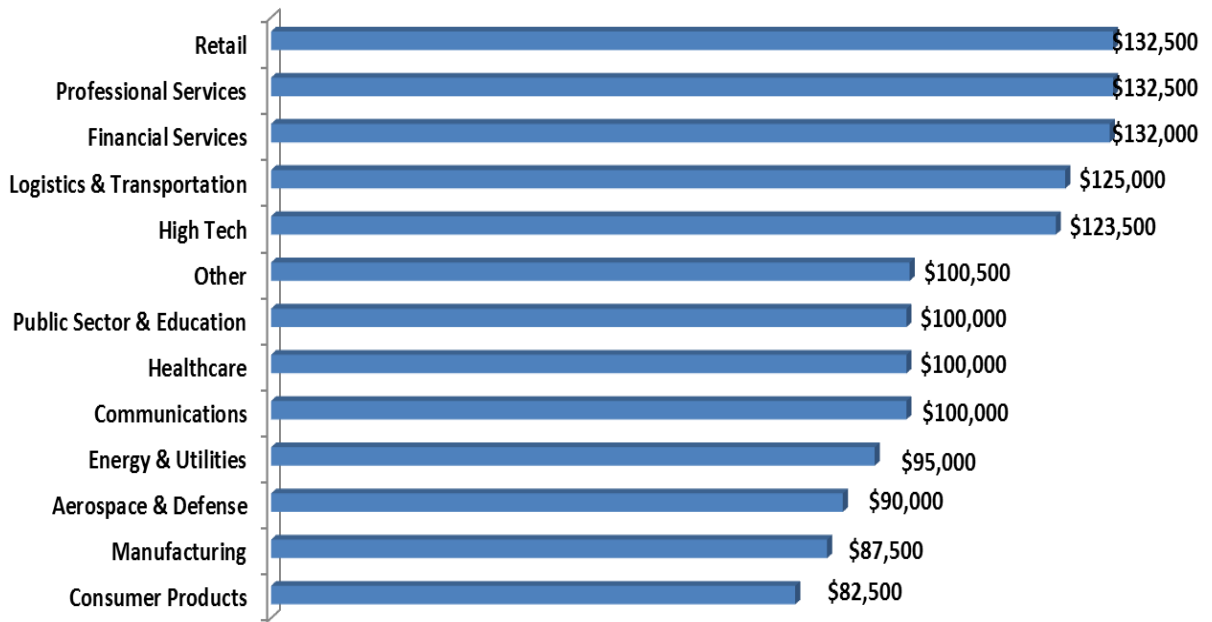


Figure 9: Median Salary by Industry

Job Function, Experience, Gender, Education

Salaries of Oracle professionals vary greatly according to job function, with **CIO's, IT directors, and managers earning the most**, followed by Project and Application Managers.



Figure 10: Median Salary by Job Function

Job experience plays a major role in determining salary levels. The more experience, the higher the salary. The median salary for **respondents with more than 10 years of experience is 45% higher than for those with 1-6 years of experience.**

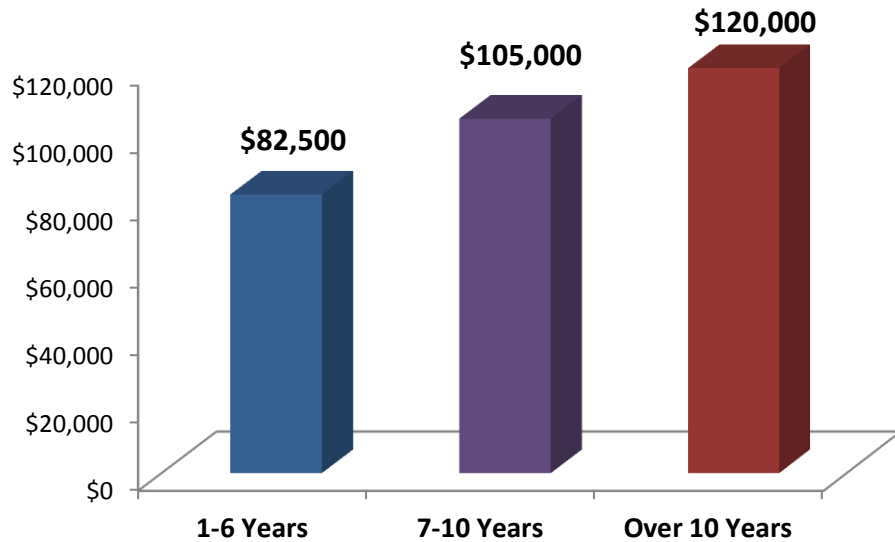


Figure 11: Median Salary by Experience

Gender is also a factor determining salary levels. **Women with up to six years of experience earn 6% less than men with similar experience. The gap grows to as much as 22% for professionals with 7-10 years of experience and 15% for those with more than ten years.**

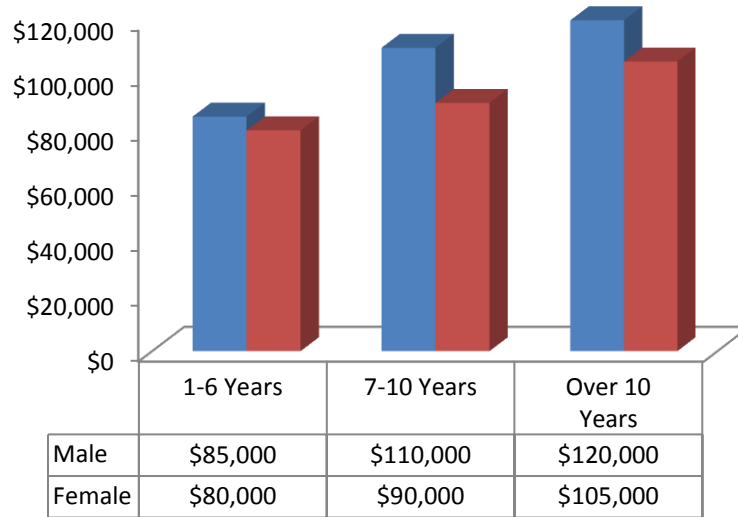


Figure 12: Median Salary by Gender & Experience

Education also impacts the level of earnings. **Respondents with a doctoral degree earn 45% more than those with a high school diploma.** At the same time, the median salary for those that have a master’s degree or some master-level studies is only slightly higher than for those with a bachelor’s degree or some bachelor-level studies.

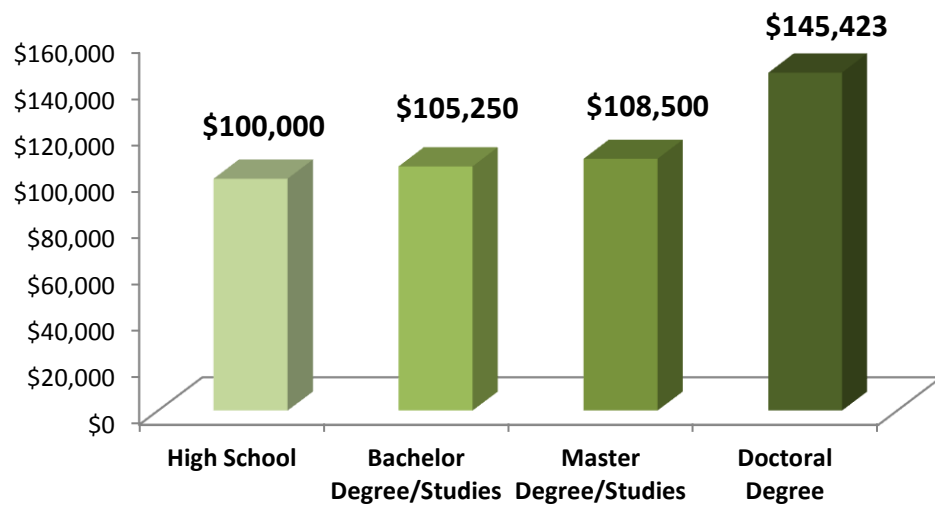


Figure 13: Median Salary by Education

Professionals with at least one Oracle certification earn **just slightly more (3%) than those that have no certification**. Furthermore, having additional certifications doesn't necessarily translate to higher salary either.

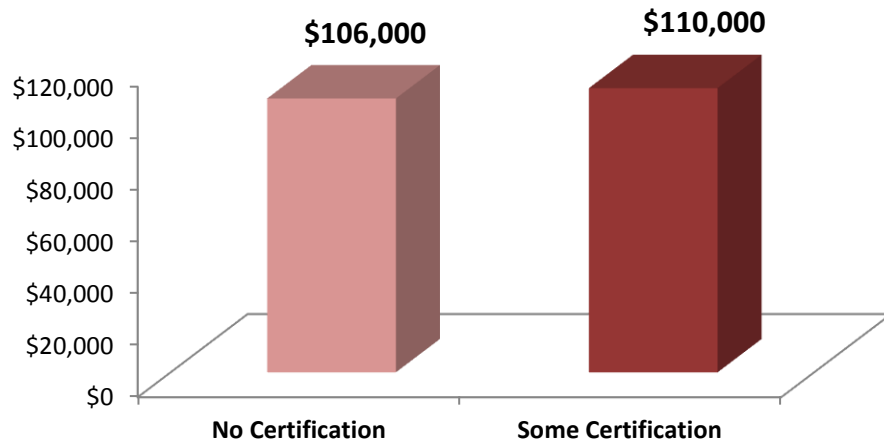


Figure 14: Median Salary with and without Oracle Certification

These minor differences in earnings could be a reason that **64% of the respondents have no Oracle certification**, and only 22% have more than one certification.

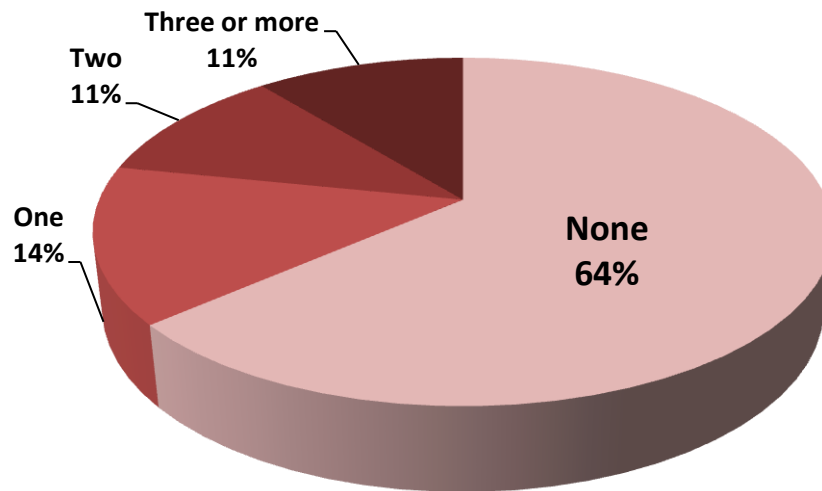


Figure 15: Respondents with and without Oracle Certification

Oracle EBS System Characteristics

Release 11.x is the version most commonly used among survey respondents (59%). 38% are using release 12.x, with the remaining 3% using earlier versions.

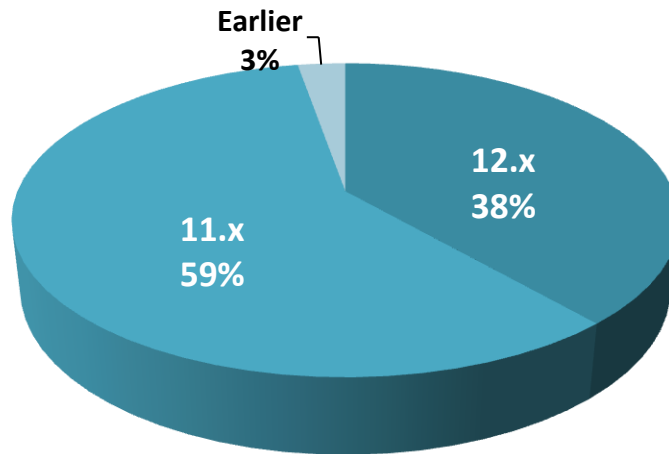


Figure 16: Current Oracle EBS Version Used

The median salary for Oracle professionals using **Release 12.x** is 25-38% higher than the median salary for those using earlier versions.

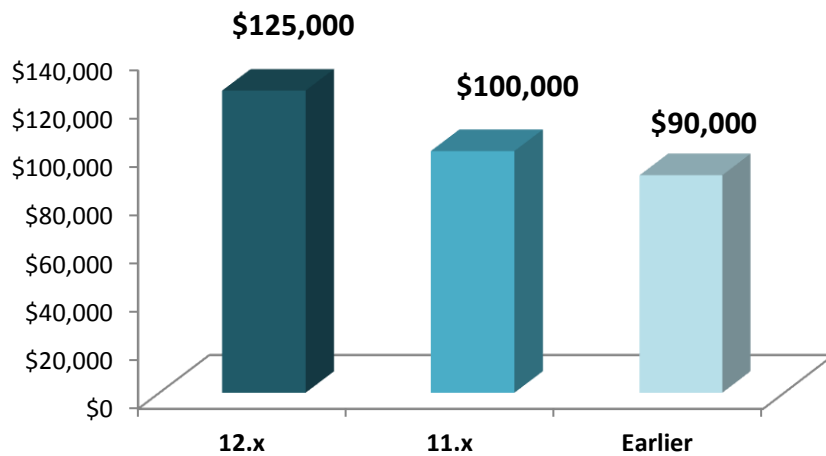


Figure 17: Median Salary by Current Oracle Version

Salary Makeup, Trends, Job Changes

Close to two thirds of the respondents (64%) are eligible to receive a bonus in 2011. The majority of the bonuses (74%) fall between 5-20%, with a median of 10%.

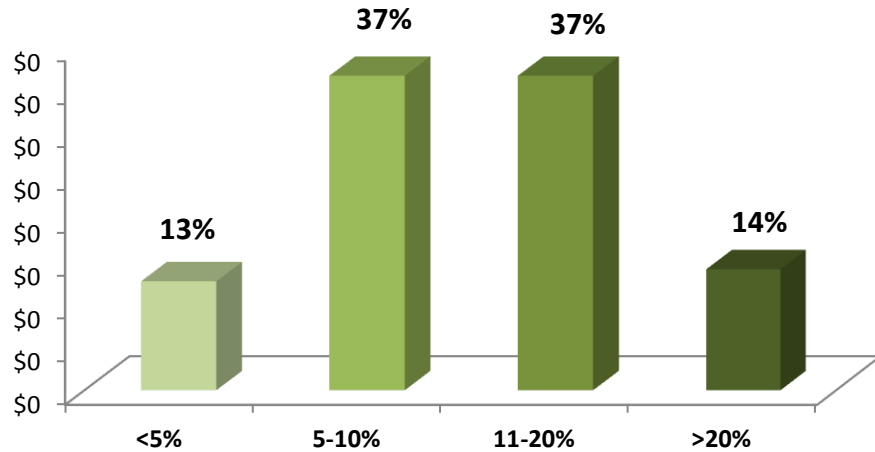


Figure 18: 2010 Bonus % of Total Salary

61% of the respondents reported an increase in their earnings in 2011 compared to 2010, while 33% reported no change. Only 7% reported a reduction.

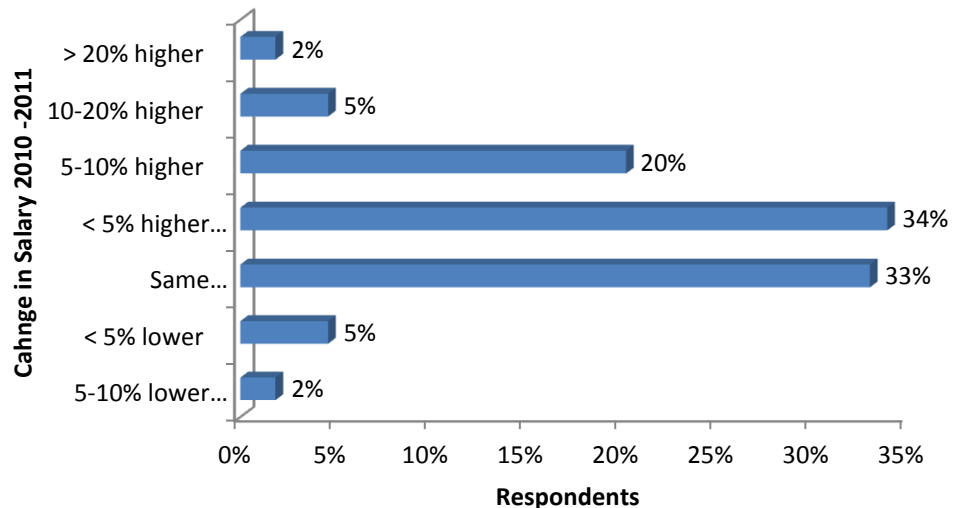


Figure 19: Change in Salary 2010 - 2011

These increases, however, were more prevalent in some places than others. **Just half (50%) of the Oracle EBS professionals working in Europe saw their salaries increase in 2011, compared with 61% in North America and as much as 72% in the Rest of the World.** At the same time, more people in these regions saw a salary decrease compared to Europe, where no such reductions were reported.

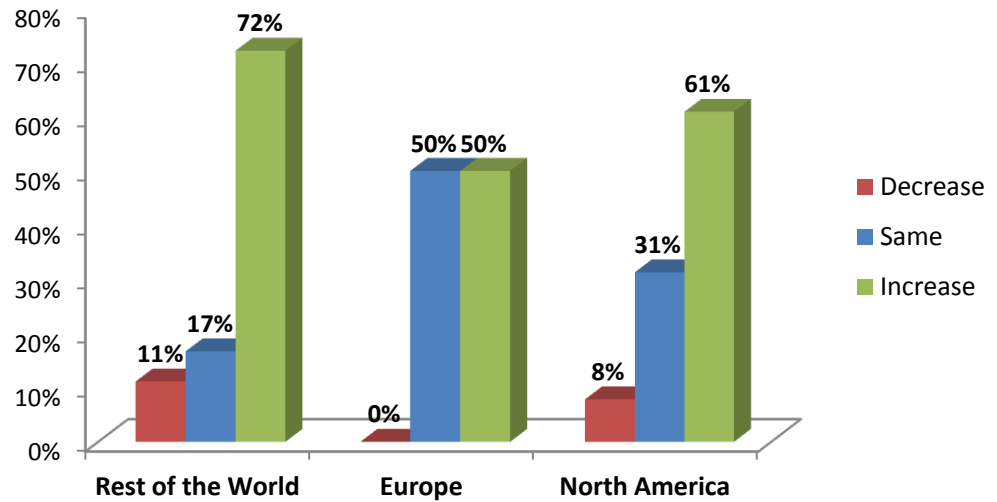


Figure 20: 2011 Salary Change by Job Location

Generally speaking, **salary increases were most common for professionals working for companies with \$5-10B revenues (90%),** while fewer of those working for companies with the smallest and highest revenues saw such increases. **Only professionals that work for companies with less than \$500m in revenues reported a decrease in their 2011 salaries.**

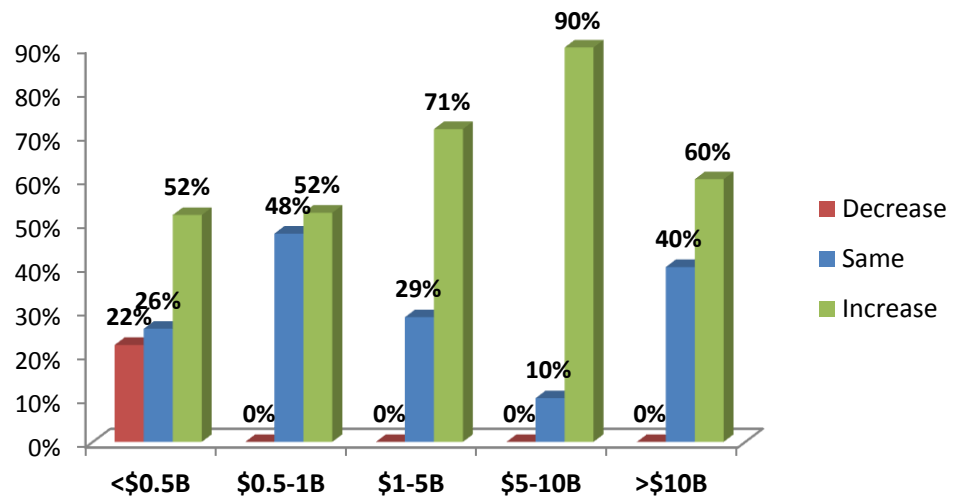


Figure 21: 2011 Salary Change by Company Revenues

The two most common job changes noted by survey respondents were **additional responsibilities (59%)** and the **need to do more with less (54%)**. Even though respondents experienced an overall increase in salaries, many reported that overall budgets have become tighter (35%), and some had to work longer hours (23%).

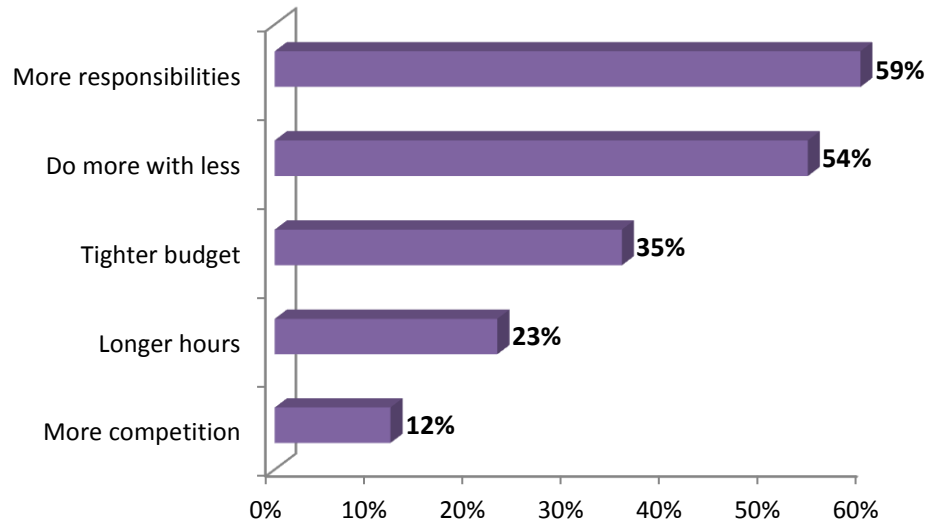


Figure 22: Notable Changes in Job
(responses add up to more than 100%)

Expectations for 2012 closely resemble the changes in salaries respondents experienced in 2011. **The majority of the respondents (58%) are expecting salaries to continue the upward trend in 2012**, while 7% are expecting salaries to go down.

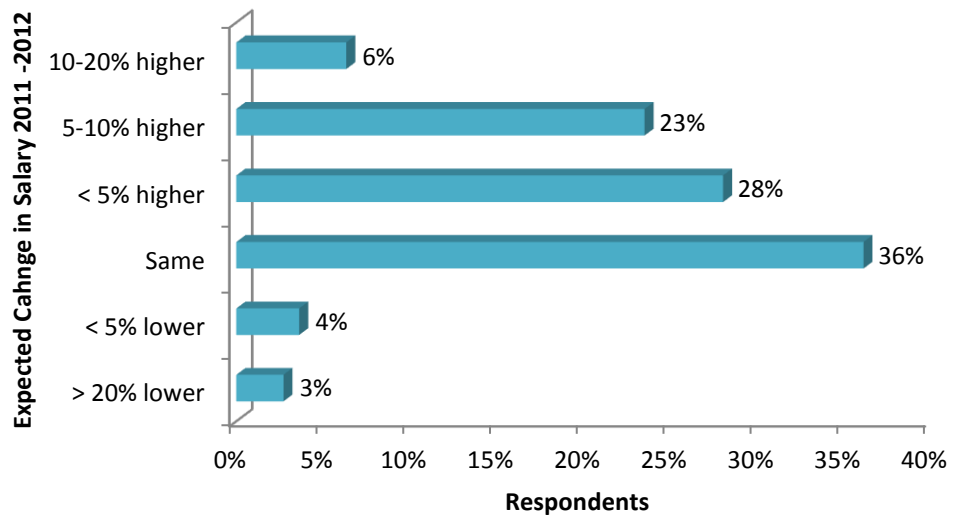


Figure 23: Expected Change in Salary 2011-2012

At the same time, **40% of the respondents are somewhat concerned about their job stability, and 8% are very concerned about it.**

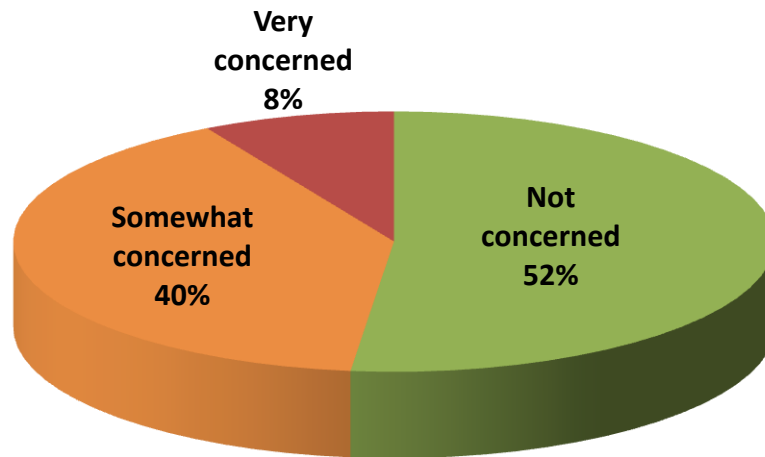


Figure 24: Concern about Job Stability

Advancing Your Career and Market Value

Our survey respondents have some great advice for advancing your Oracle EBS career:

- 1) Focus on an area and be specialist
- 2) Be ready to take on new challenges
- 3) Network with other Oracle professionals
- 4) Learn how to relate EBS to the company business model
- 5) Always be up-to-date on technological trends

According to the respondents, the general skills most important for securing higher pay and additional job options are **project management (50%), business function (38%), and analytical (32%) skills.**

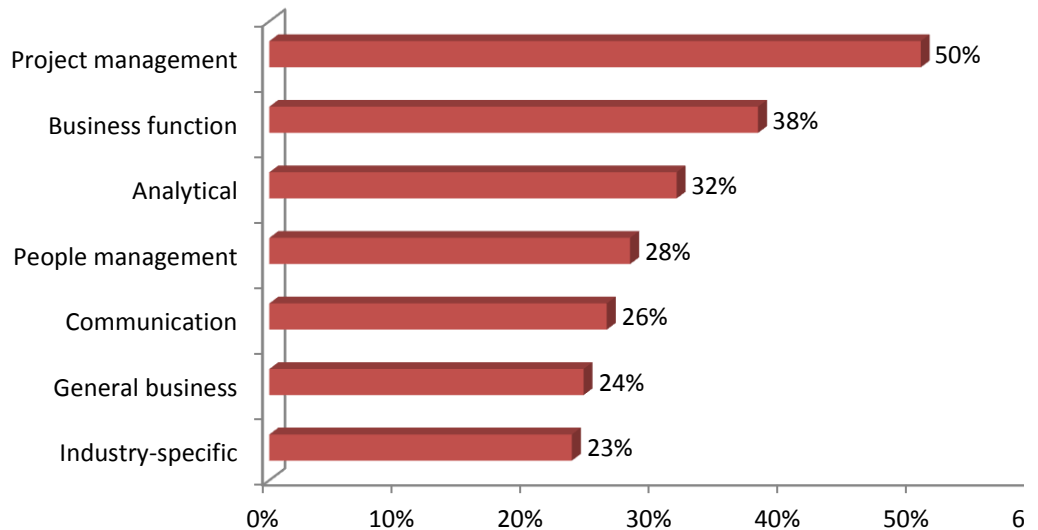


Figure 25: Important General Skills

The most valuable technology skills, according to survey respondents, are **data visualization (39%)**, **collaboration (32%)**, and **upgrade management (32%)**.

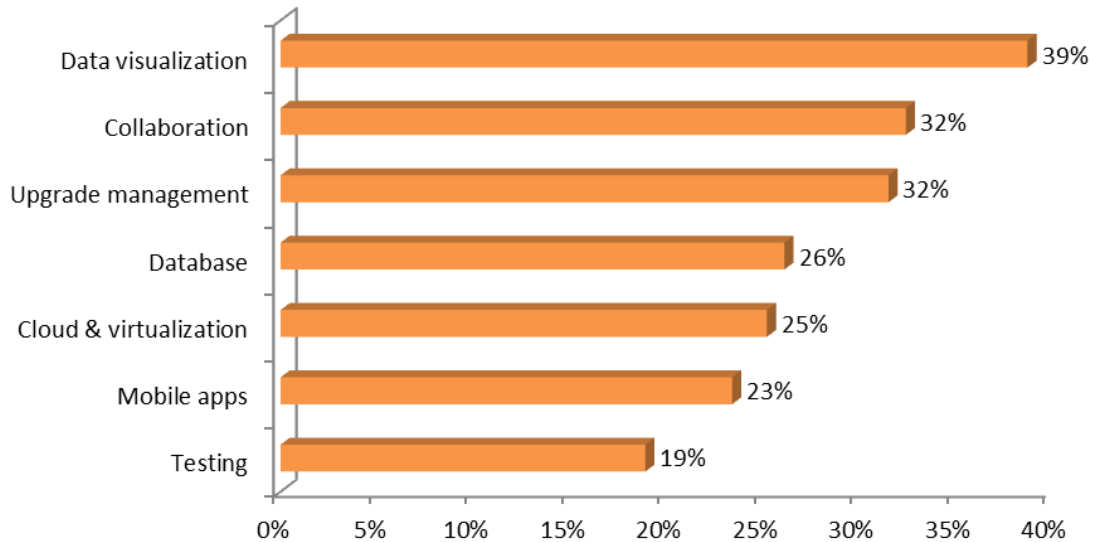


Figure 26: Important Technology Skills

In addition, the following Oracle EBS-specific skills are cited by respondents as the most valuable for increasing the market value of the Oracle professional:

Top 3 Skills named by Oracle EBS DBA's and Programmers
New Oracle EBS technology (Fusion, OA Framework, Java, etc.)
Oracle EBS architecture/integration
R12 Upgrade

Top 3 Skills named by Oracle EBS Business Analysts, Practice Managers, QA Specialists, Support Personnel, System Administrators, and Trainers
R12 Upgrade
Business Suite Skills (Fin, HR, CRM, etc.)
Fusion Apps
Oracle BI and Data Warehouse

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