

Salary Budget Planning Report – By Region

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Salary Budget Planning Data

Reports Available

- Global Salary Budget Planning Report
- Asia Pacific Regional Report
- Europe, Middle East, and Africa Regional Report
- Latin America Regional Report
- Hyperinflation Supplement Report
- Rewards Action: Labor Markets and Inflation Data Supplement Report
- Remote/Hybrid Working and Geographic Pay Differentials

Coverage by country/marketing

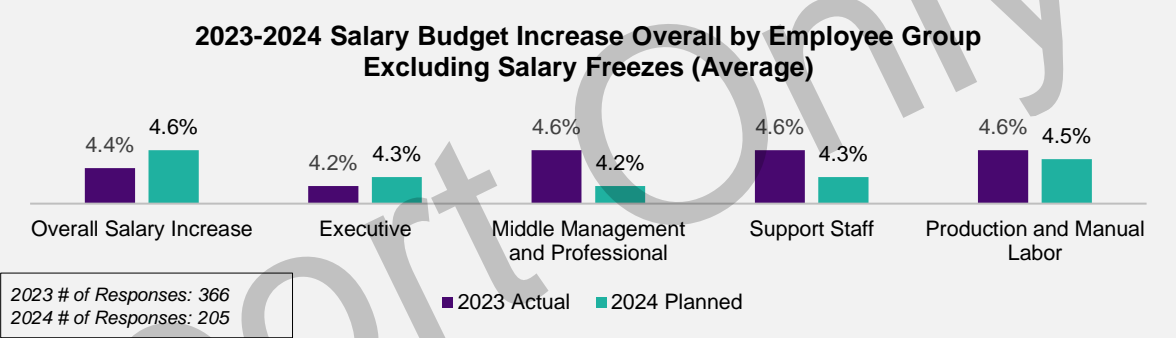
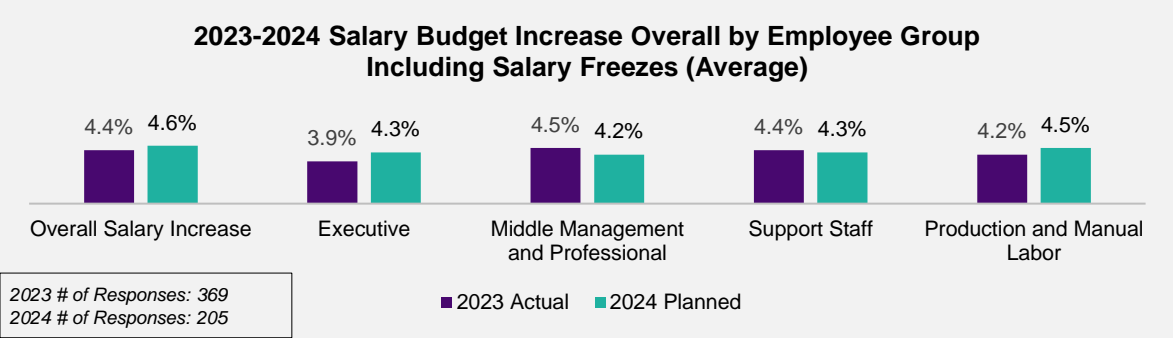
- Salary movement in comparison with key economic indicators
- Salary movement by employee group
- Spread of salary movement
- Merit Increases
- Most prevalent salary review month + status
- Variable pay payout
- Salary budget allocation related to performance rating
- Staff turnover/Attrition/Recruitment information
- Industry-specific data

Sample Country
Salary Budget Planning Data



400

Number of
Participating Organizations

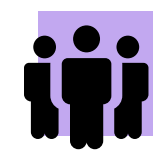


Employee Group (including Salary Freezes)	2023 Actual						2024 Planned					
	P25	P50	P75	Avg	# of Responses	% Entering Zero	P25	P50	P75	Avg	# of Responses	% Entering Zero
Overall Salary Increase	3.4%	3.7%	5.0%	4.4%	369	1.0%	3.5%	4.0%	5.5%	4.6%	205	0.0%
Executive	3.2%	3.5%	4.7%	3.9%	158	7.7%	3.5%	4.0%	5.0%	4.3%	69	0.0%
Middle Management and Professional	3.3%	3.9%	5.0%	4.5%	196	1.9%	3.5%	4.0%	5.0%	4.2%	81	0.0%
Support Staff	3.3%	3.9%	5.2%	4.4%	180	4.3%	3.5%	4.0%	5.0%	4.3%	74	0.0%
Production and Manual Labor	3.3%	3.5%	5.6%	4.2%	146	7.7%	3.5%	4.2%	5.0%	4.5%	59	0.0%

Employee Group (excluding Salary Freezes)	2023 Actual					2024 Planned				
	P25	P50	P75	Avg	# of Responses	P25	P50	P75	Avg	# of Responses
Overall Salary Increase	3.4%	3.8%	5.0%	4.4%	366	3.5%	4.0%	5.5%	4.6%	205
Executive	3.3%	3.5%	4.9%	4.2%	145	3.5%	4.0%	5.0%	4.3%	66
Middle Management and Professional	3.3%	3.9%	5.0%	4.6%	192	3.5%	4.0%	5.0%	4.2%	81
Support Staff	3.4%	3.9%	5.4%	4.6%	172	3.5%	4.0%	5.0%	4.3%	74
Production and Manual Labor	3.3%	3.7%	5.7%	4.6%	132	3.5%	4.2%	5.0%	4.5%	56

Sample Country

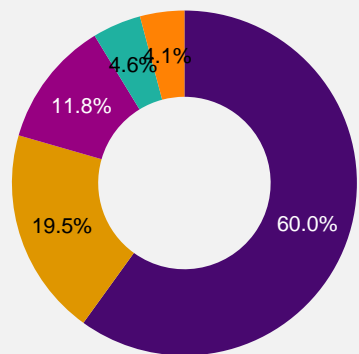
Salary Budget Planning Data



400

Number of
Participating Organizations

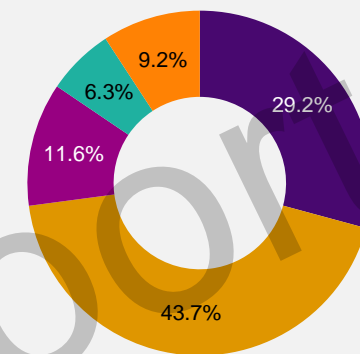
Budget for the Current Cycle Compared to the Most Recent Compensation Planning Cycle



- Higher than prior year
- No change
- Lower than prior year
- Other (Not yet set)
- Not sure

of Responses: 400

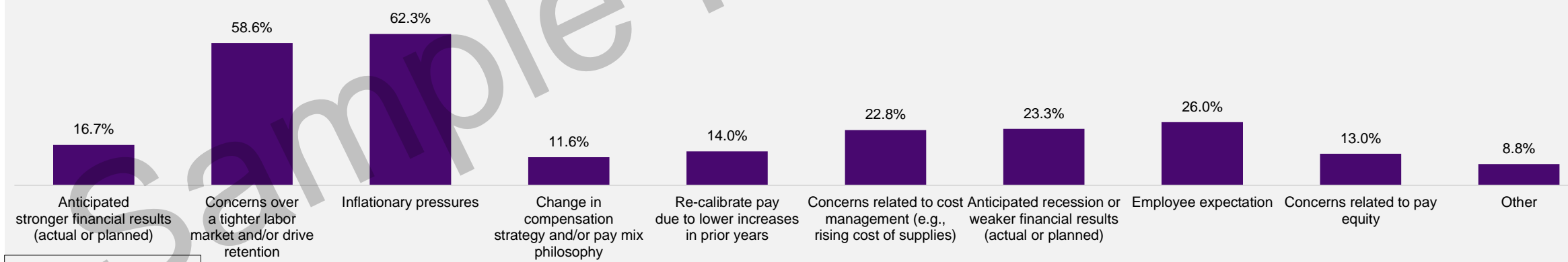
Budget for the Current Cycle Changed from the Prior Budgeted Projections



- Budgets are higher than projected
- No change
- Budgets are lower than projected
- Other (No prior projection, not yet set)
- Not sure

of Responses: 400

Factors Influencing the Change from the Salary Increase Budget Compared to the Prior Year



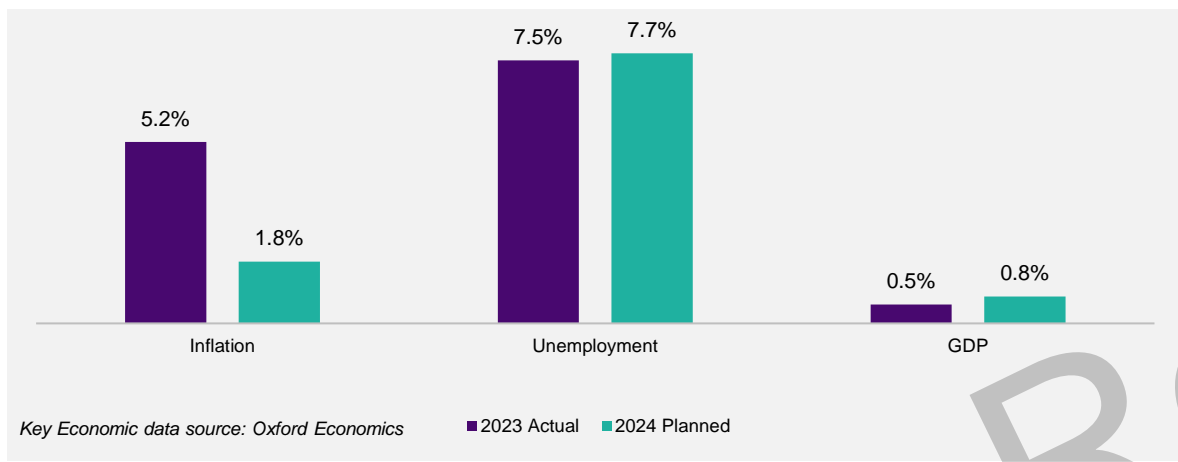
of Responses: 174

Sample Country

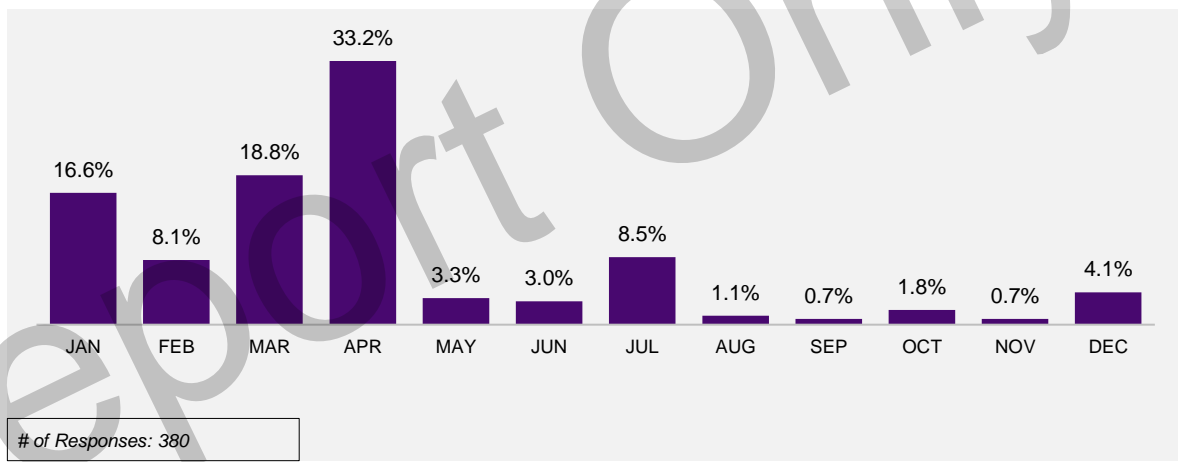
Salary Budget Planning Data



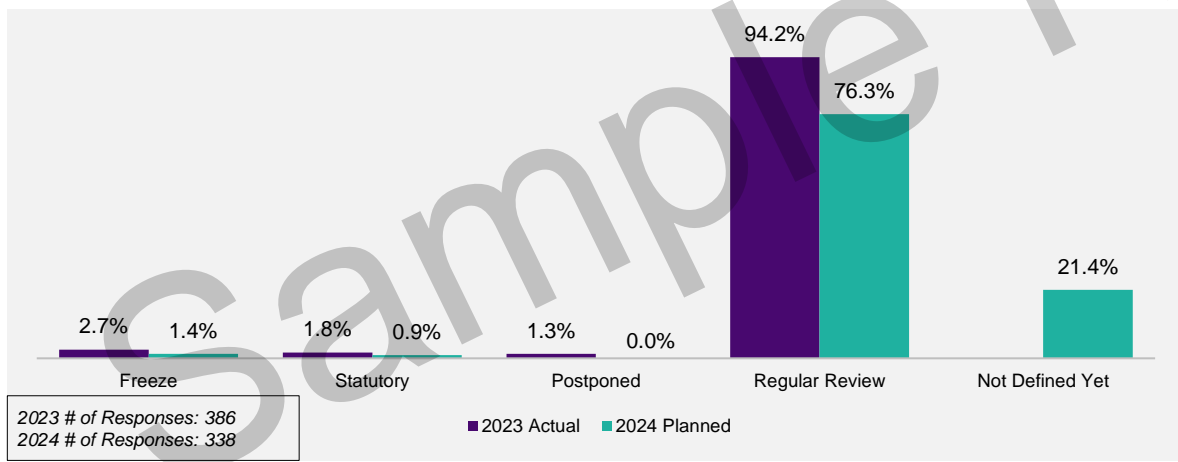
Key Economic Data



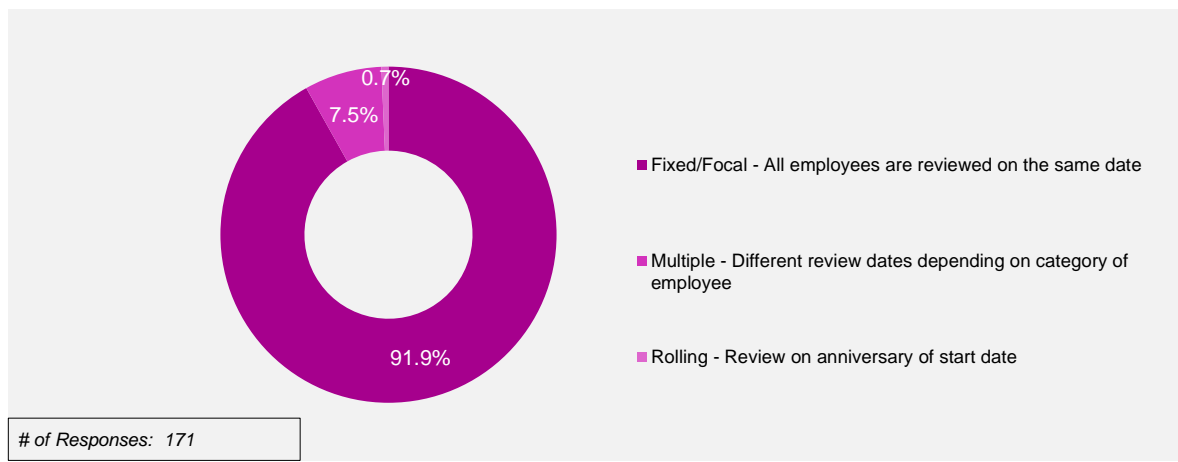
Most Prevalent Salary Review Month



Salary Review Status



Salary Review Type



Sample Country
Salary Budget Planning Data

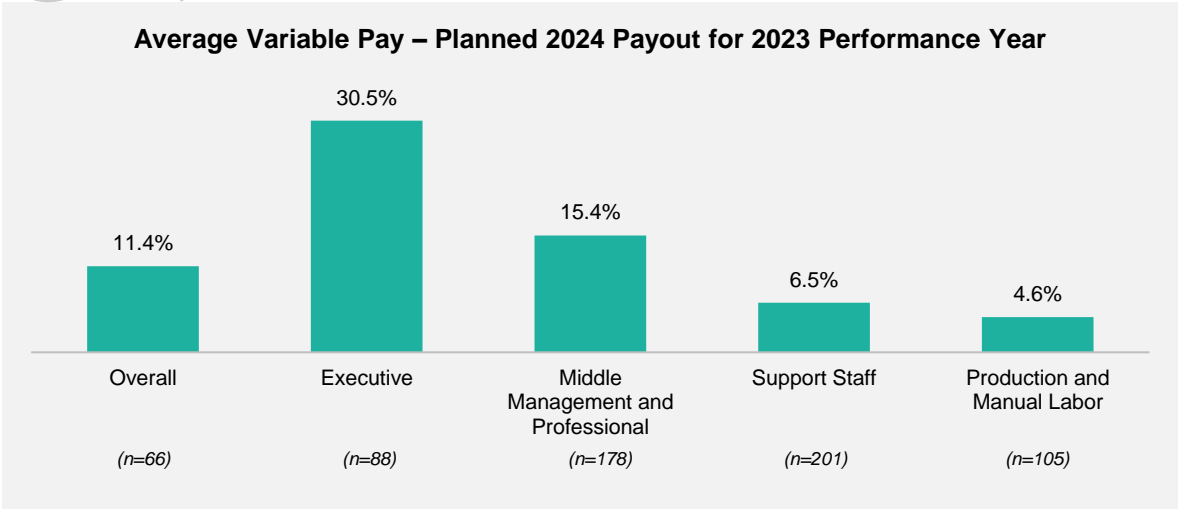
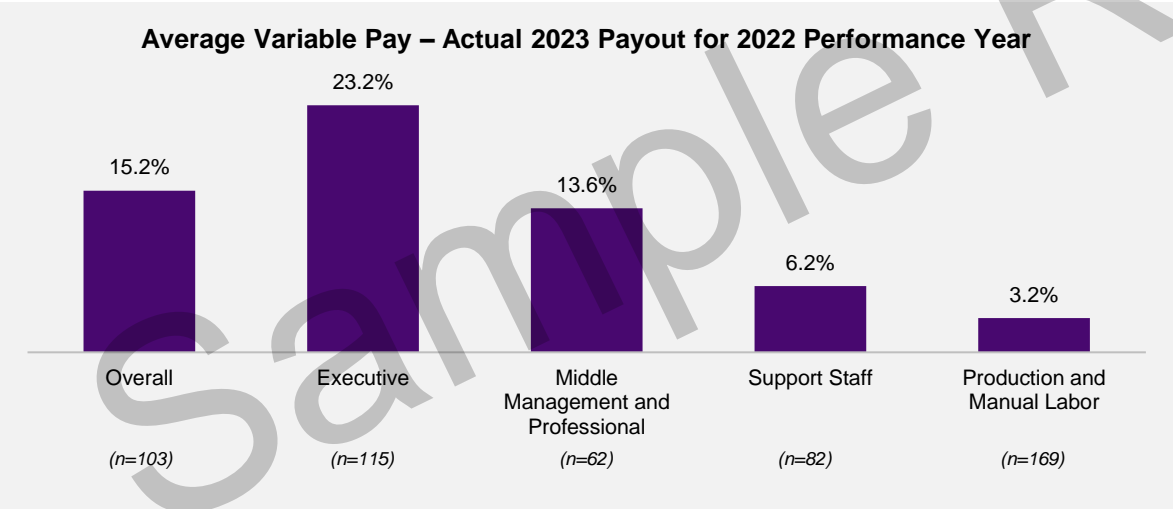


400

Number of
Participating Organizations

Merit Increases

Employee Group	2023 Actual					2024 Planned				
	P25	P50	P75	Avg	# of Resp.	P25	P50	P75	Avg	# of Resp.
Overall Merit Increase	3.0%	3.5%	4.6%	3.8%	69	3.5%	3.7%	5.3%	4.4%	52
Executive	3.0%	3.4%	4.3%	3.6%	17	2.7%	3.5%	3.9%	3.3%	16
Middle Management and Professional	2.9%	3.5%	4.9%	3.9%	31	3.1%	3.7%	4.3%	3.6%	19
Support Staff	2.9%	3.5%	4.8%	3.9%	24	3.1%	3.7%	4.3%	3.6%	18
Production and Manual Labor	3.0%	3.5%	5.4%	4.1%	17	3.5%	3.8%	5.6%	4.3%	12

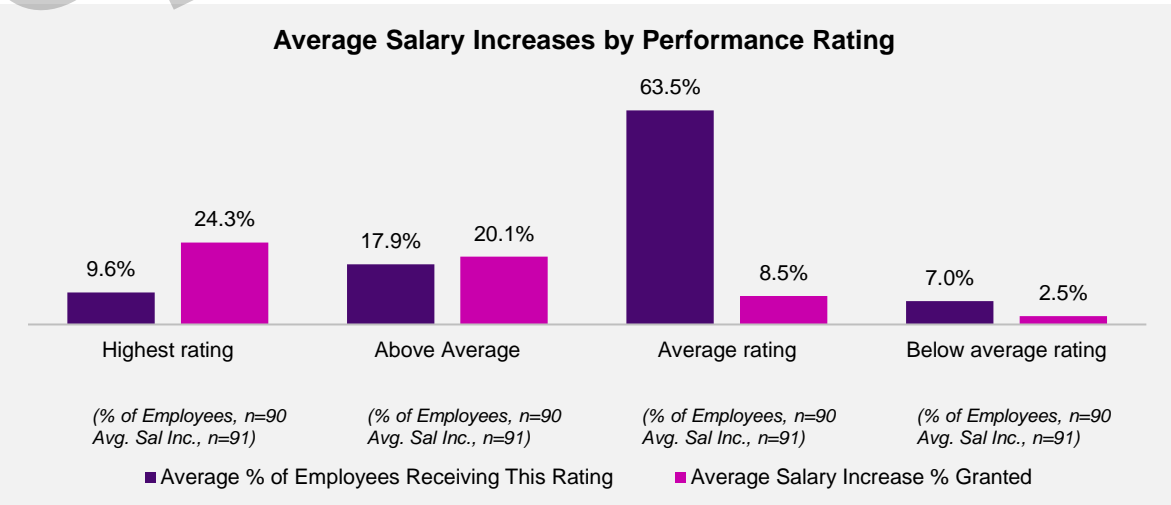
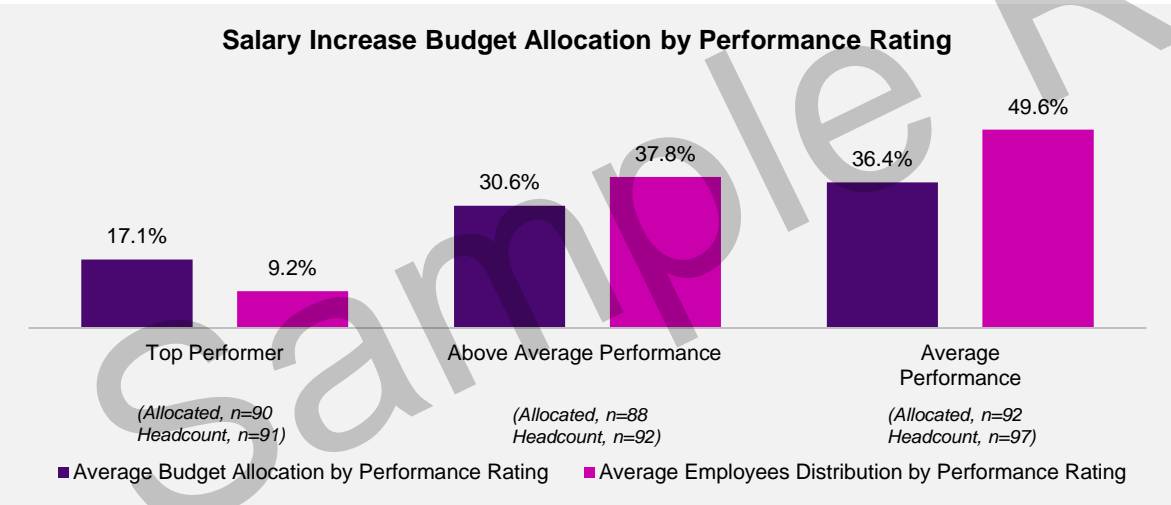
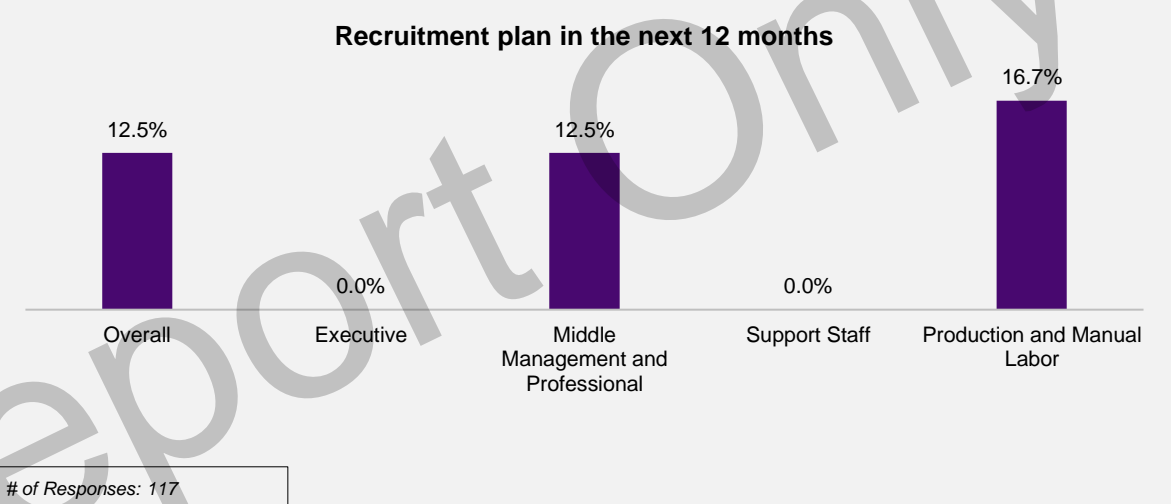
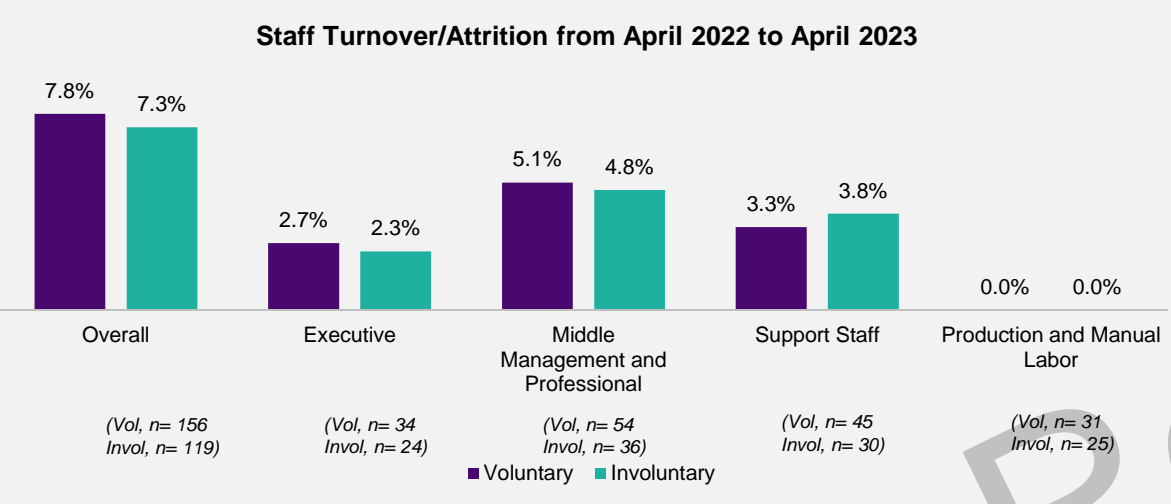


Sample Country
Salary Budget Planning Data



400

Number of
Participating Organizations



Industry-Specific Data

Sample Country

Financial Institutions

Salary Budget Planning Data

Sample

Subject to the availability of the industry and data

Salary Budget Increases Overall and by Employee Group

Employee Group	2023 Actual						2024 Planned					
	P25	P50	P75	Avg	# of Responses	% Entering Zero	P25	P50	P75	Avg	# of Responses	% Entering Zero
Overall Salary Increase (including zeros)	2.0%	2.8%	3.0%	2.6%	134	9.1%	3.0%	3.0%	3.5%	3.1%	68	1.6%
Executive (including zeros)	1.7%	2.7%	3.0%	2.4%	50	17.5%	2.8%	3.0%	3.2%	3.0%	22	6.2%
Middle Management and Professional (including zeros)	2.0%	2.8%	3.0%	2.6%	67	8.3%	3.0%	3.0%	3.5%	3.1%	27	2.2%
Support Staff (including zeros)	2.0%	2.7%	3.0%	2.5%	62	9.3%	2.9%	3.0%	3.3%	3.1%	24	2.3%
Production and Manual Labor (including zeros)	2.0%	2.7%	3.0%	2.4%	48	14.1%	2.8%	3.0%	3.5%	3.0%	17	5.3%
Overall Salary Increase (excluding zeros)	2.3%	3.0%	3.0%	2.8%	131		3.0%	3.0%	3.5%	3.2%	68	
Executive (excluding zeros)	2.3%	3.0%	3.0%	2.9%	43		3.0%	3.0%	3.3%	3.2%	20	
Middle Management and Professional (excluding zeros)	2.3%	3.0%	3.0%	2.9%	63		3.0%	3.0%	3.5%	3.2%	27	
Support Staff (excluding zeros)	2.1%	2.9%	3.0%	2.7%	56		3.0%	3.0%	3.5%	3.1%	24	
Production and Manual Labor (excluding zeros)	2.1%	3.0%	3.0%	2.8%	38		3.0%	3.0%	3.5%	3.2%	15	

Merit Only Increases Overall and by Employee Group (excluding zeros)

Employee Group	2023 Actual					2024 Planned				
	P25	P50	P75	Avg	# of Responses	P25	P50	P75	Avg	# of Responses
Overall Merit Increase	2.5%	3.0%	3.2%	2.8%	54	2.5%	3.0%	3.2%	2.8%	49
Executive	2.4%	3.0%	3.4%	3.0%	20	2.4%	3.0%	3.4%	3.0%	13
Middle Management and Professional	2.5%	3.0%	3.2%	2.9%	27	2.5%	3.0%	3.2%	2.9%	16
Support Staff	2.5%	3.0%	3.1%	2.8%	25	2.5%	3.0%	3.1%	2.8%	14
Production and Manual Labor	2.0%	3.0%	3.0%	2.7%	19	2.0%	3.0%	3.0%	2.7%	10

Industry-Specific Data

Sample Country

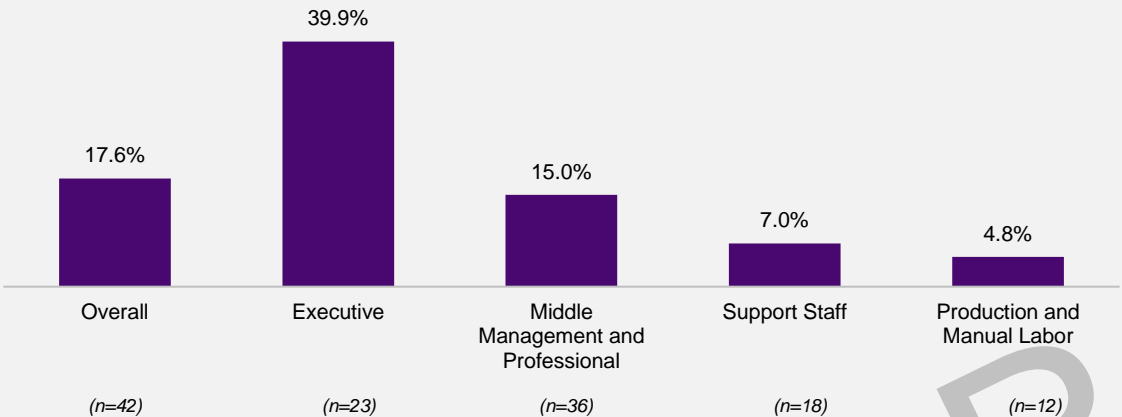
Financial Institutions

Salary Budget Planning Data

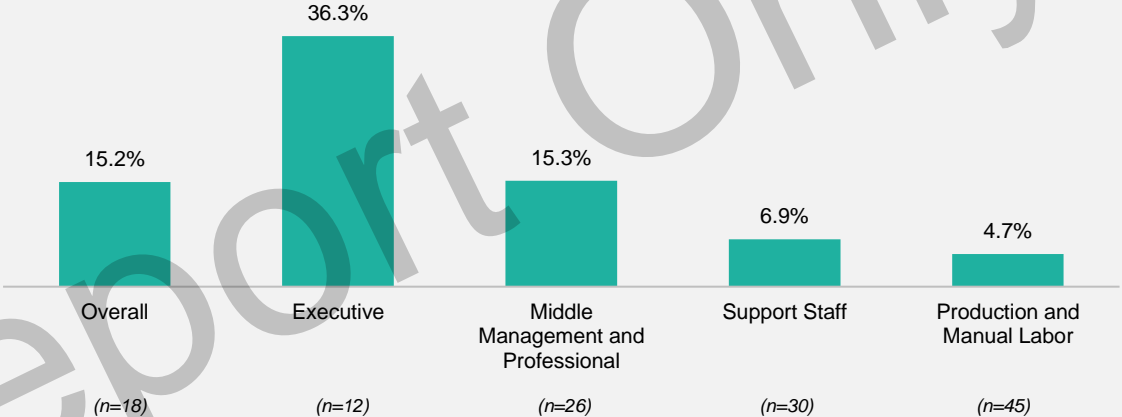
Sample

Subject to the availability of the industry and data

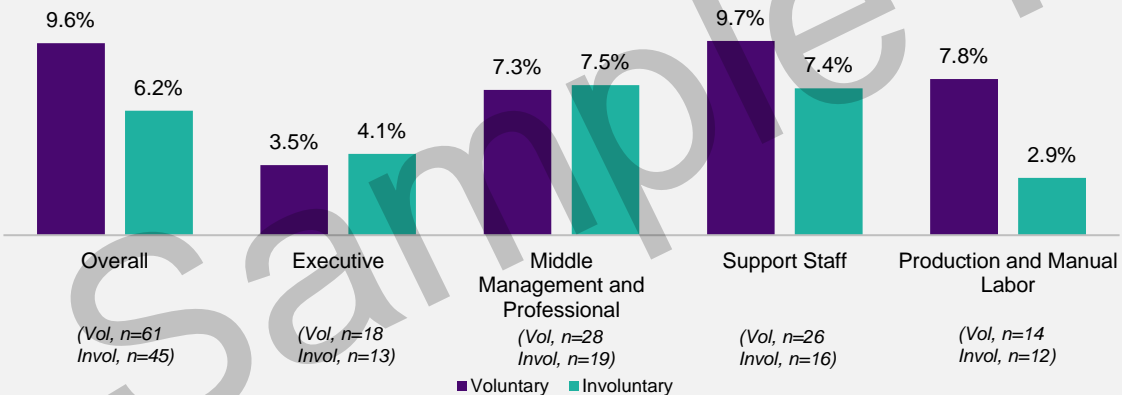
Average Variable Pay – Actual 2023 Payout for 2022 Performance Year



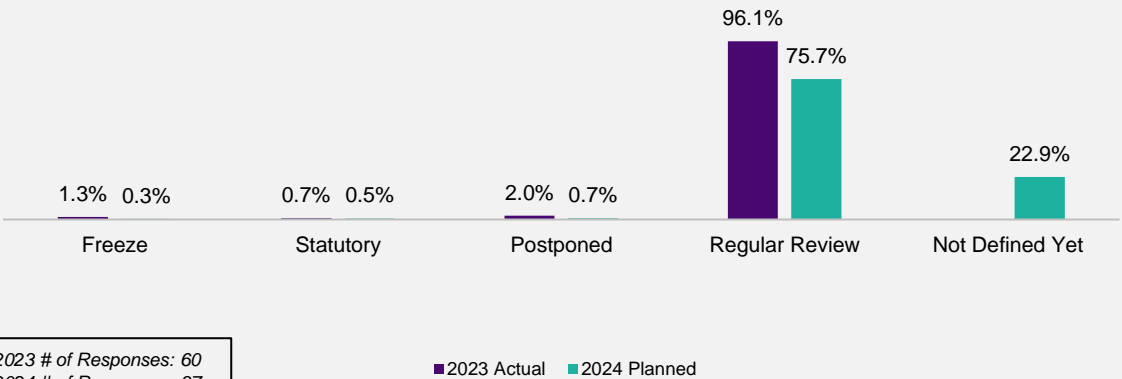
Average Variable Pay – Planned 2024 Payout for 2023 Performance Year



Staff Turnover/Attrition from April 2022 to April 2023



Salary Review Status



2023 # of Responses: 60
2024 # of Responses: 37