

Top-Level Results

Below is a high-level look at results from the 2018-2019 survey, which closed in May 2018. This year, the “WorldatWork 2018-2019 Salary Budget Survey” received a total of 5,499 submissions. Additional industry and geographic breakout information that can be customized in countless ways for the U.S. and Canada is included in the “Online Reporting Tool,” which will be available with the full survey results for purchase in early August. If you participated in this survey, you will receive a complimentary subscription.

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Total Salary Budget Increases, by Employee Category

	Employee Category	Actual 2018		Projected 2019	
		Mean	Median	Mean	Median
United States	NHN	3.1%	3.0%	3.1%	3.0%
	NS	3.1%	3.0%	3.1%	3.0%
	ES	3.1%	3.0%	3.2%	3.0%
	OE	3.1%	3.0%	3.2%	3.0%
	All	3.1%	3.0%	3.2%	3.0%
Australia	NHN	3.2%	3.1%	3.3%	3.0%
	NS	3.2%	3.1%	3.3%	3.0%
	MS	3.2%	3.1%	3.3%	3.0%
	OE	3.0%	3.0%	3.0%	3.0%
	All	3.2%	3.0%	3.3%	3.0%
Belgium	NHN	2.5%	2.5%	2.6%	2.5%
	NS	2.7%	2.5%	2.6%	2.5%
	MS	2.5%	2.5%	2.5%	2.5%
	OE	2.6%	2.4%	2.3%	2.4%
	All	2.6%	2.5%	2.5%	2.5%
Brazil	NHN	6.1%	6.5%	6.4%	6.3%
	NS	5.8%	6.0%	6.1%	6.0%
	MS	5.8%	6.0%	6.0%	6.0%
	OE	5.6%	6.0%	5.8%	6.0%
	All	5.9%	6.0%	6.1%	6.0%
Canada	NHN	2.8%	3.0%	2.9%	3.0%
	NS	2.9%	3.0%	3.0%	3.0%
	MS	2.9%	3.0%	3.0%	3.0%
	OE	2.9%	3.0%	3.0%	3.0%
	All	2.9%	3.0%	3.0%	3.0%

U.S.	
NHN	Nonexempt Hourly Nonunion
NS	Nonexempt Salaried
ES	Exempt Salaried
OE	Officers/ Executives
Non-U.S. Countries	
NHN	Nonmanagement Hourly Nonunion
NS	Nonmanagement Salaried
MS	Management Salaried
OE	Officers/ Executives

Total Salary Budget Increases, by Employee Category *(continued)*

	Employee Category	Actual 2018		Projected 2019	
		Mean	Median	Mean	Median
China	NHN	6.7%	7.0%	6.8%	7.0%
	NS	6.7%	7.0%	6.8%	7.0%
	MS	6.7%	6.9%	6.8%	7.0%
	OE	6.2%	6.5%	6.3%	6.6%
	All	6.6%	6.9%	6.7%	7.0%
France	NHN	2.7%	2.5%	2.8%	2.5%
	NS	2.6%	2.5%	2.7%	2.6%
	MS	2.6%	2.5%	2.7%	2.6%
	OE	2.7%	2.5%	2.7%	2.7%
	All	2.6%	2.5%	2.7%	2.6%
Germany	NHN	3.0%	3.0%	3.1%	3.0%
	NS	3.0%	3.0%	3.1%	3.0%
	MS	3.0%	3.0%	3.1%	3.0%
	OE	3.0%	3.0%	3.0%	3.0%
	All	3.0%	3.0%	3.1%	3.0%
India	NHN	10.1%	10.0%	10.3%	10.1%
	NS	10.0%	10.0%	10.0%	10.0%
	MS	10.0%	10.0%	10.1%	10.0%
	OE	9.8%	10.0%	9.7%	10.0%
	All	10.0%	10.0%	10.0%	10.0%
Italy	NHN	2.6%	2.6%	3.1%	2.7%
	NS	2.7%	2.6%	2.7%	2.6%
	MS	2.7%	2.6%	2.7%	2.7%
	OE	2.6%	2.5%	2.7%	2.6%
	All	2.7%	2.6%	2.8%	2.6%
Japan	NHN	2.6%	2.5%	2.7%	2.5%
	NS	2.6%	2.5%	2.7%	2.5%
	MS	2.7%	2.5%	2.8%	2.5%
	OE	2.7%	2.5%	2.5%	2.5%
	All	2.6%	2.5%	2.7%	2.5%
Mexico	NHN	4.9%	4.9%	5.0%	5.0%
	NS	4.9%	4.8%	5.0%	5.0%
	MS	4.9%	4.8%	5.0%	5.0%
	OE	4.7%	4.7%	4.7%	4.7%
	All	4.9%	4.8%	5.0%	5.0%
Netherlands	NHN	2.9%	2.9%	3.0%	3.0%
	NS	2.8%	2.8%	2.9%	3.0%
	MS	2.8%	2.8%	2.9%	3.0%
	OE	3.0%	3.0%	3.1%	3.0%
	All	2.8%	2.9%	2.9%	3.0%

Non-U.S. Countries	
NHN	Nonmanagement Hourly Nonunion
NS	Nonmanagement Salaried
MS	Management Salaried
OE	Officers/ Executives

All data includes 0% responses.

Total Salary Budget Increases, by Employee Category *(continued)*

	Employee Category	Actual 2018		Projected 2019	
		Mean	Median	Mean	Median
Russia	NHN	7.4%	7.7%	7.4%	7.6%
	NS	7.4%	7.5%	7.3%	7.5%
	MS	7.3%	7.5%	7.4%	7.5%
	OE	7.2%	7.5%	6.7%	7.4%
	All	7.4%	7.5%	7.3%	7.5%
Singapore	NHN	4.1%	4.0%	4.2%	4.0%
	NS	4.0%	4.0%	4.1%	4.0%
	MS	4.0%	4.0%	4.1%	4.0%
	OE	3.9%	4.0%	4.0%	4.0%
	All	4.0%	4.0%	4.1%	4.0%
Spain	NHN	2.5%	2.5%	2.7%	2.5%
	NS	2.5%	2.5%	2.7%	2.5%
	MS	2.6%	2.5%	2.7%	2.5%
	OE	2.6%	2.4%	2.6%	2.5%
	All	2.6%	2.5%	2.7%	2.5%
Sweden	NHN	2.8%	2.9%	3.2%	3.0%
	NS	2.8%	2.8%	2.9%	2.9%
	MS	2.8%	2.8%	2.9%	2.9%
	OE	2.9%	2.8%	2.9%	2.9%
	All	2.8%	2.8%	2.9%	3.0%
Switzerland	NHN	2.2%	2.1%	2.4%	2.3%
	NS	2.2%	2.0%	2.4%	2.1%
	MS	2.2%	2.0%	2.4%	2.2%
	OE	2.2%	2.0%	2.5%	2.5%
	All	2.2%	2.0%	2.4%	2.2%
United Kingdom	NHN	3.1%	3.0%	3.2%	3.0%
	NS	3.1%	3.0%	3.2%	3.0%
	MS	3.1%	3.0%	3.2%	3.0%
	OE	3.0%	3.0%	3.0%	3.0%
	All	3.1%	3.0%	3.1%	3.0%

Non-U.S. Countries	
NHN	Nonmanagement Hourly Nonunion
NS	Nonmanagement Salaried
MS	Management Salaried
OE	Officers/ Executives

All data includes 0% responses.

Please direct any questions or comments to surveypanel@worldatwork.org.

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