

SALARY BUDGET FOLLOW-UP

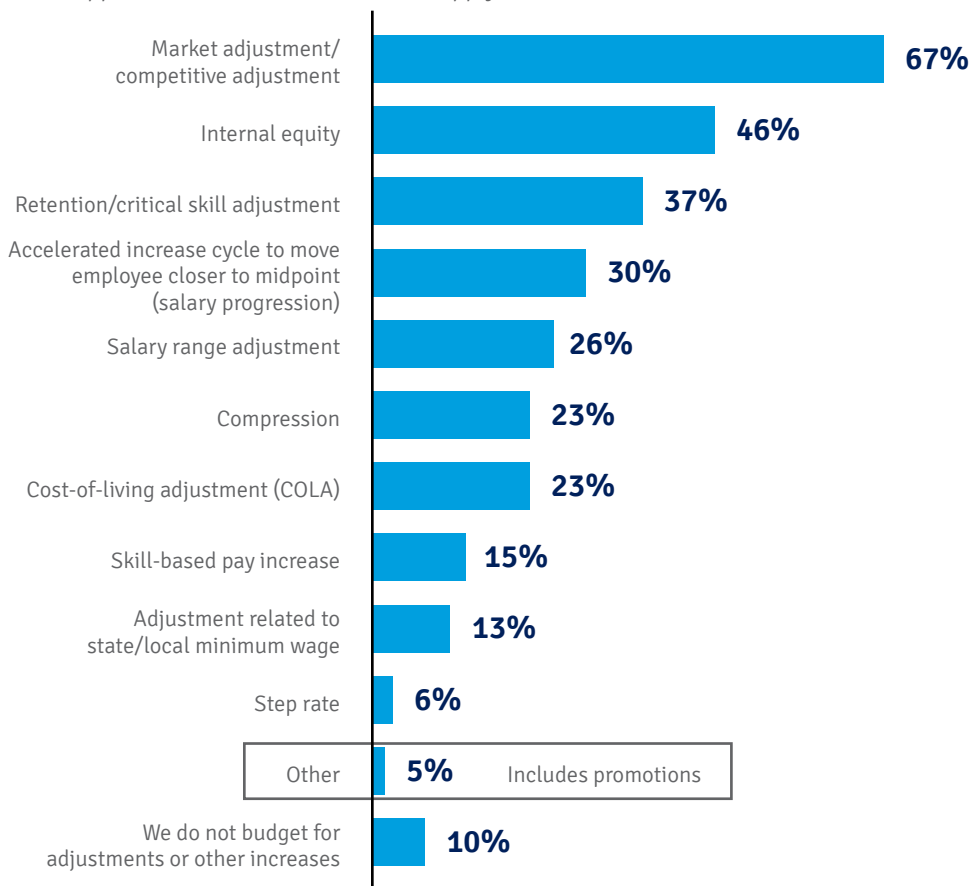
WorldatWork invited its broader membership and customer base to participate in an electronic survey to learn about how organizations are budgeting for their 2022 merit increase and the application of other adjustments/increases.

A total of 254 responses were received, representing organizations of different sizes and across multiple industries. Results were collected over a 14-day period, beginning on 01/31/2022. Sample sizes vary by question.

Please note, participants that responded to the WorldatWork 2021-2022 Salary Budget Survey did not necessarily respond to this Salary Budget Pulse Poll.

APPLICATION OF ADJUSTMENTS OR OTHER INCREASES

When budgeting for adjustments or other increases, what is the nature of its application? Please select all that apply.



WorldatWork’s January 2022 “Salary Budget Quick Poll” confirmed that organizations had evaluated the environment and were increasing their previously planned salary budgets to address the competitive labor market and inflation. The poll, with more than 200 compensation professional participants, reported an average overall salary budget increase of 4.0% average and 5.0% median.

The WorldatWork “2021-2022 Salary Budget Survey,” which was released in August 2021, showed professionals predicting 3.3% average and 3.0% median for 2022 overall planned salary budget increases. The same study anticipated a 2.9% average and 3.0% median budgeted for merit increases alone in 2022.

The February 2022 “Salary Budget Follow-Up Pulse Poll,” collected more than 250 responses from compensation professionals indicating an average actual 2022 merit increase of 3.7% and 3.5% median; significantly above predictions just six months ago.

2022 ACTUAL MERIT INCREASE

What is the actual percent merit increase that your organization is budgeting for 2022?

	2021-2022 Salary Budget Survey	2022 Salary Budget Follow-Up Pulse Poll
Mean	2.9%	3.7%
25th percentile	3.0%	3.0%
Median/50th percentile	3.0%	3.5%
75th percentile	3.0%	4.0%

DEFINITION

Merit increase: An adjustment to an individual’s base pay rate based on performance or some other individual measure.

