

Salary Budget Survey 2023-2024

TOP-LEVEL RESULTS

PUBLISHED JULY 24, 2023

Below is a high-level look at results from the 2023-2024 survey, which closed in June 2023. This year, the “WorldatWork 2023-2024 Salary Budget Survey” included 2146 organizations who provided data for at least one and as many as 19 countries, for a total of 4821 submissions. Additional industry and geographic breakout information that can be customized in countless ways for the U.S. and Canada are included in the “Online Reporting Tool,” which will be available with the full survey results for purchase in 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 2023		Projected 2024		
	Mean	Median	Mean	Median	
United States	NHN	4.5%	4.0%	4.2%	4.0%
	NS	4.4%	4.0%	4.1%	4.0%
	ES	4.5%	4.0%	4.2%	4.0%
	OE	4.2%	4.0%	4.0%	4.0%
	All	4.4%	4.0%	4.1%	4.0%
Australia	NHN	3.8%	3.5%	3.7%	3.5%
	NS	3.9%	3.6%	3.8%	3.8%
	MS	3.9%	3.5%	3.8%	3.5%
	OE	3.8%	3.5%	3.8%	3.5%
	All	3.9%	3.5%	3.8%	3.5%
Belgium	NHN*	8.0%	6.0%	5.1%	5.0%
	NS	6.5%	6.0%	4.8%	4.0%
	MS	6.4%	6.0%	4.7%	4.0%
	OE	6.4%	6.2%	4.5%	3.2%
	All	6.6%	6.0%	4.8%	4.0%
Brazil	NHN	6.9%	6.5%	6.8%	7.0%
	NS	6.4%	6.2%	6.4%	6.1%
	MS	6.5%	6.2%	6.5%	6.2%
	OE	7.1%	7.0%	6.9%	7.0%
	All	6.6%	6.3%	6.5%	6.6%

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

*This data may represent a small sample size of less than 30 responses. All data includes 0% responses.

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

Employee Category		Actual 2023		Projected 2024	
		Mean	Median	Mean	Median
Canada	NHN	3.9%	4.0%	3.7%	3.5%
	NS	4.0%	4.0%	3.9%	4.0%
	MS	4.1%	4.0%	3.9%	4.0%
	OE	3.9%	4.0%	3.7%	3.6%
	All	4.0%	4.0%	3.8%	3.8%
China	NHN	5.8%	6.0%	5.7%	6.0%
	NS	5.8%	6.0%	5.8%	6.0%
	MS	5.9%	6.0%	5.8%	6.0%
	OE	5.7%	6.0%	5.8%	6.0%
	All	5.8%	6.0%	5.8%	6.0%
France	NHN	3.8%	3.5%	3.7%	3.5%
	NS	4.0%	3.7%	3.8%	3.9%
	MS	3.9%	3.7%	3.8%	3.8%
	OE	3.9%	4.0%	3.8%	4.0%
	All	3.9%	3.7%	3.8%	3.8%
Germany	NHN	4.1%	4.0%	4.1%	4.0%
	NS	4.3%	4.0%	4.2%	4.0%
	MS	4.2%	4.0%	4.1%	4.0%
	OE	4.3%	4.0%	4.2%	4.0%
	All	4.2%	4.0%	4.1%	4.0%
India	NHN	9.9%	10.0%	9.6%	10.0%
	NS	9.9%	10.0%	9.7%	10.0%
	MS	9.9%	10.0%	9.6%	10.0%
	OE	9.7%	10.0%	9.4%	10.0%
	All	9.8%	10.0%	9.6%	10.0%
Italy	NHN	3.1%	3.0%	3.2%	3.0%
	NS	3.7%	3.2%	3.6%	3.2%
	MS	3.7%	3.2%	3.7%	3.2%
	OE	3.8%	3.8%	3.6%	3.5%
	All	3.6%	3.2%	3.6%	3.2%
Japan	NHN	3.0%	3.0%	2.9%	3.0%
	NS	3.3%	3.0%	3.2%	3.0%
	MS	3.4%	3.0%	3.3%	3.0%
	OE	3.1%	3.0%	3.1%	3.0%
	All	3.3%	3.0%	3.2%	3.0%
Mexico	NHN	7.1%	5.7%	6.4%	5.5%
	NS	6.2%	5.6%	6.3%	5.5%
	MS	6.0%	5.5%	6.1%	5.5%
	OE	6.2%	6.0%	6.0%	5.5%
	All	6.3%	5.5%	6.2%	5.5%
Netherlands	NHN	4.7%	4.0%	4.5%	4.0%
	NS	4.3%	4.0%	4.2%	4.0%
	MS	4.4%	4.0%	4.3%	4.0%
	OE	4.1%	4.0%	4.2%	4.0%
	All	4.4%	4.0%	4.3%	4.0%

Non-U.S. Countries	
NHN	Nonmanagement Hourly Nonunion
NS	Nonmanagement Salaried
MS	Management Salaried
OE	Officers/Executives
India	
TIC	Technical/Individual Contributors/Support Roles
JM	Junior Management
MM	Middle Management
TSM	Top and Senior Management

All data includes 0% responses.

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

Employee Category		Actual 2023		Projected 2024	
		Mean	Median	Mean	Median
Singapore	NHN	4.2%	4.0%	4.1%	4.0%
	NS	4.4%	4.0%	4.3%	4.0%
	MS	4.4%	4.0%	4.4%	4.0%
	OE	4.3%	4.0%	4.2%	4.0%
	All	4.3%	4.0%	4.3%	4.0%
Spain	NHN	3.7%	3.5%	3.9%	4.0%
	NS	4.2%	4.0%	4.2%	4.0%
	MS	4.1%	4.0%	4.1%	4.0%
	OE	4.1%	4.0%	3.8%	4.0%
	All	4.1%	4.0%	4.1%	4.0%
Sweden	NHN*	3.1%	3.0%	2.8%	3.0%
	NS	3.9%	3.6%	3.6%	3.2%
	MS	3.9%	3.6%	3.7%	3.5%
	OE*	4.1%	4.2%	3.6%	3.5%
	All	3.8%	3.5%	3.6%	3.2%
Switzerland	NHN*	2.7%	2.5%	2.7%	2.5%
	NS	3.0%	2.5%	2.9%	2.5%
	MS	3.0%	2.5%	3.0%	2.6%
	OE	2.7%	2.5%	2.7%	2.5%
	All	2.9%	2.5%	2.9%	2.5%
United Kingdom	NHN	4.5%	4.0%	4.3%	4.0%
	NS	4.5%	4.0%	4.3%	4.0%
	MS	4.5%	4.0%	4.3%	4.0%
	OE	4.4%	4.0%	4.2%	4.0%
	All	4.5%	4.0%	4.3%	4.0%

*This data may represent a small sample size of less than 30 responses.

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

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

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