

Salary Budget Survey 2024-2025

TOP-LEVEL RESULTS

PUBLISHED JULY 15, 2024

Below is a high-level look at results from the 2024-2025 survey, which closed in May 2024. This year, the “WorldatWork 2024-2025 Salary Budget Survey” included 2,185 organizations that provided data for at least one and as many as 22 countries, for a total of 6,475 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 late July. If you are a current WorldatWork member who participated in this survey, you will receive a complimentary subscription. If you are a non-member participant, you can become a member and receive a complimentary subscription, or you can purchase your subscription at a 70% discount from the non-member price.

Total Salary Budget Increases, by Employee Category

Employee Category	Actual 2024		Projected 2025		
	Mean	Median	Mean	Median	
United States	NHN	3.9%	4.0%	3.8%	3.8%
	NS	4.1%	4.0%	3.8%	4.0%
	ES	3.9%	4.0%	3.8%	4.0%
	OE	3.8%	4.0%	3.8%	3.8%
	All	3.9%	4.0%	3.8%	4.0%
Australia	NHN	4.5%	3.9%	4.2%	4.0%
	NS	3.7%	3.5%	3.7%	3.6%
	MS	3.8%	3.5%	3.7%	3.6%
	OE*	4.2%	3.8%	3.7%	3.9%
	All	3.9%	3.6%	3.8%	3.6%
Belgium	NHN*	4.5%	4.0%	4.5%	4.1%
	NS	3.7%	3.3%	3.7%	3.5%
	MS	3.7%	3.4%	3.7%	3.5%
	OE*	2.1%	1.4%	0.0%	0.0%
	All	3.8%	3.5%	3.8%	3.5%
Brazil	NHN	6.4%	6.1%	5.9%	6.0%
	NS	5.6%	5.5%	5.6%	5.5%
	MS	5.4%	5.5%	5.4%	5.5%
	OE*	5.2%	5.5%	4.6%	5.7%
	All	5.6%	5.5%	5.5%	5.6%
Canada	NHN	3.8%	3.7%	3.7%	3.5%
	NS	3.7%	3.7%	3.7%	3.6%
	MS	3.7%	3.7%	3.7%	3.5%
	OE	3.8%	3.5%	3.6%	3.5%
	All	3.8%	3.7%	3.7%	3.5%

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. See full Executive Report for details

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

Employee Category		Actual 2024		Projected 2025	
		Mean	Median	Mean	Median
China	NHN	5.6%	5.8%	5.2%	5.7%
	NS	5.3%	5.5%	5.3%	5.7%
	MS	5.3%	5.5%	5.3%	5.7%
	OE*	5.5%	5.5%	5.1%	5.8%
	All	5.3%	5.6%	5.3%	5.7%
France	NHN	4.5%	4.0%	3.9%	3.7%
	NS	3.8%	3.6%	4.0%	3.6%
	MS	4.3%	3.8%	3.9%	3.6%
	OE*	4.1%	4.0%	2.9%	3.0%
	All	4.1%	3.7%	3.9%	3.6%
Germany	NHN	4.0%	4.0%	4.2%	4.0%
	NS	3.8%	3.8%	3.9%	3.9%
	MS	3.8%	3.8%	3.9%	3.8%
	OE*	3.8%	3.8%	3.6%	3.7%
	All	3.8%	3.9%	3.9%	3.9%
GCC Countries (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and/or the United Arab Emirates)	NHN*	4.7%	4.5%	4.9%	4.5%
	NS	4.0%	4.0%	4.0%	4.0%
	MS	4.3%	4.0%	4.0%	4.0%
	OE*	4.7%	4.2%	3.8%	4.0%
	All	4.2%	4.0%	4.1%	4.0%
India	NHN	9.7%	10.0%	9.5%	10.0%
	NS	9.7%	9.9%	9.4%	10.0%
	MS	9.7%	9.9%	9.5%	10.0%
	OE	9.3%	9.5%	8.9%	9.4%
	All	9.6%	9.9%	9.5%	10.0%
Italy	NHN	3.5%	3.5%	3.6%	3.7%
	NS	3.5%	3.4%	3.6%	3.5%
	MS	3.7%	3.5%	3.6%	3.5%
	OE*	3.4%	3.5%	3.1%	3.2%
	All	3.6%	3.5%	3.6%	3.5%
Japan	NHN	3.4%	3.0%	3.7%	3.2%
	NS	3.2%	3.0%	3.8%	3.0%
	MS	3.2%	3.0%	4.0%	3.0%
	OE*	3.1%	3.0%	2.5%	3.0%
	All	3.2%	3.0%	3.8%	3.0%
Mexico	NHN	6.1%	6.0%	5.8%	5.9%
	NS	5.9%	5.7%	5.8%	5.6%
	MS	6.1%	6.0%	5.9%	5.8%
	OE*	6.7%	6.4%	4.7%	5.2%
	All	6.0%	5.8%	5.8%	5.7%
Netherlands	NHN	4.4%	4.0%	4.3%	4.0%
	NS	4.2%	4.0%	4.3%	4.0%
	MS	4.4%	4.0%	4.4%	4.0%
	OE*	4.2%	4.0%	3.5%	4.0%
	All	4.3%	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 2024		Projected 2025	
		Mean	Median	Mean	Median
Singapore	NHN*	4.8%	4.3%	4.9%	4.5%
	NS	4.8%	4.0%	4.1%	4.0%
	MS	5.1%	4.0%	4.2%	4.0%
	OE*	3.4%	4.0%	3.0%	4.0%
	All	4.9%	4.0%	4.2%	4.0%
South Africa	NHN*	6.0%	6.0%	5.3%	6.0%
	NS	5.9%	6.0%	5.7%	6.0%
	MS*	6.4%	6.0%	5.3%	6.0%
	OE*	7.0%	6.0%	1.7%	0.0%
	All	6.1%	6.0%	5.3%	6.0%
South Korea	NHN*	4.2%	4.5%	4.5%	4.6%
	NS	4.6%	4.5%	4.7%	4.5%
	MS	4.5%	4.5%	4.5%	4.5%
	OE*	4.3%	5.0%	2.9%	2.9%
	All	4.5%	4.5%	4.6%	4.5%
Spain	NHN	4.0%	3.7%	3.5%	3.5%
	NS	4.1%	3.5%	3.9%	3.5%
	MS*	4.5%	3.5%	4.1%	3.5%
	OE*	3.8%	3.3%	2.3%	2.8%
	All	4.2%	3.5%	3.9%	3.5%
Sweden	NHN*	4.0%	3.5%	4.0%	3.5%
	NS	3.7%	3.4%	3.7%	3.5%
	MS	3.8%	3.5%	3.9%	3.5%
	OE*	3.4%	3.2%	2.2%	3.2%
	All	3.7%	3.5%	3.7%	3.5%
Switzerland	NHN*	2.4%	2.5%	2.4%	2.5%
	NS	2.9%	2.6%	2.9%	2.7%
	MS	2.9%	2.5%	2.8%	2.5%
	OE*	2.2%	2.5%	2.0%	2.0%
	All	2.8%	2.5%	2.8%	2.5%
United Kingdom	NHN	4.6%	4.0%	4.3%	4.0%
	NS	4.2%	4.0%	4.2%	4.0%
	MS	4.2%	4.0%	4.2%	4.0%
	OE	4.3%	4.1%	3.9%	4.0%
	All	4.3%	4.0%	4.2%	4.0%
Vietnam	NHN*	8.1%	8.0%	8.1%	8.0%
	NS	7.2%	8.0%	7.1%	8.0%
	MS*	7.5%	8.0%	7.1%	8.0%
	OE*	10.0%	10.0%	0.0%	0.0%
	All	7.4%	8.0%	7.1%	8.0%

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; see full Executive report for details

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