

# 2019 Salary Budget Survey 2020

## TOP-LEVEL RESULTS

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Below is a high-level look at results from the 2019-2020 survey, which closed in May 2019. This year, the “WorldatWork 2019-2020 Salary Budget Survey” received a total of 6,090 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 2019		Projected 2020	
		Mean	Median	Mean	Median
United States	NHN	3.2%	3.0%	3.3%	3.0%
	NS	3.1%	3.0%	3.2%	3.0%
	ES	3.2%	3.0%	3.3%	3.0%
	OE	3.3%	3.0%	3.3%	3.0%
	<b>All</b>	<b>3.2%</b>	<b>3.0%</b>	<b>3.3%</b>	<b>3.0%</b>
Australia	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	3.4%	3.0%	3.2%	3.0%
	<b>All</b>	<b>3.2%</b>	<b>3.0%</b>	<b>3.2%</b>	<b>3.0%</b>
Belgium	NHN	2.5%	2.5%	2.8%	2.7%
	NS	2.5%	2.5%	2.6%	2.6%
	MS	2.5%	2.5%	2.6%	2.6%
	OE	2.4%	2.5%	2.4%	2.5%
	<b>All</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>2.6%</b>
Brazil	NHN	5.1%	5.3%	5.1%	5.4%
	NS	5.3%	5.5%	5.4%	5.7%
	MS	5.5%	5.5%	5.5%	5.7%
	OE	5.7%	5.9%	5.8%	5.9%
	<b>All</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.7%</b>

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

All data includes 0% responses.



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

	Employee Category	Actual 2019		Projected 2020	
		Mean	Median	Mean	Median
Canada	NHN	2.9%	3.0%	2.9%	3.0%
	NS	3.0%	3.0%	3.0%	3.0%
	MS	3.0%	3.0%	3.0%	3.0%
	OE	2.9%	3.0%	2.9%	3.0%
	<b>All</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.0%</b>
China	NHN	6.9%	6.8%	6.8%	6.8%
	NS	6.8%	6.8%	6.7%	6.8%
	MS	6.7%	6.8%	6.7%	6.8%
	OE	6.6%	6.6%	6.9%	7.0%
	<b>All</b>	<b>6.8%</b>	<b>6.8%</b>	<b>6.8%</b>	<b>6.8%</b>
France	NHN	2.7%	2.5%	2.8%	2.5%
	NS	2.7%	2.5%	2.8%	2.6%
	MS	2.7%	2.5%	2.7%	2.5%
	OE	2.8%	2.5%	2.7%	2.5%
	<b>All</b>	<b>2.7%</b>	<b>2.5%</b>	<b>2.7%</b>	<b>2.5%</b>
Germany	NHN	3.2%	3.0%	3.6%	3.0%
	NS	3.1%	3.0%	3.1%	3.0%
	MS	3.1%	3.0%	3.1%	3.0%
	OE	3.1%	3.0%	3.1%	3.0%
	<b>All</b>	<b>3.1%</b>	<b>3.0%</b>	<b>3.2%</b>	<b>3.0%</b>
India	NHN	9.5%	10.0%	9.7%	10.0%
	NS	10.0%	10.0%	10.0%	10.0%
	MS	9.8%	10.0%	9.8%	10.0%
	OE	10.5%	10.0%	9.8%	10.0%
	<b>All</b>	<b>9.9%</b>	<b>10.0%</b>	<b>9.9%</b>	<b>10.0%</b>
Italy	NHN	2.6%	2.5%	2.7%	2.5%
	NS	2.7%	2.5%	2.7%	2.6%
	MS	2.7%	2.5%	2.7%	2.6%
	OE	2.5%	2.5%	2.6%	2.5%
	<b>All</b>	<b>2.6%</b>	<b>2.5%</b>	<b>2.7%</b>	<b>2.6%</b>
Japan	NHN	2.6%	2.5%	2.7%	2.5%
	NS	2.6%	2.5%	2.6%	2.5%
	MS	2.6%	2.5%	2.6%	2.5%
	OE	2.7%	2.5%	2.7%	2.5%
	<b>All</b>	<b>2.6%</b>	<b>2.5%</b>	<b>2.7%</b>	<b>2.5%</b>
Mexico	NHN	5.2%	5.0%	5.2%	5.0%
	NS	5.1%	5.0%	5.2%	5.0%
	MS	5.1%	5.0%	5.2%	5.0%
	OE	4.8%	5.0%	4.9%	5.0%
	<b>All</b>	<b>5.1%</b>	<b>5.0%</b>	<b>5.1%</b>	<b>5.0%</b>

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

All data includes 0% responses.

*(Continued on page 3)*

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

	Employee Category	Actual 2019		Projected 2020	
		Mean	Median	Mean	Median
Netherlands	NHN	2.9%	2.8%	3.0%	3.0%
	NS	2.9%	2.9%	3.0%	3.0%
	MS	2.9%	2.9%	2.9%	3.0%
	OE	3.1%	3.0%	3.0%	3.0%
	<b>All</b>	<b>3.0%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>3.0%</b>
Russia	NHN	6.6%	7.0%	6.7%	7.0%
	NS	6.8%	7.1%	7.0%	7.4%
	MS	6.7%	7.2%	7.0%	7.3%
	OE	6.5%	7.0%	6.6%	7.0%
	<b>All</b>	<b>6.7%</b>	<b>7.0%</b>	<b>6.9%</b>	<b>7.2%</b>
Singapore	NHN	4.4%	4.0%	4.4%	4.0%
	NS	4.0%	4.0%	4.0%	4.0%
	MS	4.0%	4.0%	4.0%	4.0%
	OE	4.1%	4.0%	4.2%	4.0%
	<b>All</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.1%</b>	<b>4.0%</b>
Spain	NHN	2.7%	2.5%	2.9%	2.5%
	NS	2.7%	2.5%	2.6%	2.5%
	MS	2.6%	2.5%	2.6%	2.5%
	OE	2.6%	2.5%	2.6%	2.5%
	<b>All</b>	<b>2.7%</b>	<b>2.5%</b>	<b>2.7%</b>	<b>2.5%</b>
Sweden	NHN	2.8%	2.7%	2.8%	2.7%
	NS	2.8%	2.8%	2.8%	2.8%
	MS	2.8%	2.8%	2.7%	2.8%
	OE	2.8%	2.8%	2.6%	2.6%
	<b>All</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>2.8%</b>
Switzerland	NHN	2.5%	2.3%	2.5%	2.4%
	NS	2.3%	2.2%	2.3%	2.2%
	MS	2.3%	2.2%	2.3%	2.2%
	OE	2.3%	2.2%	2.3%	2.2%
	<b>All</b>	<b>2.3%</b>	<b>2.2%</b>	<b>2.3%</b>	<b>2.2%</b>
United Kingdom	NHN	3.1%	3.0%	3.1%	3.0%
	NS	3.1%	3.0%	3.1%	3.0%
	MS	3.1%	3.0%	3.1%	3.0%
	OE	3.0%	3.0%	3.0%	3.0%
	<b>All</b>	<b>3.1%</b>	<b>3.0%</b>	<b>3.1%</b>	<b>3.0%</b>

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

All data includes 0% responses.

Please direct any questions or comments to [surveypanel@worldatwork.org](mailto:surveypanel@worldatwork.org).



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