

SALARY BUDGET QUICK POLL

WorldatWork invited its broader membership and customer base to participate in an electronic survey to learn about the most current and relevant salary budget data to help navigate these rapidly changing times.

A total of 215 responses were received, representing organizations of different sizes and across multiple industries. Results were collected over a 19-day period, beginning on 12/15/2021.

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

“Retention of top talent is a top priority and addressing compression and internal equity with the higher attraction salaries adds to a challenging compensation landscape. With the flood of resignations and the inflation reports released, it is not surprising that compensation professionals and organizations as a whole are having to reassess the salary budget spend in addressing the issues that have plagued the last six months.”

Alicia Scott-Wears, Compensation Content Director at WorldatWork

Q HOW HAS YOUR ORGANIZATION'S PLANNED 2022 SALARY BUDGET INCREASE CHANGED IN THE PAST 6 MONTHS?

More than half of respondents have increased their 2022 salary budgets in the past six months—5% by more than 2X and 49% by up to 2X.

5%	Significantly higher (more than 2x)
49%	Somewhat higher (up to 2x)
45%	About the same
1%	Lower

SALARY BUDGET INCREASE DISTRIBUTIONS

As organizations navigate the current talent and compensation landscape, most are heeding HR expertise and not holding on to old habits of the 2.5-3.0% budget for 2022; there is a notable shift upward in budgeting at the 3.0-4.0% and 4.1-6.9% ranges.

	2021-2022 Salary Budget Survey	2022 Salary Budget Quick Poll
0%	8%	1%
0.1%-1.9%	4%	1%
2.0%-2.9%	23%	5%
3.0%-4.0%	56%	70%
4.1%-6.9%	8%	21%
7.0%+	2%	2%

SALARY BUDGET NECESSARY TO ATTRACT AND RETAIN TALENT

What salary budget (e.g., merit, adjustment, general increase/COLA, promotion, etc.) increase % do you feel is necessary to properly retain and attract the needed talent in your organization for 2022? Please note this could be different than the actual % your organization has budgeted for 2022.

0%	0.1%-1.9%	2.0%-2.9%	3.0%-4.0%	4.1%-6.9%	7.0%+
2%	1%	0%	36%	50%	7%