WorldatWork Salary Budget Survey

Top-Level Results

2012 39th annual 2013

Published July 10, 2012

Below is a high-level look at results from the 2012-2013 survey, which closed in May 2012. This year, the "WorldatWork 2012-2013 Salary Budget Survey" received a total of 4,299 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.

The information is for your organizational use only. No portion of this communication may be reproduced or redistributed in any form without written permission from WorldatWork.

Total Salary Budget Increases, by Country and Employee Category

	Employee Category	Actual 2012		Projected 2013	
		Mean	Median	Mean	Median
Australia	NHN	3.8%	4.0%	4.0%	4.0%
	NS	4.1%	4.0%	4.0%	4.0%
	MS	4.0%	4.0%	4.0%	4.0%
	OE	4.0%	4.0%	4.1%	4.0%
	All	**4.0%**	**4.0%**	**4.0%**	**4.0%**
Brazil	NHN	7.8%	8.0%	7.1%	7.8%
	NS	7.6%	7.5%	7.2%	7.5%
	MS	7.5%	7.5%	7.1%	7.5%
	OE	8.0%	7.4%	7.6%	8.0%
	All	**7.7%**	**7.5%**	**7.2%**	**7.5%**
Canada	NHN	3.0%	3.0%	3.1%	3.0%
	NS	3.0%	3.0%	3.1%	3.0%
	MS	3.0%	3.0%	3.1%	3.0%
	OE	3.0%	3.0%	3.1%	3.0%
	All	**3.0%**	**3.0%**	**3.1%**	**3.0%**
China	NHN	10.1%	9.4%	9.9%	9.0%
	NS	9.1%	9.0%	8.6%	8.6%
	MS	8.7%	8.8%	8.4%	8.5%
	OE	**8.7%**	**9.0%**	**8.5%**	**9.0%**
	All	**9.1%**	**9.0%**	**8.8%**	**8.7%**
France	**NHN**	**2.8%**	**3.0%**	**2.9%**	**3.0%**
	NS	**2.9%**	**3.0%**	**3.0%**	**3.0%**
	MS	**3.2%**	**3.0%**	**3.0%**	**3.0%**
	OE	**2.9%**	**3.0%**	**2.9%**	**3.0%**
	All	**3.0%**	**3.0%**	**3.0%**	**3.0%**
Germany	NHN	2.9%	3.0%	3.0%	3.0%
	NS	3.0%	3.0%	3.1%	3.0%
	MS	3.0%	3.0%	3.1%	3.0%
	OE	3.2%	3.0%	3.1%	3.0%
	All	**3.0%**	**3.0%**	**3.1%**	**3.0%**

All data includes 0% responses.

Total Salary Budget Increases, by Country and Employee Category (continued)

	Employee Category	Actual 2012		Projected 2013	
		Mean	Median	Mean	Median
India	NHN	11.2%	12.0%	11.1%	12.0%
	NS	11.3%	12.0%	10.6%	11.5%
	MS	11.1%	11.8%	10.6%	11.5%
	OE	11.3%	12.0%	10.7%	12.0%
	All	**11.2%**	**12.0%**	**10.7%**	**11.9%**
Japan	NHN	2.5%	2.5%	2.6%	2.5%
	NS	2.7%	2.5%	2.8%	2.7%
	MS	2.6%	2.5%	2.8%	2.7%
	OE	2.5%	2.5%	2.7%	2.5%
	All	**2.6%**	**2.5%**	**2.7%**	**2.6%**
Netherlands	NHN	3.1%	3.0%	2.8%	3.0%
	NS	3.1%	3.0%	3.0%	3.0%
	MS	3.1%	3.0%	3.0%	3.0%
	OE	3.3%	3.0%	3.0%	3.0%
	All	**3.1%**	**3.0%**	**3.0%**	**3.0%**
Singapore	NHN	4.0%	4.0%	4.0%	4.5%
	NS	4.3%	4.5%	4.3%	4.5%
	MS	4.3%	4.4%	4.3%	4.5%
	OE	4.5%	4.5%	4.8%	4.5%
	All	**4.3%**	**4.5%**	**4.3%**	**4.5%**
Spain	NHN	2.8%	2.9%	2.9%	3.0%
	NS	2.8%	3.0%	2.9%	3.0%
	MS	2.8%	3.0%	2.9%	3.0%
	OE	2.8%	2.9%	2.7%	3.0%
	All	**2.8%**	**3.0%**	**2.9%**	**3.0%**
U.K.	NHN	3.0%	3.0%	3.0%	3.0%
	NS	3.1%	3.0%	3.1%	3.0%
	MS	3.1%	3.0%	3.1%	3.0%
	OE	3.3%	3.0%	3.1%	3.0%
	All	**3.1%**	**3.0%**	**3.1%**	**3.0%**
United States	NHN	2.8%	3.0%	2.9%	3.0%
	NS	2.9%	3.0%	3.0%	3.0%
	ES	2.9%	3.0%	3.0%	3.0%
	OE	2.8%	3.0%	3.0%	3.0%
	All	**2.8%**	**3.0%**	**3.0%**	**3.0%**

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

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

WorldatWork | 14040 N. Northsight Blvd. | Scottsdale, AZ 85260 USA
Customer Relationship Services: 877-951-9191 (toll-free); 480-922-2020

©2012 WorldatWork. All rights reserved. No portion of this communication may be reproduced or redistributed in any form without written permission from WorldatWork.

WorldatWork
The Total Rewards Association

All data includes 0% responses.