



Salary Budget Survey 2020-2021

TOP-LEVEL RESULTS

PUBLISHED JULY 27, 2020

Below is a high-level look at results from the 2020-2021 survey, which closed in June 2020. This year, the “WorldatWork 2020-2021 Salary Budget Survey” received a total of 4,754 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 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 2020		Projected 2021		
	Mean	Median	Mean	Median	
United States	NHN	2.8%	3.0%	2.9%	3.0%
	NS	2.9%	3.0%	2.9%	3.0%
	ES	2.9%	3.0%	2.9%	3.0%
	OE	2.9%	3.0%	2.9%	3.0%
	All	2.9%	3.0%	2.9%	3.0%
Australia	NHN	2.6%	3.0%	2.9%	3.0%
	NS	2.7%	3.0%	2.9%	3.0%
	MS	2.6%	3.0%	2.9%	3.0%
	OE	2.6%	3.0%	2.9%	3.0%
	All	2.6%	3.0%	2.9%	3.0%
Belgium	NHN	2.4%	2.5%	2.2%	2.5%
	NS	2.3%	2.5%	2.3%	2.5%
	MS	2.4%	2.5%	2.4%	2.5%
	OE	2.3%	2.5%	2.1%	2.3%
	All	2.4%	2.5%	2.3%	2.5%
Brazil	NHN	4.1%	4.3%	4.5%	5.0%
	NS	4.2%	4.8%	4.4%	4.9%
	MS	4.3%	4.9%	4.5%	5.0%
	OE	4.1%	5.0%	4.7%	5.0%
	All	4.2%	4.9%	4.5%	5.0%

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

All data includes 0% responses.



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

	Employee Category	Actual 2020		Projected 2021	
		Mean	Median	Mean	Median
Canada	NHN	2.6%	3.0%	2.7%	3.0%
	NS	2.6%	3.0%	3.0%	3.0%
	MS	2.6%	3.0%	3.0%	3.0%
	OE	2.5%	2.9%	3.0%	2.9%
	All	2.6%	3.0%	2.9%	3.0%
China	NHN	6.9%	6.5%	7.4%	6.5%
	NS	6.1%	6.5%	6.7%	6.5%
	MS	6.2%	6.5%	6.7%	6.5%
	OE	5.5%	6.5%	5.7%	6.5%
	All	6.2%	6.5%	6.7%	6.5%
France	NHN	2.6%	2.5%	2.5%	2.5%
	NS	2.4%	2.5%	2.5%	2.5%
	MS	2.4%	2.5%	2.5%	2.5%
	OE	2.3%	2.5%	2.4%	2.5%
	All	2.4%	2.5%	2.5%	2.5%
Germany	NHN	2.8%	3.0%	3.0%	3.0%
	NS	2.8%	3.0%	2.9%	3.0%
	MS	2.8%	3.0%	2.9%	3.0%
	OE	3.3%	3.0%	3.2%	3.0%
	All	2.9%	3.0%	3.0%	3.0%
India	NHN	8.8%	10.0%	9.1%	10.0%
	NS	8.5%	10.0%	9.2%	10.0%
	MS	8.4%	10.0%	9.0%	10.0%
	OE	7.9%	10.0%	8.6%	10.0%
	All	8.4%	10.0%	9.0%	10.0%
Italy	NHN	2.6%	2.5%	2.5%	2.5%
	NS	2.5%	2.5%	2.5%	2.5%
	MS	2.5%	2.5%	2.5%	2.5%
	OE	2.4%	2.5%	2.4%	2.5%
	All	2.5%	2.5%	2.5%	2.5%
Japan	NHN	2.4%	2.5%	2.3%	2.5%
	NS	2.4%	2.5%	2.4%	2.5%
	MS	2.5%	2.5%	2.3%	2.5%
	OE	2.2%	2.5%	2.1%	2.3%
	All	2.4%	2.5%	2.3%	2.5%
Mexico	NHN	4.3%	5.0%	4.6%	5.0%
	NS	4.3%	5.0%	4.7%	5.0%
	MS	4.3%	5.0%	4.7%	5.0%
	OE	4.0%	5.0%	4.7%	5.0%
	All	4.3%	5.0%	4.7%	5.0%

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

All data includes 0% responses.

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

	Employee Category	Actual 2020		Projected 2021	
		Mean	Median	Mean	Median
Netherlands	NHN	2.8%	2.9%	2.8%	2.9%
	NS	2.6%	2.8%	2.8%	2.9%
	MS	2.5%	2.8%	2.8%	2.9%
	OE	2.3%	2.9%	2.6%	2.9%
	All	2.6%	2.8%	2.8%	2.9%
Russia	NHN	5.4%	6.5%	5.7%	6.5%
	NS	5.6%	6.6%	6.2%	7.0%
	MS	5.8%	6.9%	6.4%	7.0%
	OE	4.9%	5.5%	6.3%	7.0%
	All	5.6%	6.5%	6.2%	7.0%
Singapore	NHN	3.7%	4.0%	3.7%	4.0%
	NS	3.4%	4.0%	3.7%	4.0%
	MS	3.4%	4.0%	3.6%	4.0%
	OE	3.6%	4.0%	3.4%	4.0%
	All	3.5%	4.0%	3.6%	4.0%
Spain	NHN	2.7%	2.5%	2.6%	2.5%
	NS	2.5%	2.5%	2.5%	2.5%
	MS	2.5%	2.5%	2.5%	2.5%
	OE	2.1%	2.3%	2.3%	2.5%
	All	2.5%	2.5%	2.5%	2.5%
Sweden	NHN	2.7%	2.7%	2.7%	2.7%
	NS	2.5%	2.6%	2.6%	2.6%
	MS	2.6%	2.7%	2.6%	2.6%
	OE	2.3%	2.5%	2.6%	2.6%
	All	2.5%	2.6%	2.6%	2.6%
Switzerland	NHN	2.0%	2.0%	2.2%	2.1%
	NS	2.0%	2.0%	2.1%	2.0%
	MS	2.0%	2.0%	2.1%	2.0%
	OE	1.8%	2.0%	1.9%	2.0%
	All	2.0%	2.0%	2.1%	2.0%
United Kingdom	NHN	2.8%	3.0%	2.8%	3.0%
	NS	2.8%	3.0%	2.9%	3.0%
	MS	2.8%	3.0%	2.9%	3.0%
	OE	2.6%	3.0%	2.8%	3.0%
	All	2.7%	3.0%	2.9%	3.0%

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

All data includes 0% responses.

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

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