

Standardize your salaries and they will come ... and stay

Heads up, employers.

If you're seeing salary becoming a bigger issue going into 2023, you are right.

This means you need to start planning. And those plans must include structure. That's crucial when you want to attract new candidates – and it's more so if you want your current employees to stick around.

Higher salaries are not just prioritized – they are actively being sought by workers right now.

#1 priority for 2023

US workers

44%

Pay raise

31%

Career goals

24%

Work-life balance

Workers worldwide

47%

Are actively looking for jobs with better pay

Salary is also something that can be made better in their current jobs.

United States

57%

Say compensation in the form of salary, perks and benefits need to be improved to make a better experience in their current job

United Kingdom

61%

United States

32%

Say career growth opportunities need to be improved

United Kingdom

31%

27%

Both countries

Say flexible work needs to be improved

No, workers aren't being greedy. Higher salaries are a necessity right now.

80%

say their current pay isn't keeping pace with inflation

80%

say inflation is impacting their career decisions

Simply offering more money to attract new hires isn't going to solve the problem entirely.

US-based companies

65%

are increasing pay to their new hires

US-based managers

68%

Say a team member has asked for a raise or threatened to quit due to increasing discrepancies with a new hire in terms of pay

What can we learn from this?

- Workers don't think they're making enough, and they're very confident that they can make more.
- The lack of transparency and consistency in salary across organizations and industries can also be an issue.

What are the potential solutions?

- Standardize your company's pay structures with a formalized salary structure.

Nearly

70%

of organizations have formal pay ranges in place. And that number's expected to rise with more pay transparency legislation.

- Establish pay brackets which show a clear path to higher salaries within an organization.

More than

70%

have pay range groupings (i.e. A/B/C) based on market reference points. (of those with formal pay ranges in place)

- Have a defined system in place if you have distributed teams operating from different locations.

More than

50%

More than half of all organizations have a geographic pay strategy defined and in place.

Structure and transparency go a long way. You'll get more candidates and, perhaps more importantly, retain your existing employees.