

# Top-Level Results

This is a high-level look at results from the “WorldatWork 2017-2018 Salary Budget Survey,” which closed in May 2017. This year, WorldatWork received a total of 4,942 responses. Additional industry and geographic breakout information that can be customized in countless ways for the United States and Canada is included in the “Online Reporting Tool,” which will be available with the full survey results in early August. Participants will receive a complimentary subscription.

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## Total Salary Budget Increases, by Employee Category

	Employee Category	Actual 2017		Projected 2018	
		Mean	Median	Mean	Median
United States	NHN	3.0%	3.0%	3.1%	3.0%
	NS	3.0%	3.0%	3.1%	3.0%
	ES	3.0%	3.0%	3.2%	3.0%
	OE	3.0%	3.0%	3.2%	3.0%
	<b>All</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.1%</b>	<b>3.0%</b>
Australia	NHN	3.2%	3.2%	3.2%	3.3%
	NS	3.3%	3.2%	3.3%	3.2%
	MS	3.3%	3.2%	3.3%	3.2%
	OE	3.2%	3.1%	3.3%	3.3%
	<b>All</b>	<b>3.2%</b>	<b>3.2%</b>	<b>3.3%</b>	<b>3.2%</b>
Belgium	NHN	2.5%	2.5%	2.5%	2.4%
	NS	2.4%	2.5%	2.5%	2.5%
	MS	2.4%	2.5%	2.5%	2.5%
	OE	2.5%	2.7%	2.6%	2.7%
	<b>All</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.5%</b>
Brazil	NHN	7.0%	8.0%	6.9%	8.0%
	NS	7.5%	8.0%	7.6%	8.0%
	MS	7.6%	8.2%	7.8%	8.3%
	OE	7.8%	8.5%	8.3%	8.5%
	<b>All</b>	<b>7.5%</b>	<b>8.2%</b>	<b>7.7%</b>	<b>8.3%</b>
Canada	NHN	2.7%	3.0%	3.0%	3.0%
	NS	2.8%	3.0%	3.1%	3.0%
	MS	2.8%	3.0%	3.0%	3.0%
	OE	2.8%	3.0%	3.0%	3.0%
	<b>All</b>	<b>2.8%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.0%</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

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

	Employee Category	Actual 2017		Projected 2018	
		Mean	Median	Mean	Median
China	NHN	7.0%	7.2%	7.1%	7.5%
	NS	6.8%	7.0%	7.0%	7.3%
	MS	6.8%	7.0%	7.0%	7.3%
	OE	6.8%	7.0%	7.0%	7.3%
	<b>All</b>	<b>6.9%</b>	<b>7.0%</b>	<b>7.0%</b>	<b>7.3%</b>
France	NHN	2.5%	2.5%	2.6%	2.8%
	NS	2.5%	2.5%	2.6%	2.5%
	MS	2.6%	2.6%	2.7%	2.7%
	OE	2.5%	2.7%	2.5%	2.8%
	<b>All</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>2.6%</b>
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	2.9%	3.0%	3.0%	3.0%
	<b>All</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.1%</b>	<b>3.0%</b>
India	NHN	9.9%	10.1%	9.9%	10.3%
	NS	10.2%	10.5%	10.3%	10.5%
	MS	10.1%	10.5%	10.3%	10.5%
	OE	9.8%	10.5%	10.1%	10.5%
	<b>All</b>	<b>10.1%</b>	<b>10.5%</b>	<b>10.2%</b>	<b>10.5%</b>
Italy	NHN	3.0%	2.8%	3.1%	2.8%
	NS	2.7%	2.5%	2.9%	2.6%
	MS	2.7%	2.6%	2.8%	2.7%
	OE	2.9%	2.8%	3.1%	2.8%
	<b>All</b>	<b>2.8%</b>	<b>2.6%</b>	<b>2.9%</b>	<b>2.8%</b>
Japan	NHN	2.5%	2.5%	2.7%	2.5%
	NS	2.6%	2.5%	2.6%	2.5%
	MS	2.5%	2.5%	2.6%	2.5%
	OE	2.6%	2.8%	2.8%	2.8%
	<b>All</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.7%</b>	<b>2.5%</b>
Mexico	NHN	4.6%	4.5%	4.7%	4.8%
	NS	4.5%	4.5%	4.5%	4.5%
	MS	4.5%	4.5%	4.5%	4.5%
	OE	4.3%	4.5%	4.4%	4.5%
	<b>All</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.5%</b>
Netherlands	NHN	2.9%	2.9%	3.0%	3.0%
	NS	2.7%	2.8%	2.8%	3.0%
	MS	2.8%	2.8%	2.8%	2.9%
	OE	2.7%	2.8%	3.0%	3.0%
	<b>All</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.9%</b>	<b>3.0%</b>

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

All data includes 0% responses.

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

Employee Category	Actual 2017		Projected 2018		
	Mean	Median	Mean	Median	
Russia	NHN	7.1%	8.0%	7.9%	8.0%
	NS	7.6%	8.0%	8.1%	8.0%
	MS	7.8%	8.0%	8.3%	8.0%
	OE	7.9%	8.0%	8.4%	8.1%
	<b>All</b>	<b>7.7%</b>	<b>8.0%</b>	<b>8.2%</b>	<b>8.0%</b>
Singapore	NHN	4.1%	4.0%	4.1%	4.0%
	NS	4.1%	4.0%	4.2%	4.0%
	MS	4.2%	4.0%	4.2%	4.0%
	OE	4.1%	4.0%	4.1%	4.2%
	<b>All</b>	<b>4.1%</b>	<b>4.0%</b>	<b>4.2%</b>	<b>4.0%</b>
Spain	NHN	2.4%	2.3%	2.6%	2.5%
	NS	2.7%	2.3%	2.6%	2.5%
	MS	2.5%	2.4%	2.6%	2.5%
	OE	3.0%	2.6%	2.7%	2.8%
	<b>All</b>	<b>2.6%</b>	<b>2.4%</b>	<b>2.6%</b>	<b>2.5%</b>
Sweden	NHN	3.0%	3.0%	3.1%	3.0%
	NS	2.8%	2.9%	3.0%	3.0%
	MS	2.9%	2.9%	3.0%	3.0%
	OE	2.7%	2.9%	2.9%	2.9%
	<b>All</b>	<b>2.9%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>3.0%</b>
Switzerland	NHN	2.9%	2.1%	2.3%	2.1%
	NS	2.1%	2.0%	2.3%	2.1%
	MS	2.2%	2.0%	2.3%	2.1%
	OE	2.1%	2.0%	2.3%	2.2%
	<b>All</b>	<b>2.3%</b>	<b>2.0%</b>	<b>2.3%</b>	<b>2.1%</b>
United Kingdom	NHN	2.9%	3.0%	3.0%	3.0%
	NS	2.9%	3.0%	3.1%	3.0%
	MS	3.0%	3.0%	3.1%	3.0%
	OE	2.9%	3.0%	3.0%	3.0%
	<b>All</b>	<b>2.9%</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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