

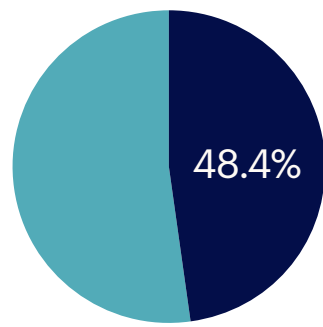


human forward.



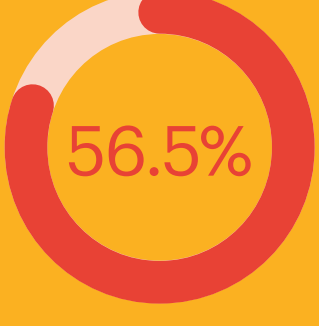
We surveyed over 1,900 workers currently working in the U.S. about compensation and discovered some surprising insights around how important pay transparency is for workers today.

Pay transparency is extremely important to an overwhelming majority of workers in the U.S. when looking to apply for a job or accept a job offer.



But companies listing salaries in their job descriptions is still a mixed bag. While perhaps becoming more common, when looking by age group, workers between the ages of 55-65 said their companies did not include it (48.4%).

A majority of workers said the salary range was listed in their job description prior to applying for the role.



males



women

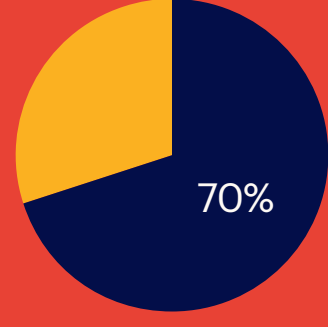
This is more true for men compared to women.

70%

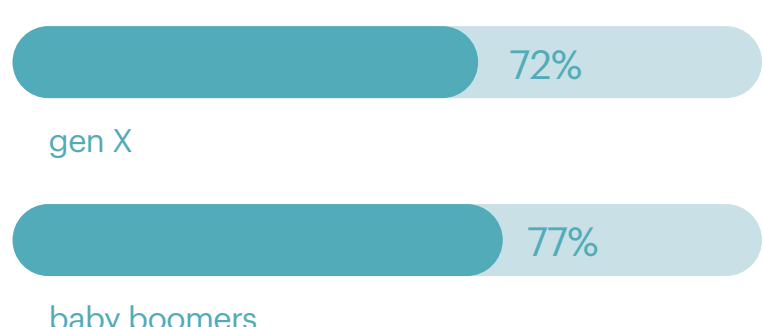
are more likely to apply for a job where the salary/salary range is publicly available

While a clear majority want this information, just half (49%) of respondents said their companies currently provide it. What's more, most people we surveyed are more likely to apply for a job where the salary or salary range is made public. These numbers indicate a discrepancy in pay transparency may cost you talent.

Age also played a role in the discussion, with Gen Z being the most likely to find the salary range listed followed by Millennials, Gen X, and Baby Boomers.



Sharing information on compensation is still a tricky topic. Most workers do not discuss it, but that sentiment is widely different depending on the age groups. Younger workers are more comfortable discussing pay, with workers between 18-24 the most comfortable at 58 percent. However, workers between Gen X and Baby Boomers were least likely to discuss pay.

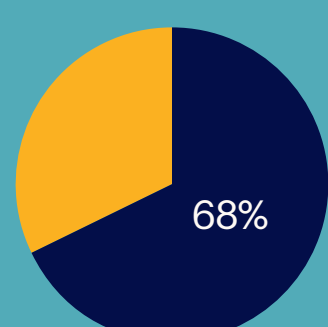


gen X

baby boomers



Complicating that issue is that 68 percent of workers would request a raise if they knew their co-workers with the same role were making more than them.



67%

While 67 percent of respondents agree salary and compensation are the most important factors for job satisfaction.

55%

Only 55 percent believe they are adequately compensated for their work.



Men were more likely than women to say they were adequately compensated (63% v 48%) and younger workers more likely than their senior counterparts.



2023 compensation survey demographics:

- August 22, 2023 - September 1, 2023
- 1,961 people between the ages of 18-65
- U.S. workers employed full time or part time

Generational age ranges:

- Gen Z = 18-24 years old
- Millennials = 25-34 and 35-44 years old
- Gen X = 45-54 years old
- Baby Boomers = 55-65 years old



human forward.