



# GLOBAL COMPENSATION PLANNING

Talent scarcity and the ease of mobility are making it increasingly critical that HR professionals retain top performers while also attracting outside talent. To confront this challenge, you need robust data on economic conditions and salary increase trends in your operating locations to make timely, fully informed decisions on compensation budgets.

Gain insight into salary increase budgets and economic data for a three-year time period.

[SAMPLE REPORT](#)

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[DEMO VIDEO](#)

[INDUSTRY ADD-ON DEMO](#)

## WHAT'S INCLUDED?

- ▶ GDP, inflation, and unemployment rates
- ▶ Salary review frequency, effective date of salary reviews, and factors used to determine salary increases
- ▶ Actual, budgeted, or forecasted salary increase figures
- ▶ Percentage of companies reporting zero salary increase (salary freezes)
- ▶ Mandatory pay increase schemes
- ▶ Short-term incentive target and maximum bonuses as a percentage of base salary, frequency of incentive payouts
- ▶ Job families and employee levels that are difficult to attract or retain
- ▶ Promotional salary increases

1

DO SALARY INCREASES VARY BASED ON AN EMPLOYEE'S LEVEL?

2

HOW DOES INFLATION IMPACT SALARY INCREASES?

3

ARE SALARY FREEZES COMMON?

EDITION	2019			
	USD	EUR	CAD	AUD
ONLINE	3,000	2,500	3,900	4,100
INDUSTRY ADD-ON*	500	425	650	700
GLOBAL PDF	1,500	1,275	1,950	2,050
EXCEL ADD-ON**	500	425	650	700
REGION PDF	750	650	950	1,000
SINGLE MARKET PDF	500	425	650	700

Regions available: Americas; Asia Pacific; Europe; Middle East & Africa

Notes: An online subscription includes access for up to 5 users; additional users may be added for a fee.

\*One new industry (Manufacturing) available at the end of January 2019.

\*\*Must purchase Global PDF; separate add-on for July and October.

Next release: **End of Jan, Apr, Jul, Oct 2019**

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## 4 INDUSTRIES (ONLINE ADD-ON)

- ▶ Consumer Goods
- ▶ High Tech
- ▶ Life Sciences
- ▶ Manufacturing\*

## GLOBAL PDF VS. ONLINE

	GLOBAL PDF	ONLINE
UPDATES IN JANUARY, APRIL, JULY, AND OCTOBER		✓
NEW! PROMOTIONAL INCREASE DATA*		✓
SUMMARY REPORT IN JULY (ECONOMIC DATA AND SALARY INCREASE DATA)	✓	✓
DETAILED REPORT IN OCTOBER (ECONOMIC, SALARY INCREASE, MANDATORY INCREASE, SHORT-TERM INCENTIVE DATA)	✓	✓
NO. OF YEARS OF ECONOMIC DATA INCLUDED	3	15+
NO. OF YEARS OF SALARY INCREASE DATA INCLUDED	3	15+
DOWNLOADABLE EXCEL DATA		✓
OPTION TO ADD-ON INDUSTRY DATA		✓

\*Available at the end of Jan 2019.

Note: Need data sooner? Talent All Access® subscribers receive exclusive early access to many of our products.