

Compensation is going up,

but is it enough?

US Compensation Planning Survey Pulse — November 2021 edition

Increase budgets are rising, but still not final

Merit Increase 2022 Budget

August 2021 **3.0%**

November 2021 **3.2%**

Total Increase 2022 Budget

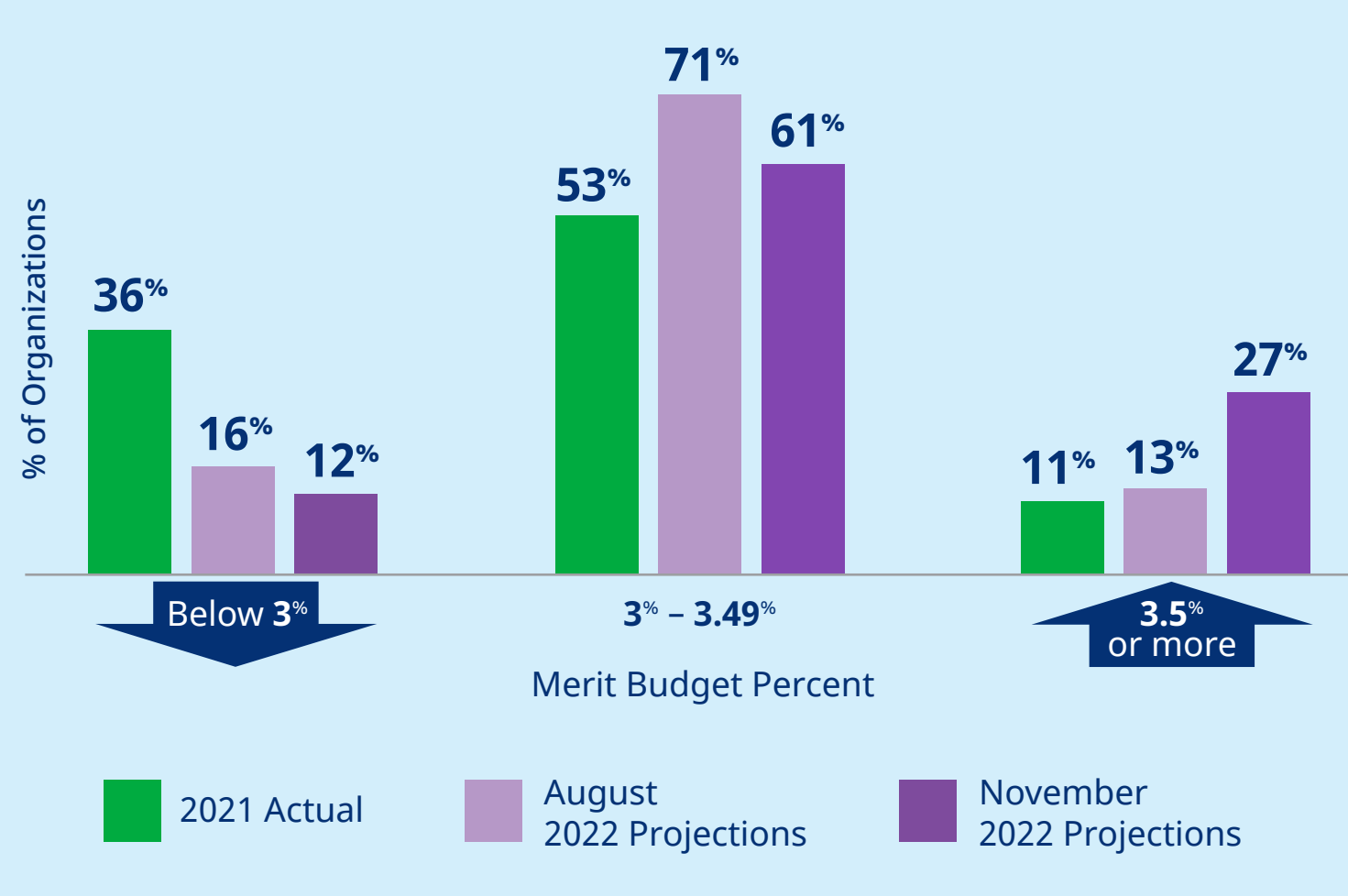
August 2021 **3.3%**

November 2021 **3.5%**



Budgets have moved up over the last several months

2021 vs 2022 Projected Merit Increase Distributions

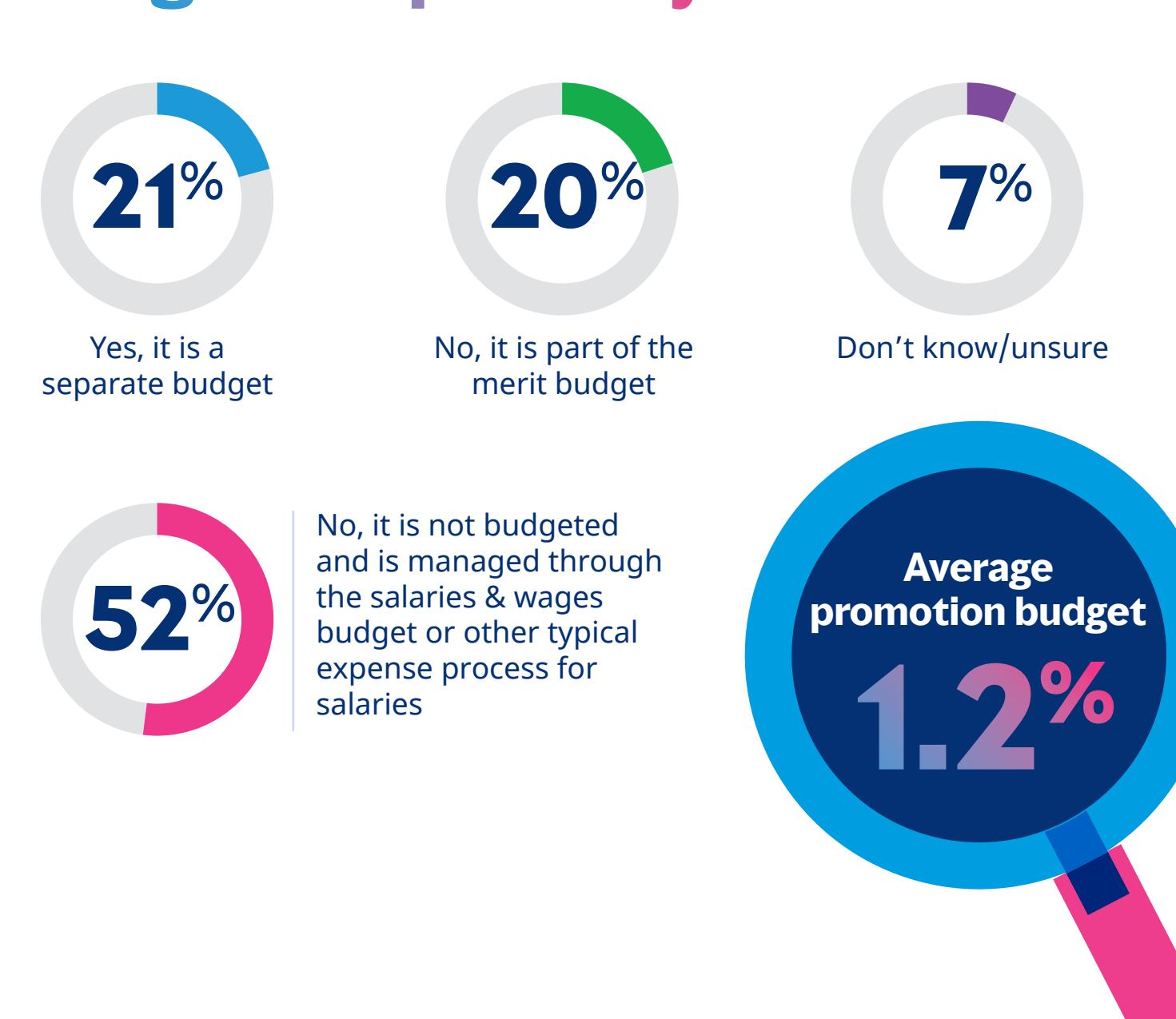


New considerations for employers when setting projected merit/salary budgets*

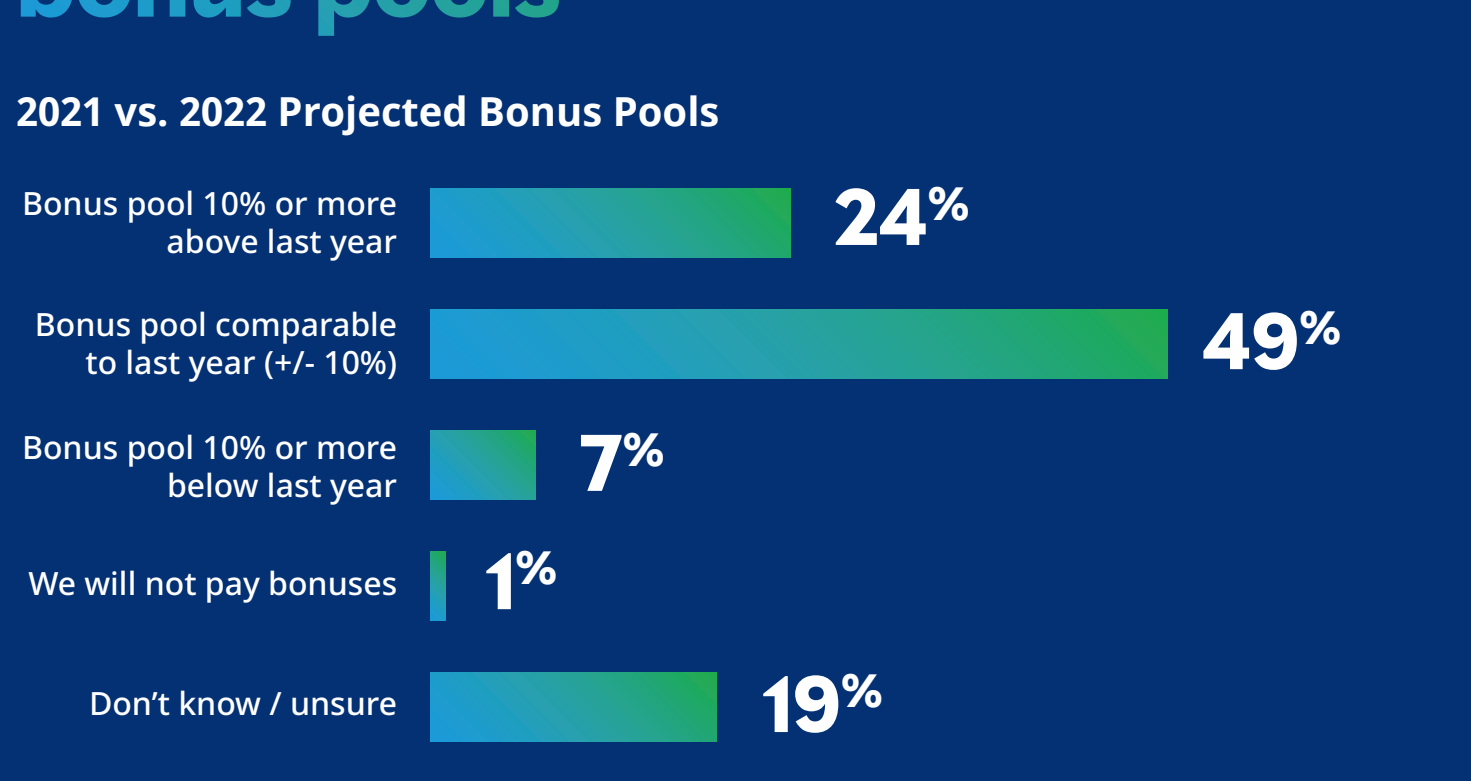


*Multiple responses were allowed

Many employers still not managing promotion budgets separately



Employers are planning larger bonus pools



Based on 962 companies providing survey responses. All numbers are averages and include zeros.