

## SHRM Lehigh Valley Chapter Survey Results - Compensation Survey

73 Respondents

**Q1.** Is your company providing pay increases this year?

Answer Choice	Responses	#
Yes	94.52%	69
No	5.48%	4
<b>Total</b>		<b>73</b>

**Q2.** If providing increases, please indicate which employees are eligible. Select all that apply.

Answer Choice	Responses	#
Managers	98.53%	67
Line Supervisors	98.53%	67
Line Employees	95.59%	65
<b>Total - 68 total responses</b>		

**Q3.** If providing increases, are your increases pay for performance or flat increase across the board?

Answer Choice	Responses	#
Pay for performance (merit)	55.07%	38
Flat increase across the board	18.84%	13
Combination of both	26.09%	18
<b>Total</b>		<b>69</b>

**Q4.** What is the average pay increase going to be at your company?

Answer Choice	Responses	#
0-2%	14.49%	10
2.01%-3%	68.12%	47
3.01%-4%	14.49%	10
4.01%-5%	1.45%	1
5.01% or more	1.45%	1
<b>Total</b>		<b>69</b>

**Q5.** When will increases be given?

Answer Choice	Responses	#
Employee Anniversary Date	20.90%	14
Set month of the year	79.10%	53
<b>Total Respondents</b>		<b>67</b>

**Q6. Do you offer incentive bonuses?**

<b>Answer Choice</b>	<b>Responses</b>	<b>#</b>
Yes	70.83%	51
No	29.17%	21
<b>Total</b>		<b>72</b>

**Q7. If offering incentive bonuses, is it based on company performance, personal performance or both?**

<b>Answer Choice</b>	<b>Responses</b>	<b>#</b>
Company performance	21.82%	12
Personal performance	12.73%	7
Both	65.45%	36
<b>Total</b>		<b>55</b>

**Q8. Are incentive bonuses announced at the beginning of the year or the end of the year?**

<b>Answer Choice</b>	<b>Responses</b>	<b>#</b>
Beginning of the year	62.00%	31
End of the year	38.00%	19
<b>Total</b>		<b>50</b>

**Q9. Do you offer retention ("stay" bonuses) to key employees you think are a flight risk?**

<b>Answer Choice</b>	<b>Responses</b>	<b>#</b>
Yes	16.90%	12
No	83.10%	59
<b>Total</b>		<b>71</b>