

£££



One in six employees would not dream of asking for a payrise

A survey from Ceridian of over 1,000 full-time UK employees has revealed that a staggering one in six employees would never dream of asking for a pay rise.

Age is also a factor, with older respondents more prepared to take the bull by the horns. Just 19 per cent of those under 34 feel comfortable asking for a pay rise while 81 per cent of over 35 year-olds feel confident asking for extra money. Men were revealed to be more direct about asking for a pay increase. Of the eight per cent of respondents who claimed they would negotiate hard for a salary increase, three-quarters were men.

The survey also revealed that younger people are more interested in knowing how much their colleagues are paid, with 72 per cent of 18 to 24-year-olds indicating this as opposed to only 29 per cent of those over 55. We also prove to be a secretive nation with 53 per cent of us not sharing our salary details with family members. Despite this, the survey also suggests we are a nosy lot, with 46 per cent expressing an interest in what colleagues earn.

Unnecessary exits from organisations could be costing businesses up to £5.14bn in recruitment, with one in 33 respondents saying they would rather leave a company

than ask for a salary increase. Karan Paige, chief people officer of Ceridian UK, commented: "There tends to be a strong correlation between successful companies and a reward strategy that has the correct balance between fixed and variable pay, with the variable element being strongly aligned to performance."

In such companies, base pay tends to be linked to a grade framework publicised across the organisation, although the specifics of bonus payments and their wider remuneration package remain confidential. This approach gives transparency on core salary data, and on high and low performers, while maintaining privacy on absolute total compensation.

Piers Hollier, a business psychologist at Getfeedback, commented: "Ceridian's survey shows what a status-driven society we have become, and in this day and age salary clearly represents status. One of the reasons people might choose not to divulge their salary details to their family could be because it puts a cash value on them. This can especially be the case with competitive siblings."