



Salary Insights – Polls Report

2024



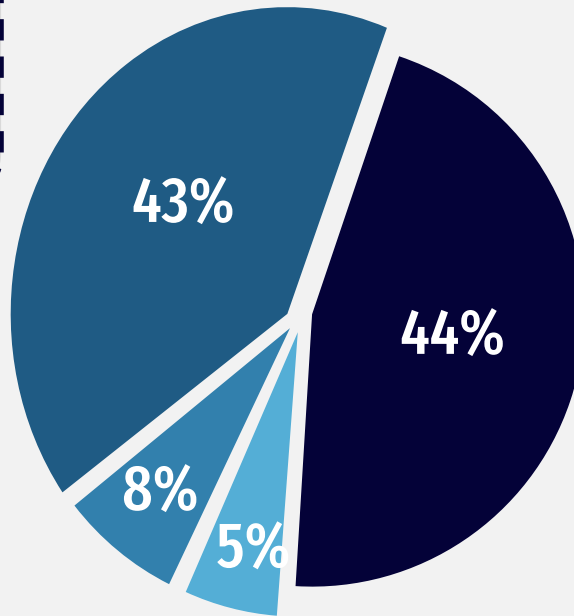
Salary vs other factors

Poll: Maximum salary cut employees are ok to take for remote working?



CZ Insights:

Almost half of the employees prefer WFO/hybrid vs remote working. Others are willing to take max 20% pay cut for remote work.



Prefer
WFO/Hybrid

20-30%

>30%

10%-20%

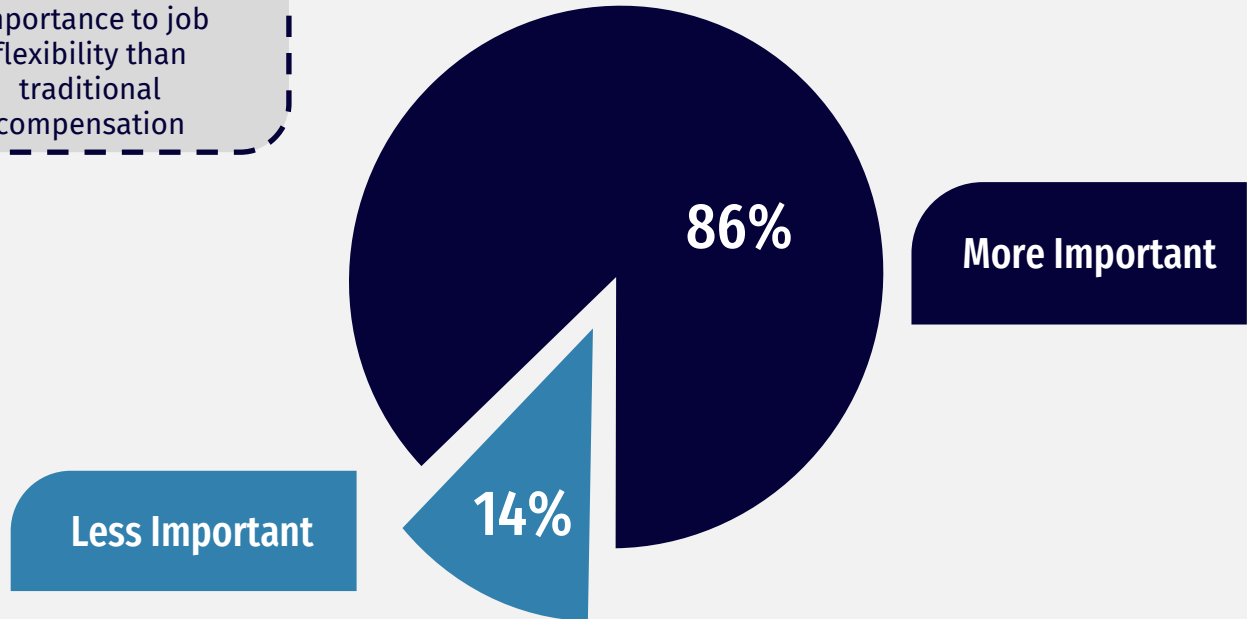
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Poll: How important is job flexibility to employees compared to traditional compensation factors?



CZ Insights:

Almost 9 of every 10 employees give more importance to job flexibility than traditional compensation



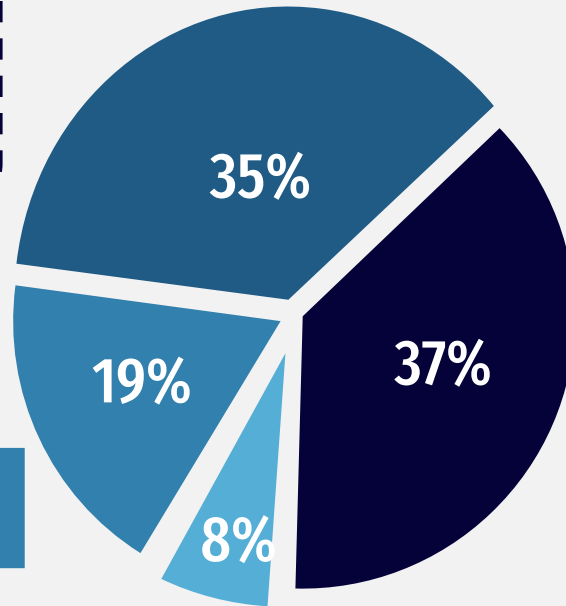
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Poll: What factors do employees consider when negotiating compensation package?



CZ Insights:

Work life balance, followed by salary is top consideration for employees.



Salary

Work-life
Balance

Career Growth

Benefits

Read disclaimer at the end of the report.



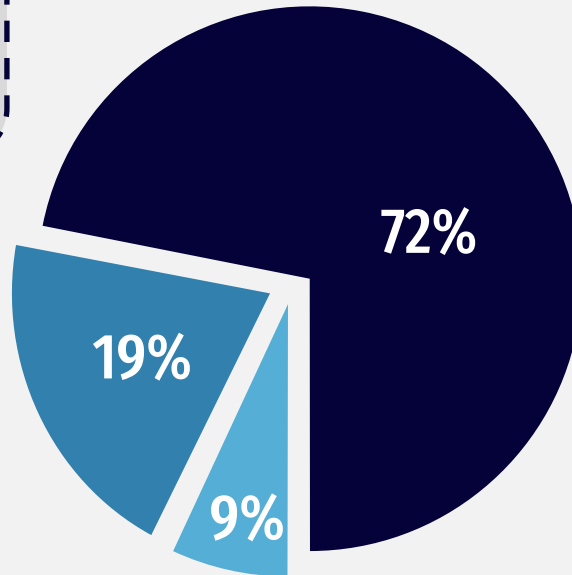
Salary Transparency

Poll: Should companies be transparent about their salary ranges for all positions?



CZ Insights:

Employees need transparency in salary structures – at least level wise ranges.



Absolutely, it's necessary

Only internally within the company

It's not necessary

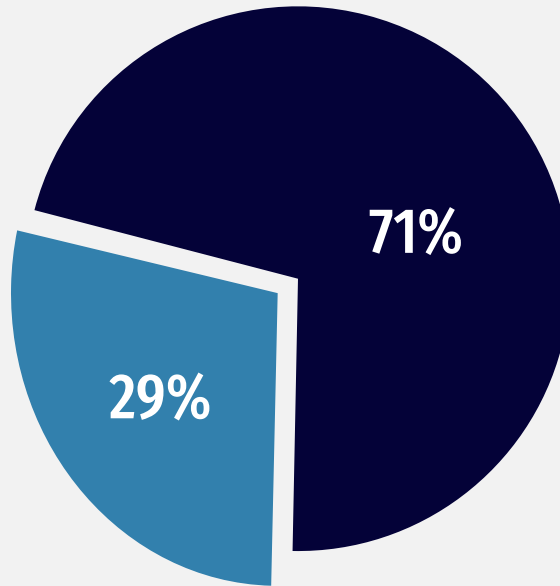
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Poll: Would employees disclose their salary to their co-workers?



CZ Insights:

About 1 out of every 4 employees is likely to disclose their salary to co-workers.



No, its private

Yes, transparency helps



Salary consideration of existing employees

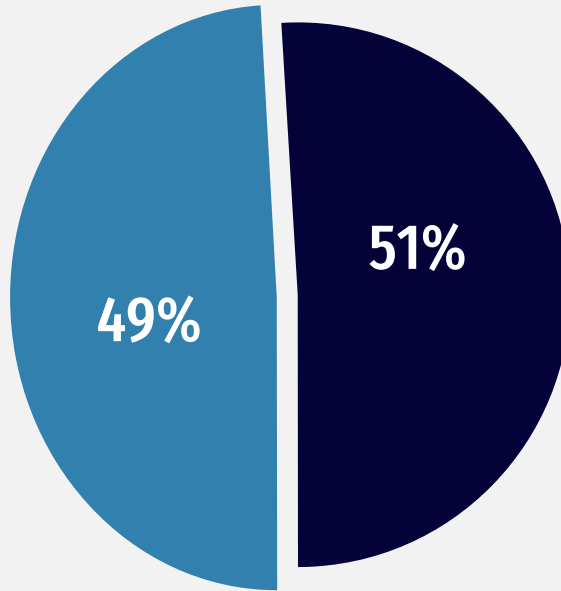
Poll: Is salary employees' top factor in job satisfaction?



CZ Insights:

Salary not top factor for almost half of the employees

Yes, it's key



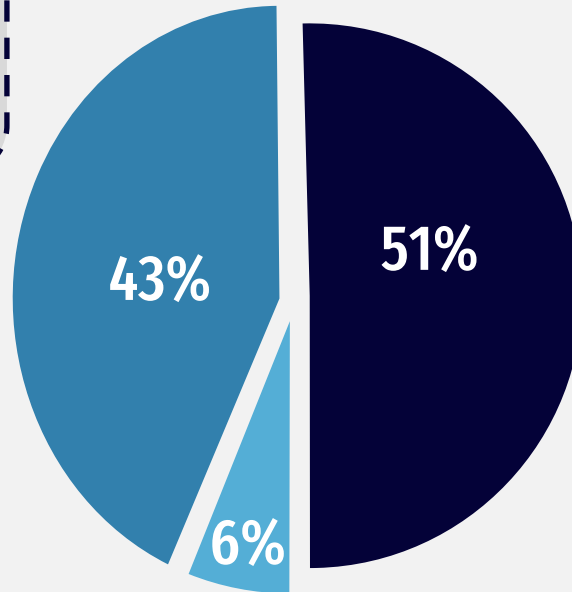
Important, not top

Poll: How often do employees expect a salary review?



CZ Insights:

Having a half yearly salary review can only give you a slight edge vs annual review.



Annually

Half Yearly

With promotion

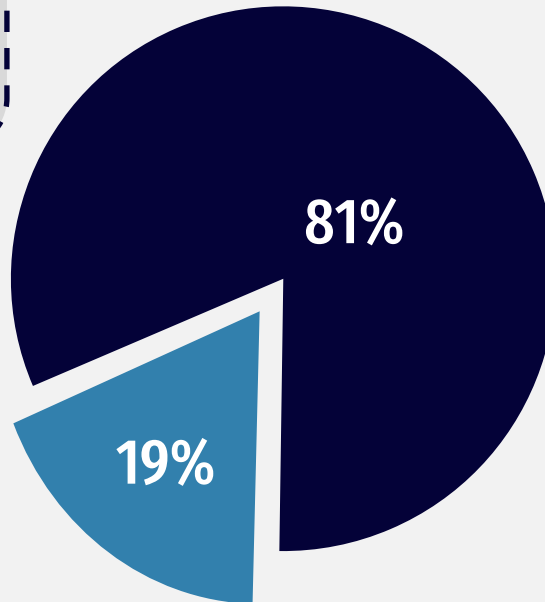
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Poll: How do employees feel about performance based pay?



CZ Insights:

Almost 4 out of every 5 employees find performance based pay motivating.



Motivating

Dislike the pressure

Read disclaimer at the end of the report.



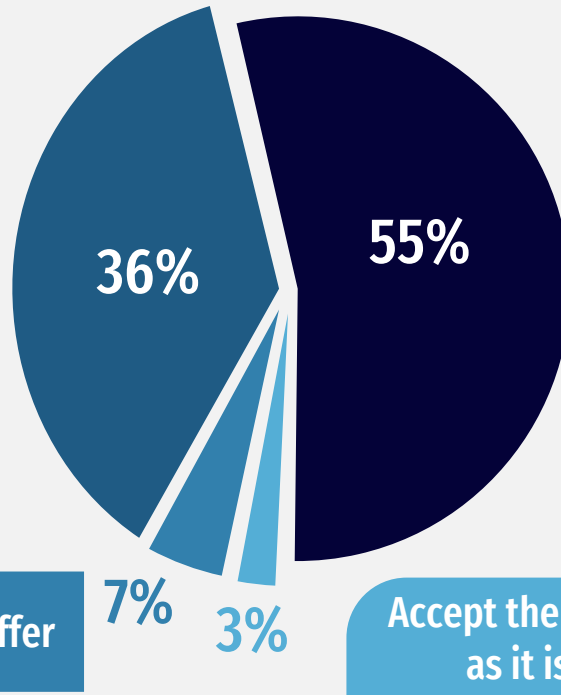
Salary consideration for new hiring

Poll: How do employees approach when offered a job with a lower – than expected salary?



CZ Insights:

Almost 9 of every 10 candidates are likely to negotiate for a higher salary/benefits when offered.



Negotiate for additional benefits

Negotiate for a higher salary

Decline the offer

Accept the offer as it is

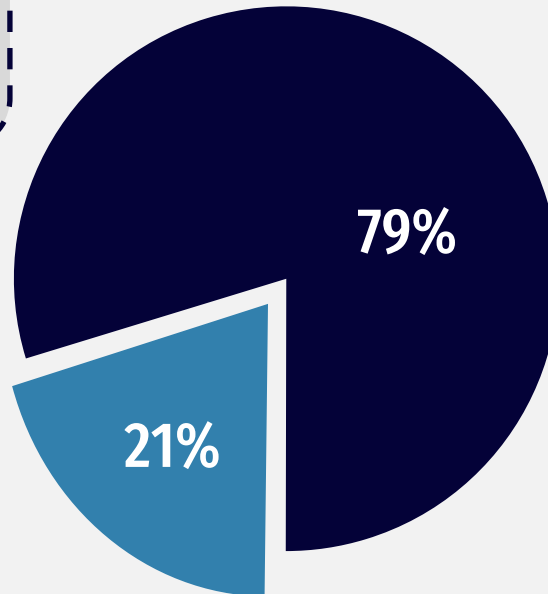
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Poll: Should salary discussions be part of initial job interview or saved for later stages?



CZ Insights:

Employees prefer salary discussions during initial hiring process and not at the end.



Part of the
initial interview

Saved for
later stages

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- Team of 20+ consultants from finance background helping clients in hiring finance professionals across levels.
- Have a community of 300K+ finance professionals.

Contact Us at growth@corenza.co



CA Jinesh Pagaria, CFA-L2



CA Palak V Lalwani



Varun Kataria

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