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with their compensation. The good: 49 percent of professionals surveyed by global staffing firm Robert Half feel they are paid fairly at their jobs. The bad: 46 percent think t

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|             |     |     |     |     |     |     |
|-------------|-----|-----|-----|-----|-----|-----|
| Underpaid   | 46% | 48% | 46% | 46% | 44% | 49% |
| Overpaid    | 5%  | 8%  | 3%  | 2%  | 6%  | 3%  |
| Paid fairly | 49% | 44% | 51% | 52% | 51% | 48% |

|             | TOTAL | INCOME |           |         | EDUCATION           |                    |             |
|-------------|-------|--------|-----------|---------|---------------------|--------------------|-------------|
|             |       | <\$50K | \$50-100K | \$100K+ | HIGH SCHOOL OR LESS | COLLEGE/ ASSOCIATE | UNIVERSITY+ |
| Underpaid   | 46%   | 53%    | 50%       | 37%     | 51%                 | 48%                | 45%         |
| Overpaid    | 5%    | 4%     | 4%        | 6%      | 2%                  | 3%                 | 5%          |
| Paid fairly | 49%   | 44%    | 46%       | 57%     | 47%                 | 48%                | 50%         |

Responses may not total 100 percent due to rounding.

Source: Robert Half survey of more than 2,800 workers in the United States

For more information on salaries, visit [roberthalf.com/salary-guide](https://roberthalf.com/salary-guide).

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There's good news and bad news when it comes to how satisfied U.S. workers are with their compensation. The good: 49 percent of professionals surveyed by global staffing firm Robert Half feel they are paid fairly at their jobs. The bad: 46 percent think they are underpaid. The remaining 5 percent admitted to feeling overpaid.

[\[View the 2019 Salary Guide Video.\]](#)

More than 2,800 workers in 28 U.S. markets were surveyed for the study. The

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|           |      |
|-----------|------|
| Underpaid | 46%  |
| Overpaid  | 5%   |
|           | 100% |

Additional findings:

- **Cities with the most workers who feel underpaid:** San Diego led the pack (62 percent), followed by Austin (54 percent), Houston (53 percent), Nashville (53 percent) and Philadelphia (52 percent).
- **Cities with the fewest professionals who report being underpaid:** Those in Miami (33 percent), Dallas (37 percent), New York (37 percent), Los Angeles (39 percent) and San Francisco (39 percent) were least likely to say they felt shortchanged.
- **By age:** More workers ages 55 and older think they are compensated fairly (52 percent) than those ages 18 to 34 (44 percent) and 35 to 54 (51 percent).
- **By gender:** Women (49 percent) were more apt to feel underpaid compared to men (44 percent).
- **By education and income level:** Respondents with a bachelor’s degree or higher, as well as those earning more than \$100,000 per year, were most likely to say they’re being paid fairly (50 percent and 57 percent, respectively).

Paul McDonald, senior executive director for Robert Half, noted reasons why pay levels may not feel up to par. “Some firms have not kept up with shifts in market demand and continue to use old job classifications and salary bands. If your organization has not reviewed its compensation plan within the last six months, it could be outdated.”

Another factor fueling thoughts of being undercompensated is word of mouth.

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and retain top performers.”

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