

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

performers, new research from global staffing firm Robert Half shows. A large majority of senior managers surveyed (88%) said they are worried about their ...

Sep. 11, 2020



Employers have a growing list of concerns lately, including losing their top performers, new research from global staffing firm Robert Half shows. A large majority of senior managers surveyed (88%) said they are worried about their company's ability to retain valued staff, with 47% being very worried. Of those who said they are worried, 39% attribute their concern to salary reductions or planned salary freezes for the near future.

 [New research from Robert Half reveals salary-related concerns among employers amid the pandemic.](#)

[\[Click for larger image.\]](#)

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

“Employees have been stretched to the limit during the pandemic, putting in longer hours and taking on additional responsibilities,” said Paul McDonald, senior executive director of Robert Half. “While many companies have supported staff by providing more nonmonetary benefits, like flexible scheduling and enhanced wellness resources, they may have had to impose pay freezes or cuts in order to preserve jobs.”

The Current State of Salaries for New Hires

Even in a time of high unemployment, the research shows a majority of companies are offering new recruits pay that meets or exceeds pre-pandemic numbers. More than 4 in 10 senior managers surveyed (44%) said starting salaries for new hires have held steady since the spread of COVID-19 began, and nearly 3 in 10 respondents (28%) noted an increase in base compensation.

“Companies struggle to find the talent they need to support new business priorities sparked by the pandemic. Professionals with in-demand skills know they still have options, and employers realize they need to offer competitive salaries to attract and secure top candidates,” McDonald explained.

Willingness to Negotiate Pay With Candidates

More than 8 in 10 senior managers (86%) noted they are as likely to negotiate salary with new hires today than a year ago. Of those, 36% said they are more open to discussing starting pay with candidates now, compared to 12 months ago.

Austin (51%), Raleigh (48%) and Charlotte (45%) have the highest percentages of employers who are more willing to discuss pay with potential hires than they were a year ago. In addition, managers at midsize companies (500 to 999 employees) are more likely to negotiate salary today versus 12 months ago (44%), while those at

small firms (20 to 99 employees) are least likely to engage in back-and-forth about

Hello. It looks like you're using an ad blocker that may prevent our website from working properly. To receive the best experience possible, please make sure any blockers are switched off and refresh the page.

If you have any questions or need help you can email us

Accounting • Benefits • Income Tax • Payroll • Technology

CPA Practice Advisor is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors.

© 2024 Firmworks, LLC. All rights reserved