

THE SURPRISING TRUTH ABOUT EMPLOYEE ENGAGEMENT

The verdict is in: Want employees to stay? Talk about pay. PayScale surveyed more than 71,000 employees to study the relationship between pay and employee engagement.

One of the top predictors of employee sentiment is a company's ability to communicate clearly about pay—more important than career advancement opportunities, employer appreciation and future enthusiasm for the company.

Communicating comp pays off!

82% of employees felt 'satisfied with their work' if they were underpaid BUT the employer communicated the reason for a smaller paycheck.

2/3 of people who are being paid the market rate believe they're underpaid.

35% of people who are paid **↑** the market rate believe that they're paid **↓** the market rate.

83% of people who are paid **↓** the market rate believe that they're paid **↓** the market rate.

Women who are paid above the market rate are **18%** more likely to believe that they are underpaid compared to men in the same pay bracket.

60% of employees who perceived they were underpaid said they intend to leave.

One of the largest databases of individual compensation profiles in the world, PayScale has gathered an immense and precise snapshot of current market values for employees and employers through its online tool and software. PayScale's products are powered by innovative search and query algorithms that dynamically acquire, analyze and aggregate compensation information for millions of individuals in real time.