



## Valenco Income Change survey 2016

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### Summary & findings

The goal of the survey was to assess if total earnings increase after a job change, and in what time frame.

74% of those who changed jobs saw their earnings increase in the first year post change.

- 89% of the respondents who had changed jobs in the last 3 years mentioned that they had received a higher salary package at the time of a job change. 90% of them saw actual earnings rise in the first year and the remaining 10% in the second year.
- Those who did not get a higher salary package experienced an income increase in the second year.

### Details of responses

*Have you changed jobs in the last 3 years?*

|       | Yes  | No  |
|-------|------|-----|
| USA   | 69%  | 31% |
| India | 100% | 0%  |

*When you changed your job did your salary package go up?*

|       | Yes  | No  |
|-------|------|-----|
| USA   | 86%  | 14% |
| India | 100% | 0%  |

*If your salary package went up, have you completed 1 year in the new job*

|       | Yes | No   |
|-------|-----|------|
| USA   | 72% | 38%  |
| India | 0%  | 100% |

*If your salary package went up and you have completed at least 1 year in the new role – did your actual earnings increase?*

|     | In the first year | After the first year |
|-----|-------------------|----------------------|
| USA | 90%               | 10%                  |



|       |      |      |
|-------|------|------|
| India | N.A. | N.A. |
|-------|------|------|

*If your salary package did not go up and you have completed at least 1 year in the new role – did your actual earnings increase?*

|     | In the first year | After the first year |
|-----|-------------------|----------------------|
| USA | 0%                | 100%                 |

### **Methodology**

This survey was sent to 947 potential respondents via email. Of these, 78% were based in the USA, 20% in India and rest in other geographies. A dominant majority was employed with the IT services/products industry - over 95% in the USA and over 60% in India.