



Valenco *Insights* Income Change survey 2018

Results of survey conducted in June 2018 by Valenco Inc.

In its 2nd Income Change survey, Valenco asked respondents to share the impact on their income when changing jobs or staying on with the same company in the last 3 years.

A majority of responses were received from USA and Canada and with a high % of respondents from IT sales & delivery professions.

1. Change in actual income

Incomes in the last two years rose for 74% of those who changed jobs and for 92% of those who stayed on with their present organization.

Those who made a job change had more instances of income increases of 10% or higher and also of lower income than what they made in their prior job.

Actual income increase

	Changed jobs	Did not change
0% or lower	25%	8%
<10%	8%	54%
10 – 20%	24%	15%
20+%	42%	21%

2. Job change trend

60% of the respondents had changed jobs in the last 3 years, a dip from the 73% in the 2016 survey, with a sharp dip in job changes by respondents outside the USA/Canada.

2018 and 2016 surveys

Geo	2018		Profession	2016		Experience	2018	
	2018	2016		2018	2016		2018	2016
USA & Canada	64%	69%	IT sales/account sales	61%	69%	< 15 years	71%	71%
India & ROW	46%	100%	IT SME / delivery	69%	100%	15 – 20 years	58%	58%
			Other professions	50%	100%	20+ years	60%	60%

3. Income change for those who changed jobs

74% of those changing jobs saw their actual incomes increase and 26% saw flat or lower income – a sharp contrast from 2016 when 100% of those changing jobs saw income rising. The change was more visible in India and among those outside IT services sales

% of respondents whose income increased in the last two years after a job change

Geo	Profession		2018 survey	2016 survey
USA & Canada	IT sales/account sales		78%	100%
India & ROW	IT SME / delivery		60%	100%
	Other professions			
			87%	100%
			64%	100%
			33%	100%

Experience band

	2018
< 15 years	80%
15 – 20 years	79%
20+ years	73%

For those whose income rose post a job change, it happened in the first year after the job change for a large majority

If income increased was it in year 1 post job change

	2018	2016
USA & Canada	83%	82%
India & ROW	84%	100%

4. Pay package for those changing jobs

78% of the respondents who had changed jobs in the last 3 years received a better pay package. There was a dip in occurrence of package increases in India and for non IT sales professions compared to the 2016 survey.

2018 survey vs. 2016 survey

Geo	Profession		2018	2016
USA & Canada	IT sales/account sales		80%	86%
India & ROW	IT SME / delivery		70%	100%
	Other professions			
			87%	90%
			73%	83%
			44%	88%



Pay package increases were offered to a similar proportion of job changers across experience bands

Experience band

	2018
< 15 years	80%
15 – 20 years	79%
20+ years	78%

5. Respondent profile

Respondent profile - location

	USA/Canada	India & Other geo's
2018 survey	78%	12%
2016 survey	77%	13%

Respondent profile - profession

	IT Sales / account sales	IT SME/Delivery	Other professions
2018 survey	65%	16%	19%
2016 survey	61%	13%	16%