

# Inside look: Global Compensation Drivers



While preparing the data for Global Compensation Drivers, we found some interesting insights that we couldn't wait to share with you. Check out this sneak peek!

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## In India, employee age has a greater impact on compensation than job level

In 60% of markets around the world the impact of employee age on compensation is weighted at less than 10%. In India, however, compensation is heavily influenced by employee age. Similarly, in several other markets in the Asia Pacific region (specifically South Korea, Indonesia, Bangladesh, Sri Lanka and Japan), employee age has a comparatively high importance among the factors that drive compensation.



## In most markets in the Americas region, the energy industry pays above the market average

Globally, industry is an important factor that influences pay. Depending on the industry, compensation is either above or below the market average. In most markets in the Americas region, the **energy** industry pays above the market average. The highest differential is in El Salvador, where the energy industry pays 72% higher than the market average.



## Retail & wholesale and logistics industries pay lower than the market average in most markets around the world

Globally, the compensation differentials between industries vary from country to country. In almost all regions, however, the **retail & wholesale** and **logistics** industries show negative compensation differentials, indicating lower employee pay when compared to the market average. For instance, in Iraq, logistics companies generally pay 56% below market average and in Mozambique retail & wholesale companies pay 52% below market average.