

I see increased work within departments. We have gone from a team of four to a team of two, with no pay increase and none in sight for at least six months. We have increased responsibility with increased demands on our time and extremely high expectations. We have to do a lot more with a lot less.

STEVE MORTENSEN,
MANAGER OF HR LEARNING
GROUP, INTERVOICE, DALLAS

By any measure, it has been a difficult year. The recovery from the horrific events of Sept. 11 has been accentuated by a lingering recession and continuing discoveries of corporate malfeasance. By July, the unemployment rate had risen to 5.9 percent, up from 4.8 percent a year ago, according to the Bureau of Labor Statistics. That same month, the number of people working part time despite a preference for full-time work increased by 278,000 to 4.2 million—a figure that has grown by nearly 1 million since March 2001, according to the BLS.

Finding work has been more difficult since Sept. 11. The average job search has lengthened to 3.5 months in the three quarters since the Sept. 11 tragedy, a 40 percent increase from the same time period in 2001, according to research firm Challenger Gray & Christmas, Chicago—the highest average since the firm began tracking the statistic 17 years ago. The firm also tracked job cuts, which swelled 23 percent to 1.65 million in the 11 months following Sept. 11.

And recovery has come in fits and starts. While the economy grew at a 5 percent clip during the first quarter of the year, growth slowed to a lackluster annual rate of 1.1 percent in the economic quarter from April to June, according to a report released in late August by the Commerce Department's Bureau of Economic Analysis.

Yet, with the economy continuing to slide, training professionals seem to be maintaining ground. *Training's* annual salary survey finds the training professional's average base salary is at \$67,640, a 7.1 percent increase over last year's \$63,177. Despite the increase in average base salary, the survey discovers that most training professionals once again failed to collect raises on par with the general wage-earning public. Training professionals received an average raise of nearly 3.9 percent, which trailed the 4.5 percent average wage increase received by the overall public, according to the 2001-02 Total Salary Increase Budget Survey from WorldatWork, Scottsdale, Ariz. But then again, it depends on whom you ask, and when.

"We have seen general pay increases remain consistent—between 4.5 and 4.6 percent—over the past six or seven years across the general population," says Joe Vocino, a compensation consultant with Mercer Human Resource Consulting, Philadelphia. "We are now seeing aggregate raises below 4 percent." Predictions made by companies in 2001 showed pay increases were to remain steady for the upcoming year. However, when Mercer surveyed companies again in the wake of Sept. 11, organizations predicted average pay would increase between

WITHERING

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With economic conditions and organizational structures in flux, determining your value to the corporation remains an arduous but essential responsibility.

BY JOEL SCHESSLER