

Conversation Starter: More Than Half of Professionals Did NOT Negotiate Salary for Most Recent Job

Glassdoor Economic Research

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Salary negotiation is one of the most common topics professionals seek content on, but it's still hard to get a macro understanding of who's negotiating and who isn't. Professionals in the Glassdoor community are weighing in on if they negotiated their salary for their most recent job and the data may surprise you. More than 6,500 professionals weighed in and more than half of them (54%) did *not* negotiate their most recent salary.

How does that break down by industry? Salary negotiation is most common among advertising, marketing, and tech professionals—with 67%, 62%, and 56% of them negotiating their most recent salary, respectively. Which industries had the least negotiation? Just 22% of graduate students and 37% of accounting and law professionals negotiated their most recent salary.

What about age? 56% of professionals between the ages of 36-40 negotiated their most recent salary, while 55% of those aged 41-44 and 50% of those aged between 30-35 did the same. Younger professionals are less likely to negotiate pay, with just 27% of those aged 21-25 and 44% of those between 26-29 negotiating their most recent salary.


And gender? Men and women are equally as likely to negotiate, with 46% of men and women having negotiated their most recent salary.

Methodology: This poll ran from August 9, 2023 through August 14, 2023 and was answered by 6,673 professionals on Fishbowl by Glassdoor. Respondents could answer with either "Yes" or "No" to the question, "For your most recent job, did you negotiate your salary?"

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