



# design<sup>®</sup> news

## S A L A R Y S U R V E Y

*April 2009*

*Conducted by*

## **Methodology:**

An email survey was sent to subscribers of **Design News** (both print and e-newsletters) during the month of May, 2009. Results of the study were tabulated by Research Results, an independent research firm. The survey evaluated compensation as well as job satisfaction:

The following areas were studied:

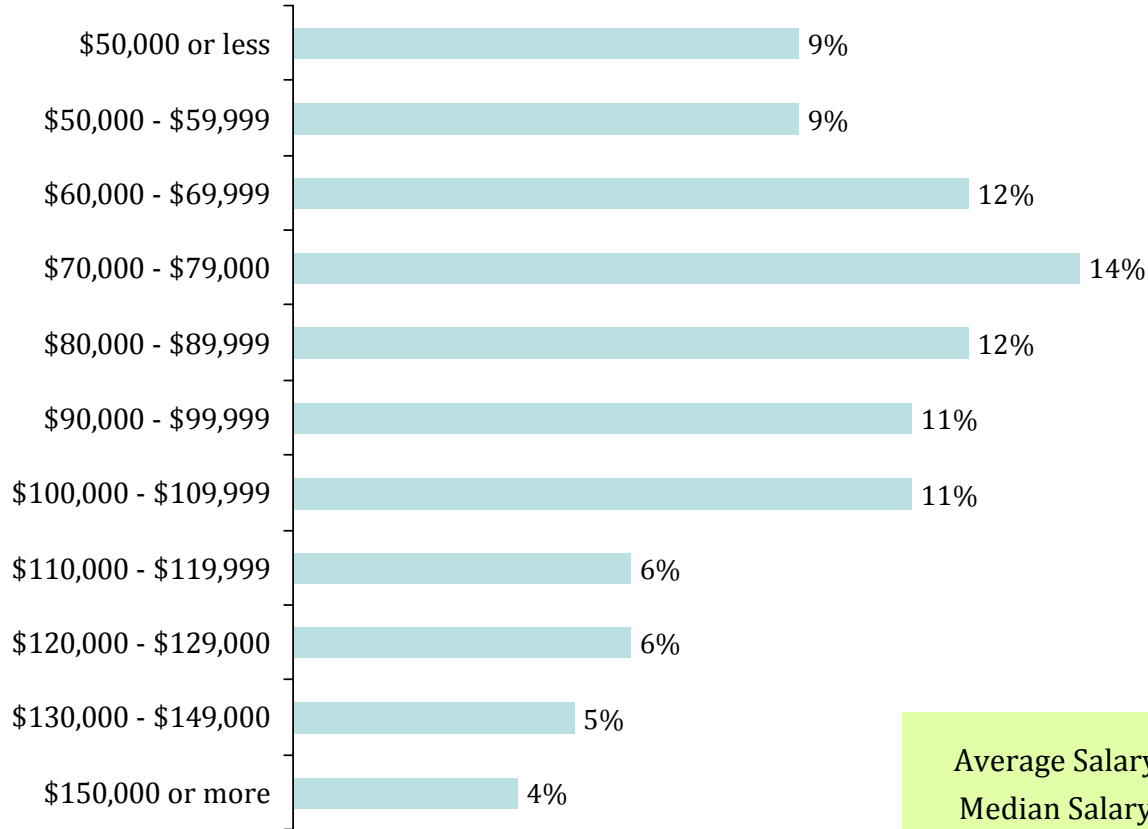
- Current salary compared to previous year*
- Length of employment*
- Engineering discipline and ones of greatest demand in next 6 months*
- Level of job stress compared to previous year*
- Reasons for job stress*
- Impact of economy*
- Level of supervisory and/or budgetary responsibility compared to previous year*
- Average work hours compared to previous year*
- Level of satisfaction in Design Engineer career*
- Reasons for job satisfaction and dissatisfaction*
- Challenges of job*
- Size of company*
- Company's major product line*

Results are based on **1,665** usable replies. At a 95% confidence level, results are accurate and projectable within a + or – 2.5% margin of error.

## Salary and Compensation

# SALARY SURVEY 2009

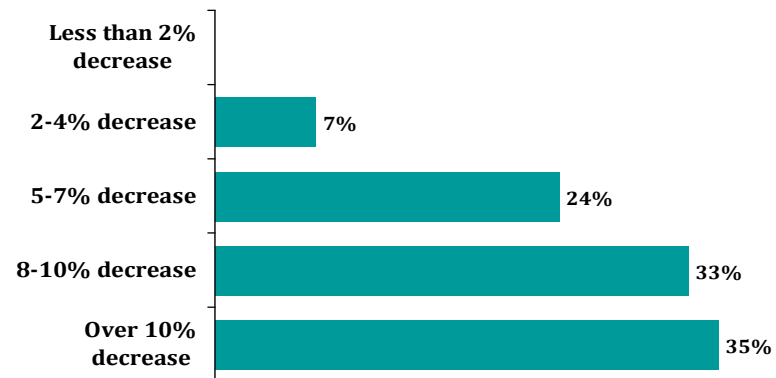
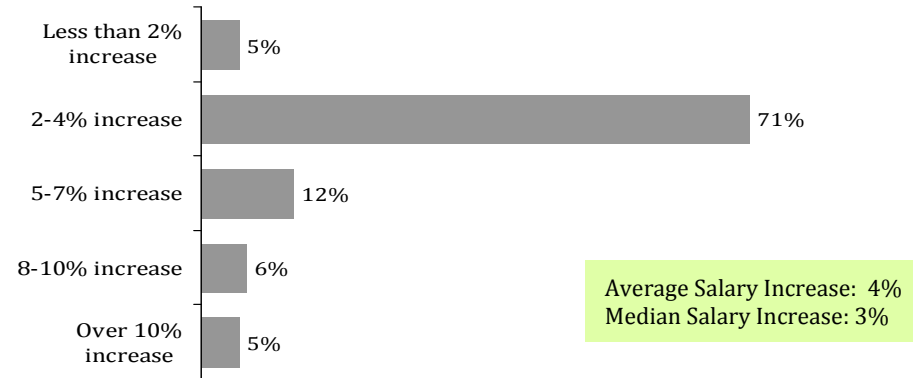
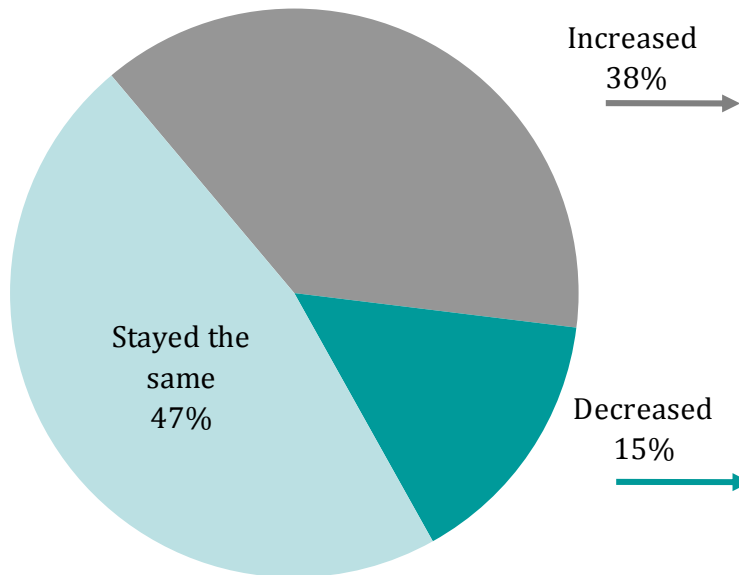
What is your current base annual salary for 2009?  
(not including bonus, commissions, etc.)



Average Salary: \$89,748  
Median Salary: \$84,417

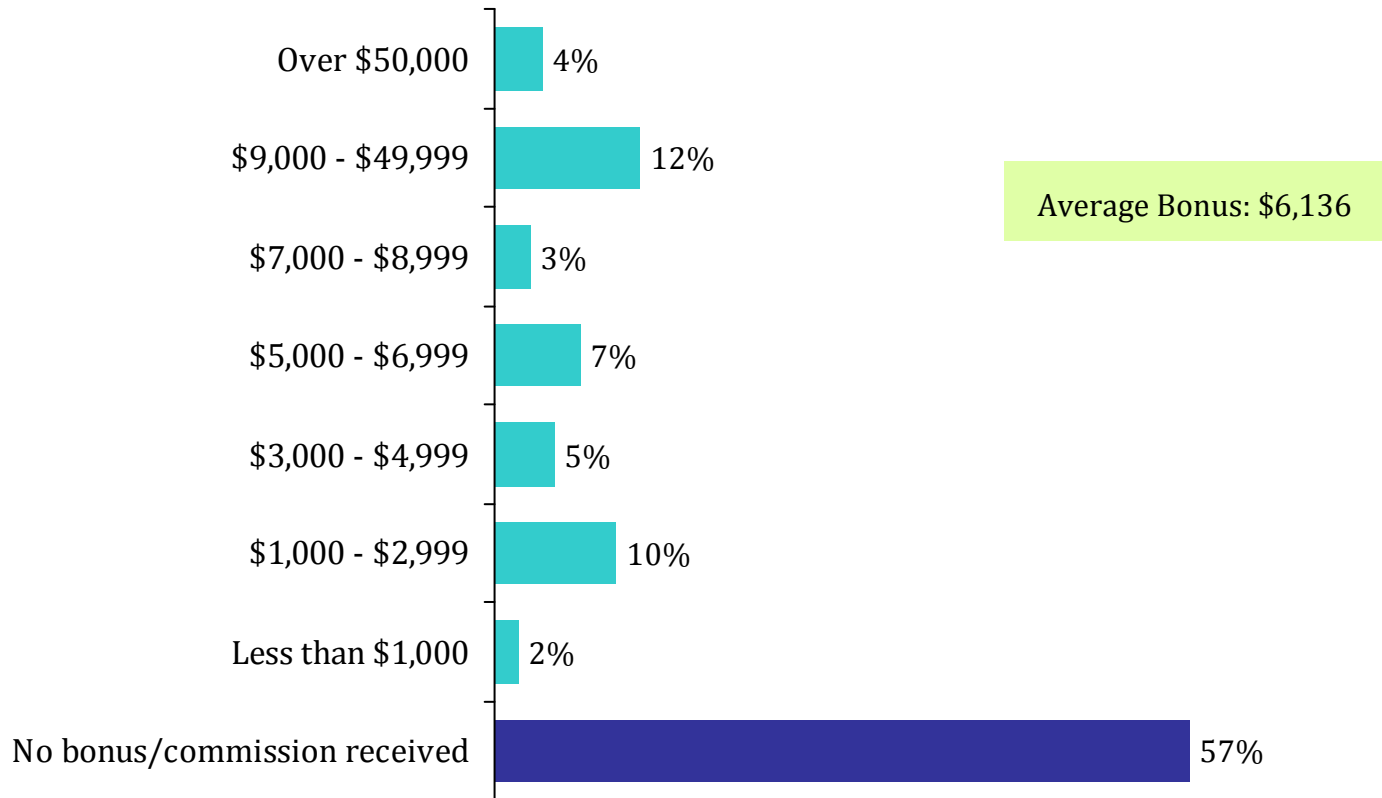
How does your base annual salary compare with 2008?

If your base salary changed over the past 12 months, by how much?

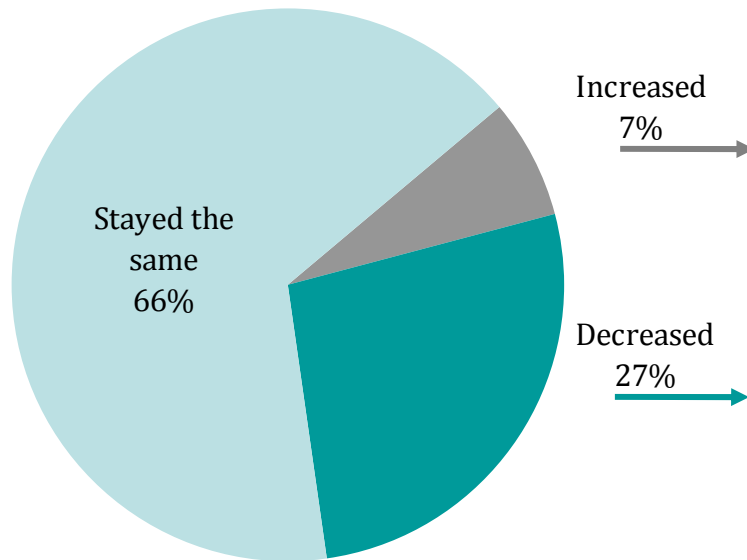


Average Salary Decrease: 21%  
Median Salary Decrease: 10%

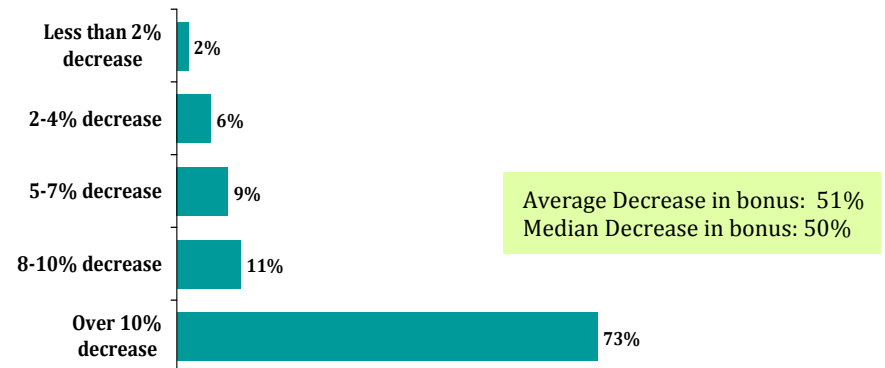
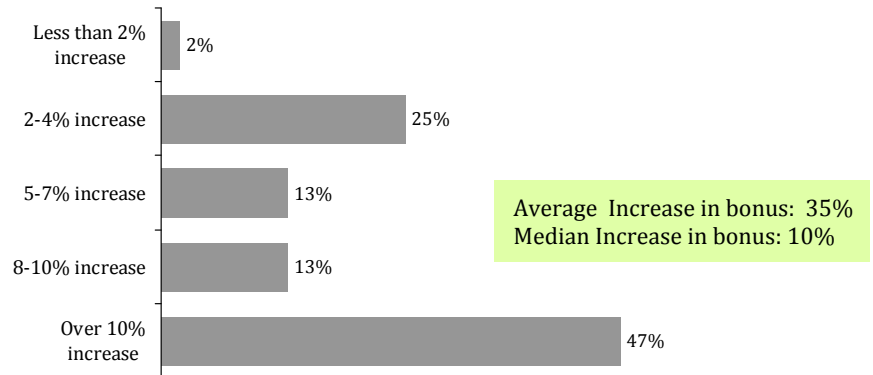
## How much will you earn in bonuses, commissions, etc.? (not including base salary in 2009)



How does your bonus, commission, etc. plan compare with 2008?



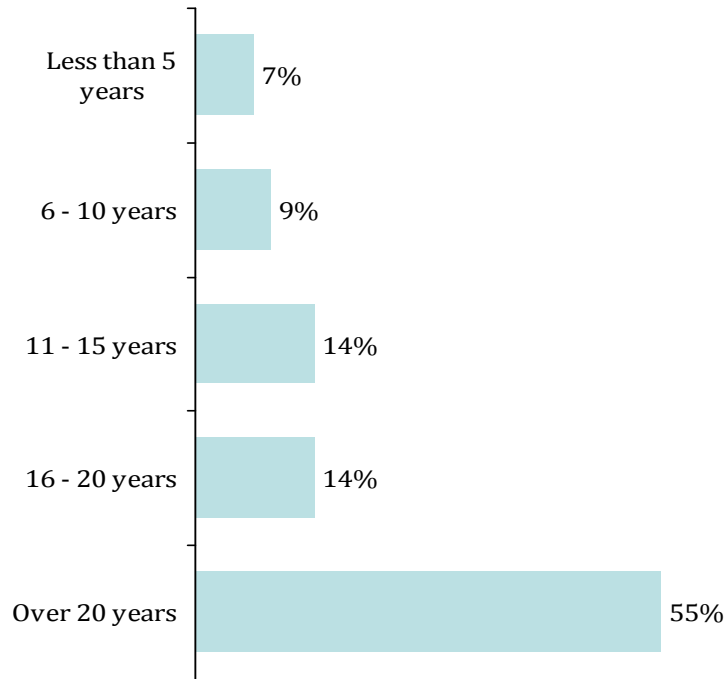
If your bonus, commission, etc. plan increased/decreased compared to 2008, how much?



## Careers in Engineering



How long have you been an engineer?

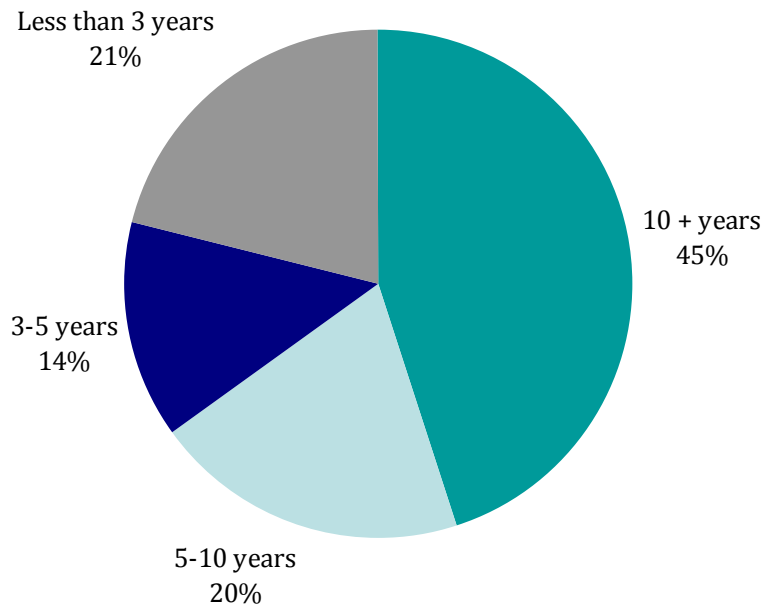


*Average years: 18*

Which is your primary engineering discipline?  
(i.e. mechanical or electrical design)

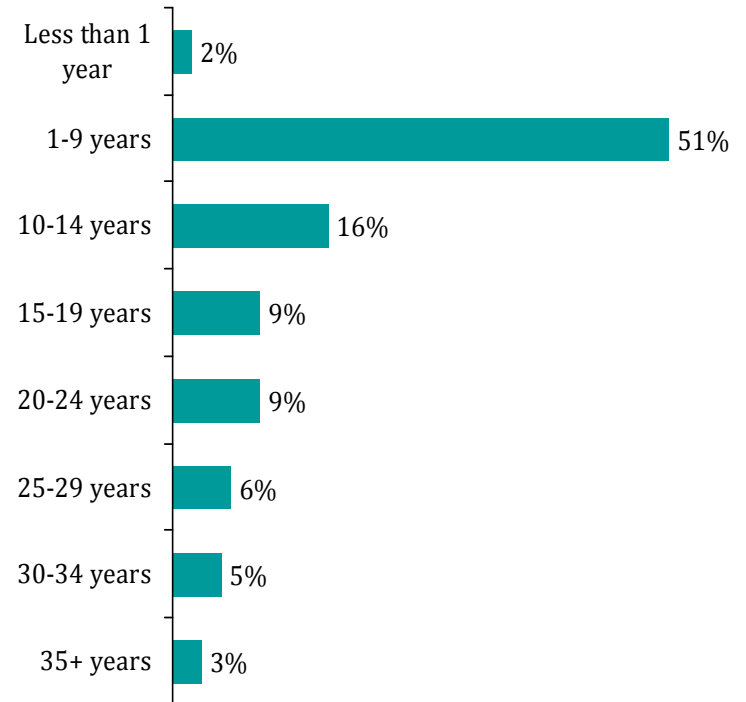
	% of respondents
Mechanical engineering	39%
Electrical/electronics engineering	24%
Manufacturing engineering	10%
Electromechanical engineering	6%
Controls engineering	5%
Software engineering	3%
Materials engineering	2%
Other	10%

How many years have you worked in your present position?



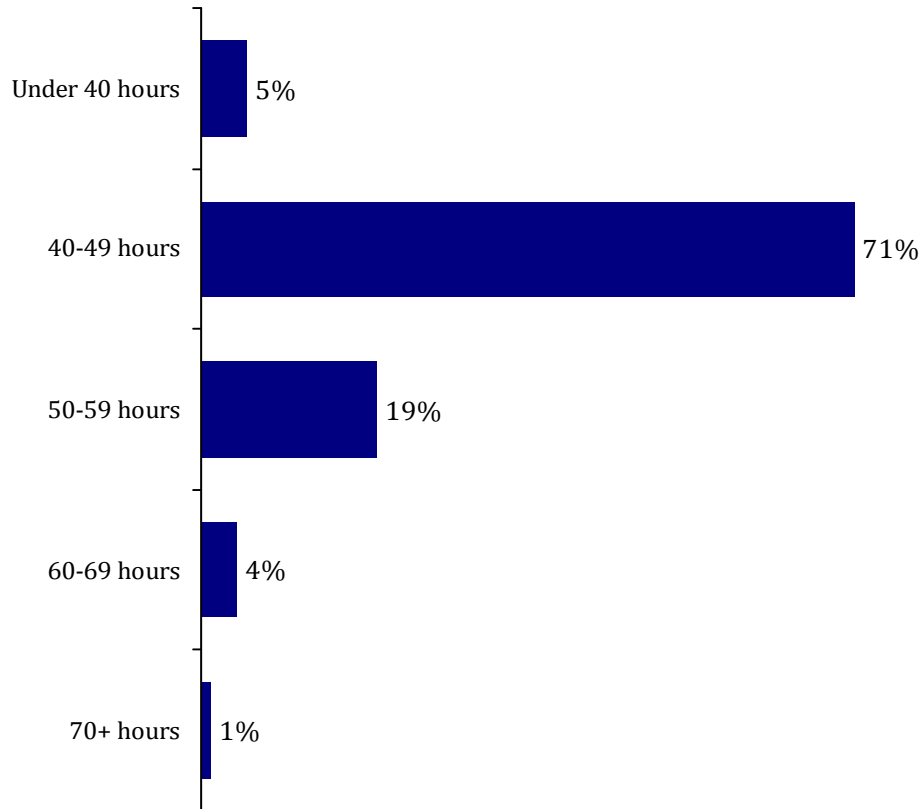
Average years: 8

How many years have you worked in your present company?



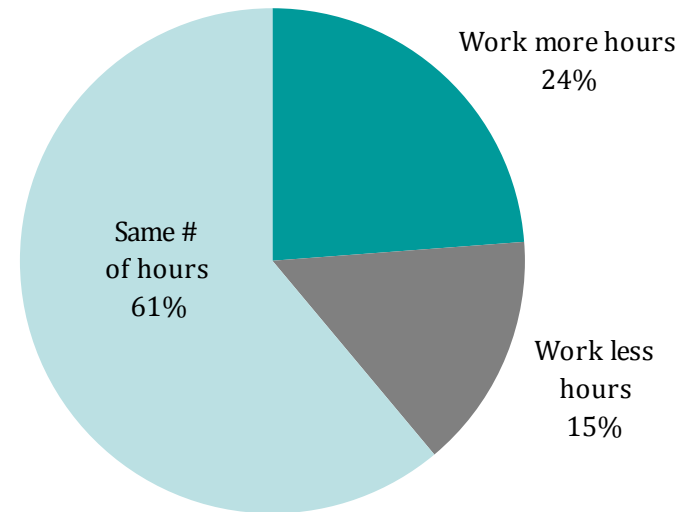
Average years: 12

In an average week, how many hours do you work?



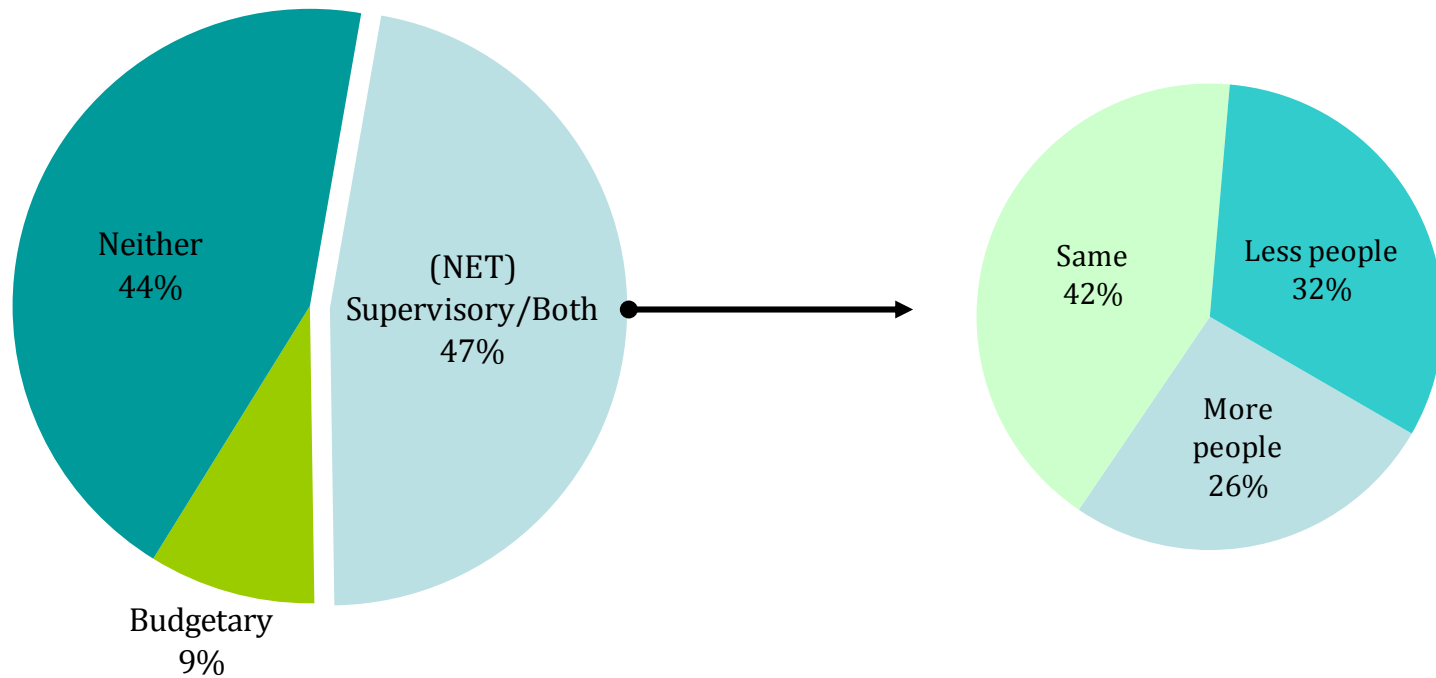
*Average hours: 60*

How has the number of hours you work each week changed over the past year?

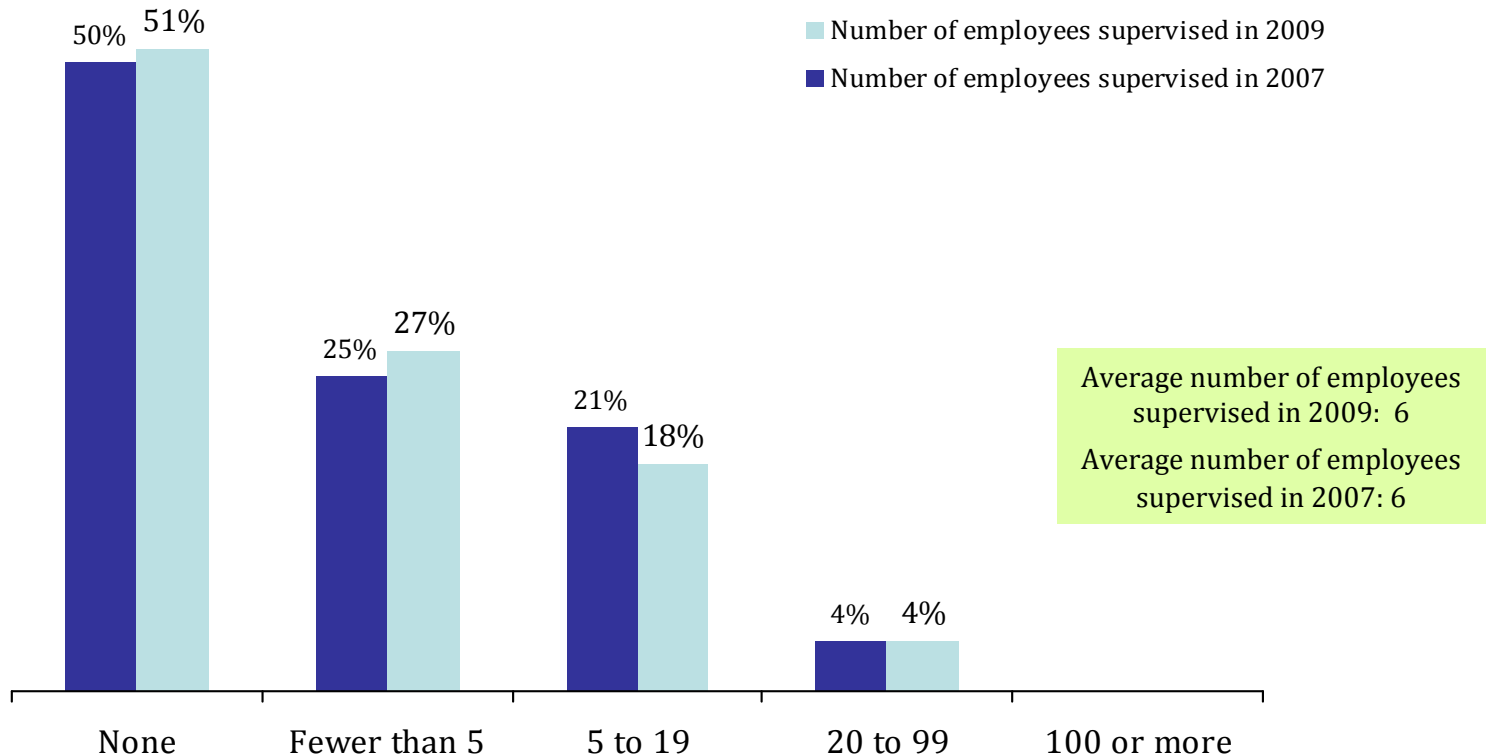


Do you have supervisory and/or budget responsibility?

If you are supervising people, how has this changed during the past 2 years?

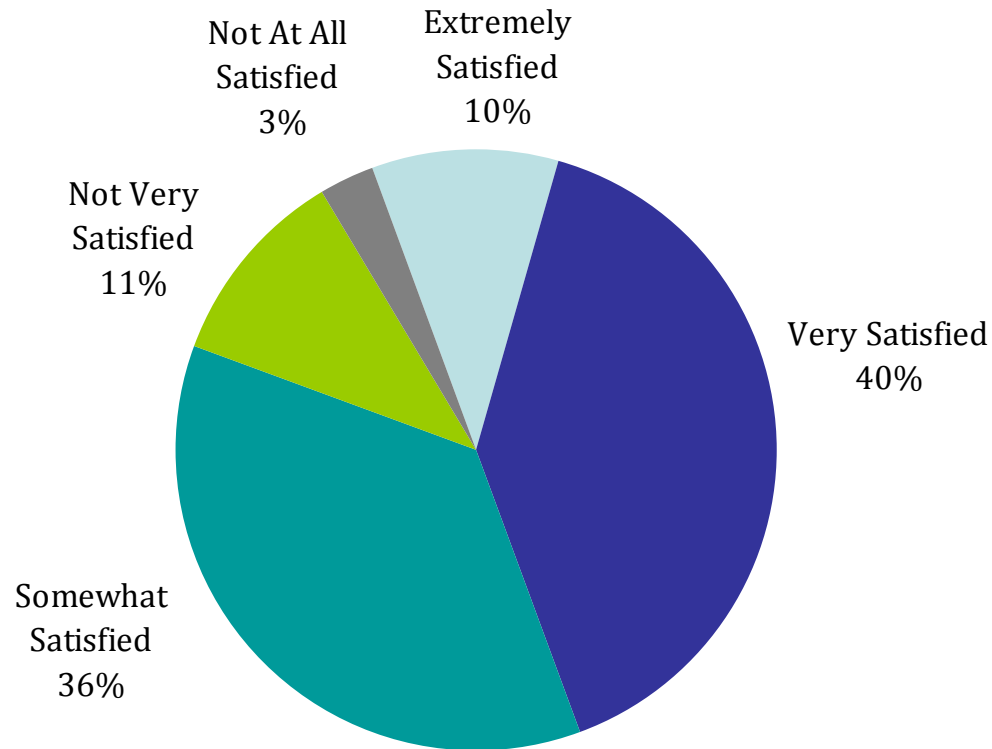


What is the number of employees that you are supervising today  
and what is the number of employees you supervised two years ago?



## Job Satisfaction

In general, how satisfied are you with your career in design engineering?



What factors contribute to being satisfied with your job?

	% of respondents
Problem solving	78%
Technical challenges	73%
Opportunity to be creative	70%
Variety of projects	60%
Relationships with colleagues	56%
Opportunity for new challenges	56%
Salary	53%
Location	49%
Job security	39%
Relationship with boss	39%
Benefits	38%
Company's financial stability	35%
Recognition from peers	35%
Recognition from management	34%
Relationships with subordinates	29%
Company size	23%
Travel	21%
Opportunity for job training	21%
Advancement opportunities	16%
Managing people	10%
Other	3%

**Base:** Extremely/Somewhat satisfied with career in design engineering

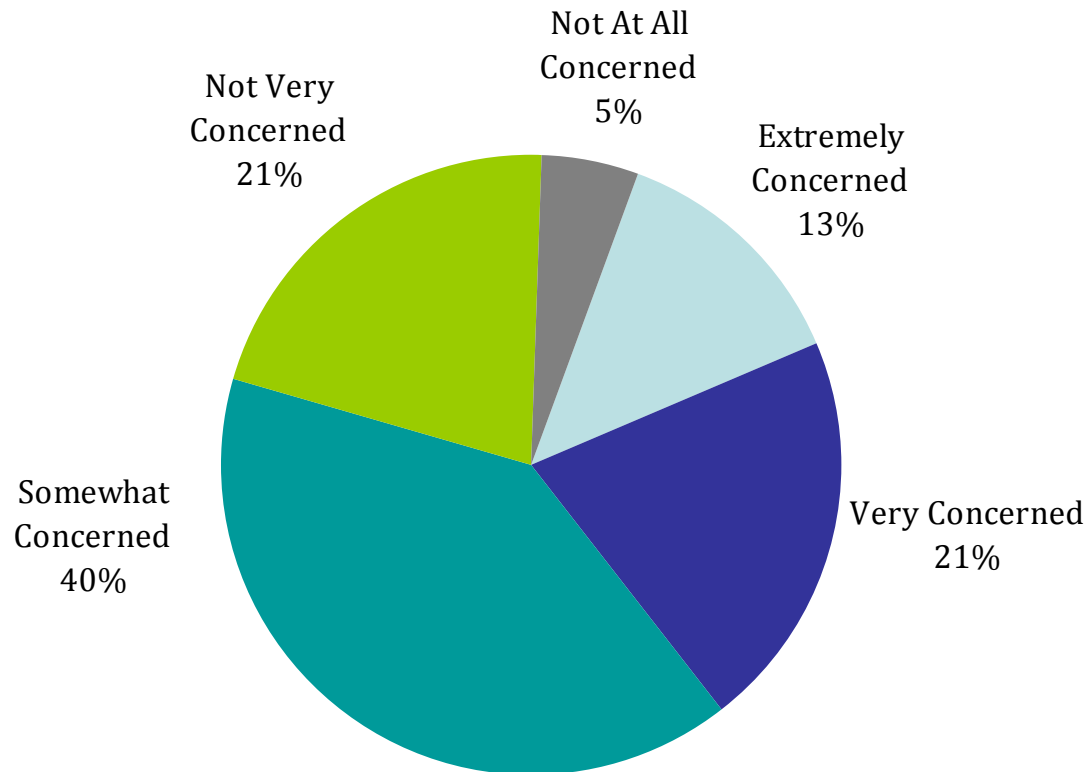
What factors greatly impact on your dissatisfaction with your current job?

	% of respondents
Company politics	69%
No room for advancement	65%
No recognition	62%
Stress level too high	53%
Workload	48%
Salary	48%
Company unstable	43%
Outsourcing	36%
Lack of benefits	29%
Not challenging enough	28%
Lack of adequate technology	27%
Colleagues	20%
Location	13%
Other	20%

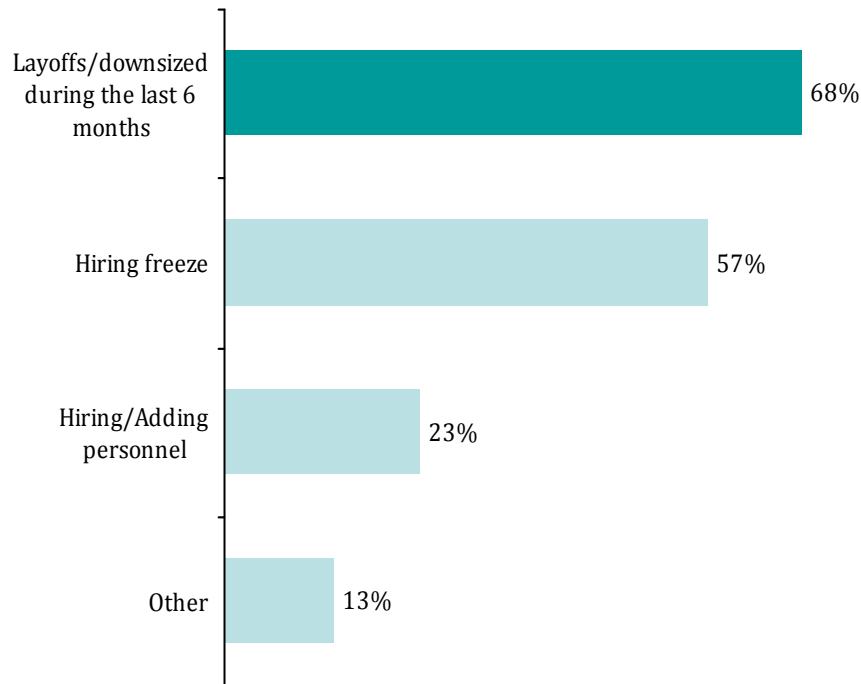
**Base:** Not very or Not at all satisfied with career in design engineering



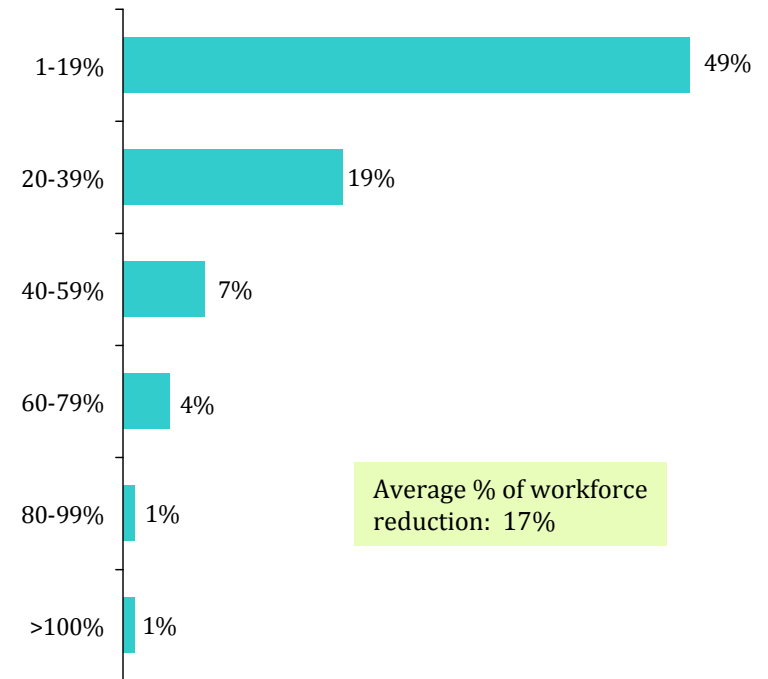
How concerned or secure do you feel about your job  
in the current economic climate?



Has your company experienced any of the following during the last 12 months?

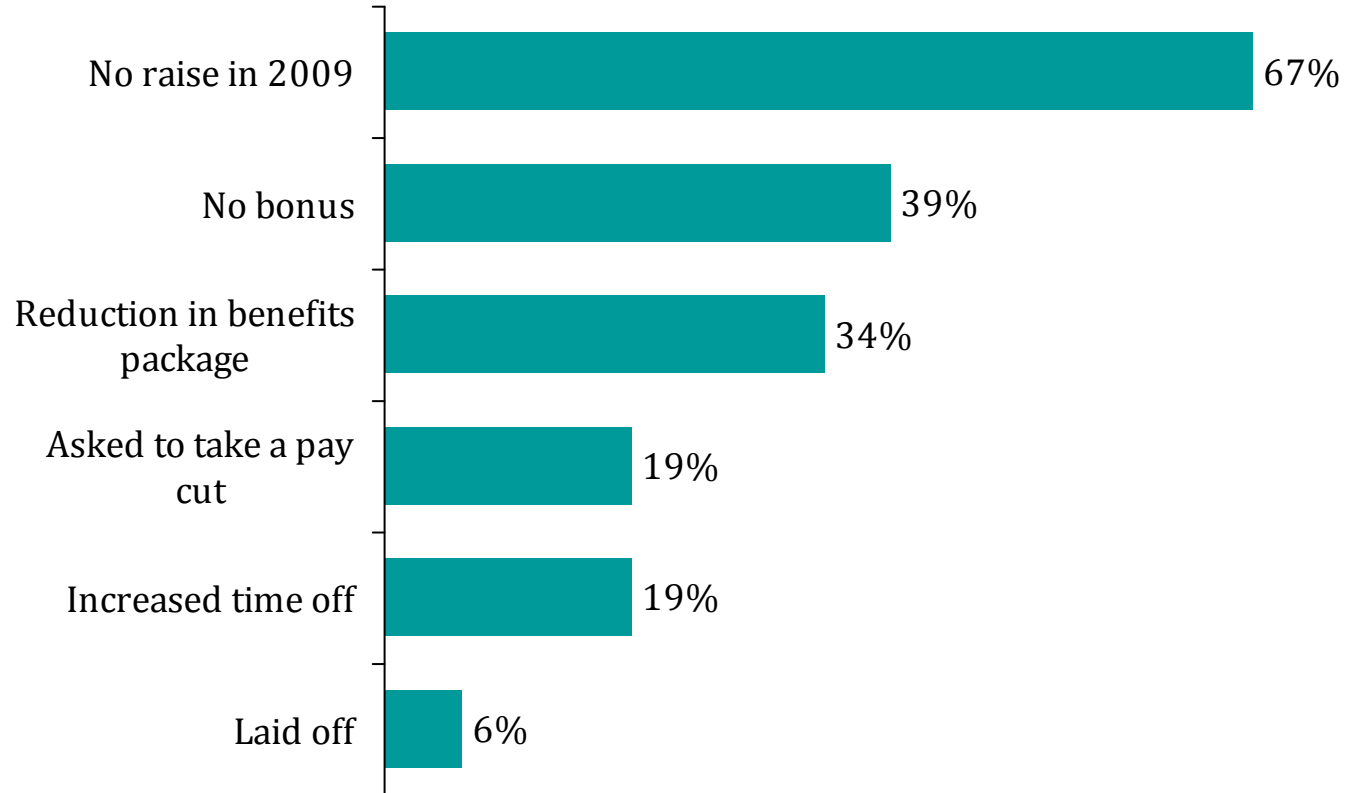


What percent of your engineering workforce was reduced?



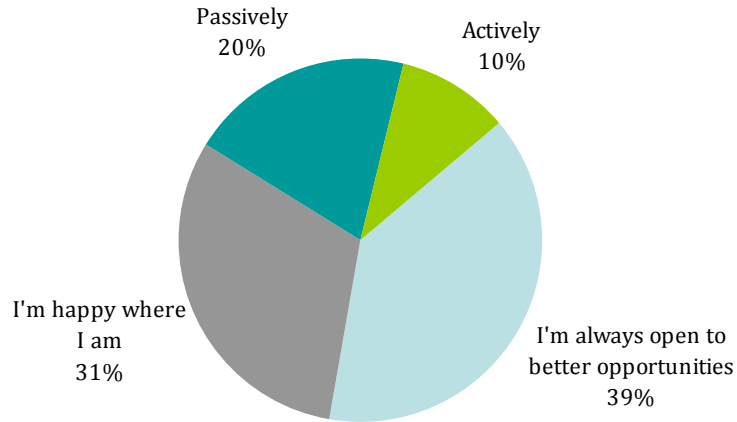
Average % of workforce reduction: 17%

Which of the following have you experienced in the last 12 months?

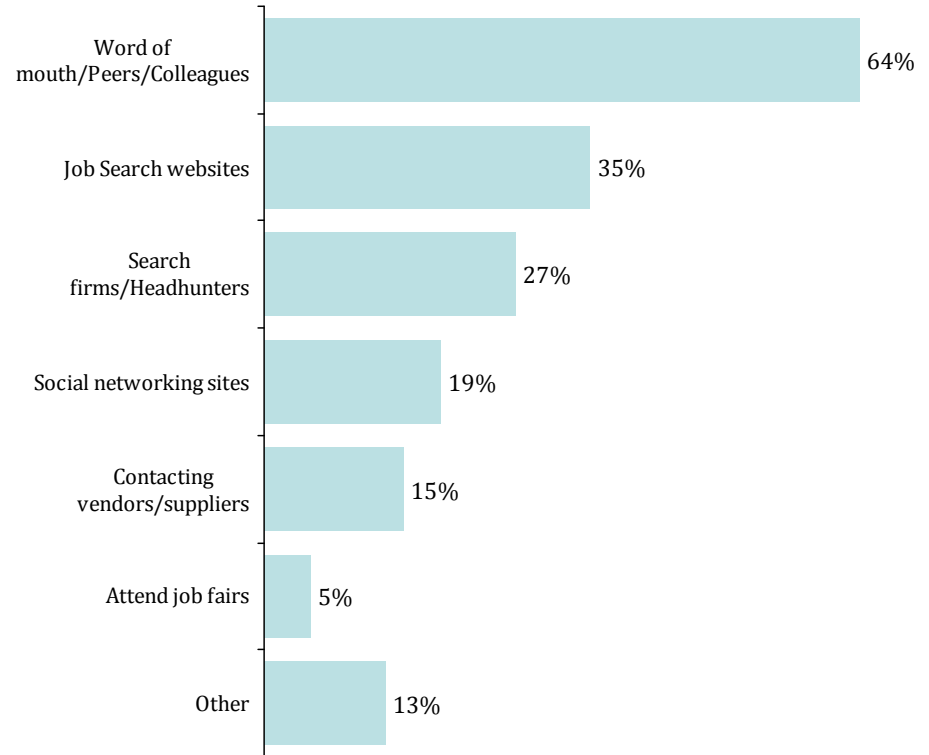


# SALARY SURVEY 2009

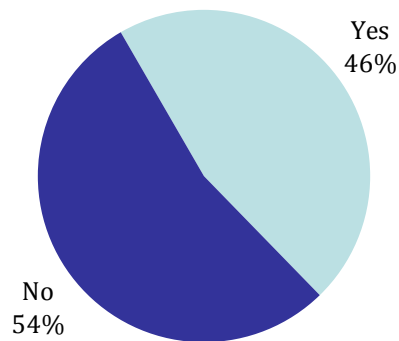
How actively are you seeking another job?



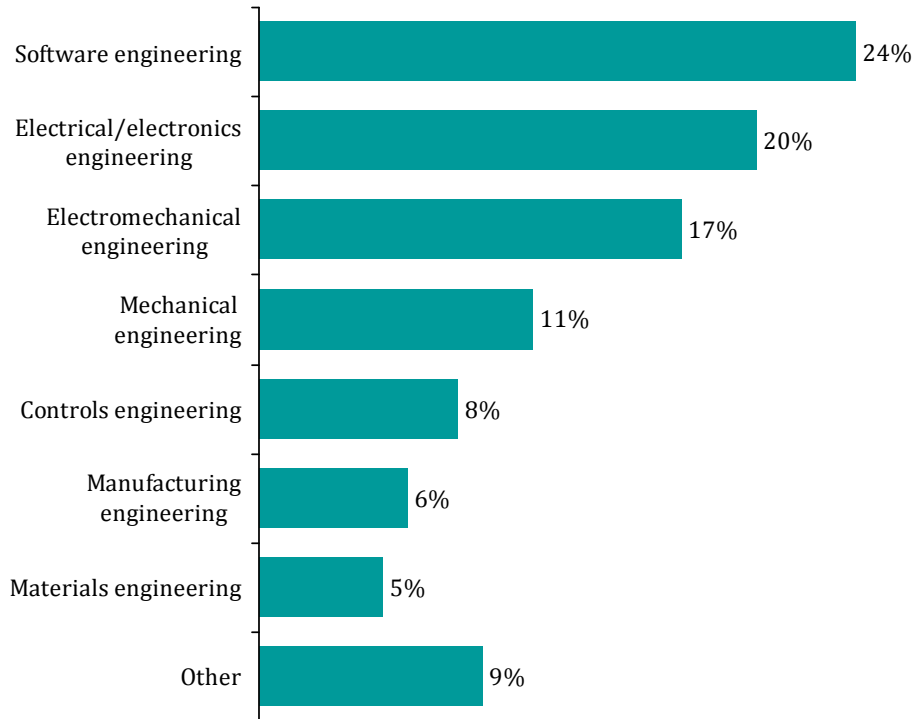
Which approach(es) are you taking to look for a new job?



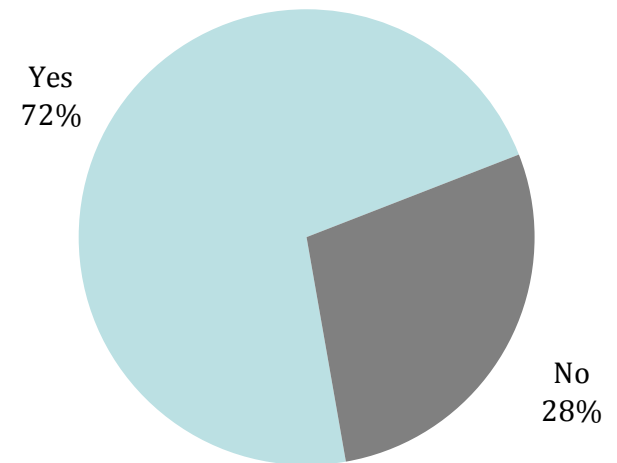
Have you been contacted by a staffing/recruiting company in the last 6 months?



Which engineering discipline do you feel will be in the highest demand in the next 6 months?

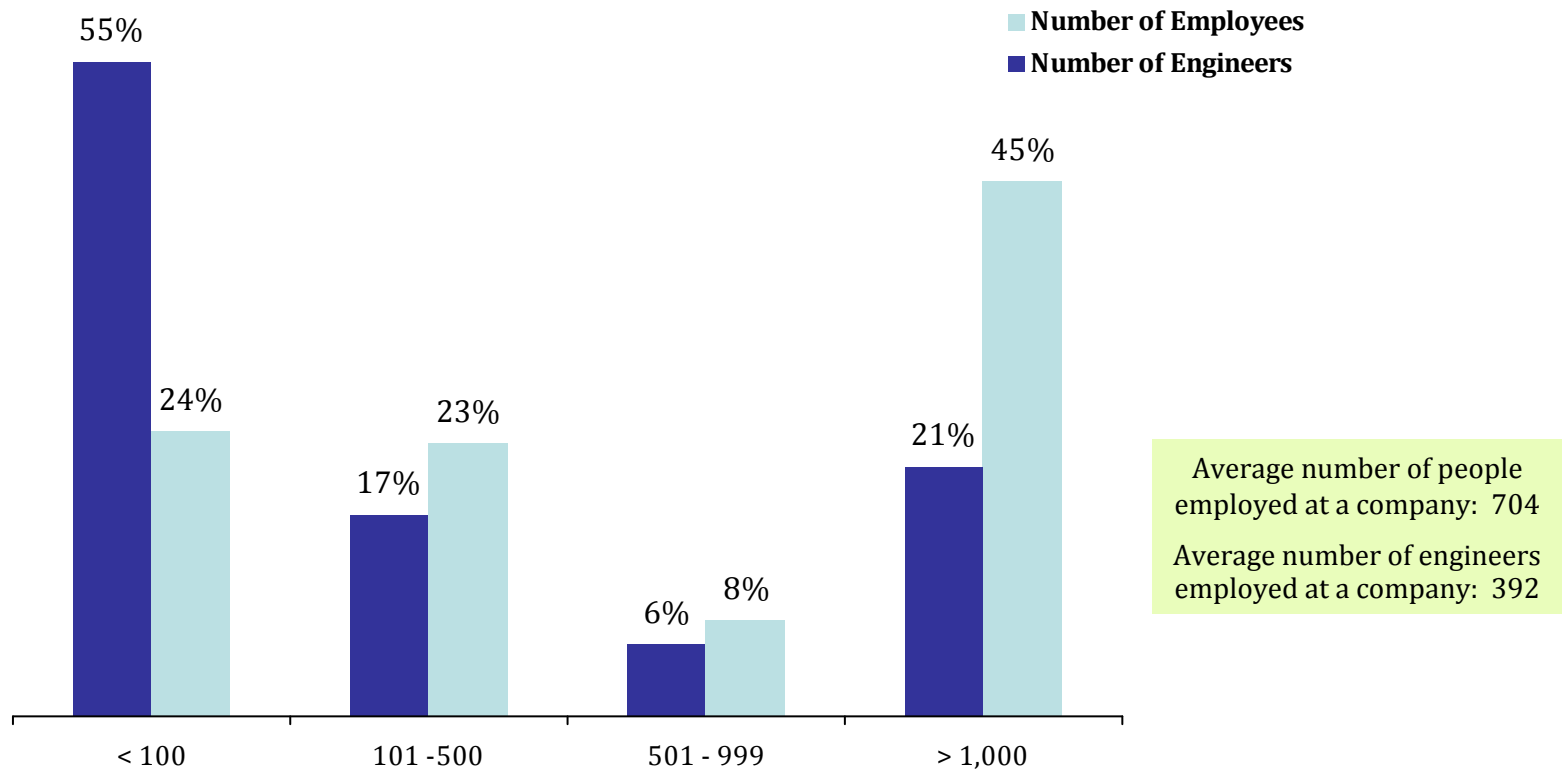


Would you recommend this field to your son, daughter or to a friend?



## Demographics

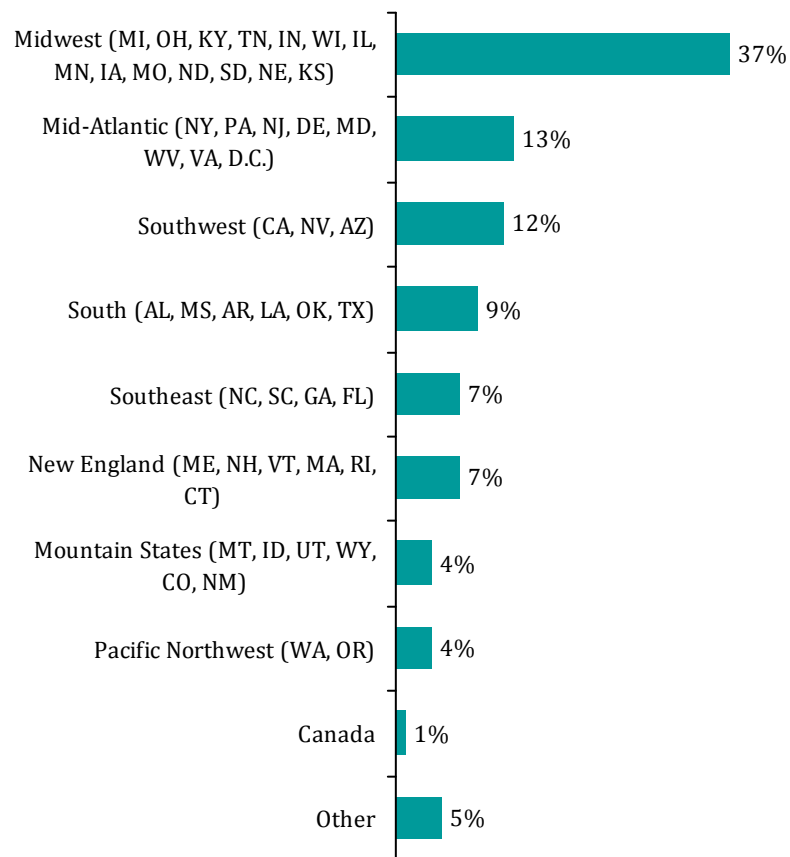
## How many people does your company employ and how many work as engineers?



## What is your company's major product line?

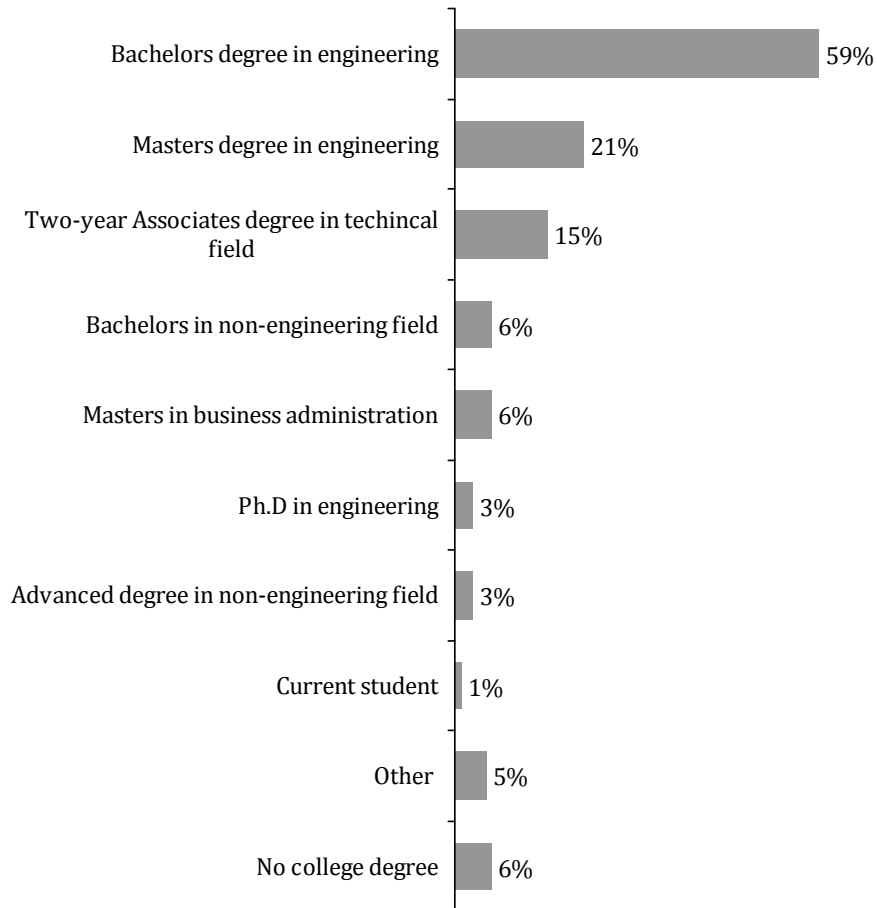
	% of respondents
Automotive	11%
Aerospace	10%
Industrial Controls	10%
Medical	9%
Defense Systems	6%
Instruments/Test Equipment	5%
Communication Systems	4%
Machine Tools	4%
Semiconductors	4%
Computers/Peripherals	3%
Contract Electronics	3%
Contract Manufacturing	3%
Energy/power/oil & gas	3%
Construction Equipment	3%
Electronic Components	2%
Other	7%

## In which region do you work?

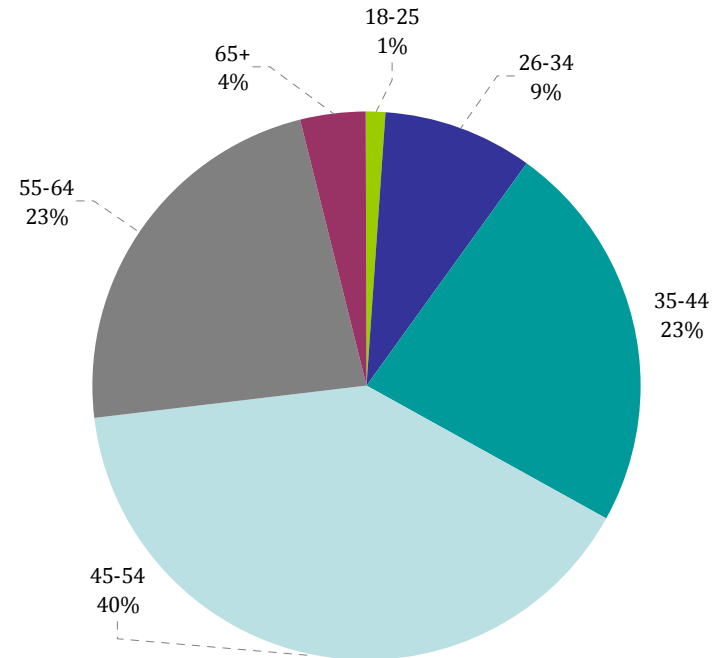




Please indicate your educational background.



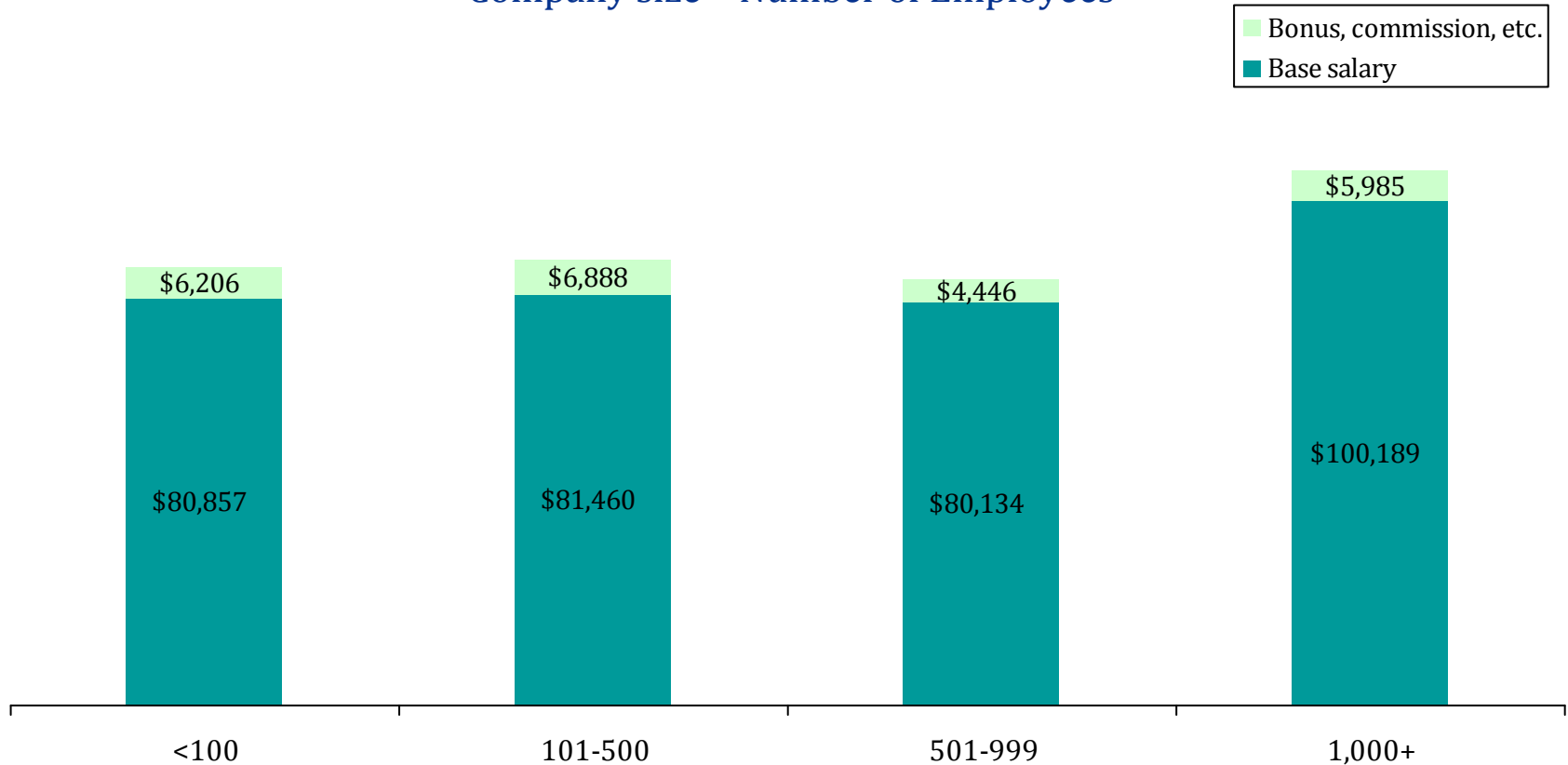
What is your age group?



Average age: 48

## Total Average Compensation (Salary + Bonus)

Company size – Number of Employees



*\*Values may not sum to total due to rounding*

## Total Average Compensation (Salary + Bonus)

Age

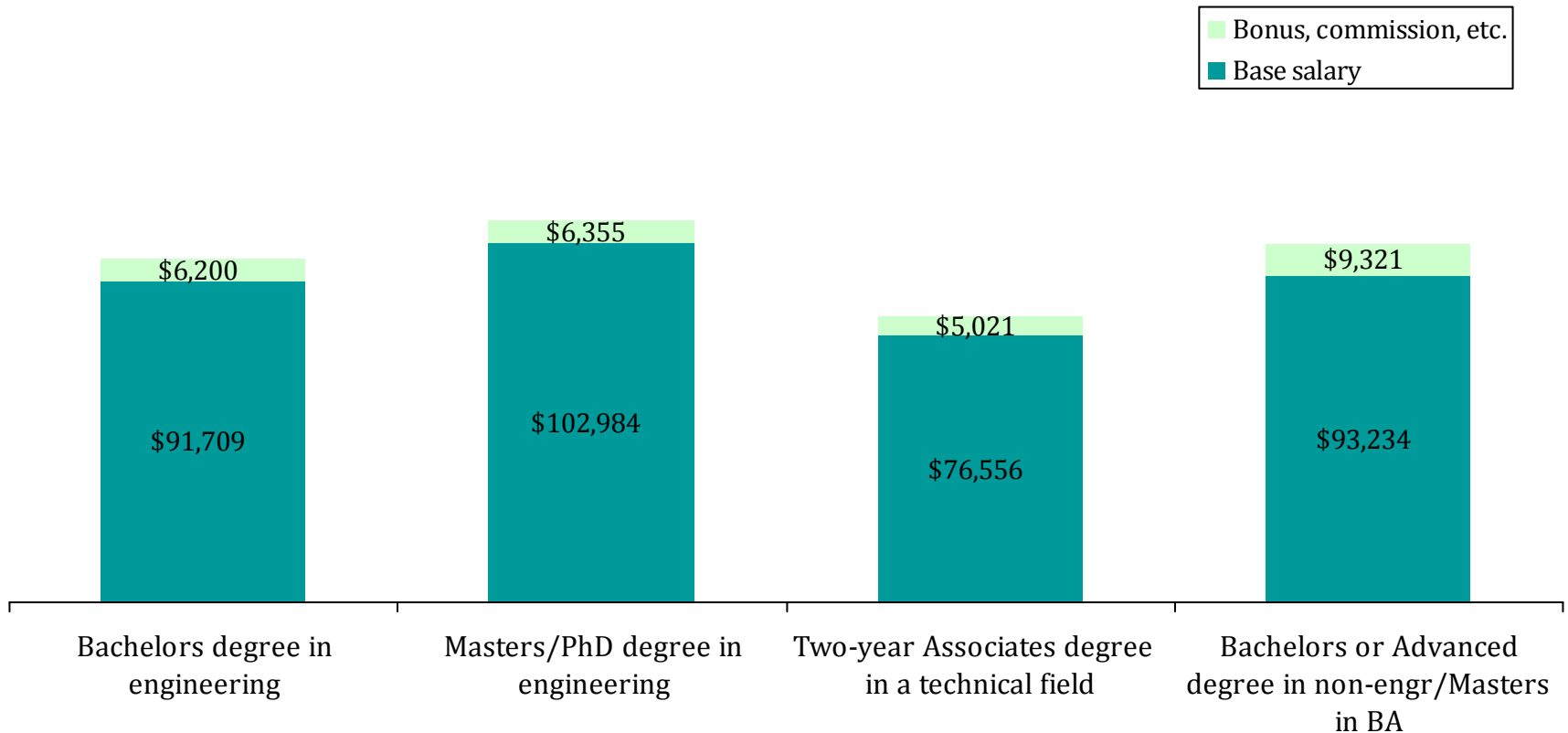
■ Bonus, commission, etc.  
■ Base salary



*\*Values may not sum to total due to rounding*

## Total Average Compensation (Salary + Bonus)

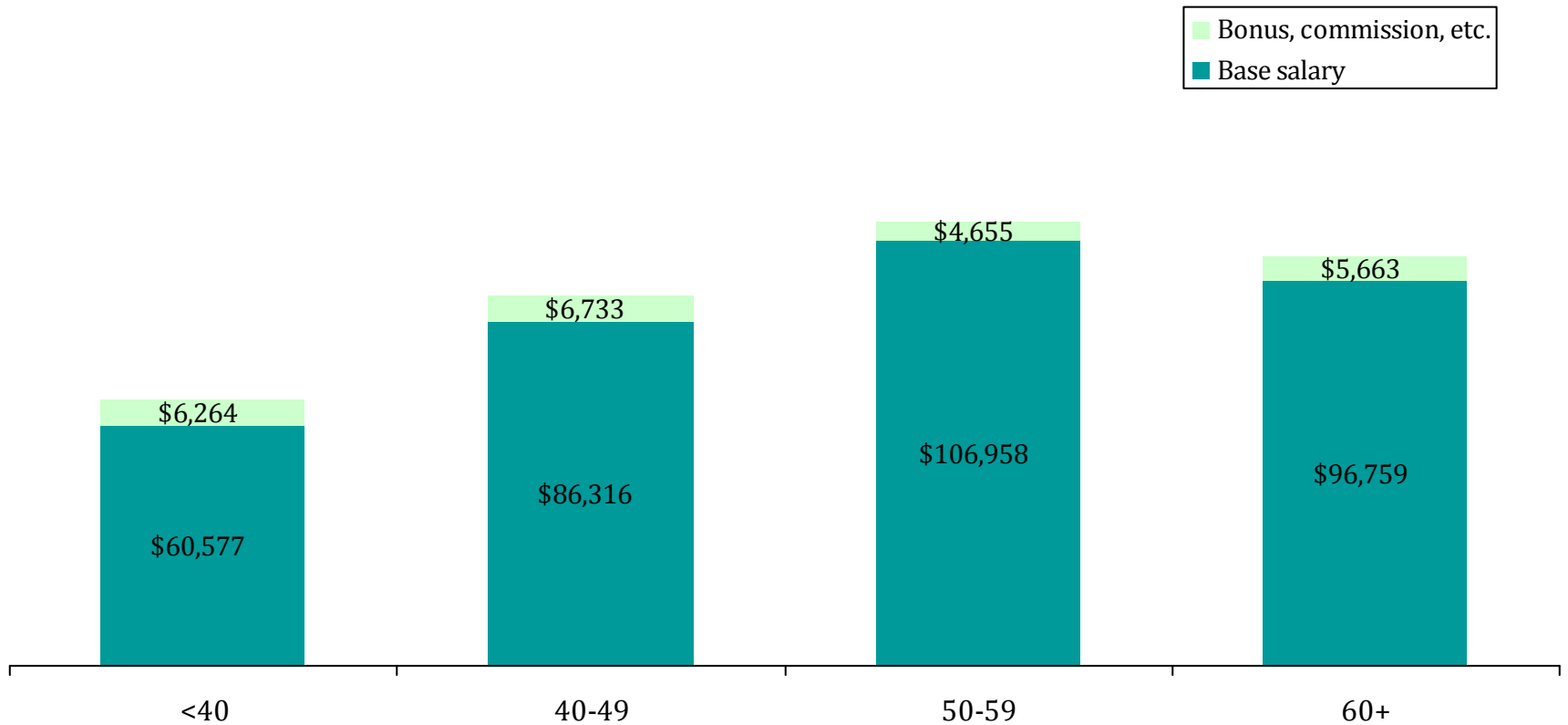
### Level of Education



*\*Values may not sum to total due to rounding*

## Total Average Compensation (Salary + Bonus)

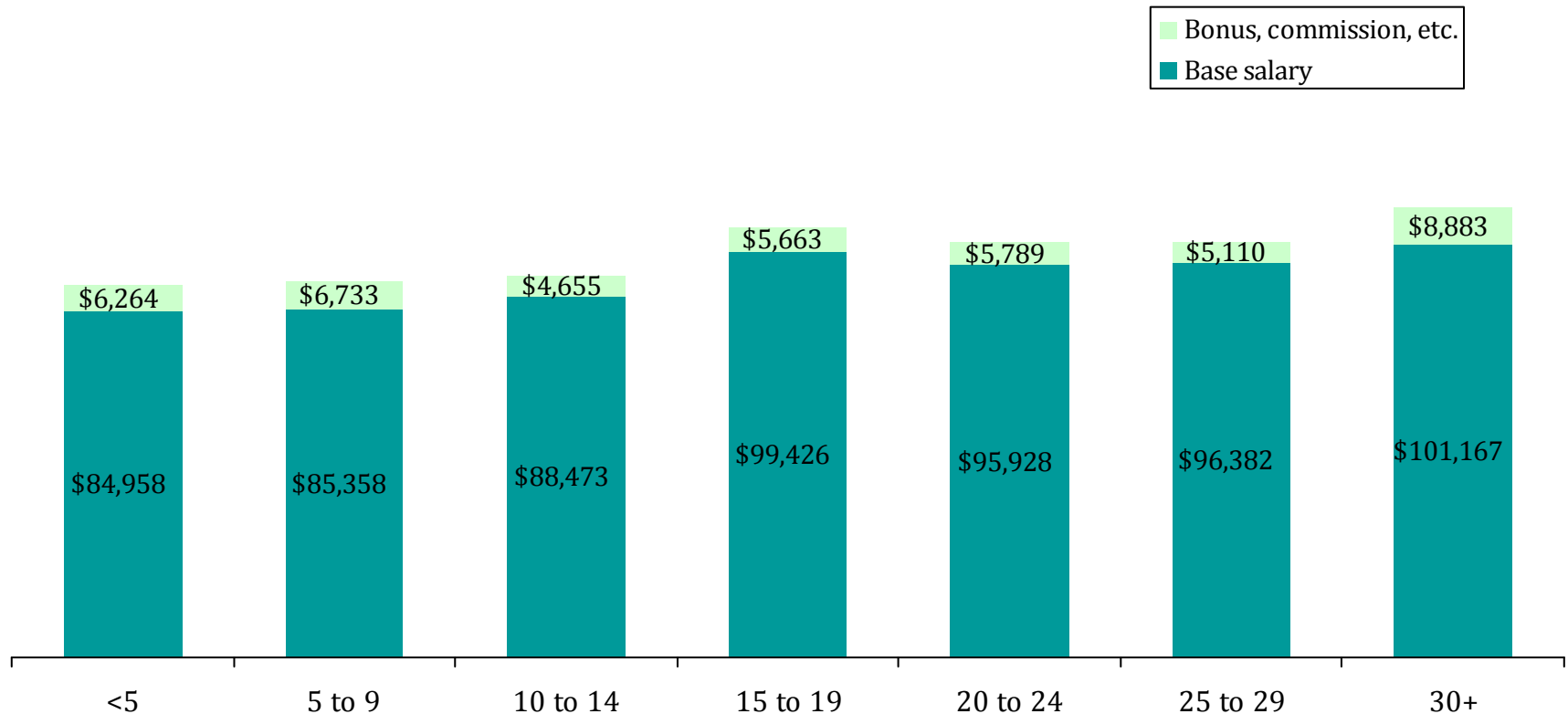
### Number of Hours Worked



*\*Values may not sum to total due to rounding*

## Total Average Compensation (Salary + Bonus)

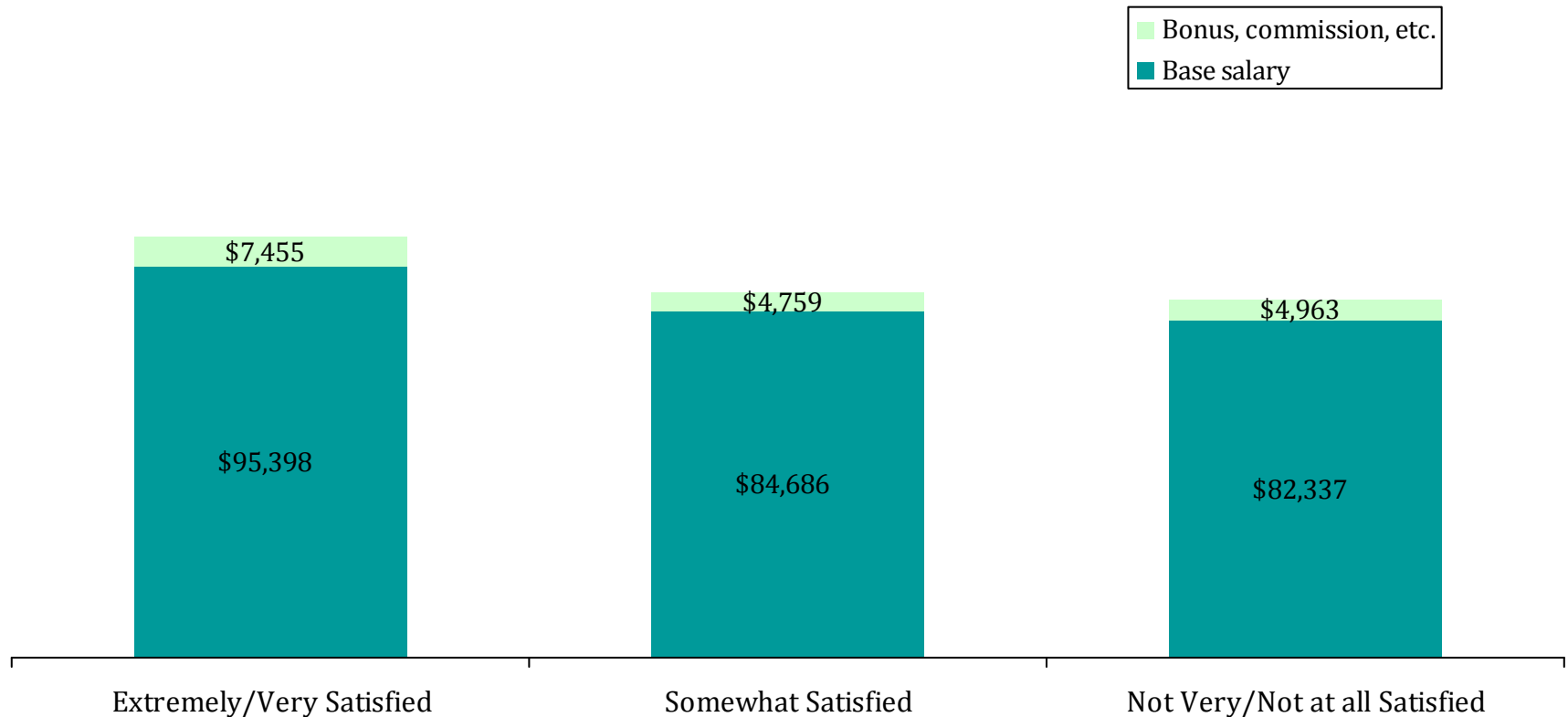
Number of Years at Present Job



*\*Values may not sum to total due to rounding*

## Total Average Compensation (Salary + Bonus)

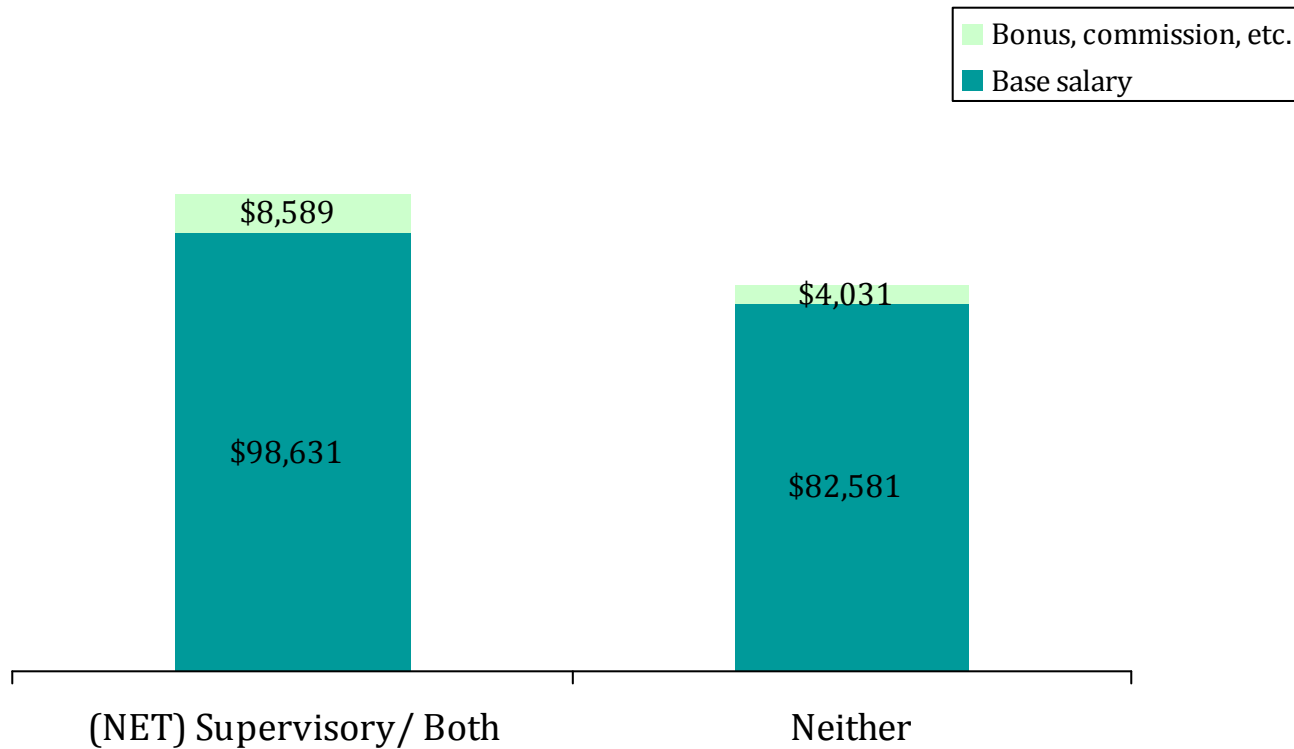
Satisfaction with job



*\*Values may not sum to total due to rounding*

## Total Average Compensation (Salary + Bonus)

### Budget Responsibility



*\*Values may not sum to total due to rounding*



## Total Average Compensation (Salary + Bonus)

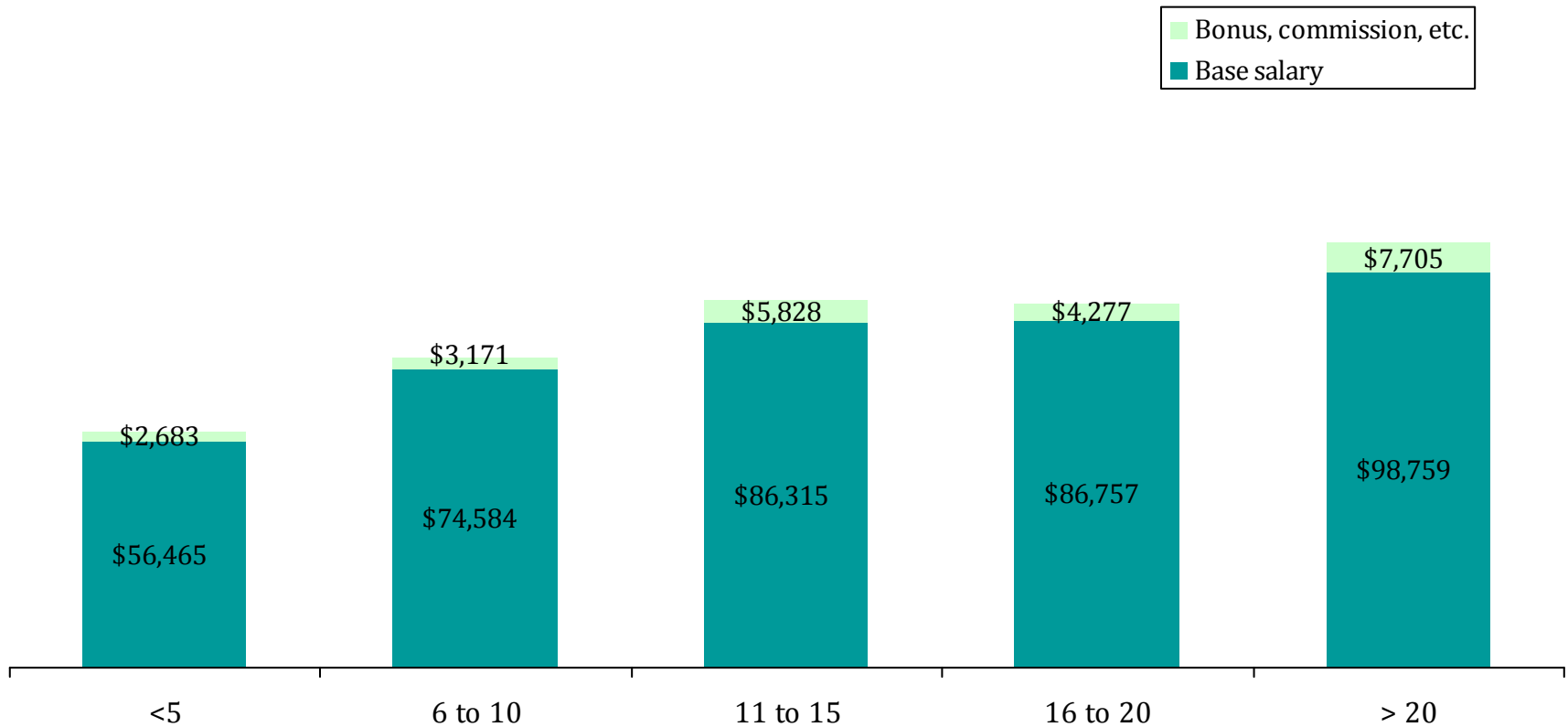
### Seeking another job



*\*Values may not sum to total due to rounding*

## Total Average Compensation (Salary + Bonus)

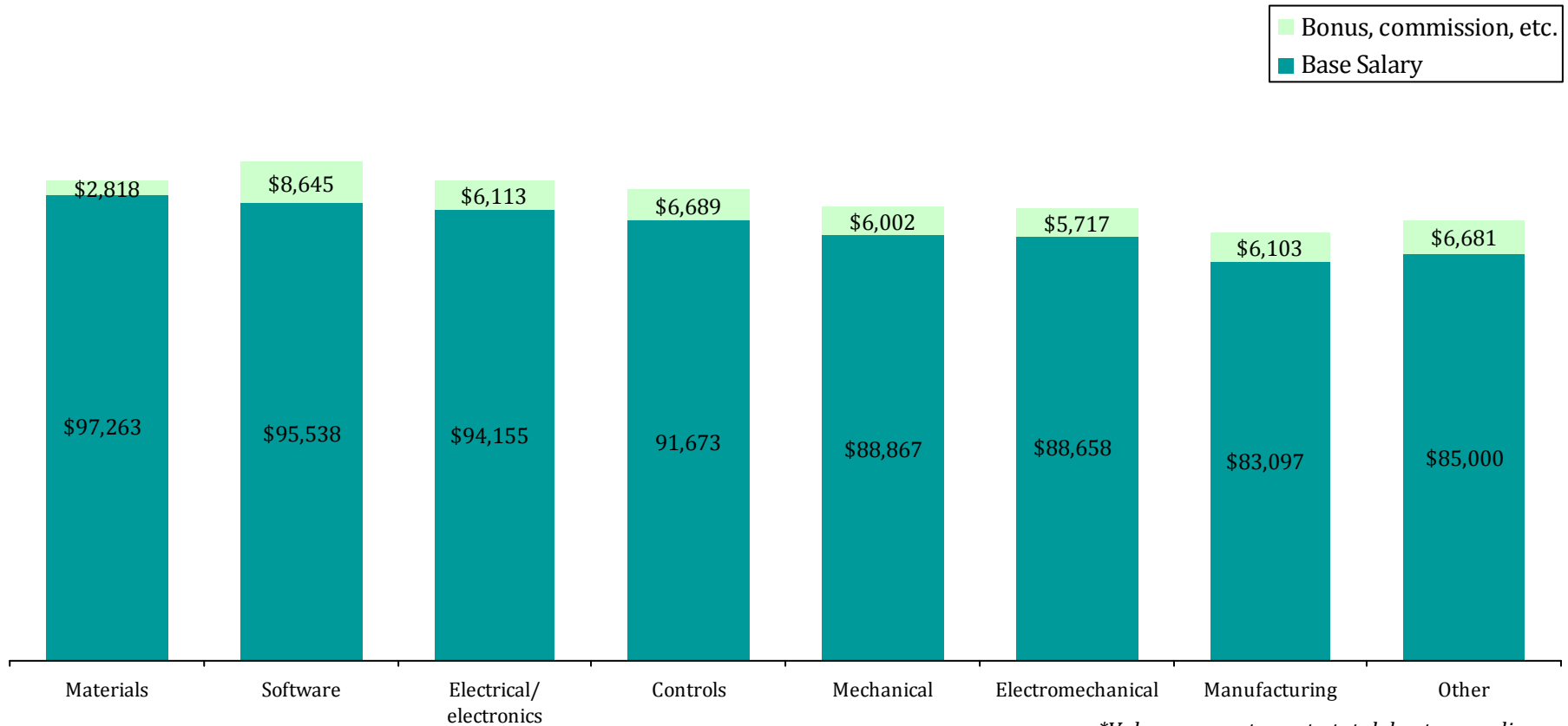
Number of Years of Experience



*\*Values may not sum to total due to rounding*

## Total Average Compensation (Salary + Bonus)

### Job Discipline - Engineering

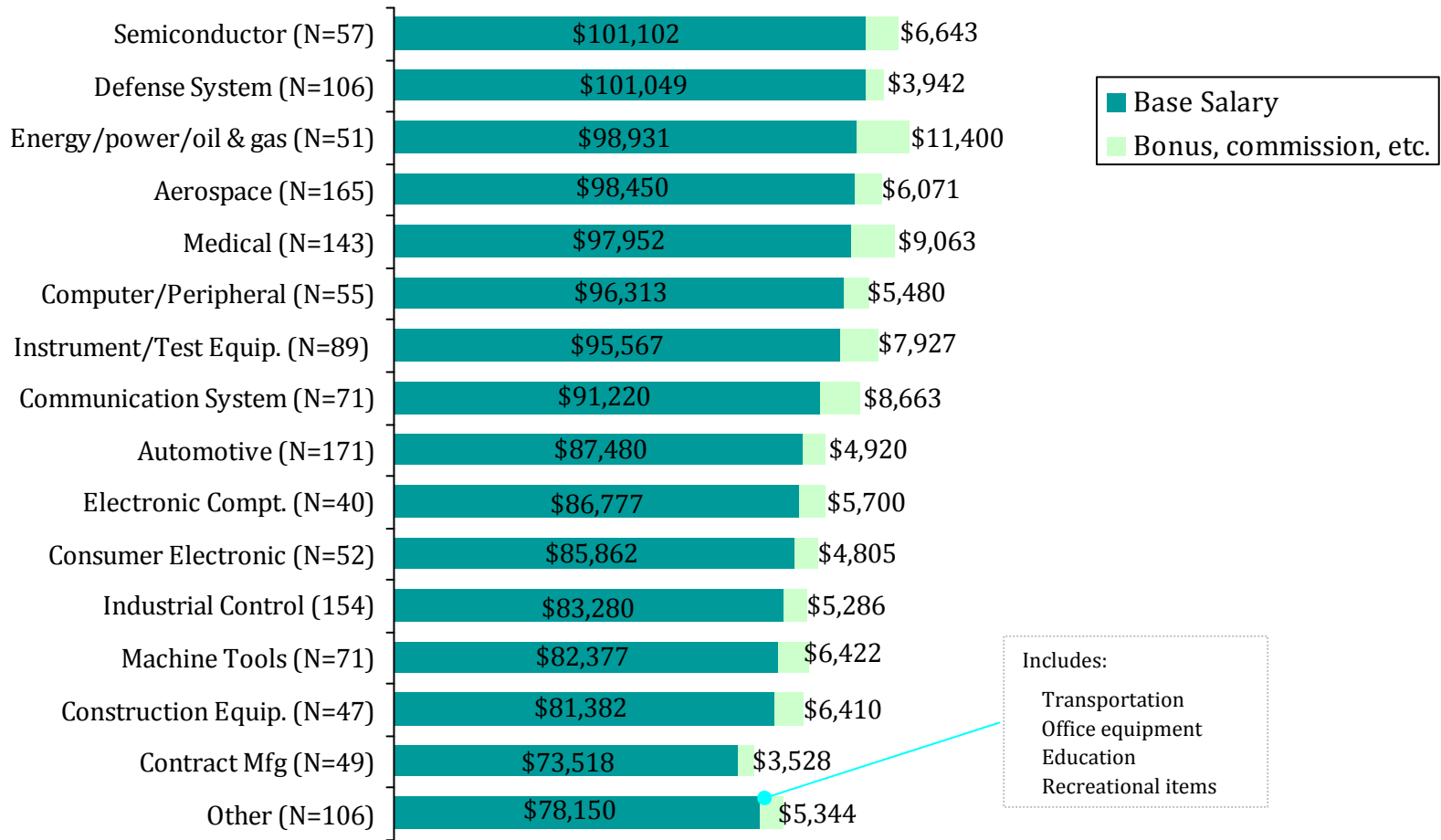


*\*Values may not sum to total due to rounding*

## Total Average Compensation

(Salary + Bonus)

Industry



\*Values may not sum to total due to rounding