

THE EXTRA POINT

BY JERRY ROBERTS



244 A Promotion Without a Pay Raise?

Your boss calls you to the office and says, "I've got good news, A promotion is available and I'm offering it to you." Your heart leaps with joy, this is what you've been working for. Then he says, "However, money is extremely tight right now, and while you'll have the job and the title, I can't increase your pay. I'll need your answer in two days." Your heart, still in the air after leaping for joy, hears the news and it crashes onto the floor with a thud. I'm Jerry Roberts and what are you going to do? We'll find out, next, on The Extra Point.

In a story on CNBC, OfficeTeam, a company that provides staffing for organizations, reported that roughly 39 percent of HR managers today say it's common for their company to offer employees a promotion without a raise. That's up from 22 percent in 2011. Two in five promotions don't feature a pay bump.

So would you take a deal like that? Would you accept greater responsibilities without greater compensation? Would that be an automatic no, or could there be circumstances where you'd agree?

I believe there are and the biggest reason for accepting the job is if it aligns with your long-term career plans. Let's say your goal in the next five years is to manage a department at your company, but you haven't yet made it to supervisor. Now, with this offer, you can and it gets you a step closer to your ultimate objective.

Okay, the bad news is that you're going to have to work harder for the same money. The good news is you get to put the title on your resume, which could come in handy at some point. Of course, the main benefit is that you get to do the job of manager and gain that valuable experience. In addition, you want to cover a few other bases.

1. Set a date to review your salary. You could say, "I'm excited for the opportunity, but I'd like to set an appointment for six months from now, so we can evaluate my performance and look at the salary. Make a date for this. Don't leave things up in the air. Get a commitment to examine the situation, and a date is needed.

2. Are there extra benefits your company would be able to provide you, even if money is tight and they can't pay the going rate for the expanded role you're taking on? Depending on budgets and how rigid they may or may not be, there could be funds in another area that you can tap.

Maybe there are perks that are available to senior managers which could also go to you. If you're giving up \$20,000 in salary, would the company agree to compromise and give you a \$5,000 allowance for advanced training? Or would they pay for you to attend a leading industry conference?

What happens if the company eventually refuses to or can't increase your salary? I'd give it another six months to give you a year in the position — which looks better on the resume — then try again, while looking for other opportunities in the market.

Promotions without more pay is a trend that's not going away soon. Play it right and you can still come out ahead.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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