

**Fourth Annual Salary and Job Satisfaction Survey - 2010**

**Please select your job title.**

Corporate Management (CEO, President, VP, etc)	6%
Biochemist	1%
Chemist/Scientist	8%
Clinical Research Manager	1%
Core Facility Director/Manager	2%
Engineer	2%
Lab Supervisor/Manager/Director	43%
Human Resources	0%
Immunology	0%
Microbiologist	2%
Molecular Biology	1%
Operations Manager - Scientific	2%
Plant Manager	0%
Principal Investigator	3%
Professor/Department Head	3%
Project Manager - Scientific	0%
Protein Biochemist	0%
Purchasing Agent	1%
QA/QC Manager/Director	3%
R&D Supervisor/Manager/Director	4%
Safety Manager	1%
Senior Chemist/Scientist	5%
Technologist/Technician	8%
Other	6%

**What is your job function?**

R&D	24%
Clinical Research/Trials	4%
Quality Control/Assurance/Validation	16%
Manufacturing/Processing	4%
Engineering/Design	1%
Corporate Management	4%
Regulatory	3%
Purchasing	2%
Technical Services	14%
Operations	14%
Teaching	5%
Sales and Marketing	1%
Safety	1%
Other	8%

**Which best describes the type of research organization or market/industry you currently work in?**

Industry Research Lab	20%
University/College Research Lab	17%
Government Research Lab	5%
Contract Lab	11%
Private Research Institution	4%
Clinical Research Lab	2%
Hospital/Medical Lab	16%
Distributor/Dealer (New and Used Equipment)	2%
Manufacturer (New Equipment)	5%
Other	18%

**Which of the following best describes your field of work?**

Microbiology	8%
Chemicals	14%
Forensics	2%
Pharmaceuticals	12%
Food/Beverage	4%
Biotechnology	11%
Plastics/Polymers	3%
Clinical Research/Trials	11%
Environmental	13%
Energy/Petroleum	3%
Instrumentation Design/Development	2%
Other	17%

**How many people work in your lab?**

1 - 10	54%
11 - 25	24%
26 - 50	11%
51 - 100	6%
More than 101	5%

**How many people work in the organization?**

Less than 100	32%
100 - 500	27%
501 - 1,000	9%
1,001 - 5,000	15%
5,001 - 10,000	7%
10,001 - 50,000	6%
More than 50,000	2%

**How many years have you been with your current employer?**

Less than 1 year	7%
1 - 2 years	14%
3 - 5 years	23%
6 - 10 years	20%
11 - 15 years	13%
16 - 20 years	7%
More than 20 years	16%

**Do you work full-time or part-time for this employer?**

Full-time (35 hours or more per week)	97%
Part-time (less than 35 hours per week)	3%
Other	0%

**Please reply to the following statements regarding your current position.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know	Neutral
I like the type of work that I do	54%	38%	6%	0%	0%	1%
I feel that the work that I do raises my self-confidence	37%	47%	12%	1%	0%	3%
I am given enough authority to make decisions I need to make	33%	47%	11%	2%	0%	8%
I believe my job is secure	24%	41%	21%	4%	0%	9%
I feel I am contributing to this organization's mission	47%	44%	7%	0%	0%	2%
If I do very good work I can count on being acknowledged/recognized/promoted	20%	34%	27%	7%	0%	12%
Deadlines at this organization are realistic	13%	46%	25%	3%	0%	12%
I feel I am valued at this organization	26%	44%	17%	9%	0%	4%
I feel I work for an organization that adds value to society through their research and products they produce	38%	44%	14%	1%	1%	3%
My organization is known and respected for its products and services	34%	48%	14%	1%	1%	2%
I feel part of a team working toward a shared goal	28%	47%	17%	2%	0%	6%
I am willing to contribute above and beyond what is expected of me to help this organization be successful	52%	43%	3%	0%	0%	1%
It is very important to me to have a good balance between work and personal life	57%	35%	7%	0%	0%	1%
I am happy with the work-life balance I currently have	23%	41%	19%	3%	0%	13%

**Please select the entry which describes the type of employees you supervise/manage.**

I have no supervisory/managerial responsibility	17%
I supervise/manage researchers and/or other lab professionals only	36%
I supervise/manage clerical and/or other non-lab professional employees only	4%
I supervise/manage both lab professional and non-lab professional employees	44%

**Please reply to the following based on your current work environment.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know	Neutral
My physical working conditions are good	30%	52%	10%	1%	0%	6%
My general work area is adequately lit	36%	53%	8%	0%	0%	3%
My general work area is adequately heated/cooled	28%	44%	14%	2%	1%	10%
My general work area is adequately clean	31%	52%	11%	1%	0%	5%
There is adequate noise control to allow me to focus on my work	25%	52%	12%	1%	0%	9%
I feel physically safe in my work environment	40%	50%	7%	1%	0%	2%
My furniture is ergonomically adequate	22%	46%	17%	3%	0%	13%
There is appropriate safety equipment in place (ventilation, eye wash stations, fire extinguishers)	43%	44%	7%	1%	0%	5%

**Please reply to the following based on your organization's corporate culture and communication programs.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know	Neutral
This organization's corporate communications are frequent enough	15%	49%	19%	3%	1%	13%
This organization's corporate communications are detailed enough	13%	46%	22%	3%	1%	15%
I have a good understanding of how this organization is doing financially	18%	44%	20%	5%	1%	11%
I feel I can trust what this organization tells me	17%	42%	23%	6%	0%	12%
This organization treats me like a person, not a number	23%	47%	16%	4%	0%	10%
This organization gives me recognition for work that's well done	19%	39%	23%	6%	0%	13%
Staffing levels are adequate to provide quality products/services	12%	37%	24%	7%	0%	21%
Quality is a top priority with this organization	32%	41%	16%	2%	0%	9%
Safety is a top priority with this organization	30%	45%	18%	1%	0%	5%
I believe there is a spirit of cooperation at this organization	19%	44%	21%	2%	0%	13%
Employees are treated fairly here, regardless of race, gender, religion or sexual orientation	34%	40%	12%	3%	0%	12%
I like the people I work with at this organization	37%	48%	12%	0%	0%	2%

**Please reply to the following on your experience and professional development.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Neutral
I feel that my experience and skills are adequate for my current position	49%	45%	5%	0%	0%	1%
I require and desire more on-the-job training for my current position	12%	35%	29%	4%	0%	20%
I am ready and prepared for my next position	24%	44%	4%	0%	2%	24%
I am planning to obtain additional on-the-job training on my own	16%	41%	23%	2%	4%	13%
I am planning to go back to school to obtain my next degree	10%	11%	25%	17%	6%	31%

**Please reply to the following on training and professional development provided by your organization.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Neutral
This organization provided as much initial training as I needed	13%	36%	26%	5%	0%	19%
This organization provides as much ongoing training as I need	12%	36%	29%	4%	1%	18%
This organization provides the information, equipment and resources I need to do my job well	15%	46%	23%	3%	0%	13%
This organization provides training or experiences to help me explore other opportunities within the company	10%	27%	30%	10%	2%	22%
This organization provides training or education to help me balance my work and personal life	8%	26%	34%	8%	2%	22%

**Please reply to the following on your organization's leadership and planning strategies.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Neutral
I understand the long-term strategy of this organization	18%	51%	15%	4%	0%	12%
I have confidence in the leadership of this organization	17%	39%	22%	8%	0%	13%
The leaders of this organization care about employees' well-being	16%	40%	23%	7%	1%	12%
There is adequate planning of corporate objectives	13%	35%	26%	5%	5%	15%
There is adequate follow-through of corporate objectives	12%	34%	28%	5%	5%	16%
There is adequate planning of departmental objectives	12%	44%	25%	5%	2%	12%
There is adequate follow-through of departmental objectives	12%	43%	24%	6%	2%	14%
The leaders of this organization are open to input from employees	17%	41%	21%	7%	1%	12%

**Please check off which of the following employer-provided benefits you are currently receiving.**

Vacation/Paid Time Off	88%
Childcare Assistance	6%
Contribution to Pension or Retirement Accounts (other than 401K)	50%
Health Insurance	82%
Dental Insurance	62%
Vision Insurance	46%
Life Insurance	63%
Long-term Care Insurance	21%
Tuition Reimbursement	28%
Employer 401K Match	39%
Profit Sharing	16%
Stock Options	11%
Other	4%

**Have there been any significant changes in your benefits within the last year?**

Yes	22%
No	78%

**Please select the resources you use when recruiting employees.**

Staffing Firms	11%
Internal HR Department	23%
Online Job Boards	15%
Social Networking Sites	5%
Professional Organizations	11%
Referrals	16%
Classified Ads	16%
Other	3%

**In total, how long have you worked full- and/or part-time as a researcher/scientist?**

Less than 1 year	3%
1 - 2 years	3%
3 - 5 years	8%
6 - 10 years	14%
11 - 15 years	16%
16 - 20 years	12%
More than 20 years	44%

**Please reply to the following regarding your future career goals.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Neutral
Given the opportunity, I would leave my present job	19%	25%	26%	11%	2%	16%
There is room for me to advance at this organization	6%	31%	27%	13%	2%	21%
My career goals are being advanced through my current job	9%	36%	30%	8%	0%	16%
If I could start over again, I would choose the same field of work	28%	35%	17%	6%	2%	12%
I would take on a lesser role or a lower wage if I felt that my work contributed to something more important or meaningful to me	7%	28%	27%	10%	4%	25%
I would consider accepting a lesser role or a lower salary to work for a firm with a reputation for being environmentally friendly, caring about employees and caring about outside stakeholders such as the community	7%	24%	34%	11%	3%	21%

**What is your annual salary, not including bonuses?**

Less than \$25,000	11%
\$25,000 - \$34,999	5%
\$35,000 - \$44,999	7%
\$45,000 - \$54,999	14%
\$55,000 - \$64,999	12%
\$65,000 - \$74,999	13%
\$75,000 - \$84,999	8%
\$85,000 - \$94,999	7%
\$95,000 - \$109,999	11%
\$110,000 - \$124,999	6%
\$125,000 - \$149,999	3%
More than \$150,000	3%

**In addition to your base salary, are you eligible to participate in a bonus program?**

Yes	44%
No	56%

**How are individual employee bonuses determined?**

Meeting individual goals/objectives	26%
Meeting department (group/team) goals/objectives	23%
Achieving financial performance (revenues/profit)	32%
Other	19%

**Please reply to the following: In the next 5 years...**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Neutral
I will still be working at the same company with the same position	12%	29%	23%	10%	8%	17%
I will still be working at the same company with a job promotion	8%	24%	28%	10%	9%	21%
I will be working somewhere else in the same profession	8%	18%	31%	10%	12%	22%
I will be working somewhere else in a different profession	3%	8%	26%	21%	10%	32%
I will have left this job to run my own business	5%	10%	21%	26%	10%	28%

**How do you go about looking for potential new career/position opportunities?**

Internal Human Resources Department/Internal Job Postings	31%
Online Job Boards	63%
Staffing Firms	26%
Personal/Professional Networks	59%
Social Networking Sites	19%
Classified Ads	38%
Other	7%

**Please select your gender.**

Male	62%
Female	38%

**Please select your age.**

Under 25	1%
25 - 29	4%
30 - 34	10%
35 - 39	14%
40 - 44	13%
45 - 59	22%
50 - 54	11%
55 - 59	15%
60 - 64	8%
65+	2%

**Please select the geographic region in which you were born.**

United States	66%
Canada	5%
Mexico	1%
South America	2%
Eastern Europe	3%
Western Europe	4%
Africa	3%
India	7%
China	1%
Middle East	1%
Japan	0%
Australia and Oceania	1%
Other	5%

**Please select your ethnicity.**

White/Caucasian (not Hispanic or Latino)	71%
Black or African American	4%
Native Hawaiian or Other Pacific Islander	0%
Asian	14%
American Indian/Alaskan Native	0%
Hispanic/Latino	6%
Two or more races (more than one of the above races)	1%
I'd rather not say	3%
Other	2%

**What is the highest level of education you have completed?**

High School Diploma	1%
Some College	5%
Associate's Degree	4%
Bachelor's Degree	39%
Master's Degree	27%
Doctoral Degree (PhD)	22%
MD	1%
Other	2%

**Before purchasing lab equipment, where do you look for product information?**

Salesperson	63%
Other online sources	42%
Manufacturer websites	53%
Trade publications (online and print)	78%
Colleagues	47%
Dealer catalogs	40%
Other	2%

**When sourcing products, how do you determine what brand to purchase?**

Price	52%
Technical specs	53%
Salesperson or distributor recommendation	19%
Colleague recommendation	36%
Past experience	74%
Other	2%