

Salaried vs. Hourly Compensation - Subgroups

Question 31:

“Please select your form of compensation.”

As evident in the table below, *type* of compensation (salaried vs. hourly) is related to many of the same variables associated with *level* of salary/compensation (see the prior section), e.g., education, gender, job title, etc. As might be expected, the higher the annual compensation, the more likely that compensation is salaried rather than hourly. One exception involves respondents with academic employers: Their compensation is significantly lower than average (see the prior table), yet the percentage who are salaried is significantly higher than average (see table below).

The two largest differences between a particular subgroup and the total base are:

- Hourly workers are 3% of Research Managers versus 29% of the total base.
- Hourly workers are 49% of respondents with less than a bachelors’ degree (again compared with 29% of the total base).

| NOTE: row %s sum across to 100% | | Form of Compensation | | |
|-------------------------------------------------|-------------|----------------------|--------------|-------------|
| | | Salaried | Hourly | Other |
| Group | N | 1086 | 454 | 11 |
| Total base | 1551 | 70.0% | 29.3% | 0.7% |
| SoCRA members | 1402 | 70.0% | 29.5% | 0.5% |
| Non-members | 143 | 70.6% | 27.3% | 2.1% |
| Significantly more salaried | | | | |
| Male | 142 | 81.0% | 18.3% | 0.7% |
| Education: Post-graduate (masters or doctorate) | 345 | 82.9% | 16.5% | 0.6% |
| Southwest region | 156 | 84.6% | 14.1% | 1.3% |
| Annual compensation \$55,000+ | 567 | 83.8% | 15.3% | 0.9% |
| Title: Research Manager | 116 | 96.6% | 3.4% | 0% |
| Title: Project Manager | 83 | 89.2% | 9.6% | 1.2% |
| Title: Clinical Research Associate | 191 | 86.9% | 13.1% | 0% |
| Employer: Pharmaceutical | 99 | 82.8% | 16.2% | 1.0% |
| Employer: Academic Research Center/Organization | 416 | 78.6% | 20.9% | 0.5% |
| Significantly more hourly | | | | |
| Annual compensation \$0 - \$45,000 | 629 | 54.4% | 44.8% | 0.8% |
| Female | 1397 | 68.8% | 30.5% | 0.7% |
| Education: Not a college graduate | 399 | 49.9% | 49.4% | 0.8% |
| Title: Clinical Research Coordinator | 455 | 55.6% | 43.7% | 0.7% |
| Title: Data Manager | 90 | 58.9% | 40.0% | 1.1% |
| Employer: Hospital | 493 | 59.4% | 40.2% | 0.4% |
| Employer: Physician Based Practice | 150 | 54.7% | 44.7% | 0.7% |