

## **Current Benefit Package - Subgroups**

Question 32:

*“Please check all of the following that are part of your current benefit package.”*

The subgroups that differed the most (vs. the total base) in likelihood of having particular benefits were the income segments: Higher monetary compensation is associated with more benefits, as evident in the table on the next page.

Many other findings are consistent with this pattern, e.g., job titles associated with significantly higher compensation (see prior table) are also associated with a significantly higher likelihood of having particular benefits (see next page). Exceptions include Research Nurses, who reported significantly above-compensation levels yet were significantly less likely to have two particular benefits; and Midwest residents, who had the opposite pattern (lower compensation but more benefits).

In other cases, such as males and Southwest residents, a particular subgroup appears in both the top and bottom panels of this table (next page), i.e., more likely than average to have one benefit but less likely to have another.

The subgroup with the largest difference from the total base consists of respondent employed by pharmaceutical companies: 70% of them get an annual salary bonus, which is more than twice the percentage of the total sample who get an annual salary bonus (28%).

Percents are row percents, i.e., percentage of the row subgroup having the particular employee benefit.	N	Health insurance	Annual/Sick leave	Dental insurance	Retirement Package	Long term disability insurance	Training/Education	Tuition reimbursement	Employee assistance program	Professional org. membership	Certification fees	Annual Salary/Bonus
<b>Total Base</b>	<b>1515</b>	<b>93%</b>	<b>89%</b>	<b>86%</b>	<b>79%</b>	<b>71%</b>	<b>68%</b>	<b>61%</b>	<b>58%</b>	<b>47%</b>	<b>45%</b>	<b>28%</b>
<b>Significantly higher subgroups:</b>												
Annual compensation \$75k+	174					78%	77%	68%	63%	61%	52%	58%
Age under 35	449						75%			56%	52%	35%
Age 55+	163		96%									
Male respondents	140											41%
Middle Atlantic region	228							74%				
Midwest region	294				87%	80%		70%				
Southwest region	154									54%		
Title: Clinical Research Associate	185											53%
Title: Research Manager	116		95%							57%		
Title: Project Manager	82											42%
Employer: Hospital	488								65%			
Employer: Contract Research Org.	146									58%		53%
Employer: Pharmaceutical Company	92								76%			70%
Employer: Academic Res. Center/Org.	413		96%	92%	91%							
Employer: Physician-Based Res. Practice	140									60%		
<b>Significantly lower subgroups:</b>												
Annual compensation \$0 - \$35k	266	87%	82%	80%	69%	62%	59%	46%	50%	40%	40%	17%
Non-members	141									31%	27%	
Age 55+	163										39%	21%
Male respondents	140					59%			49%			
Not a college graduate	388									40%		17%
Canada resident	220	81%	78%		60%			36%		40%	37%	
Southwest region	154							53%				
West region	193					62%		53%		38%		
Title: Clinical Research Coordinator	442											17%
Title: Research Nurse	212									36%		19%
Title: Data Manager	89											14%
Employer: Hospital	488											16%
Employer: Contract Research Org.	146				67%							
Employer: Academic Res. Center/Org.	413											10%
Employer: Physician-Based Res. Practice	140	84%		67%	69%	58%		34%	28%			