Movemeon

Global Pay & Satisfaction benchmarking

SALARY

WORKING HOURS

SATISFACTION

POWERING CAREERS IN & AFTER CONSULTING - WORLDWIDE.

Consultants are blessed with a transferable skill set that can be used in an almost limitless number of industries / organisation types. Our mission is to help everyone make a more informed career choice.

In August 2022 we created the world's first index of careers for all those staying in or leaving consulting. ~1,500 current & former consultants participated and shared their salaries & working hours and satisfaction with us.

We have used this data to create 3 indexes:

- **Index 1** looks at satisfaction with salary and working hours

- **Index 2** considers actual salary and working hours

- **Index 3** considers the difference between actual salary & working hours and the satisfaction with those with the difference between satisfaction and reality amounting to the sense of purpose people feel when working within the industry.

All the best,

Richard Rosser & Nick Patterson
Co-founders of Move*me*on

INDEX 1

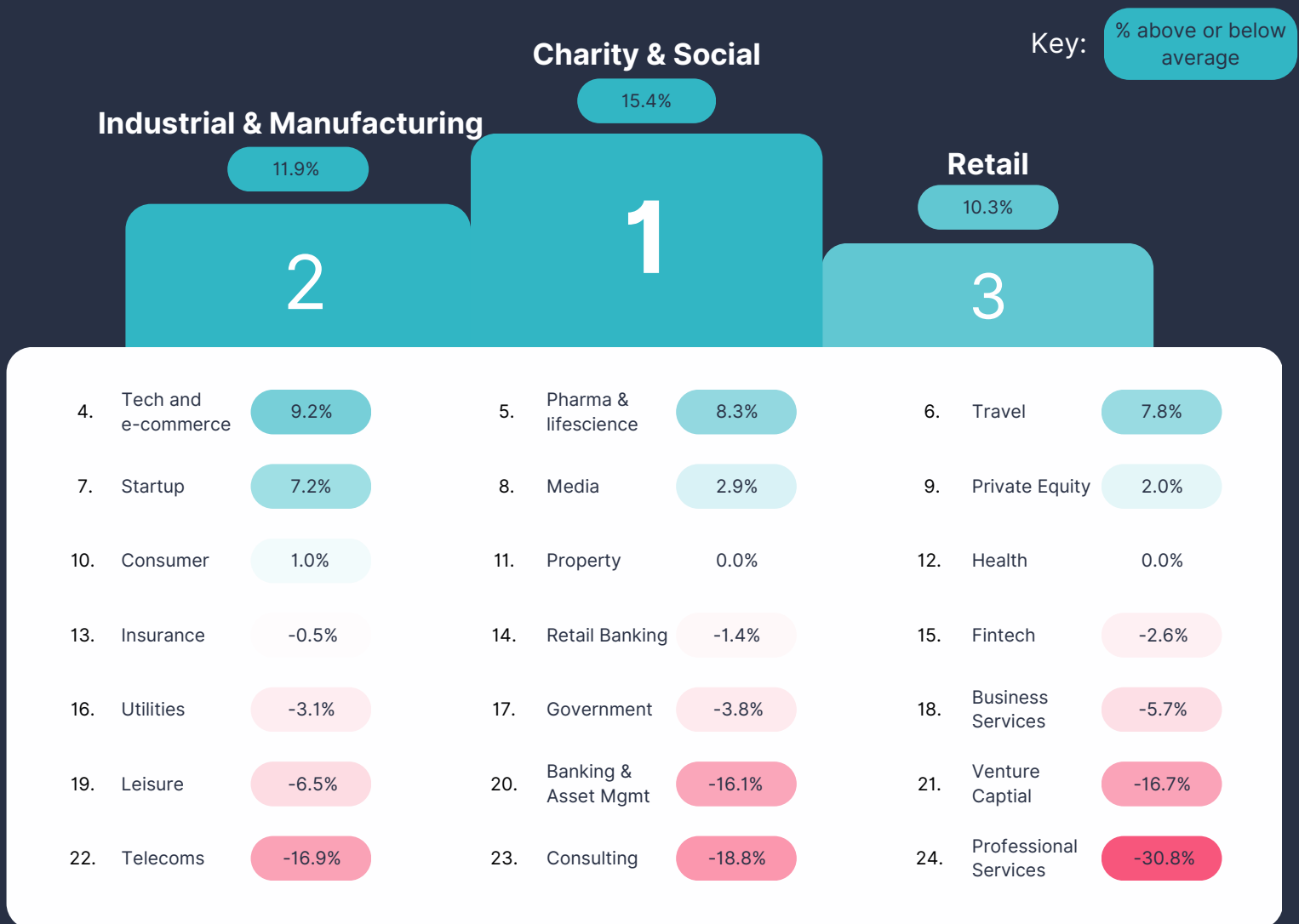## SATISFACTION WITH SALARY & WORKING HOURS

For satisfaction with salary and working hours, the average satisfaction for people working in each industry was compared to the overall average of all respondents, to yield a difference to that overall average for each industry.

A positive figure means that people are more satisfied than average; a negative figure, less satisfied.

Industries have then been ranked by summing the difference vs average for both salary satisfaction and working hours satisfaction to give a cumulative difference vs the overall average.

The highest-ranked industries are where people are the most satisfied with the combination of salary and working hours.

The lowest-ranked industries are where people are least satisfied with the combination of salary and working hours.

Key: **% above or below average**

Charity & Social
15.4%
1

Industrial & Manufacturing
11.9%
2

Retail
10.3%
3

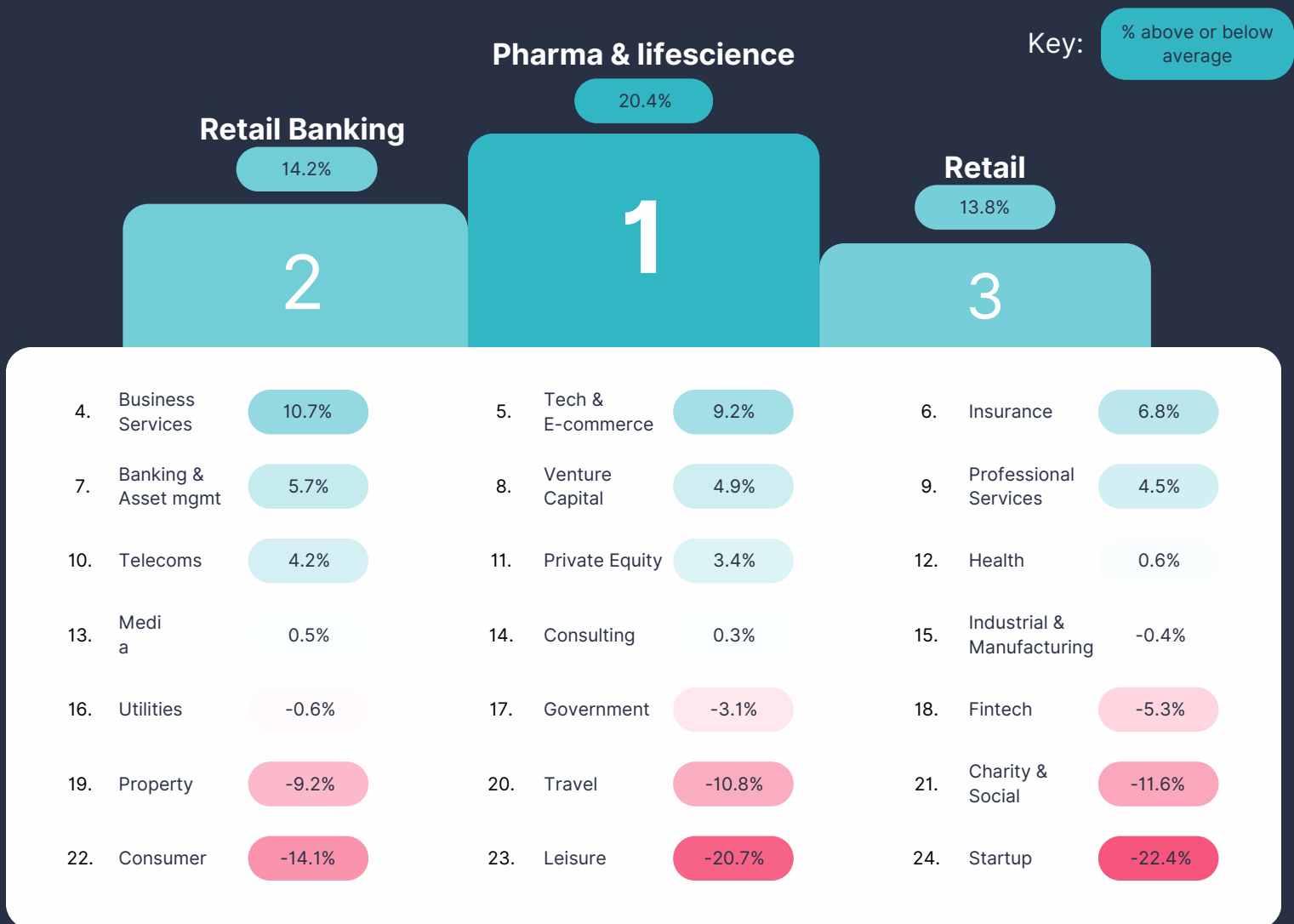|								
4.	Tech and e-commerce	9.2%	5.	Pharma & lifescience	8.3%	6.	Travel	7.8%
7.	Startup	7.2%	8.	Media	2.9%	9.	Private Equity	2.0%
10.	Consumer	1.0%	11.	Property	0.0%	12.	Health	0.0%
13.	Insurance	-0.5%	14.	Retail Banking	-1.4%	15.	Fintech	-2.6%
16.	Utilities	-3.1%	17.	Government	-3.8%	18.	Business Services	-5.7%
19.	Leisure	-6.5%	20.	Banking & Asset Mgmt	-16.1%	21.	Venture Captial	-16.7%
22.	Telecoms	-16.9%	23.	Consulting	-18.8%	24.	Professional Services	-30.8%

INDEX 2

ACTUAL SALARY & WORKING HOURS

For actual salary and working hours, the average for people working in each industry was compared to the overall average of all respondents, to yield a difference to that overall average for each industry.

A positive figure means that people work fewer weekly hours or earn higher salaries than average; a negative figure means they work more weekly hours or earn lower salaries than average.

Industries have then been ranked by summing the difference vs average for both salary and working hours = to give a cumulative difference vs the overall average.

The highest-ranked industries are where people work fewer hours & earn higher salaries.

The lowest-ranked industries are where people work more hours and earn lower salaries.

Pharma & lifescience

20.4%

Retail Banking

14.2%

2

1

Retail

13.8%

3

Key: **% above or below average**

#	Industry	%	#	Industry	%	#	Industry	%
4.	Business Services	10.7%	5.	Tech & E-commerce	9.2%	6.	Insurance	6.8%
7.	Banking & Asset mgmt	5.7%	8.	Venture Capital	4.9%	9.	Professional Services	4.5%
10.	Telecoms	4.2%	11.	Private Equity	3.4%	12.	Health	0.6%
13.	Media	0.5%	14.	Consulting	0.3%	15.	Industrial & Manufacturing	-0.4%
16.	Utilities	-0.6%	17.	Government	-3.1%	18.	Fintech	-5.3%
19.	Property	-9.2%	20.	Travel	-10.8%	21.	Charity & Social	-11.6%
22.	Consumer	-14.1%	23.	Leisure	-20.7%	24.	Startup	-22.4%

INDEX 3

INDUSTRY X-FACTOR

The third index looks at the difference between indexes 1 and 2, namely, it shows the difference between satisfaction with working hours & salary combined vs the actual working hours & salary combined.
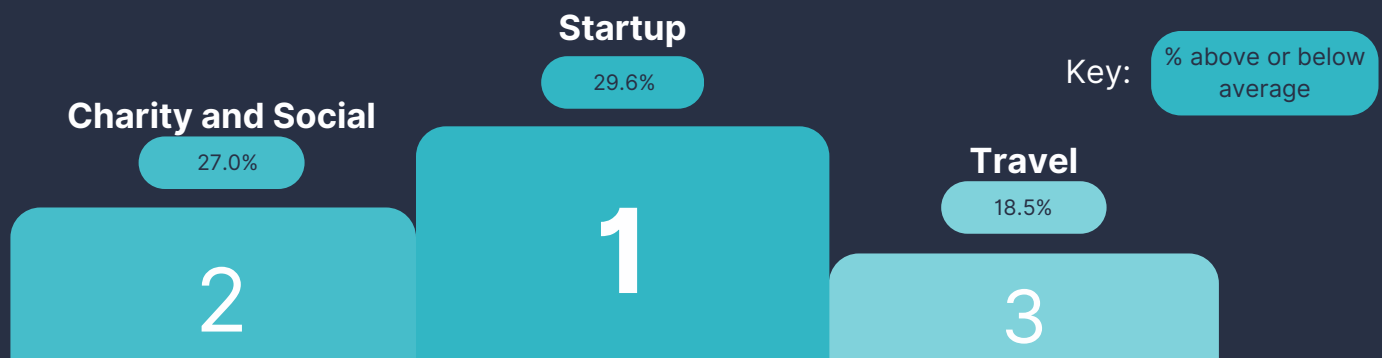
Industries are then ranked according to the largest difference between the two. The highest-ranked industries for "X-factor" are where people report above-average satisfaction with working hours & salary, despite actual working hours & salary being below average.

The lowest-ranked industries are where people report below-average satisfaction despite actual average working hours & salaries being above average.

There are various explanations for this index.

Firstly it could show how strong a sense of purpose people feel in their jobs depending on the industry.

Secondly, it could point to other factors that could be considered apart from salary and working hours (e.g, total compensation, progression, learning & development).

Startup
29.6%

Charity and Social
27.0%

Travel
18.5%

Key: % above or below average

2

1

3

#	Industry	%	#	Industry	%	#	Industry	%
4.	Consumer	15.1%	5.	Leisure	14.1%	6.	Industrial & Manufacturing	12.3%
7.	Property	9.2%	8.	Fintech	2.7%	9.	Media	2.4%
10.	Tech & E-commerce	0.0%	11.	Health	-0.7%	12.	Government	-0.7%
13.	Private Equity	-1.4%	14.	Utilities	-2.5%	15.	Retail	-3.5%
16.	Insurance	-7.2%	17.	Pharma & lifescience	-12.2%	18.	Retail Banking	-15.6%
19.	Business Services	-16.4%	20.	Consulting	-19.2%	21.	Telecoms	-21.2%
22.	Venture Capital	-21.5%	23.	Banking & Asset Mgmt	-21.8%	24.	Professional Services	-35.3%

Movemeon

Where can I find more great content?

If you are looking for more valuable insights, polls, and interviews to help build a career you love, look no further!

Follow us on LinkedIn and stay informed about all things career development.

Follow us here in