

**The Third Annual *Lab Manager Magazine* – Kelly Scientific
Salary & Employee Satisfaction Survey**

Q1

Please check your job title

Corporate Management (CEO, President, VP, etc...)	43	3.48%
Biochemist	17	1.38%
Chemist / Scientist	153	12.40%
Core Facility Director / Manager	30	2.43%
Engineer	18	1.46%
Lab Supervisor / Manager / Director	526	42.63%
Microbiologist	22	1.78%
Operations Manager - Scientific	14	1.13%
Plant Manager	5	0.41%
Principal Investigator	22	1.78%
Professor / Department Head	34	2.76%
Project Manager - Scientific	17	1.38%
Purchasing Agent	3	0.24%
QA / QC Manager / Director	54	4.38%
R&D Supervisor / Manager / Director	44	3.57%
Senior Chemist / Scientist	51	4.13%
Technologist / Technician	92	7.46%
Other	89	7.21%
Total	1234	

Q2

What is your job function?

R&D	281	22.88%
Quality Control / Assurance, Validation	258	21.01%
Manufacturing / Processing	44	3.58%
Engineering / Design	18	1.47%
Corporate Management	74	6.03%
Regulatory	34	2.77%
Purchasing	13	1.06%
Technical Services	160	13.03%
Operations	180	14.66%
Teaching	55	4.48%
Other	111	9.04%
Total	1228	

Q3

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

Industry Research Lab	303	24.78%
University / College Research Lab	177	14.47%
Government Research Lab	80	6.54%
Contract Lab	115	9.40%
Private Research Institution	37	3.03%
Clinical Research, Hospital/Medical Lab	172	14.06%
Distributor / Dealer (New and Used Equipment)	16	1.31%
Manufacturer (New Equipment)	70	5.72%
Other	253	20.69%
Total	1223	

Q4

Which of the following best describes your field of work?

Microbiology	62	5.06%
Chemicals	124	10.11%
Forensics	40	3.26%
Pharmaceuticals	163	13.30%
Food / Beverage	41	3.34%
Biotechnology	124	10.11%
Plastics / Polymers	46	3.75%
Clinical / Medical	211	17.21%
Environmental	144	11.75%
Energy / Petroleum	37	3.02%
Instrumentation Design / Development	30	2.45%
Other	204	16.64%
Total	1226	

Q5

How many people work in your lab?

1 – 10	590	48.88%
11 - 25	287	23.78%
26 - 50	160	13.26%
51 - 100	85	7.04%
Over 101	85	7.04%
Total	1207	

Q6

How many people work in the organization?

Less than 100	271	22.18%
100 - 500	267	21.85%
501 - 1,000	124	10.15%
1,001 - 5,000	248	20.29%
5,001 - 10,000	120	9.82%
10,001 - 50,000	123	10.07%
50,000+	69	5.65%
Total	1222	

Q7

How many years have you been with your current employer?

Less than 1 year	115	9.41%
1–2 years	197	16.12%
3–5 years	245	20.05%
6–10 years	221	18.09%
11–15 years	128	10.47%
16–20 years	85	6.96%
Over 20 years	231	18.90%
Total	1222	

Q8

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

Full-time (35 or more hours per week)	1191	97.38%
Part-time (less than 35 hours per week)	32	2.62%
Total	1223	

Q9

Please reply to the following statements regarding your current position

	Strongly Agree		Agree		Disagree		Strongly Disagree		Don't Know	
I like the type of work that I do	598	48.94%	575	47.05%	37	3.03%	10	0.82%	2	0.16%
I feel that the work I do raises my self-confidence	435	35.63%	667	54.63%	79	6.47%	18	1.47%	22	1.80%
I am given enough authority to make decisions I need to make	435	35.74%	593	48.73%	146	12.00%	37	3.04%	6	0.49%
I believe my job is secure	275	22.56%	616	50.53%	198	16.24%	69	5.66%	61	5.00%
I feel I am contributing to this organizations mission	603	49.79%	561	46.33%	29	2.39%	9	0.74%	9	0.74%
If I do very good work I can count on being acknowledged/ recognized/promoted	241	19.74%	540	44.23%	295	24.16%	96	7.86%	49	4.01%
Deadlines at this organization are realistic	170	13.95%	731	59.97%	238	19.52%	52	4.27%	28	2.30%
I feel I am valued at this organization	290	23.79%	670	54.96%	169	13.86%	57	4.68%	33	2.71%
I feel part of a team working toward a shared goal	323	26.63%	670	55.23%	163	13.44%	39	3.22%	18	1.48%
I am willing to contribute above and beyond what is expected of me to help this organization be successfu	634	52.18%	541	44.53%	27	2.22%	4	0.33%	9	0.74%
It is very important to me to have a good balance between work and personal life	764	62.67%	431	35.36%	18	1.48%	2	0.16%	4	0.33%
I am happy with the work-life balance that I currently have.	334	27.35%	625	51.19%	203	16.63%	48	3.93%	11	0.90%

Q10

Please reply to the following based on your current work environment

	Strongly Agree		Agree		Disagree		Strongly Disagree		Don't Know	
My physical working conditions are good	450	37.01%	659	54.19%	92	7.57%	14	1.15%	1	0.08%
My general work area is adequately lit	510	41.94%	649	53.37%	50	4.11%	7	0.58%	0	0.00%
My general work area is adequately heated/cooled	380	31.25%	607	49.92%	198	16.28%	28	2.30%	3	0.25%
My general work area is adequately clean	417	34.46%	665	54.96%	116	9.59%	11	0.91%	1	0.08%
There is adequate noise control to allow me to focus on my work	360	29.68%	675	55.65%	154	12.70%	23	1.90%	1	0.08%
I feel physically safe in my work environment	521	42.81%	633	52.01%	51	4.19%	10	0.82%	2	0.16%
My furniture is ergonomically adequate	300	24.77%	637	52.60%	227	18.74%	38	3.14%	9	0.74%
There is appropriate safety equipment in place (ventilation, eye wash stations, fire extinguishers)	547	45.13%	580	47.85%	71	5.86%	13	1.07%	1	0.08%

Q11

Grouping / Filter Analysis

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

	<u>Strongly Agree</u>		<u>Agree</u>		<u>Disagree</u>		<u>Strongly Disagree</u>		<u>Don't Know</u>	
This organizations corporate communications are frequent enough	180	14.80%	712	58.55%	248	20.39%	47	3.87%	29	2.38%
This organizations corporate communications are detailed enough	150	12.33%	675	55.46%	306	25.14%	55	4.52%	31	2.55%
I have a good understanding of how this organization is doing financial	223	18.35%	637	52.43%	251	20.66%	60	4.94%	44	3.62%
I feel I can trust what this organization tells me	179	14.72%	672	55.26%	250	20.56%	63	5.18%	52	4.28%
This organization treats me like a person, not a number	254	20.91%	652	53.66%	223	18.35%	59	4.86%	27	2.22%
This organization gives me recognition for work thats well done	197	16.24%	576	47.49%	327	26.96%	77	6.35%	36	2.97%
Staffing levels are adequate to provide quality products / services	135	11.09%	611	50.21%	352	28.92%	100	8.22%	19	1.56%
Quality is a top priority with this organization	358	29.47%	610	50.21%	190	15.64%	33	2.72%	24	1.98%
Safety is a top priority with this organization	435	35.89%	586	48.35%	157	12.95%	22	1.82%	12	0.99%
I believe there is a spirit of cooperation at this organization	221	18.23%	653	53.88%	261	21.53%	52	4.29%	25	2.06%
Employees are treated fairly here, regardless of race, gender, religion, or sexual orientation	457	37.64%	584	48.11%	110	9.06%	44	3.62%	19	1.57%
I like the people I work with at this organization	418	34.46%	725	59.77%	56	4.62%	5	0.41%	9	0.74%

Q12

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

	<u>Strongly Agree</u>		<u>Agree</u>		<u>Disagree</u>		<u>Strongly Disagree</u>		<u>Don't Know</u>	
This organization provided as much initial training as I needed	221	18.42%	623	51.92%	293	24.42%	54	4.50%	9	0.75%
This organization provides as much ongoing training as I need	212	17.64%	605	50.33%	318	26.46%	53	4.41%	14	1.16%
This organization provides the information, equipment and resources I need to do my job well	244	20.37%	697	58.18%	209	17.45%	42	3.51%	6	0.50%
This organization provides training or experiences to help me explore other opportunities within the company	151	12.56%	471	39.18%	424	35.27%	102	8.49%	54	4.49%
This organization provides training or education to help me balance my work and personal life	144	11.99%	498	41.47%	420	34.97%	83	6.91%	56	4.66%

Q13

Please reply to the following on your organizations leadership and planning strategies

	<u>Strongly Agree</u>		<u>Agree</u>		<u>Disagree</u>		<u>Strongly Disagree</u>		<u>Don't Know</u>	
I understand the long-term strategy of this organization	267	21.99%	665	54.78%	197	16.23%	43	3.54%	42	3.46%
I have confidence in the leadership of this organization	227	18.68%	598	49.22%	262	21.56%	83	6.83%	45	3.70%
The leaders of this organization care about employees' well being	219	18.07%	622	51.32%	226	18.65%	81	6.68%	64	5.28%
There is adequate planning of corporate objectives	147	12.12%	590	48.64%	277	22.84%	72	5.94%	127	10.47%
There is adequate follow-through of corporate objectives	125	10.30%	575	47.36%	311	25.62%	75	6.18%	128	10.54%
There is adequate planning of departmental objectives	155	12.76%	694	57.12%	236	19.42%	73	6.01%	57	4.69%
There is adequate follow-through of departmental objectives	146	12.04%	662	54.58%	272	22.42%	72	5.94%	61	5.03%
The leaders of this organization are open to input from employees	221	18.25%	607	50.12%	240	19.82%	80	6.61%	63	5.20%

Q14

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

Vacation/Paid Time Off	1037	83.09%
Childcare Assistance	61	4.89%
Contribution to Pension/Retirement Accounts (other than 401K)	641	51.36%
Health Insurance	962	77.08%
Dental Insurance	813	65.14%
Vision Insurance	615	49.28%
Life Insurance	786	62.98%
Long-term Care Insurance	316	25.32%
Tuition Reimbursement	390	31.25%
Employer 401k match	531	42.55%
Profit Sharing	139	11.14%
Stock Options	141	11.30%
Other	72	5.77%
Total	6504	

Q15

Please check what resources you use when recruiting employees

Staffing Firms	353	12.30%
Internal HR department	684	23.82%
Online Job Boards	446	15.53%
Social Networking Sites	115	4.01%
Professional Organizations	332	11.56%
Referrals	441	15.36%
Classified Ads	416	14.49%
Other	84	2.93%
Total	2871	

Q16

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

Less than 1 year	51	4.24%
1–2 years	60	4.99%
3–5 years	127	10.57%
6–10 years	151	12.56%
11–15 years	157	13.06%
16–20 years	149	12.40%
Over 20 years	507	42.18%

Total **1202**

Q17

Please reply to the following regarding your future career goals

	<u>Strongly Agree</u>		<u>Agree</u>		<u>Disagree</u>		<u>Strongly Disagree</u>		<u>Don't Know</u>	
Given the opportunity, I would leave my present job.	203	16.75%	437	36.06%	328	27.06%	133	10.97%	111	9.16%
There is room for me to advance at this organization.	102	8.41%	469	38.66%	415	34.21%	170	14.01%	57	4.70%
My career goals are being advanced through my current job.	126	10.41%	563	46.53%	367	30.33%	103	8.51%	51	4.21%
If I could start over again, I would choose the same field of work.	289	23.84%	521	42.99%	218	17.99%	87	7.18%	97	8.00%
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.	91	7.48%	400	32.87%	476	39.11%	148	12.16%	102	8.38%
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.	94	7.74%	361	29.71%	473	38.93%	146	12.02%	141	11.60%

Q18

What is your annual salary, not including bonuses?

Under \$24,999	76	6.24%
\$25,000 – \$34,999	83	6.81%
\$35,000 – \$44,999	130	10.67%
\$45,000 – \$54,999	157	12.89%
\$55,000 – \$64,999	169	13.88%
\$65,000 – \$74,999	151	12.40%
\$75,000 – \$84,999	107	8.78%
\$85,000 – \$94,999	92	7.55%
\$95,000 – \$109,999	123	10.10%
\$110,000 – \$124,999	52	4.27%
\$125,000 – \$149,999	49	4.02%
Over \$150,000	29	2.38%

Total **1218**

Q19

In addition to your base salary, do you regularly receive cash bonuses?

Yes (please answer question 22)	422	34.73%
No	793	65.27%

Total **1215**

Q20

What is the average yearly amount of cash bonuses you receive?

Less than \$1,000	276	42.46%
\$1,001 - \$2,000	86	13.23%
\$2,001 - \$3,500	79	12.15%
\$3,501 - \$5,000	52	8.00%
\$5,001 - \$7,500	44	6.77%
\$7,501 - \$10,000	37	5.69%
\$10,001 or more	76	11.69%

Total **650**

Q21

What is your bonus based on?

Meeting individual goals/objectives	273	25.80%
Meeting department goals/objectives	249	23.53%
Meeting company financial goals	388	36.67%
Other	148	13.99%

Total **1058**

Q22

Please reply to the following - In the next 5 years...

	<u>Strongly Agree</u>		<u>Agree</u>		<u>Disagree</u>		<u>Strongly Disagree</u>		<u>Don't Know</u>	
I will still be working at the same company in the same position	154	12.67%	374	30.78%	314	25.84%	156	12.84%	217	17.86%
I will still be working at the same company with a job promotion	114	9.43%	282	23.33%	387	32.01%	200	16.54%	226	18.69%
I will be working somewhere else in the same profession	49	4.06%	263	21.81%	437	36.24%	140	11.61%	317	26.29%
I will be working somewhere else in a different profession	30	2.49%	147	12.22%	496	41.23%	272	22.61%	258	21.45%
I will have left this job to run my own business	44	3.66%	114	9.48%	409	34.00%	421	35.00%	215	17.87%

Q23

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

Internal Human Resources Department/Internal Job Postings	442	14.96%
Online Job Boards	774	26.20%
Staffing Firms	322	10.90%
Personal/Professional Networks	677	22.92%
Social Networking Sites	227	7.68%
Classified Ads	441	14.93%
Other	71	2.40%
Total	2954	

Q24

Please check your gender

Male	660	54.46%
Female	552	45.54%
Total	1212	

Q25

Please check your age

Under 25	44	3.61%
25-29	113	9.27%
30-34	115	9.43%
35-39	156	12.80%
40-44	166	13.62%
45-49	184	15.09%
50-54	175	14.36%
55-59	147	12.06%
60-64	92	7.55%
65+	27	2.21%
Total	1219	

Q26

Please check the geographic region in which you were born

United States	921	75.31%
Canada	37	3.03%
Mexico	5	0.41%
South America	20	1.64%
Eastern Europe	20	1.64%
Western Europe	42	3.43%
Africa	21	1.72%
India	69	5.64%
China	11	0.90%
Middle East	12	0.98%
Japan	0	0.00%
Australia and Oceania	13	1.06%
Other	52	4.25%
Total	1223	

Q27

Please check your ethnicity (optional)

White (not hispanic or latino)	895	75.40%
Black or African American	47	3.96%
Native Hawaiian or Other Pacific Islander	3	0.25%
Asian	133	11.20%
American Indian/Alaskan Native	7	0.59%
Hispanic/Latino	38	3.20%
Two or more races (more than one of the above races)	20	1.68%
Rather not say	24	2.02%
Other	20	1.68%
Total	1187	

Q28

What is the highest level of education you have completed?

High School Diploma	10	0.82%
Some College	55	4.50%
Associate's Degree	60	4.91%
Bachelor's Degree	573	46.85%
Master's Degree	281	22.98%
Doctoral Degree PhD	220	17.99%
MD	7	0.57%
Other	17	1.39%
Total	1223	