

Wage Dynamic Survey

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Not shared

3.3 Wage-setting and wage dynamics

How often does your company review and adjust wages?

- ☐ More than once a year
- ☐ Annually
- ☐ Every 1-2 years
- ☐ Less frequently than once every two years
- ☐ Other:

How many employees does your company have?

- ☐ 1-50
- ☐ 51-200
- ☐ 201-500
- ☐ 501 or more



Does your company link wage adjustments to inflation or other economic factors?

- ☐ Yes, wages are directly adjusted based on inflation.
- ☐ No, wages are adjusted based on other factors (e.g., company performance, market conditions).
- ☐ No, there is no clear link between wages and inflation.
- ☐ Not sure

How easy is it for your company to adjust wages downward in response to economic conditions or company performance?

- ☐ Very easy
- ☐ Somewhat easy
- ☐ Not easy
- ☐ Not applicable (wages are rarely adjusted downward)

"During the years 2023 to 2026, did your company implement any wage freezes (i.e., wages remained unchanged for a certain period)? If yes, how long did the wage freeze typically last?

- ☐ Yes, wages were frozen for less than 1 year
- ☐ Yes, wages were frozen for 1 to 2 years
- ☐ Yes, wages were frozen for 2 to 3 years
- ☐ Yes, wages were frozen for more than 3 years
- ☐ No, wages were adjusted regularly



"From 2023 to 2026, how often did the following occur in your company or industry?"

	Very frequently	Occasionally	Rarely	Never
Wages were adjusted downwards (reduced) in your company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wages were frozen in your company during economic downturns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Firms in your industry froze wages during economic downturns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your company, if there was a wage freeze, how long did it typically last compared to other industries?

- ☐ Shorter than in most industries
- ☐ About the same as other industries
- ☐ Longer than in most industries



If your company did reduce wages during this period, what was the approximate percentage of the reduction?

- ☐ Less than 5%
- ☐ 5% to 10%
- ☐ 10% to 20%
- ☐ More than 20%

How would you describe the flexibility of wage adjustments in your company in the following contexts?

	Very flexible (both increases and decreases are easily implemented)	Moderately flexible (mostly increases, fewer decreases)	Rigid (wages are not adjusted much, either upward or downward)	Very rigid (wages rarely change)
Wage adjustments during economic downturns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall wage flexibility in your firm.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Did your firm impose a pay freeze for two or more years between 2023-2026?

- ☐ Yes
- ☐ No



If yes, which factors contributed most to your decision to freeze wages?

- ☐ Economic downturn
- ☐ Lack of external financing
- ☐ Decrease in demand
- ☐ Union influence
- ☐ Maintaining employee morale
- ☐ Other:

Were there differences in pay freezes between skilled and unskilled workers?

- ☐ Yes, more rigid for skilled workers
- ☐ Yes, more rigid for unskilled workers
- ☐ No difference

Which of the following models best explains your company's wage-setting behavior?

- ☐ Shirking Model: Ensuring employees stay productive by avoiding wage cuts.
- ☐ Gift-Exchange Model: Maintaining fair wages to foster employee loyalty.
- ☐ Insider-Outsider Theory: Protecting long-tenured employees' wages.

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