

Wage Dynamic Survey

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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:



If your company adjusts wages less frequently than annually, what factors influence this decision?

- ☐ Economic conditions
- ☐ Company performance
- ☐ Industry standards
- ☐ Other:

Does your company adjust wages more frequently than once a year? If yes, please provide details.

Your answer

How many employees does your company have?

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



Does the frequency of wage-setting vary by company size?

- ☐ Yes, larger firms tend to change wages more frequently.
- ☐ Yes, smaller firms tend to change wages more frequently.
- ☐ No, the frequency is similar across all firm sizes.
- ☐ Not sure

Does the union negotiate wage increases based on inflation or cost of living adjustments?

- ☐ Yes, always
- ☐ Yes, sometimes
- ☐ No
- ☐ Not sure

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)

Do you think wages should be more flexible in response to economic changes (e.g., recessions, inflation)?

- ☐ Yes, wages should be adjusted more frequently.
- ☐ No, wages should remain stable and predictable.
- ☐ Not sure

Have you observed any instances where wages did not decrease, even when the company faced economic difficulties?

- ☐ Yes
- ☐ No
- ☐ Not sure



During the years 2023 to 2026, did your company implement any wage freezes (i.e., did wages remain unchanged for a certain period)?

- ☐ Yes, wages were frozen
- ☐ No, wages were adjusted regularly

If your company implemented a wage freeze, how long did it typically last?

- ☐ Less than 1 year
- ☐ 1 to 2 years
- ☐ 2 to 3 years
- ☐ More than 3 years

In your company, how often do wages get adjusted downwards (reduced)?

- ☐ Very frequently
- ☐ Occasionally
- ☐ Rarely
- ☐ Never



In your industry, how frequently do firms freeze wages during periods of economic downturn?

- ☐ Very frequently
- ☐ Occasionally
- ☐ Rarely
- ☐ Never

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

During the period from 2023 to 2026, how often did your company make downward adjustments to nominal wages (i.e., reduce wages)?

- ☐ Very frequently
- ☐ Occasionally
- ☐ Rarely
- ☐ Never



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 during economic downturns?

- ☐ 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)

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.



How would you describe the overall wage flexibility in your firm?

- ☐ Very flexible
- ☐ Moderately flexible
- ☐ Rigid
- ☐ Very rigid

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