

Negotiating For A Dream Salary When You Get A New Job

Author: Munodiwa Zvemhara . January 2020

Not negotiating the job offer puts you at a disadvantage for the duration of your career in a new company. There's a snowball effect because your performance raises and after-promotion salary are all affected by what you accept. It also affects the next job offers you get when you move companies. There's no question that everyone wants a higher base salary, the problem is it's not exactly clear how to negotiate a salary after a job offer. You can't just blurt out a number and expect your future employer to agree with you.

The interview is done. The salary negotiation is still pending. You have to be sensitive because there is only "either more money or no money at all". How high should you peg your desired salary? Anna Runyan, Founder of Classy Career Girl, explains, "You don't want to send a signal that you only care about how much you can get. So always wait for the employer to make an offer, and never be the one to start the discussion about salary."

Almost 80% of those responsible for HR find that applicants sometimes have too high salary expectations. On the other hand, 36% of companies have followed suit and increased their salary levels for new hires. With these 5 tips, you are well prepared for the salary negotiation.

1. Never go unprepared for a salary negotiation

"What are your salary expectations?" - So that you have a good starting position and can answer this question confidently, you have to inform yourself well in advance.

How your position is usually paid? What is your own market value? In order to be able to make a precise statement, it is best to compare the values ??with your own ideas and determine a salary that you consider appropriate.

Of course, the HR manager also has ideas that he would like to implement. Show flexibility and willingness to negotiate and give a salary range rather than a fixed sum. This shows that you know the market and are open to compromise.

2. Negotiate attractive benefits

Flexible working hours, home office, further training or more vacation days - not only salary plays a role in the negotiations. You should, therefore, consider in advance which additional services are of interest to you. It is worth discussing these issues and negotiating them. You can often find out in advance on the company's career website what benefits it offers and orientate yourself towards it.

Salary negotiation is usually more likely to be successful if you not only talk about blank numbers but

also about additional options.

3. Always be honest

So now you know your market value and you have the additional services on the slip. But what if you are asked about your last salary? Quite simply: be honest. The HR manager wants to be able to classify your possible salary with his question.

Your current position offers a clue. If the previous tasks and responsibilities are on a similar level with future activities, you can use your current salary as a guideline - provided that it is at the market standard.

If you should take on more responsibility, this should also be paid accordingly. For example, you can formulate the following sentence: “The salary in my current job is within the normal market range. Since I will also assume personnel responsibility in your company and the requirements are higher, I do not consider this amount to be a good comparison value. Instead, I imagine a gross salary between \$25,000 and \$30,000 a year. ”

In any case, it is good if you can justify your statement and not gamble too high - because doing so you may lose your credibility.

4. Don't ask about the salary too soon, but ask!

If the HR manager does not speak of the salary on his own, is it appropriate to ask about it in the first interview? Of course, you are welcome to address the topic yourself. In a study of 200 HR managers, the results were more than a quarter are perfectly fine with applicants asking the salary question at the end of the first interview. A majority of just under half see the ideal time for this at the end of the second interview.

5. You have these arguments to renegotiate

The interview was successful, but the salary offered does not match your expectations? You can renegotiate in these cases:

The task and job description are much more extensive than discussed. In this case, you can justify that more is required and that you would like to be better paid for it.

It is similar when you find that you should take on more responsibility. Here it is advisable to signal readiness - but to want to receive more salary accordingly.

In the case of changed framework conditions such as different working hours or other tasks, you can argue with a higher workload and thus justify the renegotiation.

-

It is important to understand what constitutes a fair level of compensation for the nature and complexity of the work you provide to an employer. After all, it's hard for you or an employer to argue against fairness when you accept a new job, right? In order to get an idea of the range that other people earn for similar roles in your local environment, you can visit <https://ipcpaygenius.com/about.php>. Approach the negotiation table from an informed state so you won't be surprised by anything your employer may send you.

Finally, Be Prepared to Walk Away

You have to decide whether you are prepared to walk away before the negotiation even starts. Knowing you're ready to decline the offer will give you a sense of confidence, so you don't appear desperate. Having this mindset does not mean you have no power over the negotiation outcome. It just means you accept that some things are beyond your control. The best you can do is practice how to ask for more money in a job offer way before the negotiation starts.

Munodiwa Zvemhara is a consultant at Industrial Psychology Consultants (Pvt) Ltd a management and human resources consulting firm.

Phone +263 4 481946-48/481950/2900276/2900966 or cell number +263 783168453 or email: munodiwa@ipcconsultants.com or visit our website at www.ipcconsultants.com

<https://thehumancapitalhub.com/articles/Negotiating-For-A-Dream-Salary-When-You-Get-A-New-Job>