

## PMAC/ Purchasingb2b/ MM&D Salary Survey 2008

### Methodology

Survey Type: Online

Fielding Dates: July /August 2008

Sample: PMAC membership list and subscribers of Purchasing B2B/MM&D magazines

Target Audience: Purchasing and Supply Chain Management personnel

Total number of responses: 2,505

### SALARY TRENDS

	Total	PMAC Member	Non-PMAC Member
n=1965 (total answering)	%	%	%
Less than \$40,000	5	3	8
\$40,000 to \$49,999	12	9	17
\$50,000 to \$59,999	16	16	17
\$60,000 to \$69,999	16	17	16
\$70,000 to \$79,999	15	16	13
\$80,000 to \$99,999	17	20	13
\$100,000 or higher	18	19	18
<b>Mean Salary</b>	<b>\$76,430</b>	<b>\$78,292</b>	<b>\$74,902</b>

Mean salary by...

Region

	Mean Salary
n=1965 (total answering)	
Atlantic Canada	\$60,270
Quebec	\$72,413
Ontario	\$77,640
Manitoba/Saskatchewan	\$64,519
Alberta	\$84,255
British Columbia	\$78,029

Type of position

	<b>Mean Salary</b>
n=1965 (total answering)	
Executive	\$111,026
Managerial	\$85,692
Consultant	\$81,034
Engineering/professional	\$75,857
Supervisor	\$73,327
HR/training	\$71,156
Operations	\$66,564
Clerical/administration	\$54,561
Other	\$67,441

Gender

	<b>Mean Salary</b>
n=1965 (total answering)	
Male	\$81,962
Female	\$67,814

Age

	<b>Mean Salary</b>
n=1965 (total answering)	
Under 25	\$54,212
26-35	\$62,893
36-45	\$76,412
46-55	\$81,411
Over 55	\$93,309

Education level

	<b>Mean Salary</b>
n=1965 (total answering)	
High school or less	\$68,941
Trade/technical diploma	\$72,132
College diploma/CEGEP	\$73,390
Some university	\$76,774
University degree/MBA/Masters/PhD	\$83,369

Feel need to pursue further education

	<b>Mean Salary</b>
n=1937 (total answering)	
Yes	\$72,075
No	\$86,690

Type of organization

	<b>Mean Salary</b>
n=1965 (total answering)	
Service (Net)	\$76,002
Manufacturing (Net)	\$71,744
Government (Net)	\$67,845
Trade/Wholesale	\$71,308
Natural Resources (Net)	\$92,889
Health Care	\$68,199
Education	\$71,445

Company revenue

	<b>Mean Salary</b>
n=1965 (total answering)	
Less than \$100 M	\$68,726
More than \$100 M	\$84,167

Number of company employees

	<b>Mean Salary</b>
n=1965 (total answering)	
Less than 50	\$67,345
50-499	\$70,443
500-999	\$80,063
1000-4999	\$81,555
5000+	\$84,324

Satisfaction with salary

	<b>Mean Salary</b>
n=1980 (total answering)	
Very/Somewhat Satisfied	\$137,670
Not Very/Not at All Satisfied	\$56,625

Have Certified Professional Purchaser (C.P.P.)

	<b>Mean Salary</b>
n=1903 (total answering)	
Have C.P.P. Certification	\$92,888
Don't have C.P.P. Certification or Working on Certification	\$72,340

## **GENERAL INFO**

1. What is your official job title?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=2505 (total answering)	<b>%</b>	<b>%</b>	<b>%</b>
General & Other: Buyer, Purchasing, Procurement	15	17	11
Purchasing manager	8	9	7
Project co-ordinator	7	5	10
Senior buyer	4	7	3
Purchasing agent	4	5	3
Contract administrator/manager/specialist etc.	3	5	1
Material manager	3	3	4
Other manager	2	2	2
Supply chain management	2	4	1
Logistics manager	2	1	3
Purchasing supervisor	2	2	1
Procurement manager	2	2	2
Purchasing co-ordinator	2	2	1
Director	2	2	2
President	2	-	2
Customs analyst/broker/specialist etc	1	-	3
Purchasing director	1	2	1
Procurement specialist	1	2	-
General manager	1	-	1
Operations manager	1	-	2
Senior purchaser	1	1	1
Senior position	1	1	1
Logistics	1	-	1
Materials (other)	1	1	1
Supply management	1	1	1
Purchasing officer	1	1	1
Corporate purchasing	1	1	1
Transportation manager	1	-	2
Vice president	1	-	1
Procurement officer	1	1	1
Logistics co-ordinator	1	-	1
Purchasing assistant	1	1	1
Team leader	1	1	1
Supervisor	1	1	1
Distribution manager	1	-	2
Inventory	1	1	1
Procurement co-ordinator	1	1	-
Account manager	1	-	1

Administrator	1	1	1
Warehouse manager	1	-	1
Director of procurement	1	1	1
Junior buyer	1	1	-
Assistant manager	1	1	1
Sales	1	-	1
Marketing co-ordinator	1	-	1
Planner	1	1	-
Engineer	1	-	1
MRO buyer	1	1	1
Traffic	1	-	1
Purchasing specialist	1	1	-
Office manager	1	-	1
Administrative assistant	1	-	1

NOTE: Mentions below 1% not listed

2. How would you classify your position on staff?

	Total	PMAC Member	Non-PMAC Member
n=2487 (total answering)	%	%	%
Executive	10	7	12
Clerical/administration	18	16	20
Managerial	40	40	43
Engineering/professional	8	9	7
Supervisor	15	15	16
Operations	22	22	22
HR/training	1	-	2
Consultant	4	3	4
Other (Please specify)	6	6	6

3. How many years of experience do you have?

	Total	PMAC Member	Non-PMAC Member
n=2368 (total answering)	Mean	Mean	Mean
In supply chain/procurement management	14.3	13.9	14.9
At your current company	8.5	7.2	9.7
In your current job	5.7	4.5	6.6

4. How many procurement/supply chain jobs have you held?

	Total	PMAC Member	Non-PMAC Member
n=2347 (total answering)			
Mean	6.5	3.5	11.4

5. How many people do you supervise?

	Total	PMAC Member	Non-PMAC Member
n=2325 (total answering)			
Mean		4.1	10.1

6. Do you have influence at the C-level?

	Total	PMAC Member	Non-PMAC Member
n=2292 (total answering)	%	%	%
Yes, I am at the C-level	10	9	12
I have influence at the C-level	31	34	29
I would like to have more influence	18	22	16
No, I don't need to have influence	7	7	7
Don't know	33	29	36

**JOB SATISFACTION**

7. How important are each of the following aspects of your current employment to your job satisfaction?

8. How satisfied are you with the following:

	<b>Total Very/Somewhat Important</b>	<b>Total Very/Somewhat Satisfied</b>	<b>DIFFERENCE</b>
n=2074 (total answering)	%	%	
Competitive salary/Your salary	99	77	-22
Comprehensive benefits package/Your benefits	97	84	-13
Career/ professional development and support/Your Career/professional development	95	84	-11
Healthy work/life balance/Your work/life balance	98	86	-12

PMAC Members	<b>Total Very/Somewhat Important</b>	<b>Total Very/Somewhat Satisfied</b>	<b>DIFFERENCE</b>
n=1046 (total answering)	%	%	
Competitive salary/Your salary	99	78	-21
Healthy work/life balance/Your work/life balance	99	86	-13
Comprehensive benefits package/Your benefits	97	86	-11
Career/ professional development and support/Your Career/professional development	97	86	-11

Non-PMAC Members	<b>Total Very/Somewhat Important</b>	<b>Total Very/Somewhat Satisfied</b>	<b>DIFFERENCE</b>
n=874 (total answering)	%	%	
Competitive salary/Your salary	97	75	-22
Comprehensive benefits package/Your benefits	96	82	-15
Healthy work/life balance/Your work/life balance	99	85	-14
Career/ professional development and support/Your Career/professional development	94	80	-14

Competitive salary

	Total	PMAC Member	Non-PMAC Member
n=2074 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT IMPORTANT</b>	<b>99</b>	<b>99</b>	<b>97</b>
Very important	73	75	70
Somewhat important	26	24	27
Not very important	1	1	2
Not at a important	-	-	1

Your salary

	Total	PMAC Member	Non-PMAC Member
n=2064 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT SATISFIED</b>	<b>77</b>	<b>78</b>	<b>75</b>
Very satisfied	20	22	17
Somewhat satisfied	57	56	58
Not very satisfied	19	18	20
Not at all satisfied	4	4	4

Healthy work/life balance

	Total	PMAC Member	Non-PMAC Member
n=2074 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT IMPORTANT</b>	<b>98</b>	<b>99</b>	<b>99</b>
Very important	80	82	80
Somewhat important	18	17	19
Not very important	1	1	1
Not at a important	-	-	-

Your work/life balance

	Total	PMAC Member	Non-PMAC Member
n=2064 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT SATISFIED</b>	<b>86</b>	<b>86</b>	<b>85</b>
Very satisfied	34	36	32
Somewhat satisfied	52	50	53
Not very satisfied	13	12	13
Not at all satisfied	2	1	3

Comprehensive benefits package

	Total	PMAC Member	Non-PMAC Member
n=2074 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT IMPORTANT</b>	<b>97</b>	<b>97</b>	<b>96</b>
Very important	64	64	63
Somewhat important	33	33	33
Not very important	3	3	3
Not at a important	1	1	1

Your benefits

	Total	PMAC Member	Non-PMAC Member
n=2064 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT SATISFIED</b>	<b>84</b>	<b>86</b>	<b>82</b>
Very satisfied	31	33	29
Somewhat satisfied	53	53	53
Not very satisfied	14	13	17
Not at all satisfied	2	2	2

Career/ professional development and support

	Total	PMAC Member	Non-PMAC Member
n=2074 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT IMPORTANT</b>	<b>95</b>	<b>97</b>	<b>94</b>
Very important	60	63	57
Somewhat important	35	34	37
Not very important	4	2	6
Not at a important	1	1	1

Your career/ professional development

	Total	PMAC Member	Non-PMAC Member
n=2064 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT SATISFIED</b>	<b>84</b>	<b>86</b>	<b>80</b>
Very satisfied	28	31	25
Somewhat satisfied	56	55	55
Not very satisfied	14	12	16
Not at all satisfied	3	2	3

Your job overall

	Total	PMAC Member	Non-PMAC Member
n=2064 (total answering)	%	%	%
<b>TOTAL VERY/SOMEWHAT SATISFIED</b>	<b>88</b>	<b>88</b>	<b>88</b>
Very satisfied	26	26	27
Somewhat satisfied	62	62	61
Not very satisfied	11	11	11
Not at all satisfied	1	2	1

9. Does your organization pay for . . . ?

	Total	PMAC Member	Non-PMAC Member
n=1862 (total answering)	%	%	%
Education courses	96	96	96
Membership in professional associations	77	90	61

10. Would subsidized opportunities for further professional development or training influence your decision to join a new company?

	Total	PMAC Member	Non-PMAC Member
n=2058 (total answering)	%	%	%
Yes	67	72	63
No	33	28	37

11. In the next two years, do you plan to be...?

	Total	PMAC Member	Non-PMAC Member
n=2056 (total answering)	%	%	%
Working in the same organization	57	56	60
Getting promoted within the same organization	42	47	38
Working with another organization	28	30	26
Changing careers	8	7	9
Obtaining an executive-level position	12	13	11
Self-employed/ consulting	6	6	7
Retiring	5	4	7

**SALARY INFO**

12. Please tell us your gross salary including bonuses and incentives, that is, before taxes or other dedications, for 2008.

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1965 (total answering)	<b>%</b>	<b>%</b>	<b>%</b>
Less than \$40,000	5	3	8
\$40,000 to \$49,999	12	9	17
\$50,000 to \$59,999	16	16	17
\$60,000 to \$69,999	16	17	16
\$70,000 to \$79,999	15	16	13
\$80,000 to \$99,999	17	20	13
\$100,000 or higher	18	19	18
<b>Mean</b>	<b>\$76,430</b>	<b>\$78,292</b>	<b>\$74,902</b>

13. How much did your salary increase over last year?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1948 (total answering)	<b>%</b>	<b>%</b>	<b>%</b>
None	14	10	18
1-2%	14	13	15
3-4%	30	28	30
5-6%	13	15	10
7-20%	17	19	14
More than 20%	14	15	13
<b>Mean</b>	<b>5.5</b>	<b>6.1</b>	<b>5.0</b>

14. On average, approximately how many hours do you work per week?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1986 (total answering)	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
<b>Mean</b>	<b>44.1</b>	<b>43.6</b>	<b>44.9</b>

15. How many days of regular paid vacation do you receive each year?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1976 (total answering)	<b>Mean</b>	<b>Mean</b>	<b>Mean</b>
<b>Mean</b>	<b>19.5</b>	<b>20.2</b>	<b>18.6</b>

16. Do you take all your vacation days?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1985 (total answering)	%	%	%
Yes	72	74	69
No	28	26	31

### **SKILLS/EDUCATION**

17. In your opinion, what are the top three skills you need to do your job?

Top Choice	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1982 (total answering)	%	%	%
People skills (interpersonal relationships, management)	60	63	57
Negotiation skills	10	10	11
Project management	9	9	8
Technical skills (software, programming)	2	2	3
Financial (budgeting, accounting)	2	2	2
Planning (forecasting, demand)	8	7	10
Analysis	9	7	10

18. Do you agree or disagree with the following statement:

<b>All Respondents</b>	<b>Total Agree</b>	<b>Total Disagree</b>
n=1975 (total answering)	%	%
Experience/ skills/ ability are more important than education in getting ahead in this business	76	25
There is no formal education program in Canada that could teach the skills I have acquired in my job	51	49
For me to get ahead in my job I should really have a professional designation	71	29

<b>PMAC Members</b>	<b>Total Agree</b>	<b>Total Disagree</b>
n=803	%	%
Experience/ skills/ ability are more important than education in getting ahead in this business	72	29
There is no formal education program in Canada that could teach the skills I have acquired in my job	48	52
For me to get ahead in my job I should really have a professional designation	76	24

<b>Non-PMAC Members</b>	<b>Total Agree</b>	<b>Total Disagree</b>
n=927	%	%
Experience/ skills/ ability are more important than education in getting ahead in this business	82	19
There is no formal education program in Canada that could teach the skills I have acquired in my job	54	49
For me to get ahead in my job I should really have a professional designation	64	36

Experience/ skills/ ability are more important than education in getting ahead in this business.

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1975 (total answering)	%	%	%
<b>TOTAL AGREE</b>	<b>76</b>	<b>72</b>	<b>82</b>
Strongly agree	23	18	30
Agree	53	54	52
Disagree	23	27	18
Strongly disagree	2	2	1

There is no formal education program in Canada that could teach the skills I have acquired in my job.

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1975 (total answering)	%	%	%
<b>TOTAL AGREE</b>	<b>51</b>	<b>48</b>	<b>54</b>
Strongly agree	13	11	16
Agree	38	37	38
Disagree	44	46	42
Strongly disagree	5	6	5

For me to get ahead in my job I should really have a professional designation.

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1975 (total answering)	%	%	%
<b>TOTAL AGREE</b>	<b>71</b>	<b>76</b>	<b>64</b>
Strongly agree	26	31	20
Agree	45	45	44
Disagree	26	22	31
Strongly disagree	3	2	5

19. Personally, do you feel you need further education to progress in your career?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1975 (total answering)	%	%	%
Yes	69	71	67
No	31	29	33

20. In order to progress in your career do you feel you need to get . . . ?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1324 (total answering)	%	%	%
Professional designation	53	52	54
An MBA	29	35	22
Industry-specific training	27	22	33
Bachelors degree	18	19	18
College business courses	12	8	16
Other (please specify)	10	12	8

21. In your opinion, do you need to expand your procurement/supply chain knowledge?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1457 (PMAC/B2B Sample)	%	%	%
Yes	84	85	82
No	16	15	18

**GENERAL INFORMATION**

22. Do you agree or disagree with the following statement: My compensation level has kept up with my job responsibilities.

	Total	PMAC Member	Non-PMAC Member
n=1949 (those who feel they need to further education to progress their career)	%	%	%
<b>TOTAL AGREE</b>	<b>56</b>	<b>59</b>	<b>51</b>
Strongly agree	9	9	8
Agree	47	50	43
Disagree	30	28	33
Strongly disagree	11	11	12
Don't know	3	2	3

23. Do you agree or disagree with the following statement? My company has come to realize our business could not function without supply chain professionals.

	Total	PMAC Member	Non-PMAC Member
n=1938 (total answering)	%	%	%
<b>TOTAL AGREE</b>	<b>69</b>	<b>69</b>	<b>70</b>
Strongly agree	23	23	24
Agree	46	46	46
Disagree	21	21	21
Strongly disagree	6	6	5
Don't know	4	3	5

24. Do you agree or disagree with the following statement? I need to be a team leader much more than I was in the past.

	Total	PMAC Member	Non-PMAC Member
n=1928 (total answering)	%	%	%
<b>TOTAL AGREE</b>	<b>79</b>	<b>81</b>	<b>76</b>
Strongly agree	32	33	30
Agree	47	48	46
Disagree	15	14	18
Strongly disagree	2	2	2
Don't know	4	4	5

## **PMAC**

25. Are you personally a member of PMAC, that is, the Purchasing Management Association of Canada?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1923 (total answering)	%	%	%
Yes	54	100	-
No	46	-	100

26. Are you currently enrolled in the PMAC Accreditation Program leading to the Certified Professional Purchaser designation (C.P.P)?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1921 (total answering)	%	%	%
Yes	28	43	10
No	51	19	89
Have already received the CPP designation	21	38	1

27. Do you plan to enroll in the C.P.P. program?

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=970 (those not currently enrolled in CPP program/have CPP designation)	%	%	%
Yes	18	26	16
No	82	74	84

28. What professional designations/ certifications do you either hold, or are working on:

	<b>Total</b>	<b>PMAC Member</b>	<b>Non-PMAC Member</b>
n=1335 (total answering)	%	%	%
C.P.P.	58	85	16
CITT	17	2	41
CPM	10	14	3
CPIM	5	4	5
PLOG	5	2	9
CSCB	2	-	4
CIFFA	1	-	3
CPSM	1	-	1
PCMH	-	-	1
Other (please specify)	33	26	43

## Demographics

D1 Are you . . . ?

	Total	PMAC Member	Non-PMAC Member
n=1903 (total answering)	%	%	%
Male	62	57	67
Female	38	43	33

D2 What is your age?

	Total	PMAC Member	Non-PMAC Member
n=1905 (total answering)	%	%	%
Under 25	2	2	3
26-35	21	23	18
36-45	33	35	31
46-55	34	32	36
56-65	10	8	12
Over 65	1	-	1

D3 What is your highest level of education?

	Total	PMAC Member	Non-PMAC Member
n=1908 (total answering)	%	%	%
High school or less	11	8	14
Trade/technical diploma	7	5	9
College diploma	23	22	25
CEGEP	2	1	2
Some university	22	25	20
University degree	29	33	25
MBA	4	4	3
Other Masters or PhD degree	2	2	2
N/A	1	-	1

D5 Please indicate the type of organization you work for, based on the major products or services at your location.

	Total	PMAC Member	Non-PMAC Member
n=1862 (total answering)	%	%	%
Service (Net)	76	73	80
Manufacturing (Net)	44	41	48
Government (Net)	14	14	13
Trade/Wholesale	13	8	18
Natural Resources (Net)	13	16	8
Health Care	6	7	5
Education	5	6	3
Other Public Agency	1	2	1

D6. Please indicate the annual sourcing volume placed by:

A. You personally

	Total	PMAC Member	Non-PMAC Member
n=1351 (PMAC/B2B sample)	%	%	%
Under \$1 million	18	16	24
\$1 – 4.9 million	22	20	25
\$5 – 9.9 million	16	16	16
\$10 – 19.9 million	16	17	14
\$20 – 39.9 million	12	14	9
\$40 – 59.9 million	5	6	4
\$60 – 74.9 million	2	3	1
\$75 million or more	9	10	7
<b>Mean (in millions)</b>	<b>19.0</b>	<b>20.7</b>	<b>14.7</b>

B. Your department

	Total	PMAC Member	Non-PMAC Member
n=1339 (PMAC/B2B sample)	%	%	%
Under \$1 million	6	4	11
\$1 – 4.9 million	12	10	17
\$5 – 9.9 million	11	9	14
\$10 – 19.9 million	12	12	13
\$20 – 39.9 million	12	13	10
\$40 – 59.9 million	11	12	7
\$60 – 74.9 million	5	6	4
\$75 million or more	31	34	24
<b>Mean (in millions)</b>	<b>40.4</b>	<b>43.5</b>	<b>32.1</b>

D7 What is the total revenue (domestic operations only) of your organization?

	Total	PMAC Member	Non-PMAC Member
n=1733 (total answering)	%	%	%
Less than \$100 million	46	41	54
More than \$100 million	54	60	46

D8 How many employees work at your organization?

	Total	PMAC Member	Non-PMAC Member
n=1826 (total answering)	%	%	%
Less than 50	13	8	19
50 – 449	32	29	37
500 – 999	17	19	14
1,000 – 4,999	22	27	15
5000 or more	17	18	16

D9 Where is your office located?

	Total	PMAC Member	Non-PMAC Member
n=1843 (total answering)	%	%	%
Newfoundland & Labrador	2	2	1
Prince Edward Island	-	-	-
Nova Scotia	2	2	3
New Brunswick	2	2	2
Quebec	11	12	10
Ontario	43	36	52
Manitoba	4	4	5
Saskatchewan	4	4	5
Alberta	17	22	11
British Columbia	13	15	11
Yukon/Northwest Territories/Nunavut	-	1	-
Other	1	1	1