Salary Negotiation

Remember that you must bring something to the table to have an effective negotiation with an employer. In other words, you will need to do a lot of research on what your qualifications are worth if you want to negotiate.

In general, employers have conducted extensive research to present a fair offer to you; however, if you feel that you have qualifications or experience that merit a higher compensation package, make sure that you present your argument clearly and tactfully. If you want an employer to match another offer, be prepared to show them that offer for verification. As with any negotiation, you must always be prepared for a “no” answer.

Also, don’t forget that salary isn’t the only factor in taking an offer. There are many non-salary perks you can consider:

- Geographic location and cost of living
- Work environment / Corporate culture
- Vacation time
- Comp time (time off for overtime worked)
- Participation in the company’s 401(k) plan
- Immediate vesting in the company’s savings plan
- Stock or equity in the company
- Paid life insurance
- Continuing education or tuition reimbursement
- Flexible work schedule
- Child care benefits or Elder care benefits
- An expense account
- Parking reimbursement
- Personal use of frequent flyer miles
- Subscriptions to professional publications
- Dues for professional organizations