

Salary History / Salary Requirements

The salary history is a document that many professionals are reluctant to use in today's job market. Since one of the four questions that employers want answered by candidates is - Can I afford you? Your Salary History is a necessary evil in the current job market and unfortunately can become a disqualifier.

A salary history is a tangible reference that states your salary record showing levels of responsibility and compensation. Some HR departments use the salary history to take a salary survey to determine if their pay scale is competitive.

There is also another side to the salary history coin. Many companies use level of pay to determine a standard for technical experience. If bonuses have been paid that indicates to the employer that you're self-motivated and thrive in such an environment.

Before you eliminate a Salary History from your employment application package, consider that the company probably expects to compensate their next employee in the range of your current position. Someone making less may be the first disqualified, not the candidate with the higher salary.

In the scope of a corporate budget what is \$10,000 annually, if the candidate can reduce overall costs or deliver multi-million sales contracts with high profits?