

职场支招：应该跟同事讨论薪水吗(图)实用英语 PDF转换可能丢失图片或格式，建议阅读原文

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You share a lot with your coworkers over time: Projects.

Lunches, Office space. Cocktails. Family photos. Birthday cake. But, even after many years of working together, should you share the

details of your salary and compensation package? 随着时间的推移

，你和同事分享的东西越来越多：企划，午餐，办公空间，

鸡尾酒，家庭照片，生日蛋糕等。但是，即使是在一起工作了几年，你是否应该和他们分享你薪资和福利详情呢？

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No, says compensation expert

Dick Dauphinais of Strategic Compensation Partners. "We all know

employee stalk, and things can never remain totally confidential," he

says. "But an outright exchange of salary details probably isn't the

best idea." “ Strategic Compensation Partners ” 公司的福利专

家 Dick Dauphinais 的回答是，不应该。他说：“我们都知道员工在聊天的时候，任何事情都不会永远是秘密。但是，讨论

工资细节可能不是个好主意。” 来源：考试大的美女编辑们

Keep It Secret, Keep It Safe 保守秘密，保持安全

When

companies have different employees on the same job and one of

them is paid differently, many unfairness issues surface. "It can

happen in any 'open shop' that differentiates pay for any reason

(seniority, performance, etc. ), " says Dauphinais. You could run

the risk of alienating valued colleagues if they learn you earn more for

what they perceive to be the same job。 公司雇佣不同的人员从事

同一岗位的工作时，如果其中有个人的薪资不同时，很多不公平的问题就会浮出水面。Dauphinais说：“这种情况在任何开放行业都有可能发生，因为不同的原因(资历，表现等)员工的薪酬不同”。如果你让同事知道你们在做相同的工作，而你的工资比他们高，那么你就可能会被你很重视的同事疏远。 Democracy Doesn't Always Work at Work 在职场上，民主并非总是有用 来源：考试大 There are organizations that openly share compensation information around the office. However, warns Dauphinais, "Unless all similar jobs pay the same rate, I would advise that open salary concepts don't work well." 有的公司在办公室公开薪酬方面的信息。然而，Dauphinais警告说：“除非所有相似的工作薪酬相同，否则我的建议是公开薪资内容起不到很好的作用。” The confidential nature of your salary, in fact, can be a greater benefit to you. "It creates an opportunity for a manager to have a confidential discussion with employees as to why they are being paid what they are -- and how they can work toward making more money," he says. "Each employee can then move forward with confidence that they have 'bonded' with their supervisor on their individual issues -- good and bad -- without involving others in the process." 实际上，保持你薪资的机密性会给你带来更大的利益。“它给经理带来了和员工密谈的机会，讨论他们为什么会处于目前的工资水平，以及该如何努力可以得到更高的工资，”他还说：“每个员工都可以信心满满的前进，因为他和上司一起探讨了自己的个人事情，不管这些是好事还是坏事，在这个过程中都没有其他人的参与。” Don't Let Under-Compensation Undermine You 不要

让低薪资毁了你 If you learn that someone who holds a similar position earns a bigger paycheck, don't panic. First, do some due diligence to determine if you are being underpaid in general. Use the Yahoo! HotJobs salary calculator, and also reach out to your out-of-office network to find out how people at other companies are being compensated. 来源：www.examda.com 如果你知道了在同一职位的人所得的工资比你高，也不要恐慌。首先，做一些调查，看看你的薪资是否真的偏低。利用网络薪资计算工具，或者问问你同事以外的朋友，看看别的公司类似岗位的薪资如何。百考试题论坛 Next, says Dauphinais, "I would go to my boss and ask the reasons why." Open a rational dialogue to understand what skills or experience you'll need to improve your performance -- and earn more recognition and financial rewards. Dauphinais说：“接下来，我会去找上司问明原因。”展开一段合理的对话来弄明白要提高你的工作需要什么样的技巧和经验，从而得到更多的赏识和薪酬。100Test 下载频道开通，各类考试题目直接下载。详细请访问 [www.100test.com](http://www.100test.com)