

How the Survey was Conducted

Nature of the Sample: Exclusive *Point Taken*-Marist Poll of 538 National Adults

This survey of 538 adults was conducted April 27th and April 28th, 2016 by The Marist Poll sponsored and funded in partnership with WGBH's *Point Taken*. Adults 18 years of age and older residing in the contiguous United States were contacted on landline or mobile numbers and interviewed in English by telephone using live interviewers. Landline telephone numbers were randomly selected based upon a list of telephone exchanges from throughout the nation from ASDE Survey Sampler, Inc. The exchanges were selected to ensure that each region was represented in proportion to its population. Respondents in the household were randomly selected by first asking for the youngest male. This landline sample was combined with respondents reached through random dialing of cell phone numbers from Survey Sampling International. After the interviews were completed, the two samples were combined and balanced to reflect the 2013 American Community Survey 1-year estimates for age, gender, income, race, and region. Each percentage point represents 3.2 million people including children or 2.4 million adults 18 years of age and older. Results are statistically significant within ± 4.2 percentage points. The error margin was not adjusted for sample weights and increases for cross-tabulations.

Nature of the Sample

		National Adults
		Col %
National Adults		100%
National Registered Voters		83%
Party Identification	Democrat	36%
	Republican	31%
	Independent	31%
	Other	2%
Political Ideology	Very liberal	8%
	Liberal	20%
	Moderate	33%
	Conservative	31%
	Very conservative	8%
Gender	Men	49%
	Women	51%
Age	Under 45	47%
	45 or older	53%
Age	18 to 29	25%
	30 to 44	22%
	45 to 59	26%
	60 or older	26%
Generation	Millennials (18-34)	33%
	Gen X (35-50)	22%
	Baby Boomers (51-69)	31%
	Silent-Greatest (Over 69)	14%
Race	White	62%
	African American	11%
	Latino	14%
	Other	12%
Region	Northeast	18%
	Midwest	22%
	South	37%
	West	23%
Household Income	Less than \$50,000	47%
	\$50,000 or more	53%
Education	Not college graduate	59%
	College graduate	41%
Employment Status	Employed	59%
	Not employed	41%
Interview Type	Landline	41%
	Cell phone	59%

Exclusive Point Taken-Marist Poll National Adults. Interviews conducted April 27th and April 28th, 2016, n=538 MOE +/- 4.2 percentage points. Totals may not add to 100% due to rounding.

How to Read Banners

'Banners' are a simple way to display tabular data. The following provides an explanation of how to read the banners.

1. Thinking of the entire table as a grid of cells, each cell contains a number. This number gives the *percentage* of respondents in a column in each cell.
2. Columns read vertically down the page.
3. The table headings present the people, or subgroup, each column represents. They are each noted with a letter.
4. The remaining rows present the column percentages for each valid response category to a question.
5. The banners include notations for statistical significance testing between columns. Each column is labeled with letters. If a letter is below a percent, it notes that this percent is statistically different from the percent of the lettered column. For example in the table below, the 35% in column F is statistically different from the 24% in column G.
6. Please note totals may not add to 100% due to rounding.

[Table A4160427PT](#)

Exclusive Point Taken - Marist Poll
May 2016

For you, personally, would you rather your salary be: Public or Private?

	Generation					Employment Status		Party Identification			Political Ideology			
	National Adults	Millennials (18-34)	Gen X (35-50)	Baby Boomers (51-69)	Silent-Greatest (Over 69)	Employed	Not employed	National Registered Voters	Democrat	Republican	Independent	Very liberal-Liberal	Moderate	Conservative-Very conservative
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)
Total Answering	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public	30%	37%	35%	27%	18%	35%	24%	32%	35%	17%	42%	44%	31%	23%
Private	66%	61%	57%	71%	77%	62%	72%	66%	61%	81%	56%	53%	64%	76%
Unsure	3%	2%	7%	2%	5%	3%	4%	3%	4%	2%	3%	3%	5%	1%
Chi-Square Significance		<-----13.867----->				<-----8.497----->			<-----21.666----->				<-----18.047----->	
				100%		9%	9%		100%*				100%*	

Comparison Groups: BCDE/FG/IJK/LMN

T-Test for Means, Z-Test for Percentages

Uppercase letters indicate significance at the 95% level.

Lowercase letters indicate significance at the 90% level.

*** Denotes Chi-Square where at least one cell has an expected value of less than 1 or more than 20% of the cells have an expected value of less than 5.

Exclusive Point Taken -Marist Poll
May 2016

Table of contents

Banner 1: Gender, Race, Age, Education, Household Income

- [Table AM160427PT](#) [Should private companies be required to publish salaries, that is, make public the amount each employee earns, or should salaries remain private for most people?](#)
- [Table A1160427PT](#) [What about within the company, should private companies be required to publish salaries for company employees to view, or should salaries remain private for most people?](#)
- [Table A2160427PT](#) [Do you think job postings should include: A fixed non-negotiable salary or rate of pay or A range for a salary or rate of pay?](#)
- [Table A3160427PT](#) [Do you think if private companies make salaries public: It will improve fairness of pay within the company or It will increase conflict among employees within the company?](#)
- [Table A4160427PT](#) [For you, personally, would you rather your salary be: Public or Private?](#)

[Table AM160427PT](#)

Exclusive Point Taken -Marist Poll
May 2016

Should private companies be required to publish salaries, that is, make public the amount each employee earns, or should salaries remain private for most people?

	Gender		Race		Age		Education		Household Income	
	Men	Women	White	Non-white	Under 45	45 or older	Not college graduate	College graduate	Less than \$50,000	\$50,000 or more
National Adults	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
Total Answering	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Required to publish	21%	24%	17%	27%	24%	18%	18%	26%	23%	20%
Remain private for most people	72%	69%	79%	61%	68%	76%	73%	71%	70%	75%
Unsure	7%	7%	4%	12%	8%	6%	9%	3%	7%	5%
Chi-Square Significance	<-----3.943-----> 8 6%		<-----20.783-----> 1 00%		<-----3.627-----> 8 4%		<-----10.866-----> 1 00%		<-----1.806-----> 5 9%	

Comparison Groups: BC/DE/FG/HI/JK

T-Test for Means, Z-Test for Percentages

Uppercase letters indicate significance at the 95% level.

Lowercase letters indicate significance at the 90% level.

[Table A1160427PT](#)

Exclusive Point Taken -Marist Poll
May 2016

What about within the company, should private companies be required to publish salaries for company employees to view, or should salaries remain private for most people?

	Gender		Race		Age		Education		Household Income		
	National Adults	Men	Women	White	Non-white	Under 45	45 or older	Not college graduate	College graduate	Less than \$50,000	\$50,000 or more
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
Total Answering	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Required to publish	22%	17%	27%	20%	25%	24%	21%	22%	25%	28%	18%
Remain private for most people	73%	79%	67%	75%	71%	72%	74%	75%	69%	67%	80%
Unsure	5%	3%	6%	5%	4%	3%	5%	4%	5%	4%	2%
Chi-Square Significance		<-----11.061-----> 1		<-----1.752-----> 5		<-----1.732-----> 5		<-----1.646-----> 5		<-----11.821-----> 1	

Comparison Groups: BC/DE/FG/HI/JK

T-Test for Means, Z-Test for Percentages

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[Table A2160427PT](#)

Exclusive Point Taken -Marist Poll
May 2016

Do you think job postings should include: A fixed non-negotiable salary or rate of pay or A range for a salary or rate of pay?

	Gender		Race		Age		Education		Household Income		
	National Adults	Men	Women	White	Non-white	Under 45	45 or older	Not college graduate	College graduate	Less than \$50,000	\$50,000 or more
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
Total Answering	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A fixed non-negotiable salary or rate of pay	14%	15%	14%	11%	18%	13%	14%	16%	12%	19%	9%
A range for a salary or rate of pay	77%	77%	77%	82%	71%	81%	74%	74%	81%	71%	86%
Unsure	9%	9%	9%	7%	11%	5%	12%	10%	7%	10%	5%
Chi-Square Significance		<-----.029-----> 1%		<-----7.796-----> 9 8%		<-----6.98-----> 9 7%		<-----3.106-----> 7 9%		<-----16.379-----> 1 00%	

Comparison Groups: BC/DE/FG/HI/JK

T-Test for Means, Z-Test for Percentages

Uppercase letters indicate significance at the 95% level.

Lowercase letters indicate significance at the 90% level.

[Table A3160427PT](#)

Exclusive Point Taken -Marist Poll
May 2016

Do you think if private companies make salaries public: It will improve fairness of pay within the company or It will increase conflict among employees within the company?

	Gender		Race		Age		Education		Household Income		
	National Adults	Men	Women	White	Non-white	Under 45	45 or older	Not college graduate	College graduate	Less than \$50,000	\$50,000 or more
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
Total Answering	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
It will improve fairness of pay within the company	33%	30%	35%	28%	40%	31%	34%	30%	36%	33%	34%
					D						
It will increase conflict among employees within the company	58%	59%	57%	63%	51%	58%	58%	62%	53%	58%	61%
				E				i			
Unsure	9%	10%	8%	9%	8%	11%	8%	8%	11%	9%	6%
Chi-Square Significance		<-----1.72-----> 5		<-----8.528-----> 9		<-----2.056-----> 6		<-----4.402-----> 8		<-----2.144-----> 6	

Comparison Groups: BC/DE/FG/HI/JK

T-Test for Means, Z-Test for Percentages

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[Table A4160427PT](#)

Exclusive Point Taken -Marist Poll
May 2016

For you, personally, would you rather your salary be: Public or Private?

	Gender		Race		Age		Education		Household Income		
	National Adults	Men	Women	White	Non-white	Under 45	45 or older	Not college graduate	College graduate	Less than \$50,000	\$50,000 or more
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
Total Answering	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Public	30%	33%	28%	28%	34%	38%	25%	26%	40%	32%	30%
Private	66%	62%	70%	68%	64%	59%	72%	71%	56%	64%	66%
Unsure	3%	5%	2%	4%	2%	4%	3%	3%	4%	3%	4%
Chi-Square Significance		<-----4.733-----> 9		<-----3.388-----> 8		<-----11.047-----> 1		<-----12.248-----> 1		<-----.44-----> 2	

Comparison Groups: BC/DE/FG/HI/JK

T-Test for Means, Z-Test for Percentages

Uppercase letters indicate significance at the 95% level.

Lowercase letters indicate significance at the 90% level.