

ACI Certification

Salary Survey - 2013



Agile Certification Institute

CAMBRIDGE, MASSACHUSETTS, 02138, USA

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Agile Certification Salary Survey-2013

**Agile Certification Institute (ACI),
Cambridge, Massachusetts, 02138, USA**

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Agile Certification Salary Survey

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30 Spinelli Place,

Cambridge, Massachusetts, 02138, USA.

Phone: +571-308-8613

Email: enquiry@AgileCertifications.org

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Introduction

About ACI

ACI, as a professional global body which designs, prescribes, promulgates and promotes the "BEST" in the Global Agile Standards. ACI offer the most thoroughly-bred certification programs for both enterprises and professionals cutting across product development and service domains that so obviously reach far beyond traditional certifications and cut into the most advanced forms of enterprise level agile project management application.

ACI's Agile Competence Certifications create, the world's very first structured body fabric of IT industry-specific qualifications covering all roles in a typical Agile IT Organization - Agile Practitioners, Team Members, Scrum Masters, Product Managers etc. These certification programs today are available in more than 120 countries.

Incidentally, ACI happens to be the first and only professional body which offers Enterprise certifications and professional certifications for most agile methods including SCRUM, XP, Lean, Kanban etc.

About This Report

This is the first edition of ACI's report of the salary changes of ACI certification holders. The AACB (ACI Agile Competency Board) will continue to evaluate the benefits accrued to the certification holders to enable structured upgradation of the Agile Master Standards.

This report is based on the survey results conducted across 4,000 ACI certificants across more than 60 countries. Due to a 30% response rate to the survey, roughly about 1200 results were obtained in the survey, bringing down the accuracy of the report to about 15% margins. Also, this report does not show the results of survey in countries where the number of respondents is less than 30. For making judgments about the changes when the number of respondents is between 30 and 50, median values are used in place of mean values to eliminate the bias due to outlier data.

Report Format

Immediately following this section of the report is the Summary of Findings section, which includes a discussion of the key findings from this year's salary survey.

After the Summary of Findings, you will find the Detailed Findings from the survey. This part of the report is organized by country. All compensation information in the Detailed Findings section is shown in the local currency of respective country. To the extent possible, the data is expressed in the form of percentages so as to enable better comparison based on relative changes.

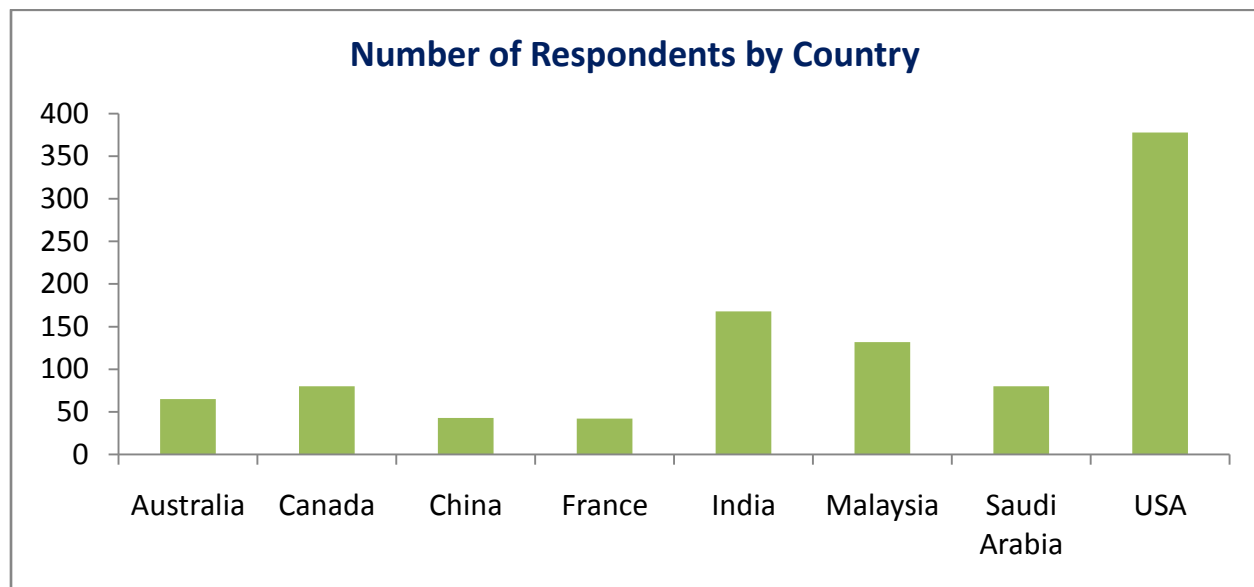
The following appendices are included along with this report.

- Appendix A – Survey Instrument
- Appendix B – Sampling Methodology

Data Considerations

The validity of data in the report, as in all survey research findings, is impacted by sample sizes. In some cases, the level of analysis in this report results in a small sample size. Small sample sizes provide less reliable summary statistics, such as means and medians, whereas larger sample sizes result in more reliable data. Therefore, data is reported only if at-least 30 people have responded for the country. If the response is between 31 and 50 members, we have used median to detect shifts in salary. For survey results with more than 50 members, the mean values are used to indicate salary shift.

Furthermore, requiring such a minimum does assure respondent anonymity and provides a greater level of reliability in the data. Sample sizes are reported in all tables by using the standard sampling size symbol “n”. The distribution of total data presented in pages ahead is presented by the country of respondent at the time of ACI certification below.



- Highest numbers of respondents have reported their country at the time of certification as, United States of America (378).
- This is followed by India (168) and Malaysia (132).
- This graph does not show the country with lowest number of respondents and instead only shows the number of respondents of countries which had the highest response rate.

Reporting of Compensation Data

Although this survey did include questions about alternative compensation methods (such as bonuses), those earnings are not included in the “salary” figures. Furthermore, only those respondents who reported that they are employed “full-time” are included in the salary data.

Where possible, the mean values are provided (Mean - Also known as the arithmetic average). The mean however, is more susceptible to outliers (unusually large or small numbers) in the data than the median. Hence, for smaller sample sizes, we have used median to detect shifts in the data.

In the all reports, the numbers are reported in integers. Any fractions are rounded up to the nearest integer and reported in all the graphs and results in the report as integer values.

Summary of Findings

General Overview

Most participants (96%) report that their total compensation (including salary, bonus and other forms of compensation) increased over the 12 months prior to completing the salary survey, with nearly one third of respondents reporting increases of at least 8% over that time period.

However, as one would obviously expect the absolute results have huge variation depending on a number of key demographic factors, like

- Country of employment
- Number of years experience in project management Position/Role

Considering the cost of ACI's certifications are significantly lesser than other similar certifications available in the market, the ROI is huge (with minimum ROI itself larger than 3000%, in comparison to their annualized salary) and are not reported as the expected numbers are obviously too large.

Country of Employment

The results indicate that the average salary was highest for a person working in Agile Projects in USA (140,208 USD), whereas the country with the lowest average salary is India (\$22,542 USD).

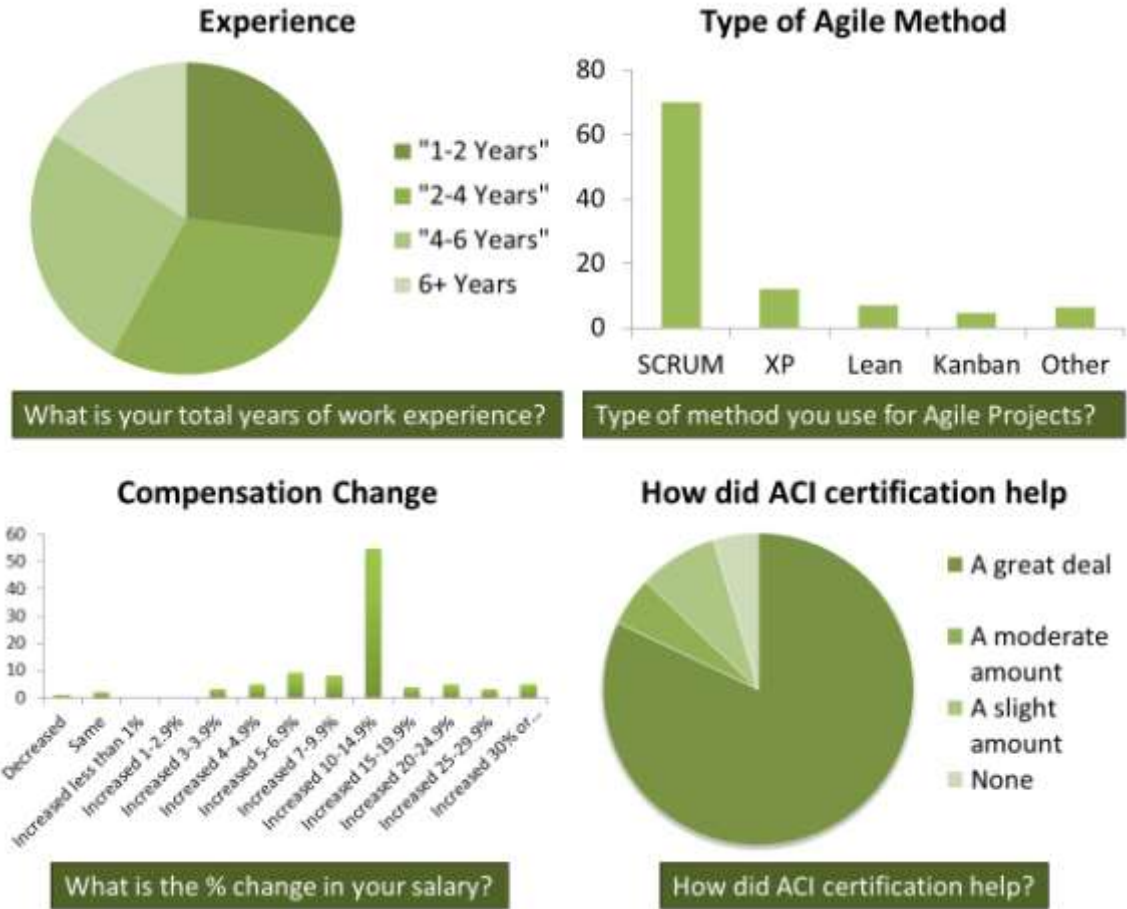
Number of Years Experience in Project Management

The largest factor affecting the salary was the work experience. But the survey has shown several different trends which are worthwhile to be noted.

- In USA, the salary increase seems to be directly related to the number of years in the same organization, while for the same it was opposite in countries like India and Philippines.
- The salary increase was about 8% on average in USA, but was about 17% in India and 15% in China.

Australia: Survey Findings

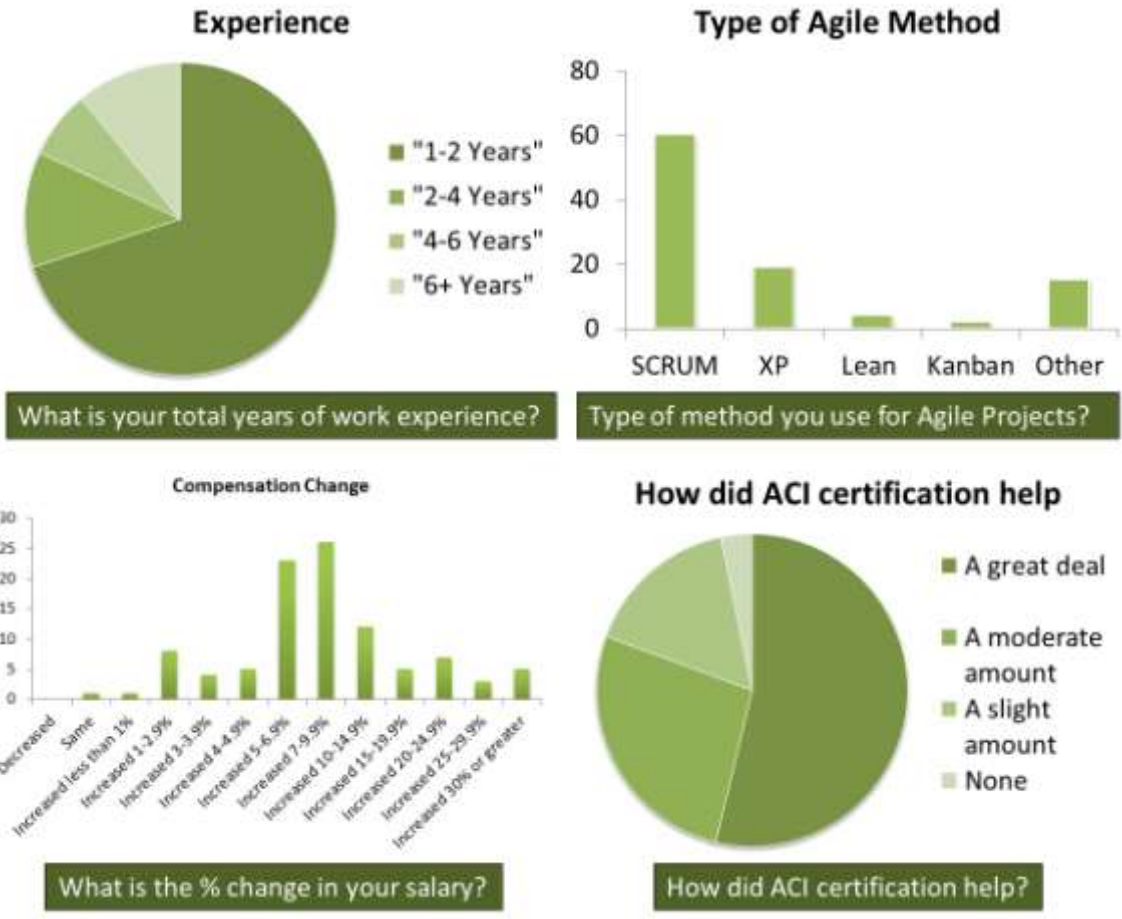
Number of Respondents (n) = 65. The detailed findings and results are presented below:



- The candidates who responded have uniform distribution of work experience.
- SCRUM is the most popular agile method used.
- Most members have a salary change of about 10-15%.
- Most respondents (80%) have attributed salary increase to ACI certification.

Canada: Survey Findings

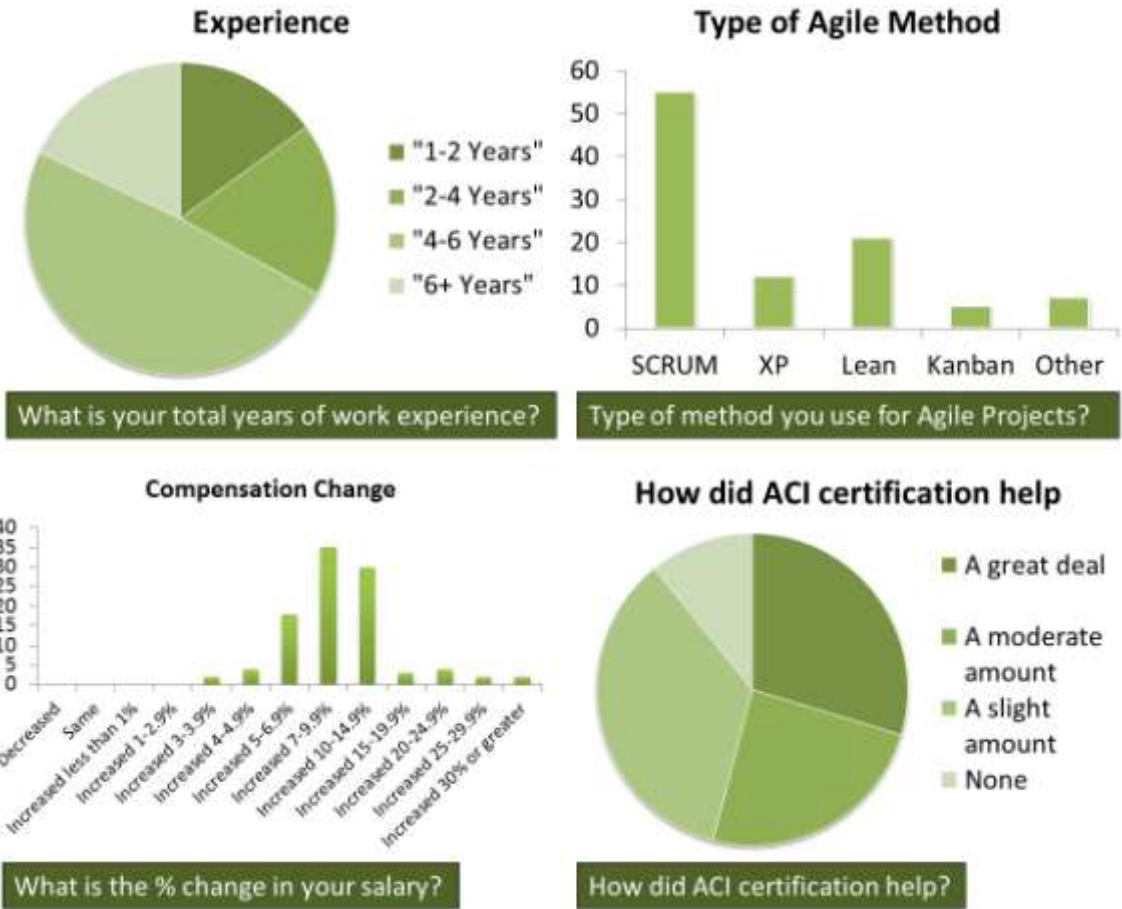
Number of Respondents (n) = 80. The detailed findings and results are presented below:



- 70% respondents have work experience in the range of 1-2 years.
- SCRUM is the most popular agile method used by about 60%.
- 60% reported a salary increase of 5-15%.
- 55% respondents have attributed salary increase to ACI certification.

China: Survey Findings

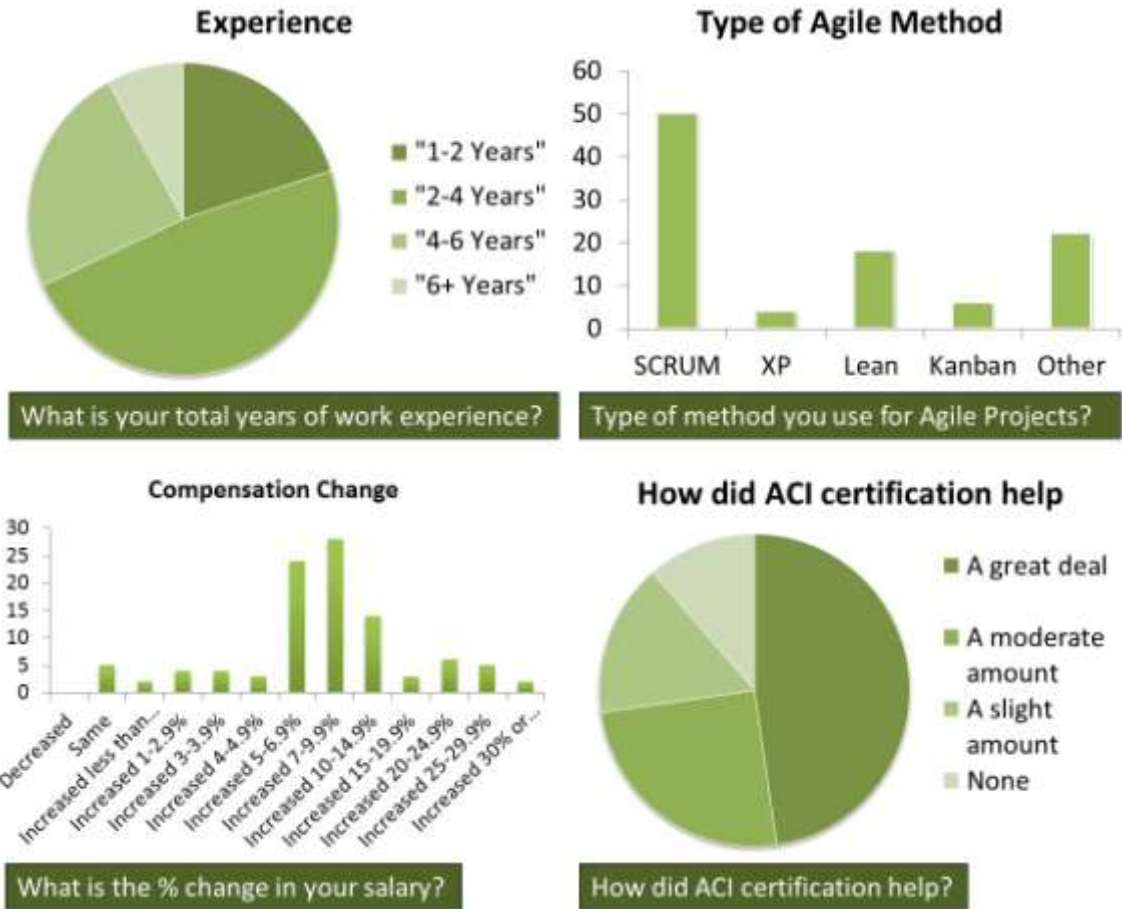
Number of Respondents (n) = 43. The detailed findings and results are presented below:



- Roughly 50% of the respondents reported to have 4-6 years of work experience.
- SCRUM has been reported as method of choice by 55% followed by Lean with 20%.
- 84% respondents have indicated a salary increase ranging from 5 to 15%.
- 40% respondents have attributed their salary increase to ACI certification.

France: Survey Findings

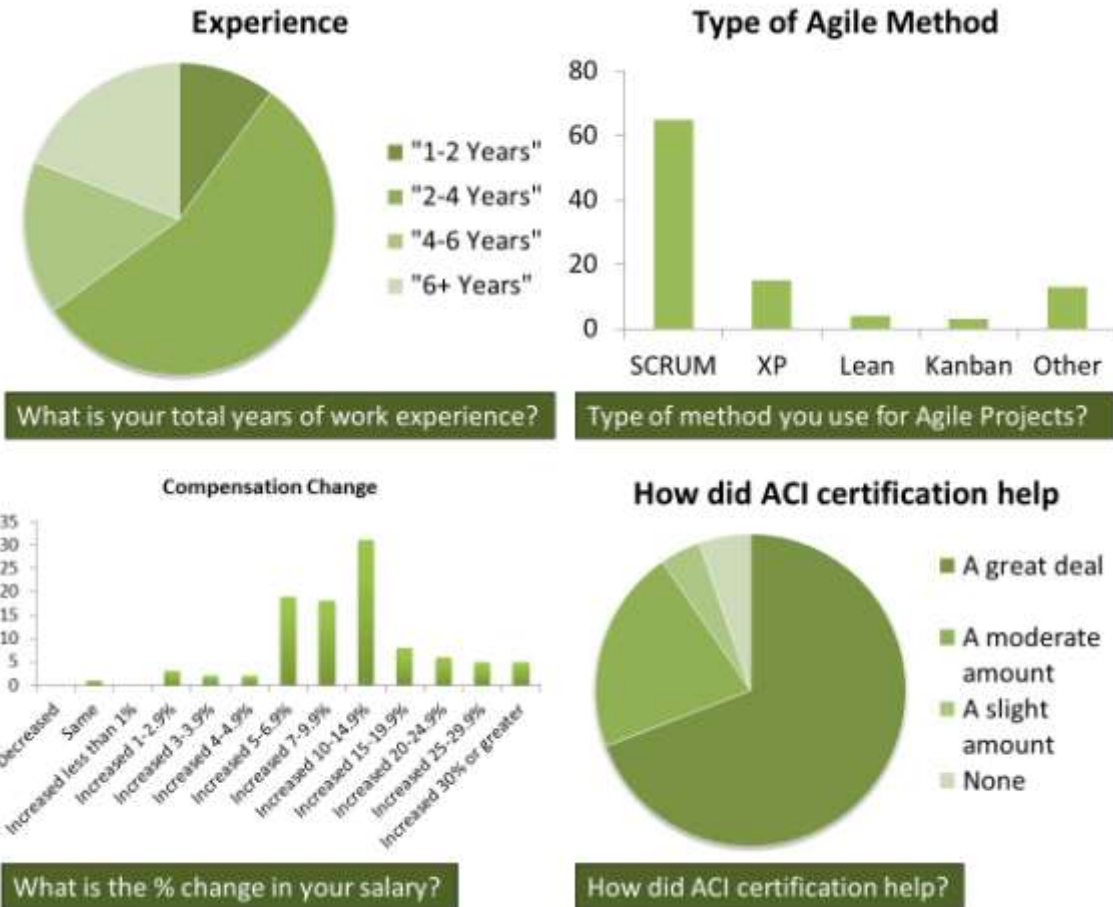
Number of Respondents (n) = 42. The detailed findings and results are presented below:



- Roughly about 48% of respondents have indicated having an overall work experience of 2-4 years.
- Roughly about 50% respondents indicated usage of SCRUM method.
- 65% of respondents have indicated a salary increase of 5-15%.
- Roughly 48% respondents have reported ACI certification has helped them.

India: Survey Findings

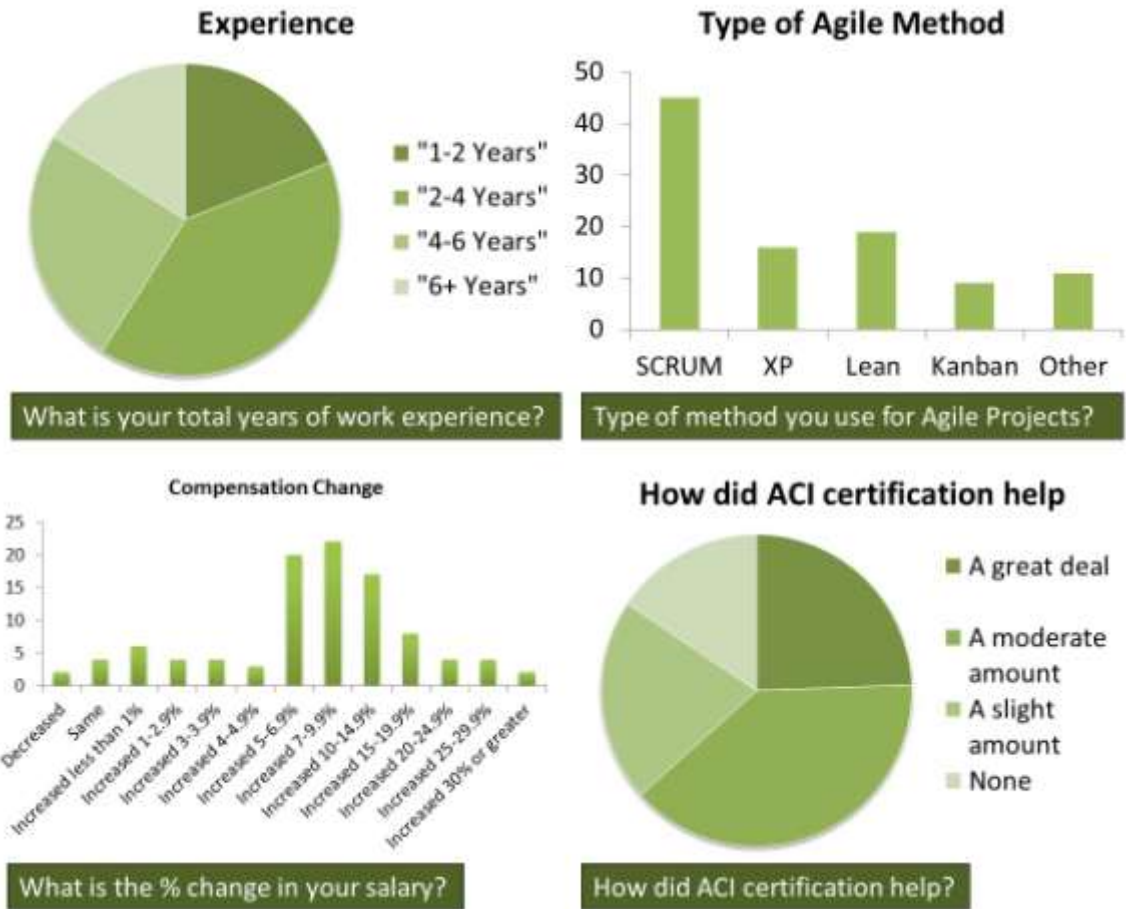
Number of Respondents (n) = 168. The detailed findings and results are presented below:



- 68% of respondents have reported to have about 1-4 years of work experience at the time of their ACI certification.
- SCRUM is the most popular agile method used, followed by XP method.
- 68% respondents have reported a salary increase of 5-15%.
- Most respondents (85%) have attributed salary increase to ACI certification

Malaysia: Survey Findings

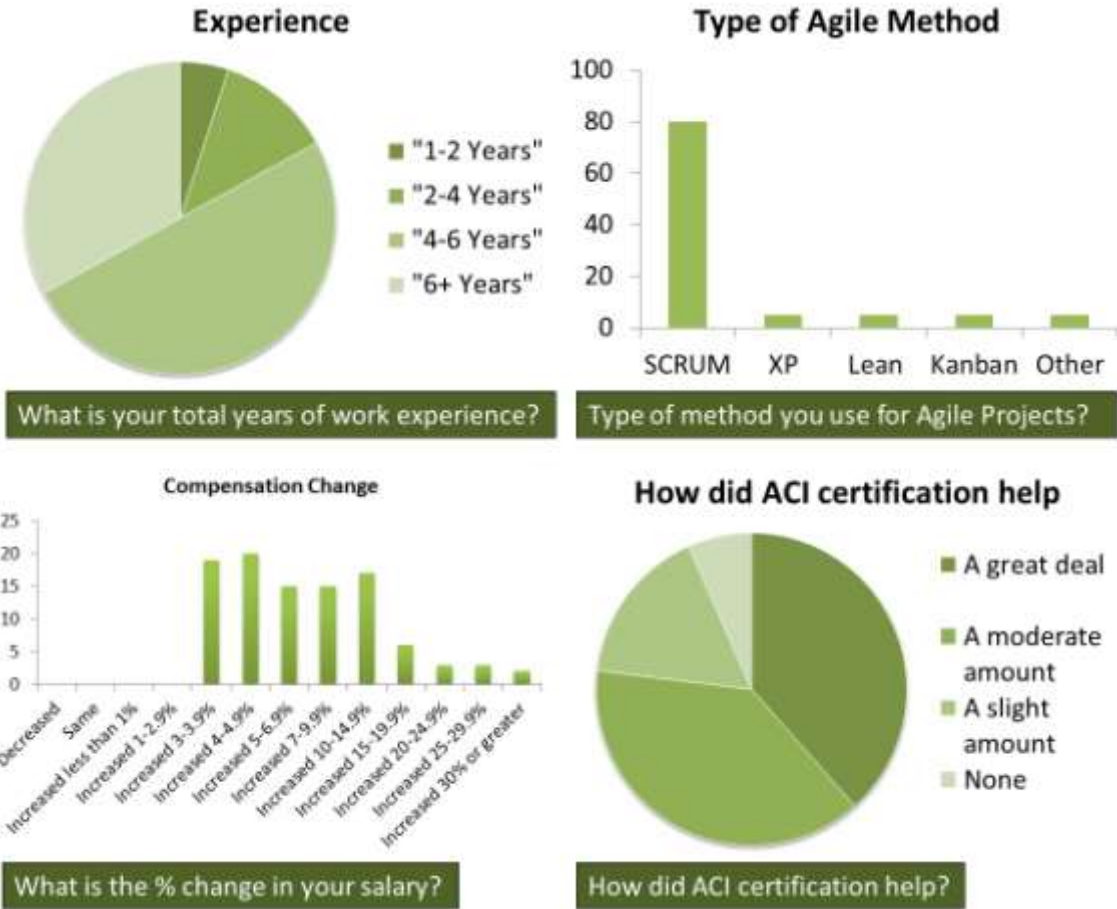
Number of Respondents (n) = 132. The detailed findings and results are presented below:



- The candidates responded have fairly uniform distribution of work experience.
- SCRUM, Lean and Kanban are the popular agile methods of choice.
- 59% respondents have indicated a salary increase of 5-15%
- 57% of respondents have attributed their salary increase to ACI certification

Saudi Arabia: Survey Findings

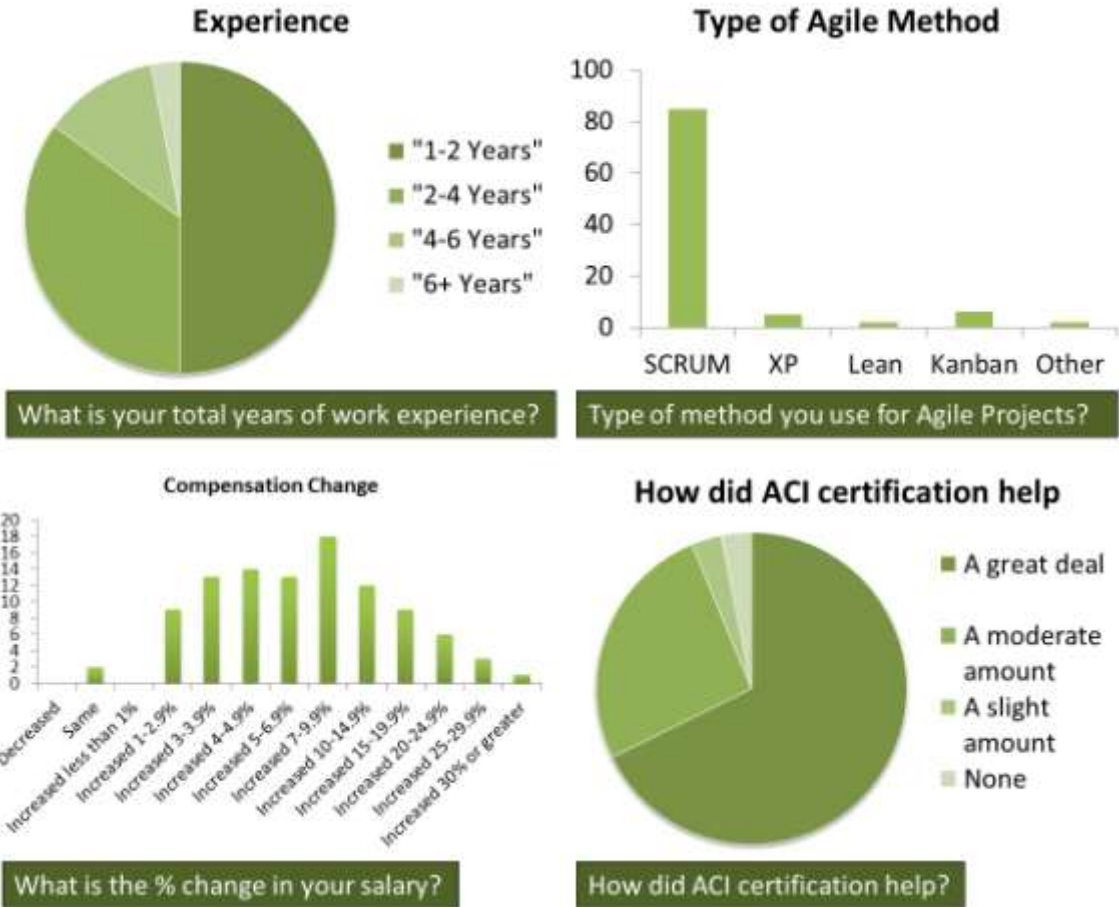
Number of Respondents (n) = 80. The detailed findings and results are presented below:



- About 50% of respondents reported to have about 4-6 years of work experience.
- SCRUM is the most popular agile method used by about 80% respondents.
- There is a uniform distribution of salary increase across 3 to 15% interval.
- About 70% respondents have reported their salary increase to ACI certification.

United States of America (USA): Survey Findings

Number of Respondents (n) = 378. The detailed findings and results are presented below:



- About 50% of respondents reported to have about 1-2 years of work experience.
- SCRUM is the most popular agile method used by about 80% respondents.
- Salary increase is a normal distribution centred about 7-10%.
- About 90% respondents have reported their salary increase to ACI certification, making it the highest satisfaction rate among all countries surveyed.

Appendix-A: Survey Instrument

1) Please provide the following details

1. Name:
2. Country you belong to:
3. Company working with:
4. Office address:
5. Total years of experience:

2) How many years in total have you worked in agile project management? _____ years

3) Please specify the highest level of formal education you have obtained: _____

4) Which types of agile projects do you primarily manage or participate in?

5) Please enter amounts comprising your total compensation in {selected currency}:

- a. Annualized salary/earnings _____
- b. Bonus _____
- c. Other monetary compensation _____

6) How has your total compensation changed over the past 12 months?

1. Decreased
2. Remained the same
3. Increased less than 1%
4. Increased 1.0% to 2.9%

5. Increased 3.0% to 3.9%
6. Increased 4.0% to 4.9%
7. Increased 5.0% to 6.9%
8. Increased 7.0% to 9.9%
9. Increased 10.0% to 14.9%
10. Increased 15.0% to 19.9%
11. Increased 20.0% to 24.9%
12. Increased 25.0% to 29.9%
13. Increased 30% or greater

7) To what degree do you feel that having the ACI credential has contributed to increases in your compensation?

1. A great deal
2. A moderate amount
3. A slight amount
4. None
5. Don't know

Appendix-B: Sampling Methodology

The ACI Salary Survey Report-2013 was done to a stratified sampling of customers from 40 different countries. Countries included in the sampling were selected primarily based on the data available in ACI records of the country of origin of the ACI certificants (ASM®, APO® and AAP®) at the time of their certification. This survey does not consider the possibility of migration from the day of certification till the day of survey. This flaw could be fixed in the later versions of similar in the future. Also due to Data Confidentiality with ACI certificants, at this point in time, this survey could not be done through a third party. With a change in the ACI terms and conditions of certification done recently, in the future, the Annual Surveys will be conducted by an external third party.

The survey invitation was sent via an email that included a link to the Web-based survey organization using cloud services of SurveyMonkey.com. Using a Web-based survey benefited the research in several ways, including the ability to survey a large number of respondents at a relatively low-cost (as compared to other data collection methods), a condensed data collection time period, short time for analysis and a fairly high response rate.

The first email invitation to the Web-based survey was sent to 4,000 professionals on 2September 2013. Non-responders were sent a total of two reminders every two weeks and the survey was completed in the middle of October. Data collection for the survey closed with a total of 1,224 completed surveys, yielding a response rate of 30.6%.

The data collected were run through extensive quality checks by ACI Quality Team, resulting in the elimination of 121 cases based on the following criteria:

- Analyzed to be an anomaly in entry of data values:28
- Analyzed to be an outlier: 93

As a result of this data cleaning process, a total of 1,103 respondents were included in the full report. Due to the fact that a stratified sampling methodology was used rather than a random sampling, data are not reported in aggregate form (all countries combined together) in this report.