

PAY TRANSPARENCY FROM A YOUNG EMPLOYEE'S PERSPECTIVE IN POLAND

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Abstract:

Discussions concerning social aspects of sustainable development tend to focus increasingly more often on payroll policy transparency. Employees are reluctant to share information about the remuneration they pay. The reasons of such a policy include, first of all, concerns about privacy of the employees and their reluctance to share this information with others. Talks about pay are still taboo in plenty of developed economies around the world, including Poland. However, pay openness and transparency becomes a more and more popular demand, especially among young employees (e.g. Day 2012; Scott & McMullen 2013). The research conducted among Polish employed students proved that expectations on this sphere of organizational policy are highly ranked in the hierarchy of needs.

Keywords: Pay transparency, pay understanding, pay communication

JEL codes: D23, D84, M52