

Being 'promoted' but the salary and title have not changed, is the boss joking?

Promotions mean titles and salaries must change.

About the author : Liz Ryan is the CEO and founder of Human Workplace - the company specializes in providing career-oriented counseling services, job interviews, startups, brands, strategies and many other content. This article is translated from sharing by Liz Ryan posted on Forbes.com. This is a letter that a reader is having a problem with his job and wishes to consult about whether to leave his current job when his boss "promotes" him but does not change his position. list and adjust salary accordingly.

The content of the letter

Hello Liz,

Five years ago, my boss said, *"You will advance quickly. I want you to become a Lead Technician."* I was very excited about that. Gradually, I began to take on larger projects and no longer had to do odd jobs like when I first joined the company.

After a while, the boss said, *"We will officially announce that you are the Lead Technician in July."* I look forward to the day when I will become the "official" leader.

After the Independence holiday (July 4, USA), I returned to work. My desk was moved and the boss told everyone that *"Jarrod will now be Lead Technician. The salary and job title will be changed after you take this position for several months."* I could not believe it.

I feel like I've been cheated. I will do the task the boss delivered because I need a job. However, I really want to "go crazy". Everyone congratulated me on being promoted but anyone understood that I was not given any extra salary or bonus.

They did not know that the boss once said: *"Jarrod is Lead Technician"* but the boss did not change my job title in Business Card and company diagram. I feel like I want to step out of the company right away, but I'm not brave enough.

I love work very much. I want to take on a new position but I also need a suitable salary to pay for my life and have the motivation to continue. What should I do?

Thanks very much,

Jarrod.



The reply letter from CEO Liz Ryan

Dear Jarrod,

What I want to say here is that with what you have dedicated, the boss should have adjusted your title and salary, otherwise he might be joking.

The good news is that you don't have to answer the question: "Does the *boss treat me like that?*" right now. You can take on new responsibilities and bet that you will become a "real" Lead Technician the next time the boss doesn't do as quickly as he has promised.

However, before you evaluate your boss as a scam, do these 5 things:

1. Accept the new task and write down your job description paper. Write down the way you want to read it.
2. Thank you boss for "promotion" and ask your specific time boss to increase your salary and change your title. Then, let the boss see the job description you wrote, asking if the boss wants to add or edit anything. Once you agree with the description, ask your boss to send it to the human resources department to consider the salary commensurate with your job responsibilities.
3. Keep track of the time your boss and HR will adjust your salary and bonus policies
4. Give your boss the opportunity to correct this mistake before deciding to quit. Because, as you said, you love your job.
5. Don't just ask but share with your boss. Does the company have any difficulties? Does the boss have any problems when making a promotion decision? Sit back with the boss and find a way to solve the problem.

If after all of this is done without having a clear decision about your title and salary, you should jump because your ability deserves more than that.

Wish all the best,

Liz.

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