

# How Much do Retail Purchasing Managers Make and How they Can Get a Raise

By Elias Amash



The retail industry is evolving at a rapid pace due to heightened end-customer expectations, omnichannel marketing and new technologies. As a retail purchasing managers, knowing and understanding these trends is very important to your success. There is a downward employment curve in retail purchasing so staying sharp, improving your skills and embracing innovation will all help you grow within your organization. In this article, we take a closer look at how much other buyers are getting paid and how you can approach the journey to get a raise for yourself.

## How much do purchasing managers get paid?



While there are many factors at work, [Salary.com](https://www.salary.com) reports that the average compensation for a Purchasing Manager is about \$120,000. As you can see, location, years of experience, education, number of direct reports, performance and other items can all impact this number. When just starting your career, there are several reports

that show starting salaries in the \$50-75,000 range may be more in line. Source: [U.S. Bureau of Labor Statistics](#)

## How to Ask For a Raise?



For starters, engaging in an ongoing and open dialogue with your manager or supervisor is always helpful. In addition, taking on more responsibility at your job will also lay the foundation for you to ask for and actually get the raise you want. By keeping good records of your accomplishments and added value, you will be able to demonstrate this in your request. Relax, while this may be stressful for you, it is a normal part of any job.

Your approach should be focused on why you deserve it, not why you need it. Keep your personal life and financial needs out of it.

You have to believe that you've earned it before you can convince anyone else. It's a state of mind. Manage your self talk too. Stay positive and be prepared to lay out your request in a logical format. Employers are looking to give raises to people based on their performance. Keep in mind that your boss may need to get your raise request approved by upper management so factor this into your approach. If they will need to go through HR or upper management, providing them with a 1 page summary of your key reasons and accomplishments could be very helpful.

Once you have the pitch for your raise ready to go and you're in the right state of mind, practice your presentation. Think through what kind of questions they may ask and be prepared with appropriate answers. Your manager will appreciate this and by practicing or role-playing with a friend or family member, you'll appear more at ease and polished. Don't think this needs to be a formal presentation with a PowerPoint, but you should be ready with some key bullets as to the why behind the ask.

## When to Ask For a Pay Raise?

It is always better to ask for a raise when the timing is right. Your boss is human and if they are having a bad day or month, consider pushing it off. On the other hand, if you have recently saved the day or gotten some large project completed on time and under budget, then this may just be the right time and improve the probability of getting what you want. Also, think about your company's budgeting cycles. If budgets are set in November, then consider starting your raise request a little



before this to make sure that your higher pay is lined up and available in the organization's new budget. Many companies will do an annual review but don't let that stop you...just keep it in mind. If you have not gotten or asked for a raise for more than a year, it's probably the right time. This assumes you've been doing excellent work. If you have received a recent raise and your company typically does annual reviews, your odds may be much lower to ask before the end of a year. There are exceptions to this, especially if you are being paid below-market rates or have been given significant additional responsibilities.

## **How Much of a Raise Should I Ask For?**

This subject is important and you can enhance your odds by investing in some research. Know your numbers. Know the dates and amounts of your past raises and know what the industry averages are as well as what competitors are paying. Much of this research can be done on Indeed.com, Salary.com, Monster.com or many other sites that constantly update their own research. Know your own market value and build a solid foundation for your request with data.

Also, know that a compensation package is much more than a base salary. While your manager may have their hands tied on the salary, there may other opportunities for a one time bonus, additional benefits or other creative solutions. Be flexible.

## **Getting What Your Want & Deserve**

When you are committed to growing, innovating and delivering exceptional value to your employer, you will be in the best position to get what you want and you will also deserve what you want. Most people just show up and have unrealistic expectations because they are not willing to put in the extra work required to get ahead. As I like to say, "There are no traffic jams on the extra mile." This is borrowed from Zig Ziglar and I've used it for many years. It's the truth. When you go the extra mile, you'll always be in the best position to get what you want and deserve!

## **Continuous Learning Will Pay Dividends**

There are many other websites, books and articles that you can study to enhance your retail knowledge. My passion is to help others in the retail sector and how I do this is by writing articles like this, special reports and books. You can learn more below.

***“Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young.” Henry Ford***

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**More about the Author:**

Elias Amash, President of GRIP, is an industry veteran with more than 20 years of experience in global sourcing, manufacturing, distribution, retail merchandising, fulfillment, marketing, technology, and operations. He is a trusted partner to hundreds of retailers and has “leveled up” the industry with GRIP’s undying commitment to offering only the highest levels of service to its customers. Amash has recently published his fifth business book, *The Retail Advantage: How to Win the War with Amazon*. He is also the author of *Retail Survival: Who Lives, Who Dies and Why*, *The Future of Retail*, *Importing from China: The Good, The Bad, and The Ugly*, and *101 Bright Ideas: Winning Tactics to Increase Retail Sales*.

**More about GRIP:**

GRIP was incorporated by Charles Amash in 1980 and has grown into one of the nation’s top suppliers of innovative products to the retail industry. Located just south of Grand Rapids, Michigan, GRIP features a 200,000 sq ft state-of-the-art warehouse facility including a 2,000 sq ft product showroom. GRIP carries a product line of over 1,000 specialty tools, tarps, automotive, cargo control, cleaning, LED lighting, magnetics, outdoors, household items, impulse and general merchandise. GRIP has a proven track record of excellence in supplying retail clients with innovative products, timely fulfillment, and world-class customer support. At GRIP, everything is about earning your business...one customer at a time. It’s about building relationships and fostering business partnerships that will last long into the future. Our goal is to have Customers for Life. The future at GRIP is exciting and we’re hoping that you can be a part of it as one of our many Customers for Life.

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