

Mercer's Total Remuneration Survey (TRS)

Content sample



welcome to brighter

About the survey

The survey results are presented in a set of predefined reports*, including:

- Overview
- Survey Methodology and Definitions
- Participant List
- Policy and Practice Reports
- Library Jobs Detailed Report – Complete PC
- Library Jobs Detailed Report – Grouped by PC
- Library Jobs Summary Report
- Position Class Reports (Actual and Regressed Data)
- Year over Year trends
- Excel Download of Actual and Regressed Data
- Mercer Job Library – Jobs and Roll-ups Catalog

all the above reports are published to MercerWIN®.

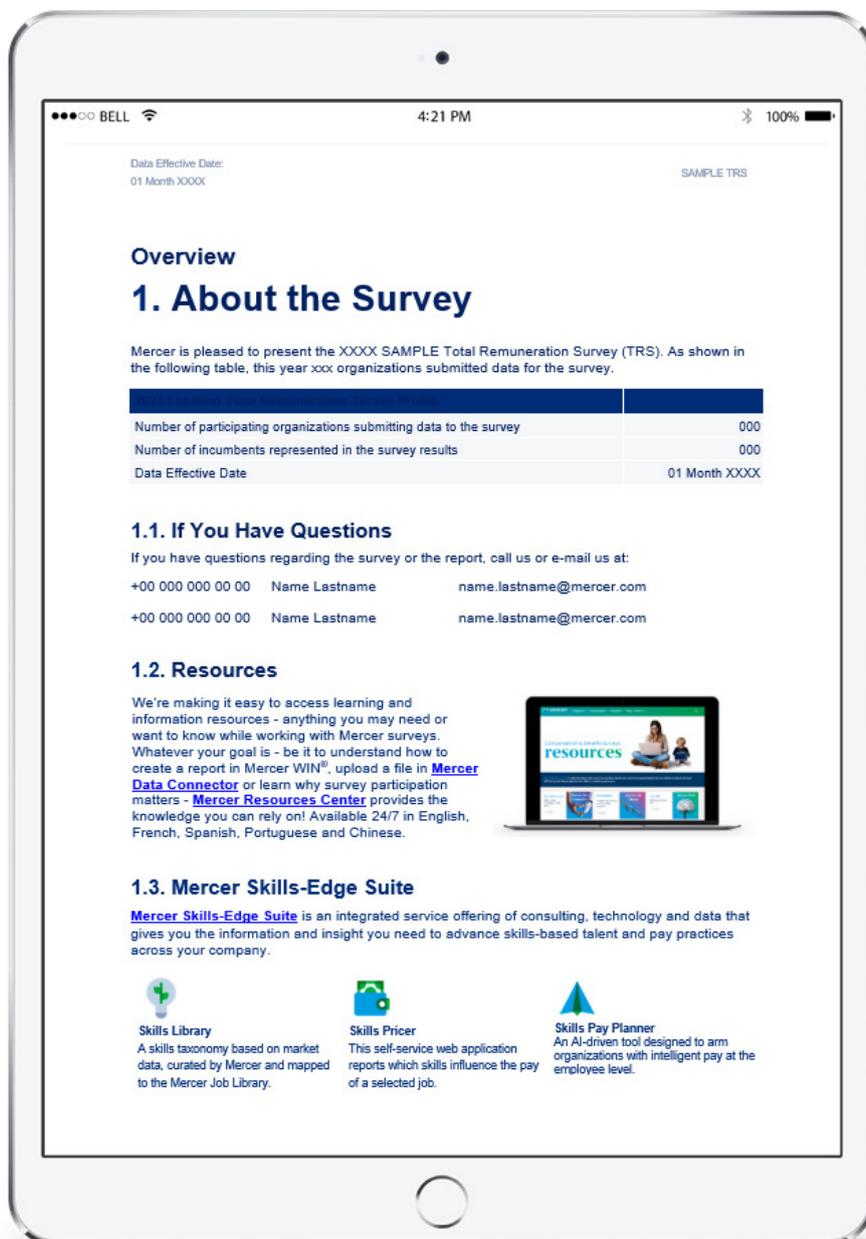
*Availability of individual reports may vary depending on a survey and country.



Overview

A starting point to the survey providing overall information on the survey database size as well as participant organizations profile including sector, parent organization nationality, revenue and employment.

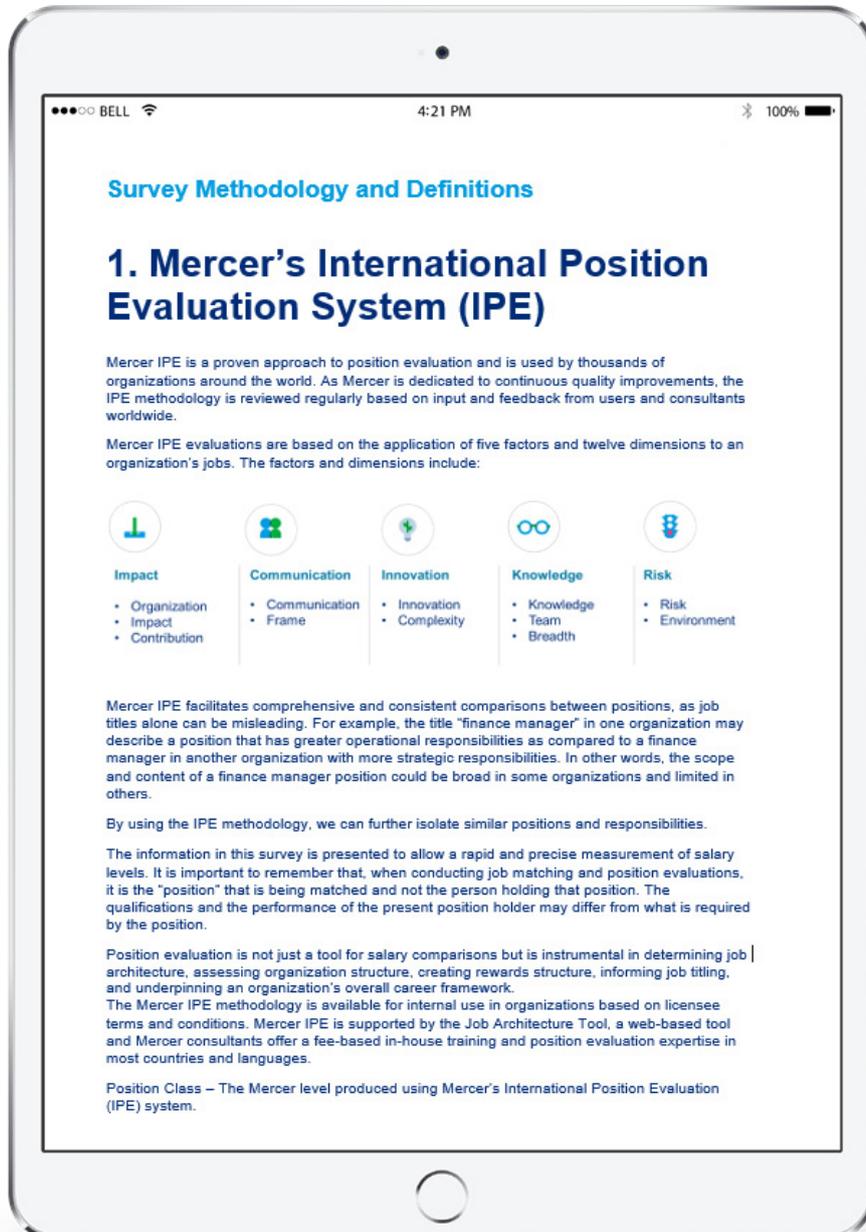
This report also offers an overview of the market pay trends relative to the prior year.



Survey Methodology and Definitions

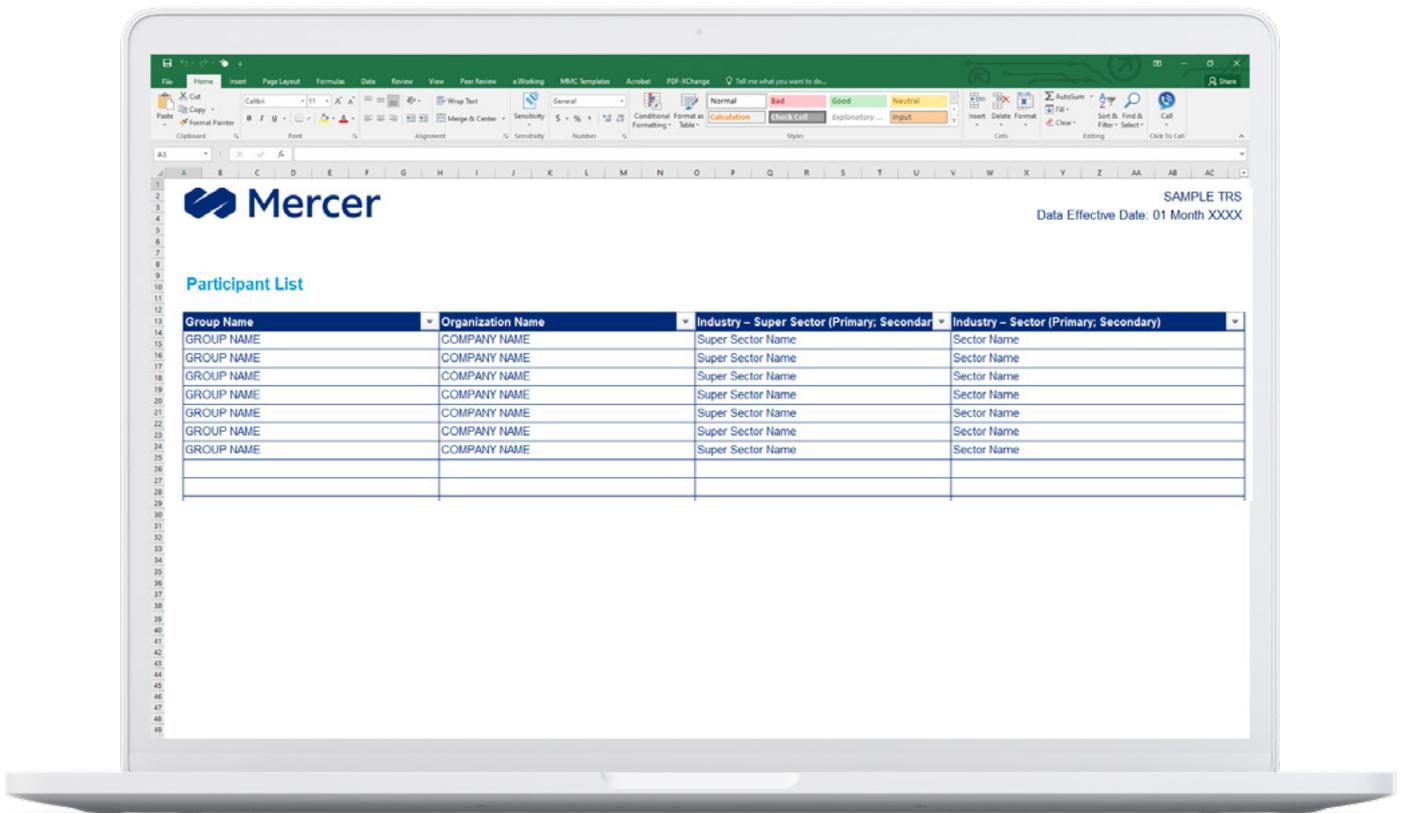
The report where you can find data types descriptions and clarifications as well as information how remuneration statistics are calculated and displayed in the survey, or how to understand remuneration components.

This report gives detail information on job matching methodology, Mercer Job Library catalog and Mercer's International Evaluation System (IPE).



Participant List

This report lists organizations which took part in the survey in the current year, providing information on the participant organizations' group name, industry super sector and sector.



Policy and Practice Reports

A comprehensive report covering organizations' policies with regards to remuneration, guaranteed cash, short-term incentives, long-term incentives and benefits.

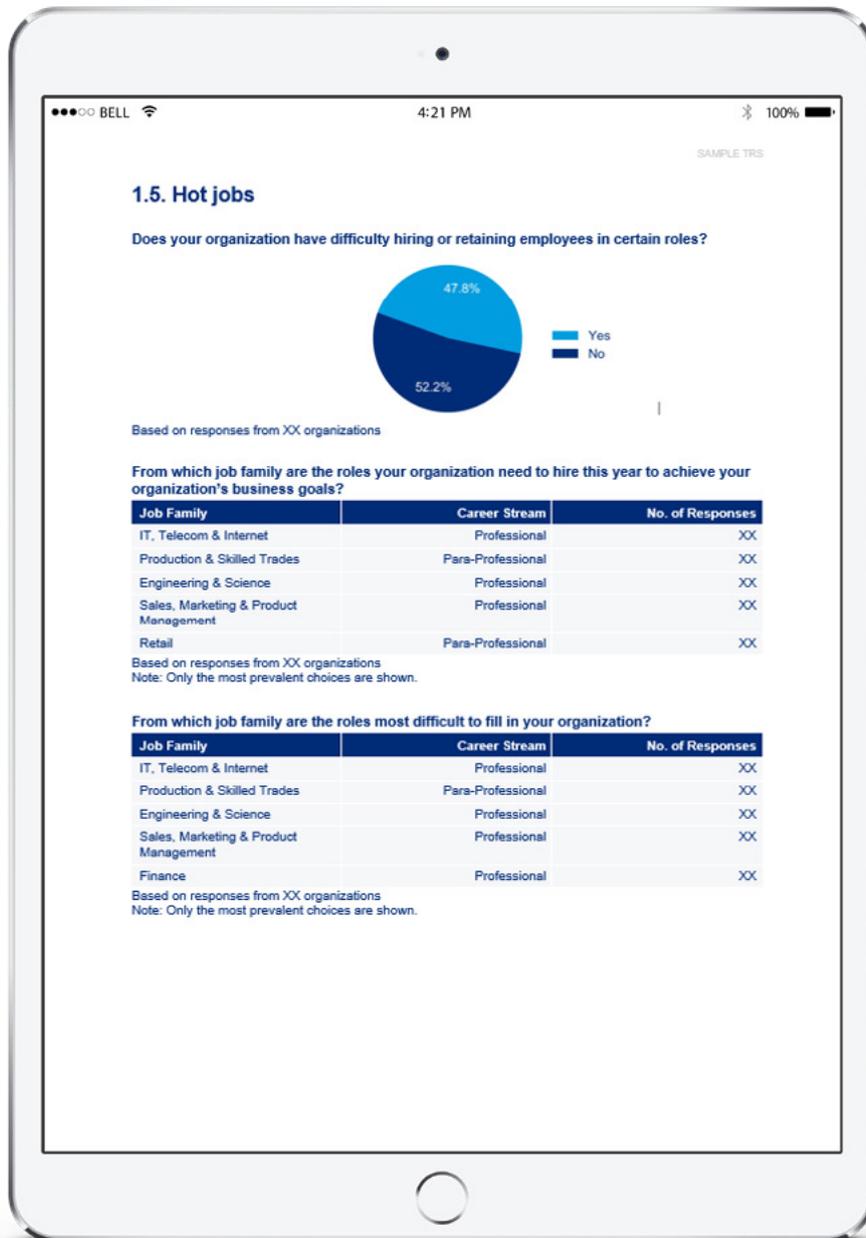
Gives an overview of the prevalence of practices and policies for short and long-term incentives and benefits plans.



Policy and Practice Reports

Organization remuneration policy

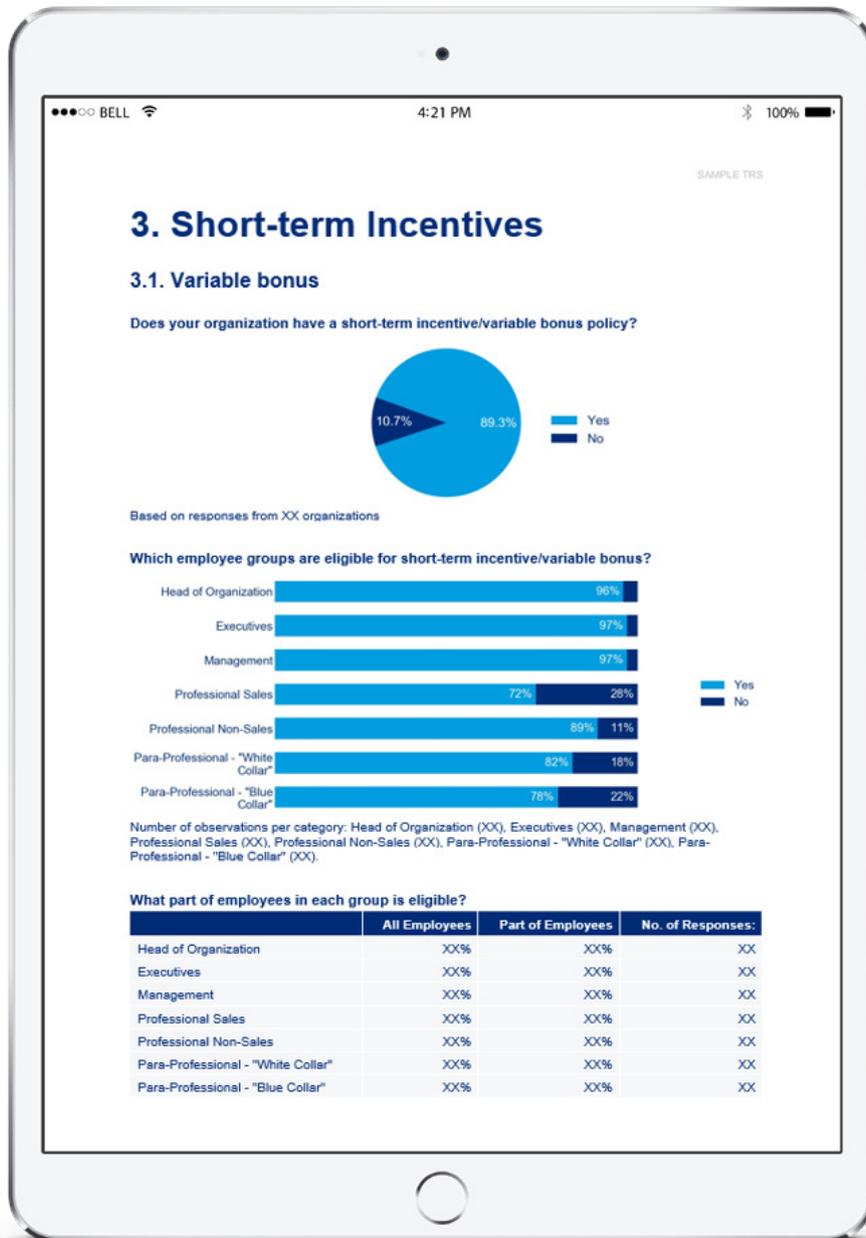
This section covers the main policies and trends in the scope of remuneration, including but not limited to salary review policy, hot jobs and hiring intentions.



Policy and Practice Reports

Short-term incentives (STI)

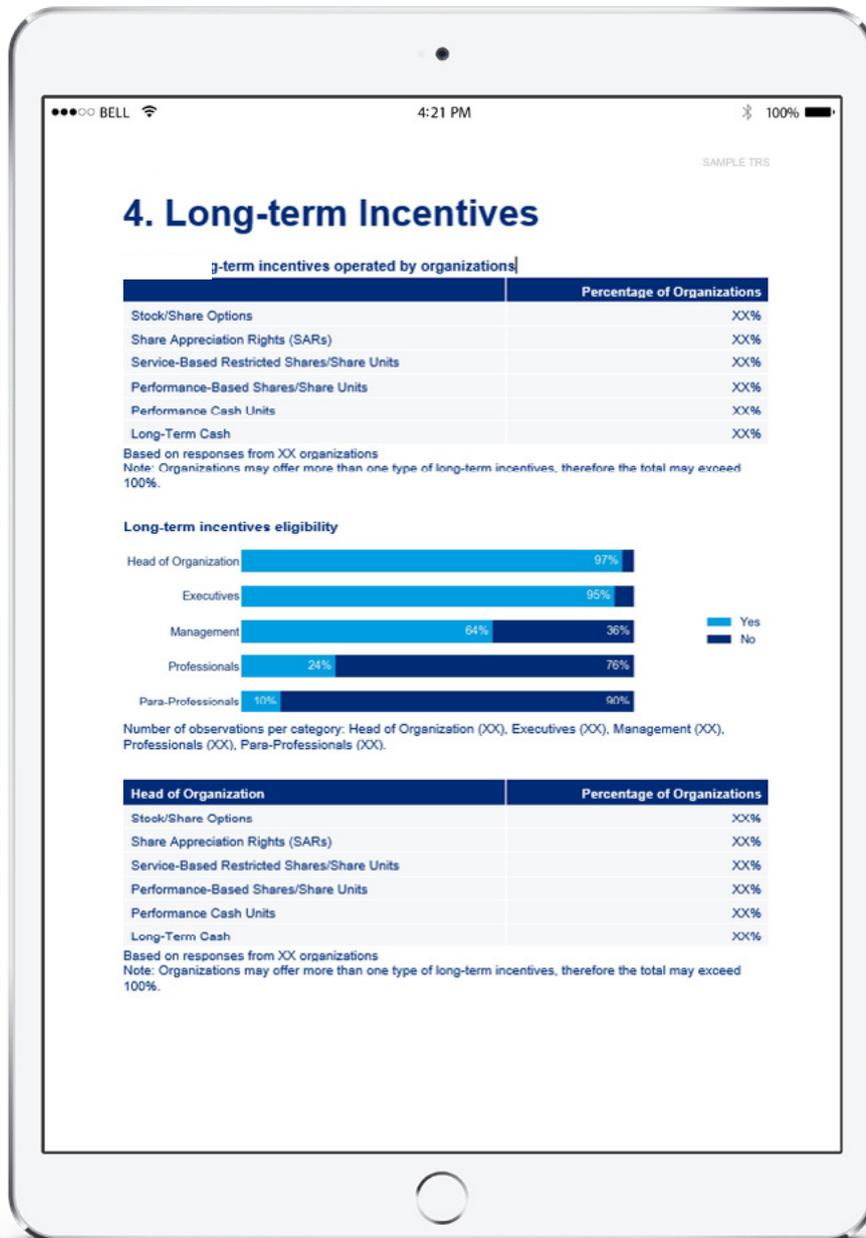
A comprehensive chapter which presents conclusions on an approach to short-term incentives, including performance bonus/sales incentives eligibility, target performance bonus/target sales incentives as % of base salary, performance criteria and more.



Policy and Practice Reports

Long-term incentives (LTI)

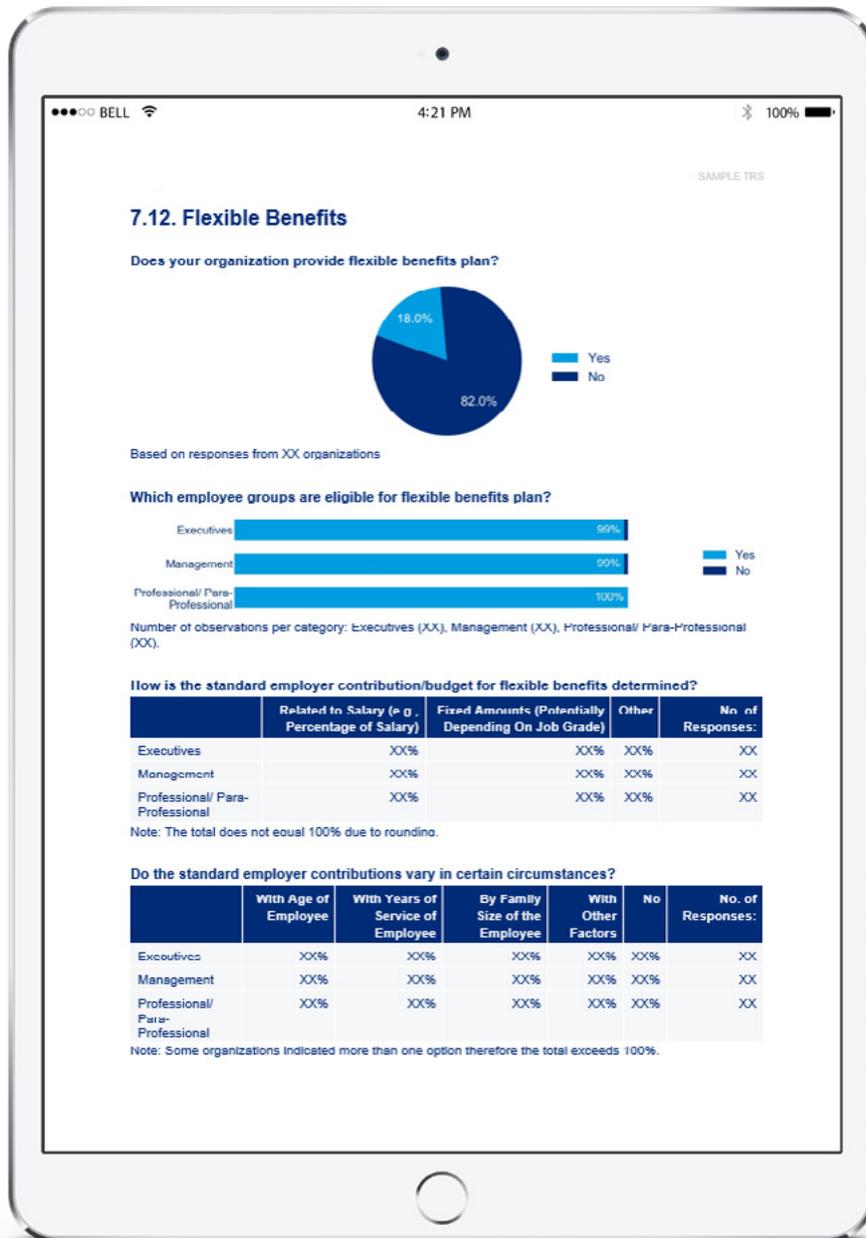
An extensive information source on various aspects of long-term incentives management across the market, including policies relating to LTI eligibility, plan structures, performance measures, grant frequency or types of vesting.



Policy and Practice Reports

Benefits

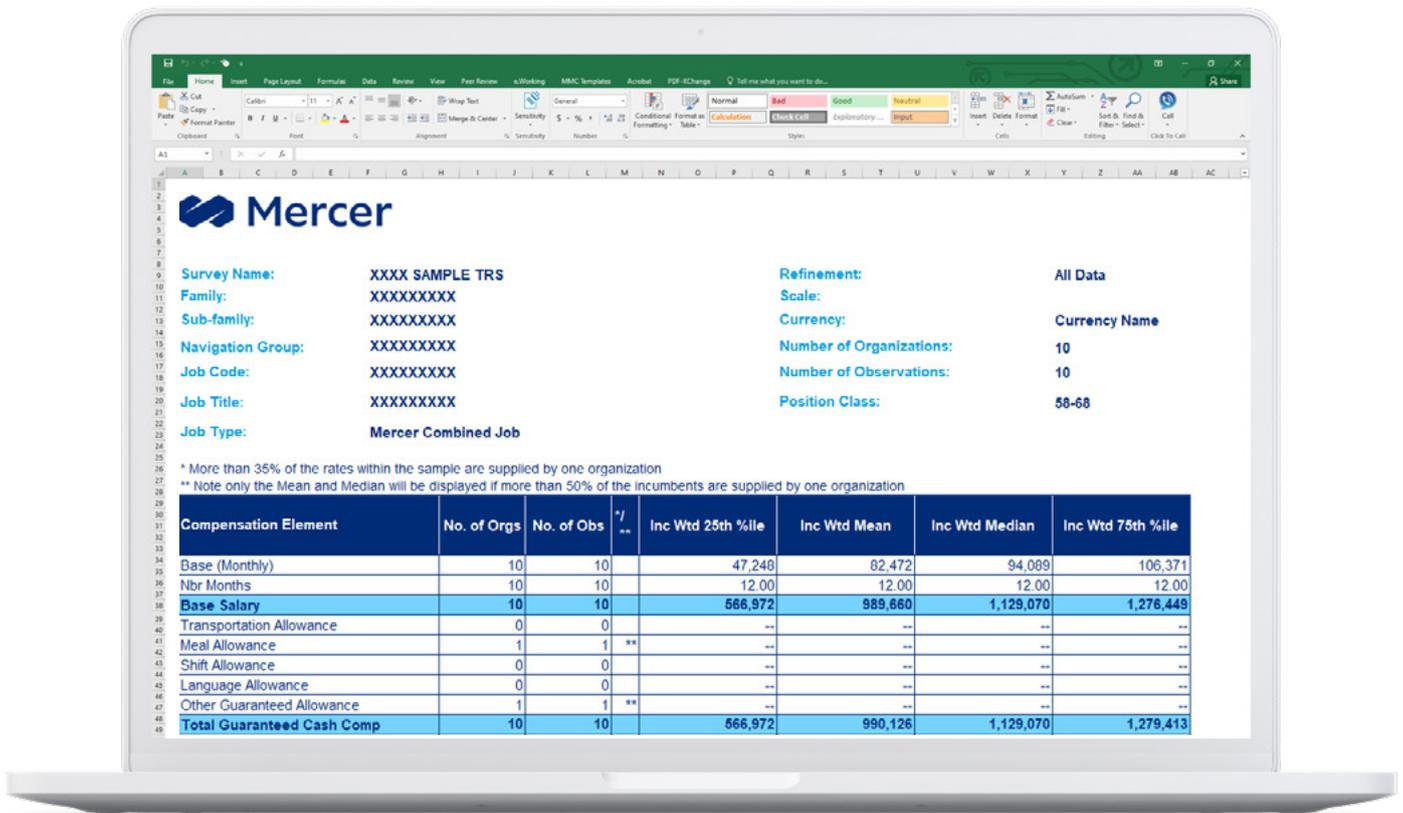
This section presents benefit policies of extensive coverage, including core benefits such as retirement, medical, life assurance and disability or company cars, as well as country-specific local components.



Library Jobs Detailed Report

Detailed set of statistics presenting a wide range of reported compensation components for each job reported in a given survey.

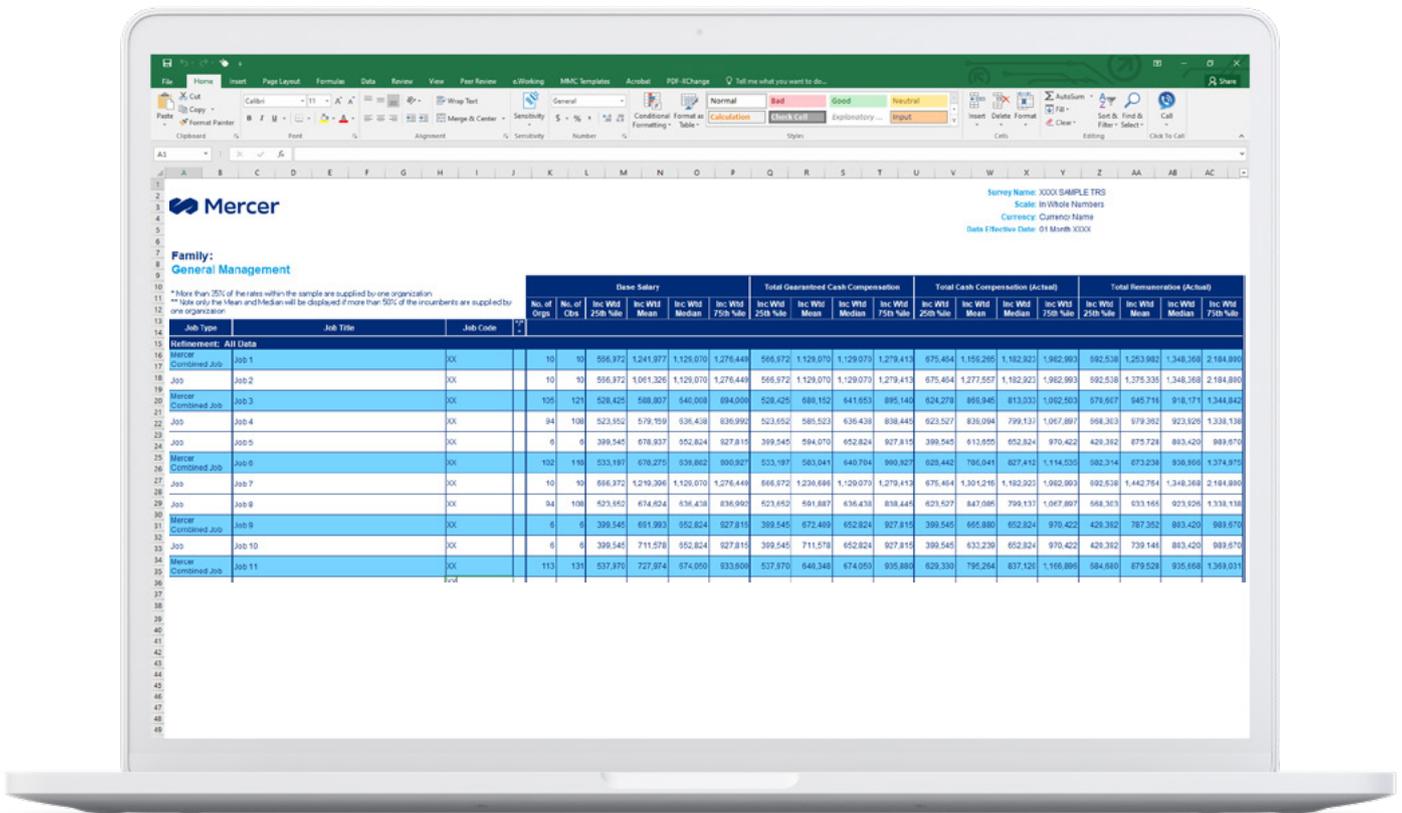
Depending on a version may include figures for a full span of Position Classes available for each job or data grouped in Position Class ranges appropriate for each position.



Library Jobs Summary Report

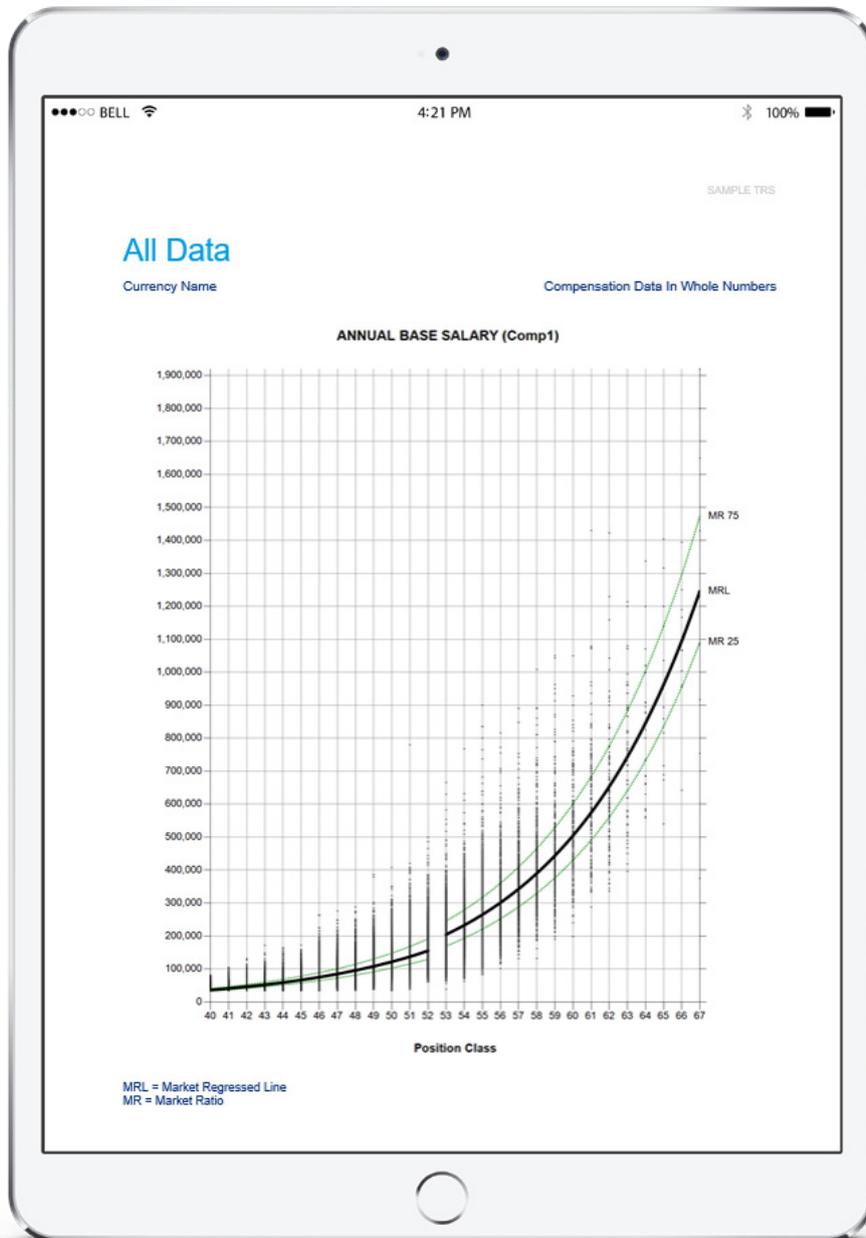
This formatted summary report includes actual survey data analysis by Jobs, Core Jobs and Mercer Combined Jobs.

Report allows for quick filtering, importing and systematic data retrieval. The data is segmented by Job Family (each family has its own tab) and presents key compensation elements (e.g. Base Salary, Total Cash Actual) and statistics. A handy guide tab is included.



Position Class Report (Actual and Regressed Data)

A compilation of actual and regressed survey data tables, as well as charts depicting regressed survey data lines for each of the main compensation elements.



Year over Year Trends

The report presents trends in Base Salary, Total Guaranteed Cash and Total Cash (Actual) by benchmark Jobs and IPE Position Classes through a comparison analysis to last year's data.

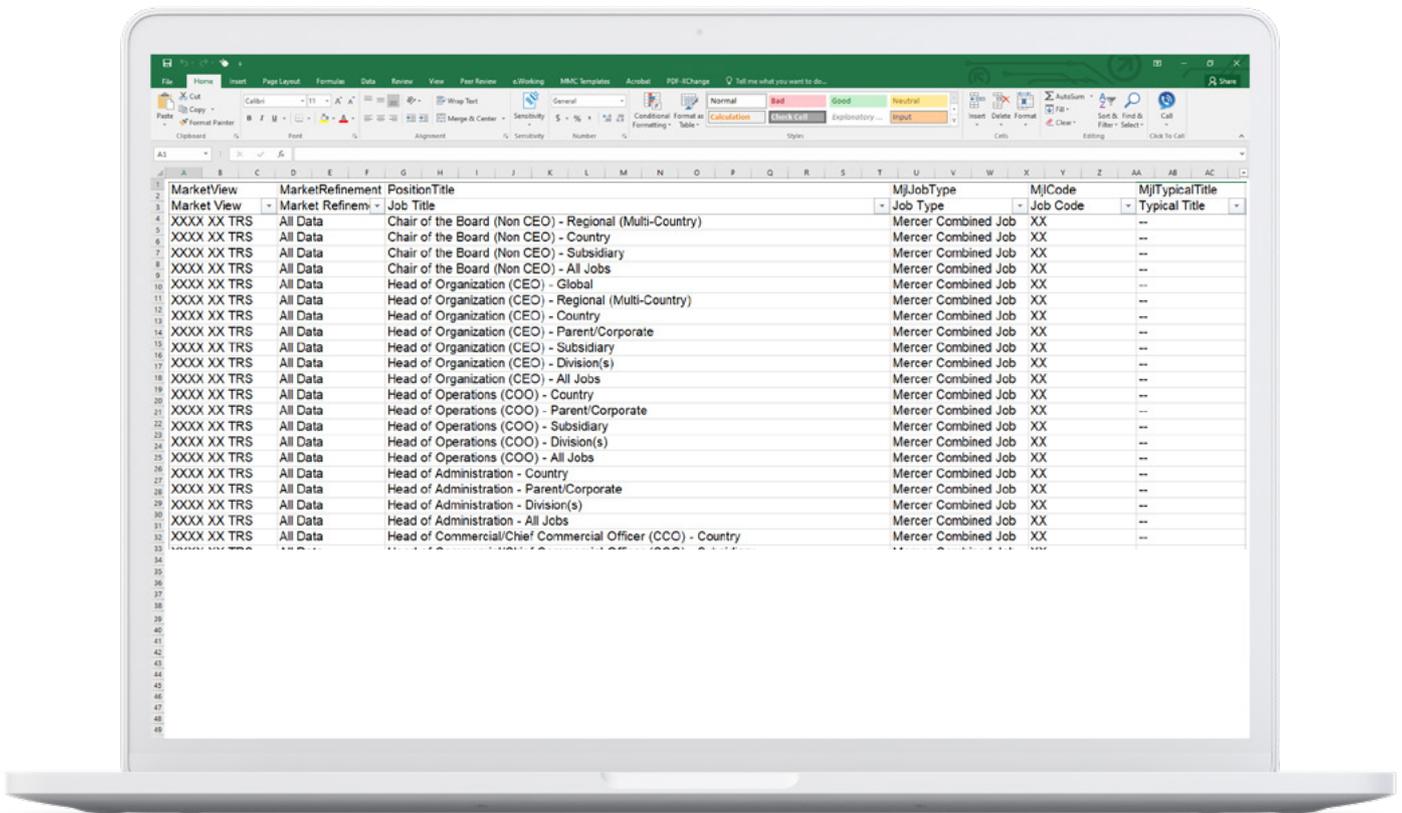
The year over year trends are presented for the same incumbents, same organizations/job level, and all organizations in both years. In addition to including both incumbent and organization weighted actual survey data, this report also includes analysis using regressed survey data.

The screenshot shows an Excel spreadsheet titled "Year over Year Results by Job (Incumbent Weighted)". The data is organized into columns for different compensation components and their year-over-year changes. The columns are grouped into three main sections: "Same Incumbent", "Same Organization, Same Job", and "All Organizations". Each section includes metrics for "No. of", "Median Incr. % Change of", "Average Incr. % Change of", and "% Change in Inc. Yr'd Median". The rows list various job titles such as "Head of Operations (CEO) - Global", "Head of Operations (CEO) - Regional (Multi-Country)", "Head of Operations (CEO) - Country", "Head of Operations (CEO) - Parent/Corporate", "Head of Operations (CEO) - Subsidiary", "Head of Operations (CEO) - Division(s)", and "Head of Operations (CEO) - All Jobs". The spreadsheet also includes a "Mercer" logo and a "Survey Year: 2016" label.

Excel Download of Actual and Regressed Data

Job detail

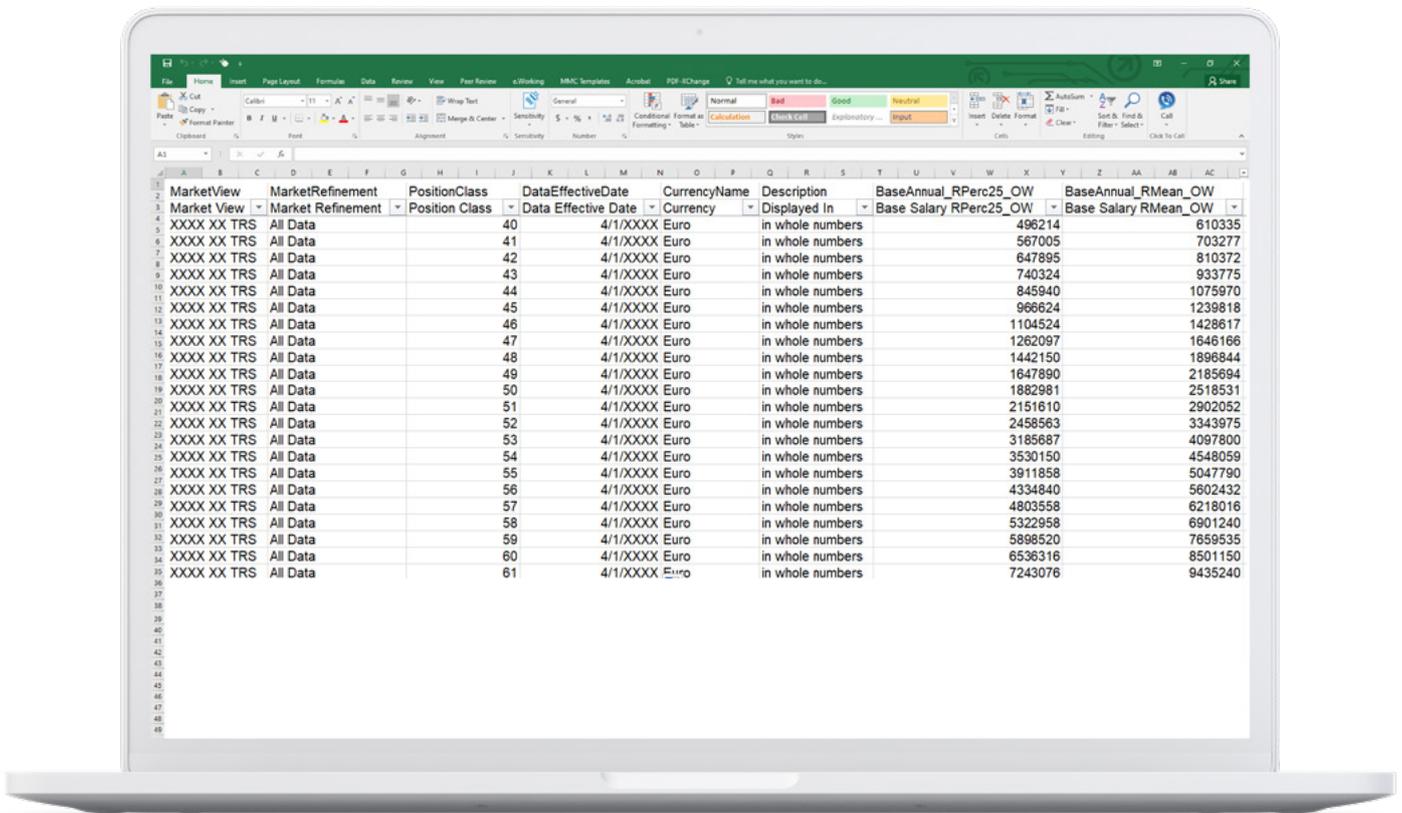
Aggregated actual data survey results for all the jobs published in a given survey, including a standard set of statistics (25th and 75th percentiles, mean and median) for various compensation elements.



Excel Download of Actual and Regressed Data

PC-Regression

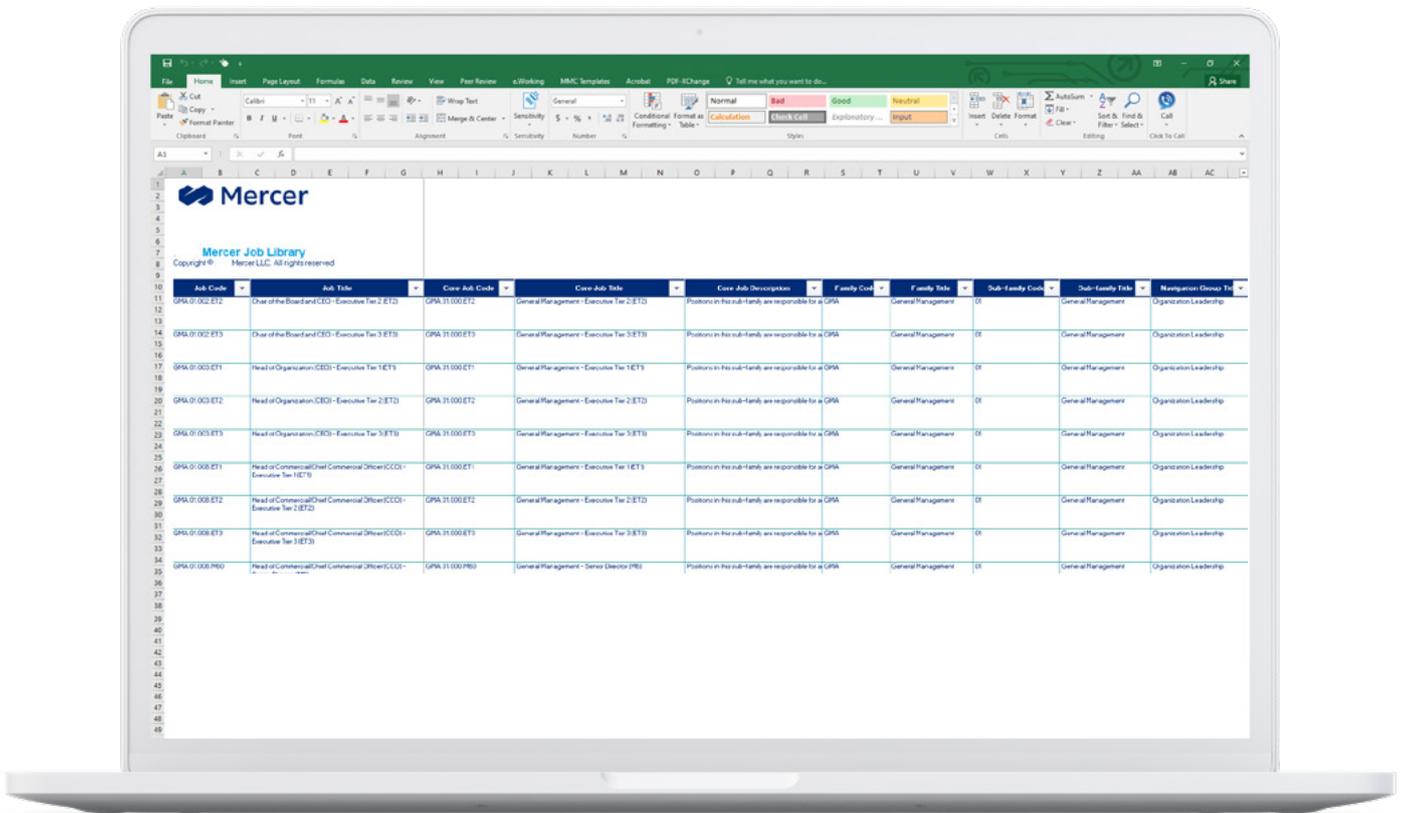
Regressed survey data by Position Class (PC) or by Career Stream and Position Class, covering a standard set of statistics (25th and 75th percentiles, mean and median) for main compensation elements.



Mercer Job Library Jobs and Roll-ups Catalog

The report includes all benchmark Jobs, Core Jobs and Mercer Combined Jobs in a single file along with their key attributes (e.g. titles, descriptions).

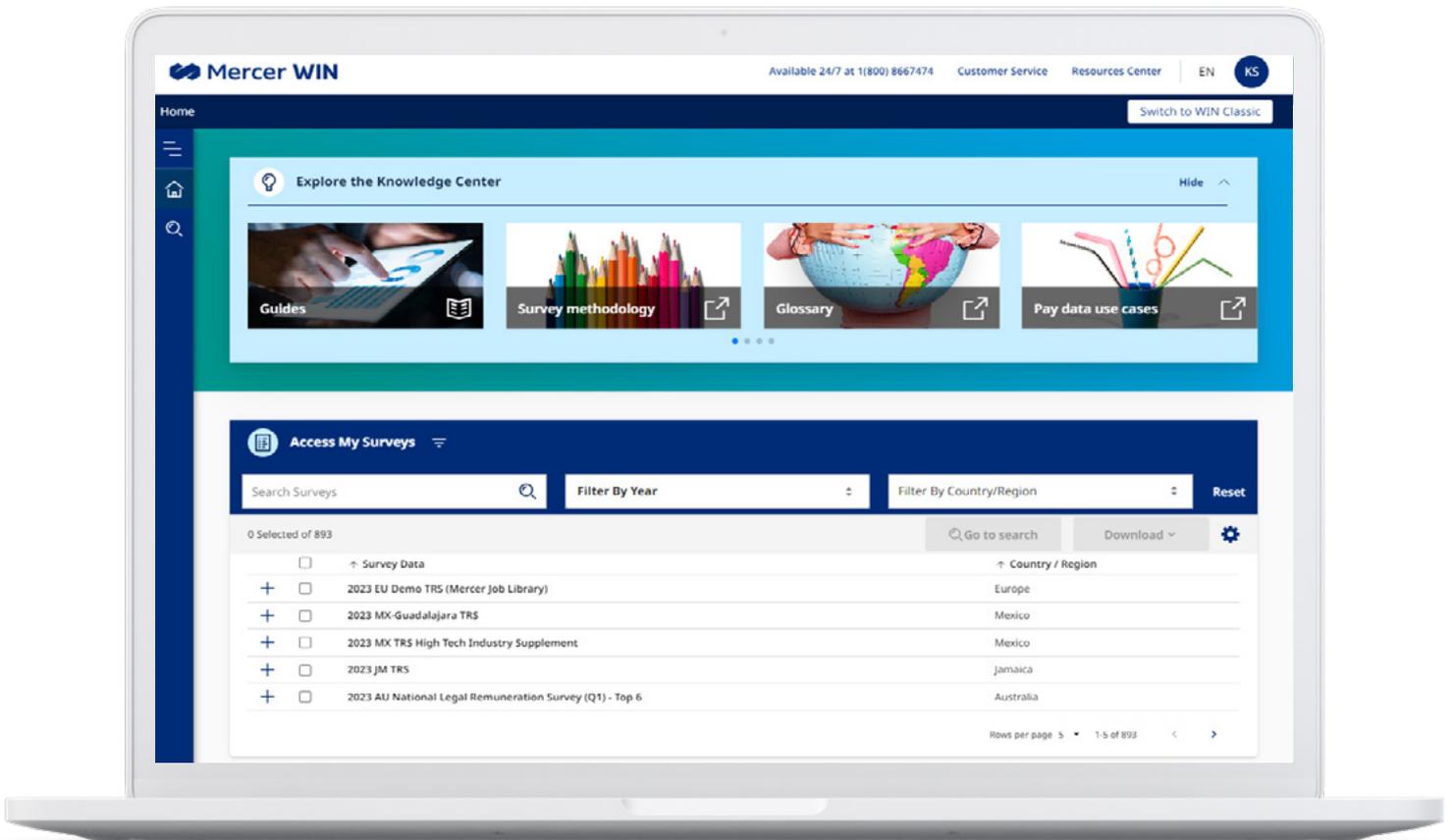
The file also includes the relationships between Jobs and Core Jobs as well as the relationship between Jobs and Mercer Combined Jobs.



Mercer WIN[®] — Total Remuneration Survey results delivery app

Mercer WIN[®] allows you to perform online analyses based on Mercer survey results. The software offers a truly flexible approach, being capable of running live calculations, looking through different data perspectives and applying various filtering criteria.

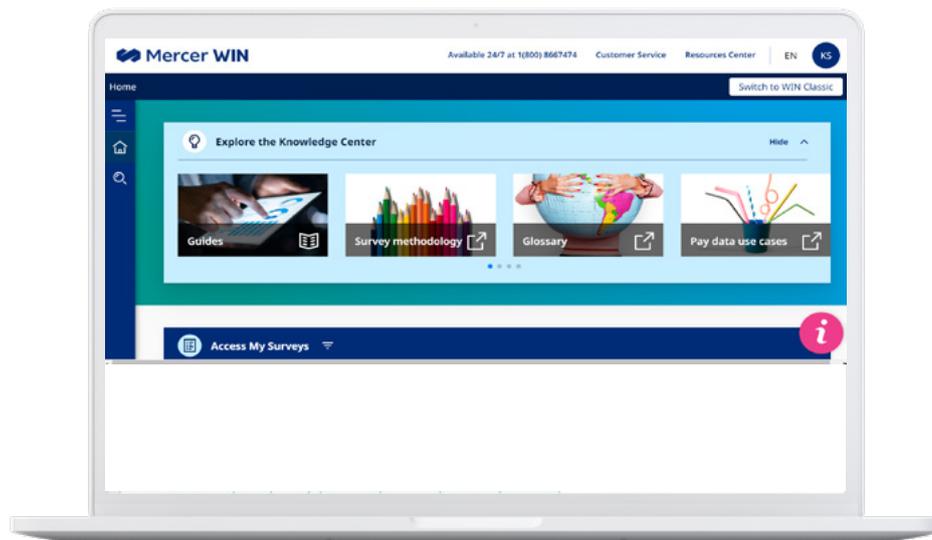
Home page



Mercer WIN[®]

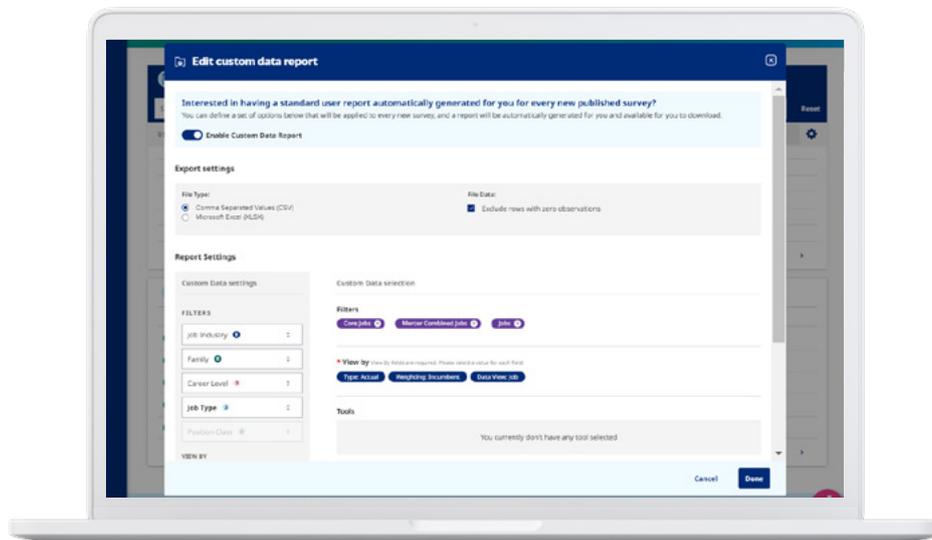
Knowledge Center

Knowledge Center provides quick access to resource content. Take advantage of comprehensive user guide materials in variety of formats to match different learning preferences embedded into the app, incl. in-app walkthroughs, how-to videos, etc.



Custom Data Report

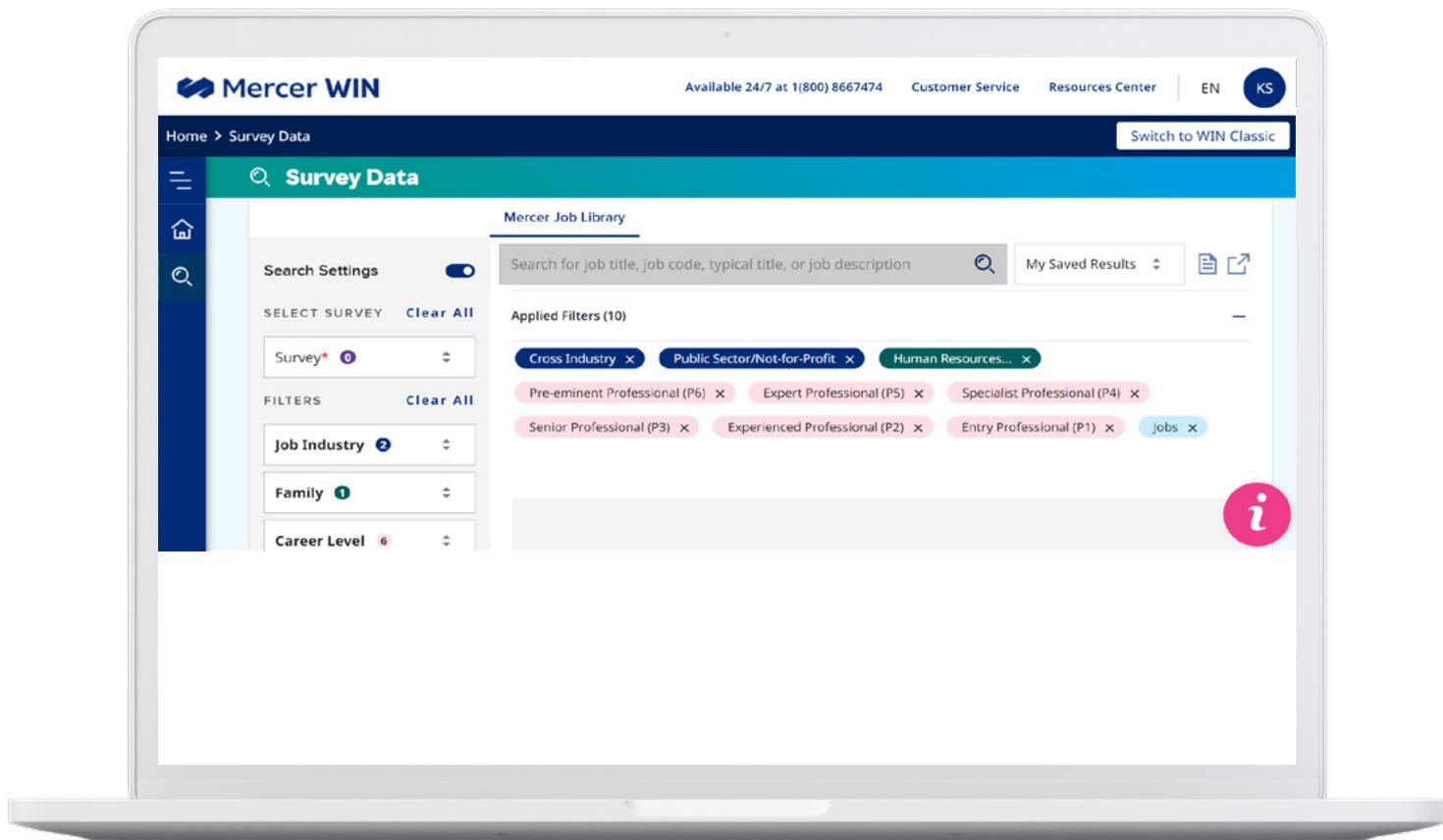
A Custom Data Report enables users to define specific criteria for viewing data, such as filters, functions, peer groups, and more, in order to create a report that is ready for download. This feature is designed for users who want to consistently view specific custom data slices in Mercer WIN without having to spend time setting them up repeatedly when reviewing newly-published reports.



Mercer WIN[®]

Search

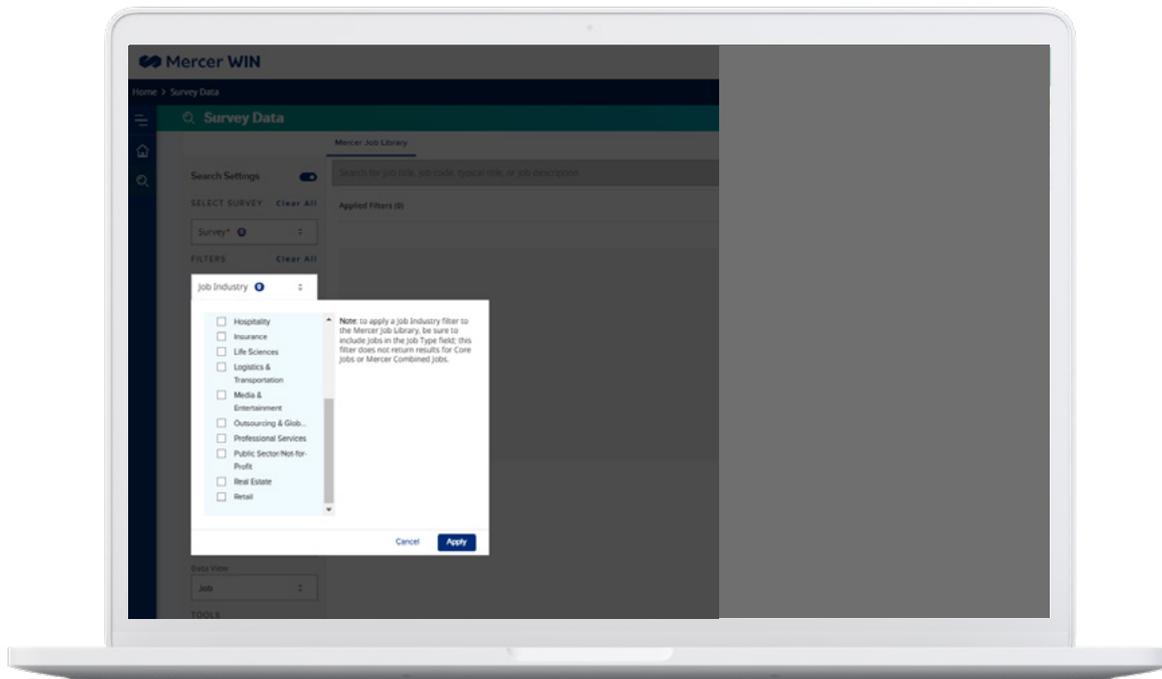
Apply various filtering criteria to narrow down search results according to your needs.



Mercer WIN[®]

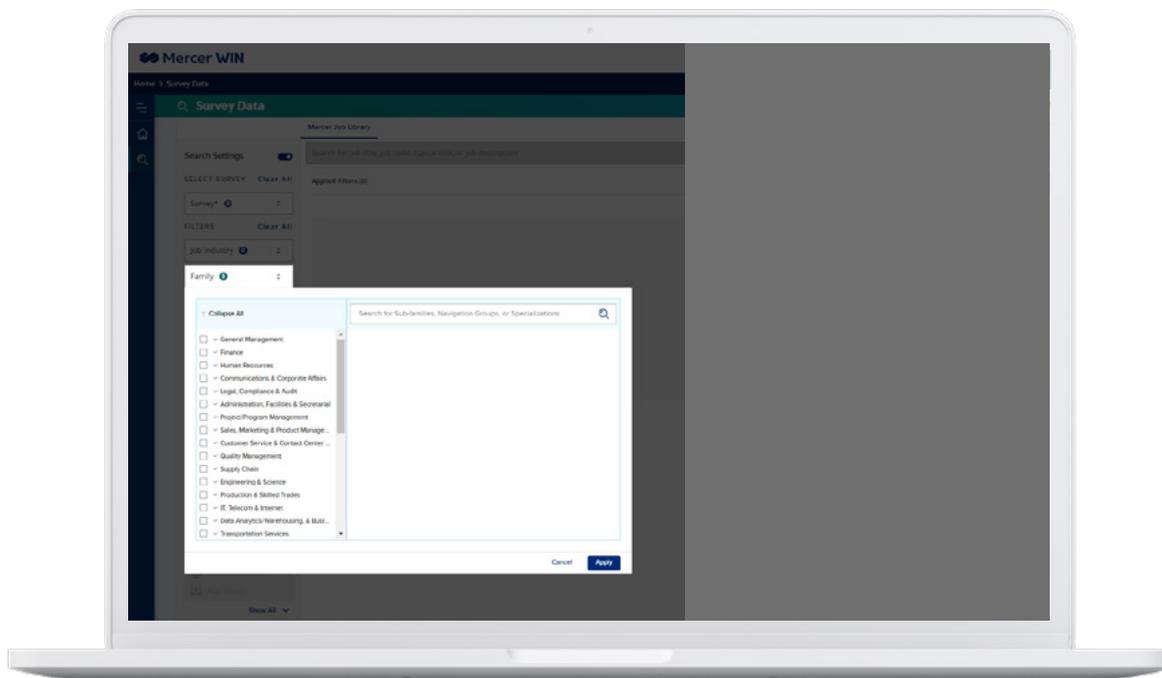
Filter by Job Industry

Select Industry typical for the jobs you are looking for.



Filter by Job Family

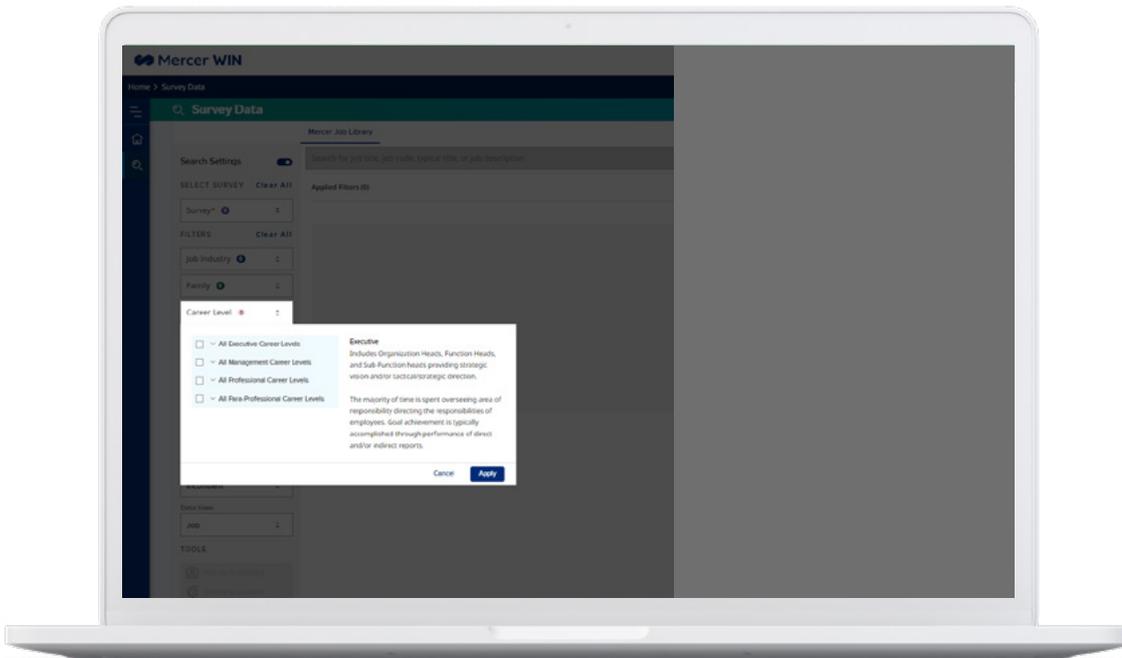
Shift through various Job Families to analyze different aspects of your workforce.



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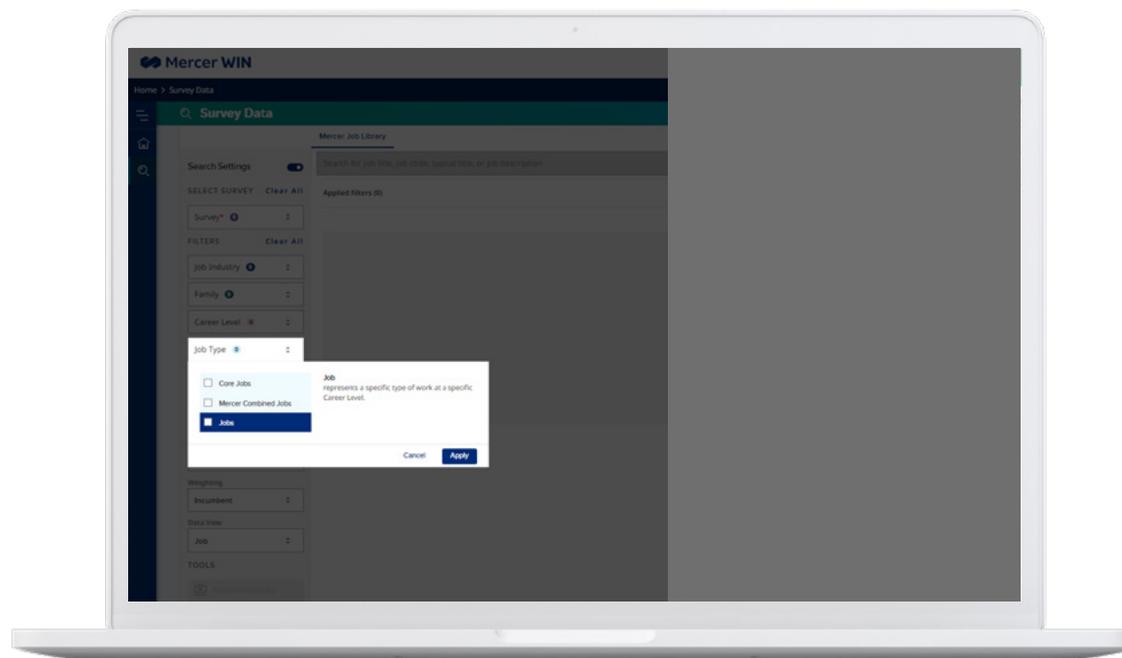
Filter by Career Level

Select appropriate Career Levels to focus on different employee groups within your organization or the market.



Filter by Job Type

The Job Type filter is another way in the system which allows you to search for either Jobs, Core Jobs, Mercer Combined Jobs or all types.



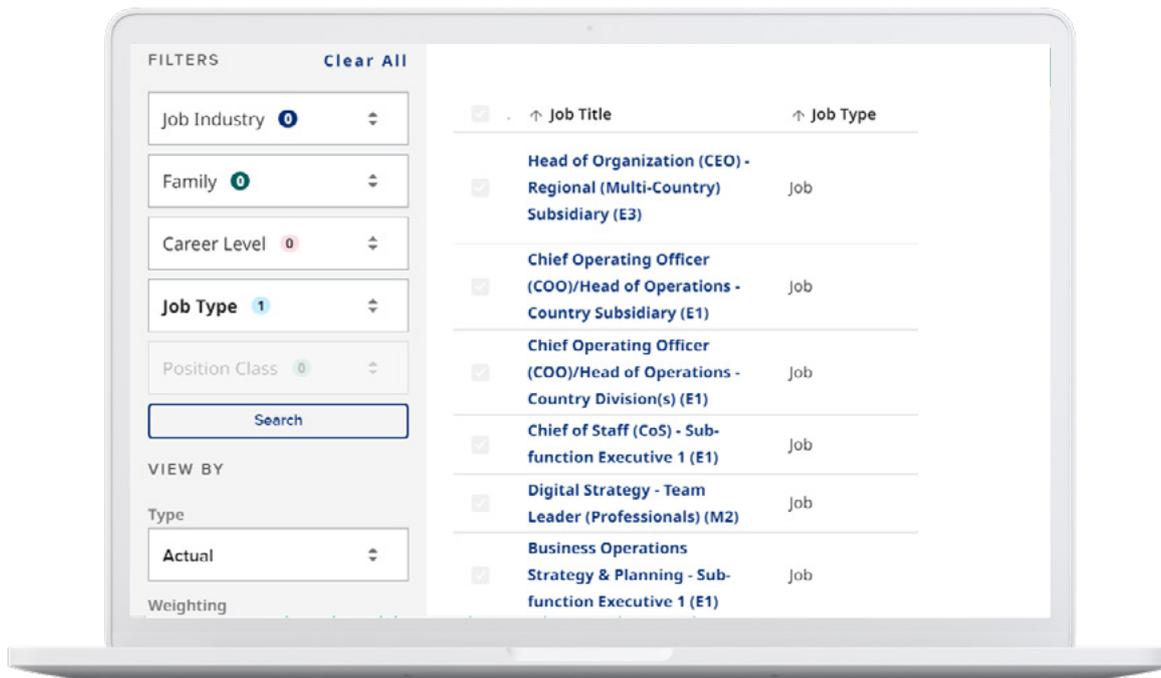
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View data at aggregated Job level

Survey results can be viewed at the benchmark level (Job), as well as at two aggregate levels: Core Job and Mercer Combined Job.

Job

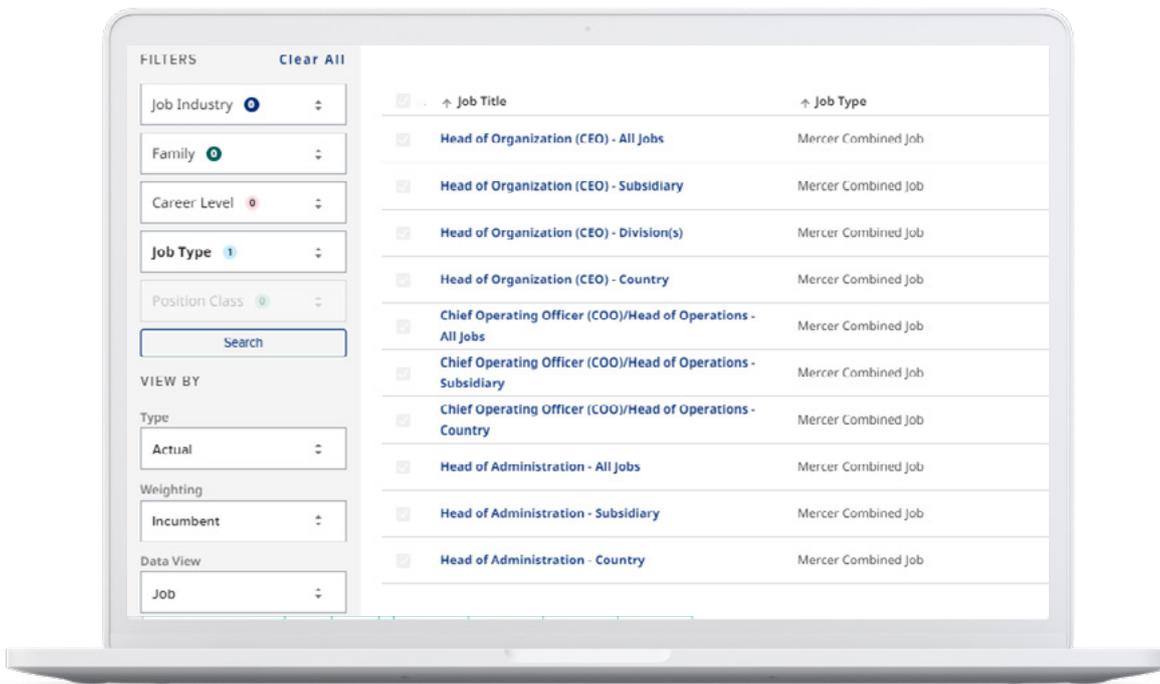
Job – basic survey results representing a specific type of work at a specific Career Level.



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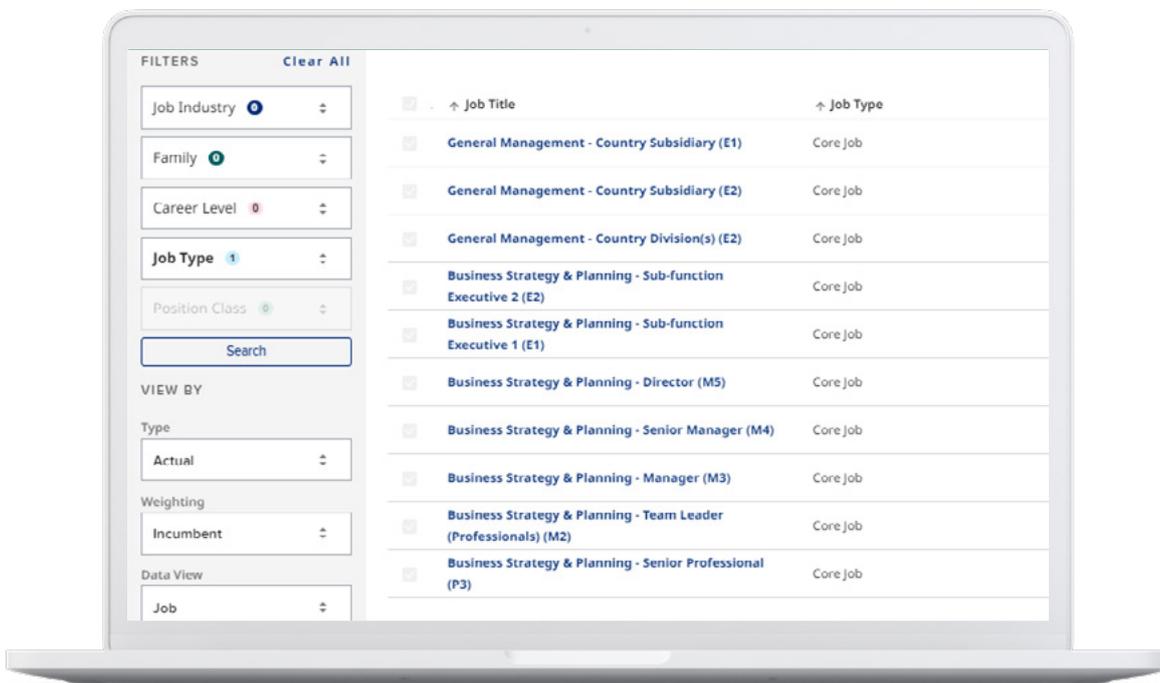
Mercer Combined Job

Mercer Combined Job – pre-defined combination of Jobs.



Core Job

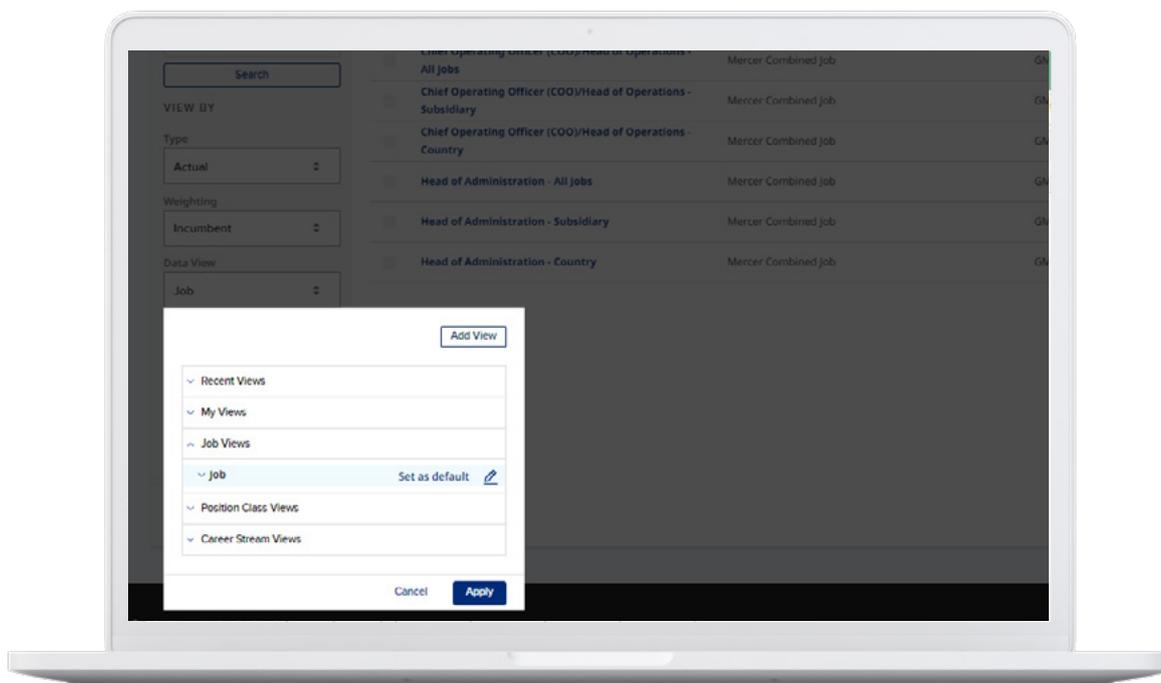
Core Job – an aggregate of underlying Jobs within a Sub-family at a specific Career Level.



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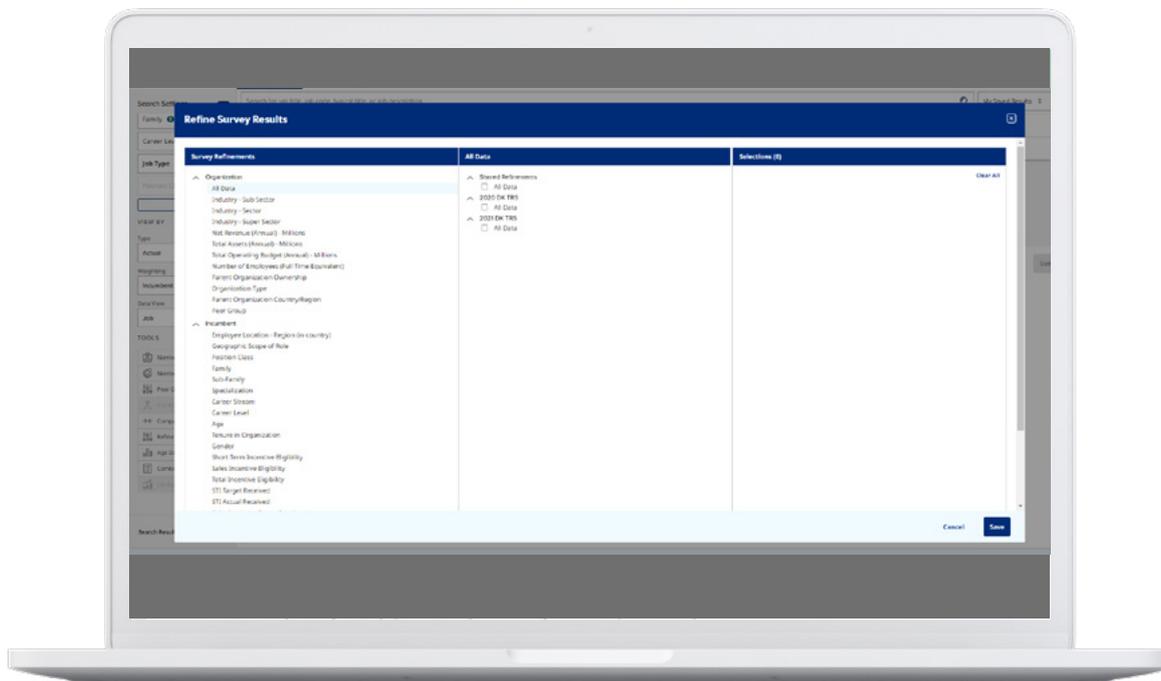
Mercer data - results views

Select different views and create your own templates to move between Job, Position Class, Family and Career Stream data display. Add columns representing a wide range of compensation elements.



Refinements

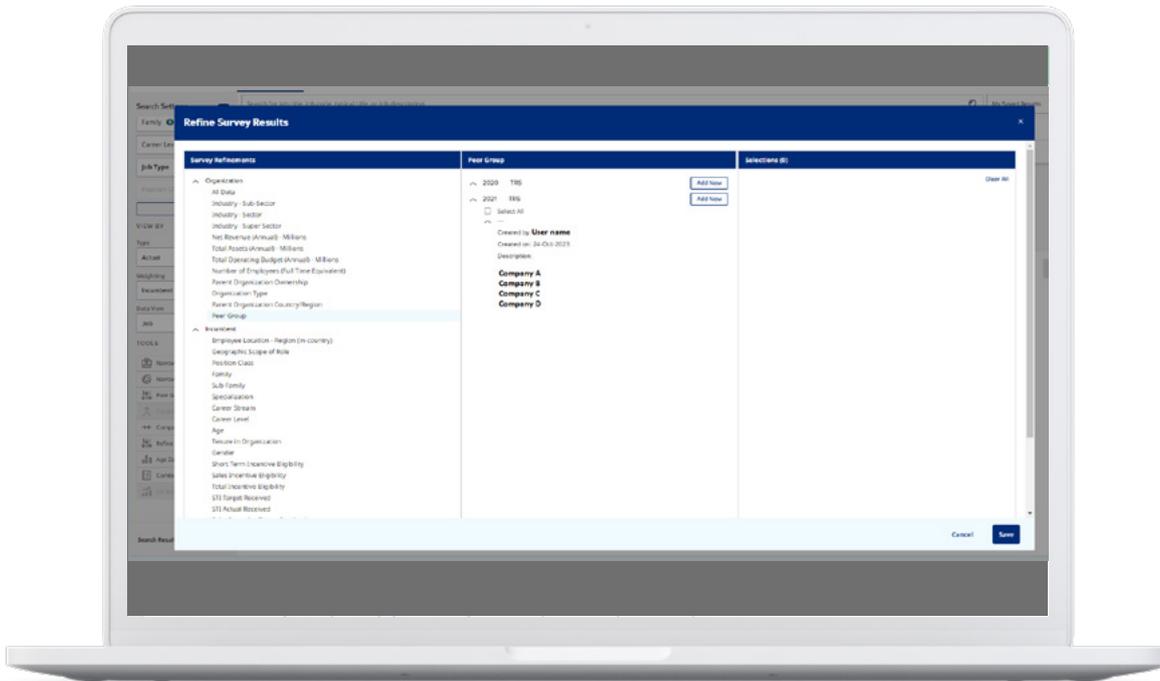
Choose from a versatile set of survey data refinements to generate results aligned with your organization's profile or the type of position you wish to analyze.



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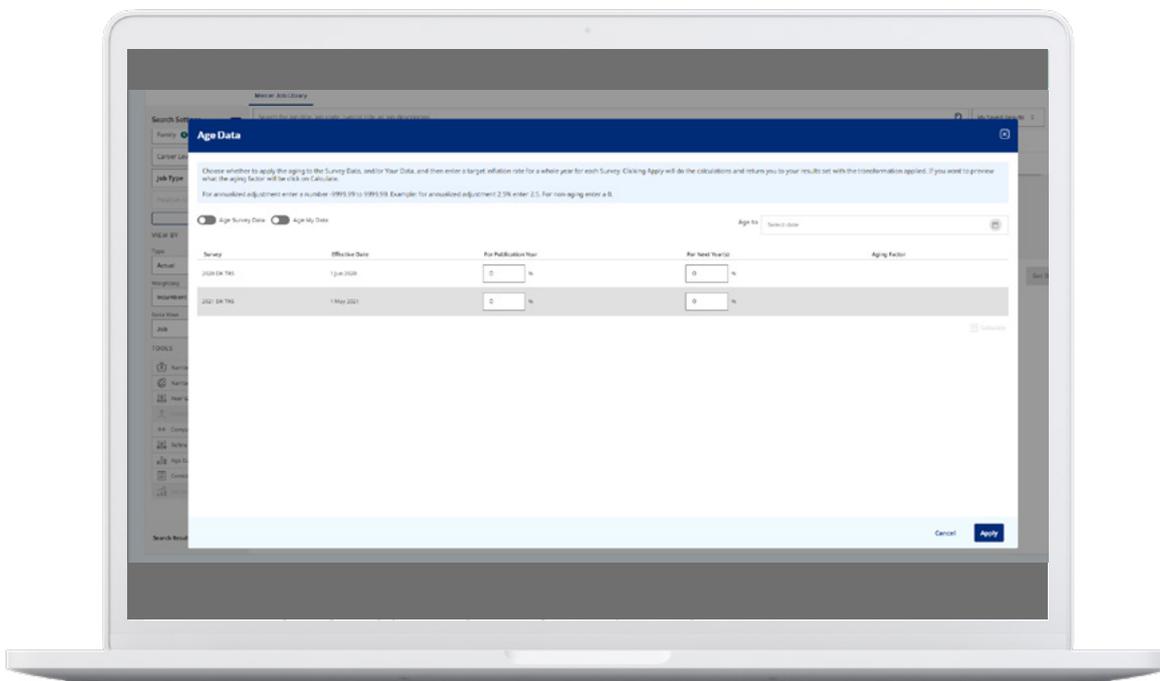
Refinements – peer group

To compare your own company to a defined list of peer organizations, you can select a Peer Group. A minimum of 10 organizations is required to create a peer group of which 8 must be distinct organizations.



Age data

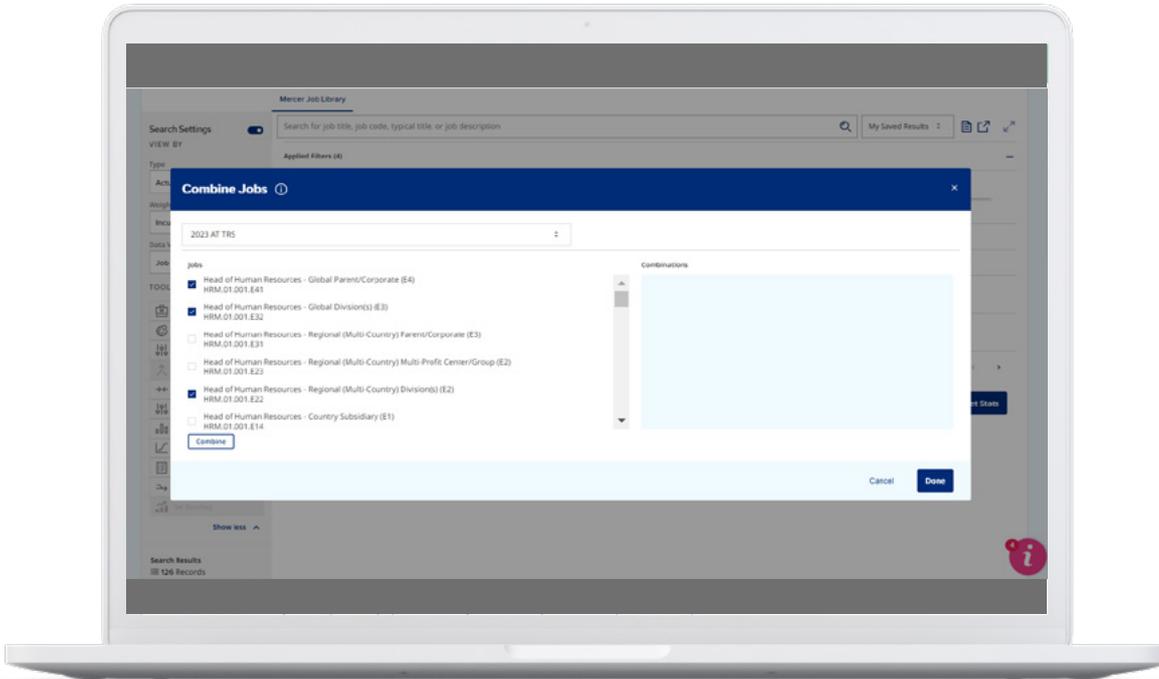
Adjust survey results to a certain point in time, using factors such as median base salary increase rate or inflation.



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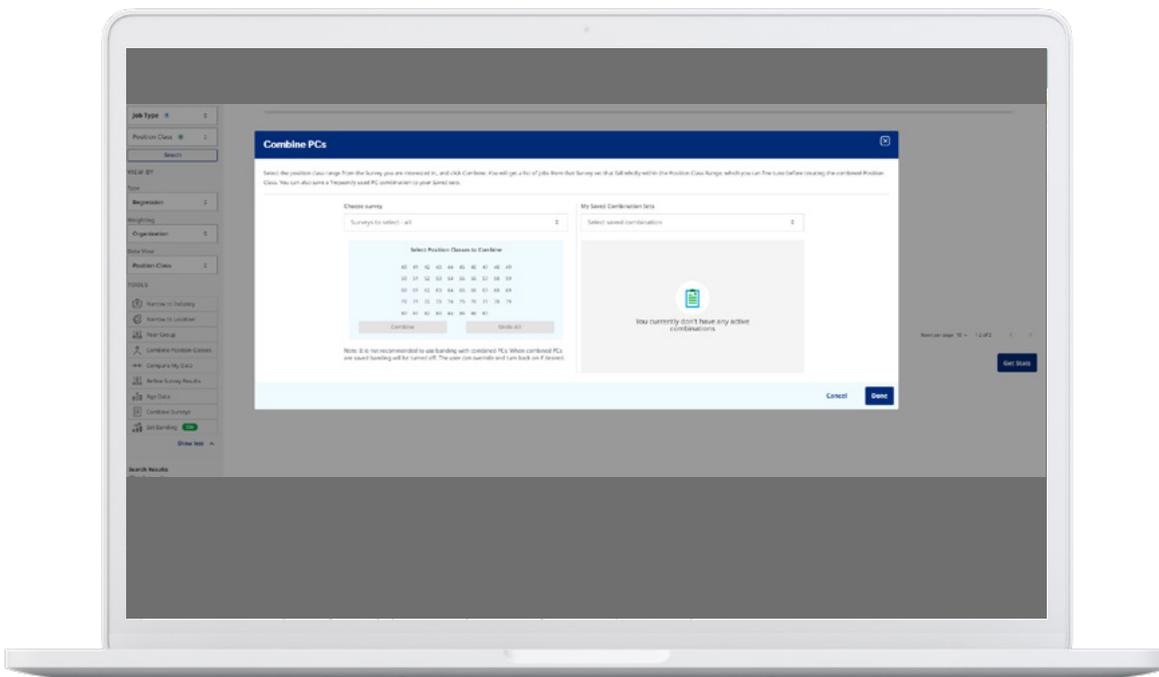
Combine Jobs

Merge Mercer benchmarks to align better with your internal grading or increase data sample.



Combine Position Classes

Merge Position Classes for particular Jobs or the whole market according to your needs.



For further information, please contact your local
Mercer office or visit our website at:

www.mercer.com/trs