

Mercer's Total Remuneration Survey (TRS)

Content sample



welcome to brighter

About the reports

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®.

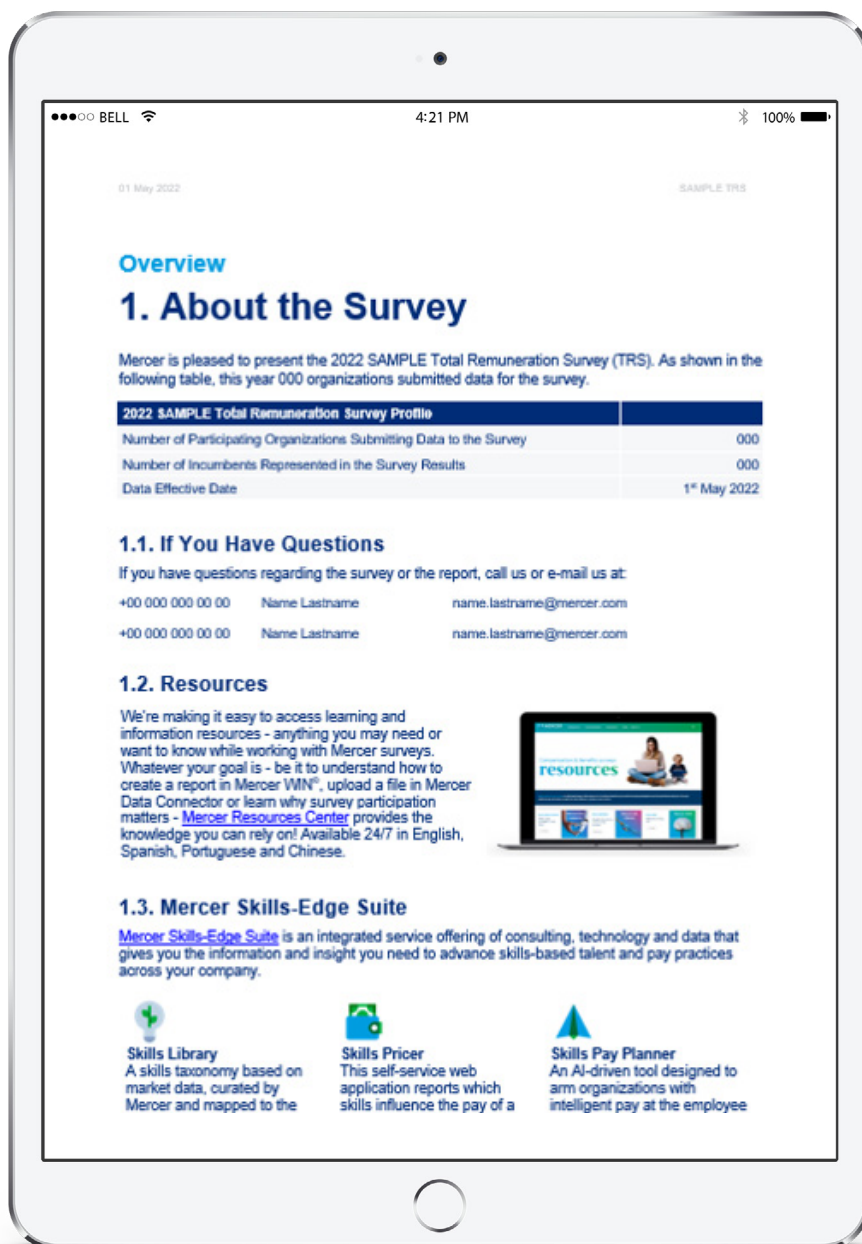
*Availability of individual reports may vary depending on a survey and country.



Overview

A starting point to the survey providing overall information on the survey database size as well 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 reports, 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).



Policy and Practice reports

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

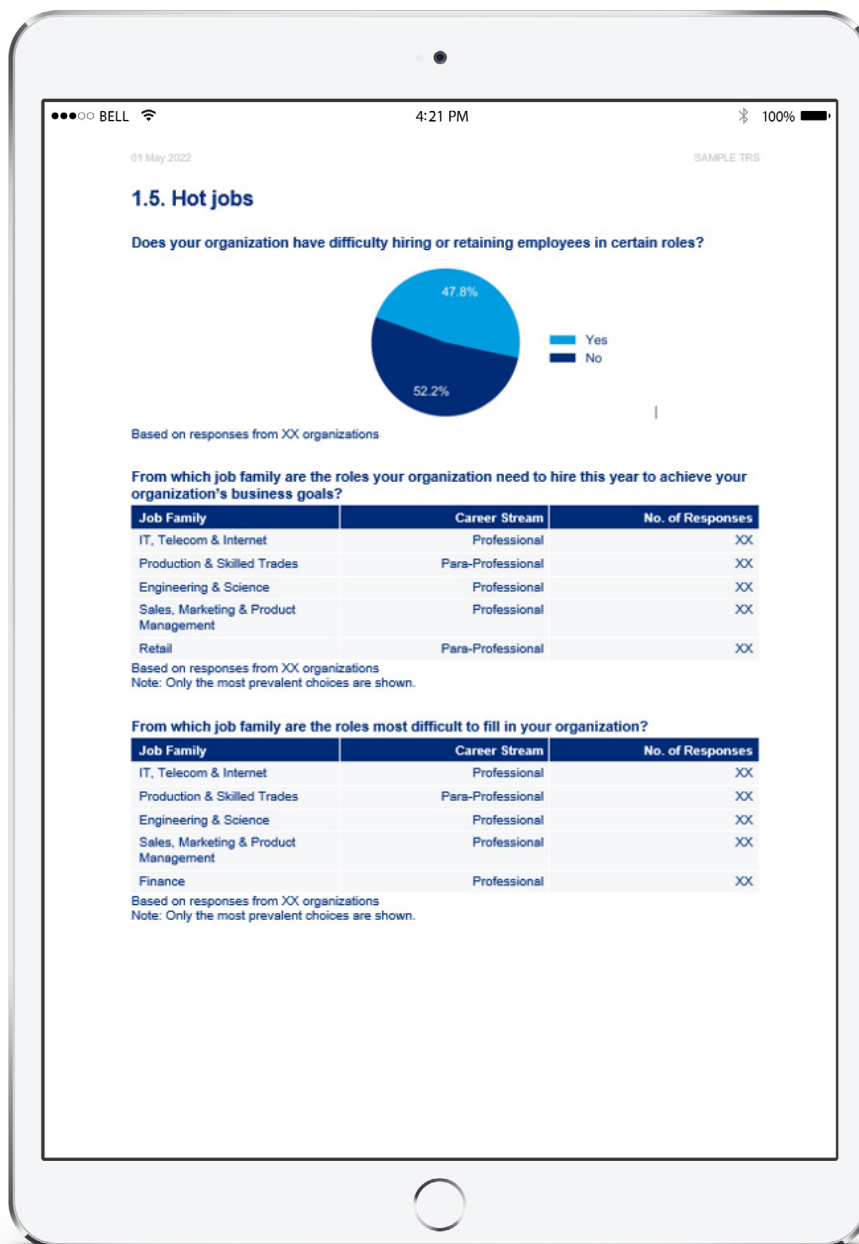
Give an overview of the prevalence of practices and policies for short and long-term incentives and benefits plans.



Policy and Practice reports

Organization remuneration policy

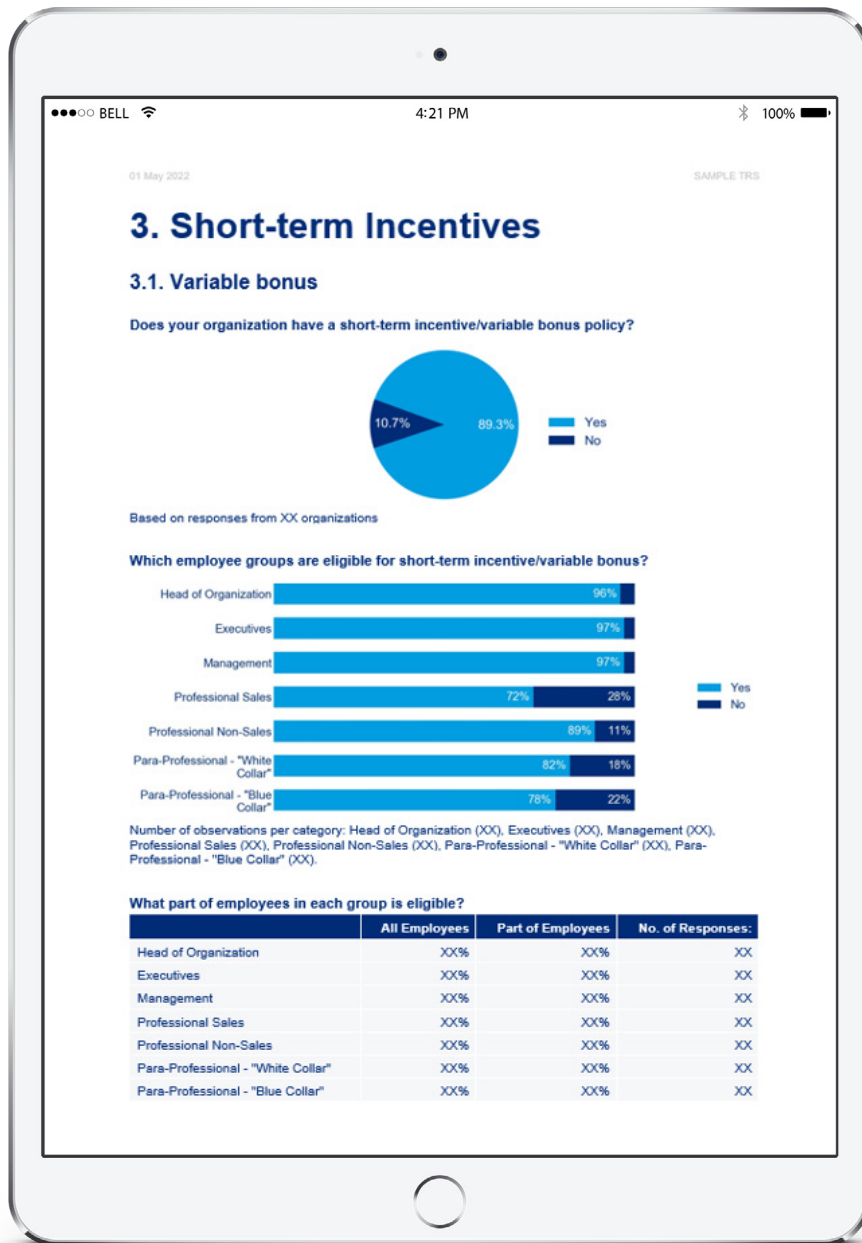
This section covers the main policies and trends in the scope of remuneration, including but not limited to salary review policy, hot jobs and hiring intentions.



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)

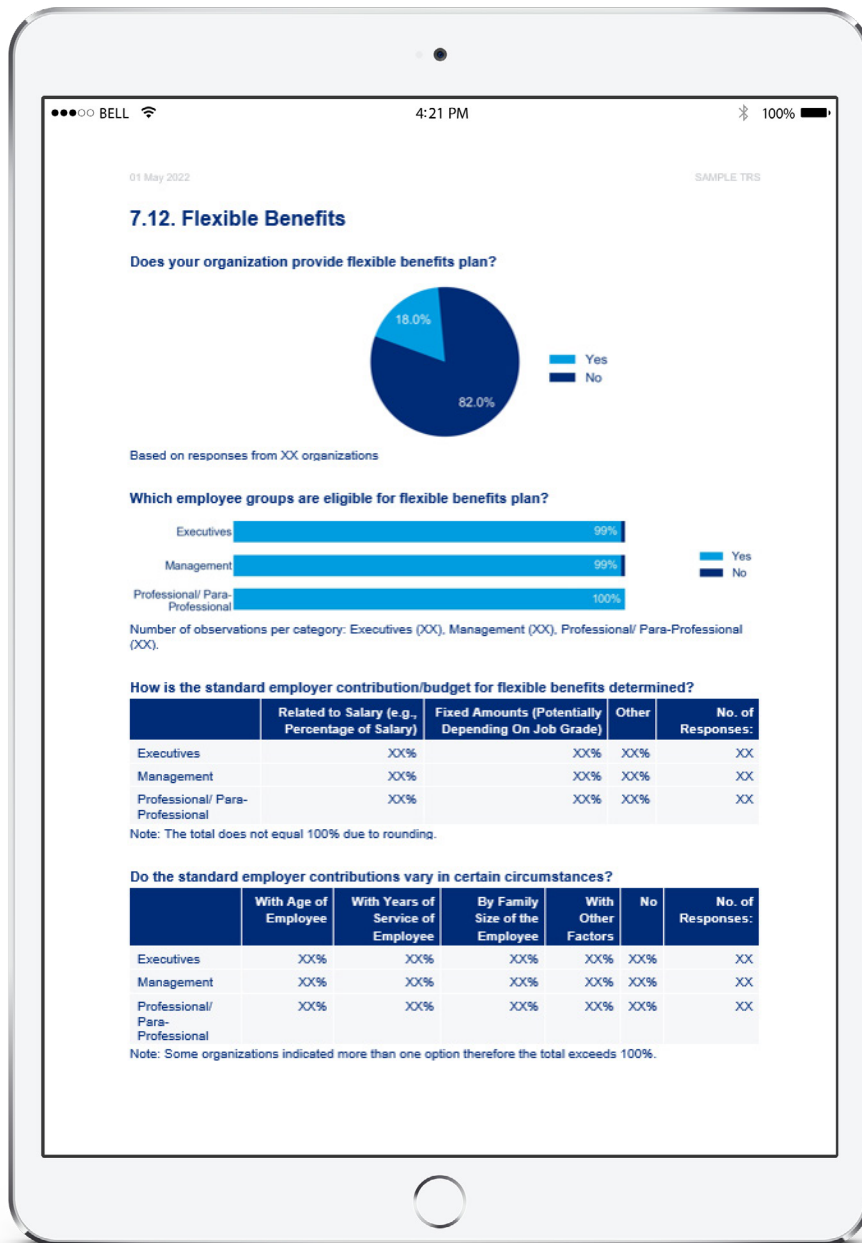
An extensive information source on various aspects of long-term incentives management across the market, including policies relating to LTI eligibility, plan structures, performance measures, grant frequency or types of vesting.



Policy and Practice reports

Benefits

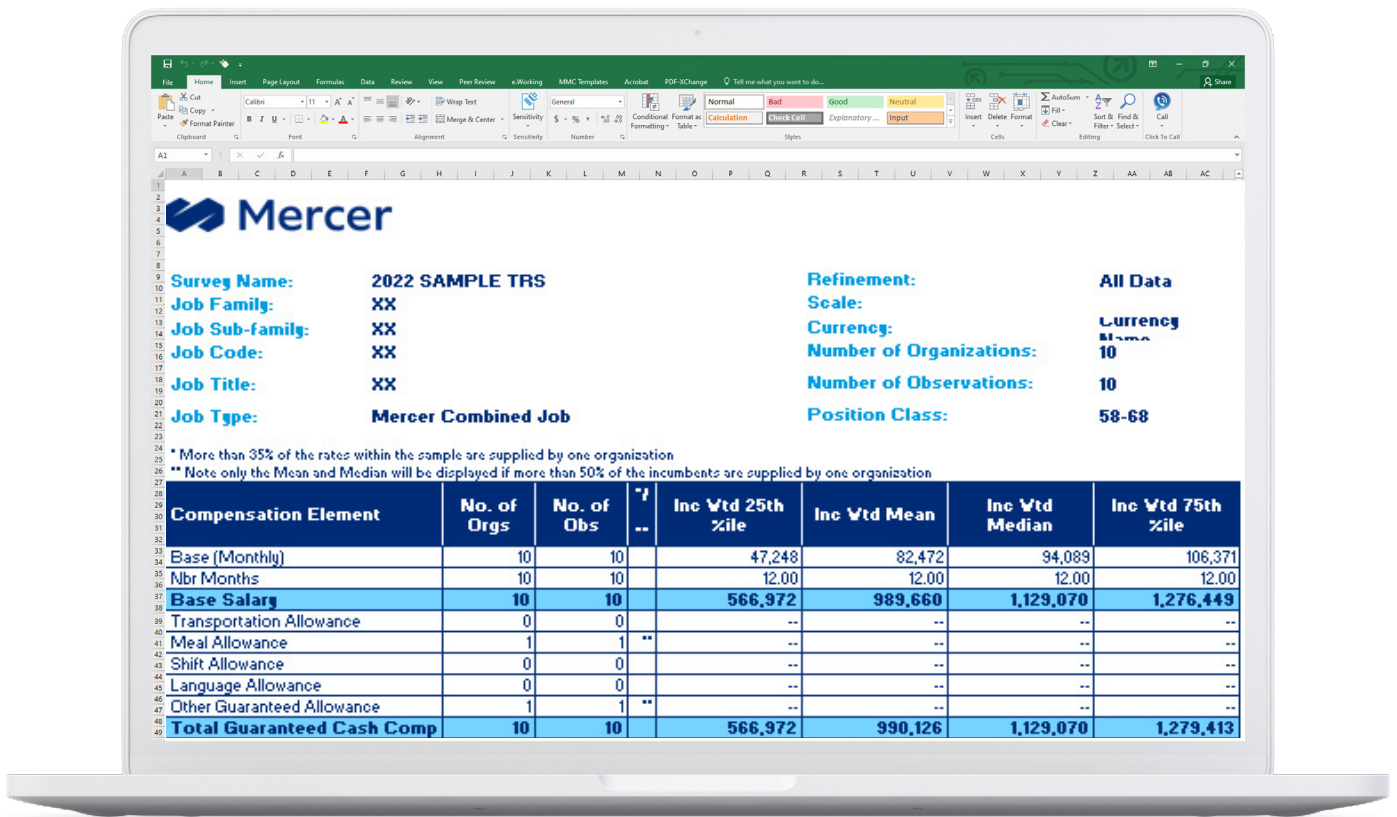
This section presents benefit policies of extensive coverage, including core benefits such as retirement, medical, life assurance and disability or company cars, as well as country-specific local components.



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 market 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.

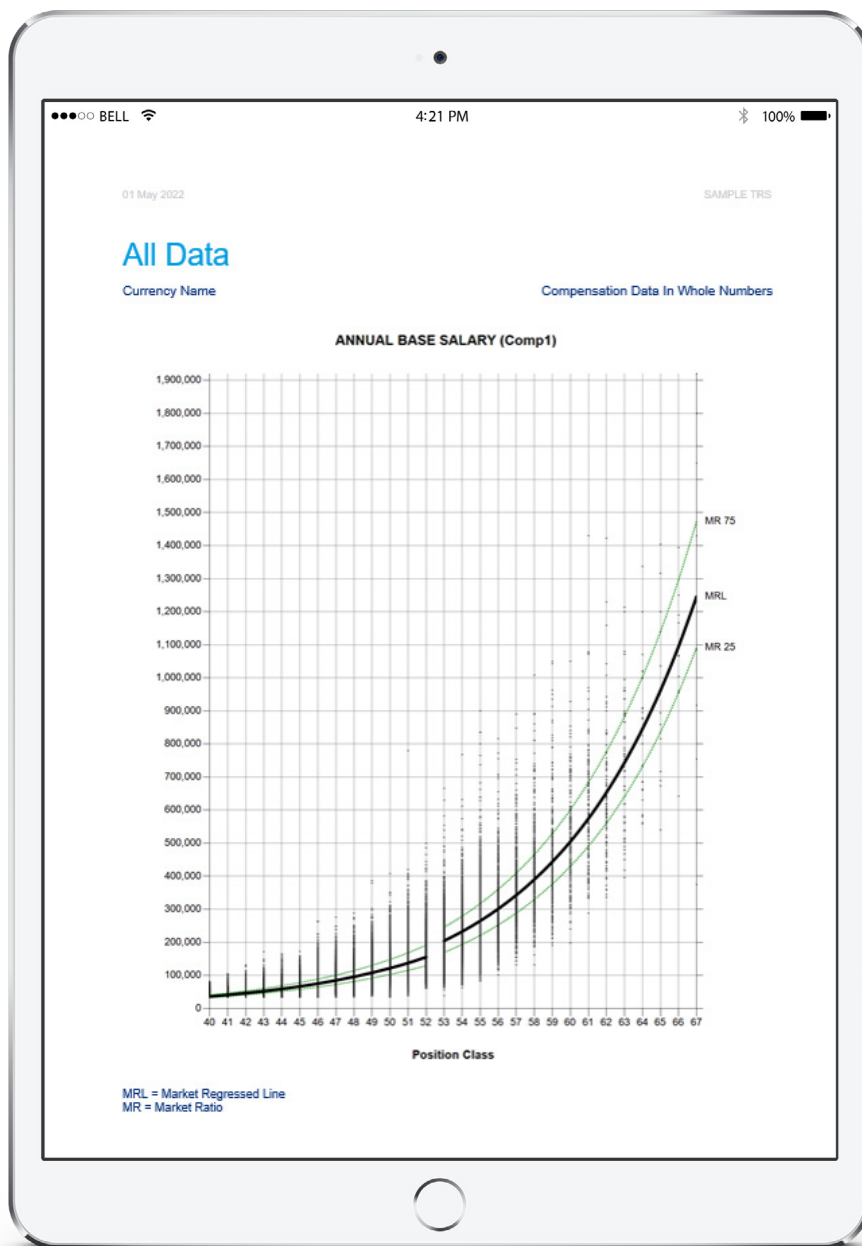
Survey Name: 2022 SAMPLE TRS
Scale: In Whole Numbers
Currency: Currency Name
Data Effective Date: 01May2022

Job Family: General Management

Job Type	Job Title	Job Code	Base Salary					Total Guaranteed Cash Compensation					Total Cash Compensation (Actual)					Total Remuneration (Actual)				
			No. of Jobs	5th	75th	95th	Mean	Median	5th	75th	95th	Mean	Median	5th	75th	95th	Mean	Median	5th	75th	95th	
Refinement: All Data																						
Mercer Combined Job	Job 1	X01	10	566,972	1,241,977	1,029,070	1,276,449	586,972	1,029,070	1,029,070	1,279,411	675,464	1,953,265	1,862,920	1,862,920	692,538	1,253,902	1,340,360	2,884,000			
Job	Job 2	X01	10	566,972	1,061,326	1,029,070	1,276,449	586,972	1,029,070	1,029,070	1,279,411	675,464	1,277,557	1,862,920	1,862,920	692,538	1,375,205	1,340,360	2,884,000			
Mercer Combined Job	Job 3	X05	12	528,425	599,807	640,000	594,000	528,425	680,952	641,652	695,161	624,279	663,945	812,020	1,092,902	670,007	945,791	811,071	1,344,842			
Job	Job 4	X01	94	523,652	579,899	626,438	636,992	523,652	595,521	636,438	638,445	623,527	829,894	799,037	1,067,897	668,303	979,262	923,926	1,320,138			
Job	Job 5	X01	6	399,545	678,937	652,824	927,815	399,545	594,070	652,824	927,815	399,545	613,650	652,824	970,422	420,392	675,729	603,420	989,670			
Mercer Combined Job	Job 6	X01	102	533,937	679,275	639,862	900,927	533,937	583,041	640,704	900,927	628,442	796,041	827,412	1,945,535	662,314	873,238	930,966	1,374,975			
Job	Job 7	X01	10	566,972	1,239,396	1,029,070	1,276,449	586,972	1,230,698	1,029,070	1,279,411	675,464	1,301,205	1,862,920	1,862,920	692,538	1,442,754	1,340,360	2,884,000			
Job	Job 8	X01	94	523,652	674,624	636,438	636,992	523,652	591,897	636,438	638,445	623,527	847,005	799,037	1,067,897	668,303	933,905	923,926	1,320,138			
Mercer Combined Job	Job 9	X01	6	399,545	691,993	652,824	927,815	399,545	672,409	652,824	927,815	399,545	665,880	652,824	970,422	420,392	707,262	603,420	989,670			
Job	Job 10	X01	6	399,545	710,570	652,824	927,815	399,545	710,570	652,824	927,815	399,545	632,239	652,824	970,422	420,392	729,340	603,420	989,670			
Mercer Combined Job	Job 11	X01	10	537,970	727,874	674,050	932,600	537,970	640,346	674,050	935,880	629,200	795,264	827,920	1,964,094	604,680	679,520	935,664	1,369,031			
Job	Job 12	X01	10	566,972	1,107,779	1,029,070	1,276,449	586,972	1,185,524	1,029,070	1,279,411	675,464	1,070,994	1,862,920	1,862,920	692,538	1,334,684	1,340,360	2,884,000			

Position Class report (actual and regressed data)

A compilation of actual and regressed market data tables, as well as charts depicting regressed market 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 market data, this report also includes analysis using regressed market data.

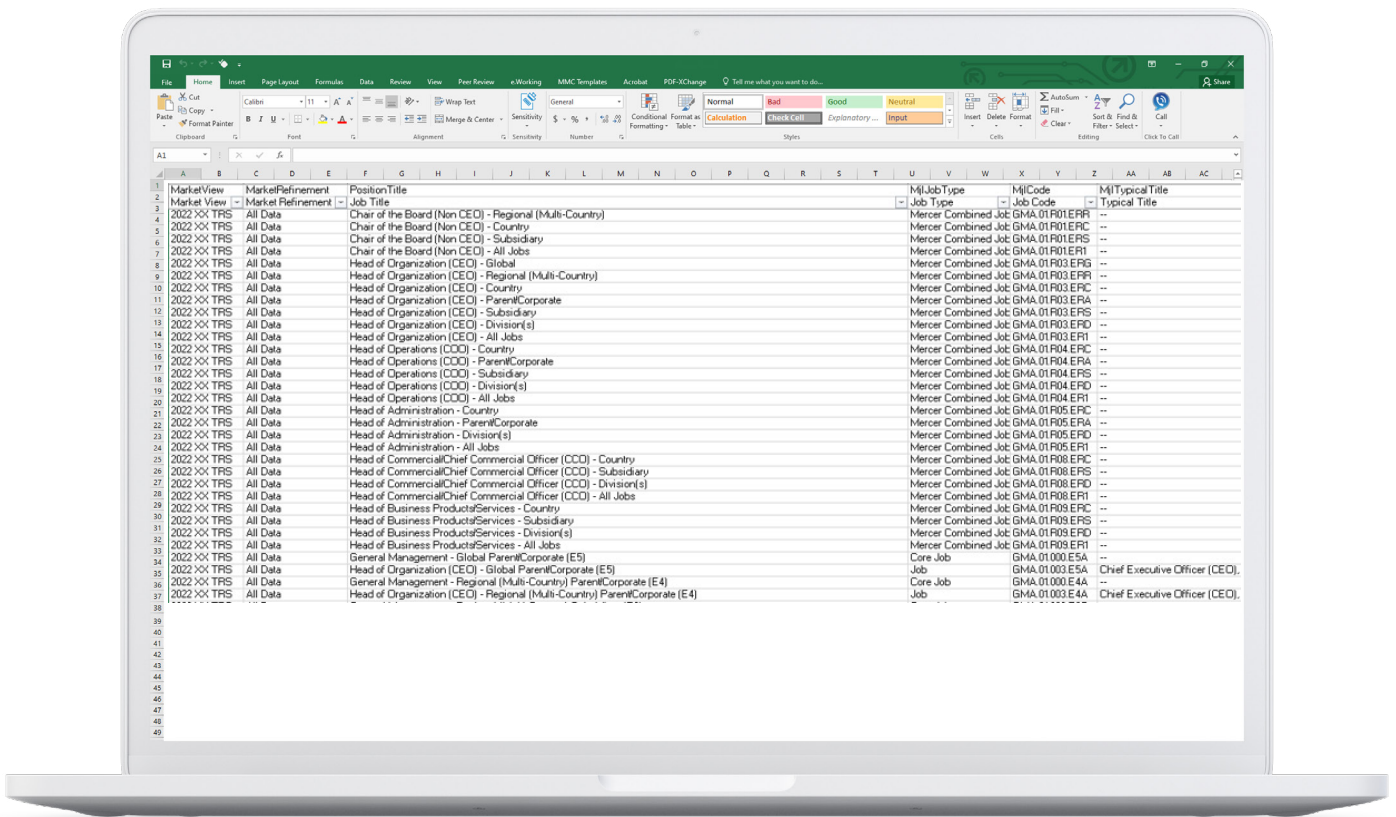
Year over Year Results by Job (Incumbent Weighted)

Job Types	Job Code	Job Title	Same Incumbent Percentage Change in Compensation									Same Organization, Same Job - Percentage Change in Compensation									All Organizations Percentage Change in Compensation		
			% Change in Inc. Wtd. Median			% Change in Inc. Wtd. Total Guaranteed Cash			% Change in Inc. Wtd. Total Cash (Actual)			% Change in Inc. Wtd. Median			% Change in Inc. Wtd. Total Guaranteed Cash			% Change in Inc. Wtd. Total Cash (Actual)			% Change in Inc. Wtd. Total Cash (Actual)		
			Orgs	Obs	%	Orgs	Obs	%	Orgs	Obs	%	Orgs	Obs	%	Orgs	Obs	%	Orgs	Obs	%	Orgs	Obs	%
Exec Job	CSY04.000M00	Consult Center Operations & Training - Manager (M)	16	31	0.0	0.1	-0.1	10	14	-2.6	2.1	2.0	-0.1	21	40	2.4	1.6	-0.1	21	40	-2.6	-40.0	
Combined Job	CSY04.R00M00	Consult Center Operations - Manager (M)	16	30	0.0	0.1	-0.1	10	14	-2.6	2.1	2.0	-0.1	20	40	2.4	1.6	-0.1	20	40	-2.6	-42.0	
Job	CSY04.001M00	Consult Center Management - Manager (M)	16	30	0.0	0.1	-0.1	10	14	-2.6	2.1	2.0	-0.1	20	40	2.4	1.6	-0.1	20	40	-2.6	-44.0	
Com Job	CSY04.000P00	Consult Center Operations & Training - Experienced Professional (P)	6	10	2.0	2.0	5.6	5.1	4.0	1.0	5.1	5.0	1.0	6	10	6.0	7.0	1.0	10	35	42.0	205.0	
Combined Job	CSY04.R00P00	Consult Center Support/Training & Training - Experienced Professional (P)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	40	75.0	348.0	
Job	CSY04.000P00	Consult Center Representative Training - Experienced Professional (P)	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	40	75.0	348.0	

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

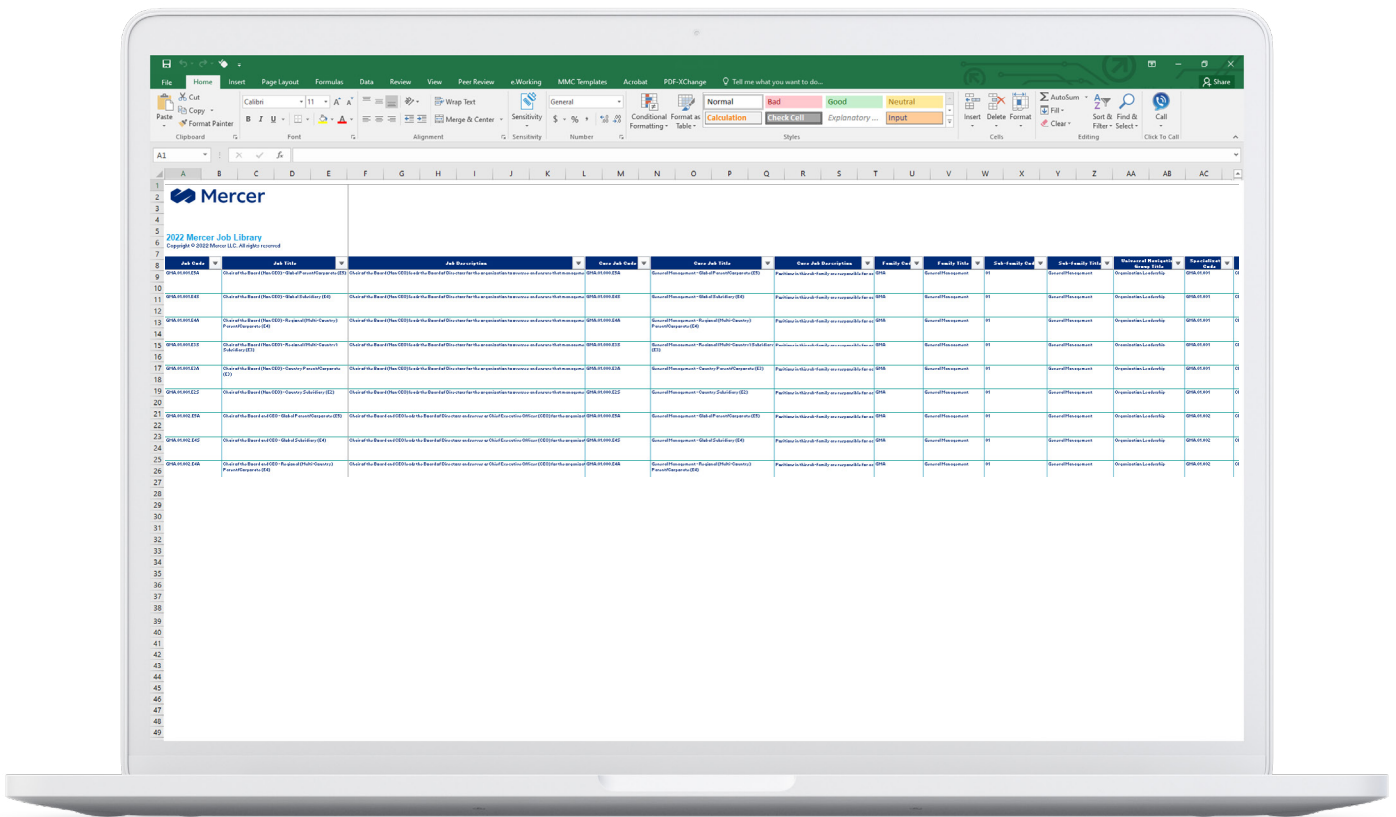
Regressed market data by Position Class (PC) or by Career Stream and Position Class, covering a standard set of statistics (25th and 75th percentiles, mean and median) for main compensation elements.

MarketView	MarketRefinement	PositionClass	DataEffectiveDate	Currency	Description	BaseAnnual_RPerc25_OW	BaseAnnual_RMean_OW	BaseAnnual_RMEdian_OW
2022 XX TRS	All Data	40	4/1/2022	Euro	in whole numbers	496214	610335	568683
2022 XX TRS	All Data	41	4/1/2022	Euro	in whole numbers	567005	703277	653603
2022 XX TRS	All Data	42	4/1/2022	Euro	in whole numbers	647895	810372	751204
2022 XX TRS	All Data	43	4/1/2022	Euro	in whole numbers	740324	933775	863380
2022 XX TRS	All Data	44	4/1/2022	Euro	in whole numbers	845940	1075970	992306
2022 XX TRS	All Data	45	4/1/2022	Euro	in whole numbers	966624	1239818	1140485
2022 XX TRS	All Data	46	4/1/2022	Euro	in whole numbers	1104524	1428617	1310791
2022 XX TRS	All Data	47	4/1/2022	Euro	in whole numbers	1262097	1646166	1506528
2022 XX TRS	All Data	48	4/1/2022	Euro	in whole numbers	1442150	1896844	1731495
2022 XX TRS	All Data	49	4/1/2022	Euro	in whole numbers	1647890	2185694	1990055
2022 XX TRS	All Data	50	4/1/2022	Euro	in whole numbers	1882961	2518531	2287225
2022 XX TRS	All Data	51	4/1/2022	Euro	in whole numbers	2151610	2902052	2628771
2022 XX TRS	All Data	52	4/1/2022	Euro	in whole numbers	2458563	3343975	3021320
2022 XX TRS	All Data	53	4/1/2022	Euro	in whole numbers	3185587	4097800	3824205
2022 XX TRS	All Data	54	4/1/2022	Euro	in whole numbers	3530150	4548059	4250750
2022 XX TRS	All Data	55	4/1/2022	Euro	in whole numbers	3911858	5047790	4724872
2022 XX TRS	All Data	56	4/1/2022	Euro	in whole numbers	4334840	5602432	5251876
2022 XX TRS	All Data	57	4/1/2022	Euro	in whole numbers	4803558	6218016	5837662
2022 XX TRS	All Data	58	4/1/2022	Euro	in whole numbers	5322958	6901240	6488785
2022 XX TRS	All Data	59	4/1/2022	Euro	in whole numbers	5898520	7659535	7212533
2022 XX TRS	All Data	60	4/1/2022	Euro	in whole numbers	6536316	8501150	8017007
2022 XX TRS	All Data	61	4/1/2022	Euro	in whole numbers	7243076	9435240	8911210
2022 XX TRS	All Data	62	4/1/2022	Euro	in whole numbers	8026256	10471966	9905151
2022 XX TRS	All Data	63	4/1/2022	Euro	in whole numbers	8894121	11622605	11009955

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).

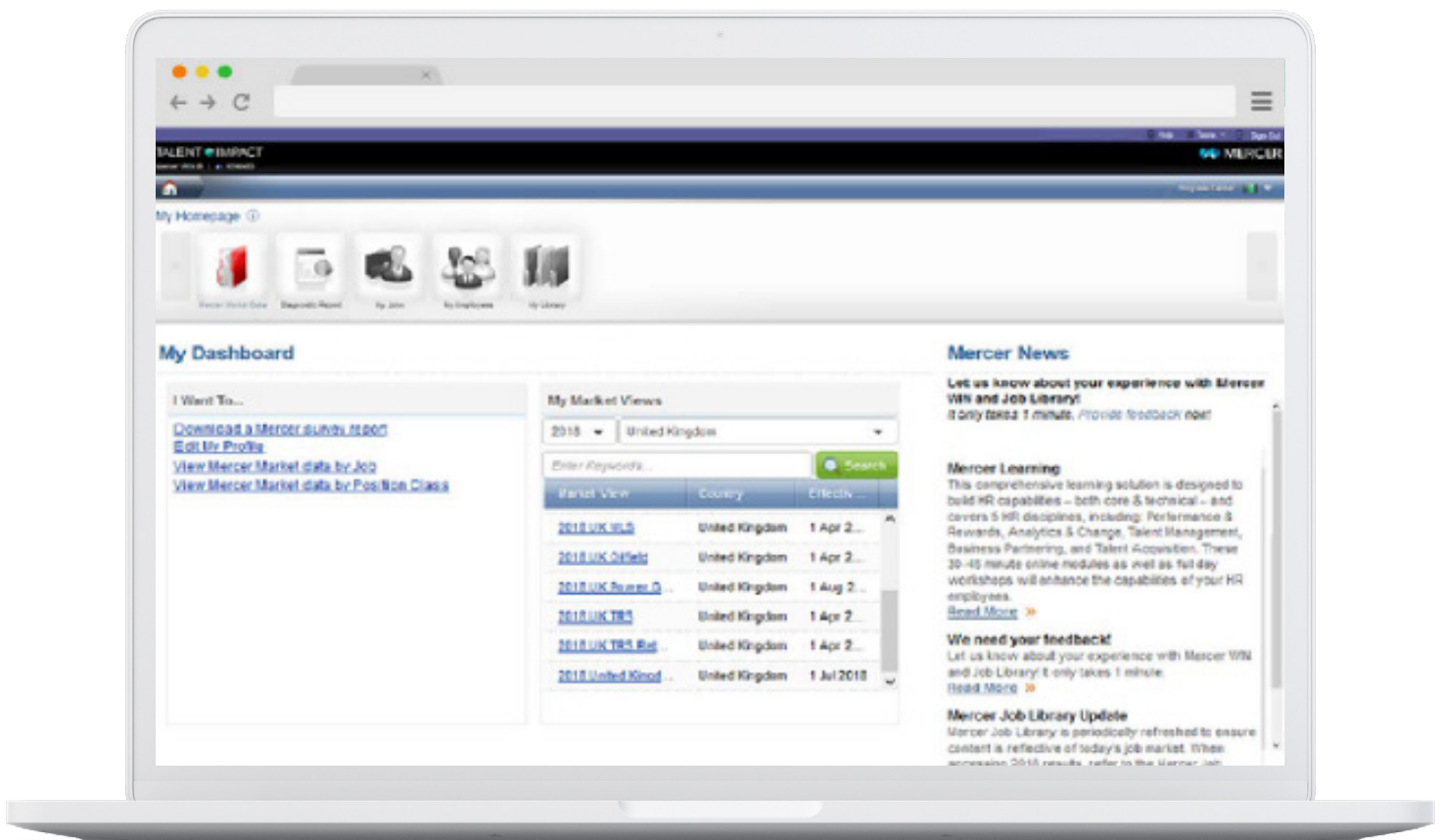
The file also includes the relationships between Jobs and Core Jobs as well as the relationship between Jobs and Mercer Combined Jobs.



Mercer WIN[®] — Total Remuneration Survey live results

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.

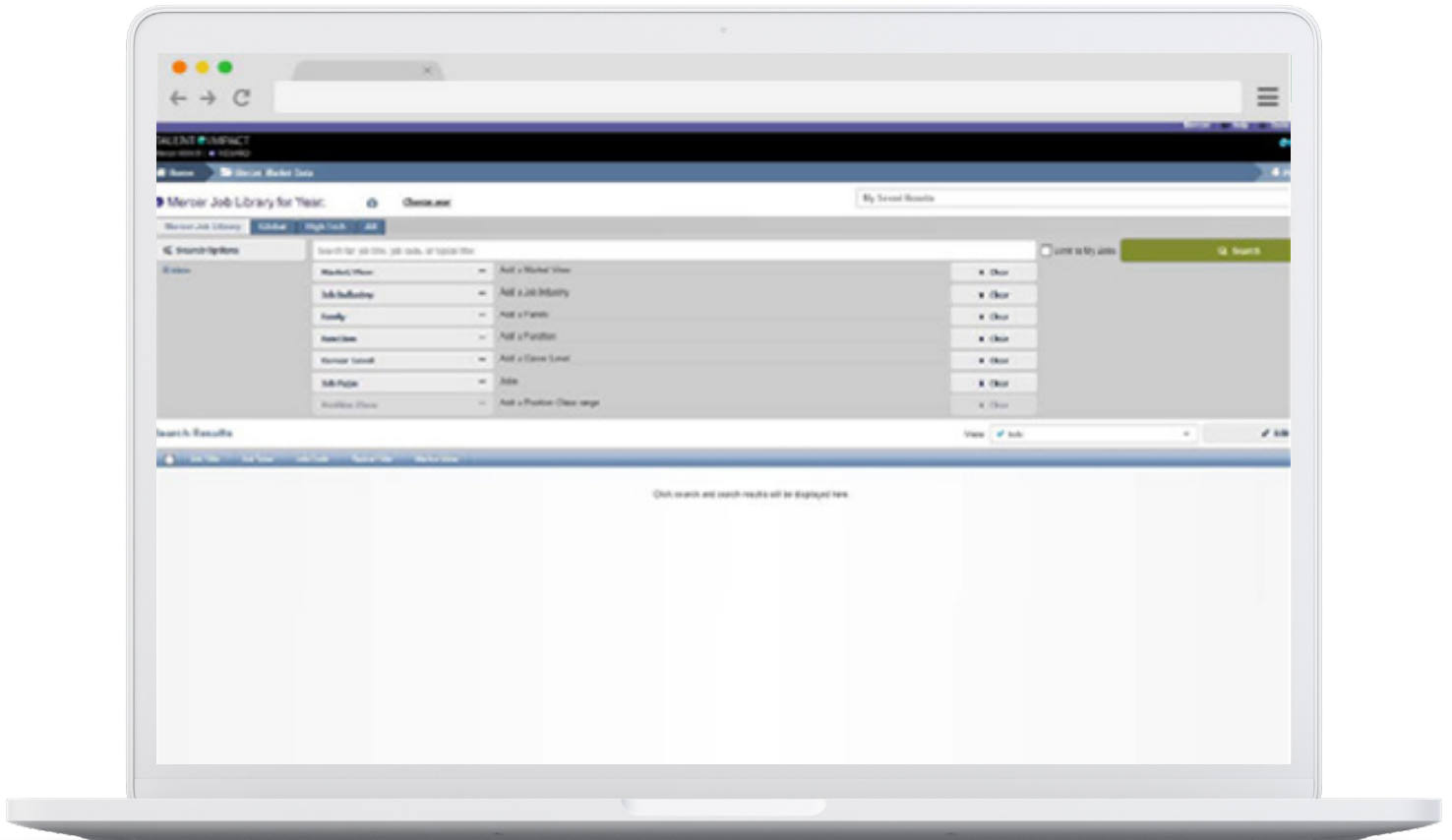
Home page



Mercer WIN[®]

Search page

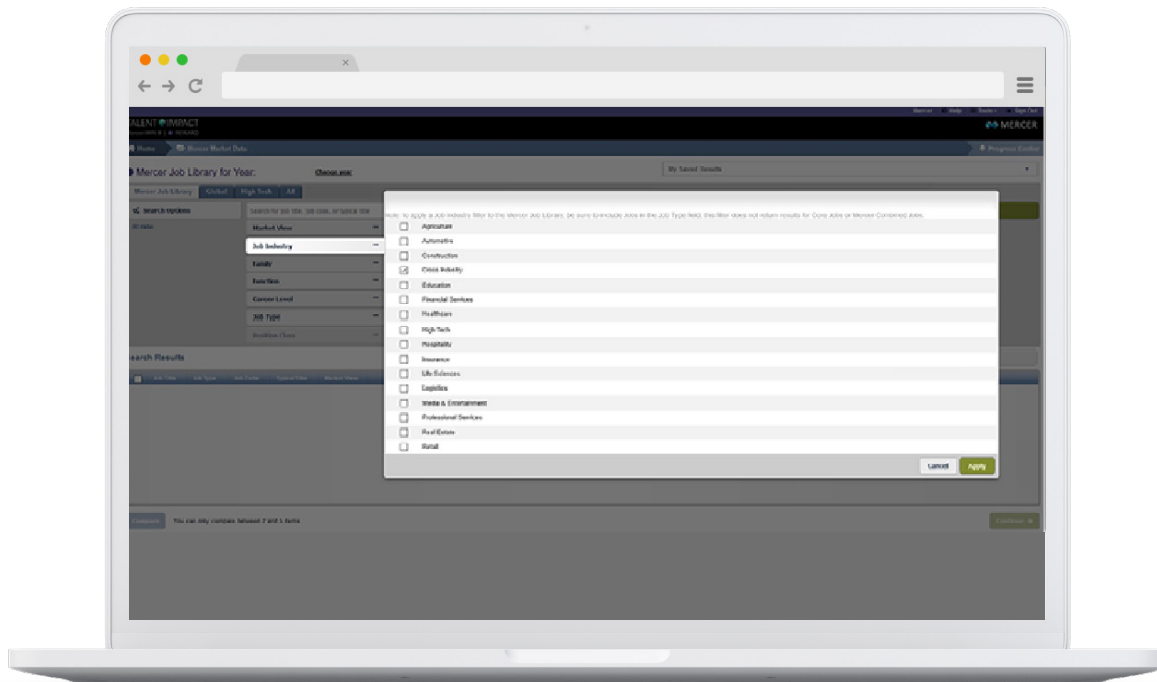
Apply various filtering criteria to narrow down survey results according to your needs.



Mercer WIN[®]

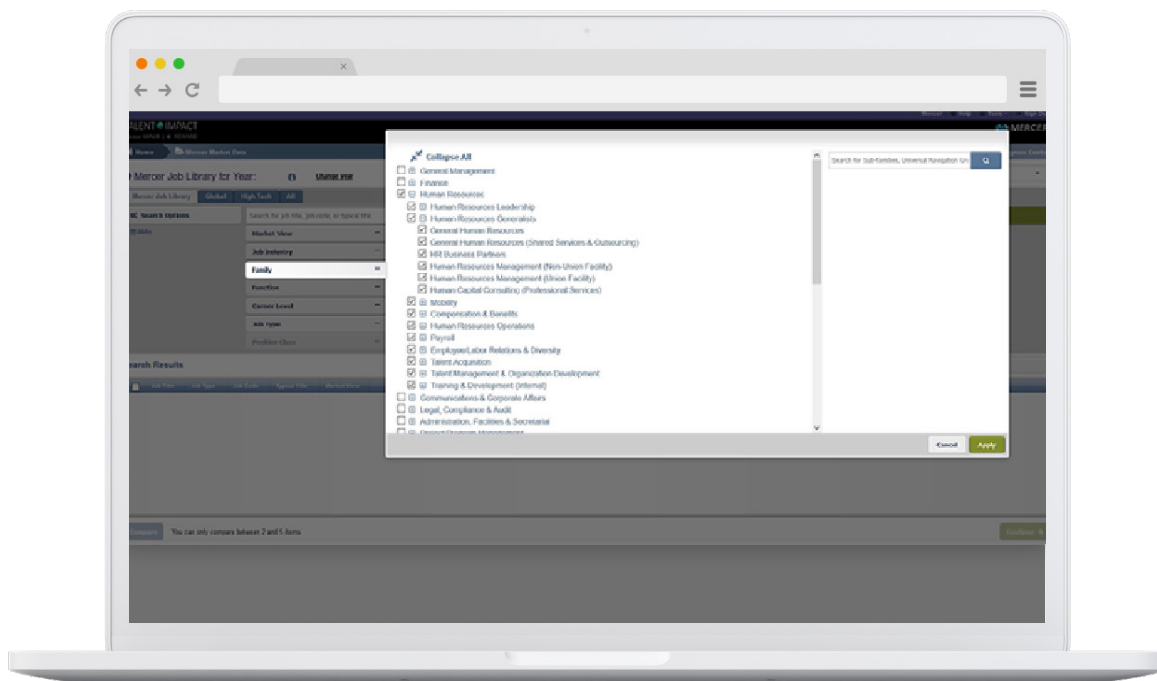
Mercer market data – filters (Job industry)

Select Industry typical for the jobs you are looking for.



Mercer market data – filters (Job family)

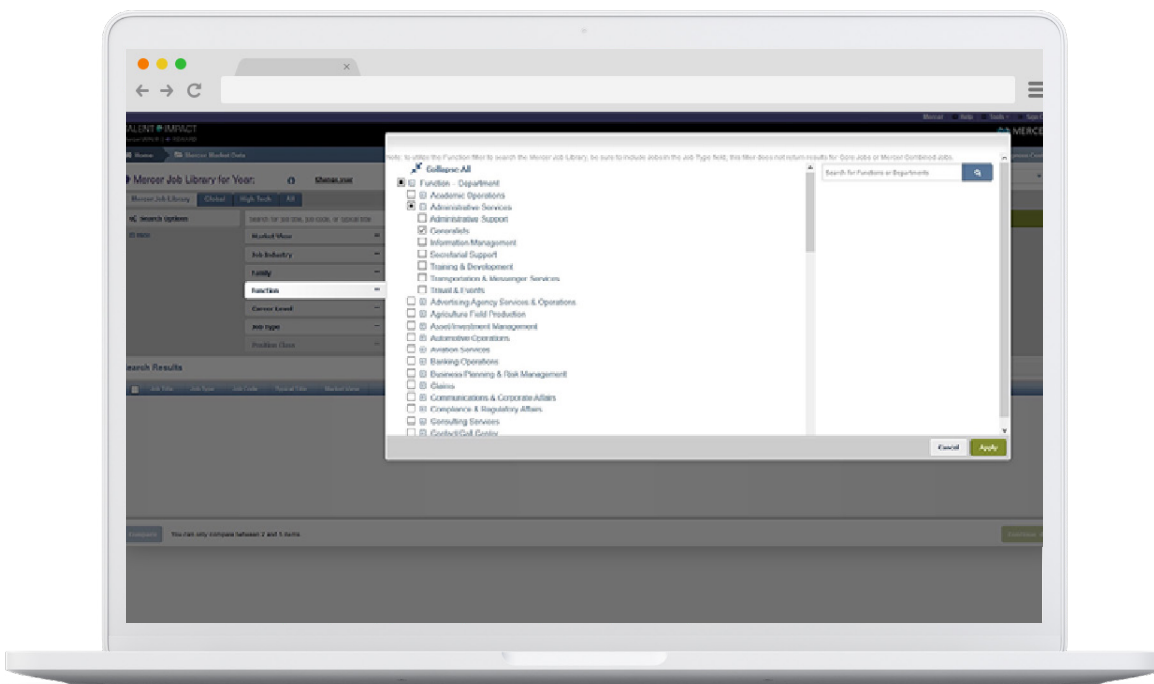
Shift through various Job Families to analyze different aspects of your workforce.



Mercer WIN[®]

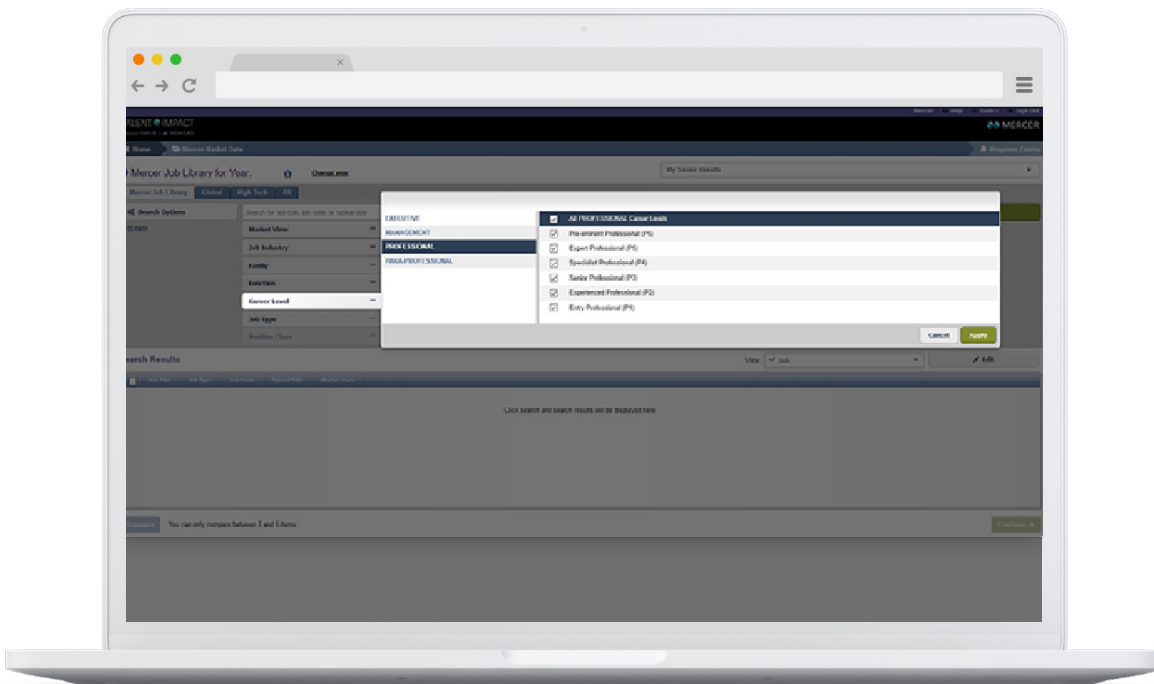
Mercer market data – filters (function)

The Function option provides an additional lens in which to search across Library jobs and is organized around Function and Department. When a selection is made in the Family filter, the Function filter becomes disabled.



Mercer market data – filters (career level)

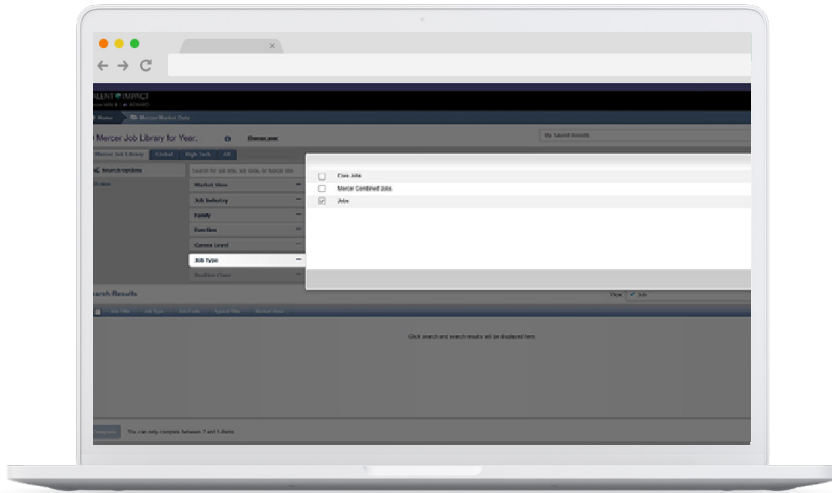
Select appropriate Career Levels to focus on different employee groups within your organizations.



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Mercer market data – filters (Job type)

The Job Type filter is another new way in the system which allows you to search for either Jobs, Core Jobs, Mercer Combined Jobs or all types. If no selection is made here, a job level is set up by default.



Job type

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

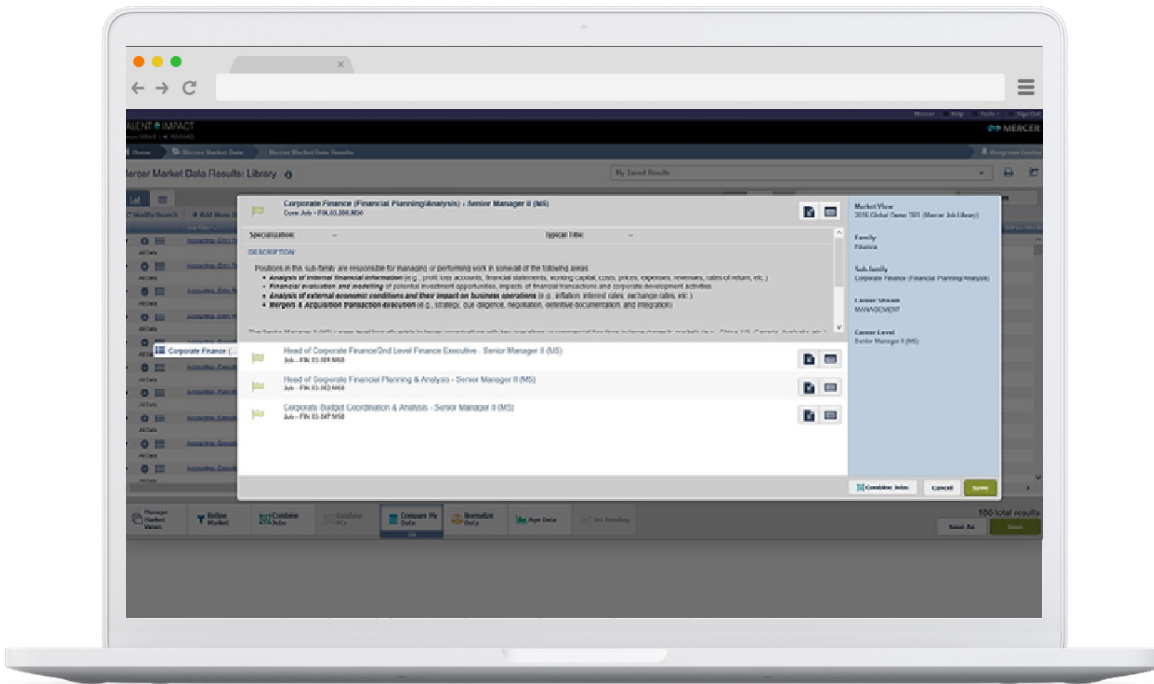
Mercer Combined Job – pre-defined combination of jobs

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

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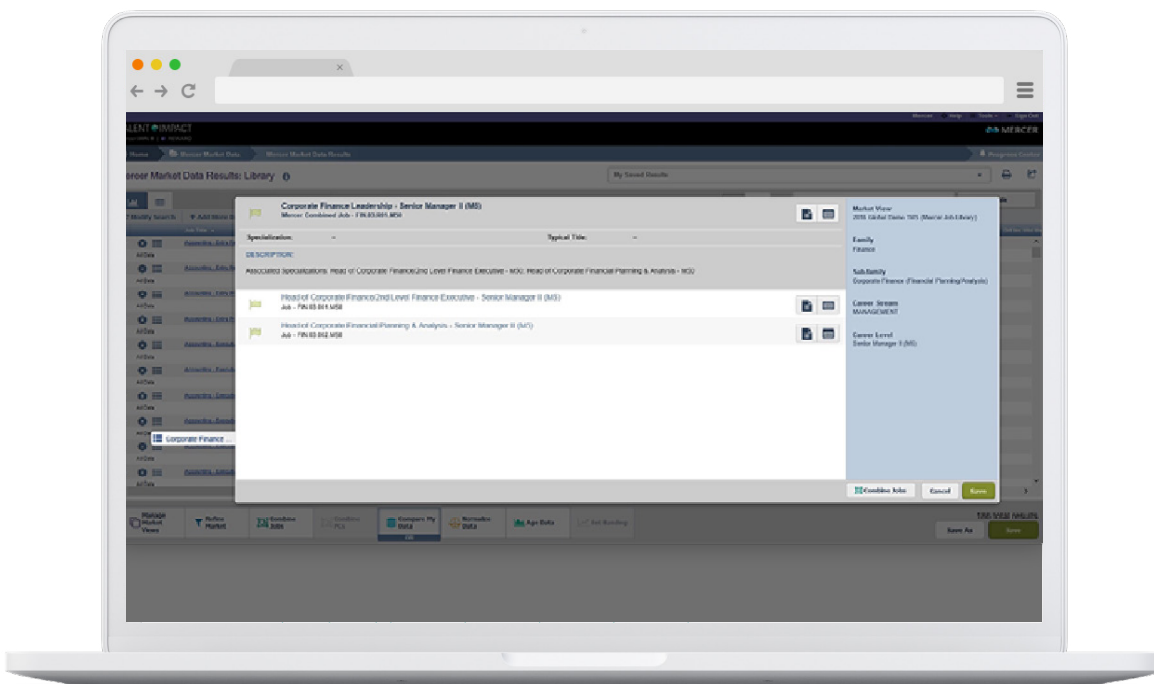
Core Job

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



Mercer Combined Job

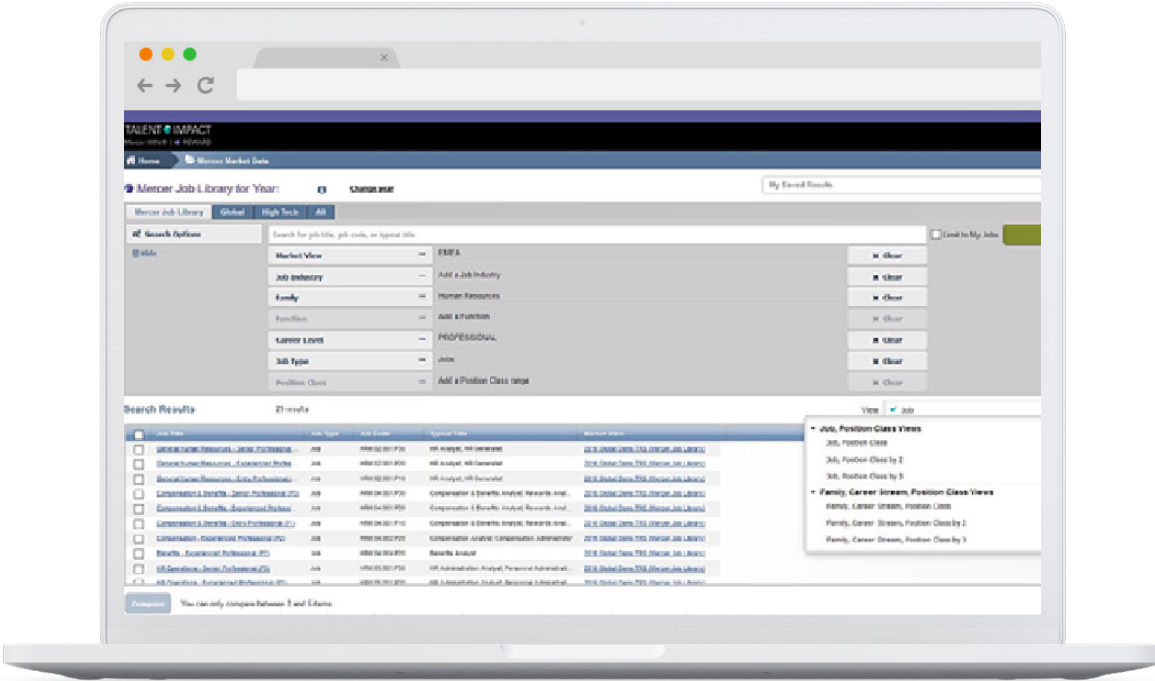
Mercer Combined Job – pre-defined combination of jobs.



Mercer WIN[®]

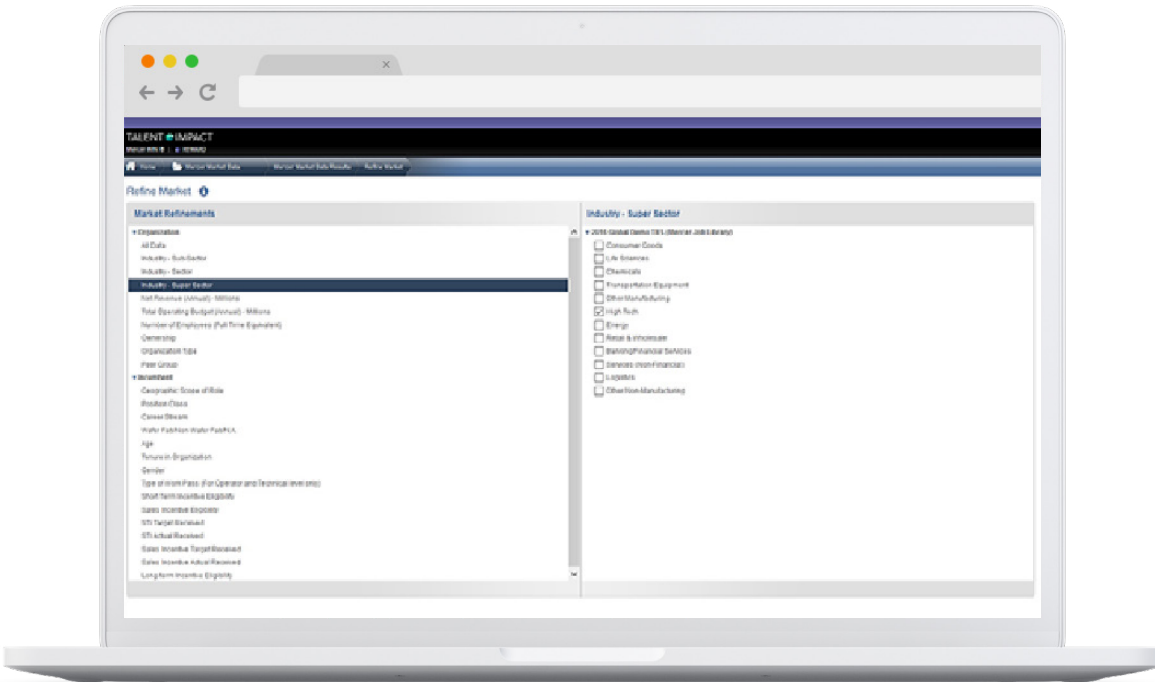
Mercer market data – view

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

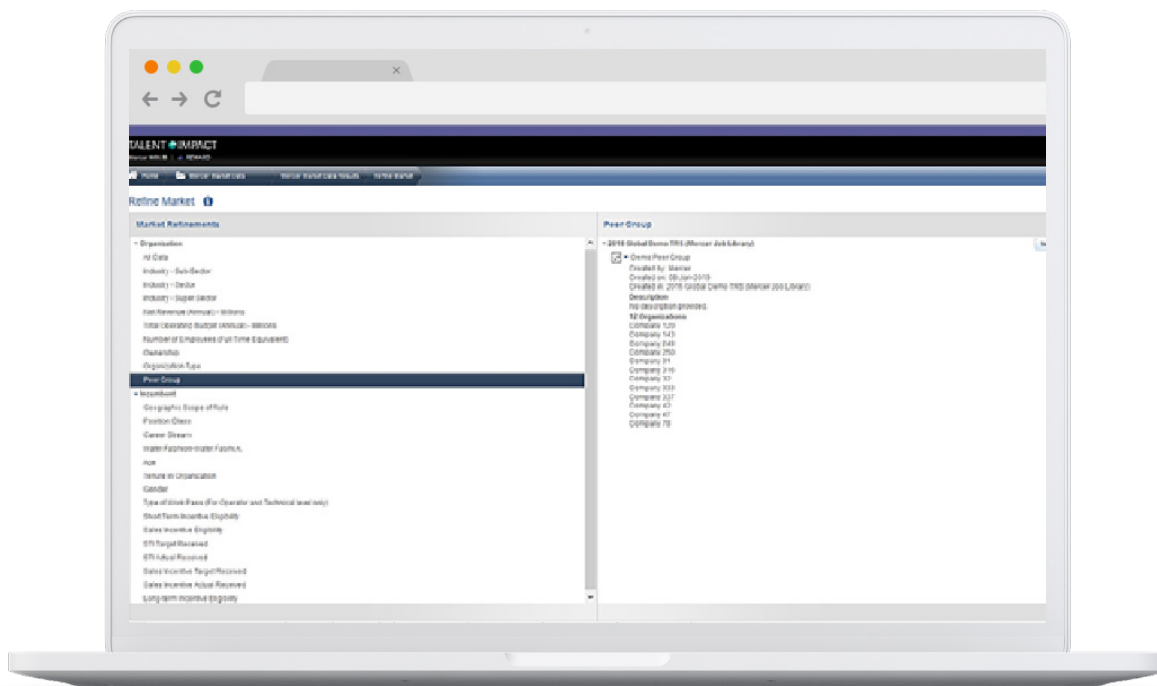
Choose from a versatile set of market data refinements to generate results aligned with your organization's profile or the type of position you wish to analyze.



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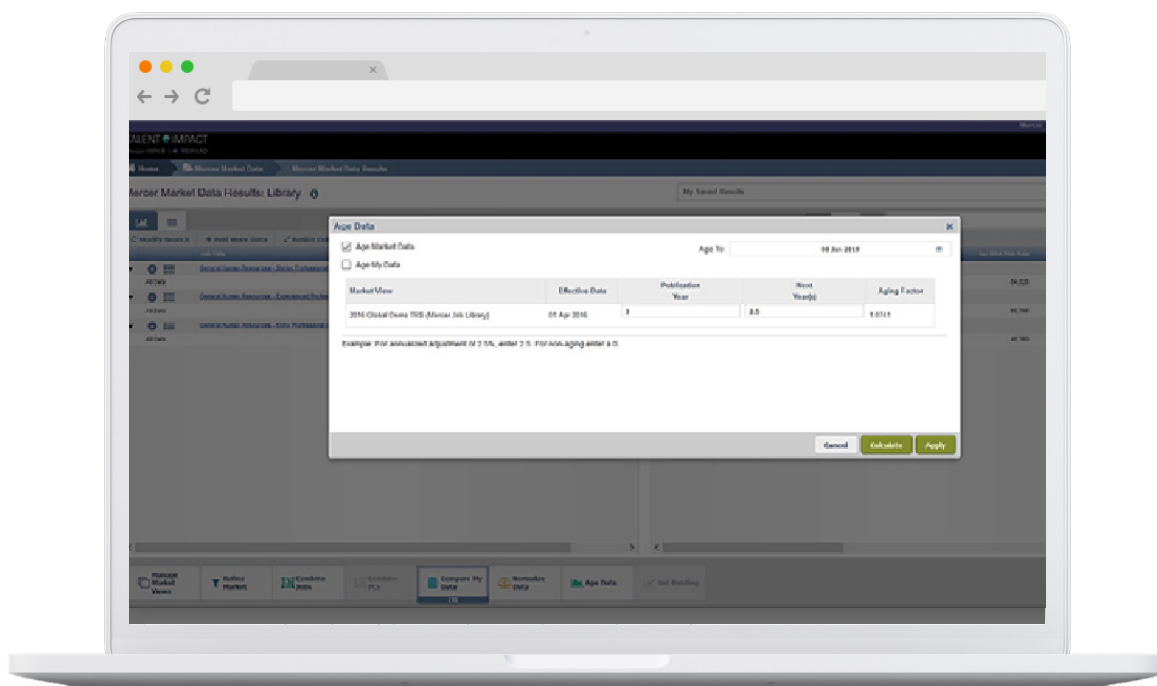
Refinements – peer group

To compare your own company to a defined list of competitors, 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

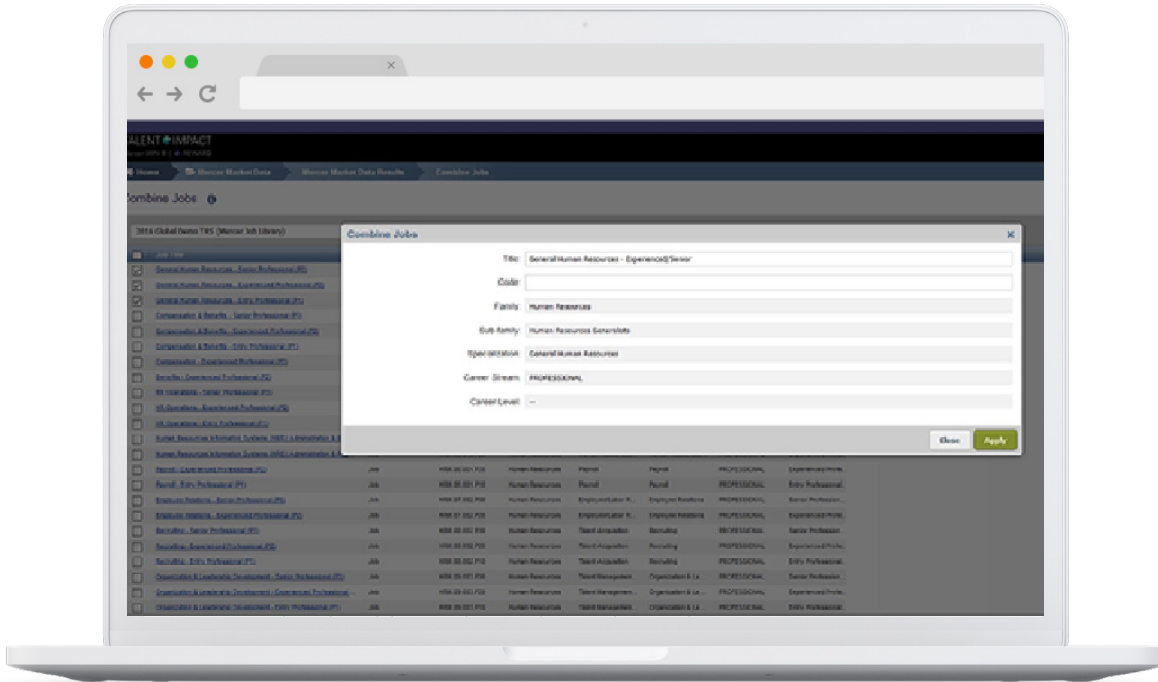
Adjust survey results to a certain point in time, using factors such as median base salary increase rate or inflation.



Mercer WIN[®]

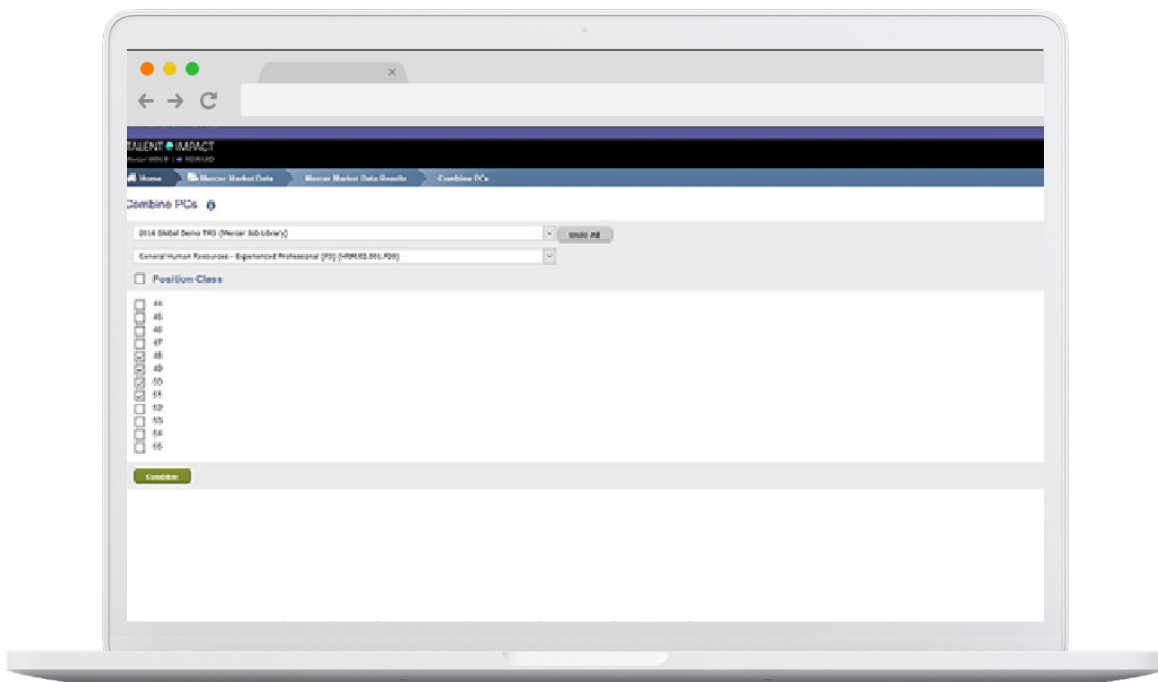
Combine Jobs

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