Mercer WIN[®]

NORMALIZE DATA

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Lui 🎟						View: Inc	Org	Job 1			
C Modify Search	∉ ^ Resize Columns				Base Sa	lary					
	Job Title	Job Type	Job Code	Typical Title		Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th
Ø ⊟	Billing & Invoicing - Experienced Professional (P2)	Job	FIN.09.005.P20	Billing & Invoicin							
All Data						13	29	40,170	48,114	47,515	53
0 ⊟	Billing & Invoicing - Entry Professional (P1)	Job	FIN.09.005.P10	Billing & Invoicin							
All Data						6	32	29,250	34,683	33,800	39
0 🗐	Billing & Invoicing - Experienced Para-Professio	Job	FIN.09.005.S20	Billing & Invoicin							
All Data						18	111	31,928	36,915	35,802	42
0 🚍	Credit & Collections - Executive Level 1 (E1)	Job	FIN.10.001.E10	Head of Credit &							
All Data					**	1	1		(144)		
0 ⊟	Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collectio							
All Data					**	3	4	-		-	
0 ⊟	Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collectio							
All Data						24	37	89.161	114,372	101,764	133
0 🖂	Credit & Collections - Team Leader (Professiona	Job	FIN.10.001.M20	Credit & Collection					5.1		
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The **Normalize Data (1)** option allows the user to convert the data into different currencies. By default all data is displayed in the local currency or the currency of the published data.

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Activate the **Data Scaling (2)**, choose a way of scaling data from the drop down list.

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The **Convert Currencies (3)** section helps to recalculate data into a different currency. Tick the box to activate it and select the currency from the drop down list **(4)**.

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C' Modify Search & Resize Columns	Data Scaling: ☑ In Whole Numbers	\checkmark]
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You can select the **Conversion Method (5)** from the drop down list. It is advised to select the latest six month average **(6)**.

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Once all the selections have been made, click on **Calculate (7)** and **Apply (8)** to apply the exchange rate to all data. The **Exchange Rate (9)** is shown here after calculation.

	Data Results: Library 0								- 8	
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Modify Search	⊮* Resize Columns									
	Job Title	Job Type	Job Code	Typical Title	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data Amount	Diff Inc Wtd Median	% D
All Data					144,301	142,108	163,451	0	-142,108	1
⊗ ≔	Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Direc	10					
All Data					125,628	150,412	<u>2</u> 28	0	-150,412	
0 🚍	Accounting - Senior Manager (M4)	Job	FIN.06.001.M40	Accounting Direc						
All Data					120,553	114,337	130,415	D	-114,337	
⊗≣	Accounting - Manager (M3)	Job	FIN.06.001.M30	Accounting Direc						
All Data					88,280	82,275	102,866	93,797	11,522	
O 🖂	Accounting - Team Leader (Professionals) (M2)	Job	FIN.06.001.M20	Accounting Direc						
All Data					65,687	63,876	77,198	D	-63,876	
◎ 🚍	Accounting - Senior Professional (P3)	Job	FIN.06.001.P30	Accountant, Gen						
All Data					60,582	59,137	68,347	58,158	-979	
⊗ ≔	Accounting - Experienced Professional (P2)	Job	FIN.06.001.P20	Accountant, Gen						
All Data					45,552	44,915	51,851	49,116	4,201	
⊗ ≔	Accounting - Entry Professional (P1)	Job	FIN.06.001.P10	Accountant, Gen						-
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Once you click on apply, data will get recalculated as shown in the snapshot below (10). The Normalize Data (11) will now be on the ON mode.

MERCER WIN® THANK YOU



If you have any questions please contact <u>Surveys@mercer.com</u>

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