

Mercer WIN[®]

Select Results Criteria



Mercer WIN®

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The screenshot displays the Mercer WIN® dashboard interface. At the top, there is a 'Home' button. Below it, the 'My Homepage' section features five icons: 'Mercer Market Data' (a red folder icon, highlighted with a green box and a green arrow pointing to a circled '1'), 'Diagnostic Report', 'My Jobs', 'My Employees', and 'My Library'. The 'My Dashboard' section is divided into two main areas. On the left, under 'I Want To...', there are three links: 'Download a Mercer survey report', 'Edit My Profile', and 'View Mercer Market data by Job' (highlighted with a green box). On the right, the 'My Market Views' section shows a dropdown for '2021' and 'Algeria', a search bar with a 'Search' button, and a table of market views.

Market View	Country/Region	Effective...
2021 DZ All Data/AI...	Algeria	1 May 2...
2021 DZ MLS	Algeria	1 May 2...
2021 DZ TRS	Algeria	1 May 2...

Mercer WIN® allows you to generate detailed custom reports according to your business needs. To start, click on the **View Mercer Market data by Job** link under the “I Want To...” section or **Mercer Market Data (1)** red folder to be prompted to the search window.

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The screenshot shows the Mercer Job Library interface. At the top left, there is a breadcrumb "Mercer Job Library for Year: All" with a "Change year" button highlighted in green and a circled "4". Below this, there are two tabs: "Mercer Job Library" (highlighted in green and circled "2") and "All" (circled "3"). A search bar is present with the text "Search for job title, job code, or typical title" and a "Search" button. To the right of the search bar is a "Limit to My Jobs" checkbox. Below the search bar is a table of filters with columns for "Market View", "Job Industry", "Family", "Career Level", "Job Type", and "Position Class", each with an "Add" button and a "Clear" button. At the bottom, there is a "Search Results" section with a "View:" dropdown menu showing "Actual", "Regression", "Inc", "Org", and "Job" options, and an "Add / Edit" button.

The default tab is **Mercer Job Library (2)**. Under the **All** tab, all of the non-Mercer Job Library surveys you are authorized to view will be visible **(3)**. Select **Change year (4)** at the top of the page if you want to view data from previous years.

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The screenshot shows the Mercer Job Library interface for the year 2022. A modal window is open, allowing users to select results criteria. The modal is divided into two columns. The left column lists regions: Asia, Australia/NZ, EMEA, and North America. The right column is titled 'All Asia Countries/Regions' and lists various surveys with checkboxes. The 'Market View' button in the left sidebar is highlighted with a green circle and the number 5. The 'Apply' button in the bottom right corner of the modal is highlighted with a green circle and the number 6.

Region/Country	Survey
China	<input type="checkbox"/> 2022 China 1st Tier Cities High Tech (1st edition - Total Cash)
China	<input type="checkbox"/> 2022 China 1st Tier Cities High Tech (1st edition)
China	<input type="checkbox"/> 2022 China 2nd Tier Cities High Tech (1st edition - Total Cash)
China	<input type="checkbox"/> 2022 China 2nd Tier Cities High Tech (1st edition)
China	<input type="checkbox"/> 2022 China All Cities High Tech (1st edition)
China	<input type="checkbox"/> 2022 China Procter And Gamble Customized Report
Hong Kong	<input type="checkbox"/> 2022 Hong Kong High Tech (1st edition - Total Cash)
Hong Kong	<input type="checkbox"/> 2022 Hong Kong High Tech (1st edition)
India	<input type="checkbox"/> 2022 India High Tech (1st edition - Total Cash)
India	<input type="checkbox"/> 2022 India High Tech (1st edition)
India	<input type="checkbox"/> 2022 India High Tech (Limited - 1st edition)

Choose the region(s) you are interested in, as well as country(ies) and survey(s) (5) – multiple regions and/or surveys can be selected at the same time. Click the **Apply** button (6).

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The screenshot displays the Mercer Job Library interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Progress Center'. Below this, the page title is 'Mercer Job Library for Year: 2022' with a 'Change year' link. A search bar contains 'My Saved Results'. The main section is titled 'Mercer Job Library' and includes a search bar with the placeholder 'Search for job title, job code, or typical title' and a 'Search' button. To the right of the search bar is a checkbox labeled 'Limit to My Jobs' which is checked and highlighted with a green box and a circled '7'. Below the search bar are several filter categories: 'Market View', 'Job Industry', 'Family', 'Career Level', 'Job Type', and 'Position Class', each with a 'Clear' button. The 'Search Results' section shows a table with columns for 'Job Title', 'Job Type', 'Job Code', 'Typical Title', and 'Market View'. A 'View:' dropdown menu is open, showing options like 'Actual', 'Regression', 'Inc', 'Org', and 'Job', with 'Job' selected and highlighted with a green box and a circled '8'. The dropdown menu also lists 'My Views', 'Job Views' (with 'Job' selected), and 'Position Class Views'. At the bottom, there are buttons for 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'.

Limit To My Jobs can be selected when you want to view market data only for the jobs which you have submitted into a survey (7). This option is only available for participating companies. If you would like to see the market results using pre-defined views (for example, Job; Family/Job; Family/Sub-Family/Job etc.), simply click on the arrow next to **View** and choose from the drop-down menu (8).

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Home Mercer Market Data Progress Center

Mercer Job Library for Year: 2022 [Change year](#) My Saved Results

Mercer Job Library All

Search Options Hide **9**

Search for job title, job code, or typical title Limit to **10** jobs

Market View	...	Add a Market View	<input type="button" value="x Clear"/>
Job Industry	...	Add a Job Industry	<input type="button" value="x Clear"/>
Family	...	Add a Family	<input type="button" value="x Clear"/>
Career Level	...	Add a Career Level	<input type="button" value="x Clear"/>
Job Type	...	Jobs	<input type="button" value="x Clear"/>
Position Class	...	Add a Position Class range	<input type="button" value="x Clear"/>

Search Results View: Actual Regression Inc Org Job

Job Title	Job Type	Job Code	Typical Title	Market View
Click search and search results will be displayed here.				

Use these to hone your dataset. Then either Print or Export using the buttons above or click Continue to view changes on the Results page.

Depending on your view selection, you may want to refine your **Search Options (9)** and filter by Job Title or Job Code; Job Industry; Family/Sub-family or Function; Career Stream/Level; Job Type and/or Position Class range(s) before hitting **Search (10)**.

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Nature of Work

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- Engineering & Science (Family)
 - Joint Engineering & Science Technical Leadership (Sub-Family)
 - Technical Product Development/Research Operations (Sub-Family)
 - Engineering (Sub-Family)
 - Engineering Leadership (Sub-Family)
 - Multi-Disciplined Engineering (Navigation Group)
 - General Engineering (Specialization)
 - Advanced Manufacturing Engineering (AME) (Specialization)
 - Mechanical Engineering (Specialization)
 - Chemical Engineering (Specialization)
 - Electrical Engineering (Specialization)
 - Electronics Engineering (Specialization)
 - Engineering Operations Management (Specialization)
 - Engineering Liaison (Specialization)
 - Product Support Engineering (Specialization)
 - Engineering Rotational Program (Specialization)
 - Other Engineering (Specialization)
 - Plant/Facilities Engineering (Specialization)
 - Design Engineering (Specialization)
 - Project Engineering (Specialization)
 - Process Engineering (Specialization)
 - Equipment & Tools Engineering (Specialization)
 - Quality & Reliability Engineering (Specialization)
 - Repair & Maintenance Engineering (Specialization)

Quickly find data using the multi-layered nature of **work filters**:

- **Family:** Jobs performing similar work, requiring similar training, skills, knowledge, etc.
- **Sub-Family:** Jobs performing a segment of work by overall Job Family.
- **Navigation Group:** Search specializations, breaking into natural groups of work within a Sub-Family.
- **Specialization:** Specific type of work within a Sub-Family; combined with Career Level it becomes a Job which an individual performs.

Job Family Tree (13) works well for typical support Jobs (e.g., HR, Finance, Information Technology) with common skill sets grouped across industries into one comprehensive job catalog.

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The screenshot displays the Mercer Job Library interface for the year 2022. A dropdown menu is open for the 'Career Level' filter, showing the following options:

Career Level	Selection
EXECUTIVE	<input checked="" type="checkbox"/> All EXECUTIVE Career Levels
MANAGEMENT	<input type="checkbox"/> Executive Level 5 (E5)
PROFESSIONAL	<input type="checkbox"/> Executive Level 4 (E4)
PARA-PROFESSIONAL	<input type="checkbox"/> Executive Level 3 (E3)
	<input type="checkbox"/> Executive Level 2 (E2)
	<input type="checkbox"/> Executive Level 1 (E1)

The dropdown menu is highlighted with a green box, and a green circle with the number '14' is placed over the 'EXECUTIVE' option. The interface also shows search options, filters, and a search results table.

The **Career Level** filter allows you to narrow down the Library jobs to the various career streams and levels using the checkboxes (14).

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The screenshot displays the Mercer WIN interface for the year 2022. The 'Job Type' filter is selected, and a dropdown menu is open, showing three options: 'Core Jobs', 'Mercer Combined Jobs', and 'Jobs'. A green circle with the number '15' is positioned above the dropdown menu. The interface includes a search bar, a 'Search Options' sidebar, and a 'Search Results' section. The 'Search Results' section is currently empty, with a message: 'Click search and search results will be displayed here.' The interface also features a 'Compare' button and a 'Continue' button.

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- Core Jobs
- Mercer Combined Jobs
- Jobs

Cancel Apply

Click search and search results will be displayed here.

Compare Use these to hone your dataset. Then either Print or Export using the buttons above or click Continue to view changes on the Results page. Manage Market Views Refine Market Compare My Data Continue →

The **Job Type** filter is another way to search for either Jobs, Core Jobs, Mercer Combined Jobs or all. If no selection is made here, a job level will be set up by default (15).

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The screenshot shows the Mercer WIN Job Library search interface. At the top, there are navigation tabs for Home, Mercer Market Data, and Progress Center. Below this, the search bar is highlighted with a green circle and the number 16. The search bar contains the text "Search for job title, job code, or typical title". To the right of the search bar, there is a "Limit to My Jobs" checkbox and a "Search" button. Below the search bar, there is a list of search options: Market View, Job Industry, Family, Career Level, Job Type, and Position Class. A dropdown menu is open, showing search criteria: "IT Manager", sales training; legal counsel, Sales Eng*; SMP.*; SMP.03.*, Sales AND Marketing, and Sales OR Marketing. The search results area is empty, with a message "Click search and search results will be displayed here." At the bottom, there are buttons for Compare, Manage Market Views, Refine Market, Compare My Data, and Continue.

You can refine your search by job title or job code using the **keyword** field (16). For **exact phrases** - use double quotes (“”); for **multiple jobs** - use semicolon (;); for **partial title** - include an asterisk (*); for **partial code** - include a decimal point separator and an asterisk (. *). You can also use advanced search techniques to look for combinations of keywords (**AND**) or either of the keywords (**OR**).

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The screenshot displays the Mercer WIN interface for the year 2022. A modal dialog box titled "Search Options" is open, allowing users to customize their search criteria. The dialog box contains the following options:

- Keyword
- Default
- Search job description
- Market View
- Default
- Job Industry
- Default
- Family
- Default
- Career Level
- Default
- Job Type
- Default
- Position Class
- Default

The background interface shows the "Mercer Job Library" for 2022, with a search bar and various filters. A green circle with the number 17 is positioned next to the "Search Options" button in the top left corner of the search area.

You can **adjust the search options** according to your preference; either by adding, removing or setting as default the relevant options (17).

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The screenshot shows the Mercer Job Library search interface. At the top, there are navigation links for Home, Mercer Market Data, and Progress Center. The main header indicates the search is for the year 2022, with a 'Change year' option. A search bar is present with a 'Search' button (18). Below the search bar, there are filter options for Market View, Job Industry, Family, Career Level, Job Type, and Position Class, each with a 'Clear' button. The search results section (19) displays a table with columns for Job Title, Job Type, Job Code, Typical Title, and Market View. Two rows are selected with checkboxes (19). Below the table, there are buttons for 'Compare' (20), 'Manage Market Views', 'Refine Market', and 'Compare My Data'. A 'Continue' button (21) is located at the bottom right.

Home Mercer Market Data Progress Center

Mercer Job Library for Year: 2022 [Change year](#) My Saved Results

Mercer Job Library All

Search Options Search for job title, job code, or typical title Limit to My Jobs **18** Search

Hide Market View North America Job Industry Add a Job Industry Family Human Resources Operations Career Level Add a Career Level Job Type Jobs Position Class Add a Position Class range

Search Results 36 results View: Actual Regression Inc Org Job

19 <input type="checkbox"/>	Job Title	Job Type	Job Code	Typical Title	Market View
<input checked="" type="checkbox"/>	HR Operations - Sub-function Executive 2 (E2)	Job	HRM.05.001.E20	Head of HR Operations, HR Operations Executive	2022 US PSPS
<input checked="" type="checkbox"/>	HR Operations - Sub-function Executive 1 (E1)	Job	HRM.05.001.E10	Head of HR Operations, HR Operations Executive	2022 US PSPS
<input type="checkbox"/>	HR Operations - Senior Manager II (M5)	Job	HRM.05.001.M50	HR Operations Sr. Manager, HR Operations Man...	2022 US PSPS
<input type="checkbox"/>	HR Operations - Senior Manager (M4)	Job	HRM.05.001.M40	HR Operations Sr. Manager, HR Operations Man...	2022 US PSPS
<input type="checkbox"/>	HR Operations - Manager (M3)	Job	HRM.05.001.M30	HR Operations Sr. Manager, HR Operations Man...	2022 US PSPS

20 Compare Use these to hone your dataset. Then either Print or Export using the buttons above or click Continue to view changes on the Results page. **21** Continue →

Based on your search criteria, once you click the **search** button (18), the relevant results will appear at the bottom of the screen. You can select individual jobs or the whole group by clicking on the tick boxes (19). To verify the job descriptions and compare between 2 and 5 roles, click the **compare** button (20). Click **continue** to proceed to the results page (21).

Thank You



If you have any questions please contact
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