

Mercer WIN[®]

Refine Market[®]

General Scope Cuts and
Create Custom Data Sets



Mercer WIN[®]

Refine Market

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Share

View: Inc Org Job Edit

| 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 %ile | My Data |
|---|----------|----------------|------------------------------------|----------|---------|-------------------|--------------|----------------|-------------------|---------|
| Cost Accounting - Senior Professional (P3) | Job | FIN.05.003.P30 | Cost Accountant | 8 | 8 | 55,604 | 77,654 | 68,608 | 82,339 | |
| Budget Accounting - Senior Professional (P3) | Job | FIN.05.004.P30 | Budget Accountant, Budget Analys | * | 9 | 60,797 | 73,515 | 74,092 | 80,210 | |
| Cost Accounting - Experienced Professional (P2) | Job | FIN.05.003.P20 | Cost Accountant | 11 | 13 | 48,099 | 61,802 | 58,526 | 74,516 | |
| Budget Accounting - Experienced Professional (P2) | Job | FIN.05.004.P20 | Budget Accountant, Budget Analys | 8 | 29 | 50,648 | 59,371 | 57,525 | 67,028 | |
| Cost Accounting - Entry Professional (P1) | Job | FIN.05.003.P10 | Cost Accountant | ** | 1 | -- | -- | -- | -- | |
| Accounting - Executive Level 3 (E3) | Job | FIN.06.001.E30 | Head of Accounting, Accounting Ex | ** | 2 | -- | -- | -- | -- | |
| Accounting - Executive Level 2 (E2) | Job | FIN.06.001.E20 | Head of Accounting, Accounting Ex | ** | 2 | -- | -- | -- | -- | |
| Accounting - Executive Level 1 (E1) | Job | FIN.06.001.E10 | Head of Accounting, Accounting Ex | * | 6 | 155,527 | 175,069 | 172,409 | 198,303 | |
| Accounting - Senior Manager II (M5) | Job | FIN.06.001.M50 | Accounting Director, Accounting Sr | * | 4 | -- | 152,415 | 182,484 | -- | |

2 Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library 91 total results Save As Save

The **Refine Market** option allows you to create different scope cuts - data sets can be narrowed by various factors such as Net Revenue, Peer Groups, Employee Location, among others (2).

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Refine Market

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

Market Refinements

- Organization
- All Data
- Gross US Revenue/Sales
- Number of Employees (Full Time Equivalent)
- FTE - Total Practice Support: Exempt
- FTE - Total Practice Support: Nonexempt
- FTE - Total Practice Support
- Number of Offices (Organization)
- Parent Organization Ownership
- Organization Type
- Peer Group
- Incumbent
- Employee Location - City State/Province
- Employee Location - State/Province
- Employee Location - Region (in-country)
- Employee Location - State
- Employee Location by Prime City
- Geographic Scope of Role
- Degree of Match
- Family
- Sub-Family
- Specialization
- Career Stream

All Data

- 2022 US PSPS
- All Data

Selections (0) Clear All

Combine Check for Data

Exclude My Data

Cancel Done →

The refinements can be applied from two levels, i.e. organization (pertaining to profiles of participating companies) or incumbents (referring to employees submitted into a salary survey) (3).

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Refine Market

The screenshot shows the 'Refine Market' interface with a navigation bar at the top containing 'Home', 'Mercer Market Data', 'Mercer Market Data Results', and 'Refine Market'. The main content area is divided into three columns:

- Column 4 (Market Refinements):** A list of categories under 'Organization' and 'Incumbent'. The 'Gross US Revenue/Sales' category is highlighted.
- Column 5 (Gross US Revenue/Sales):** A configuration box for the selected category, showing '2022 US PSPS', a 'More Than' dropdown, 'US Dollar In Millions', and a text input field with '250' and 'or more'.
- Column 6 (Selections (1)):** A list of selected filters, including '2022 US PSPS' and 'Gross US Revenue/Sales: 250 or more US ...'. It includes a 'Clear All' button, 'Combine', 'Check for Data', and 'Exclude My Data' options.

At the bottom right, there are 'Cancel' and 'Done' buttons.

From the **Market Refinements** menu, use the arrows to select the desired category(ies) (4). They will appear in the middle column for you to adjust checking the relevant box(es) (5). Final selection can be found in the third column: **Selections** (6).

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Refine Market

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

Market Refinements

- Organization
 - All Data
 - Gross US Revenue/Sales
 - Number of Employees (Full Time Equivalent)
 - FTE - Total Practice Support: Exempt
 - FTE - Total Practice Support: Nonexempt
 - FTE - Total Practice Support
 - Number of Offices (Organization)
 - Parent Organization Ownership
 - Organization Type
 - Peer Group
- Incumbent
 - Employee Location - City State/Province
 - Employee Location - State/Province
 - Employee Location - Region (in-country)
 - Employee Location - State
 - Employee Location by Prime City
 - Geographic Scope of Role
 - Degree of Match
- Family**
 - Sub-Family
 - Specialization
 - Career Stream

Family

- 2022 US PSPS
 - Select All
 - Administration, Facilities & Secretarial
 - Communications & Corporate Affairs
 - Creative & Design
 - Customer Service & Contact Center Operations
 - Data Analytics/Warehousing, & Business Intelligence
 - Finance
 - General Management
 - Human Resources
 - IT, Telecom & Internet
 - Legal, Compliance & Audit
 - Project/Program Management
 - Quality Management
 - Real Estate Management, Property Development & Investment
 - Sales, Marketing & Product Management
 - Supply Chain

Selections (5)

Clear All

- 2022 US PSPS
 - Gross US Revenue/Sales: 250 or more US ...
 - Gross US Revenue/Sales: Less than 250 U ...
 - Organization Type: Parent/Corporate
 - Organization Type: Subsidiary
 - Family: Finance

Exclude My Data

Combine Check for Data

Cancel Done →

7

8

You can **combine market refinements** if you would like to see the results for a combination of selections. This option can be used to combine 2 or more data sets from the above list (7). Tick your selections and click **Combine** (8).

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Refine Market

The screenshot displays the 'Refine Market' interface. On the left, under 'Market Refinements', the 'Family' category is selected. A central pop-up window titled 'Combine Markets' is open, with a green circle '9' next to the 'Name' field containing 'Combined refinement'. Below the name field, the 'Create a new market' radio button is selected, with a green circle '10' next to the 'Apply' button. The background shows a list of refinements under '2022 US PSPS' and a 'Selections (5)' panel on the right with several checked options.

A pop-up window will appear asking you to provide a name to this combined refinement. Make sure **Create a new market** is checked (9). Click **Apply** (10).

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Refine Market

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

Market Refinements

Organization

- All Data
- Gross US Revenue/Sales
- Number of Employees (Full Time Equivalent)
- FTE - Total Practice Support: Exempt
- FTE - Total Practice Support: Nonexempt
- FTE - Total Practice Support
- Number of Offices (Organization)
- Parent Organization Ownership
- Organization Type
- Peer Group

Incumbent

- Employee Location - City State/Province
- Employee Location - State/Province
- Employee Location - Region (in-country)
- Employee Location - State
- Employee Location by Prime City
- Geographic Scope of Role
- Degree of Match

Family

- Sub-Family
- Specialization
- Career Stream

Family

2022 US PSPS

Select All

- Administration, Facilities & Secretarial
- Communications & Corporate Affairs
- Creative & Design
- Customer Service & Contact Center Operations
- Data Analytics/Warehousing, & Business Intelligence
- Finance
- General Management
- Human Resources
- IT, Telecom & Internet
- Legal, Compliance & Audit
- Project/Program Management
- Quality Management
- Real Estate Management, Property Development & Investment
- Sales, Marketing & Product Management
- Supply Chain

Selections (6)

Clear All

2022 US PSPS

- Gross US Revenue/Sales: 250 or more US ...
- Gross US Revenue/Sales: Less than 250 U...
- Organization Type: Parent/Corporate
- Organization Type: Subsidiary
- Family: Finance
- Combined refinement

Combine Check for Data

Exclude My Data

Cancel Done →

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Your selection has now been combined; two interlocked circles should appear (11).

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Refine Market

Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

Market Refinements

- Organization
 - All Data
 - Gross US Revenue/Sales
 - Number of Employees (Full Time Equivalent)
 - FTE - Total Practice Support: Exempt
 - FTE - Total Practice Support: Nonexempt
 - FTE - Total Practice Support
 - Number of Offices (Organization)
 - Parent Organization Ownership
 - Organization Type
 - Peer Group
- Incumbent
 - Employee Location - City/State/Province
 - Employee Location - State/Province
 - Employee Location - Region (in-county)
 - Employee Location - State
 - Employee Location by Prime City
 - Geographic Scope of Role
 - Degree of Match
- Family**
 - Sub-Family
 - Specialization
 - Career Stream

Family

- 2022 US PSPS
 - Select All
 - Administration, Facilities & Secretarial
 - Communications & Corporate Affairs
 - Creative & Design
 - Customer Service & Contact Center Operations
 - Data Analytics/Warehousing, & Business Intelligence
 - Finance
 - Project/Program Management
 - Supply Chain

Selections (6) Clear All

- 2022 US PSPS
 - Combined refinement
 - Family: Finance
 - Gross US Revenue/Sales: 250 or more US
 - Gross US Revenue/Sales: Less than 200
 - Organization Type: Parent/Corporate
 - Organization Type: Subsidiary

Green Three Bar Graph indicates that the tool has ample data to do an analysis.

Yellow Two Bar Graph indicates that the tool has sufficient data to do an analysis.

Red One Bar Graph indicates that the tool does not have enough to do an analysis.

12 Check for Data

13

Cancel Done →

Once you have selected all of the data set variables by which you would like to view the market, it is a good practice to check the **availability of data** (12). Next to each data set a small bar graph will appear. This smart color-coding graph will indicate the amount of data available within the tool (13).

Mercer WIN®

Refine Market

The screenshot displays the 'Refine Market' interface with the following components:

- Navigation Bar:** Home, Mercer Market Data, Mercer Market Data Results, Refine Market.
- Market Refinements:**
 - Organization: All Data, Gross US Revenue/Sales, Number of Employees (Full Time Equivalent), FTE - Total Practice Support: Exempt, FTE - Total Practice Support: Nonexempt, FTE - Total Practice Support, Number of Offices (Organization), Parent Organization Ownership, Organization Type, Peer Group.
 - Incumbent: Employee Location - City State/Province, Employee Location - State/Province, Employee Location - Region (in-country), Employee Location - State, Employee Location by Prime City, Geographic Scope of Role, Degree of Match.
 - Family:** Sub-Family, Specialization, Career Stream.
- Family (2022 US PSPS):**
 - Select All
 - Administration, Facilities & Secretarial
 - Communications & Corporate Affairs
 - Creative & Design
 - Customer Service & Contact Center Operations
 - Data Analytics/Warehousing, & Business Intelligence
 - Finance
 - General Management
 - Human Resources
 - IT, Telecom & Internet
 - Legal, Compliance & Audit
 - Project/Program Management
 - Quality Management
 - Real Estate Management, Property Development & Investment
 - Sales, Marketing & Product Management
 - Supply Chain
- Selections (6):** Clear All
 - Combined refinement
 - Family: Finance
 - Gross US Revenue/Sales: 250 or more US
 - Gross US Revenue/Sales: Less than 250
 - Organization Type: Parent/Corporate
 - Organization Type: Subsidiary
- Buttons:** Combine, Check for Data, Exclude My Data (highlighted with a green box and circled 14), Cancel, Done (highlighted with a green box and circled 15).

You can tick the option to **exclude your data** from the market results (participation in the survey(s) is required) (14). Once you have selected all of your refinements, click **done** (15).

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Refine Market

Home Mercer Market Data Mercer Market Data Results

Mercer Market Data Results: Library My Saved Results Print Share

View: Inc Org Job-Test Edit

| | Job Title | Job Type | Job Code | Typical Title | Base Salary | | | | | | |
|--|--|----------|----------------|--------------------------|-------------|---------|-------------------|--------------|----------------|-------------------|-----|
| | | | | | Num Orgs | Num Obs | Inc Wtd 25th %ile | Inc Wtd Mean | Inc Wtd Median | Inc Wtd 75th %ile | Inc |
| 16 <ul style="list-style-type: none"> Combined refinement Family: Finance Gross US Revenue/Sales: 250 or more US Dollar In Millions Gross US Revenue/Sales: Less than 250 US Dollar In Millions Organization Type: Parent/Corporate Organization Type: Subsidiary | General Finance Management - Senior Professi... | Job | FIN.02.004.P30 | Finance Analyst | 0 | 0 | -- | -- | -- | -- | |
| | * | 4 | 13 | 80,150 | 86,215 | 83,000 | 101,250 | | | | |
| | ** | 2 | 4 | -- | -- | -- | -- | | | | |
| | | 0 | 0 | -- | -- | -- | -- | | | | |
| | * | 4 | 13 | 80,150 | 86,215 | 83,000 | 101,250 | | | | |
| | | 0 | 0 | -- | -- | -- | -- | | | | |
| | Finance Business Partners - Senior Professional... | Job | FIN.02.001.P30 | Finance Business Partner | 0 | 0 | -- | -- | -- | -- | |
| | ** | 4 | 56 | -- | 89,826 | 87,150 | -- | | | | |
| | ** | 3 | 49 | -- | -- | -- | -- | | | | |
| | | 0 | 0 | -- | -- | -- | -- | | | | |
| | ** | 3 | 55 | -- | -- | -- | -- | | | | |
| | ** | 1 | 1 | -- | -- | -- | -- | | | | |

Manage Market Views
Refine Market
Combine Jobs
Combine Career Levels
Combine PCs
Compare My Data **ON**
Normalize Data
Age Data
Set Banding
Send to My Library
36 total results
Save As
Save

All of the selected refinements will appear on the results page and the market statistics will be re-calculated automatically (16).

Thank You



If you have any questions please contact
our US & Canada client service team:

surveys@mercer.com

800-333-3070

welcome to

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