

Mercer WIN<sup>®</sup>

# Combine Jobs



# Mercer WIN<sup>®</sup>

## Combine Jobs

### Using the Results Adjustment Ribbon

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

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

1 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

**Combine Jobs** option allows you to combine results of all incumbents belonging to different benchmarks into a single benchmark. You can do it from two angles, one being the results adjustment ribbon (1).

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## Combine Jobs

### Using the Results Adjustment Ribbon

Combine Jobs ⓘ

2022 US PSPS Combine

<input type="checkbox"/>	Job Title	Job Type	Job Code	Family	Sub-family	Specialization	Career Stream	Career Level
<input checked="" type="checkbox"/>	General Finance Managem...	Job	FIN.02.004.P30	Finance	Finance Generalists	General Finance ...	PROFESSIONAL	Senior Profession...
<input checked="" type="checkbox"/>	General Finance Managem...	Job	FIN.02.004.P20	Finance	Finance Generalists	General Finance ...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Financial Planning & Analysi...	Job	FIN.02.005.P30	Finance	Finance Generalists	Financial Plannin...	PROFESSIONAL	Senior Profession...
<input checked="" type="checkbox"/>	Financial Planning & Analysi...	Job	FIN.02.005.P20	Finance	Finance Generalists	Financial Plannin...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Long-Term Business Strateg...	Job	GMA.02.001.P30	General Manage...	Business Strategy...	Long-Term Busin...	PROFESSIONAL	Senior Profession...
<input checked="" type="checkbox"/>	Long-Term Business Strateg...	Job	GMA.02.001.P20	General Manage...	Business Strategy...	Long-Term Busin...	PROFESSIONAL	Experienced Prof...
<input checked="" type="checkbox"/>	Innovation & Strategy - Seni...	Job	GMA.02.003.P30	General Manage...	Business Strategy...	Innovation & Strat...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Innovation & Strategy - Exp...	Job	GMA.02.003.P20	General Manage...	Business Strategy...	Innovation & Strat...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Business Continuity Plannin...	Job	GMA.03.032.P30	General Manage...	Risk Management	Business Continui...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Finance Business Partners...	Job	FIN.02.001.P30	Finance	Finance Generalists	Finance Business...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Finance Business Partners...	Job	FIN.02.001.P20	Finance	Finance Generalists	Finance Business...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Accounting - Senior Professi...	Job	FIN.06.001.P30	Finance	Accounting	Accounting	PROFESSIONAL	Senior Profession...
<input checked="" type="checkbox"/>	Accounting - Experienced P...	Job	FIN.06.001.P20	Finance	Accounting	Accounting	PROFESSIONAL	Experienced Prof...
<input checked="" type="checkbox"/>	Tax - Senior Professional (P3)	Job	FIN.07.001.P30	Finance	Tax	Tax	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Tax - Experienced Professio...	Job	FIN.07.001.P20	Finance	Tax	Tax	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Treasury - Senior Professio...	Job	FIN.08.001.P30	Finance	Treasury	Treasury	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	General Human Resources...	Job	HRM.02.001.P30	Human Resources	Human Resource...	General Human R...	PROFESSIONAL	Senior Profession...

Cancel Save

If you are comparing several surveys, select the survey in which you want to combine the jobs (2). Tick the positions you would like to combine (3) and hit the **combine** button (4).

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## Combine Jobs

### Using the Results Adjustment Ribbon

2022 US PSPS

Combine Jobs

Title: Budget/Cost Accounting - Manager (M3)

Code: 001

Family: --

Sub-family: --

Specialization: --

Career Stream: PROFESSIONAL

Career Level: --

Close Apply

Job Title	Job Type
General Finance Manager	Job
General Finance Manager	Job
Financial Planning & Analysis	Job
Financial Planning & Analysis	Job
Long-Term Business Strategy	Job
Long-Term Business Strategy	Job
Innovation & Strategy - Sen	Job
Innovation & Strategy - Exp	Job
Business Continuity Planner	Job
Finance Business Partners	Job
Finance Business Partners	Job
Accounting - Senior Profess	Job
Accounting - Experienced P	Job
Tax - Senior Professional (P)	Job
Tax - Experienced Profess	Job
Treasury - Senior Profess	Job
General Human Resources	Job

Name the new combination of jobs and provide a code (5). Click **Apply** to proceed (6).

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## Combine Jobs

### Using the Results Adjustment Ribbon

Home Mercer Market Data Mercer Market Data Results Combine Jobs

Combine Jobs ⓘ

2022 US PSPS Combine

<input type="checkbox"/>	Job Title	Job Type	Job Code	Family	Sub-family	Specialization	Career Stream	Career Level
<input checked="" type="checkbox"/>	Budget/Cost Accounting - M...	My Combined Job	001	--	--	--	PROFESSIONAL	--
<input type="checkbox"/>	General Finance Managem...	Job	FIN.02.004.P30	Finance	Finance Generalists	General Finance ...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	General Finance Managem...	Job	FIN.02.004.P20	Finance	Finance Generalists	General Finance ...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Financial Planning & Analysi...	Job	FIN.02.005.P30	Finance	Finance Generalists	Financial Plannin...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Financial Planning & Analysi...	Job	FIN.02.005.P20	Finance	Finance Generalists	Financial Plannin...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Long-Term Business Strateg...	Job	GMA.02.001.P30	General Manage...	Business Strategy...	Long-Term Busin...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Long-Term Business Strateg...	Job	GMA.02.001.P20	General Manage...	Business Strategy...	Long-Term Busin...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Innovation & Strategy - Seni...	Job	GMA.02.003.P30	General Manage...	Business Strategy...	Innovation & Strat...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Innovation & Strategy - Exp...	Job	GMA.02.003.P20	General Manage...	Business Strategy...	Innovation & Strat...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Business Continuity Plannin...	Job	GMA.03.032.P30	General Manage...	Risk Management	Business Continui...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Finance Business Partners...	Job	FIN.02.001.P30	Finance	Finance Generalists	Finance Business...	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Finance Business Partners...	Job	FIN.02.001.P20	Finance	Finance Generalists	Finance Business...	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Accounting - Senior Professi...	Job	FIN.06.001.P30	Finance	Accounting	Accounting	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Accounting - Experienced P...	Job	FIN.06.001.P20	Finance	Accounting	Accounting	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Tax - Senior Professional (P3)	Job	FIN.07.001.P30	Finance	Tax	Tax	PROFESSIONAL	Senior Profession...
<input type="checkbox"/>	Tax - Experienced Professo...	Job	FIN.07.001.P20	Finance	Tax	Tax	PROFESSIONAL	Experienced Prof...
<input type="checkbox"/>	Treasury - Senior Professo...	Job	FIN.08.001.P30	Finance	Treasury	Treasury	PROFESSIONAL	Senior Profession...

Cancel Save

The combined job will appear at the top of the list (7). Click on Done to return to the results page (8).

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## Combine Jobs

### Using the Results Adjustment Ribbon

The screenshot displays the Mercer Market Data Results: Library interface. At the top, there's a navigation bar with 'Home', 'Mercer Market Data', and 'Mercer Market Data Results'. Below this, a search bar contains 'My Saved Results'. The main table shows job results with columns for Job Title, Job Type, Job Code, Typical Title, and Base Salary. The first row, 'Budget/Cost Accounting - Manager (M3)', is highlighted with a green box and a circled '9'. Below it, several other job titles are listed, including 'Long-Term Business Strategy & Planning - Senior...', 'Innovation & Strategy - Senior Professional (P3)', 'Long-Term Business Strategy & Planning - Expe...', 'Innovation & Strategy - Experienced Professiona...', 'Business Continuity Planning - Senior Professio...', and 'General Finance Management - Senior Professio...'. The Base Salary section includes columns for Num Orgs, Num Obs, Inc Wtd 25th %ile, Inc Wtd Mean, Inc Wtd Median, and Inc Wtd 75th %ile. At the bottom, a ribbon contains various adjustment options: Manage Market Views, Refine Market, Combine Jobs, Combine Career Levels, Combine PCs, Compare My Data (ON), Normalize Data, Age Data, Set Banding, and Send to My Library. A '20 total results' indicator and 'Save As' and 'Save' buttons are also visible.

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	
Budget/Cost Accounting - Manager (M3)	My Combined Job	001	--	46	588	58,025	72,314	70,000	82,750	
Long-Term Business Strategy & Planning - Senior...	Job	GMA.02.001.P30	Long-Term Busin	**	10	60	--	110,691	108,600	--
Innovation & Strategy - Senior Professional (P3)	Job	GMA.02.003.P30	Innovation Analy	9	40	94,625	112,192	109,400	128,850	
Long-Term Business Strategy & Planning - Expe...	Job	GMA.02.001.P20	Long-Term Busin	*	4	6	--	81,590	80,800	--
Innovation & Strategy - Experienced Professiona...	Job	GMA.02.003.P20	Innovation Analy	6	7	58,760	73,381	67,900	85,100	
Business Continuity Planning - Senior Professio...	Job	GMA.03.032.P30	Business Contin	**	1	1	--	--	--	--
General Finance Management - Senior Professio...	Job	FIN.02.004.P30	Finance Analyst	*	4	13	80,150	86,215	83,000	101,250

The combined jobs will also appear as "My Combined Job" at the top of the results page (9). From this page, further refinements and adjustments will apply to the combined job as well.

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## Combine Jobs

### Using Fly-Outs

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Refresh

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

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

You can also combine jobs via the **results fly-out** window which contains suggested alternative comparators including Jobs, Core Jobs and Mercer Combined Jobs (10).

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## Combine Jobs

### Using Fly-Outs

The screenshot displays the Mercer Market Data Results: Library interface. A list of jobs is shown, including:

- Business Strategy & Planning - Senior Professional (P3)  
Core Job - GMA.02.000.P30
- Long-Term Business Strategy & Planning - Senior Professional (P3)  
Job - GMA.02.001.P30
- Innovation & Strategy - Senior Professional (P3)**  
Job - GMA.02.003.P30
- Business Operations Strategy & Planning - Senior Professional (P3)  
Job - GMA.02.006.P30
- Other Business Strategy & Planning - Senior Professional (P3)  
Job - GMA.02.999.P30

A fly-out menu is open on the right, showing details for the selected job:

- Market View: 2022 US PSPS
- Family: General Management
- Sub-family: Business Strategy & Planning
- Career Stream: PROFESSIONAL
- Career Level: Senior Professional (P3)

At the bottom right, a green box highlights the 'Combine Jobs' button, with a circled '11' next to it. Other buttons visible are 'Cancel' and 'Save'.

Click **combine jobs** to create additional sets of data (11).



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## Combine Jobs

### Using Fly-Outs

The screenshot displays the Mercer Market Data Results interface. A table of jobs is shown with checkboxes for selection. A green box labeled '12' highlights the selection checkboxes. Below the table, a form labeled '13' contains fields for 'Combined Job Title' and 'Combined Job Code'. A green box labeled '14' highlights a green checkmark button next to the form. A 'Market View' sidebar is visible on the right.

Job Title	Job Code	Selected
Business Strategy & Planning - Senior Professional (P3) Core Job - GMA.02.000.P30		<input type="checkbox"/>
Long-Term Business Strategy & Planning - Senior Professional (P3) Job - GMA.02.001.P30		<input checked="" type="checkbox"/>
Innovation & Strategy - Senior Professional (P3) Job - GMA.02.003.P30		<input checked="" type="checkbox"/>
Business Operations Strategy & Planning - Senior Professional (P3) Job - GMA.02.006.P30		<input type="checkbox"/>
Other Business Strategy & Planning - Senior Professional (P3) Job - GMA.02.999.P30		<input checked="" type="checkbox"/>

Select 2 or more jobs above to make a valid combination.

Combined Job Title:  Combined Job Code:

Buttons:

Tick the jobs you would like to combine (12), provide the name and code for the new combination (13), and click the green tick button (14). The name and code are used as identifiers, you can assign anything that is relevant to your analysis as it will not affect the data in any way

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## Combine Jobs

### Using Fly-Outs

The screenshot displays the Mercer Market Data Results: Library interface. A list of jobs is shown, with the top job, "Business Strategy & Planning - Senior Professional (P3)", selected. A green box highlights the job title and its details, labeled with a green circle containing the number 15. A fly-out menu is open on the right side of the screen, showing details for the selected job, including Market View (2022 US PSPS), Family (General Management), Sub-family (Business Strategy & Planning), Career Stream (PROFESSIONAL), and Career Level (Senior Professional (P3)). A green box highlights the "Save" button at the bottom right of the fly-out menu, labeled with a green circle containing the number 16. The "Combine Jobs" button is also visible at the bottom of the interface.

Job Title	Job - GMA
Business Strategy & Planning - Senior Professional (P3)	Core Job - GMA.02.000.P30
<i>Business Strategy - Senior</i>	<i>My Combined Job - P3</i>
Long-Term Business Strategy & Planning - Senior Professional (P3)	Job - GMA.02.001.P30
Innovation & Strategy - Senior Professional (P3)	Job - GMA.02.003.P30
Business Operations Strategy & Planning - Senior Professional (P3)	Job - GMA.02.006.P30
Other Business Strategy & Planning - Senior Professional (P3)	Job - GMA.02.999.P30

The jobs are now combined and will appear as top selection for "My Combined Job" (15). Click on the **save** button to return to the results page (16).

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## Combine Jobs

### Using Fly-Outs

Home Mercer Market Data Mercer Market Data Results

Mercer Market Data Results: Library My Saved Results Print Share

View: Inc Org Job-Test Edit

	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc
Business Strategy - Senior	11	63	--	109,643	108,000	--	
Long-Term Business Strategy & Planning - Senior...	10	60	--	110,691	108,600	--	
Innovation & Strategy - Senior Professional (P3)	9	40	94,625	112,192	109,400	128,850	
Long-Term Business Strategy & Planning - Expe...	4	6	--	81,590	80,800	--	
Innovation & Strategy - Experienced Professiona...	6	7	58,760	73,381	67,900	85,100	
Business Continuity Planning - Senior Professio...	1	1	--	--	--	--	
General Finance Management - Senior Professi...	4	13	80,150	86,215	83,000	101,250	
Finance Business Partners - Senior Professional...							

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

20 total results Save As Save

The combined jobs will also appear as "My Combined Job" at the top of the results page (17). From this page, further refinements and adjustments will apply to the combined job as well.

# Thank You



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

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800-333-3070

welcome to

**brighter**