

Mercer WIN[®]

Normalize Data



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Normalize Data

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Edit

View: Inc Org Job 1 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
▼	Billing & Invoicing - Experienced Professional (P2)	Job	FIN.09.005.P20	Billing & Invoicing						
All Data					13	29	40,170	48,114	47,515	53,114
▼	Billing & Invoicing - Entry Professional (P1)	Job	FIN.09.005.P10	Billing & Invoicing						
All Data					6	32	29,250	34,683	33,800	39,250
▼	Billing & Invoicing - Experienced Para-Professio...	Job	FIN.09.005.S20	Billing & Invoicing						
All Data					18	111	31,928	36,915	35,802	42,114
▼	Credit & Collections - Executive Level 1 (E1)	Job	FIN.10.001.E10	Head of Credit &						
All Data					**	1	1	--	--	--
▼	Credit & Collections - Senior Manager II (M5)	Job	FIN.10.001.M50	Credit & Collecti						
All Data					**	3	4	--	--	--
▼	Credit & Collections - Manager (M3)	Job	FIN.10.001.M30	Credit & Collecti						
All Data					24	37	89,161	114,372	101,764	133,114
▼	Credit & Collections - Team Leader (Professiona...	Job	FIN.10.001.M20	Credit & Collecti						

1 **Normalize Data**

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data **Normalize Data** Age Data Set Banding Send to My Library 3930 total results Save As Save

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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2 Data Scaling: In Thousands

Convert Currencies to: In Millions

Conversion Method: ...

Currency	Code	Exchange Rate
US Dollar	USD	

When converting currencies, Mercer recommends always using the 6 month average Jan-Jun method.

Cancel Calculate Apply

	Inc Wtd Median	Inc Wtd 75th %ile
	47,515	53,000
	33,800	39,000
	35,802	42,000
	--	
	--	
	101,764	133,000

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

3930 total results Save As Save

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

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Data Scaling: In Whole Numbers

Convert Currencies to: [Dropdown]

Conversion Method: [Dropdown]

Currency	Code
Australian Dollar (AUD)	AUD
Canadian Dollar (CAD)	CAD
Euro (EUR)	EUR
British Pound (GBP)	GBP
US Dollar (USD)	USD
Afghan afghani (AFN)	AFN
Albanian lek (ALL)	ALL
Algerian Dinar (DZD)	DZD

Cancel Calculate Apply

Job Title	Inc Wtd Median	Inc Wtd 75th %ile
Billing & Invoicing - Expe	47,515	53,000
Billing & Invoicing - Entr	33,800	39,000
Billing & Invoicing - Expe	35,802	42,000
Credit & Collections - Ex	--	--
Credit & Collections - Se	--	--
Credit & Collections - M	101,764	133,000
Credit & Collections - Team Leader (Professiona...		

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

3930 total results Save As Save

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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Normalize Data

The screenshot displays the 'Normalize Data' dialog box in the Mercer WIN application. The dialog is overlaid on a data table. The dialog has the following settings:

- Data Scaling:** In Whole Numbers
- Convert Currencies to:** Canadian Dollar (CAD)
- Conversion Method:** 2022 Jan-Mar

A dropdown menu is open for the 'Conversion Method' field, showing the following options:

- 3 Month Average
 - 2022 Jan-Mar
 - 1 Month Average
- 2021
- 2020
- 2019

A table on the left side of the dialog shows the following data:

Currency	Code
US Dollar	USD

The background data table has the following columns: Wtd Mean, Inc Wtd Median, and Inc Wtd 75. The bottom of the screen shows a toolbar with buttons for 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine Career Levels', 'Combine PCs', 'Compare My Data', 'Normalize Data', 'Age Data', 'Set Banding', and 'Send to My Library'. The 'Normalize Data' button is highlighted. The bottom right corner shows '6 total results' and 'Save As' and 'Save' buttons.

You can select the **Conversion Method (5)** from the drop down list. It is advised to select the latest three month average **(6)**.

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Normalize Data

Normalize Data

Data Scaling: In Whole Numbers

Convert Currencies to: Canadian Dollar (CAD)

Conversion Method: 2022 Jan-Mar

Currency	Code	Exchange Rate
US Dollar	USD	1.2718

When converting currencies, Mercer recommends always using the 6 month average Jan-Jun method.

7 Calculate 8 Apply

9

6 total results

Save As Save

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.

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Normalize Data

The screenshot displays the Mercer Market Data Results: Library interface. The top navigation bar includes 'Home', 'Mercer Market Data', 'Mercer Market Data Results', and 'Progress Center'. Below the navigation, there is a search bar labeled 'My Saved Results' and a 'View:' dropdown set to 'Job 1'. The main content area features a table with columns for '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', and '% Diff In'. A green box labeled '10' highlights a row of data for 'Accounting - Senior Manager II (M5)'. At the bottom, a toolbar contains several buttons: 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My' (labeled '11'), 'Normalize Data' (labeled 'ON' and highlighted with a green box), 'Age Data', 'Set Banding', and 'Send to My Library'. On the right side of the toolbar, it shows '1310 total results' and 'Save As' and 'Save' buttons.

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	% Diff In
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Direc	144,301	142,108	163,451	0	-142,108	
Accounting - Senior Manager (M4)	Job	FIN.06.001.M40	Accounting Direc	125,628	150,412	--	0	-150,412	
Accounting - Manager (M3)	Job	FIN.06.001.M30	Accounting Direc	120,553	114,337	130,415	0	-114,337	
Accounting - Team Leader (Professionals) (M2)	Job	FIN.06.001.M20	Accounting Direc	88,280	82,275	102,866	93,797	11,522	
Accounting - Senior Professional (P3)	Job	FIN.06.001.P30	Accountant, Gen	65,687	63,876	77,198	0	-63,876	
Accounting - Experienced Professional (P2)	Job	FIN.06.001.P20	Accountant, Gen	60,582	59,137	68,347	58,158	-979	
Accounting - Entry Professional (P1)	Job	FIN.06.001.P10	Accountant, Gen	45,552	44,915	51,851	49,116	4,201	

Once you click on apply, data will be recalculated as shown in the snapshot above (10). The **Normalize Data (11)** feature will now be ON.

Thank You



If you have any questions please contact
our US & Canada client service team:
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800-333-3070

welcome to

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