

# Market pricing

*Helping you determine competitive pay levels in your organisation*

## Consider these questions ...

- Have you considered that a 5% salary underpayment is enough to send your key talent to the competition, but not enough to motivate your marginal employees to leave?
- Did you realise that overpaying 25 employees by approximately 2% costs your organisation more than €20,000 and does little to motivate key employees to stay?
- Do you have a new role in your organisation and need to know – quickly – what pay and/or package to offer?
- Do you have a high turnover of staff in key roles?
- Do you require up-to-date salary and benefit information for the annual pay review process, but have insufficient internal resources to crunch the numbers?



Market pricing jobs can help with your organisation's strategic goals and lead to greater employee satisfaction and productivity.

Pay too little and retention, recruiting, morale and productivity will decline. Pay too much and your overpayments eat into your profit margins, a problem that compounds over time as your overpayment multiplies with planned increases and adjustments.

Market pricing, if done properly, with quality tools and resources can enhance your company's success by supporting its business strategy with a competitively paid and motivated workforce.

### How can Mercer help?

Mercer's market pricing service provides an independent snapshot of the market base salary, total cash, short- and long-term incentives, as well as typical benefits for individual positions. The benchmarking can be tailored to your own specific needs, and all results are taken from Mercer's high-quality data sources that cover more than 100 countries and a variety of sectors and industries.

Market pricing is a rapid service that provides you with a reliable and cost-effective means of surveying the marketplace, enabling you to:

- Develop salary bands and/or remuneration policies
- Improve employee retention
- Guide remuneration for new recruits
- Compare total cash and total remuneration packages with competitors
- Calculate next year's salary increase budgets
- Target remuneration fairly and equitably

For further information on price, content and timing, please contact us at:

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In EMEA, Mercer conducts circa 300 compensation and benefit surveys covering multiple remuneration elements across several functions, industries and geographies. The EMEA compensation and benefit database includes more than 6,000 organisations and 1.2 million employees.