Mercer

Pay Increase Tool (PIT)

Go beyond traditional salary increase matrices while designing your salary increase distribution algorithm.
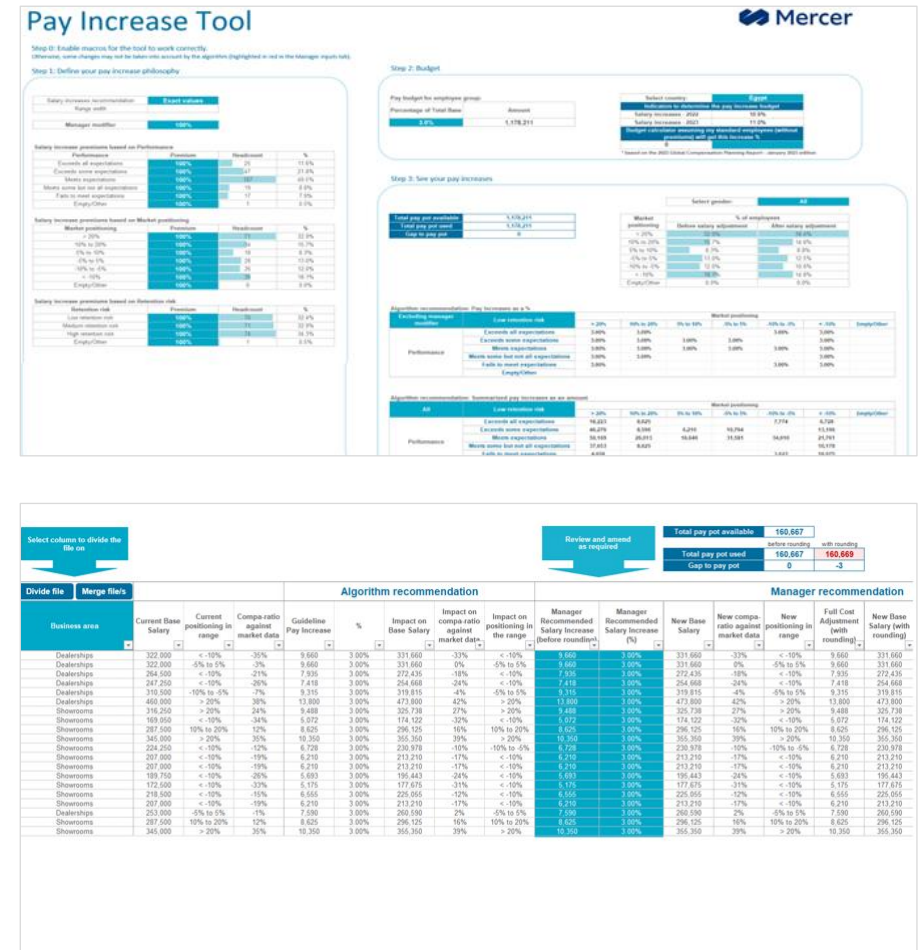
Overview:

- An easy-to-use **Excel solution** that does not require sophisticated training or a lengthy software implementation process to use effectively.
- Tool **customizable** to individual client needs.
- Tool recommending **salary increases to individual employees** based on the budget and company pay philosophy (**up to three factors** that can determine salary increases).
- **Dividing the tool** into smaller pieces (by manager, by department) and the possibility to **merge it back** .
- The **tool is reusable**, with the ability to change/add/remove employees from the tool.

Key benefits:

- Have a strategic discussion regarding your **philosophy on salary increases**.
- Implement and transparently **communicate** the **same global salary increase** standards across various business units/managers.
- Get **individual employees' salary increases** in line with the company pay philosophy.
- **Share the salary increase budget** among various business units/managers following the same principles.
- Monitor your **pay pot spending effectively**.
- Work efficiently and **save time**.

Sample

Contact

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