

US Mercer SIRS®

Sales Policies and Practices Survey

Develop an ideal talent strategy with the US Mercer SIRS® – Sales Policies and Practices Survey. Leverage data from over 59,000 employee observations to learn how to keep your employees engaged. Influence your company's policies with robust data across the Life Sciences, and High Technology –STEM industries.

**67 positions published**[<<View full list>>](#)

Top 20 matched positions

1. Medical Representation: Specialty Practitioners & Physicians (Life Sciences) – Senior Professional (P3)
2. General Field Sales – Entry Professional (P1)
3. Direct Sales: Hospital (Life Sciences) – Senior Professional (P3)
4. Multi-Channel Sales (Life Sciences) – Senior Professional (P3)
5. Medical Representation: General Practitioners & Physicians (Life Sciences) – Experienced Professional (P2)
6. Multi-Channel Sales (Life Sciences) – Specialist Professional (P4)
7. Medical Representation: Specialty Practitioners & Physicians (Life Sciences) – Specialist Professional (P4)
8. General Field Sales – Experienced Professional (P2)
9. Medical Representation: Specialty Practitioners & Physicians (Life Sciences) – Experienced Professional (P2)
10. Account Management/Key Accounts – Senior Professional (P3)
11. Multi-Channel Sales (Life Sciences) – Experienced Professional (P2)
12. Account Management/Key Accounts – Expert Professional (P5)
13. Medical Representation: General Practitioners & Physicians (Life Sciences) – Senior Professional (P3)
14. Account Management/Key Accounts – Specialist Professional (P4)
15. Medical Representation: Specialty Practitioners & Physicians (Life Sciences) – Expert Professional (P5)
16. General Field Sales – Manager (M3)
17. General Field Sales – Senior Professional (P3)
18. Medical Representation: General Practitioners & Physicians (Life Sciences) – Entry Professional (P1)
19. Multi-Channel Sales (Life Sciences) – Manager (M3)
20. Medical Representation: General Practitioners & Physicians (Life Sciences) – Specialist Professional (P4)



Data collected

- Approaches to assigning sales responsibilities
- Car benefit/allowance eligibility
- Compensation philosophy for sales staff
- Practices for performance below and above quota
- Sales incentive and short-term incentive targets
- Sales incentive plan changes under consideration
- Sales incentive plan components and weights
- Target incentive calculation
- Transfer and relocation policies for sales staff



Data Analyzed Industries

- **High Technology - STEM:**
 - Electronics
 - Energy (includes clean energy)
 - Systems
 - Technical services
 - Manufacturing
 - Research and development
- **Life Sciences:**
 - Agricultural sciences
 - Animal health
 - Biotechnology
 - Contract healthcare services
 - Medical devices
 - Pharmaceutical



147 companies submitting data

[<<View full list>>](#)

Mercer surveys are built using employee data collected from companies. The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant that is entitled to receive these great benefits:

- A discount on the survey results.
- Exclusive invitations to events that provide expert insight into the survey results.
- The ability to compare your data to peer companies or competitors that you select.



Survey schedule

Participation runs from March through May with results published in October.



Pricing

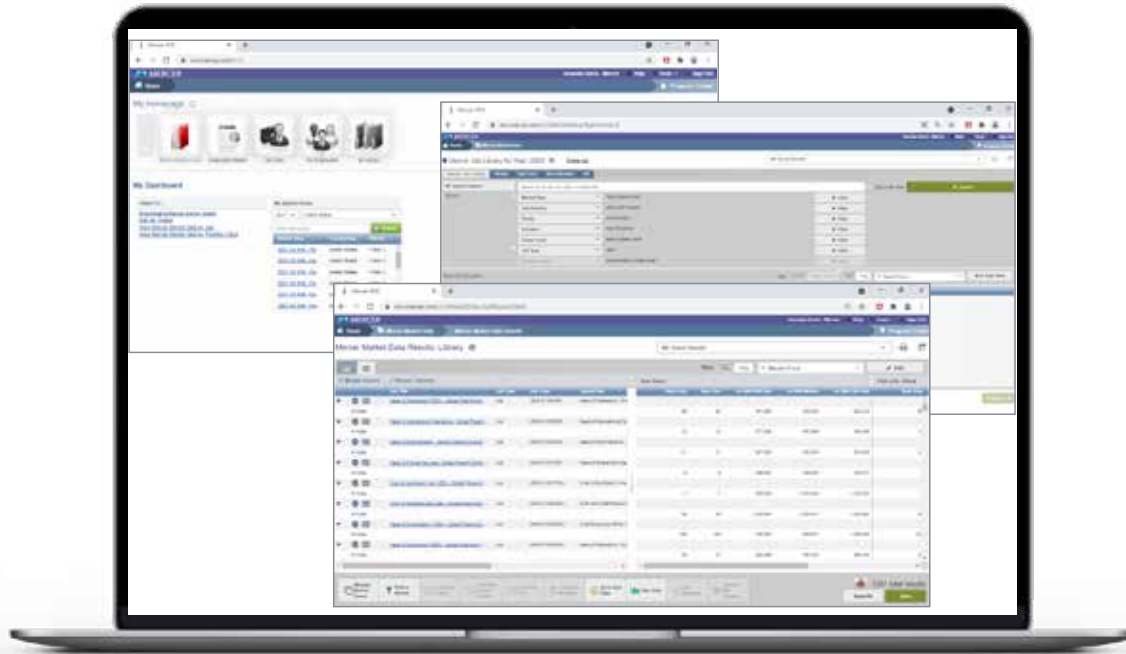
US Mercer SIRS® - Sales Policies and Practices Survey - High Technology:

Participants	Non-participants
1,700 USD	5,100 USD

Base price includes three users; additional users may be added at additional rates - USD 1,250 per user. Pricing may vary for multi-entity organizations. Individuals or companies using Mercer data for consulting services or commercial purposes are subject to different rates. Please call for more information.

Mercer WIN®

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



Sample report

Survey Name:	2022 United States SIRS Benchmark Premium Survey	Refinement:	All Data
Job Family:	IT, Telecom & Internet	Scale:	In Whole Numbers
Job Sub-family:	IT Applications Development	Currency:	US Dollar
Job Code:	ITC.06.R01.P40	Number of Organizations:	174
Job Title:	IT Applications Development - Specialist Professional (P4)	Number of Observations:	3299
Job Type:	Mercer Combined Job	Position Class:	50-57
Job Description:	Associated Specializations: Blockchain Development (Financial Services & High Tech) - P40; General IT Applications Development - P40; General IT Mobile Applications Development - P40; Legal Technology Development (Professional Services) - P40		

* More than 25% of the rates within the sample are supplied by one organization
 ** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	174	3,299		109,725	120,661	133,253	131,808	142,341	154,540
Salary Min	99	2,037		77,798	92,356	103,813	101,000	117,500	131,200
Salary Mid	99	2,037		115,350	126,300	136,845	135,000	146,700	154,300
Salary Max	99	2,037		149,098	159,994	174,077	169,300	188,400	198,400
Total Guaranteed Cash Comp	174	3,299		109,725	120,661	133,253	131,808	142,341	154,540
STI Threshold % Base	16	560	**	--	--	4.9	5.5	--	--
STI Target	90	1,850		3,441	7,200	11,944	12,402	15,098	19,500
STI Target % of Base	90	1,850		2.5	5.0	8.9	10.0	11.0	14.0
STI Maximum % Base	42	1,123	**	7.5	10.0	15.5	14.8	21.5	24.0
STI Actual	104	1,764		3,500	8,050	14,178	13,956	19,041	23,576
STI Actual % Base	104	1,764		2.7	5.9	10.4	10.5	14.5	16.6
Sales Incentive (Target)	1	3	**	--	--	--	--	--	--
Sales Incentive Target % Base	1	3	**	--	--	--	--	--	--
Sales Incentive Actual	2	5	**	--	--	--	--	--	--
Sales Incentive Actual % Base	2	5	**	--	--	--	--	--	--
Profit Sharing Actual	6	31	**	--	--	7,242	5,337	--	--
Profit Sharing Actual % Base	6	31	**	--	--	4.9	3.6	--	--
Total Cash - Target	138	2,569		113,360	127,593	142,560	141,764	153,867	169,500
Total Cash Target - Receivers	90	1,853		122,371	134,236	145,071	144,735	155,081	167,315
Total Cash - Actual	174	3,299		112,212	124,514	140,925	138,776	153,303	170,563
Total Cash Actual - Receivers	108	1,781		124,956	136,557	149,210	147,701	159,779	174,121
LTI (B-S)	17	85	*	8,614	11,053	19,947	13,437	20,000	37,890
LTI % of Base (B-S)	17	85	*	6.0	8.8	14.5	10.0	14.7	22.7
TDC Target (B-S)	138	2,569		113,372	127,719	143,112	141,932	154,157	170,201
TDC Target (B-S), Rcvrs	13	69	*	140,734	155,830	176,735	166,731	186,345	234,172
TDC Actual (B-S)	174	3,299		112,294	124,692	141,439	139,050	153,849	171,173

Contact us to order or for more information

imercer.com/SIRS | 888 942 4111 | surveys@mercer.com