

MARSH

Mercer Small and Medium-Sized Business (SMB) Benchmark Database

Introducing our comprehensive compensation benchmarking data, tailored to meet the needs of small and medium-sized businesses (SMBs). Our data covers a wide range of job levels, from entry-level positions to executive roles, ensuring that organizations have the information they need to make informed decisions about compensation.



Database highlights

Number of jobs

2,929 (US) and 1,883 (Canada) jobs cross-industry functional roles + industry specific roles

Number of incumbents

13 million hourly and salaried employee records collected directly from Mercer Compensation Surveys

Number of organizations

7,000 organizations

Industry coverage

Data drawn from a cross-section of industries in the US and Canada: general industry, financial services, life sciences, high-tech, STEM, retail, energy, mining, manufacturing, transportation, supply chain, pharmacy, healthcare, hospitality, consumer goods, and more

Pay elements

Full spectrum of pay including: base salary, short term and long-term incentives, and total cash and total direct compensation

Market refinements

Categories for fine tuning the employee data include: organizational size such as revenue and headcount, industry, sub-industry, city location

Data accessibility

Accessible via API or flat files

Mercer's SMB database features commonly used job titles within SMB organizations. All job matching is created and curated by clients, not by an algorithm, and validated by our team of experts to ensure the highest level of accuracy and relevance.

We are committed to providing SMBs with the tools and resources they need to succeed. Our SMB database is just one example of how we support businesses in making data-driven decisions that drive growth and success.

Contact us today to learn more about Mercer's SMB Database

Kenneth Pilcher

kenneth.pilcher@mercer.com

Michael Broccolo

michael.broccolo@mercer.com

Michael Anderson

michael.b.anderson@mercer.com

