

US MBD

# Manufacturing and Operations Survey

Ensure your compensation strategy is competitive

Automation is quickly changing the dynamics of the manufacturing industry —new jobs are emerging, and preexisting roles are transforming rapidly. Using the US MBD: Manufacturing & Operations Survey, benchmark your position salaries to the market to make sure your strategy is helping you attract and retain the talent you need.

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

## Top 20 matched positions

1. Manufacturing Production Workers – Experienced Para-Professional
2. Manufacturing Production Workers – Entry Para-Professional
3. Manufacturing Machine Operations – Experienced Para-Professional
4. Manufacturing Assembly – Entry Para-Professional
5. Manufacturing Assembly – Experienced Para-Professional
6. Manufacturing Production Workers – Team Leader (Para-Professionals)
7. Manufacturing Production Workers – Senior Para-Professional
8. Manufacturing Assembly – Senior Para-Professional
9. Manufacturing Production – Team Leader (Professionals)
10. Manufacturing Production Technician – Senior Para-Professional
11. Manufacturing Machine Operations – Entry Para-Professional
12. Manufacturing Packaging – Entry Para-Professional
13. Manufacturing Machine Operations – Senior Para-Professional
14. Heavy Equipment Operators – Experienced Para-Professional
15. Manufacturing Production Workers – Specialist Para-Professional
16. Manufacturing Production – Manager
17. Manufacturing Production Process Engineering – Senior Professional
18. Manufacturing Packaging – Experienced Para-Professional
19. General Engineering – Specialist Professional
20. Manufacturing Production Process Engineering – Experienced Professional



### Position families analyzed

- Administration, facilities & secretarial
- Engineering & science
- Human resources
- Production & skilled trades
- Projects/program management
- Quality management
- Supply chain



### Career streams analyzed

- Executive
- Management
- Professional
- Para-professional



### Data collected

- Base pay
- FLSA status
- Long-term incentive eligibility and grants
- Organization data
- Short-term incentive eligibility and amounts
- Years in organization
- Years in position



### 2,025 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 February through April with results published in August.



### Pricing

**\$1,500 – Participants**      **\$3,795 – Non-participants**

## 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

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	77	503	*	40,000	45,760	60,928	53,456	72,084	91,987
Salary Min	41	106		42,200	48,000	55,714	52,900	61,033	73,960
Salary Mid	42	111		54,700	60,000	71,137	67,100	76,250	94,000
Salary Max	41	106		70,080	72,825	88,052	81,100	95,186	122,200
STI Threshold % Base	6	12	*	--	--	3.1	2.8	--	--
STI Target	34	112	*	2,036	2,668	5,926	4,289	8,542	12,560
STI Target % of Base	34	112	**	--	--	7.2	7.0	--	--
STI Maximum % Base	16	62	**	--	--	11.7	8.0	--	--
STI Actual	28	101	*	1,871	2,367	5,886	4,180	8,114	12,700
STI Actual % Base	28	101	**	--	--	7.2	5.7	--	--
Sales Incentive (Target)	9	53	*	11,692	13,288	19,636	16,513	22,223	30,250
Sales Incentive Target % Base	9	53	**	--	--	28.4	20.0	--	--
Sales Incentive Actual	12	61	*	7,328	13,235	45,910	31,777	70,230	106,142
Sales Incentive Actual % Base	12	61	*	9.7	21.3	94.9	40.9	164.4	244.3
Profit Sharing Actual	2	2	**	--	--	--	--	--	--
Profit Sharing Actual % Base	2	2	**	--	--	--	--	--	--
<b>Total Cash - Target</b>	<b>61</b>	<b>262</b>		<b>49,864</b>	<b>58,334</b>	<b>79,249</b>	<b>74,380</b>	<b>94,791</b>	<b>116,840</b>
Total Cash Target - Receivers	40	155		54,601	69,784	89,263	85,244	102,797	130,082
<b>Total Cash - Actual</b>	<b>77</b>	<b>503</b>	*	<b>40,019</b>	<b>46,010</b>	<b>67,693</b>	<b>56,476</b>	<b>80,000</b>	<b>114,305</b>
Total Cash Actual - Receivers	41	164		56,616	70,716	94,153	88,520	114,902	140,855
LTI (B-S)	5	11	**	--	--	17,845	5,000	--	--
LTI % of Base (B-S)	5	11	*	--	--	20.9	7.6	--	--
<b>TDC Target (B-S)</b>	<b>61</b>	<b>262</b>		<b>49,864</b>	<b>58,334</b>	<b>79,987</b>	<b>75,108</b>	<b>94,825</b>	<b>122,771</b>
TDC Target (B-S), Rcvrs	4	10	*	--	--	--	--	--	--
<b>TDC Actual (B-S)</b>	<b>77</b>	<b>503</b>	*	<b>40,019</b>	<b>46,010</b>	<b>68,083</b>	<b>56,476</b>	<b>81,360</b>	<b>115,461</b>
TDC Actual (B-S) Rcvrs	5	11	*	--	--	100,709	85,982	--	--
Tenure - Organization	73	496	*	0	1	7	3	7	19

Contact us to order or for more information

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