TALENT ALL ACCESS®
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*Not included in Talent All Access®
**Notes:** Release dates are subject to change.

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**The Global Compensation Planning Report — July Summary is available to purchasers of the GCPR Global PDF; it is not available for individual sale.
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TAAP+ subscribers receive early access to much of our content, including July & October editions of GCPR!
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¹Product is exclusive to TAAP/TAAP+; cannot purchase separately.
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| EL SALVADOR    | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| ESTONIA        | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| ETHIOPIA       | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| FINLAND        | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| FRANCE         | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| GABON          | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| GEORGIA        | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| GERMANY        | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| GHANA          | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| GREECE         | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| GUATEMALA      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| GUINEA         | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| HONDURAS       | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| HONG KONG      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| HUNGARY        | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| ICELAND        | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
| INDIA          | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
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| ISRAEL         | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |
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| JORDAN         | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      | ✔️      |</p>
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As companies focus on working toward a greener future, a car-related benefit is not always a company car. Understanding what is commonly offered in markets around the world, while balancing the cost implications to your policies is key.

Presenting a consistent set of global data related to car benefit policies and car costs, these publications provide HR managers with a deeper understanding of how policies differ by market and region.

**WHAT'S INCLUDED?**

**CAR BENEFITS & ALTERNATE TRANSPORTATION POLICIES**

- Policy overview
- Green policies
- Company-owned vehicles (including vehicle types and replacement policies)
- Company-leased vehicles (including vehicle types and lease duration)
- Car allowances
- Alternate transportation benefits (including personal car or driver, prearranged transportation or shuttles, subsidized or free parking, walking or cycling allowances, public transportation allowance or subsidy)

**CAR COST REPORT**

- Company-owned and leased vehicle costs
- Car rental estimates
- Additional information (fees, taxes, insurance; driver’s license; publication transportation; road conditions)*

*Available in individual market PDFs only; not included in the global Excel report.

**NEW IN 2019!**

In addition to the policy information included in the Car Benefit Policies & Alternate Transportation report, our new Car Cost Report will provide you with information on vehicle purchase prices, lease costs, and car rental estimates for more than 70 markets. These two reports help you to create, define and refine your policy, as well as measure and manage costs relating to your car program.
CAR BENEFIT POLICIES

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CAR COST REPORT

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Regions available: Americas; Asia Pacific; Europe, Middle East, & Africa
*Must purchase Global PDF.
Next release: June 2019
Notes: Individual market reports are available upon request: please contact your local Client Services team to place an order.
Car benefits are a long-standing staple of many employee benefit programs, but some companies around the world have begun reconsidering these traditional policies in order to meet the unique demands of today’s labor market and workforce expectations.

This publication provides global industry findings across five career levels to help benefit managers deliver a cost-efficient and effective car policy.

WHAT'S INCLUDED?

- Car benefit eligibility
- Eligibility criteria
- Green policies
- Alternate transportation benefits
- Company-owned vehicle policies
- Company-leased vehicle policies
- Car allowance policies

10 INDUSTRIES

- Banking/Finance/Insurance
- Consumer Goods
- Energy
- Healthcare
- High Tech
- Life Sciences
- Manufacturing
- Other Nonmanufacturing
- Retail & Wholesale
- Services Nonfinancial

Next release: Jul 2019

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Talent scarcity and the ease of mobility are making it increasingly critical that HR professionals retain top performers while also attracting outside talent. To confront this challenge, you need robust data on economic conditions and salary increase trends in your operating locations to make timely, fully informed decisions on compensation budgets.

Gain insight into salary increase budgets and economic data for a three-year time period.

WHAT'S INCLUDED?
- GDP, inflation, and unemployment rates
- Salary review frequency, effective date of salary reviews, and factors used to determine salary increases
- Actual, budgeted, or forecasted salary increase figures
- Percentage of companies reporting zero salary increase (salary freezes)
- Mandatory pay increase schemes
- Short-term incentive target and maximum bonuses as a percentage of base salary, frequency of incentive payouts
- Job families and employee levels that are difficult to attract or retain
- Promotional salary increases

DO SALARY INCREASES VARY BASED ON AN EMPLOYEE’S LEVEL?
HOW DOES INFLATION IMPACT SALARY INCREASES?
ARE SALARY FREEZES COMMON?

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Regions available: Americas; Asia Pacific; Europe; Middle East & Africa
Notes: An online subscription includes access for up to 5 users; additional users may be added for a fee.
*Must purchase Global PDF; separate add-on for July and October.
Publications’ release: End of Jan, Apr, Jul, Oct 2019

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GLOBAL COMPENSATION PLANNING

5. INDUSTRIES (ONLINE ADD-ON)
   - Consumer Goods
   - Energy
   - High Tech
   - Life Sciences
   - Manufacturing

GLOBAL PDF VS. ONLINE

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<td>New! Promotional Increase Data</td>
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<td>Option to Add-on Industry Data</td>
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Quarterly updates are based on market availability; industry data are not available for all markets.

Note: Need data sooner? Talent All Access® subscribers receive exclusive early access to many of our products.
In nations with already generous mandated leave, such as those in Western Europe, many companies simply rely on current laws and have not further expanded their paid-time off benefits. In countries with less prevalent, or even no legal requirement for paid parental leave, many companies have filled the void with additional paid or unpaid leave for mothers to care for newborn children.

Find out whether companies are providing the statutory minimums or going above and beyond to provide additional time off and/or pay to their employees.

Note: Sample report is for the "Single Market PDF."
GLOBAL PARENTAL LEAVE INDUSTRY SCORECARD

WHAT'S INCLUDED?

► The overall rankings and score for each industry
► Complete the “What’s my company’s score?” quiz to find out how your company compares to all 10 industries included in this report
► General prevalence results for each industry

SCORECARD QUADRANTS

Employee support
Work-life balance
Diversity and inclusion
Compensation and benefits

WHICH INDUSTRIES ARE MOST LIKELY TO SUPPLEMENT LOCAL LEAVE REQUIREMENTS?

HOW CAN WE ENCOURAGE EMPLOYEES TO USE THEIR PATERNITY LEAVE?

DO EMPLOYEES HAVE THE OPTION OF A FLEXIBLE WORK ARRANGEMENT WHEN RETURNING FROM MATERNITY LEAVE?

10 INDUSTRIES

Banking/Finance/Insurance
Consumer Goods
Energy
Healthcare
High Tech
Life Sciences
Manufacturing
Other Nonmanufacturing
Retail & Wholesale
Services Nonfinancial

WHAT’S INCLUDED?

Download and complete this quiz to find out your company score.

ORDER ONLINE

DOWNLOAD QUIZ

EDITION
GLOBAL PDF

2018

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Next release: Jul 2020

In order to break down and evaluate your organization’s policies, the scorecard identifies four policy areas (quadrants) that are integral to a holistic parental leave program. Use the interactive quiz to evaluate your company’s policy.

Drawing on a global pool of maternity, paternity, and parental leave data from our Global Parental Leave publication, this scorecard is the ultimate measuring stick of your company’s parental leave policy, allowing you to compare your policy against 10 industry standards.
Employee pay often represents the largest expense for most companies. As an HR manager, it’s imperative that you take into account fluctuations in the prices of labor between markets and career levels, in order to attract and keep your top talent across the globe.

Quickly review and evaluate base salary and total cash compensation around the world for a core set of benchmark jobs.

WHAT'S INCLUDED?

ECONOMIC & LABOR MARKET
- GDP figures
- Inflation and unemployment rates
- Population sizes
- Gender ratios

COMPENSATION
- Annual base salary
- Annual total cash
- Amounts provided in local currency and USD

Note: Need data sooner? Talent All Access® subscribers receive exclusive early access to many of our products.

Regions available: Americas; Asia Pacific; Central & Eastern Europe; Middle East & Africa; and Western Europe

An online subscription includes access for up to 5 users; additional users may be added for a fee.

*Excel file for region purchased.

Next release: Jan 2020
# Global Pay Summary

## 10 Job Families and 50 Benchmark Positions

### Executive Leadership
- **General Management**
  - Chief Executive Officer (CEO)
  - Chief Operations Officer (COO)

### Finance & Accounting
- **Chief Financial Officer (CFO)**
- **IT, Telecom, & Internet Leadership**
  - Chief Information Officer (CIO)
- **Human Resources Leadership**
  - Chief Human Resource Officer (CHRO)

### Accounting & Finance
- **Accounting**
  - Manager
  - Senior Professional
  - Entry Para-professional
- **Finance Generalists**
  - Senior Manager
  - Experienced Professional

### Administration & Secretarial
- **Administration & Secretarial**
  - Manager
  - Senior Professional
  - Entry Para-professional
- **Facilities Management & Planning**
  - Team Leader
  - Experienced Professional

### Human Resources
- **Human Resources Generalists**
  - Manager
  - Senior Professional
  - Entry Para-professional
- **Compensation & Benefits**
  - Senior Manager
  - Experienced Professional

### Engineering
- **Engineering Technicians**
  - Entry Para-professional
  - Senior Para-professional
- **Engineering**
  - Senior Professional
  - Senior Manager II
  - Manager

### Information Technology
- **IT Security**
  - Manager
  - Senior Professional
- **IT Business Systems Analysts**
  - Expert Professional
- **IT User Support**
  - Supervisor
  - Senior Para-professional

### Legal & Compliance
- **Legal**
  - Manager
  - Senior Professional
  - Entry Para-professional
- **Compliance**
  - Senior Manager
  - Experienced Professional

### Manufacturing
- **Manufacturing Plant Management**
  - Senior Manager
- **Manufacturing Production, Processing, & Assembly**
  - Manager
  - Supervisor
  - Senior Professional
  - Entry Para-professional

### Sales
- **Sales & Marketing**
  - Manager
  - Senior Professional
  - Experienced Para-professional
- **Account & Client Management**
  - Expert Professional
  - Senior Manager

### Supply Chain
- **Supply Chain Planning & Operations**
  - Team Leader
  - Expert Professional
  - Senior Professional
- **Warehousing, Distribution, & Transportation**
  - Manager
  - Entry Para-professional
Motivating your employees to ensure your company achieves its broader goals is a challenge that many organizations face. An effectively designed incentive program can help drive individual performance and steer your company toward success.

Gain insight into the types of incentives offered around the world and quickly evaluate how these incentives vary by job family or industry.

WHAT'S INCLUDED?

SHORT-TERM INCENTIVE
- Eligibility
- Percentage receiving
- Actual as a percentage of base salary
- Target as a percentage of base salary

SALES INCENTIVE
- Eligibility
- Percentage receiving
- Actual as a percentage of base salary
- Target as a percentage of base salary

LONG-TERM INCENTIVE
- Eligibility
- Percentage receiving
- Actual as a percentage of base salary
- Target as a percentage of base salary
  (Black-Scholes Model)
- Actual as a percentage of base salary
  (Accounting Cost Method)

WHICH INCENTIVES ARE MOST COMMONLY PROVIDED?

HOW DOES INCENTIVE PAY VARY ACROSS CAREER LEVELS?

WHICH MARKETS PROVIDE THE HIGHEST AND LOWEST INCENTIVES?

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*Must purchase PDF; Job Family and Industry Excel Add-On sold separately.

Next release: Jan/Feb 2019

Note: Need data sooner? Talent All Access® subscribers receive exclusive early access to many of our products.
14 JOB FAMILIES
► Administration
► Communications
► Customer Service
► Engineering
► Finance
► General Management
► Human Resources
► Information Technology
► Legal
► Production
► Project Management
► Quality Management
► Sales
► Supply Chain

11 INDUSTRIES
► Chemicals
► Consumer Goods
► Energy
► High Tech
► Life Sciences
► Logistics
► Manufacturing
► Non-Manufacturing
► Retail & Wholesale
► Services Non-Financial
► Transportation Equipment
Keeping up with compensation data for new graduates can be tricky. Factoring in data based on location, educational backgrounds, and what jobs are in-demand in a location makes the HR hiring process even more complex.

Quickly evaluate how new graduates in different locations, with different backgrounds are paid. Data are presented in local currency and USD providing readers with a clear and simple comparison guide of which qualifications are in demand in each market.

WHAT'S INCLUDED?

ASIA PACIFIC MARKETS
- Median starting salaries in local currency and USD
- Bachelor of Accountancy, Arts & Social Science, Business Administration, Computer Science, Engineering, Law, Science

NORTH AMERICA MARKETS
- Median starting salaries in local currency and USD
- Community College Diploma/Associate's Degree

EUROPE, MIDDLE EAST, & AFRICA MARKETS
- Median starting salaries in local currency and USD
- Breakdown of minimum, average, and maximum range of starting salaries

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*Must purchase Global PDF.
Next release: Feb 2019
Note: Need data sooner? Talent All Access® subscribers receive exclusive early access to many of our products.
Pay is extremely important to employees and retaining key and critical talent is often a top priority for managers and HR. If you want to make timely, fully informed decisions on compensation budgeting, you need data that is as current as possible.

This snapshot survey is conducted four times per year and provides relevant, consistent, and up-to-date salary increase data for 90+ markets across Europe, Middle East, and Africa, along with industry data in each market.

New in 2019! Participation has been simplified with one survey for all four editions! You may update your submission at any time!

WHAT'S INCLUDED?

**EDITION 1 — PARTICIPATE BY FEB 15**
- Budgeted salary increases for 2019
- Actual and forecasted voluntary attrition rates for 2018 and 2019
- Hiring intentions for 2019

REPORT RELEASE: LATE MARCH

**EDITION 2 — PARTICIPATE BY MAY 17**
- Actual salary increases for 2019
- Forecasted salary increases for 2020

REPORT RELEASE: LATE JUNE

**EDITION 3 — PARTICIPATE BY AUG 16**
- Actual salary increases for 2019
- Forecasted salary increases for 2020
- Actual and forecasted salary increases by performance level in 2019 and 2020
- Actual and forecasted distribution of employees by performance level in 2019 and 2020

REPORT RELEASE: LATE SEPTEMBER

**EDITION 4 — PARTICIPATE BY NOV 8**
- Forecasted salary increases for 2020
- Actual and forecasted percentage of employees promoted in 2019 and 2020
- Actual and forecasted promotional salary increases for 2019 and 2020

REPORT RELEASE: MID DECEMBER

As a SMS participant, you receive a complimentary report for each market for which you provide data. You also receive early access to results!

NEED MORE?
Looking for global salary increase data? **Global Compensation Planning (GCPR)** provides access to salary increase and economic data from around the world. It is available in a PDF format or in a global, interactive online tool.

**WHICH MARKETS AND INDUSTRIES ARE EXPECTING HIGH ATTRITION THIS YEAR?**
**HOW DO SALARY INCREASES VARY BY PERFORMANCE LEVEL?**
**WHAT PERCENTAGE OF EMPLOYEES ARE EXPECTED TO RECEIVE A PROMOTION?**

FIND OUT MORE
No one likes to dwell on lay-offs and terminations, but severance policies are a major component of every HR department’s portfolio. Severance programs offer structure and guidance for HR and affected employees leaving an organization. At the same time, these programs ensure that employees are treated fairly and help to prepare them to re-enter the job market.

Learn how businesses construct and distribute severance pay to their outgoing employees by reviewing global practices for termination and severance pay.

WHAT'S INCLUDED?

► Statutory requirements
► Severance pay policy
► Notice periods
► Severance payments
► Payment formula

WHAT IS THE TYPICAL NOTICE PERIOD PROVIDED TO EMPLOYEES?

IS THE EMPLOYEE’S AGE FACTORED INTO A SEVERANCE PAYMENT FORMULA?

WHAT TYPES OF EMPLOYEES ARE COVERED IN A SEVERANCE POLICY?

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Regions available: Americas; Asia Pacific; Europe, Middle East, & Africa
Parting is such sweet sorrow, but it can be a whole lot sweeter when both sides walk away amicably. Although no one looks forward to terminations, layoffs, or other forms of employee departure, most organizations recognize that a severance package can do a lot of good for all parties.

Use this interactive scorecard to learn where your leave program is strongest, and reference global data to see how today’s leading businesses handle this key benefit area.

WHAT'S INCLUDED?

- The overall rankings and score for each industry
- Complete the “What’s my company’s score?” quiz to find out how your company compares to all 10 industries included in this report
- General prevalence results for each industry

SCORECARD QUADRANTS

- Severance pay policy
- Notice period
- Severance payments
- Payment formula

10 INDUSTRIES

- Banking/Finance/Insurance
- Consumer Goods
- Energy
- Healthcare
- High Tech
- Life Sciences
- Manufacturing
- Other Nonmanufacturing
- Retail & Wholesale
- Services Nonfinancial

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The world is changing at a rapid pace and operating across the globe has become the norm. But this may present issues with how your workforce interacts. Thoughtful workplace flexibility programs and workspace design can have a positive impact; along with automation and AI, the future of work is changing.

The results of this research will provide organizations and HR managers a deeper understanding of how workspace policies differ worldwide.

WHAT'S INCLUDED?
- Design of work practices
- Workplace flexibility
- Future of work preparedness
- Future of work technologies and amenities
- Business outcomes

ARE ORGANIZATIONS PLANNING TO MAKE CHANGES TO THEIR WORKSPACE DESIGN DURING THE NEXT 18 MONTHS?
WHAT FLEXIBLE WORK PRACTICES HAVE ORGANIZATIONS IMPLEMENTED?
DO ORGANIZATIONS OFFER ON-SITE FACILITIES OR AMENITIES FOR WORK-LIFE INTEGRATION?

123

GLOBAL FINDINGS PDF*

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*Participants receive a 40% discount on purchases of the Global Findings Report!

Next release: Mar 2019
Note: Need data sooner? Talent All Access® subscribers receive exclusive early access to many of our products.
Counter-intuitive as it may seem, offering employees an opportunity to spend time away from the office while maintaining compensation can actually improve an organization’s efficiency, production, and overall well-being.

This report allows benefit managers to see how their policies stack up against competitors within their market and region, and may serve as a guide to those professionals tasked with crafting a leave policy for their own organization.
Creating and instituting a successful annual leave program is about more than deciding on a number of days. Companies with a multinational footprint must consider how local regulations and statutes dictate the number of days for any given type of leave.

Assess your own company’s annual leave policy and compare it to the market standard for 10 global industries.

WHAT'S INCLUDED?
- The overall rankings and score for each industry
- Complete the “What's my company's score?” quiz to find out how your company compares to all 10 industries included in this report
- General prevalence results for each industry

SCORECARD QUADRANTS
- Policy elements
- Annual leave days
- Holidays
- Miscellaneous leave days

10 INDUSTRIES
- Banking/Finance/Insurance
- Consumer Goods
- Energy
- Healthcare
- High Tech
- Life Sciences
- Manufacturing
- Other Nonmanufacturing
- Retail & Wholesale
- Services Nonfinancial
Your HRIS likely holds a wealth of information that could be put to good use and help to measure your business in a multitude of ways. The various metrics that can be sourced from this data help to quantify costs and understand the impact of the policies, processes, and structure your organization has implemented. For example, are there areas of your business that are underperforming? Or are there teams with a management span that is unmanageable and counterproductive? Workforce metrics help to identify issues such as these and enable you to monitor their improvement.

WHAT'S INCLUDED?

WORKFORCE METRICS
- Workforce and payroll cost distribution
- Management span ratios
- Employee “Churn”: Voluntary turnover and new hire rates
- Employee promotion rates
- Top performer rates

DEMOGRAPHICS AND CATEGORIES
- Job Family
- Career Level
- Gender
- Age

Notes: Not all demographics are available for all workforce metrics. Data for Workforce Metrics Around the World are sourced from Mercer | Comptryx which is largely comprised of metric data from companies in the high tech industry.

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*Online includes access for up to 5 users; additional users may be added for a fee.
Workforce turnover presents a dilemma to all companies around the world. Some estimate that the cost of losing and replacing a single employee can equal more than twice that employee's salary, with costs increasing further based on the departing employee’s seniority.

Be proactive with your talent retention and workforce planning efforts, and explore information regarding voluntary and involuntary turnover across six career levels for over 100 markets.

WHAT'S INCLUDED?
- GDP, inflation, and unemployment rates
- Voluntary and involuntary turnover
- Current and budgeted workforce change
- Hiring intentions
- Total working age range and economically active population data

14 INDUSTRIES
- Banking/Finance
- Chemicals
- Consumer Goods
- Energy
- High Tech
- Insurance/Reinsurance
- Life Sciences
- Logistics
- Mining & Metals
- Other Manufacturing
- Other Nonmanufacturing
- Retail & Wholesale
- Services Nonfinancial
- Transportation Equipment

WHERE IS VOLUNTARY TURNOVER AN ISSUE?

123

WHERE IS VOLUNTARY TURNOVER AN ISSUE?

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From Argentina to Vietnam, attract and retain key talent with our market-specific employment guidelines. As the laws and regulations governing benefits constantly change, tracking reliable information can be time-consuming and expensive. This publication is an authoritative and cost-effective guide to global employee benefits in 77 markets.

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