

Mercer WIN[®]

View Data by Position Class



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The screenshot displays the Mercer WIN interface for viewing data by Position Class. The top navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The main header shows 'Mercer Job Library for Year: 2022' with a 'Change year' link and a 'My Saved Results' dropdown. Below this, there are tabs for 'Mercer Job Library', 'Global', 'Non-Standard', and 'All'. A search bar is present with a 'Limit to My Jobs' checkbox and a 'Search' button. The search options section includes a 'Hide' checkbox and several filters: 'Market View' (North America), 'Job Industry' (Add a Job Industry), 'Family' (General Finance Management, Financial Planning & Analysis), 'Career Level' (Add a Career Level), 'Job Type' (Jobs), and 'Position Class' (Add a Position Class range). The 'Position Class' filter is highlighted with a green box and a circled '2'. Below the search options, the 'Search Results' section shows '0 results' and a 'View' dropdown menu with options 'Actual', 'Regression', 'Inc', and 'Position Class'. The 'Position Class' view is selected and highlighted with a green box and a circled '1'. Below the search results, there are buttons for 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'. A message box at the bottom states: 'Please consider changing your view and/or modifying your search criteria to get results.'

To view data by **Position Class (PC)**, select a different view from the drop-down menu (1). Once the **Position Class** option has been selected, the option to filter by **Position Class** will become active (2).

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The screenshot displays the Mercer WIN interface for viewing data by position class. The main header shows 'Mercer Market Data' and 'Progress Center'. Below this, the 'Mercer Job Library for Year: 2022' is displayed, with a 'Change year' link and a 'My Saved Results' dropdown. The left sidebar contains search options, including 'Market View', 'Job Industry', 'Family', 'Career Level', 'Job Type', and 'Position Class'. A green circle with the number '3' highlights the 'Position Class' option. A modal dialog is open, showing a range selection slider from 40 to 85. The slider is currently set to a range from 50 to 70. Below the slider, the 'Range Minimum' is set to 50 and the 'Range Maximum' is set to 70. The dialog includes 'Cancel' and 'Apply' buttons. The background shows 'Search Results' with 0 results and a message: 'Please consider changing your view and/or modifying your search criteria to get results.' At the bottom, there are buttons for 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'.

You can select the **Position Class** range as needed (3).

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The screenshot displays the Mercer Job Library interface for the year 2022. The search options section includes a search bar and filters for Market View, Job Industry, Family, Career Level, Job Type, and Position Class. The search results table shows 8 results, with the first result highlighted. The interface includes navigation buttons like 'Compare', 'Manage Market Views', 'Refine Market', 'Compare My Data', and 'Continue'.

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Market View	Position Class Range
2022 China 1st Tier Cities High Tech (1st edition ...	40 - 76
2022 China 1st Tier Cities High Tech (1st edition)	40 - 76
2022 China 2nd Tier Cities High Tech (1st edition...	40 - 69
2022 China 2nd Tier Cities High Tech (1st edition)	40 - 69
2022 China All Cities High Tech (1st edition)	40 - 76
2022 China Procter And Gamble Customized Re...	40 - 68

Once all the selections have been made, click on **Search** to view the results (4). The system will display the available data for the PC or the PC range selected (5). Click on **Continue** to view the results (6).

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The screenshot displays the Mercer WIN interface for viewing market data. The breadcrumb trail shows 'Home' > 'Mercer Market Data' > 'Mercer Market Data Results'. The page title is 'Mercer Market Data Results: Library'. A search filter 'My Saved Results' is visible. The main table is titled '2022 China 1st Tier Cities High Tech (1st edition...)' and is filtered to 'All Data'. The table has columns for 'Position Class', 'Base Salary', and 'Total Cash - Actual'. The 'View' dropdown is set to 'Org' (highlighted with a green box and annotation 7). The 'Position Class' dropdown is also visible. The table data is as follows:

Position Class	Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	Total Cash - Actual Num Orgs	Total Cash - Actual Num Obs	Total Cash - Actual Org Wtd 25th %ile
40	80	2,523	40,330	64,651	62,959	81,752	80	2,523	50,994
41	76	31,240	43,615	65,394	58,506	77,963	76	31,240	50,462
42	98	2,078	51,365	63,751	66,212	75,442	98	2,078	63,040
43	143	16,744	60,000	91,026	78,513	101,780	143	16,744	71,700
44	131	2,441	78,000	117,169	104,158	137,162	131	2,441	87,110
45	232	10,671	88,243	125,174	110,623	142,198	232	10,671	102,917
46	272	22,081	100,724	140,025	131,350	160,964	272	22,081	120,617
47	288	26,614	123,231	164,696	156,822	199,136	288	26,614	144,135
48	201	44,443	139,497	195,782	182,364	228,190	201	44,443	167,112
49	244	35,241	160,770	240,423	224,262	297,917	244	35,241	188,617
50	293	25,902	205,771	289,523	271,376	334,146	293	25,902	243,545
51	302	56,612	223,303	330,919	303,018	404,026	302	56,612	276,289

Annotations: (7) points to the 'View' dropdown menu, and (8) points to the 'Position Class' column in the table.

At the bottom of the interface, there are several action buttons: 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine Career Levels', 'Combine PCs', 'Compare My Data', 'Normalize Data', 'Age Data', 'Set Banding', and 'Send to My Library'. The total number of results is 260. There are 'Save As' and 'Save' buttons at the bottom right.

By default, the view setting will be set to **Regression** and **Organization Weighted**. This can be changed anytime using the toggle buttons (7). The data is now visible as per **Position Class** (8).

Thank You



If you have any questions please contact
our US & Canada client service team:

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