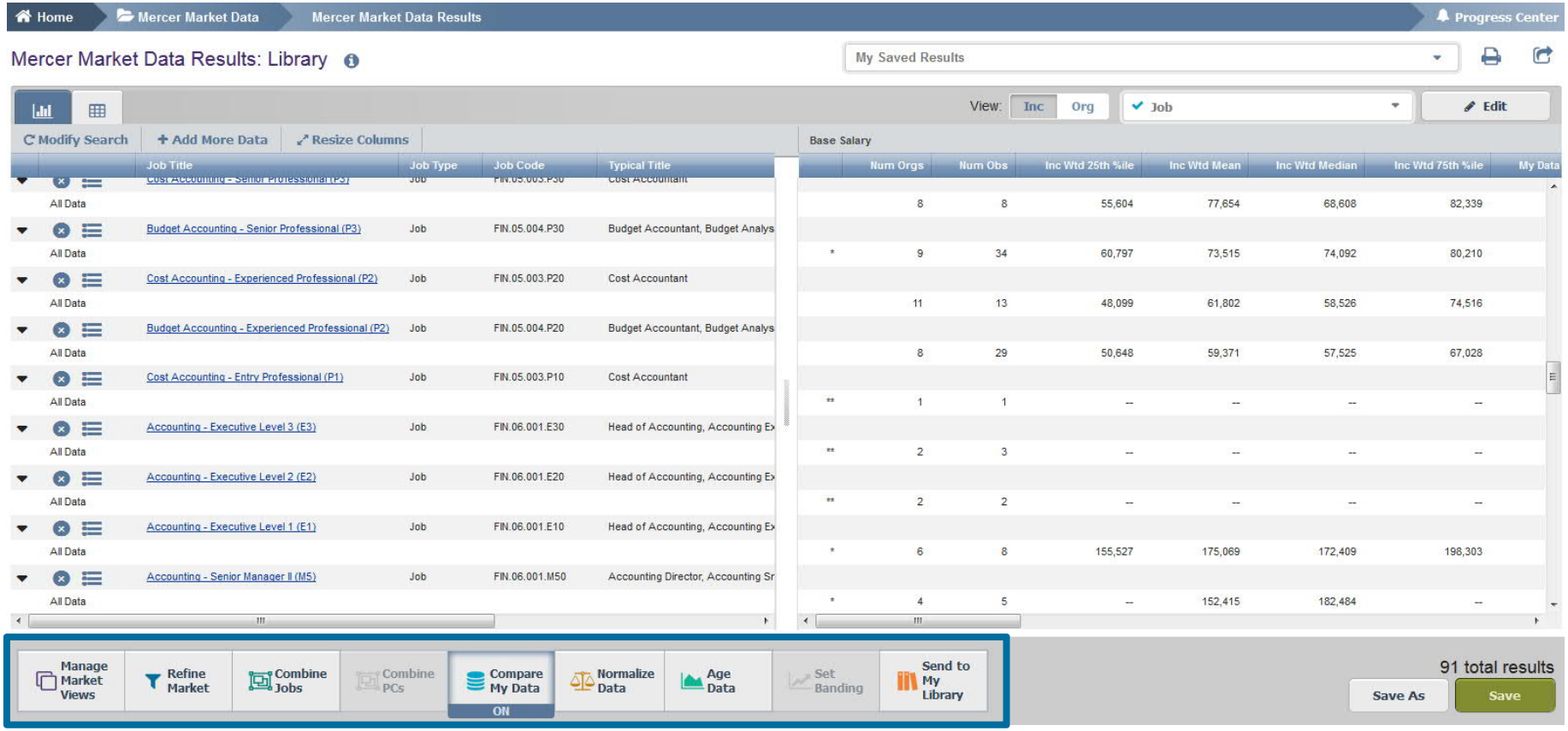
Mercer WIN®

REFINE MARKET - GENERATE SCOPE CUTS & CREATE CUSTOM DATA SETS

© MERCER 2018

MERCER WIN®
ADJUSTMENT OF RESULTS



Mercer Win allows to **adjust the results** from various angles, by refining the data, combining the jobs or position classes, comparing own data to competitors, normalizing data, or ageing data **(1)**.

© MERCER 2018

MERCER WIN®
ADJUSTMENT OF RESULTS

Manage selected surveys and adjustments

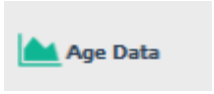
Adjustment of comparison market- set-up of comparison by headcount, region industry or peer groups,

Combination of standard benchmark jobs into hybrid position- combination of two or more position into specific benchmark job. **BE AWARE** that the value of the combined position are averages of each individual benchmarks.

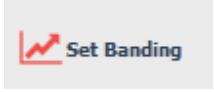
Combination of several position classes into a PC range. In this way you can compare values for your specific internal job grades.

Compares data of your organization, provided into the survey. Allows comparison by standard or customised percentile for average values (one job) or for individuals (based on ID numbers).

Change currency of results/align different currencies of several surveys into single one. Mercer WIN allows to work with up to 5 surveys at once and this feature allows you to set single currency for all results**.**



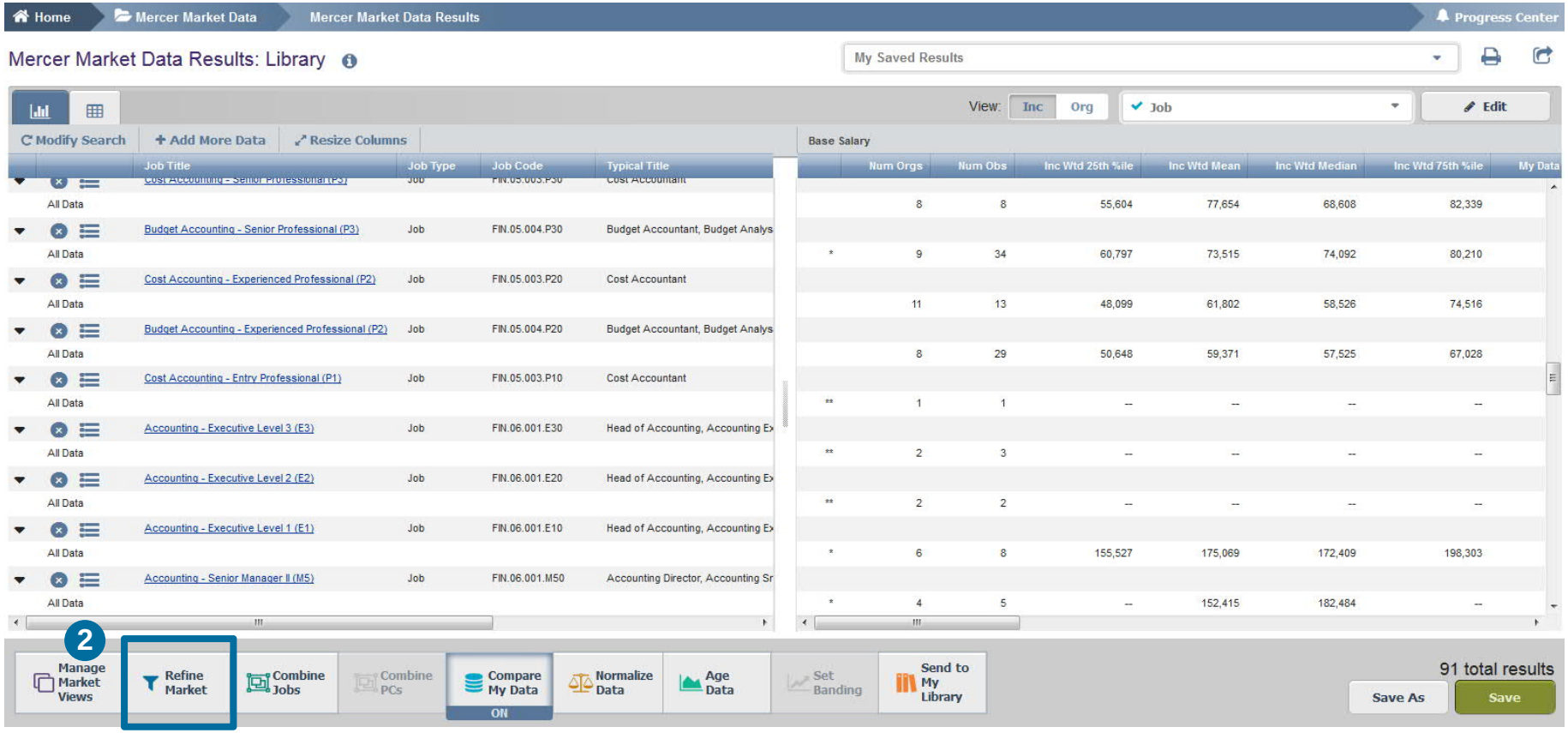
Data aging – model development of market or your own data by increasing them by customized percent.



Banding – methodological set up of data calculation. Calculates data for all data (no banding) or separates data for calculation between individual contributors and managers (banding).

© MERCER 2018

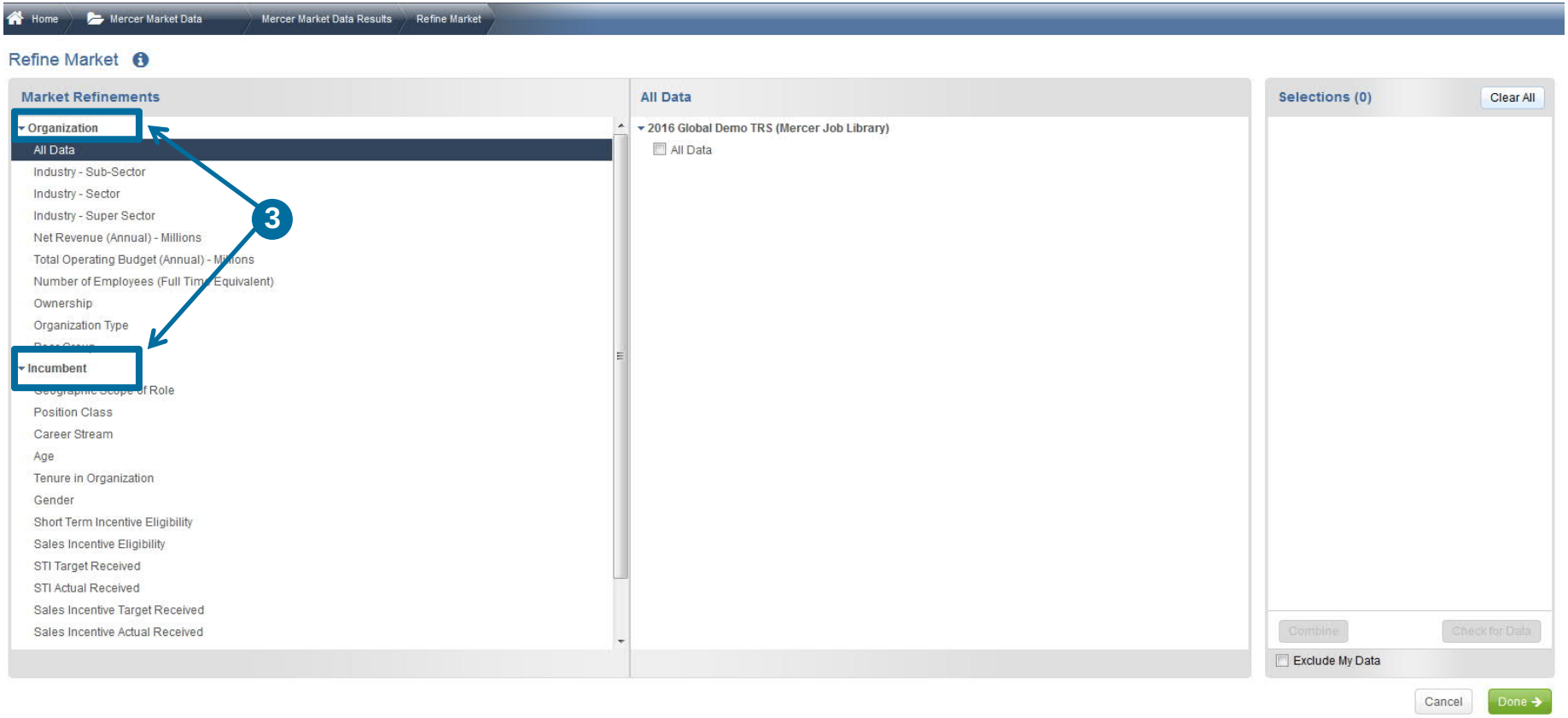
MERCER WIN®
REFINE MARKET



The **Refine Market** option allows you to create different scope cuts - data sets can be narrowed by various factors such as Net Revenue, Peer Groups, Employee Location, among others **(2)**.

© MERCER 2018

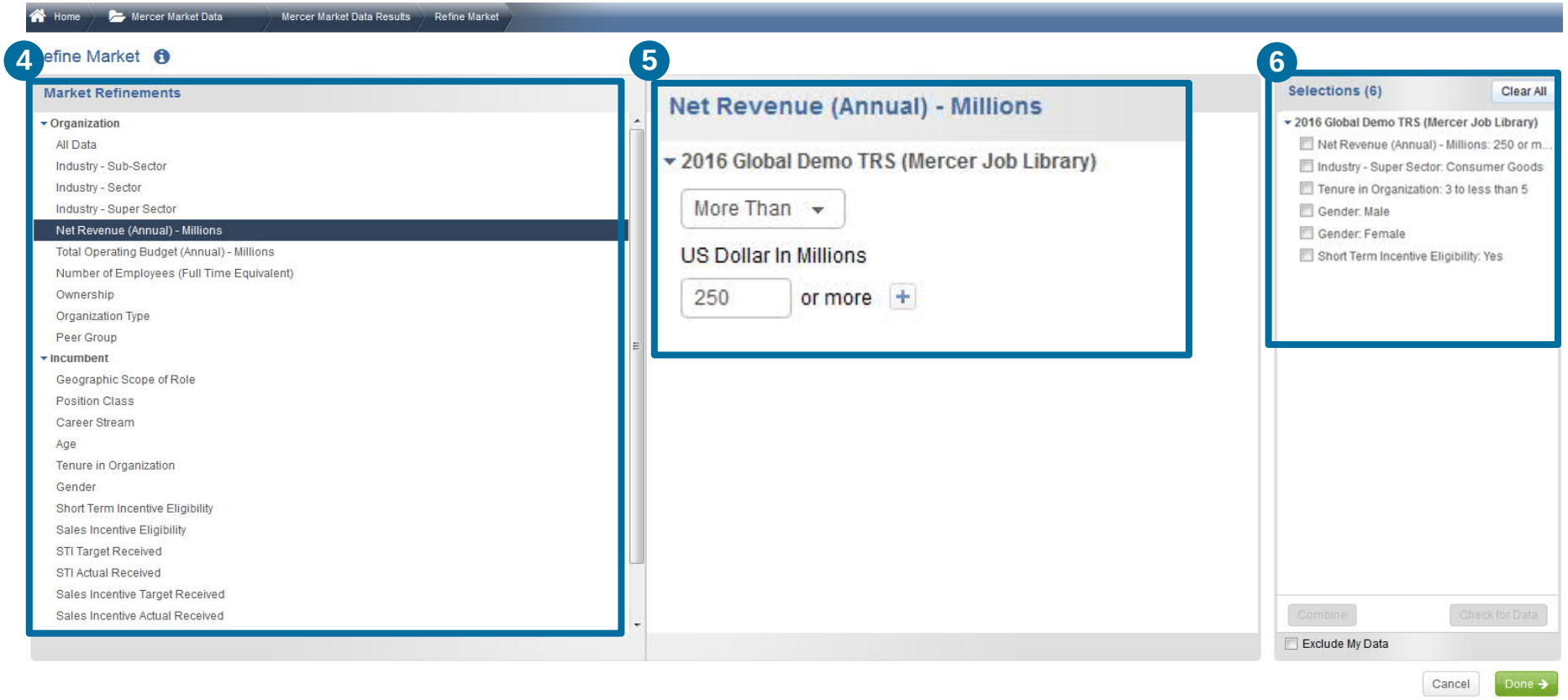
MERCER WIN®
REFINE MARKET



The refinements can be applied from two levels, i.e. organization (pertaining to profiles of participating companies) or employees (referring to employees submitted into a salary survey) **(3)**.

© MERCER 2018

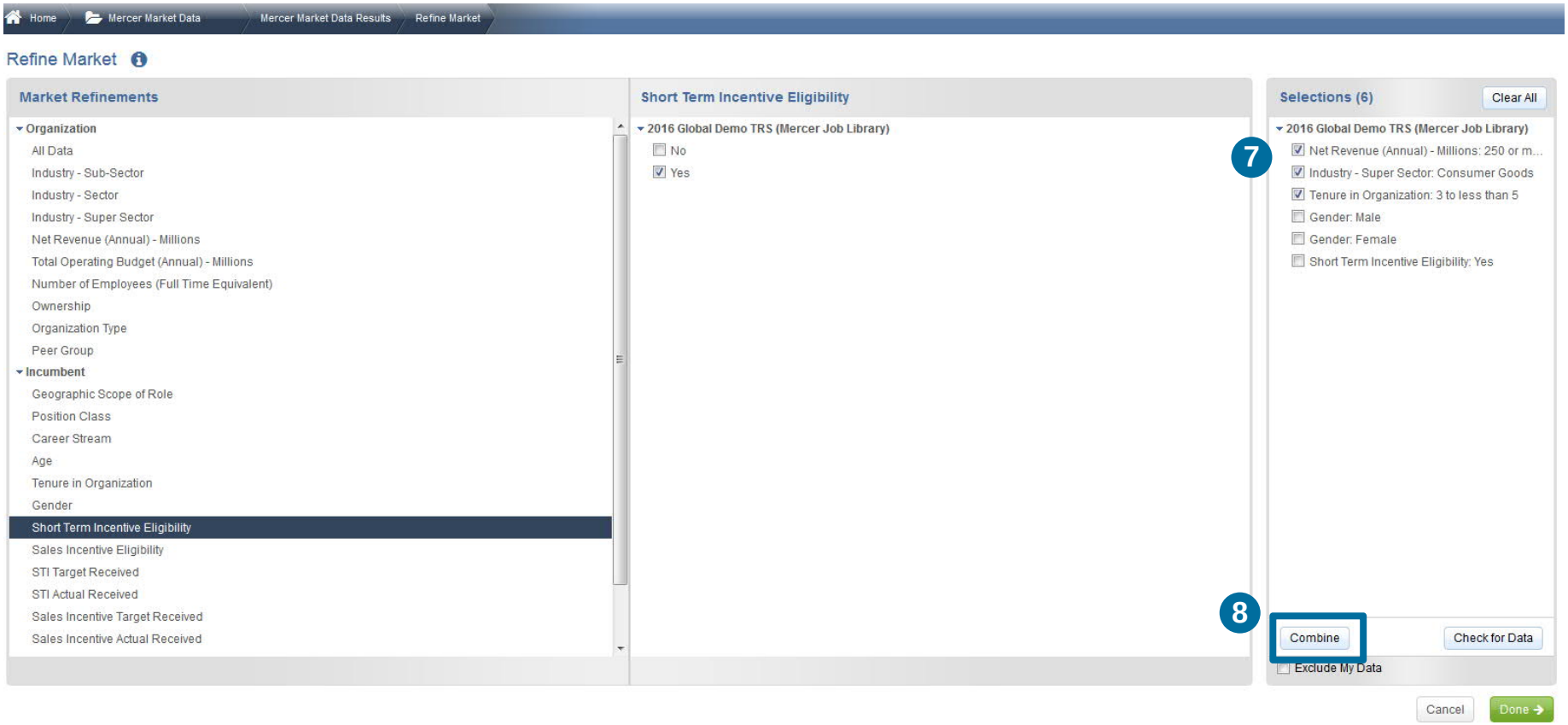
MERCER WIN®
REFINE MARKET



From the **Market Refinements** menu, use the arrows to select the desired category(ies) **(4)**. They will appear in the middle column for you to adjust checking the relevant box(es) **(5)**. Final selection can be found in the third column: **Selections (6)**.

© MERCER 2018

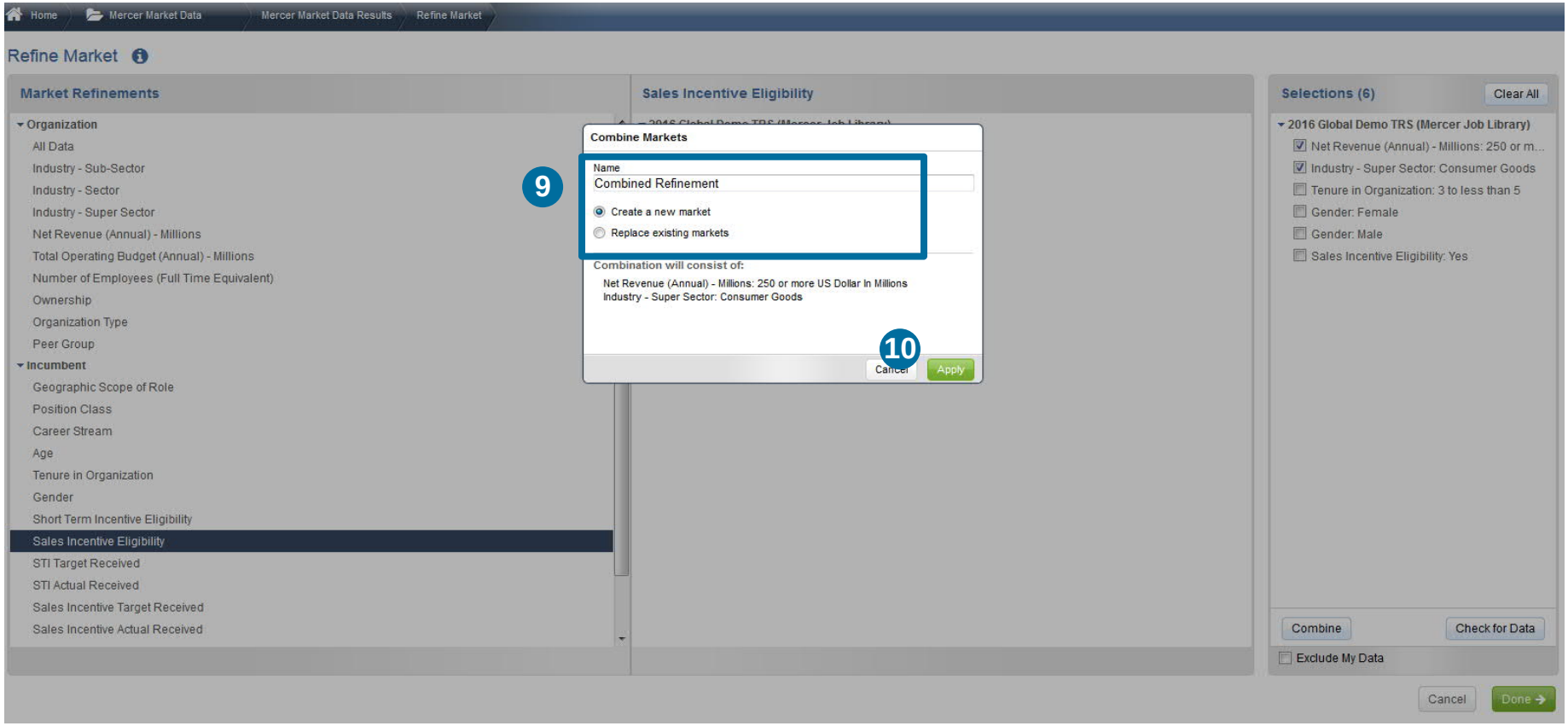
MERCER WIN®
REFINE MARKET



You can **combine market refinements** if you would like to see the results for a combination of selections. This option can be used to combine 2 or more data sets from the above list **(7)**. **Tick** your selections and click **Combine (8)**.

© MERCER 2018

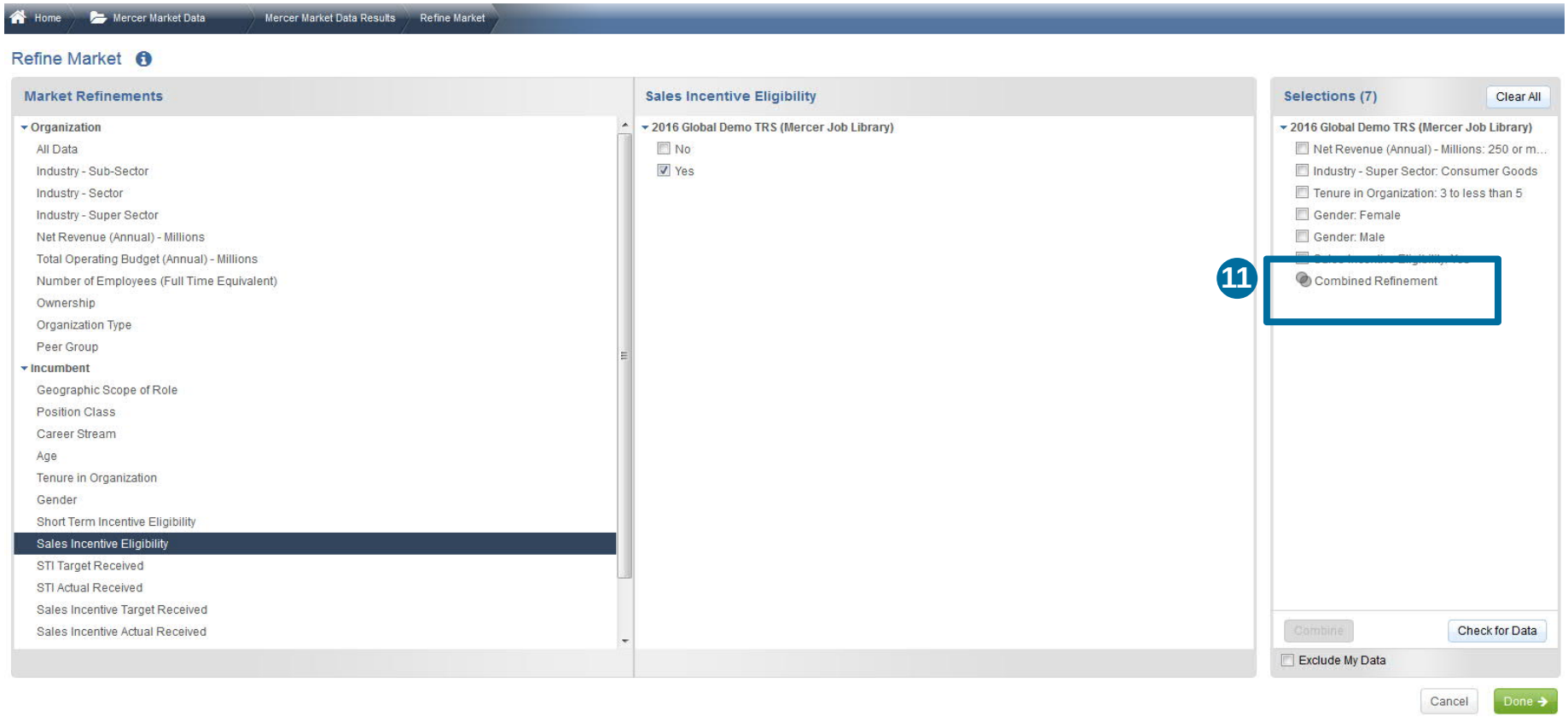
MERCER WIN®
REFINE MARKET



A pop-up window will appear asking you to provide a name to this combined refinement. Make sure **Create a new market** is checked **(9)**. Hit **Apply (10)**.

© MERCER 2018

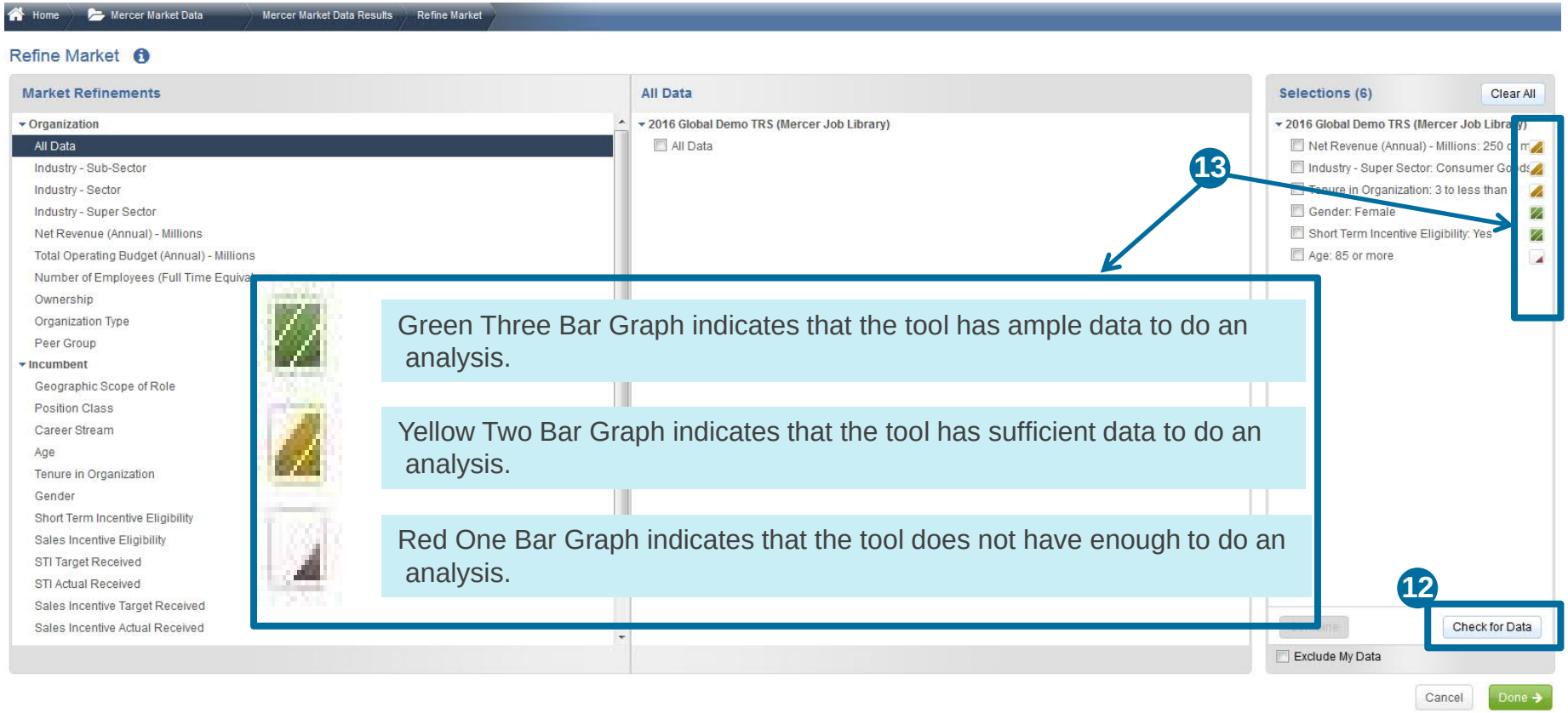
MERCER WIN®
REFINE MARKET



Your selection has now been combined, two interlocked circles should appear **(11)**.

© MERCER 2018

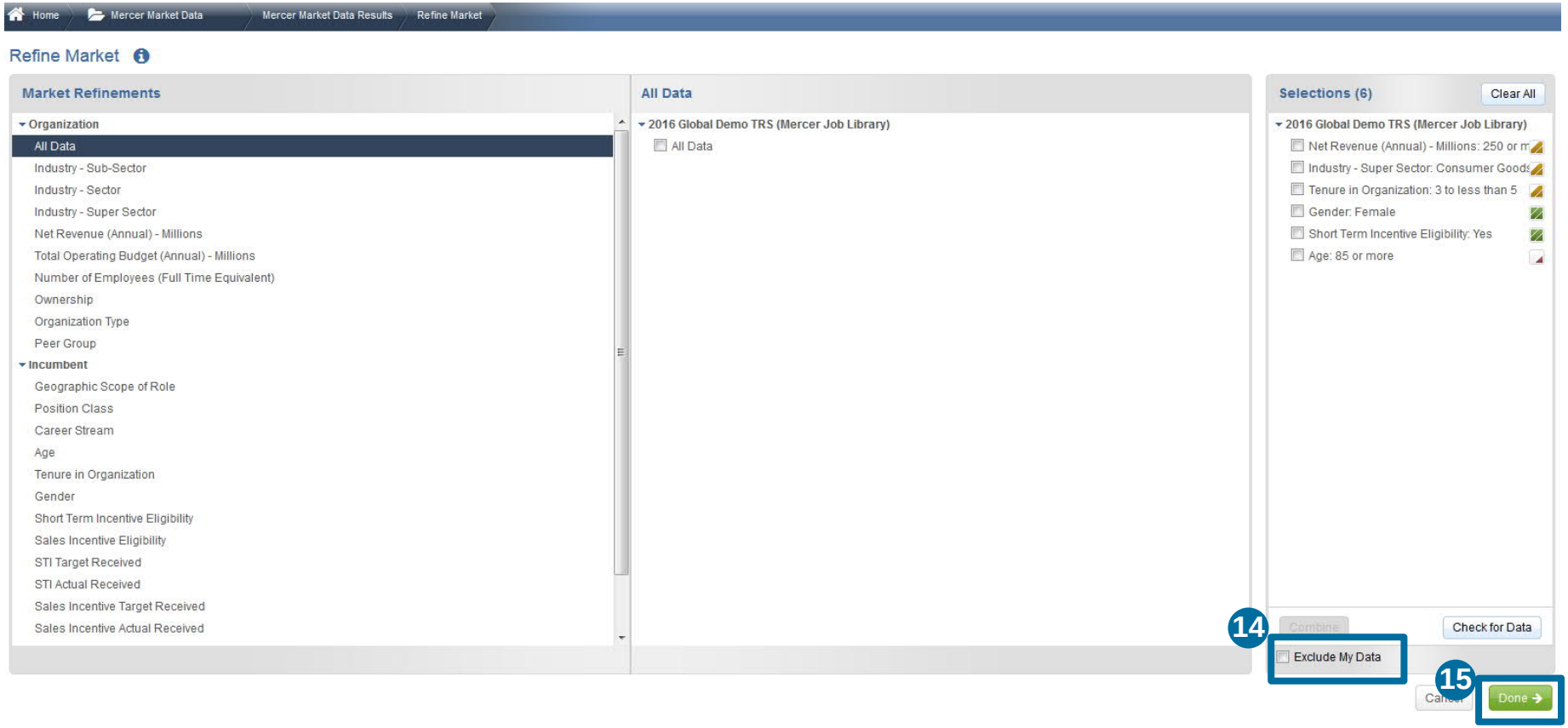
MERCER WIN®
REFINE MARKET



Once you have selected all of the data set variables by which you would like to view the market, it is a good practice to check the **availability of data (12)**. Next to each data set a small bar graph will appear. This smart color-coding graph will indicate the amount of data available within the tool **(13)**.

© MERCER 2018

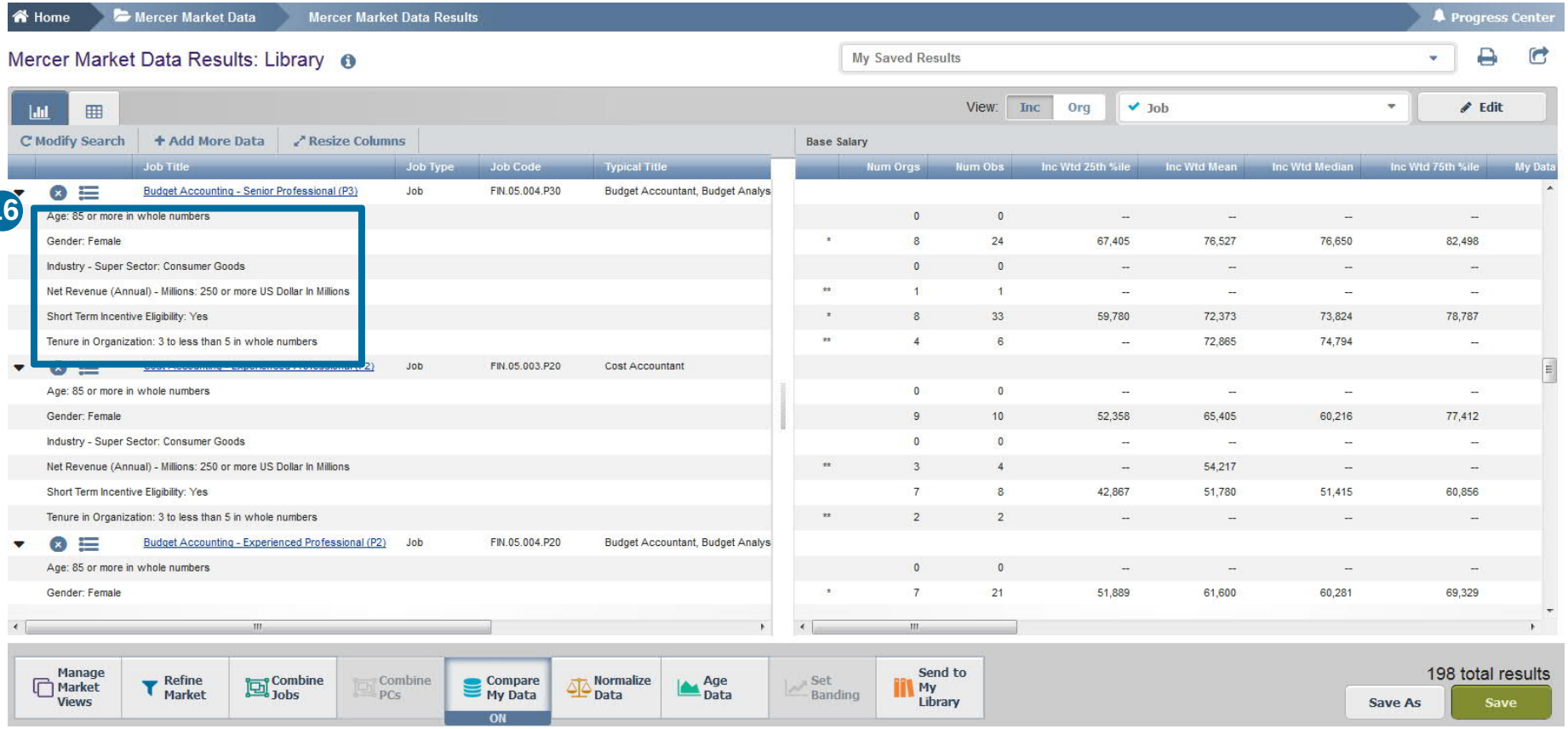
MERCER WIN®
REFINE MARKET



You can tick the option to **exclude your data** from the market results (participation in the survey(s) is required) **(14)**. Once you have selected all of your refinements, click **done (15)**.

© MERCER 2018

MERCER WIN®
REFINE MARKET



All of the selected refinements will appear on the results page and the market statistics will be re-calculated automatically **(16)**.

© MERCER 2018

MERCER WIN®
THANK YOU

If you have any questions please contact
Surveys@mercer.com

© MERCER 2018

MAKE TOMORROW, TODAY

© MERCER 2018