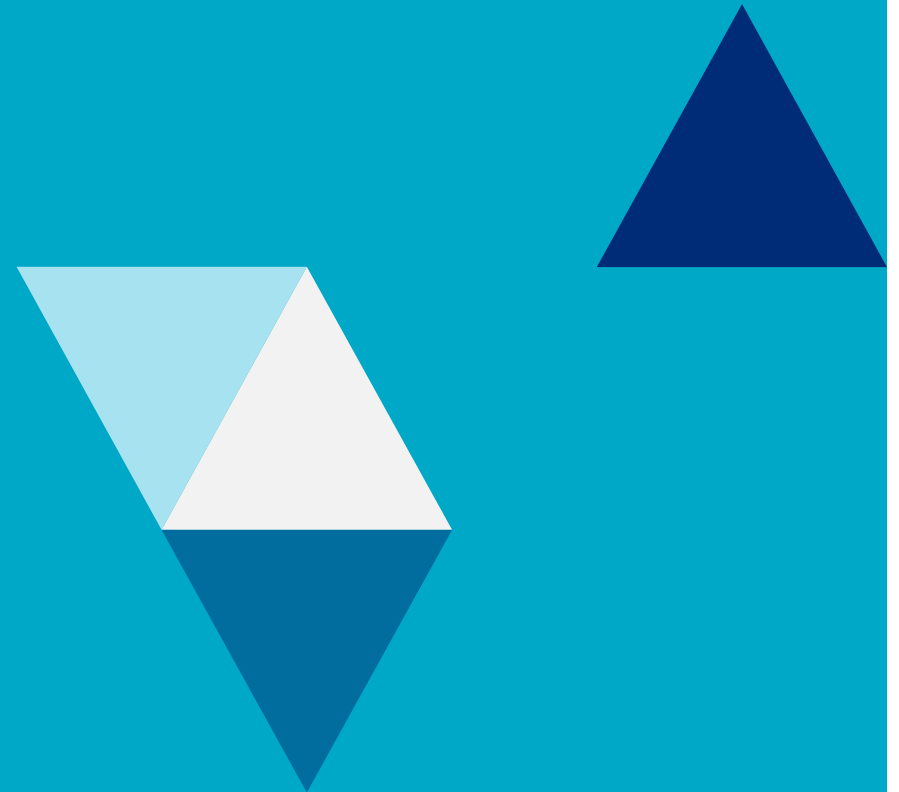


Mercer WIN<sup>®</sup>

# NORMALIZE DATA



# MERCER WIN<sup>®</sup> NORMALIZE DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Refresh

View: Inc Org  Job 1 Edit

					Base Salary					
	Job Title	Job Type	Job Code	Typical Title	Num Orgs	Num Obs	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile
▼	<a href="#">Billing &amp; Invoicing - Experienced Professional (P2)</a>	Job	FIN.09.005.P20	Billing & Invoicing	13	29	40,170	48,114	47,515	53,114
All Data										
▼	<a href="#">Billing &amp; Invoicing - Entry Professional (P1)</a>	Job	FIN.09.005.P10	Billing & Invoicing	6	32	29,250	34,683	33,800	39,114
All Data										
▼	<a href="#">Billing &amp; Invoicing - Experienced Para-Professio...</a>	Job	FIN.09.005.S20	Billing & Invoicing	18	111	31,928	36,915	35,802	42,114
All Data										
▼	<a href="#">Credit &amp; Collections - Executive Level 1 (E1)</a>	Job	FIN.10.001.E10	Head of Credit & Collections	**	1	--	--	--	--
All Data										
▼	<a href="#">Credit &amp; Collections - Senior Manager II (M5)</a>	Job	FIN.10.001.M50	Credit & Collections	**	3	--	--	--	--
All Data										
▼	<a href="#">Credit &amp; Collections - Manager (M3)</a>	Job	FIN.10.001.M30	Credit & Collections	24	37	89,161	114,372	101,764	133,114
All Data										
▼	<a href="#">Credit &amp; Collections - Team Leader (Professiona...</a>	Job	FIN.10.001.M20	Credit & Collections						
All Data										

1 **Normalize Data**

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data **Normalize Data** Age Data Set Banding Send to My Library

3930 total results Save As Save

The **Normalize Data (1)** option allows the user to convert the data into different currencies. By default all data is displayed in the local currency or the currency of the published data.

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## NORMALIZE DATA

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My Saved Results

Normalize Data

2 Data Scaling:  In Thousands

Convert Currencies to:  In Millions

Conversion Method: ...

Currency	Code	Exchange Rate
US Dollar	USD	

When converting currencies, Mercer recommends always using the 6 month average Jan-Jun method.

Cancel Calculate Apply

Inc Wtd Median	Inc Wtd 75th %ile
47,515	53,000
33,800	39,000
35,802	42,000
--	--
--	--
101,764	133,000

Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

3930 total results Save As Save

Activate the **Data Scaling (2)**, choose a way of scaling data from the drop down list.

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## NORMALIZE DATA

The screenshot displays the Mercer Market Data Results interface. A 'Normalize Data' dialog box is open, showing the 'Convert Currencies to:' checkbox (labeled 3) checked and a dropdown menu (labeled 4) open, listing various currencies. The background shows a table with columns for 'Inc Wtd Median' and 'Inc Wtd 75th %ile'.

Inc Wtd Median	Inc Wtd 75th %ile
47,515	53,000
33,800	39,000
35,802	42,000
--	--
--	--
101,764	133,000

The **Convert Currencies (3)** section helps to recalculate data into a different currency. Tick the box to activate it and select the currency from the drop down list (4).

# MERCER WIN® NORMALIZE DATA

5 Conversion Method

6 2018 Jan-Jun

Currency	Code
US Dollar	USD

Inc Wtd Median	Inc Wtd 75th %ile
47,515	53,000
33,800	39,000
35,802	42,000
--	--
--	--
101,764	133,000

3930 total results

Save As Save

You can select the **Conversion Method (5)** from the drop down list. It is advised to select the latest six month average **(6)**.

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## NORMALIZE DATA

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My Saved Results

Normalize Data

Data Scaling:  In Whole Numbers

Convert Currencies to:  Euro (EUR)

Conversion Method: 2018 Jan-Jun

Currency	Code	Exchange Rate
US Dollar	USD	0.8243

When converting currencies, Mercer recommends always using the 6 month average Jan-Jun method.

Cancel Calculate (7) Apply (8)

3930 total results

Save As Save

Once all the selections have been made, click on **Calculate (7)** and **Apply (8)** to apply the exchange rate to all data. The **Exchange Rate (9)** is shown here after calculation.

# MERCER WIN<sup>®</sup> NORMALIZE DATA

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results Print Share

View: Inc Org Job 1 Edit

Modify Search Resize Columns

Job Title	Job Type	Job Code	Typical Title	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	My Data Amount	Diff Inc Wtd Median	% Diff In
Accounting - Senior Manager II (M5)	Job	FIN.06.001.M50	Accounting Direc	144,301	142,108	163,451	0	-142,108	
Accounting - Senior Manager (M4)	Job	FIN.06.001.M40	Accounting Direc	125,628	150,412	--	0	-150,412	
Accounting - Manager (M3)	Job	FIN.06.001.M30	Accounting Direc	120,553	114,337	130,415	0	-114,337	
Accounting - Team Leader (Professionals) (M2)	Job	FIN.06.001.M20	Accounting Direc	88,280	82,275	102,866	93,797	11,522	
Accounting - Senior Professional (P3)	Job	FIN.06.001.P30	Accountant, Gen	65,687	63,876	77,198	0	-63,876	
Accounting - Experienced Professional (P2)	Job	FIN.06.001.P20	Accountant, Gen	60,582	59,137	68,347	58,158	-979	
Accounting - Entry Professional (P1)	Job	FIN.06.001.P10	Accountant, Gen	45,552	44,915	51,851	49,116	4,201	

Manage Market Views Refine Market Combine Jobs Combine PCs **Compare My Data (11)** **Normalize Data (11)** Age Data Set Banding Send to My Library

1310 total results Save As Save

Once you click on apply, data will get recalculated as shown in the snapshot below (10). The **Normalize Data (11)** will now be on the ON mode.

MERCER WIN®  
THANK YOU



If you have any questions please contact  
[Surveys@mercer.com](mailto:Surveys@mercer.com)



**MAKE**  **MERCER**  
**TOMORROW,**  
**TODAY**