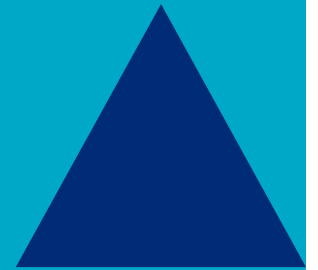


Mercer WIN<sup>®</sup>

# VIEW DATA BY POSITION CLASS



# MERCER WIN<sup>®</sup>

## VIEW DATA BY POSITION CLASS

The screenshot displays the Mercer Job Library interface for the year 2018. The top navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' link and a 'My Saved Results' dropdown menu. Below the header, there are tabs for 'Global', 'High Tech', and 'All'. A search bar is present with the text 'Search for job title, job code, or typical title' and a 'Search' button. To the left of the search bar, there is a 'Search Options' panel with a 'Hide' button. The search options include: Market View (Slovakia), Job Industry (Add a Job Industry), Family (Add a Family), Function (Add a Function), Career Level (Add a Career Level), Job Type (Jobs), and Position Class (Add a Position Class range). The 'Position Class' option is highlighted with a blue box and a circled '2'. To the right of the search options, there are 'Clear' buttons for each category. Below the search bar, the 'Search Results' section shows '1 results'. A 'View:' dropdown menu is set to 'Position Class' and is highlighted with a blue box and a circled '1'. An 'Edit' button is also visible. The search results table has two columns: 'Market View' and 'Position Class Range'. The first row shows '2018 SK TRS' and '40 - 03'.

To view data by **Position Class** you need to 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).

# MERCER WIN®

## VIEW DATA BY POSITION CLASS

The screenshot displays the Mercer Job Library interface for the year 2018. A modal window is open, showing a range selection tool for Position Class. The tool features a horizontal slider with a scale from 40 to 85. The current range is set from 49 to 69. Below the slider, there are dropdown menus for 'Range Minimum' (set to 49) and 'Range Maximum' (set to 69). A blue box highlights the 'Position Class' option in the search filters on the left, with a circled '3' next to it. The 'Apply' button is highlighted in green.

3

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

# MERCER WIN®

## VIEW DATA BY POSITION CLASS

The screenshot displays the Mercer Job Library interface for the year 2018. The top navigation bar includes 'Home', 'Mercer Market Data', and 'Progress Center'. The main header shows 'Mercer Job Library for Year: 2018' with a 'Change year' link and a 'My Saved Results' dropdown. Below this, there are tabs for 'Global', 'High Tech', and 'All'. A search bar is present with the placeholder text 'Search for job title, job code, or typical title'. To the right of the search bar is a 'Limit to My Job' checkbox and a green 'Search' button. A blue arrow labeled '4' points from the search bar area to the 'Search' button. Below the search bar, there are several filter categories: 'Market View' (Slovakia), 'Job Industry' (Add a Job Industry), 'Family' (Add a Family), 'Function' (Add a Function), '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 blue box. To the right of each filter is a 'Clear' button. Below the filters, the 'Search Results' section shows '1 results'. A blue arrow labeled '5' points from the 'Position Class' filter to the search results table. The table has two columns: 'Market View' and 'Position Class Range'. The first row shows '2018 SK TRS' and '40 - 83'. At the bottom of the page, there is a 'Compare' button and a message: 'You can only compare between 2 and 5 items.' A blue arrow labeled '6' points from the 'Continue' button to the search results table. The 'Continue' button is a green button with a right-pointing arrow.

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).

# MERCER WIN<sup>®</sup>

## VIEW DATA BY POSITION CLASS

The screenshot displays the Mercer Market Data Results interface. At the top, there is a navigation bar with 'Home', 'Mercer Market Data', and 'Mercer Market Data Results'. A 'Progress Center' is visible in the top right. Below the navigation bar, the page title is 'Mercer Market Data Results: Library'. A search bar contains 'My Saved Results'. The main interface features a 'View' dropdown menu with options 'Actual', 'Regression', 'Inc', and 'Org'. A 'Position Class' dropdown is also present. The data table has columns for 'Num Orgs', 'Num Obs', and 'Org Wtd Regressed' metrics at various percentiles. A sidebar on the left shows a list of position classes, with '2018 SK TRS' expanded to show 'All Data'. Callout 7 points to the 'View' dropdown, and callout 8 points to the 'All Data' list. At the bottom, there are several action buttons: 'Manage Market Views', 'Refine Market', 'Combine Jobs', 'Combine PCs', 'Compare My Data', 'Normalize Data', 'Age Data', 'Set Banding', and 'Send to My Library'. A 'Save As' button and a 'Save' button are also visible, along with a '24 total result' indicator.

Position Class	Num Orgs	Num Obs	Org Wtd Regressed 25th %ile	Org Wtd Regressed Mean	Org Wtd Regressed Median	Org Wtd Regressed 75th %ile	Total Cash - Actual	Num Orgs	Num Obs	Org Wtd Regressed 25th %ile	Org Wtd Regressed
40	21	2,160	6,944	8,367	7,965	9,822		21	2,160	7,872	
41	23	622	7,716	9,379	8,912	11,020		23	622	8,709	
42	32	3,280	8,574	10,512	9,971	12,363		32	3,280	9,635	
43	63	2,339	9,527	11,782	11,156	13,871		63	2,339	10,659	
44	53	1,573	10,586	13,206	12,482	15,562		53	1,573	11,792	
45	79	1,813	11,763	14,802	13,066	17,460		79	1,813	13,046	
46	84	1,115	13,071	16,591	15,626	19,589		84	1,115	14,432	
47	76	2,107	14,525	18,596	17,483	21,977		76	2,107	15,966	
48	79	676	16,139	20,843	19,661	24,657		79	676	17,664	
49	72	930	17,934	23,362	21,886	27,663		72	930	19,541	
50	68	940	19,928	26,186	24,488	31,036		68	940	21,619	
51	75	525	22,143	29,350	27,398	34,821		75	525	23,917	
52	87	792	24,605	32,897	30,655	39,066		87	792	26,459	
53	65	423	28,254	35,828	33,799	41,185		65	423	30,835	
54	43	373	33,048	41,768	39,446	47,873		43	373	36,128	
55	40	175	38,655	48,692	46,036	55,648		40	175	42,331	
56	38	178	45,214	56,765	53,728	64,686		38	178	49,598	
57	32	77	52,885	66,176	62,704	75,191		32	77	58,113	
58	21	52	61,857	77,147	73,181	87,403		21	52	68,090	

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

# MERCER WIN<sup>®</sup> COMBINE PCs

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Actual Regression Inc Org Position Class Edit

Market View 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 Num Obs Org Wtd 25th %ile Org Wtd Mean Org Wtd Median Org Wtd 75th %ile

Market View	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	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile
2018_SK_TRS	All Data													
40		21	2,160	7,251	8,149	7,818	9,401		21	2,160	7,708	8,807	8,258	9,965
41		23	622	8,230	10,413	9,700	11,700		23	622	9,503	11,209	11,119	12,928
42		32	3,280	8,197	9,400	9,132	9,694		32	3,280	9,114	10,667	10,549	12,033
43		63	2,339	9,695	11,865	11,117	14,108		63	2,339	10,860	12,804	12,919	14,651
44		53	1,573	10,566	14,004	13,027	18,045		53	1,573	12,022	15,241	14,641	18,332
45		79	1,613	11,785	14,770	13,893	17,794		79	1,613	12,800	15,847	14,957	18,741
46		84	1,115	12,529	17,028	16,155	20,709		84	1,115	14,339	18,531	16,819	21,364
47		76	2,107	14,491	17,438	16,924	19,722		76	2,107	16,230	19,195	18,341	20,613
48		79	676	16,944	22,007	20,055	26,726		79	676	18,892	23,640	22,127	28,180
49		72	930	16,941	21,940	20,808	26,527		72	930	18,718	24,281	23,029	28,406
50		68	940	19,651	25,617	23,631	28,442		68	940	20,076	27,411	26,754	31,258
51		75	525	21,006	29,015	28,008	34,562		75	525	22,862	31,792	31,605	37,845
52		87	792	25,968	34,310	31,275	40,726		87	792	28,435	37,942	33,546	43,791
53		65	423	28,012	36,584	33,842	42,362		65	423	31,129	39,799	36,477	46,467
54		43	373	34,701	41,276	39,728	45,895		43	373	36,648	44,508	43,820	50,106
55		40	175	38,442	47,032	44,669	53,385		40	175	40,846	51,743	47,677	60,176
56		38	178	44,949	56,054	55,755	66,577		38	178	49,133	62,302	56,791	77,057
57		32	77	50,283	67,956	61,958	78,663		32	77	56,693	79,976	68,948	84,263
58		21	52	64,329	76,629	70,932	83,943		21	52	72,282	86,298	83,127	91,363
59		15	28	71,481	89,421	86,190	95,494		15	28	81,814	101,685	95,494	116,900

Manage Market Views Refine Market **1** Combine PCs Compare My Data Normalize Data Age Data Set Banding Send to My Library Save As Save 24 total results

Option **Combine PCs** is available only while view settings are set to **Actual (1)**.

# MERCER WIN<sup>®</sup>

## COMBINE PCs

### Combine PCs ?

2018 SK TRS Undo All

Position Class

- 40
- 41
- 42
- 43
- 44
- 45
- 46
- 47
- 48
- 49
- 50
- 51
- 52
- 53
- 54
- 55
- 56
- 57
- 58
- 59
- 60
- 61
- 62
- 63

Combine Cancel Save

Tick the boxes next to each position class you would like to combine. At one time several ranges can be created, however they should not overlap (2). Once ready, click **Combine** (3).

# MERCER WIN® COMBINE PCs

## Combine PCs ⓘ

2018 SK TRS  Undo All

Position Class

- 40
- 41
- 42
- 43
- 44
- 45
- 46 - 49 (combined) ✕
- 50
- 51
- 52
- 53
- 54
- 55
- 56
- 57
- 58
- 59
- 60
- 61
- 62
- 63

Combine

Position Classes are now combined (4). To come back to the table view, click **Save** (5).



# MERCER WIN<sup>®</sup>

## COMBINE PCs

### Combine PCs ?

2018 SK TRS ▼ Undo All

Position Class

- 40
- 41
- 42
- 43
- 44
- 45
- 46 - 49 (combined) ✕ **6**
- 50
- 51
- 52
- 53
- 54
- 55
- 56
- 57
- 58
- 59
- 60
- 61
- 62
- 63

Combine Cancel Save

To un-combine the PCs, click the **x** button next to the row with combined PCs **(6)**.

# MERCER WIN<sup>®</sup> COMBINE PCs

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Actual Regression Inc Org Position Class Edit

C Modify Search		↗ Resize Columns	Base Salary					Total Cash - Actual	
Market View	Position Class	Num Orgs	Num Obs	Org Wtd 25th %ile	Org Wtd Mean	Org Wtd Median	Org Wtd 75th %ile	Num Orgs	Num Obs
2018 SK TRS									
All Data									
	40	21	2,160	7,251	8,149	7,818	9,401	21	2
	41	23	622	8,230	10,413	9,700	11,700	23	2
	42	32	3,280	8,197	9,400	9,131	9,694	32	3
	43	63	2,339	9,695	11,865	11,117	14,108	63	2
	44	53	1,573	10,566	14,004	13,027	18,045	53	1
	45	79	1,613	11,785	14,770	13,893	17,794	79	1
	<b>46 - 49 (combined)</b>	113	4,828	15,546	20,069	18,822	23,679	113	4
	50	68	940	19,651	25,617	23,631	28,442	68	2
	51	75	525	21,606	29,015	28,008	34,562	75	2

Manage Market Views Refine Market Compare My Data **Combine PCs** Normalize Data Age Data Set Banding Send to My Library Save As Save 24 total results

Position Classes are now combined and the corresponding statistics have been recalculated (7). If you want to undo or adjust your selection, click on **Combine PCs** again (8).

# MERCER WIN® COMBINE PCs

The screenshot displays the 'Combine PCs' interface in Mercer WIN. At the top, a breadcrumb trail shows 'Home' > 'Mercer Market Data' > 'Mercer Market Data Results' > 'Combine PCs'. Below this, the page title is 'Combine PCs'. A dropdown menu is set to '2018 SK TRS', with a blue circle '9' next to it. To the right of the dropdown is an 'Undo All' button, with a blue circle '10' next to it. Below the dropdown is a list of 'Position Class' checkboxes, numbered 40 through 63, with a '46 - 49 (combined)' option. A dialog box titled 'Undo All' is open in the center, containing the text: 'All combined position classes will be undone. Click OK to continue. Click Cancel to return and keep your position class combinations.' At the bottom of the dialog box, there are 'Cancel' and 'Ok' buttons, with a blue circle '11' next to the 'Ok' button. At the bottom of the main interface, there are 'Combine', 'Cancel', and 'Save' buttons.

By clicking on the arrow, select from the drop down menu the surveys for which you want to undo the changes (9). Press **Undo All** (10) if you want changes to apply to all surveys. Hit the **OK** or **Cancel** button depending on the action you would like to take (11).

# MERCER WIN<sup>®</sup> COMBINE PCs

## MERCER WIN<sup>®</sup> BY POSITION CLASS

- Mercer **WIN<sup>®</sup>** by Position Class will function almost entirely the same way as Mercer **WIN<sup>®</sup>** by Job.
- **Points to Remember:**
  - The feature **Combine PC** and **View** are available only when the **Actual** setting is enabled.
  - These features become disabled in the **Regression** view.

MERCER WIN®  
THANK YOU



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

**MAKE**  **MERCER**  
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