# Analyzing Mercer Market Job Data - Quick Reference Card

TALENT

Britt Leece - 3.2 WIN UAT | Tools | Sign Out

TALENT IMPACT
Mercer WIN ® | REWARD

MERCER

Mercer Market Data | Global: Mercer Market Data Results Test | Progress Center

Mercer Market Data Results Test | Rename | My Saved Results

A

Modify Search | Add More Data | View: Inc Org | Job | Edit

Resize All

B

| Job Title 1 | Job Code 2 | Market View 3 |
|---|---|---|
| Accountant - Entry | 210.316.360 | 2013 SG TRS: Total Remuneration Biomedical Limi... |
| All Data | | |
| Accountant - Entry | 210.316.360 | 2013 SG TRS: Total Remuneration Survey (October) |
| All Data | | |
| Accountant - Experienced | 210.316.350 | 2013 SG TRS: Total Remuneration Biomedical Limi... |
| All Data | | |
| Accountant - Experienced | 210.316.350 | 2013 SG TRS: Total Remuneration Survey (October) |
| All Data | | |
| Accountant - Senior | 210.316.340 | 2013 SG TRS: Total Remuneration Biomedical Limi... |
| All Data | | |

C D

| Base Salary | Num Orgs | Num Obs | Inc Wtd 25th %ile | Inc Wtd Mean | Inc Wtd Median | Inc Wtd 75th %ile |
|---|---|---|---|---|---|---|
| ** E | 3 | 7 | -- | 47,321 | -- | -- |
| | 149 | 498 | 36,407 | 41,775 | 41,730 | 46,107 |
| F | 9 | 15 | 45,780 | 54,968 | 54,000 | 65,712 |
| | 337 | 1,327 | 42,393 | 50,501 | 50,739 | 58,080 |

G

Manage Market Views (H) | Refine Market (I) | Combine Jobs (J) | Combine PCs (K) | Compare My Data ON (L) | Normalize Data (M) | Age Data (N) | Set Banding | Send to Library (O)

10 total results (P)

Save As | Save

A. Display Tabs – Displays result data in various forms.
B. Left Pane – Displays job information.
C. Right Pane – Displays remuneration data for each job.
D. Select a View – Change or edit the current view.
E. Symbol - Displays when data is suppressed.
F. Display Handle – Click and drag handle to alter display.
G. Scroll Bar – Drag to see additional fields and rows.
H. Manage Market Views – Combine data from related market views or remove market data from the results set.
I. Refine Market – Create subsets of data.
J. Combine Jobs – Combine data from two jobs and create a new data row.
K. Disabled Button – Feature not available.
L. Compare My Data – Set data comparison options.
M. Normalize Data – Convert data to a common currency.
N. Age Data – Input aging factors and calculate aging rates.
O. Send to Library – Send data to market pricing reference library (available only to Mercer WIN | Advanced eIPE licensed users).
P. Total number of results – Displays number of data rows.

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ADD OR REMOVE DATA COLUMNS

Mercer WIN includes a set of predefined view templates. You can use one of the standard views or create a custom view.

1. To display a list of available views, find the drop-down arrow at the top-right corner of the page, next to the Edit button.
2. Click the drop-down arrow and select the view you want to edit from the View drop-down list.
3. The results page will refresh and columns displayed will match the view selected. *TIP: Each time you change your view, save your results if you would like to retain the data set.*
4. To create a custom view, click the Edit button.
5. Select Mercer Market Data to edit the market data in the current view, or select Statistics to edit the available statistical columns.
6. The middle pane will display the available data columns for the selected option. Use the checkboxes to select or delete data columns.
7. Click the Save button if you are editing a custom view or the Save As button to create a new view. Note: You cannot overwrite a system generated view.
8. If you are adding a new view, a pop-up will prompt you to name your custom view. Enter a descriptive name in the textbox and click Save.
9. Click the Done button to exit the Edit View page.

MANAGE MARKET VIEWS

Access Manage Market Views to combine job data within two related market views OR remove all data from a market view from your results set.

1. Click the Manage Market Views button.
2. The left column labeled Available Market Views lists all market views included in your search criteria. You can combine job data for any market views listed under "Related Market Views". *NOTE: Related surveys must share the same currency and data effective date.*
3. To combine market views, select the boxes next to the market views and then click the Combine Market Views button.
4. The Display on Results Page column lists all individual and combined market views that will display in your results. Select the X icon to remove data from any market view from your results.
5. Click Done to save your selections and return to the Results page.

REFINE MARKETS

1. Click the Refine Market button.
2. In the far left column, select the type of refinement you want to apply to the data set. The middle column will then display refinement options based on your selection.
3. Mark your refinement choices in the middle column by clicking on the boxes.
4. The Selections list, located in the right panel, displays your market refinement selections
5. Click Done to exit this page.

COMBINE JOBS

1. Click the Combine Jobs button.
2. On the Combine Jobs page, a list of jobs will display for a single market view. If more than one market view is included in your data results, a drop-down list will display above the data grid to list market views in alphabetical order.
3. Click the checkbox next to each job that you want to combine.
4. Click the Combine button.
5. Use the pop-up to enter a Title and Code for the combined job.
6. Click the Apply button.
7. Click Done to return to the Results page.

SET COMPARE MY DATA PARAMETERS

1. Click the Compare My Data button.
2. On the Compare My Data pop-up, select or deselect your data comparison options using the checkboxes next to each item. In the case of Statistic to Compare, use the drop-down list to make your selection.
3. Click the Apply button to apply your settings to the current analysis.

NORMALIZE DATA

1. Click the Normalize Data button.
2. To change data scaling, click the On button next to Data Scaling: and select an option from the drop-down list.
3. To apply currency conversion, click the On button next to Convert Currencies to: and select a currency from the drop-down list.
4. Click the Conversion Method drop-down list to display the available conversion years. Click directly on a time period to select it as a conversion method.
5. Click Calculate to display exchange rates.
6. Click Apply to save the normalization settings.

AGE DATA

1. Click the Age Data button.
2. Click the On button next to Age Market Data.
3. To apply aging factors to your organization's data, click the On button for Age My Data.
4. Enter a date in the Age to textbox or use the calendar icon to select a date using the calendar control.
5. Enter the aging percentages for the publication year and next year for each market view in the list. This value must be entered as a percentage. For all market views in the list that you do not want to age, enter "0".
6. Click Calculate
7. Click Apply to apply the aging factors to the data and return to the Results page.

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