

COMPENSATION ANALYSIS AND REVIEW SERVICES

TAKING THE WORK OUT OF YOUR COMPENSATION REVIEW PROCESS



COMPENSATION ANALYSIS AND REVIEW SERVICES

WHAT ARE COMPENSATION ANALYSIS AND REVIEW SERVICES (CARS)?

Mercer's Compensation Analysis and Review Services (CARS) are specifically designed to assist clients during their annual salary review process. We do this by being an extension of your compensation function and applying our expertise to your review process.

WHY USE CARS?

Facing a challenging timeline and resource constraints? CARS can help provide:

- **Additional resources** - a dedicated team of consultants and analysts will provide the extra help you need to ensure you keep to your set timeline.
- **Efficiency and accuracy** - Mercer's expertise, tools and experience will add greater efficiency and accuracy to your process.
- **Maximize attraction & retention** - Maximize your organizations talent attraction & retention, with effective analysis of competitive pay levels within the market.
- **Greater returns on investment** - the value of greater efficiency, reduced errors and expert analysis and reporting, translates to much greater returns to your business.

MERCER CAN HELP WITH:

Compensation Analysis

External market competitiveness

- Conducting data analysis on market competitiveness among peers and/or industry-wide on pay levels
- Studying compa-ratio with the market as per company pay philosophy
- Understanding competitive practices on market pay mix policy

Internal analysis

- Conducting data analysis on company data to gauge internal parity and see alignment of actual pay practices to the pay policy

Salary range review

- Review of existing salary range at each level to ensure market competitive base salary structure to guide informed pay decisions
- Analysis would also include recommendations on salary range spread, salary overlap, and progression rates that correlate with each level

ARE YOU...

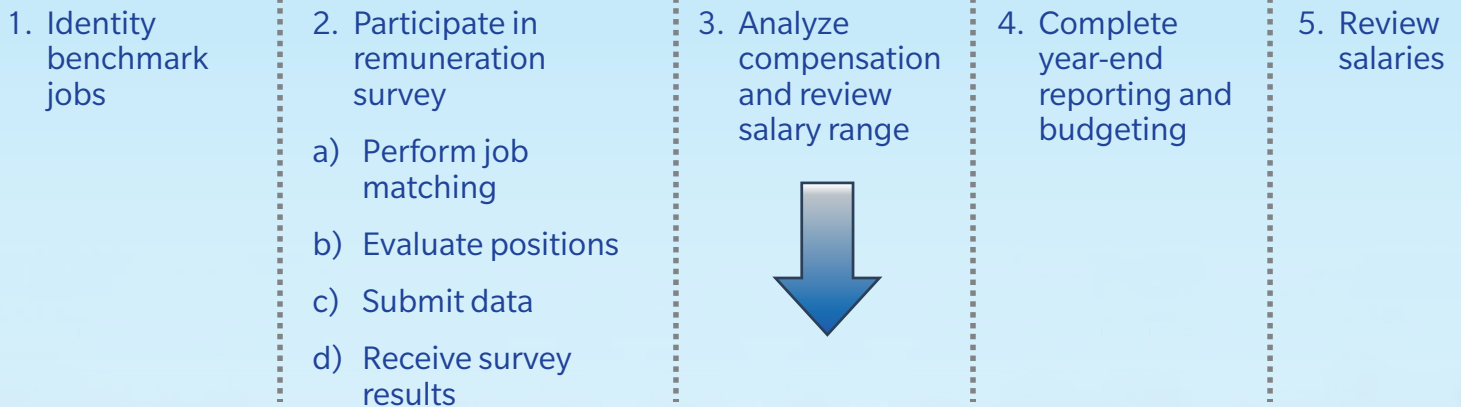
...facing a challenging timeline with a lack of resources?

...lacking efficiency in your compensation review process?

...still looking for the best way to go about your process?

... concerned that your organisation current pay levels are uncompetitive?

Typical Compensation Activity Cycle



Expected Deliverables from Mercer's Compensation Analysis and Review Services (CARS)

Compensation Analysis:

External Market Analysis

- Market Gap Analysis Report - by Mercer job family & Mercer career stream-level*
- Compensation Mix Analysis at each career level
- Company & Market Trendline Analysis at each position class (PC)
- Job Analysis Report - by incumbent
- Key Findings

Internal Analysis

- Pay Dispersion Index
- Compensation Practice Vs. Policy
- Incumbent Scatter analysis
- Internal Equity Analysis
- Key Findings

Salary Range Review

- Updated salary ranges for each existing grade

*Market analysis by company level/grade/function/job family also available in an advanced CARS package

PRICING

Compensation Analysis & Review Services	Details	Price in SGD** (TRS Member)	Price in SGD** (Non-TRS# Member)
Compensation Analysis – Basic	Analysis at organization level for each position class	4,950	14,950
Compensation Analysis – Advanced	Analysis at organization and function level for position class and/or at company grade/level	14,850	24,850
Salary Range Review*	Only applicable to companies with existing ranges linked to Mercer's position class, and have done job evaluations with Mercer in the past with no change in job size	10,000	NA

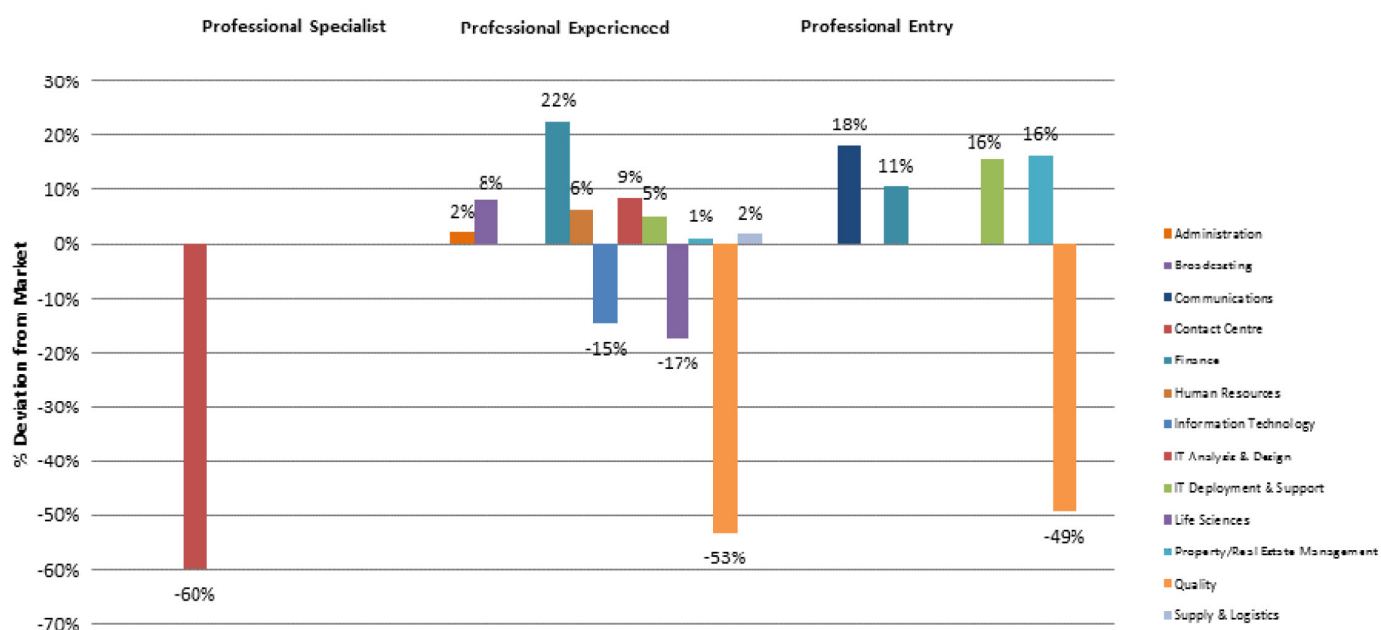
* Salary Range Design shall be chargeable at a different rate if the company wants to undertake design of new ranges.

**Excludes any service tax or GST

#Includes access to the latest standard Mercer Total Remuneration Survey (TRS)

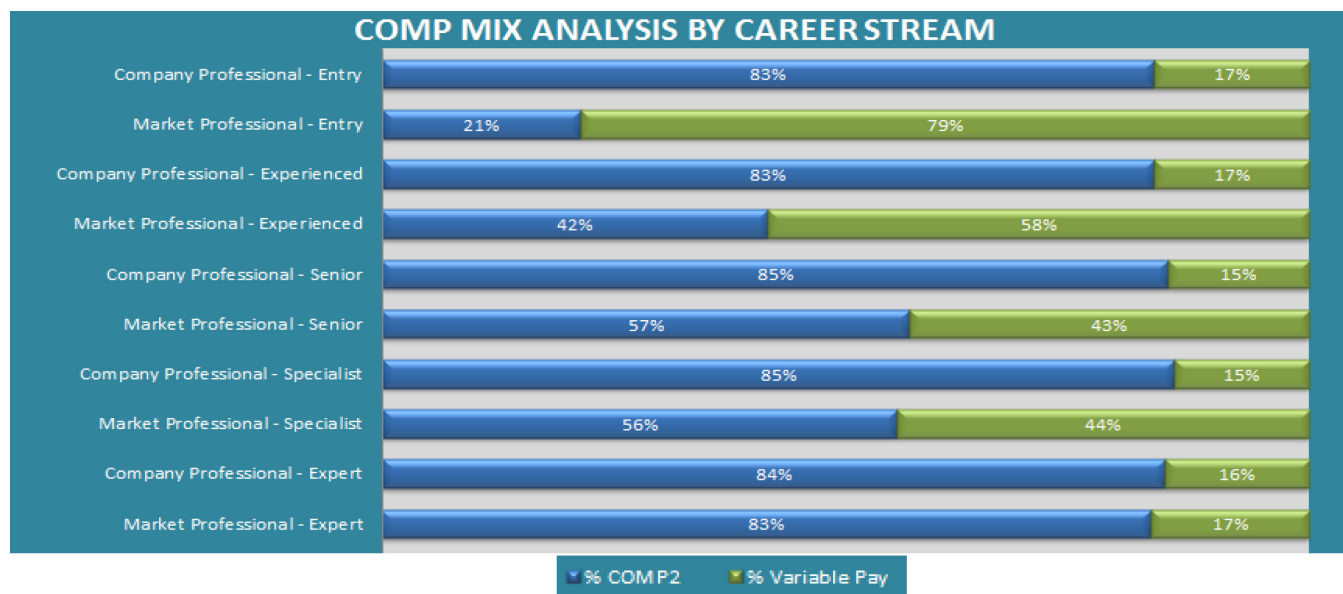
SAMPLE OUTPUT

1. Market Gap Analysis - by Job Family & Mercer career stream/level

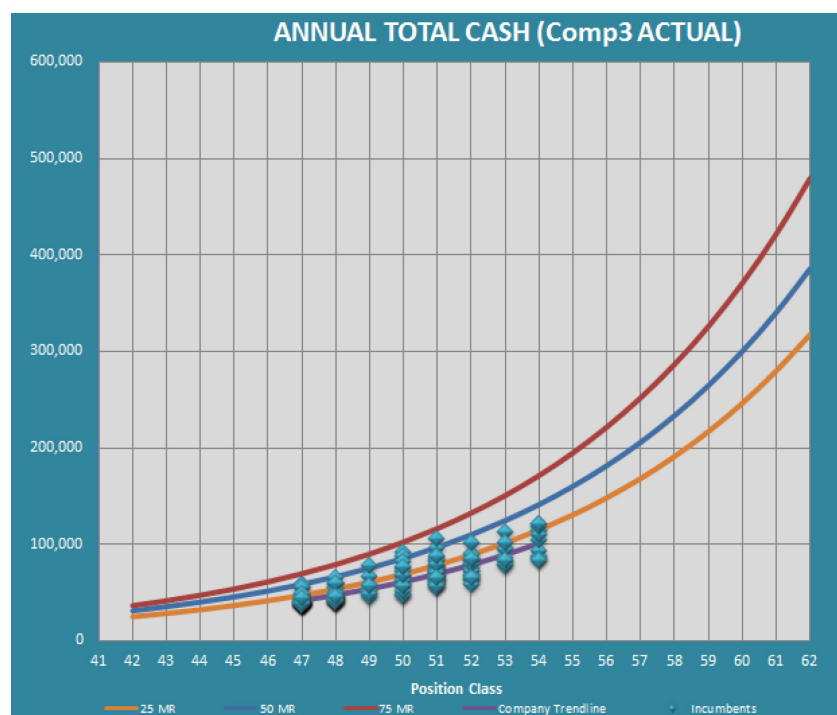


Total Cash Target Deviation from Market Median by Job Family, Career Stream Professional

2. Compensation Mix Analysis

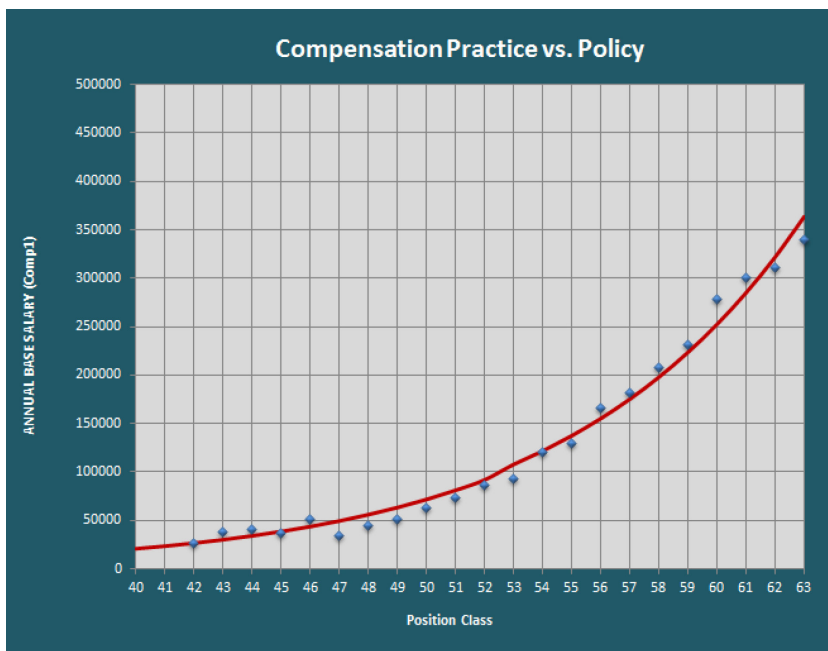


3. Company & Market Trendline Analysis at each Position Class

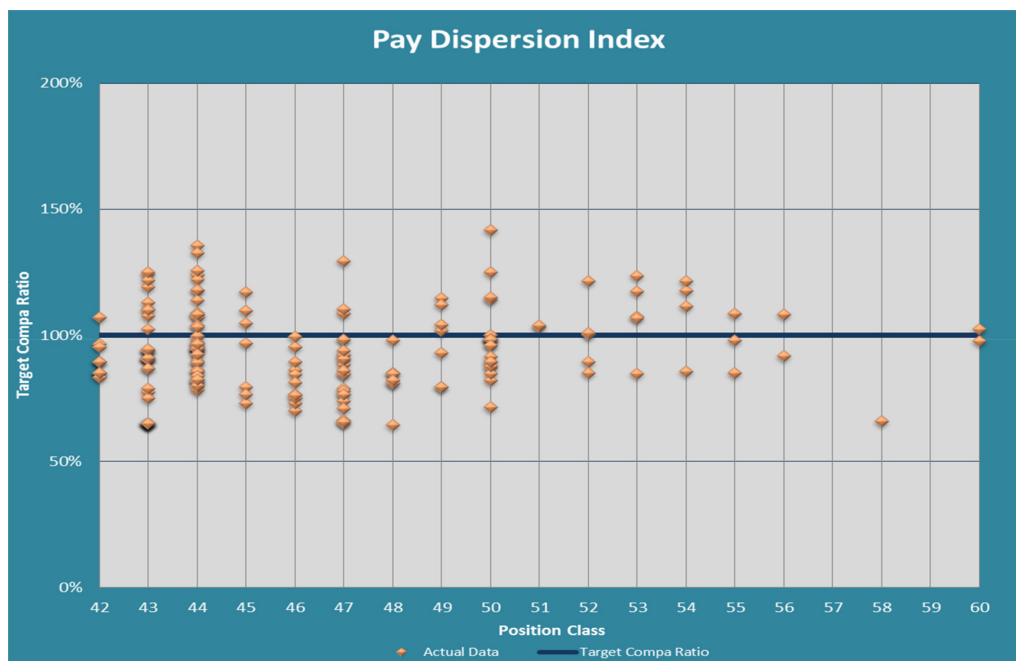


Company Trendline Vs. Market Trendline based on regressed data

4. Company Practice Vs. Policy

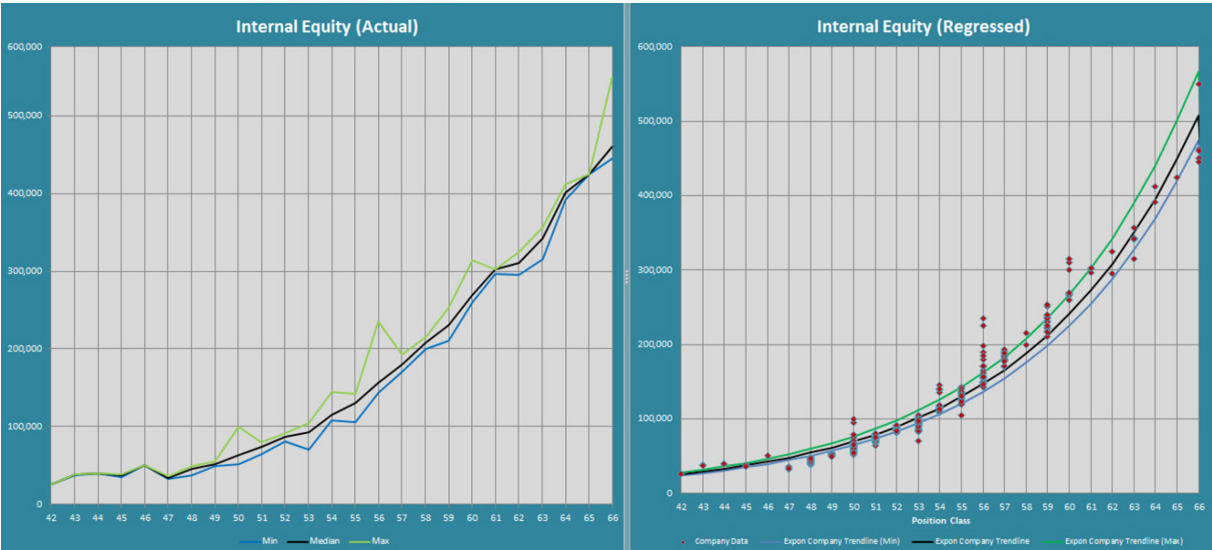


5. Pay Dispersion Index



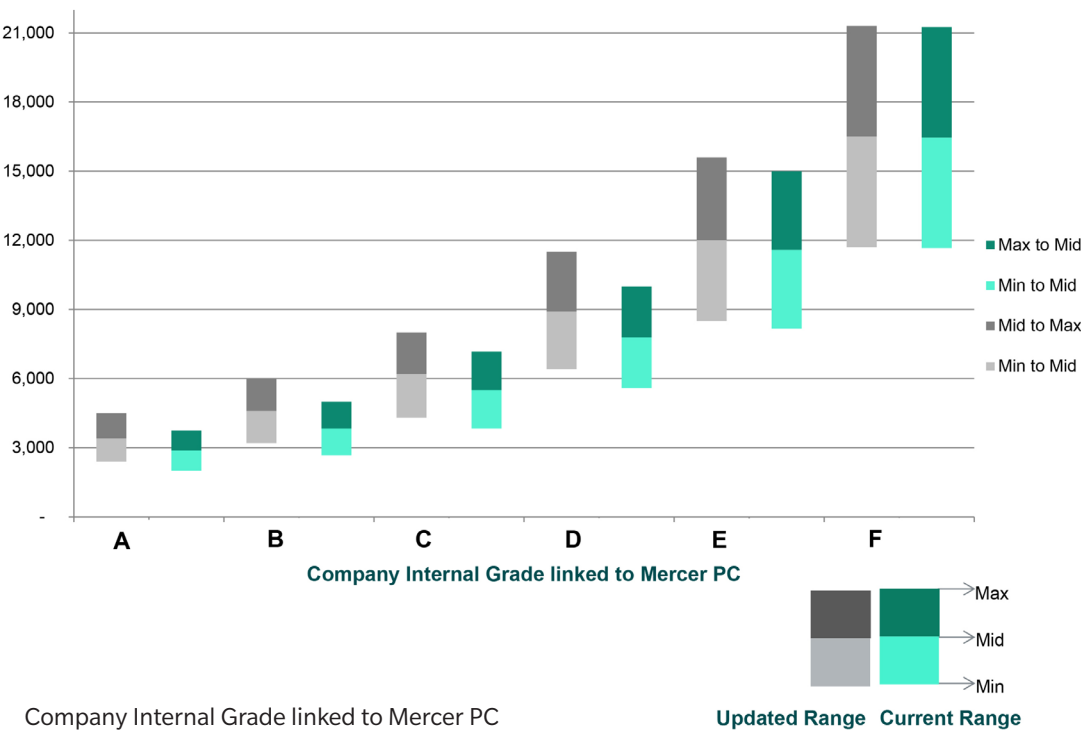
Current compa-ratio scatter plotting compared to target compa-ratio at each position class

6. Internal Equity Analysis



Plotting Min to Max of company’s data on actual & regressed data, to view the pay parity at each position class

7. Salary Range Review





For further information, please contact
your local Mercer office or visit our website at:
www.mercer.com

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Australia	Netherlands
Austria	New Zealand
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Colombia	Saudi Arabia
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Denmark	South Korea
Finland	Spain
France	Sweden
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Hong Kong	Taiwan
India	Thailand
Indonesia	Turkey
Ireland	United Arab Emirates
Italy	United Kingdom
Japan	United States
Malaysia	Venezuela