



unlocking

competitive pay

Mercer's Total
Remuneration Survey (TRS)



welcome to brighter

Do you need TRS?

Are you looking for a simple solution to compare compensation and benefits across geographies?

Do you need to evaluate the competitiveness of your total remuneration policy?

Are you seeking a consistent pay strategy that ensures both competitiveness and equity?

Would you like instant, fully customized comparisons of your organization against the market?

If so, the Total Remuneration Survey (TRS) is the solution you need.

Mercer's TRS results give you access to comprehensive compensation and benefits information — locally, regionally and globally. Human resources professionals across the globe get this information from Mercer because TRS provides consistent, accurate, high-quality data covering the full reward package.

TRS uses the [Mercer Job Library](#) — a comprehensive job catalog for compensation and benefits surveys with a single global approach. Capturing every job in the market, the Mercer Job Library gives you more consistent data with less guesswork, enhanced job content and intuitive results analysis.

140+

countries

35,000+

participating
organizations

300,000

jobs at all levels

15,000,000

incumbents



Mercer's TRS offers information on all elements of total remuneration:

Annual Base Salary

Total Guaranteed Cash Compensation

Annual Total Cash Compensation

Total Direct Compensation

Annual Total Remuneration



With TRS you also receive:

More relevant data — aggregated roll-ups with clearer job relationships, using data that reflects your company

Survey overview — information on market pay, as well as a summary of local economic, political and labor trends

Benefits and prevalence summary — a summary of global and local remuneration policies

Actual market data — market analysis to determine which jobs are more competitive

Market regression — analysis by position class, using Mercer's International Position Evaluation (IPE) methodology

Need additional industry data?

In addition to the general industry benchmarking available through TRS, industry-specific data is available through TRS Industry Supplements or standalone surveys. To learn more, visit our [website](#) or contact your [local Mercer representative](#).

Salary Movement Snapshot

Pay is extremely important to employees and retaining critical talent is often a top priority. Don't miss out on your regular Salary Movement Snapshot (SMS) of up-to-date salary increase data. The SMS survey is conducted four times per year and provides relevant, consistent, and up-to date salary increase data for 90+ markets. As a SMS participant you receive a complimentary report for each market for which you provide data.

[Participate now](#)

Looking for global salary increase data?

Need industry-specific data? Global Compensation Planning (GCPR) provides access to salary increase and economic data from around the world. [Find out more](#) about GCPR.

Powerful and flexible data analysis online with Mercer WIN®

The Mercer Workforce Intelligence Network® (Mercer WIN®) provides single-point access to our unparalleled survey data and analytics. Mercer WIN lets you easily break down complex data into usable information on compensation and other HR issues. Features include custom views, cross-market data, unlimited peer groups,* market refinements, My Data comparison against the market,* job combination, reporting in Excel and much more. All available at no additional cost!

**Only available for participants*



Get the information you need quickly, with clear, simple navigation functions.



Simultaneously compare data across industries, regions and countries.



Produce multi-market refinements in one view.



Analyze and compare by job, family, career level and position.



Generate custom charts, graphs and reports at the click of a button.

Become a participant

Leading organizations around the world choose Mercer as their source of consistent, reliable data on total remuneration. Join the survey and become one of them. Experience the award-winning, online data-submission application, [Mercer Data Connector*](#).

As a participant, you enjoy a 50% discount on the published prices. Contact your local [Mercer representative](#) for details.

**In selected countries*

**Mercer Data Connector received
CIO's 2019 Digital Edge 50 Award
from IDG.**

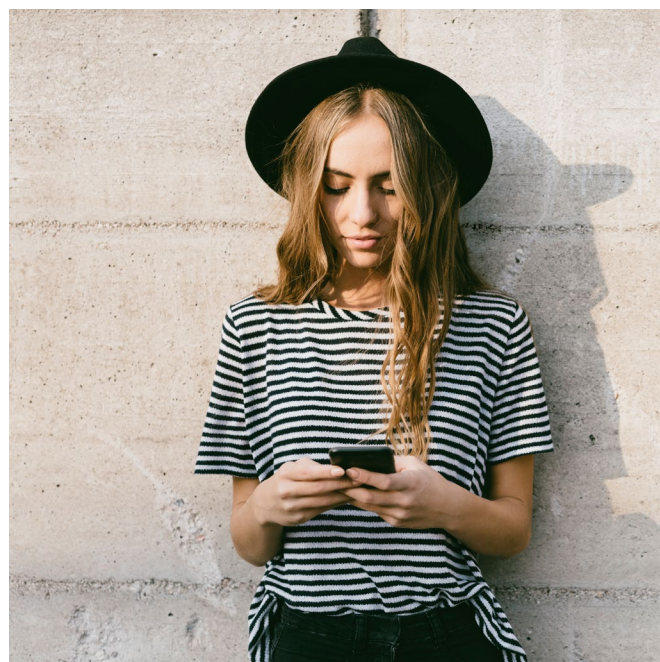
**DIGITAL
EDGE50
AWARDS**

Membership program

Enhance the value of your Mercer TRS with a membership program that includes:

- Preferential pricing with multi-year, multi-country membership
- Personal and privileged communications with a dedicated relationship manager
- Dedicated account manager support and training

Choose access to the entire global database, or purchase a flexible package based on the countries you select. Make the most of your international benchmarking data with a Mercer membership program.



Additional services — consulting and custom analysis

Get help comparing and benchmarking your compensation policy against the market — based on general industry, a specific industry or a peer group. Our tailored offerings can supplement your Total Remuneration Survey.

- Design consistent pay bands with our [Pay Band Tool](#) using Mercer market data.
- Meet your strategic goals and improve employee satisfaction and productivity with [market pricings](#).
- Use our [Remuneration Deviation Reports](#) to maximize your company's remuneration policies and practices.
- Request an [executive remuneration audit](#) for an objective review of your executive compensation packages.
- Get insight into your competitors' benefits and salary review policies with an industry-cut [Policy and Practice Report](#).
- With our [customized/ bespoke surveys](#), capture pay and HR information from the companies or sectors you specify.

Visit our website for more information on our [consulting services](#).



About Mercer

Mercer is a global consulting leader in talent, health, retirement, and investments.

Mercer helps clients around the world advance the health, wealth, and performance of their most vital asset - their people. Mercer's 20,500+ employees are based in more than 40 countries, and we operate in more than 140 countries. Mercer is a wholly owned subsidiary of Marsh & McLennan Companies (NYSE: MMC), a global team of professional services companies offering clients advice and solutions in the areas of risk, strategy, and human capital.



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

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