

MERCER IPE

BRINGING STRUCTURE TO AN EVOLVING WORLD



MAKE TOMORROW, TODAY



WHAT IS MERCER IPE?

Mercer IPE (International Position Evaluation) is a proprietary global job evaluation methodology based on a series of business-related factors and dimensions that represent core job attributes. Application of the IPE methodology provides an organizing framework based on a job's value within the context of an organization and the wider commercial environment. IPE implementation follows a simple process focusing on organization structure, the complexities of the business, and the alignment of jobs to the business.



Mercer IPE's organization sizing approach helps differentiate segments of your business based on three components: headcount, economic volume and complexity delivered through a value chain assessment. Organization sizing plays a key role in quantifying the level of impact and contribution a job has on your organization's success.

The Mercer IPE evaluation factors reflect current thinking on how many successful companies view and value jobs. Consistent application of these factors during the evaluation process can enhance business understanding, support the assessment of relationships between jobs and job families, and fairly align your jobs between levels, among business segments, and across borders. The five factors are:

	IMPACT	The nature of a job's influence on the organization and the breadth and depth of the job's contribution
	COMMUNICATION	The type of communication skills required by the job, the purpose of communication, and the audience with which the job communicates
	INNOVATION	The level of problem solving and design/development that the job requires and the nature of the problems the job typically encounters
	KNOWLEDGE	The nature of technical (and/or organizational) skills and knowledge required by a job, people management requirements, and geographic context
	RISK	The nature of mental and physical risk associated with the job and the conditions in which the job operates

WHY IS MERCER IPE QUICK TO LEARN AND EASY TO IMPLEMENT?

Mercer IPE is supported by a leading online tool, WIN | eIPE, which facilitates all IPE related activities – organization sizing, job evaluation, and outcomes such as reporting and tracking. The tool comes pre-loaded with Mercer standard reference evaluations and provides dedicated space to capture job information and attach relevant documents. With the eIPE tool, Mercer provides:

- 24-hour, secured access to evaluations from anywhere in the world
- Automated evaluation approval process
- Multi-lingual support documentation
- Local consultant support
- Complimentary help desk support
- New software releases driven by user feedback

WHY CHOOSE MERCER IPE?

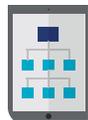
Mercer IPE provides a consistent methodology for evaluating your organization's jobs anywhere in the world. When hiring and moving talent is critical to your business realizing its growth potential, Mercer IPE is the answer. Ultimately, job definition and evaluation using Mercer IPE will allow your organization to establish a market leading framework that reduces costs, manages risk and facilitates talent movement.

WHAT CAN MERCER IPE DO FOR YOUR ORGANIZATION?

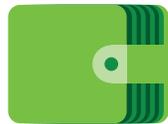
Mercer IPE provides the foundation for consistent and informed HR and business decisions. It enables rapid blueprinting of new and evolving roles in ways that manage cost and risk. Mercer IPE helps develop a defined job architecture and internal job hierarchy that can be the basis for a broad range of talent applications including:



Global Leveling



Organization Design



Rewards



Pay Equity



Talent Development



Career Planning



Mobility



Workforce Planning & Analytics

The inclusion of dimensions such as 'impact' and 'innovation' help ascribe the true value of work in a climate where individual skills have never been more valued nor governance more critical.

Mercer IPE is tied to market pay data in over 250 Mercer compensation surveys, providing a link between internal and external job value.



HOW DO I LEARN MORE ABOUT MERCER IPE?

To see how Mercer IPE can support your HR
and business practices, contact your local
Mercer representative or visit us online at
www.mercer.com

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