

Mercer's Remuneration Deviation Report

How does your pay practice measure up?

Mercer's Remuneration Deviation Report helps you maximize the effectiveness of your company's remuneration policies and practices, by providing a better analysis of your own data to understand how your people are compensated compared with the reference market.

Are you up to date with the current **competitiveness of your compensation policy** compared with market levels?

Do you take into account your competitors' compensation levels in **your pay practice decisions**?

Deviation Report Summary

3. Summary

Legend:

- Green: position is within lower and upper quantiles
- Red: position is above upper quantile
- Yellow: position is below lower quantile
- Grey: no position or market data for comparison

ID	Position Title	Benchmark Title	Country	WC	Annual Base Salary	Total Cash Compensation (Target)	Total Cash Compensation (Actual)	Total Remuneration (Actual)
1	CEO	Head of Organization (CEO) - Country Division (E2)	Germany	65	---	---	---	---
2	CFO	Head of Finance & Accounting (CFO) - Country Division (E3)	Germany	63	▲	---	---	▲
3	COO	Head of Operations (COO) - Country Division (E1)	Germany	68	▲	---	---	---
4	Head of IT	Head of IT Data Center/Facility Operations - Country Division (E4)	Germany	62	▲	---	---	---
5	Head of HR	Head of Human Resources - Global Division (E2)	Germany	62	---	---	---	---
6	Head of Sales	Head of Sales - Regional Parent/Independent (E3)	Germany	61	▲	---	---	---
7	Head of Marketing	Head of Marketing - Country Subsidiary (E1)	Germany	61	▼	▼	▼	---
8	Head of Manufacturing	Head of Manufacturing - Regional Division (E2)	Germany	60	▼	▼	▼	---
9	Head of Supply Chain	Head of Supply Chain - Regional Division (E3)	Germany	60	▼	▼	▼	▼
10	Head of Quality	Head of Quality - Global Division (E3)	Germany	59	▼	▼	▼	▼

The Remuneration Deviation Report provides an overview of your compensation practice. Thereby giving you a **better understanding of how employees are compensated compared to the market**.

The Report can help you better align your actual compensation practice and policy. It delivers **data on individual level**. This enables better informed compensation decisions.

The compensation deviation analysis **covers comparisons of annual base salary, total cash and total remuneration compensation elements to the market values**. All results are taken from Mercer's high-quality data sources that cover more than 120 countries and a variety of sectors and industries.

The results are presented both in **tables with detailed data and in useful charts**, for quick identification of the relationship between individual pay levels and the defined market.

Deviation analysis contains the different **statistical measures for each of the compensation elements**. The reference market (general or a specific sector) can be defined by the client and is **based on regressed or actual data**.

Depending on the complexity of the analysis, select one of the 4 options available: **Core, Advanced, Pro or the interactive Dynamic Report**.

Contact: Client.Support.International@mercer.com

Price: from 1,000 EUR

