JOB EVALUATION: WHAT IS THE ROI?

A GLOBAL STUDY

COMPANIES WANT TO KNOW:

- Can job evaluation deliver what we need?
- How long before we see benefits?
- Does the process require more time or resources?

The 2016 Mercer Job Evaluation Return on Investment Snapshot Survey examines ways in which companies around the world benefit from implementing a job evaluation methodology. In total, 569 HR professionals from 56 countries participated in the survey. Topics covered in the survey include the return on investment when implementing a job evaluation methodology, top value-add activities, communication related to job evaluation and what the future holds.

AFTER IMPLEMENTING JOB EVALUATION

TIME SAVINGS

42% of companies saved time on grading requests.

COST SAVINGS

53% of companies saved money on the grading process.

TIME AND ROI

For most companies, it took one to three years to realize an ROI.

TOP THREE AREAS FOR JOB EVALUATION VALUE-ADD

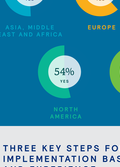
1. Salary benchmarking
2. Organizational alignment
3. Internal comparability of jobs

JOB EVALUATION HELPS MAKE RELIABLE COMPENSATION AND BENEFITS DECISIONS

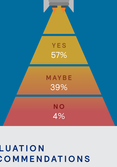
JOB EVALUATION IMPROVES DAY-TO-DAY BUSINESS AROUND THE WORLD

MAJORITY ACHIEVING ROI

BY REGION



AFTER IMPLEMENTING JOB EVALUATION, GLOBALLY



THREE KEY STEPS FOR SUCCESSFUL JOB EVALUATION IMPLEMENTATION BASED ON PARTICIPANT RECOMMENDATIONS AND EXPERIENCE

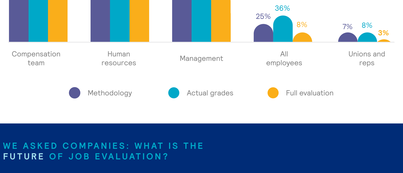
Create a communication plan and materials to ensure successful adoption of job evaluation methodology

Gather the appropriate inputs for job evaluation and job descriptions

Define the evaluation process after implementation and establish governance around that process

TRANSPARENCY: "WHO KNOWS?"

How transparent is your organization regarding communication of the job evaluation process?



WE ASKED COMPANIES: WHAT IS THE FUTURE OF JOB EVALUATION?

> *"Equal pay for equal work has resulted in a higher need for understanding the value of a function in an organization; from a compensation aspect, this will become very important."*
>
> — South Africa

> *"We believe that job evaluation, through job architecture, should be a backbone to support talent/succession/career management processes. A lot of development is still to be made in that area."*
>
> — Switzerland

> *"Job evaluation will be increasingly necessary; however, it needs to adapt to working trends models, such as duties sharing or home offices."*
>
> — Brazil

Statistics from the 2016 Job Evaluation Return on Investment Survey, including results from the 2013 European Job Evaluation ROI Study where available.
Download the complete report at mercer.com/services/talent/job-evaluation.html.