After implementing job evaluation, globally by region:

- **Asia, Middle East and Africa**: 84% YES
- **Europe**: 93% YES
- **Latin America**: 95% YES
- **North America**: 91% YES

**Job Evaluation Improves Day-to-Day Business Across the World**

- **Increased decision confidence**: 88%
- **Improved organizational alignment**: 90%
- **Greater internal comparability of jobs**: 72%
- **Research and development**: 65%
- **Cost savings**: 53%
- **Time savings**: 42%

**Top Three Areas for Job Evaluation Value-Add**

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

**Three Key Steps for Successful Job Evaluation Implementation Based on Participant Recommendations and Experience**

1. Create a communication plan and materials to ensure successful adoption of job evaluation methodology.
2. Define the evaluation process after implementation and establish governance around that process.
3. Gather the appropriate inputs for job evaluation and job descriptions.

**Statistics from the 2016 Job Evaluation Return on Investment Survey**, including results from the 2015 European Job Evaluation ROI Study where available.

**Download the complete report at mercer.com/services/talent/job-evaluation.html.**