

HEALTH WEALTH CAREER

IPE

INTERNATIONAL POSITION EVALUATION

Job e-val-u-a-tion – A structured process to evaluate the relative contributions of jobs and to rank them within an organisation, providing a systematic basis for HR decision making and employee communication.



MAKE TOMORROW, TODAY



THE BUSINESS LANGUAGE OF JOBS

Jobs are basic but crucial building blocks for all organisational structures and people programmes. Well-designed jobs clearly articulate the value they are expected to deliver and can help to realise an organisation's value-creation potential.

On the other hand, poorly defined jobs and organisation structures create risk – mismatched compensation, ill-defined career tracks, and ineffective mobility programmes – potentially resulting in unnecessarily high turnover, lower employee engagement, and unplanned costs.

IPE: A MODERN APPROACH TO JOB EVALUATION

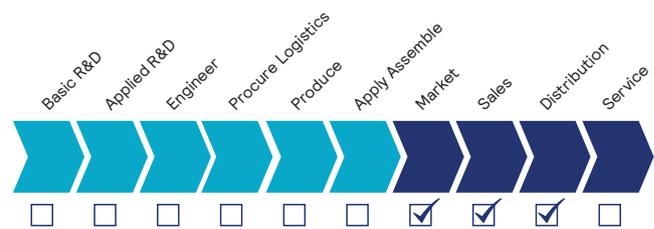
Mercer's proprietary International Position Evaluation (IPE) is a robust, user-friendly methodology that is a key input to job and organisational design; it can form the foundation of today's integrated HR systems. IPE evaluates each job by measuring the value it creates within the context of your organisation's unique operations. These evaluation profiles provide essential data and insight for your organisational design and HR programmes.

BUSINESS-DRIVEN METHODOLOGY

Emphasising a job's relative contribution to overall results, rather than inputs, provides a stronger correlation with market values. Mercer achieves this by including IPE's unique value chain analysis to produce a more transparent and robust assessment of a job's value to the organisation.

VERSATILE, USER-FRIENDLY MANAGEMENT TOOL

Both job evaluation experts and line management readily understand IPE methodology, which can be applied using multiple, factor-based evaluation processes. This lets you tailor the experience to each end-user – which means less training, more buy-in, and better alignment with your organisation's cultural expectations.



ARE YOU CONVERSANT IN THE BUSINESS LANGUAGE OF JOBS?

Mercer has helped hundreds of organisations generate substantial business value by providing a better understanding of the jobs that make up their unique structures.

With IPE, you can:

- Ensure that pay is aligned with market values and with the real impact the job has on organisational outcomes.
- Gauge the effectiveness of organisational structures and job-person fit.
- Align individual goals with organisational objectives.
- Create effective employee development and succession planning programmes.
- Define career paths using actual job requirements and communicate career opportunities.
- Better manage employee mobility and international assignments.
- Ensure the smooth M&A integration of organisational structures, rewards, and talent programmes of merging entities.

SUPPORTS MULTIPLE MANAGEMENT PROCESSES

IPE is more than a levelling or grading tool. It provides the supporting framework for HR's most significant functions and processes, including remuneration management, organisational analysis, recruitment, succession planning, mobility, and much more.

WORLDWIDE APPLICATION

IPE is supported by a web-based analysis tool and evaluation database (eIPE), multilingual supporting documentation, and consultants who are available across the globe so users in centralised or decentralised HR environments always have help on hand.

REWARDS

- Link to robust market data across the globe.
- Harmonise compensation programmes.
- Assess internal and external total rewards equity.

TALENT DEVELOPMENT AND SUCCESSION REVIEWS

- Factor descriptions offer a foundation for competency profiles.
- Assess the internal labour market using IPE results as an organising principle.

CAREER PLANNING AND RESOURCING

- Identify potential lateral and promotional opportunities across the organisation.

ORGANISATION DESIGN

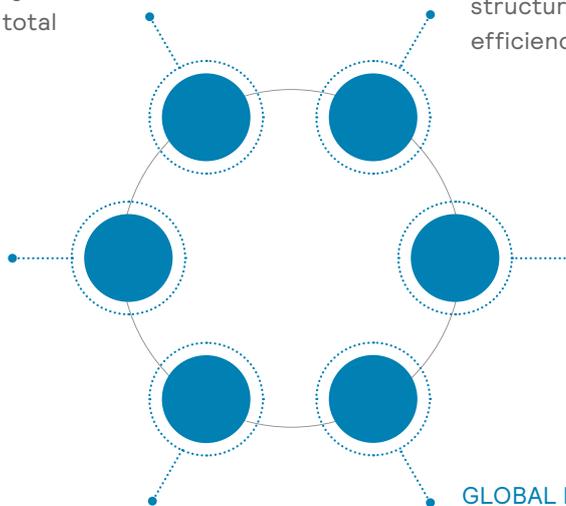
- Compare and contrast organisational structures and staffing models to identify efficiencies.

PERFORMANCE MANAGEMENT

- Develop linkages between levels, accountabilities, and performance measures.
- Assess cost-to-value of resources across geographies.

GLOBAL MOBILITY

- Better facilitate international assignments.
- Provide a common language of jobs across geographies.



PUT IPE TO WORK FOR YOUR ORGANISATION

Join hundreds of the world's top organisations that are experiencing the benefits of IPE, including:

- **Global support:** IPE is fully supported by web-technology (eIPE), training tools, and consultants globally.
- **Easy access – available anytime, anywhere:** eIPE facilitates the evaluation process, stores your evaluations, compares outcomes across businesses and job families, and identifies outliers.
- **Multilingual user-friendly interface across geographies:** Supporting documentation and web tools are available in multiple languages.
- **Time-tested and user-improved methodology:** Since 1989, Mercer has continually developed and updated IPE to better serve our clients' changing needs.
- **Reflection of today's jobs:** IPE's job evaluation analysis considers the full array of required knowledge in terms of technical, management, cultural skills, communication, and innovation.
- **Quick and easy implementation:** eIPE is preloaded with more than 2,500 Mercer benchmark jobs and evaluations so you don't have to start with a "blank sheet of paper."



To see how Mercer's IPE methodology can deliver real value to your key people processes, contact your Mercer representative or visit us online at www.mercer.com/ipe.



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