MERCER

welcome to brighter

2021 Mercer Retail Industry Survey

Make smart compensation decisions by joining Mercer's Total Remuneration Surveys for the retail sector

The retail industry survey provides you with detailed insight in to remuneration practices of relevant organisations, applying a globally harmonised survey methodology.

The Mercer Retail Industry Survey provides companies with current and comprehensive remuneration data on a selection of industry specific positions. The survey is an add-on to Total Remuneration Survey (TRS) that provides you with the total remuneration information for key industry positions, covering specialisations such as: Retail Store Operations, In Store Sales, Franchising, Duty Free & Travel Retail, Visual Merchandising, Fashion Design, E-Commerce / Category Operations, Merchandising, Procurement, E-Commerce Merchandising, Returns Processing, Store Health & Safety, Store Development & Design, and more.

The retail industry surveys are underpinned by Mercer Job Library and the International Position Evaluation (IPE) systems for global consistency. Access to results is provided via Mercer WIN® — a single-point access to Mercer's unparalleled survey data and analytics.

Why you should participate?

- Benchmark your organization with other key players in your industry.
- Establish pay levels based on industry standards.
- Implement innovative solutions for rewards by referring to robust survey data.
- Retain the best talents by modifications of remuneration packages in your organization.
- Make strategic decisions based on facts and trends.

Key industry jobs surveyed cover specialisations, including:

- Retail Operations
- In Store Sales
- Duty Free & Travel Retail
- Visual Merchandising
- E-Commerce / Category Operations
- Merchandising
- Procurement
- Store Development & Design

A broad list of specialisations and industry specific jobs are surveyed. Retail specific refinements like store size and store type are available for key store positions to allow more in-depth analysis of the remuneration results.

16 european countries covered

- Bulgaria
- Denmark
- France
- Germany
- Greece
- Italy
- Netherlands
- Poland
- Romania
- Russia
- Serbia
- Sweden
- Spain
- Switzerland
- Turkey
- United Kingdom

What do you receive?

- Data delivered online through Mercer WIN, accessible anywhere, at any time.
- Access information quickly via its easy-to-use, simple and clear navigation functions.
- Retrieve and compare data simultaneously across multiple countries.
- Analyze and compare structure to market by job, family, career level, and position class.
- Generate customized charts, graphs, and reports at the click of a button.

Survey schedule

See detailed schedule on:
www.imercer.com/retail-survey.

Retail lifestyle forum

- Industry network established by Mercer to facilitate peer interaction among retail lifestyle organizations.
- Forum members are represented by their global or regional HR/Rewards leaders.
- Key benefits include two annual meetings and up to four spot surveys on hot topics of interest.

Contact information and pricing options

For more details contact your local country consultant or Monika Todor (monika.todor@mercer.com), or visit www.imercer.com/retail-survey.

MARSH & McLENNAN COMPANIES

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