Introducing

Skills Pay Planner

Mercer Skills-Edge Suite

Reinvent your rewards program with pay-for-skills

Skills Pay Planner is an AI-driven tool that arms your organization with intelligent pay recommendations for individual employees. It helps you understand the premiums associated with certain skills, so you can make informed decisions during compensation planning reviews — to avoid the loss of valuable skills and prevent your most critical talent from becoming a flight risk.

Automate your process for pay recommendations

Skills Pay Planner provides pay suggestions that help ease decisions about how to reward your employees. Using an algorithm that learns from your company data, Skills Play Planner allows you to automate the pay recommendation process while eliminating individual bias in your pay philosophy.

Skills Pay Planner gives you the control to make pay recommendations that fit within your budget. We work with you to fine-tune your results, using your data to meet your business strategy. The system can also be configured without skills in the equation, using prior historical data and current ranking systems to drive decisions.

Move from performance-based assessment to a skills-based approach

Business-related performance data Skill scarcity Business criticality Base-pay competitiveness	Skills Pay Planner	Individual pay recommendation at the employee level

How does Skills Pay Planner work?

Skills Pay Planner generates intelligent automated pay recommendations by integrating company, employee and external benchmark data with your unique business strategy via a predictive machine learning algorithm. Skill supply and demand, employee base pay competitiveness, performance, career potential and even retention risk are all reflected in salary increase recommendations.

Market, company and employee data play a pivotal role

The machine learning model reviews each individual's past performance rating and other metrics, such as base pay competitiveness, performance, potential ratings and retention risk.

The system can be configured to recognize the priority skills for your business — and to provide insight into the corresponding investment required to cultivate those skills.

Skills Pay Planner in three steps

| **1** | **Combines** business strategy and company data | **2** | **Runs** a predictive machine-learning algorithm | **3** | Makes **pay suggestions** at the employee level |

Bring a skills lens to your salary review process

- Search team member profiles
- Explore AI-driven salary increase recommendations
- Understand recommendation rationale for each team member

OJ Orland Johnston's team
(8 Team members)

Search for Team Members

☑ Recommend ☑ Consider ☑ Skip ☑ No recommendation   Download

Skills   Base pay competitiveness   Performance   Career potential

↑ Employee	↑ Suggested action	↑ Suggested %	↑ Job family	↑ Role	↑ Top Skill	↑ Skill demand	↑ Market scarcity of skill
Shaniya Trantow	CONSIDER	7%	Retirement Consulting Actuaries	Retirement Actuarial Consulting Manager	Project Management	Maintain	Medium
		7%	Retirement Consulting Actuaries	Senior Retirement Actuarial Consultant I	Project Management	Maintain	Medium
			Retirement Consulting Actuaries	Senior Retirement Actuarial Consultant I	Project Management	Maintain	Medium
			Retirement Consulting Actuaries	Senior Retirement Actuarial Consultant II	Project Management	Maintain	Medium

Oscar Tremblay
Country : United States of America

	Suggested action	Suggested pay increase	Last salary increase	Annual salary
	Consider	7%	3% (Apr 1, 2019)	58,900 USD

🔍 Skills ★

Skill is scarce in the market and in demand at Company

Job family
Retirement Consulting Actuaries

Role
Senior Retirement Actuarial Consultant I

Top Skill
Project Management

Skill demand
Maintain

Market scarcity of skill
Medium

Base pay competitiveness ★

Current Compa-ratio(PMR) is very low

Current compa-ratio
60.17

Market movement %
2

Last salary increase
3% (Apr 1, 2019)

Attrition risk %
12.6

Cash retention recipient in previous 2 years
No

📊 Performance ☆

Non-influencing factor

Skills
3

Responsibility to Others
3

Innovation
3

Client Success
3

Business Results
3

▶ Career potential ★

Employee was given equity grant in 2018/2017 indicating high potential

Band
F

Years in band
5 years 9 months

Years in Company
5 years 9 months

Equity recipient in previous 2 years
Yes

- Drill down into recommendations for individual employees
- Explore influencing factors at a granular level
- Make pay recommendations with confidence

Use case of Skills Pay Planner

Use the Skills Pay Planner as a simulation tool: Your compensation and rewards teams can test the impact of skills and other factors on pay. See the shifts required in moving from your current process to a pay-for-skills approach, so you can prepare for implications and change management.

Skills Pay Planner guides and educates managers involved in the pay cycle decisions as to the key factors to consider in designing employees' pay.

Contact your Mercer consultant to learn more about our Skills Library and related solutions, Skills Pricer and Skills Pay Planner.

Mercer