a different kind of
learning

Mercer HR Academy

Mercer IPE Methodology

- Mercer International Position Evaluation (IPE) Methodology

Mercer International Position Evaluation metholodogy

Mercer IPE (International Position Evaluation) is a proprietary global job evaluation methodology based on a series of business-related factors and dimensions that represent core job attributes.

The Mercer IPE evaluation factors reflect current thinking on how many successful companies view and value jobs. Consistent application of the 5 factors during the evaluation process can enhance business understanding, support the assessment of relationships between jobs and job families, and fairly align your jobs between levels, among business segments across borders.

The IPE e-learning module is a two-hour online training that provide users an introduction to job evaluation and its uses, and a basic overview of the Mercer IPE methodology. Designed to help accelerate the understanding and execution of IPE, these modules walk through each of IPE's five factors – Impact, Communication, Innovation, Knowledge, Risk. It explains the link between Mercer IPE and Mercer TRS (Total Remuneration Survey) data and ways in which the data can be used.

Benefits to participants

- Understand the method of job evaluation and position matching.
- Learn the basics of Mercer IPE methodology.
- Apply the Mercer IPE methodology within an organisation.

Topics covered

Module 1: Job evaluation overview

- Understanding jobs
- What is job evaluation?
- Types of job evaluation
- What is Mercer IPE?
- Total Remuneration Surveys

Module 2: IPE process and the impact factor

- IPE process overview
- Five factors and twelve dimensions
- The impact factor
- Case example of sizing positions

Module 3: IPE factors – communication, innovation, knowledge & risk

- The communication factor
- The innovation factor
- The knowledge factor
- The risk factor
- Determining position class