



welcome to brighter

a different kind of
learning

Mercer HR Academy



Mercer HR Academy

Mercer HR Academy was established with one goal in mind, enhancing the capability of our client's human resource professionals by providing access to HR architecture that will allow organisations to form and implement a successful framework.

Companies are constantly challenged to meet aggressive business goals. As a result, HR's role in driving success is more important than ever and yet most organisations do not have a systematic approach in developing the capabilities of the HR team.

Mercer HR Academy is a comprehensive learning solution that is designed to build HR capabilities – both core and technical. These e-learning modules are grouped into HR disciplines, and each programme offers a foundational level of training across a range of modules.



Performance & rewards

- Performance & Rewards
- Optimizing Benefits
- Sales Incentive Design
- Executive Remuneration
- Global Mobility Fundamentals
- Producing quality position descriptions



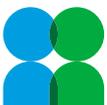
Analytics & change

- How to Lead in Change Management
- Driving Business Results with Workforce Insights
- Leveraging Technology



Talent management

- Talent Management
- Career Management
- Organisational Design
- Training Design & Evaluation



Business partnering

- Effective Business Partnering
- Driving Employee Engagement & Productivity
- Designing Effective HR Policies



Talent acquisition

- Recruitment & Employee Value Proposition
- Engaging Hiring and Onboarding Strategies
- Utilizing Assessment Tools Effectively



Mercer IPE Methodology

- Foundational module on the five factors of Mercer's International Position Evaluation (IPE) methodology

Mercer HR Academy

- Mercer's International Position Evaluation (IPE) methodology



Mercer HR Academy

Mercer's International Position Evaluation (IPE) methodology

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

Contact us

How do I learn more about mercer hr academy?

To find out how Mercer HR Academy can support in upskilling professionals and building capabilities

within your HR teams, contact your local Mercer representative or visit us online at www.mercer.com

Asia, Africa & Middle East

Wilma Madjus

T: +65 6398 2605

E: mercerclearning.amea@mercer.com

Australia, New Zealand & Pacific

Andy Anestou

T: +61 3 9623 4179

E: mercerclearning.australia@mercer.com

Europe

Tomasz Mazur

T: +48 695 010 126

E: mercerclearning.europe@mercer.com

Latin America

Juan Bastidas

T: +57 321 490 3460

E: mercerclearning.latam@mercer.com

MERCER LEARNING