

pay it right

Total Remuneration Survey (TRS)

Leading organizations around the world choose Mercer as their source of consistent, reliable data on total remuneration.

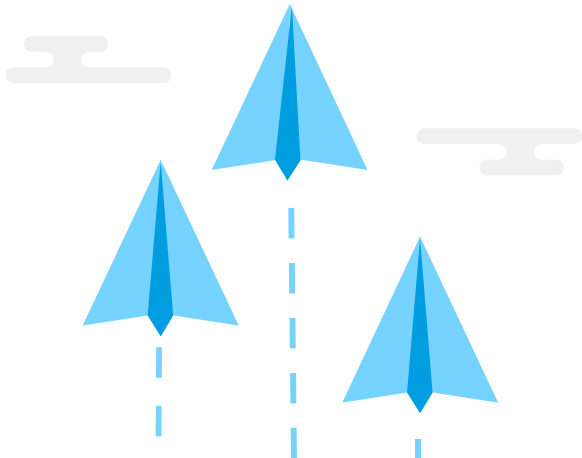


Competitive compensation packages are crucial in attracting top talent to the organization.

Gain exclusive access to reliable, robust data to competitively benchmark salaries. With over two decades on the market and accessed by over 1,000 active users daily, join the community and be the employer of choice with TRS – your one stop shop for market salary data.

Mercer's Total Remuneration Survey (TRS) offers information on all elements of total remuneration:

- Annual base salary
- Total guaranteed cash compensation (annual fixed allowances)
- Total cash compensation (annual variable cash)
- Total direct compensation (long-term incentives)
- Total remuneration (key benefits)



With TRS you can:

Benchmark pay

Compare compensation to industry averages.

Make informed decisions, while addressing compliance and risk management

Make budgeting and resource allocation decisions based on accurate data. Stay compliant with labor laws and reduce legal risks.

Attract and retain talent

Offer competitive packages to draw top candidates and reduce turnover with fair compensation.

Boost employee satisfaction and ensure equity

Fair pay leads to higher job satisfaction and performance. Identify and rectify pay disparities for a more equitable workplace.

Access comprehensive data

Access insights beyond salary figures, including trends and benefits.

Enhance reputation

Gain a positive reputation for offering competitive packages.

25,000,000

incumbents around the world

400,000

jobs at all levels

50,000

participating organizations

140

locations worldwide

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Empower your compensation strategy with Mercer's TRS: the ultimate global remuneration resource



Largest survey vault

Total Remuneration Survey (TRS) is an unparalleled resource for obtaining comprehensive remuneration survey data. With data from 50,000 organizations and 25 million employees across all industries, TRS empowers organizations to set competitive and equitable compensation levels on a global scale.



Technology-enabled

Backed by Mercer's cutting-edge technology and commitment to data confidentiality, TRS offers a seamless online survey data submission experience and an intuitive analysis platform with unlimited options without hidden costs.



Privacy of data

Join us on a journey towards success, where your goals are prioritized, and your data is safeguarded with our "defense in depth" approach. Maintaining and protecting client data is of utmost importance to us, and we are committed to ensuring its confidentiality and integrity.

Unlock exclusive benefits by participating in the survey

[Sign up for the survey](#) to enjoy a 50% discount on the price and gain access to exclusive analysis options available only to participant organizations.

Like some more detail?

Explore the ultimate TRS product handbook: a comprehensive guide to unveiling every attribute of our survey. [Learn more](#)

Contact us



From our satisfied client community:

I use other data providers consultants and Mercer stands out as the most user-friendly option and my top recommendation for other C&B professionals.

- Corporate HR Compensation & Benefits, Chemical

Using the Mercer Data Connector for the first time, I found the process of collecting information to be highly practical. I continue to recommend Mercer to my colleagues.

- HR Director, Consumer Goods

This has been one of the best experiences with completing a compensation survey.

- Manager Total Rewards, Construction

This is the first time experiencing the Survey; it's very international and high-class.

- Director of Human Resources, Hospitality

Mercer is a business of Marsh McLennan — four businesses (Marsh, Guy Carpenter, Mercer and Oliver Wyman) with a shared purpose: **to make a difference in the moments that matter.**

Marsh McLennan at a glance:

One of the
Fortune 500
companies

Clients in
130+
countries

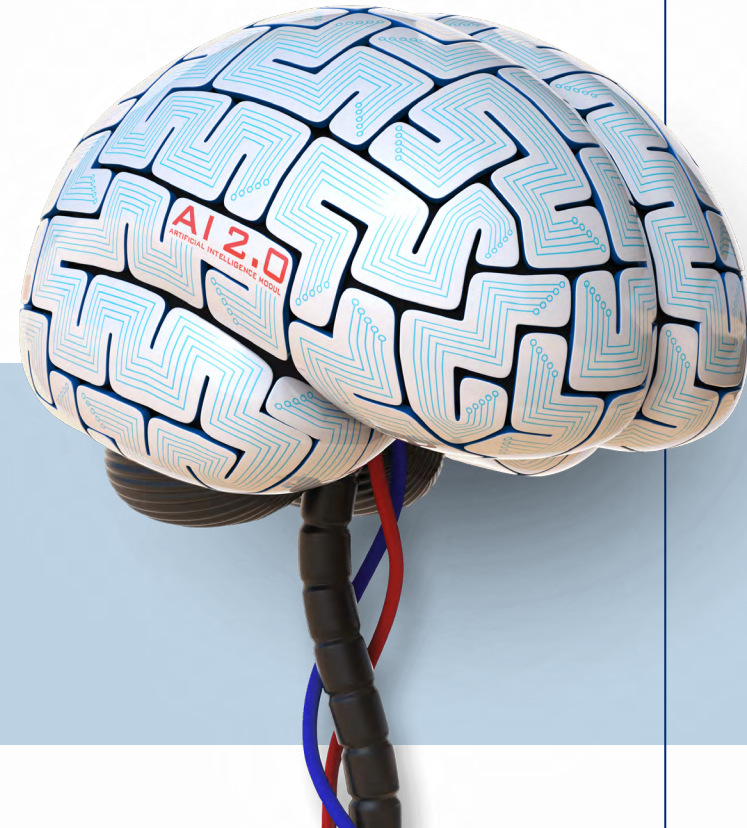
\$23 billion
annual revenue

85,000
colleagues globally

Mercer has the world's largest and most comprehensive workforce rewards data – so you can always be sure you are making the right remuneration decisions.

We enable a future-ready workforce by providing **digital market-leading data, insights and analytical tools** to inform talent decisions in the areas of:

- Total rewards
- HR technology
- Engagement and experience
- Assessment and upskilling
- Employee mobility



About Mercer

[Mercer](#) believes in building brighter futures by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. Mercer's more than 20,000 employees are based in 48 countries and the firm operates in over 130 countries. Mercer is a business of [Marsh McLennan](#) (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people, with more than 85,000 colleagues and annual revenue of \$23 billion. Through its market-leading businesses including [Marsh, Guy Carpenter](#) and [Oliver Wyman](#), Marsh McLennan helps clients navigate an increasingly dynamic and complex environment. For more information, visit [mercer.com](#). Follow Mercer on [LinkedIn](#) and [X](#).

