

 A microlearning course!

Job Evaluation & Leveling (IPE)

Your guide to Mercer's International Position Evaluation (IPE) methodology.

Learn how to apply IPE's precise job evaluation and leveling methodology to your organization's job structure and put it into practice when using Mercer's TRS data.



Access a set of videos and activities to ensure you and your team understand Mercer's IPE resources and methods.



TAAP+ bonus

TAAP+ subscribers have exclusive access to our **learning spend benchmarking tool!**

What's included?

- Level 1 covers the basics and includes a selection of short videos and downloadable activities
- Level 2 outlines how to apply the IPE methodology through a series of short videos and downloadable activities
- Complete the assessment at the end to ensure you're ready to apply IPE to your organization

View the full curriculum on the next page.

Note: This course provides information on Mercer's core IPE methodology; a step-by-step overview of Mercer's IPE tool is not included.

Contact us if you would like to receive more information on Mercer's IPE tool.

This product can help you:

- Understand and apply the precise International Position Evaluation (IPE) methodology to maximize your usage of Mercer's TRS data.
- Expand your market pricing options to use a wider range of approaches — from the broad 'all functions regression line' to the more specific 'job match and position class.'

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[Demo Video](#)

[Sample Video](#)

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Course curriculum



Level 1: Lay the foundation

The lessons and activities in Level 1 will help to lay a foundation of knowledge for you to build upon when you reach Level 2 of this course.

Video: Understanding jobs

Video: Introduction to job evaluation

Video: Types of job evaluation

Activity: What is job evaluation?

Video: About Mercer's International Position Evaluation (IPE)

Activity: What is IPE?

Video: Total Remuneration Survey

Video: Market pricing

Video: The IPE methodology

Activity: How do IPE and TRS work together?



Level 2: Apply your knowledge

The lessons and activities in Level 2 will teach you how to apply the foundational knowledge you developed in Level 1 of this course.

Video: 5 factors and 12 dimensions

Activity: What are the 5 factors and 12 dimensions?

Video: The impact factor — sizing an organization

Video: The impact factor — impact & contribution

Video: The impact factor — sizing positions

Activity: What is the impact factor?

Video: The communication factor

Activity: What is the communication factor?

Video: The innovation factor

Activity: What is the innovation factor?

Video: The knowledge factor

Activity: What is the knowledge factor?

Video: The risk factor

Activity: What is the risk factor?

Video: How to determine position class

Assessment: Are you ready to apply IPE to your organization's jobs?

Job Evaluation & Leveling (IPE)

| | USD | EUR |
|----------------------------|-------|-------|
| HR function (12 months) | 4,000 | 3,500 |
| HR team (12 months) | 2,000 | 1,800 |
| Up to 3 learners (60 days) | 600 | 500 |

Pricing note

The 'HR team' option includes access for up to 5 learners for a 12-month subscription. The 'HR function' option includes an unlimited number of HR learners for a 12-month subscription.

The base price is USD; EUR prices may differ in the [Mercer Shop](#) due to currency changes. Price is determined at the time of purchase for all Mercer Shop orders.

Choose the right number of learners for your company

All purchases are considered corporate/enterprise purchases; access period is based on the initial corporate purchase date.