



A microlearning course!

## Job Evaluation & Leveling (IPE)

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

Learn how to apply IPE methodology to your organization's jobs 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.



Included in a TAAP+ subscription!

### 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.'

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.



### 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.

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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?

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## Microlearning pricing

	USD	EUR
HR function   Unlimited learners   12 months	4,200	4,100
HR team   up to 5 learners   12 months	2,000	1,950
Up to 3 learners   60 days	700	685

## Pricing note

The 'HR function' option includes an unlimited number of HR learners for a 12-month subscription. The 'HR team' option includes access for up to 5 learners for a 12-month subscription. The 'Up to 3 learners' option includes access for up to 3 users for a 60-day 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.