

# NORWAY TOTAL REMUNERATION SURVEY (TRS)

THE KEY TO DESIGNING  
COMPETITIVE PAY  
PACKAGES WORLDWIDE

[WWW.IMERCER.COM/TRS](http://WWW.IMERCER.COM/TRS)

 **75%**

of employees are 3x times more likely to work for a company with a strong sense of purpose.

 **77%**

of employees say their workplace focuses on their health & well-being.

 **69%**

of employees feel additional benefits for high performers would help.

 **65%**

of employees feel energized in their current role.

 **53%**

of organizations ensures equity in pay and promotion decisions.

Source: 2018 Global Talent Trends Study

## CONSIDER THESE QUESTIONS

- Do you have an easy-to-use source for comparing compensation and benefits across geographies?
- Are you able to evaluate the competitive position of each of your total remuneration elements?
- Is your pay strategy consistent while ensuring external competitiveness and maintaining internal equity?
- Are you able to generate instant and fully customized comparisons of your organization against the market?

## TRS IN NUMBERS

**130+**

COUNTRIES WHERE WE COLLECT  
& PROVIDE DATA



**35,000**

PARTICIPATING  
ORGANIZATIONS



**70,000**

SURVEY JOBS



**12 MIL**

INCUMBENTS AROUND  
THE WORLD



Source: 2017 Mercer Total Remuneration Surveys, Globally

## WHAT DO YOU RECEIVE?

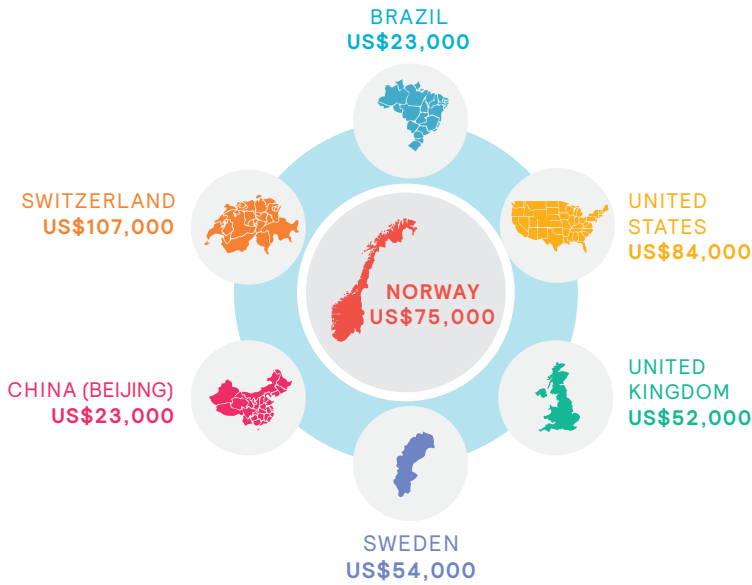
- Online Access
- Peer Group Functionality\*
- Survey Overview
- Actual Market Data
- Benefits & Prevalence Summary
- Market Regression
- Custom Analysis

\*Only available for participants

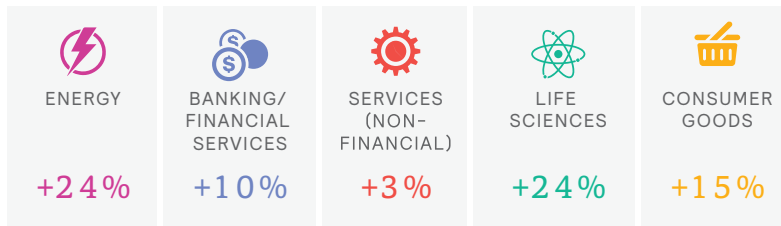
MAKE TOMORROW, TODAY



## BASE SALARY, PROFESSIONALS, 2018 REGIONAL AND LOCAL PERSPECTIVE



## NORWAY BASE SALARY, 2018 INDUSTRY DIFFERENTIALS

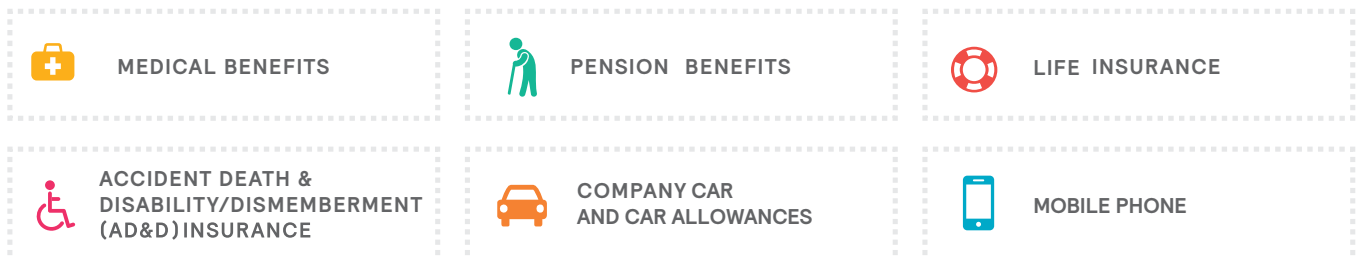


### ALL INDUSTRIES INDEX 100



Source: 2018 Mercer Norway Total Remuneration Survey

## NORWAY MOST PREVALENT BENEFITS, 2018



Source: 2018 Mercer Norway Total Remuneration Survey

## MERCER TRS TOTAL REWARDS PACKAGE



### ANNUAL BASE SALARY

Monthly base salary times the number of months guaranteed.



### TOTAL GUARANTEED CASH COMPENSATION

Base salary plus the annualized value of guaranteed allowances.



### ANNUAL TOTAL CASH COMPENSATION

Total guaranteed cash compensation plus annualized value of short-term incentive, sales incentive, profit sharing or other incentive awards.



### TOTAL DIRECT COMPENSATION

Total cash compensation plus the annualized value of any long-term incentive awards, valued using Black-Scholes methodology for appreciation-based awards.



### ANNUAL TOTAL REMUNERATION

Total direct compensation plus the annualized value of benefits.