

Human Capital Analytics

Compensation Benchmarking

Radford McLagan Compensation Database

AON



The importance of acquiring accurate and robust compensation data

Relevance and opportunity in today's context



Wage Costs

Wage costs can account for up to 75% of the total costs of a business.



Talent Retention and Loyalty

The average cost of turnover is equivalent to 6-9 months of an employee's salary, with salary being the most relevant factor when shifting jobs.



Talent Attraction

A competitive wage offer can ensure optimal hiring times without creating internal inequalities through higher wages for new employees (1).



EU Pay Transparency Directive

The new Directive makes it compulsory to publish job advertisements with salary ranges, prohibits asking applicants for their salary and allows employees to disclose their salaries.

Aon Compensation Benchmarking capabilities

COMPENSATION BENCHMARKING TO MAKE BETTER SALARY DECISIONS

To **attract** and **retain talent** in competitive and ever-changing markets requires more data and insights than ever before. **Aon's compensation data** provides a robust foundation for your talent strategy.

We collect, compare and slice compensation data in a range of ways. Here are just some of the data products available to inform and enable better HR decisions:



Radford-McLagan Compensation Database

We help HR teams at companies of all sizes benchmark base salaries, short-term incentives, equity awards, benefits and more



Market Practice Studies

From salary budgets to turnover rates to plan design practices, we help you assess your rewards from every angle.



Benefits Insights

No rewards program is complete without a market-leading benefits package. Make sure you have the right package in place.



Compensation Consulting

Competing for talent across industries and sectors requires a new approach. We help you think through the details.



Executive Compensation

Dedicated team for Executive Compensation across EMEA.

Radford McLagan Compensation Database

OUR GOAL

Allow our clients to access the **best compensation databases in the market**, as a tool to design and define the total compensation policy that allows the company to attract, retain and motivate the best talent.

Radford McLagan Compensation Database



[See our Industry coverage](#)

Featuring data on more than **25 million employees** working in **100-plus countries** and sovereignties at more than **9,000 organizations**, the Radford McLagan Compensation Database (RMCD) is a leading source of compensation data, analytics, and insights for total rewards professionals around the globe.

KEY FEATURES

- ✓ Participants only database;
- ✓ The best user experience with download options;
- ✓ Complete job catalog by sector;
- ✓ Data updated quarterly;
- ✓ Expert dedicated consultant team for onboarding and support;
- ✓ Ad-hoc reports and unlimited users;
- ✓ Global scope and with multiple filtering options;
- ✓ Talent Intelligence and Analytics functionalities;
- ✓ Community access and trend studies.

Human Capital Analytics: Our new platform

YOUR PAY BENCHMARKING JOURNEY WITH AON

Our brand-new Human Capital Analytics (HCA) portal, powered by our Radford McLagan Compensation Database will allow you to navigate the compensation benchmarking landscape with the best user experience in the market. Indeed, our clients **access our platform more than 85,000 times a month!**

HCA.AON.COM

“The fuel”



**Radford McLagan
Compensation Database**

A unified global database containing employees from all sectors, functions, levels and geographic areas.

“The GPS”



**Unified Global Leveling
System & Job Library**

A proprietary job architecture and job matching approach featuring an expanded job library that creates a common language for all clients across industries

“The vehicle”



**Human Capital Analytics
Platform**

A completely redesigned technology platform, which allows easy and intuitive access to our market-leading data, analysis and compensation information.

Human Capital Analytics: Key Pillars

A flexible and dynamic data analytics platform, powered by Radford-McLagan Compensation Database

One of the most complete, reputable and cutting-edge databases on the market...



9.000
Participating organizations



25,000,000
Employees



100+
Countries

... enhanced with analytics and artificial intelligence tools...



Location Analytics

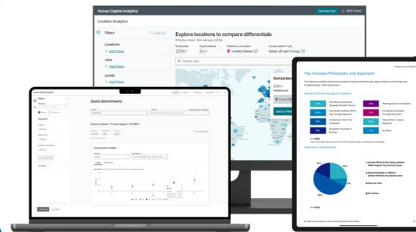


Talent Intelligence

DATA

ANALYTICS

AON



HCA.AON.COM

MARKET STUDIES

JOB CATALOGUE

Salary Increases and Turnover

Short and long-term incentives

Sales incentives

... and more

...which also allows you to participate in market trend studies.



13.000
Job Positions

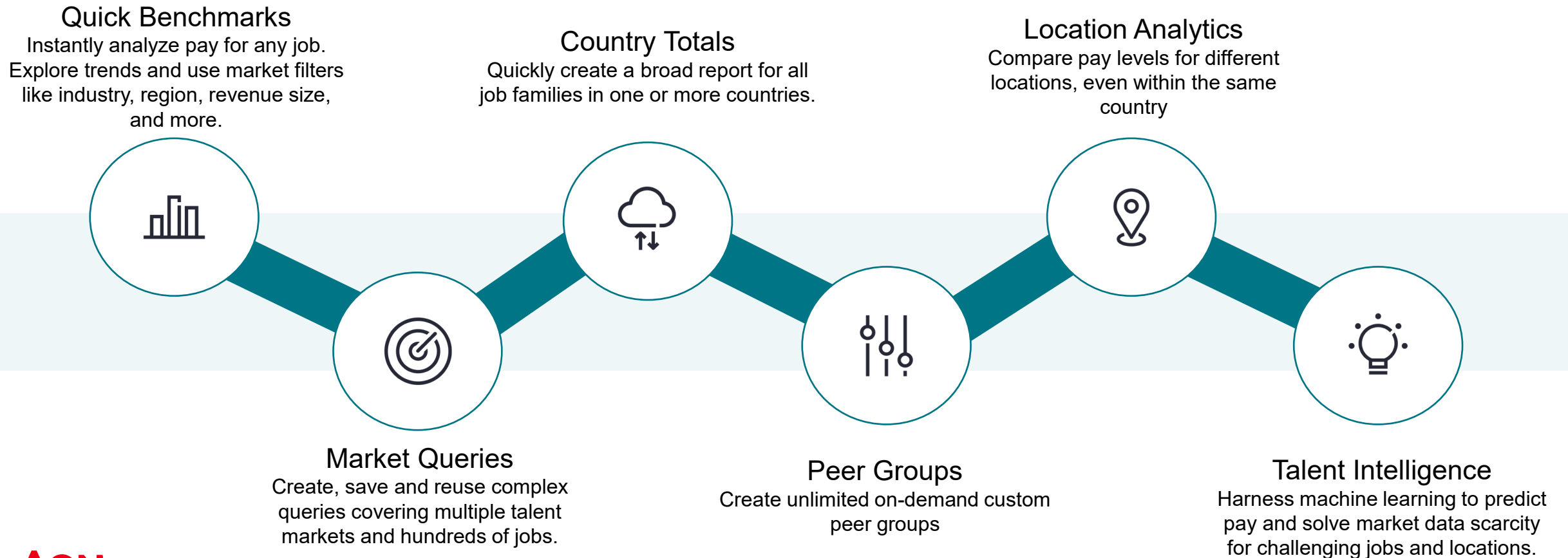


50+
expert consultants
in EMEA

...with an extensive catalogue of job positions and the support of a team of expert consultants...

Human Capital Analytics: Reporting and Analytics Capabilities

The HCA platform is enabled with user-friendly functionalities which allows you to make the most out of the Radford McLagan Compensation Database. In average, our clients access the HCA platform 10 times per month.



Thank you!

For whatever the world needs next:

Aon is in the business of better decisions.

AON