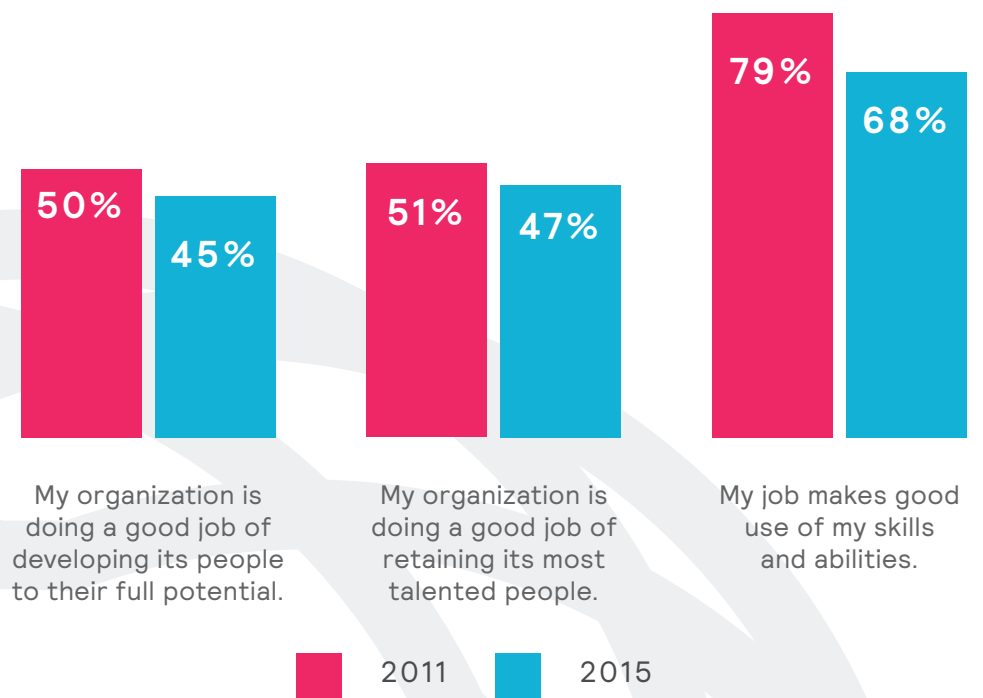


## ROOM FOR GROWTH

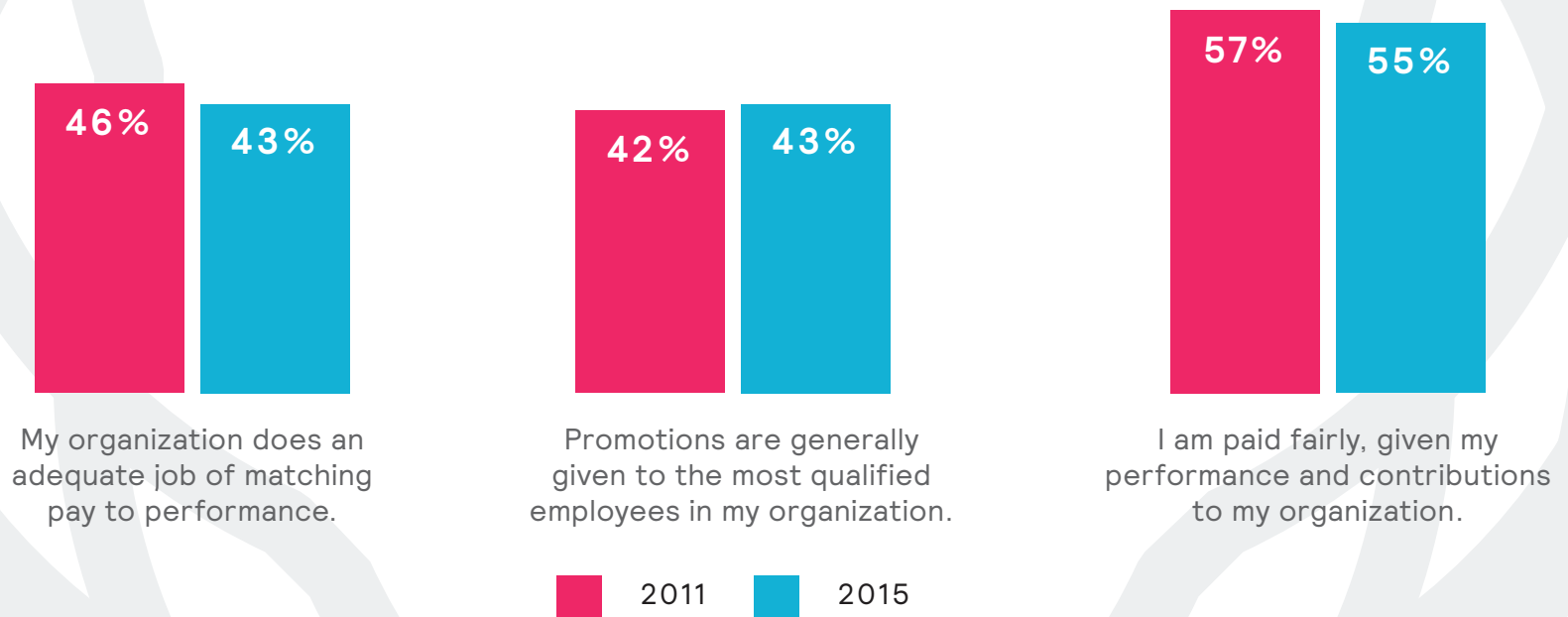
Today, half of US workers (51%, the same as in 2011) believe they have sufficient opportunity for growth and development with their current employer. Yet scores declined – sometimes sharply – on other career-related questions.



Source: Mercer's 2015 Inside Employees' Minds™ Survey

## HOLDING STEADY ON PAY

Just over half of US workers today (55%, up from 54% in 2011) are satisfied with their base pay, Mercer's research shows, and many do not see a strong connection between pay, performance, and promotions.



Source: Mercer's 2015 Inside Employees' Minds™ Survey

## BASE PAY IS #1

Across all employee demographics, **base pay ranks as the most important** value proposition element out of **13** elements included in Mercer's analysis.

Source: Mercer's 2015 Inside Employees' Minds™ Survey

## GOAL DISCONNECT

Fewer US employees today – **72%**, down from **82%** in 2011 – see **how their work contributes** to achieving the organization's overall goals.