

The people solutions that move your business forward



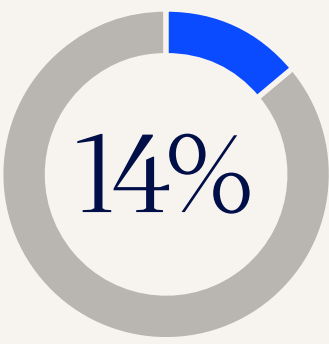
Growing organizations are under pressure to compete for talent while keeping costs and risk in check — often with lean HR teams and limited time to execute.

This leaves HR teams trying to navigate a common set of challenges, including:

Pay decisions that are hard to defend

Only **14% globally** say their pay transparency strategy is **fully developed and implemented** (meaning most are still building the foundations needed for consistent, defensible decisions).

[Global Pay Transparency Report 2026](#)



Unclear roles and career paths

Employees’ confidence about which skills matter has decreased since 2025, so role to skill maps and realistic learning pathways are central to how employees evaluate whether to stay and grow.

[Inside employees’ Minds 2026 report](#)

Low visibility into what employees need most

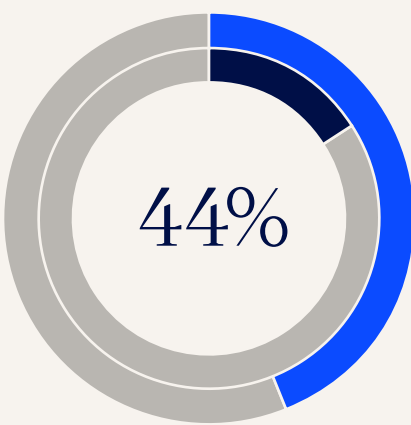
According to employees, only **47%** agree with the statement “My company recognizes the jobs and tasks I am best suited for”. Even fewer, 32%, agree that “My company is aware of my potential to operate in more complex/senior roles”

[Global Talent Trends 2026](#)

Change fatigue and misalignment

HR identifies “**Loss of talent due to burnout or long-term sick leave**” at **44%** as a top workforce challenge in 2026 (up from 16% in 2024), which is a practical “change fatigue” indicator.

[Global Talent Trends 2026](#)



Benefits complexity

“**Two in five**” Risk and HR leaders’ greatest concern is that a growing share of HR’s time is being consumed by managing **benefit programs** because benefits have become more complex to administer, regulate, and protect.

[People Risk 2026](#)

Too little insight, too slowly

55%

of executives

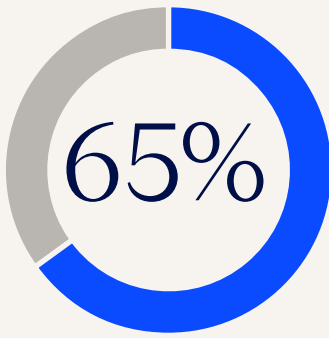
say their organization **underutilizes workforce intelligence** it already has — meaning decisions/rollouts are more likely to miss real employee needs and face adoption friction.

[Global Talent Trends 2026](#)

Talent mobility needs

“65% of survey respondents consider coordinating mobility and talent management a medium or high priority.”

Mercer Mobility Exchange article
[Talent Mobility 2025 Outlook Spot Survey](#)



To manage through this complexity, HR needs solutions it can stand behind.

Introducing Marsh Core HR Solutions

Marsh Core HR Solutions simplify complex HR challenges and drive clarity, engagement, and efficiency. Strengthen pay programs, clarify careers, and build confidence across your workforce.

Why work with us?

We combine deep HR expertise with the scale to deliver results across the employee lifecycle. Our specialists bring proven experience across HR strategy, compensation and rewards, operating models, process design, change management, data and governance, and the day-to-day realities of HR service delivery.

Leveraging Mercer’s proprietary data, tools, and insights, we help reduce administrative burden and improve HR operational efficiency. We also collaborate with leading technology providers to bring AI-powered innovation into our solutions — from smarter data harmonization and workflow automation to more intuitive experiences for employees, managers, and HR teams.

The result: helping you build a modern, efficient, and resilient HR foundation that evolves as your workforce and business needs change.

Interested in learning more? [Contact us](#)