

Use of AI in executive and workforce compensation

As Artificial Intelligence (AI) comes to the forefront of business innovation, companies are increasingly searching for ways to leverage the technology for improved business performance.

Our recent Year-end executive incentive & benefits survey of US public and private organizations indicates companies are increasingly adopting and leveraging AI in compensation management.



US public companies show signs of starting to adopt AI in compensation management, with a few companies already using the new technology and others committed to starting use within the next year.

While no US private companies said they have adopted AI or are planning to adopt it this coming year, roughly 1/3 are exploring options surrounding it, showing a general openness to AI in the workplace.



US Public Companies

Executive (N=81)



Non-Executive (N=81)



US Private Companies

Executive (N=61)



Non-Executive (N=61)



- We are currently using AI
- We are exploring AI, but have not decided whether or not to use it
- We plan to use AI in the coming year
- We are not considering AI at this time

Speak with your Mercer consultant or [contact us](#) to discuss your unique executive compensation needs and other key findings from Mercer's Year-end executive incentive and benefits survey.