**Compensation Analysis**

1. **Find some market data on your job that you are recruiting for:**
2. Source: <https://swz.salary.com/salarywizard/Human-Resources-Generalist-III-Job-Description.aspx>

The market data research for a position as HR Business Partner in Boston MA, equivalent to a Coordinator or Generalist, with an average of years of experience of 5 – 10 and with a bachelor’s degree is offering a base salary average of $92,828 (50%) with bonus and legal benefits

Salary: $82,842 (25%) - $92,828 (50%), $104,170 (75%)

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| **Core Compensation** | **Median** | **% of Total** |
| **Base Salary** | **$92,828** | **70.2%** |
|  |
| **Bonuses** | **$3,195** | **2.4%** |
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|  |
| **Value of Benefits** |
| **Social Security** | **$7,346** | **5.6%** |
|  |
| **401K/403B** | **$3,457** | **2.6%** |
|  |
| **Disability** | **$864** | **0.7%** |
|  |
| **Healthcare** | **$6,592** | **5.0%** |
|  |
| **Pension** | **$6,049** | **4.6%** |
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| **Time Off** | **$11,818** | **8.9%** |
|  |
| **Total Compensation** | **$132,149** | **100%** |

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1. Source: <https://swz.salary.com/SalaryWizard/Human-Resources-Generalist-III-Salary-Details-New%20York-NY.aspx>

The market data research for a position as HR Business Partner in New York, NY equivalent to a Coordinator or Generalist, with an average of years of experience of 5 – 10 and with a bachelor’s degree is offering a base salary average of $97,967 (50%) with bonus and legal benefits

Salary: $87,429 (25%) - $97,967 (50%), $109,937 (75%)

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| **Core Compensation** | **Median** | **% of Total** |
| **Base Salary** | **$97,967** | **70.4%** |
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| **Bonuses** | **$3,372** | **2.4%** |
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|  |
| **Value of Benefits** |
| **Social Security** | **$7,752** | **5.6%** |
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| **401K/403B** | **$3,648** | **2.6%** |
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| **Disability** | **$912** | **0.7%** |
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| **Healthcare** | **$6,592** | **4.7%** |
|  |
| **Pension** | **$6,384** | **4.6%** |
|  |
| **Time Off** | **$12,472** | **9.0%** |
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| **Total Compensation** | **$139,100** | **100%** |

1. Source: <https://swz.salary.com/salarywizard/Human-Resources-Generalist-III-Job-Description.aspx>

The market data research for a position as HR Business Partner in San Francisco, CA, equivalent to a Coordinator or Generalist, with an average of years of experience of 5 – 10 and with a bachelor’s degree is offering a base salary average of $101,148 (50%) with bonus and legal benefits

Salary: $90,268 (25%) - $101,148 (50%), $113,507 (75%)

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| **Core Compensation** | **Median** | **% of Total** |
| **Base Salary** | **$101,148** | **70.5%** |
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| **Bonuses** | **$3,482** | **2.4%** |
|  |
|  |
| **Value of Benefits** |
| **Social Security** | **$8,004** | **5.6%** |
|  |
| **401K/403B** | **$3,767** | **2.6%** |
|  |
| **Disability** | **$942** | **0.7%** |
|  |
| **Healthcare** | **$6,592** | **4.6%** |
|  |
| **Pension** | **$6,592** | **4.6%** |
|  |
| **Time Off** | **$12,877** | **9.0%** |
|  |
| **Total Compensation** | **$143,403** | **100%** |

1. Requirements and Responsibilities

Designs and administers human resources policies and procedures. Collects and analyzes HR data related to compensation, benefits, training, recruitment, to determine improvements to be made and report to management. Processes paperwork for functional area according to established procedures. Prepares internal employee communications regarding compensation, benefits, or company policies. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. Typically requires 4 to 7 years of related experience.

1. Level of Education:

Bachelor’s degree with Certification in Human Resources Management and a master’s degree or MBA (preferred).

1. Industries:

Biotechnology, Business Services, Construction, Government Nonprofit, Energy, Financial Services, Healthcare, Hospitality, Internet, Social Media, Pharmaceuticals, Retail, Transportation, Software.



1. **Find series of 3 ads that may list what they are paying for the position**
2. Position: Human Resources Business Partner
* Company:  [**Bright Horizons Family Solutions**](https://www.glassdoor.com/Job/jobs.htm?suggestCount=0&suggestChosen=true&clickSource=searchBtn&typedKeyword=Human+Resources+Bu&sc.keyword=Human+Resources+Business+Partner&locT=C&locId=1154532&jobType=#EmpBasicInfo_2811657845) – Watertown, MA
* Salary: $60,000 - $80,000 annually
* Job Category: Corporate, Full time, Regular
* Source: [https://www.glassdoor.com/Job/boston-human-resources-business-partner-jobs-SRCH\_IL.0,6\_IC1154532\_KO7,39\_IP4.htm](https://www.glassdoor.com/Job/boston-human-resources-business-partner-jobs-SRCH_IL.0%2C6_IC1154532_KO7%2C39_IP4.htm)

**Functions:**

* Provide human resources expertise and advice to operational leadership.
* Assist managers in developing interventions, performance improvement strategies, and compensation analysis to promote positive employee relations.
* Ensure that all Bright Horizons’ policies and procedures are followed and that employees are treated fairly in line with policies and our HEART Principles. Follow up with urgency to ensure employee relations issues are resolved promptly.
* Ensure fair and equitable practices with employees including compliance with company policies and local, state and federal legal standards.
* Respond to employee complaints and inquiries and EEO complaints in support of the legal department including making initial contact, pulling together appropriate information, interviewing, preparing responses or back-up information, and attending hearings as needed.
* Establish a collaborative working relationship with Regional Managers and Division Vice Presidents. Provide expert advice and training to center/school leadership and visit centers/schools as needed to ensure visibility to staff/faculty members.
* Act as a resource to Regional Managers in implementing and maintaining positive employee relations at the center/school level.
* Provide training and guidance to leadership team members in maintaining a proactive approach towards potential employee relations issues.
* Assist with Regional Managers to develop and compile data collected from employee pulse surveys. Provide consultation through phone and email support to centers within assigned region, educating directors and regional managers about employee relations practices, troubleshooting potential problem areas, and providing support, training and advice to directors as needed.
* Guide operational leadership in the area of diversity and inclusion. Support awareness training objectives for division, and inclusive employment practices.
* Analyze job performance appraisals to ensure they are appropriate to the position, incorporate all essential functions and comply with all company requirements.

**Qualifications**

* Two to five years of proven HR experience, multi-site service industry preferred
* BA required.
* Must be analytical, have excellent interpersonal, verbal and written communication skills and the ability to work in a fast-paced environment and handle multiple projects.
* Problem solving, diplomacy and good judgment in considering the impact of decisions is essential.
* Knowledge of HRIS preferred.
1. Position: Consultant Human Resources Business Partner
* Company:  [**Santander Bank**](https://www.glassdoor.com/Job/boston-human-resources-business-partner-jobs-SRCH_IL.0%2C6_IC1154532_KO7%2C39_IP4.htm#EmpBasicInfo_2737985287) – Boston, MA
* Salary: $68,000 - $97,000 annually
* Job Category: Corporate, Full time, Regular
* Source: [https://www.glassdoor.com/Job/boston-human-resources-business-partner-jobs-SRCH\_IL.0,6\_IC1154532\_KO7,39\_IP4.htm](https://www.glassdoor.com/Job/boston-human-resources-business-partner-jobs-SRCH_IL.0%2C6_IC1154532_KO7%2C39_IP4.htm)

**Functions:**

* Identify and recommend new or improved HR practices and practices.
* Manage multiple projects and drive those through to completion
* Manage business as usual reporting and analytics for presentations and business reviews
* Provide HR business support, primarily to but not limited to the Commercial Banking business, in helping their clients navigate HR systems, processes and deliverables
* Provide support to the Sr. HR Business Partner of Commercial Banking by anticipating and recommending value-add data and material

**Qualifications**

* At least 5 years of related experience either in HR or project management/analysis
* Demonstrated experience in working with business lines and other HR disciplines to deliver needed HR services and programs
* Knowledge of applicable HR laws and their application as well as a strong background in Recruiting
* Strong overall business acumen with an ability to understand the direction and goals of the business and provide the HR support necessary for the business lines achieving those goals
* Strong analytical skills including ease in using PowerPoint and Excel (including creating graphs, v-lookup, analytics, etc.)
* Ability to work in a fast-paced and highly demanding environment
* Proven responsibility to follow through on commitments
* Proven team player with strong communication and leadership skills
* Experience rolling out or managing HR programs for a client team desired
1. Position: HR Business Partner-Alexa Engine
* Company:  [**Amazon**](https://www.glassdoor.com/Job/boston-human-resources-business-partner-jobs-SRCH_IL.0%2C6_IC1154532_KO7%2C39_IP4.htm#EmpBasicInfo_2661336524) – Cambridge, MA
* Salary: $67,000 - $101,000 annually
* Job Category: Full time, Regular
* Source: [https://www.glassdoor.com/Job/boston-human-resources-business-partner-jobs-SRCH\_IL.0,6\_IC1154532\_KO7,39\_IP4.htm](https://www.glassdoor.com/Job/boston-human-resources-business-partner-jobs-SRCH_IL.0%2C6_IC1154532_KO7%2C39_IP4.htm)

**Functions:**

You’ll partner with people managers on Amazon’s people programs, processes and policies. As the internal advisory unit for people managers you will serve as their main resource for people-related issues. Examples may include support in managing employee engagement, performance issues, people manager training, foundational talent management programs, assisting with org changes, manager coaching on employee matters, etc. To be successful in this role, you must understand business priorities and translate them into high impact work. You’ll help people managers look around corners with data-driven recommendations that improve performance, retention and the employee experience. In addition, you’ll participate and/or lead Alexa-wide talent projects and initiatives in areas such as such as onboarding, employee relations, culture, diversity, and management capability / leadership development, as well as facilitating annual talent management processes. This is a great opportunity to be a true owner in a fast-paced, growing environment, helping people to successfully join and then thrive in our unique customer-centric culture.

**Basic Qualifications**

* 4+ years of experience in a HR generalist leadership role, preferably in a high-tech environment
* Knowledge of employment laws such as ERISA, COBRA, ADA, and other federal and state laws covering discrimination and equal opportunity employment
* Able to travel domestically and internationally, as appropriate
* Bachelor’s degree

**Preferred Qualifications**

* Experience working with fast growing, large, global teams
* Global HR experience
* Change management experience
* Project management experience
* Proven ability to diagnose issues and drive appropriate solutions with self-initiative
* Business acumen and ability to work well across different functions in order to integrate HR and business strategies
* Excellent written and verbal communication; high quality document preparation and presentation skills
* Exceptional listening skills and ability to relate to, influence, and coach employees of all levels in the organization
* Ability to work independently, as well as an active member of both business and HR teams
1. **Google your job title and see what comes up for advertising**
* **Job Tittle**: Human Resources Business Partner - 004IE6
* **Company**: Schneider Electric US

### [Schneider Electric EcoStruxure | Internet of Things Solutions‎](https://www.schneider-electric.us/en/)

### [Schneider Electric Hr business partner Jobs | Glassdoor](https://www.glassdoor.com/Jobs/Schneider-Electric-hr-business-partner-Jobs-EI_IE3956.0%2C18_KO19%2C38.htm)

* https://www.indeed.com › Schneider Electric › Salaries

### [HR Business Partner at Schneider Electric. - Jobs.net](https://www.jobs.net/jobs/squared/en-us/job/United-States/HR-Business-Partner/J3S2Q27926BGPZM4K1N/)

### [schneider electric Human Resource Business Partner Jobs | Monster ...](https://www.monster.com/jobs/c-schneider-electric-q-human-resource-business-partner-jobs.aspx)

**VI. Think about a min median and max salary for the position based on your experience and background in your job description.**

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| **Salary Range:**  | $60,00 - $75,000 - $100,000 (25% - 50% - 75%) |

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|   | Annual Salary | Total Compensation  |   |   |
|   | 25% | 50% | 75% | 25% | 50% | 75% |   |   |
| **HR Business Partner (Generalist)** | $60,000 | $75,000 | $100,000 | $85,473 | $113,883 | $142,456 |   |   |
|   |   |   |   |   |   |   |   |   |
| Core Compensation | Salary | % of Total | Core Compensation | Salary | % of Total | Core Compensation | Salary | % of Total |
| Base Salary | $60,000 | 70.20% | Base Salary | $75,000 | 65.86% | Base Salary | $100,000 | 70.20% |
| Bonuses | $2,065 | 2.42% | Bonuses | $3,152 | 2.77% | Bonuses | $3,442 | 2.42% |
| Social Security | $4,748 | 5.55% |   | $7,247 | 6.36% |   | $7,913 | 5.55% |
| 401K | $2,235 | 2.61% |   | $3,411 | 3.00% |   | $3,724 | 2.61% |
| Disability | $559 | 0.65% |   | $853 | 0.75% |   | $931 | 0.65% |
| Healthcare | $4,319 | 5.05% |   | $6,592 | 5.79% |   | $7,198 | 5.05% |
| Retirement | $3,910 | 4.57% |   | $5,968 | 5.24% |   | $6,516 | 4.57% |
| Time Off | $7,639 | 8.94% |   | $11,660 | 10.24% |   | $12,731 | 8.94% |
| Total Compensation | $85,473 |   |   | $113,883 |   |   | $142,456 |   |

**Employee Benefits**

1. Social Security: legally required. Provides old-age insurance, unemployment insurance, survivors' insurance, disability insurance, hospital insurance and supplementary medical insurance.
2. Retirement program: at retirement age, the employee is entitled to the contributions plus the investment returns.
3. 401K: type of defined contribution pension in which retirement savings contributions are provided by the employer, deducted from the employee's paycheck before taxation.
4. Disability: because it is a company with Affirmative Action and Equal Opportunity Employer, give the two-thirds of predictability earnings.
5. Life Insurance: after six months working in the company.
6. Healthcare plan: Health Care and Dependent Care Reimbursement Accounts, including dental care, vision care, birthing centers.
7. Time Off: paid vacation (15 days) holidays, (mandatory by law), sick leave (one day per month) and family leave.
8. Family and Medical Leave: provide as much as 12 weeks of paid leave after childbirth or adoption; to care for a seriously ill child, spouse, or parent; or for an employee’s own serious illness
9. Child care: provide vouchers or discounts for employees to use at existing child care facilities around Massachusetts and RI area.
10. Tuition reimbursement: up to 8,000/year on topics related with the position. Due to the position preferable required Project Management certification and MBA degree.
11. Cafeteria-style plans: free breakfast, lunch and dinner inside the dining hall. Due to the position will work in two sites (Andover, MA or West Kingston, RI) so don’t need to be worried about alimentation.
12. Flex time for working schedule: because this is a seniority level position it does not required to work on a basic work schedule because it is measured by results. In addition, should have the ability to flex the work schedule to accommodate frequent international business meetings virtually.
13. Transportation: business travel and transportation expenses covered because location based is in Andover, MA or West Kingston, RI and will require travel frequently between the two sites.
14. Employee wellness program: reasonably designed to promote health or prevent disease. Annual medical exam, discount for sports clubs in Andover, MA or West Kingston, RI and inhouse nutritionist once a month.
15. Bonus: (2% - 3% annually) depending on the business results