

Compensation and Benefits Managers

SOC: 11-3111 • Career Profile Report

■ Key Facts

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|-----------------------------------|-----------------------------|-----------------------------|
| \$140,360 Median Salary | 20,900 Employment | +0.0% Growth Rate |
|-----------------------------------|-----------------------------|-----------------------------|

■ Requirements & Salary Range

Education: Bachelor's degree

■ Automation Risk Assessment

Low Risk - 18.0% probability of being automated in the next 10-20 years.
This job is relatively safe from automation due to its creative, social, or complex problem-solving requirements.

■ Work-Life Balance

8.1/10 - Excellent work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

| | | | |
|--------------|--------|---------------|--------|
| Realistic | 4.2/10 | Investigative | 6.8/10 |
| Artistic | 4.4/10 | Social | 7.8/10 |
| Enterprising | 8.6/10 | Conventional | 7.4/10 |

■ Top Skills Required

Analytical skills, Business skills, Communication skills, Decision-making skills, Leadership skills

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Compensation and Benefits Managers plan, direct, and coordinate **an organization's compensation and benefits programs**. They design salary structures, manage employee benefits, and ensure compliance with labor laws and regulations. Their work is critical in human resources, employee satisfaction, and organizational effectiveness.

This career is well suited for individuals who enjoy strategic planning, analysis, and managing human resource programs.

What Do Compensation and Benefits Managers Do?

These professionals oversee salary, benefits, and incentive programs, ensuring competitive and compliant human resource practices.

Common responsibilities include:

- Developing and implementing compensation, benefits, and incentive programs
- Conducting market analysis to determine competitive salary and benefits structures
- Monitoring compliance with labor laws, tax regulations, and internal policies
- Evaluating employee performance and aligning compensation strategies
- Preparing reports, budgets, and presentations for management
- Advising executives, HR staff, and employees on compensation and benefits issues
- Coordinating with insurance providers, retirement plan administrators, and other service providers

Key Areas of Compensation and Benefits Management

Managers may focus on specific aspects of employee compensation and benefits:

- Salary and Wage Administration: Structuring pay scales and incentive programs
- Employee Benefits Programs: Health insurance, retirement plans, and leave policies
- Compliance and Legal Oversight: Ensuring programs meet regulatory requirements
- Performance Management and Evaluation: Aligning compensation with employee performance
- Reporting and Analytics: Monitoring trends and effectiveness of programs

Skills and Abilities Needed

Compensation and benefits managers combine analytical, leadership, and HR expertise.

Core Professional Skills

Personal Qualities That Matter

Education and Career Pathway

This role typically requires formal education and human resource experience:

- Bachelor's Degree (minimum): Human resources, business administration, finance, or related field
- Professional Experience: Work in HR, payroll, or benefits administration
- Certifications (optional): SHRM, CCP, or CBP credentials
- On-the-Job Training: Gaining practical experience in compensation and benefits management
- Continuous Learning: Staying current with labor laws, market trends, and HR best practices

Where Do Compensation and Benefits Managers Work?

They are employed in organizations that manage employees and provide HR services:

- Corporations and Businesses
- Human Resource and Consulting Firms
- Government Agencies
- Nonprofit and Educational Organizations

- Healthcare and Financial Institutions

Work environments include offices, corporate headquarters, and HR departments.

Is This Career Difficult?

This career requires analytical, leadership, and regulatory knowledge. Managers must balance employee satisfaction, compliance, and organizational goals while designing effective compensation programs.

Who Should Consider This Career?

This career may be a strong fit if you:

- Enjoy analyzing and designing compensation and benefits programs
- Are detail-oriented and organized
- Can lead and advise teams and executives
- Have strong problem-solving and decision-making skills
- Want a career in human resources with strategic impact

How to Prepare Early

- Take courses in human resources, business, finance, or labor law
- Gain experience in HR, payroll, or benefits administration
- Develop analytical, leadership, and communication skills
- Explore professional certifications in compensation or benefits
- Stay informed on market trends, regulations, and HR best practices

Compensation and benefits managers design and oversee programs that support employee satisfaction, compliance, and organizational success, ensuring competitive and effective human resource strategies.

*Generated by StartRight • Data from U.S. Bureau of Labor Statistics & O*NET*

Source: <https://www.bls.gov/ooh/management/compensation-and-benefits-managers.htm>