

# Compensation, Benefits, and Job Analysis Specialists

SOC: 13-1141 • Career Profile Report

## ■ Key Facts

**\$77,020**

Median Salary

**107,000**

Employment

**+5.0%**

Growth Rate

## ■ Requirements & Salary Range

**Education:** Bachelor's degree

## ■ Automation Risk Assessment

**Medium Risk** - 38.0% probability of being automated in the next 10-20 years.

This job has some routine elements but still requires human judgment and interaction.

## ■■ Work-Life Balance

**7.1/10** - Good work-life balance

## ■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	3.8/10	Investigative	7.2/10
Artistic	4.0/10	Social	6.6/10
Enterprising	8.2/10	Conventional	8.8/10

## ■ Top Skills Required

Analytical skills, Business skills, Communication skills, Critical-thinking skills

### ✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

### ■ Challenges

- Burnout Risk
- Rapid Technological Change

## ■ What They Do

Compensation, Benefits, and Job Analysis Specialists are human resources professionals who design, evaluate, and manage **pay structures, benefits programs, and job classifications** to ensure organizations remain competitive, compliant, and fair. Their work directly affects employee satisfaction, talent retention, and organizational equity by aligning compensation strategies with business goals and labor market data.

This career is well suited for individuals who enjoy data analysis, policy evaluation, and shaping workplace fairness through structured decision-making.

## What Do Compensation, Benefits, and Job Analysis Specialists Do?

These specialists analyze jobs and compensation systems to ensure roles are properly classified and employees are paid fairly and competitively.

Common responsibilities include:

- Analyzing job duties, responsibilities, and qualifications
- Developing and maintaining job descriptions and classifications
- Researching wage and salary data from labor markets
- Designing pay structures and salary ranges
- Administering employee benefits programs
- Ensuring compliance with labor laws and regulations
- Supporting compensation decisions for hiring, promotions, and restructuring

## Areas of Specialization

This occupation often includes focused roles within HR and workforce planning:

- Compensation Specialists: Design and analyze salary and incentive programs.
- Benefits Specialists: Manage health insurance, retirement, and wellness programs.
- Job Analysts: Evaluate job roles and establish classification systems.
- Pay Equity Analysts: Assess compensation fairness across roles and demographics.
- HR Data and Workforce Analysts: Use analytics to support compensation strategy.

## Skills and Abilities Needed

Compensation and job analysis specialists combine analytical rigor with HR expertise.

### **Core Professional Skills**

### **Personal Qualities That Matter**

## Education and Career Pathway

Most professionals in this field follow a structured HR or analytics-focused path:

- Bachelor's Degree: In human resources, business, economics, finance, or a related field
- Entry-Level HR or Analyst Roles: Gaining experience with compensation or workforce data
- Professional Certifications (optional): Credentials in compensation, benefits, or HR analytics
- Advanced Education (optional): Master's degree for senior or strategic roles
- Ongoing Training: Staying current with labor laws and market trends

## Where Do Compensation, Benefits, and Job Analysis Specialists Work?

These specialists are employed across many organizational settings:

- Corporate Human Resources Departments
- Government and Public Sector Agencies
- Healthcare and Educational Institutions
- Consulting and Professional Services Firms
- Large Nonprofits and Multinational Organizations

Work is typically office-based and may include hybrid or remote arrangements.

## How Much Do Compensation, Benefits, and Job Analysis Specialists Earn?

Earnings vary by industry, experience, and specialization:

- Entry-Level Specialists: Typically earn professional HR salaries
- Experienced or Certified Specialists: Often earn higher pay with expertise
- Senior Compensation or Total Rewards Professionals: May earn more in strategic roles

Compensation may include bonuses and strong benefits packages.

## Is This Career Difficult?

The work is intellectually demanding and detail-intensive. Specialists must interpret complex data, apply evolving regulations, and make decisions that directly impact employees and budgets. The challenge lies in maintaining accuracy, fairness, and compliance while supporting organizational goals.

## Who Should Consider This Career?

This career may be a strong fit if you:

- Enjoy working with data, structures, and policies
- Are interested in fairness, pay equity, and workforce planning
- Like analytical work with real organizational impact
- Are comfortable handling sensitive information
- Want a strategic HR role with long-term relevance

## How to Prepare Early

- Study business, economics, statistics, or human resources
- Learn spreadsheet, data analysis, and reporting tools
- Understand basic labor laws and compensation concepts
- Gain experience in HR, payroll, or analyst roles
- Explore certifications related to compensation or benefits

**Compensation, benefits, and job analysis specialists shape how work is valued by transforming data, policy, and labor insight into fair, competitive systems that support employees and strengthen organizations.**

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Source: <https://www.bls.gov/ooh/business-and-financial/compensation-benefits-and-job-analysis-specialists.htm>