

Compensation, Benefits, and Job Analysis

Specialists

13-1141.00



Description: Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.

Other Resources:

[ONET Link](#)

[MyNextMove Link](#)

Sample of Reported Job Titles: Benefits Administrator, Benefits Analyst, Benefits Specialist

Job Zone

Title: 4 - Considerable Preparation Needed

Education: Require a four-year bachelor's degree.

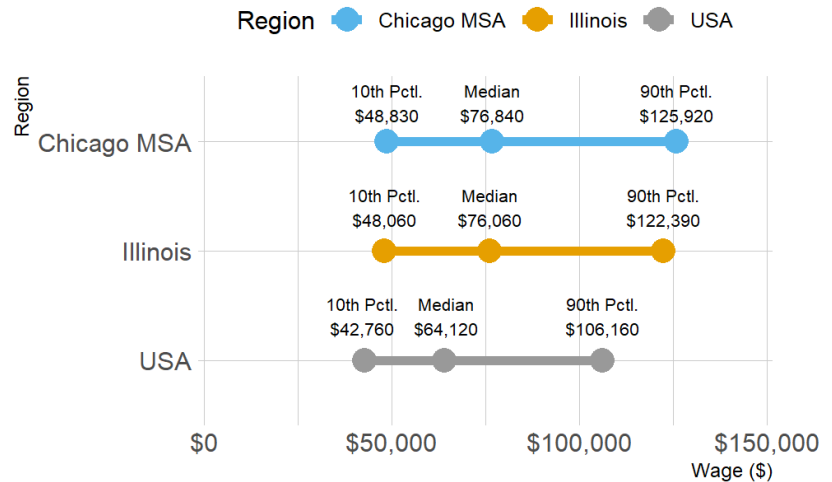
Experience: A considerable amount of work-related skill, knowledge, or experience is needed.

Training: Several years of work-related experience, on-the-job training, and/or vocational training needed.

Core Certifications: Accredited Retirement Advisor, Certified IRA Services Professional, Certified Health Savings Account Expert, Accredited Pension Administrator

Hot Technologies: ADP Workforce Now, Healthcare common procedure coding system HCPCS, IBM Cognos Impromptu, IBM SPSS Statistics, Lawson ERP, LinkedIn

Region	Employment	Location Quotient	Median Wage
Chicago MSA	1,980	0.75	\$76,840
Illinois	2,510	0.72	\$76,060
USA	87,750	—	\$64,120



Top 5 Core Tasks According to Current Job Holders	Frequency	Importance (out of 100)
Evaluate job positions, determining classification, exempt or non-exempt status, and salary.	More than weekly	93
Ensure company compliance with federal and state laws, including reporting requirements.	More than yearly	92
Prepare occupational classifications, job descriptions, and salary scales.	More than weekly	89
Provide advice on the resolution of classification and salary complaints.	More than weekly	88
Research job and worker requirements, structural and functional relationships among jobs and occupations, and occupational trends.	Daily	86