

# YI-FANG (YVONNE) WANG

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## EDUCATION

UNIVERSITY OF MINNESOTA, Minneapolis, MN

Center for Human Resources and Labor Studies, Carlson School of Management

**Master of Arts in Human Resources & Industrial Relations**

March 2017

FU JEN CATHOLIC UNIVERSITY, New Taipei City, Taiwan

Bachelor of Business Administration

June 2015

**Dean's List, GPA: 3.63/4.00, BGS Membership**

## EXPERIENCE

**VISA INC., Foster City, CA**

June 2017 – Present

### HR Generalist

- Facilitate performance calibration sessions, provide compensation, and calibration reports to support executive decision-making
- Drive and manage workforce planning and headcount management to align with business priorities and strategies
- Partner with the talent management team to conduct the talent review process within Products organization
- Provide analysis and Executive Summary for executives on key themes, focus area, and trends on Annual Employee Engagement Survey
- Provide Diversity and Inclusion strategies recommendation, integrate into business strategies, and implement them to achieve company goals
- Manage the organization's employee database and prepare reports for data-driven decision making
- Provide support to employees in various HR-related topics such as leaves and compensation and resolve any issues that may arise
- Assist in talent acquisition, compensation, and employee development programs

**VISA INC., Foster City, CA**

May 2016 – August 2016

### HR Intern

- Completed promotion candidate list for Products organization
- Conducted compensation analysis to identify high performers below the 25<sup>th</sup> percentile of the pay range
- Participated in user acceptance testing for introducing a new applicant tracking system

**GRADUATE VOLUNTEER CONSULTANTS, Minneapolis, MN**

January 2016 – March 2016

### Consultant Team Member

- Conducted employee performance assessment and benchmark programs in order to design compensation and benefits program
- Designed a customized incentive plan, tied to the company's strategy

**ROO SOLUTION, Minneapolis, MN**

November 2015 – May 2016

### HR Intern

- Supported the recruitment process by standardizing job descriptions and managing job positions
- Revised and update the employee handbooks for several nonprofits
- Benchmarked employee compensation in the medical industry and provide recommendations based on the data
- Participated in harassment training and helped supervisor revise the presentation materials

**FU JEN CATHOLIC UNIVERSITY, New Taipei City, Taiwan**

May 2014 – June 2015

### Research Assistant

- Managed the delivery of 194 research questionnaires for a project which identified the links between organization commitment, work motivation and turnover intention
- Analyzed questionnaire results by using Excel, Word, and SPSS and provided recommendations on the characteristics of employees with high or low turnover intention based on the data
- Reviewed literature on organizational commitment, motivation, and turnover intention from books, papers, websites, and journals to supplement department research