



Example of HR Analytics Job Description

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Our company is searching for experienced candidates for the position of HR analytics. We appreciate you taking the time to review the list of qualifications and to apply for the position. If you don't fill all of the qualifications, you may still be considered depending on your level of experience.

Responsibilities for HR analytics

- Candidates will leverage various business information tools and must have a working knowledge of HR systems and advanced reporting environments
- Supports the HR Leadership Team to identify business challenges
- Leads HR-specific program evaluation and program outcomes analyses
- Lead or participate in special projects (examples could include
- Manages data and writes reports as required to produce presentation-quality descriptive statistics
- Work closely with Compensation Team Managers and Colleagues to support the design, review and execution of compensation plans
- Support HR Business Partners and Business Colleagues as the Compensation subject matter expert for assigned business areas
- Serve as first point of contact for HR Business Partner questions on compensation surveys, internal job codes, market-pricing, and new hires and promotions
- Conduct research and provide recommendations for resolution of competitive and other compensation-related issues as they arise
- Support the annual compensation review cycle by working on compensation planning and education, data integrity, communications and systems support

Qualifications for HR analytics

- Bachelor's degree or equivalent, preferably in an analytical or quantitative

- Previous HR analytics experience preferred
- Previous experience with SAP products preferred (OM/PA, SuccessFactors, Business Objects, Lumira, Design Studio)
- Bachelor's degree in computer science or related field or equivalent work experience preferred or comparable work experience
- Minimum of three years of HRIS or HR generalist or specialist experience
- Technically proficient in relevant computer applications