

Position HRG.0600: Human Resources Generalist

Under general supervision, helps managers comply with and administer HR policies and programs covering several or all of the following HR functions: staffing, compensation and benefits, career development, training, performance management, employee relations, diversity/EEO, etc. May assist in developing policies and/or tailoring programs to business unit needs. Typically 3 - 5 years of diverse Human Resources experience. Typically reports to an HR Director or Manager in a business unit or staff area.

	Number of Companies	Number of Incumbents	Mean	Weighted Average	25th Percentile	Median	75th Percentile
All Respondents							
Salary:	16	133	70.2	71.9	61.7	70.5	80.1
Bonus:	15	103	4.8	5.0	3.3	4.4	5.3
Total Cash:	16	133	74.7	75.7	65.0	74.0	82.9
Long-term Incentive Value:	1	2	**	**	**	**	**
Total Direct Compensation:	16	133	74.9	75.7	65.0	74.0	82.9
Salary Range							
Midpoint (or Market Reference):	14	129	74.8	76.9	70.5	73.4	83.0

STI Eligible:	82%
% Receiving of Eligibles:	94%
Award as Percent of Base:	7%
Target as Percent of Base:	8%

LTI Eligible:	**
% Receiving of Eligibles:	**
LTI as Multiple of Base:	**