

Survey Name:	2019 United States MBD/TRS - All MBD Modules	Refinement:	All Data
Job Family:	Human Resources	Scale:	In Whole Numbers
Job Sub-family:	Human Resources Generalists	Currency:	US Dollar
Job Code:	HRM.02.000.P20	Number of Organizations:	885
Job Title:	Human Resources Generalists - Experienced Professional (P2)	Number of Observations:	6745
Job Type:	Core Job	Position Class:	46-52

Job Description: Positions in this sub-family are responsible for managing or performing work across multiple Human Resources sub-families including: •General HR program/policy development, administration, and compliance •General business support •Employee hiring, onboarding, termination, and records maintenance •Employee and labor relations and communications •Rewards program coordination and/or administration •Relocation services (domestic and international) •Immigration services •HR related training In some organizations, may also be accountable for HR Business Partnership (consulting and coaching), Mobility (strategy and design), Staffing & Recruiting, Talent & Organization Performance, Training & Development, and Human Resource Information Systems (HRIS). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: • Works independently with general supervision. • Problems faced are difficult but typically not complex. • May influence others within the job area through explanation of facts, policies and practices.

* More than 25% of the rates within the sample are supplied by one organization
 ** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	885	6,745		53,000	56,868	67,062	65,000	74,913	85,000
Salary Min	604	4,018		45,400	49,400	55,420	54,800	60,112	67,200
Salary Mid	599	4,001		60,100	67,641	72,507	71,500	76,960	84,911
Salary Max	604	4,018		74,256	81,804	90,483	89,200	98,000	105,811
STI Threshold % Base	92	391		1.5	2.5	4.2	3.8	5.0	7.5
STI Target	397	2,181		2,832	3,687	7,000	5,920	9,927	12,880
STI Target % of Base	397	2,181		5.0	5.0	9.5	8.0	15.0	17.0
STI Maximum % Base	210	870		6.0	9.0	13.9	12.0	20.0	22.5
STI Actual	403	1,990		1,456	2,862	7,068	5,400	10,791	14,647
STI Actual % Base	403	1,990		2.1	4.2	9.5	7.9	14.6	18.7
Sales Incentive (Target)	2	20	**	--	--	--	--	--	--
Sales Incentive Target % Base	2	20	**	--	--	--	--	--	--
Sales Incentive Actual	4	5	*	--	--	--	--	--	--
Sales Incentive Actual % Base	4	5	*	--	--	--	--	--	--
Profit Sharing Actual	65	240		500	1,110	4,844	2,742	5,929	10,823
Profit Sharing Actual % Base	65	240		0.7	1.5	7.0	4.0	7.5	15.3
Total Cash - Target	804	6,237		53,040	57,187	69,329	66,718	77,675	90,183
Total Cash Target - Receivers	398	2,199		62,100	68,147	79,543	76,451	88,344	101,285
Total Cash - Actual	885	6,745		53,040	57,351	69,324	66,776	77,571	89,592
Total Cash Actual - Receivers	441	2,137		61,574	68,381	79,562	75,948	87,817	102,116
LTI (B-S)	21	51		482	2,816	8,301	4,971	9,950	26,805
LTI % of Base (B-S)	21	51		0.6	3.7	9.6	6.2	13.0	21.6
TDC Target (B-S)	804	6,237		53,040	57,187	69,390	66,723	77,716	90,323
TDC Target (B-S), Rcvrs	16	41		70,644	80,800	96,820	91,377	105,635	142,194
TDC Actual (B-S)	885	6,745		53,040	57,351	69,387	66,794	77,664	89,788
TDC Actual (B-S) Rcvrs	21	51		71,447	80,048	97,144	89,610	108,003	139,942
Tenure - Organization	775	6,231		1	2	7	3	8	18