PayScale Market Report

Job: Job 2 - HR Manager

Job Code: Job 2

Job Title: HR Manager

Labor Market: Los Angeles, California, United States

Years of Experience: 10

Compensation Summary

This PayScale compensation report represents a snapshot of market results for the position **Job 2 - HR Manager** and location **Los Angeles, California, United States**. To ensure the most accurate report, confirm that the PayScale Job and profile details on the following page describe this position and labor market accurately.

Total Cash Compensation
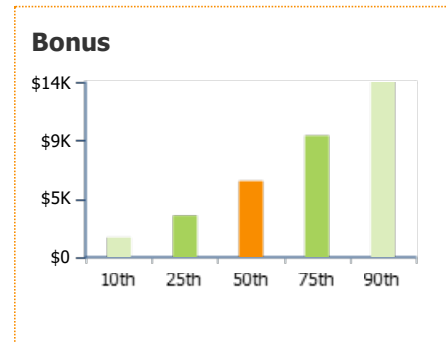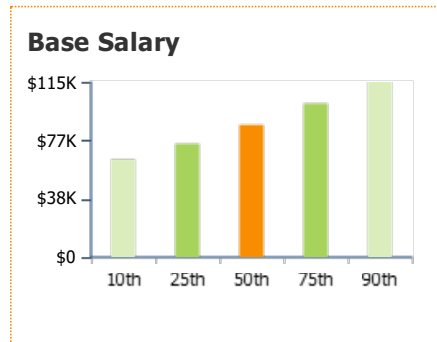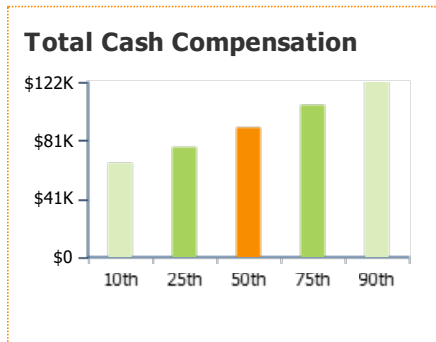
Total Cash Compensation
10th: $65,623
25th: $76,594
50th: $90,292 *Your Target*
75th: $105,944
90th: $122,023
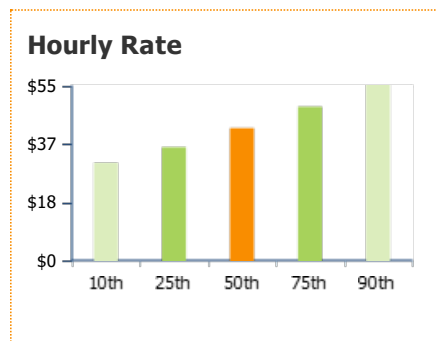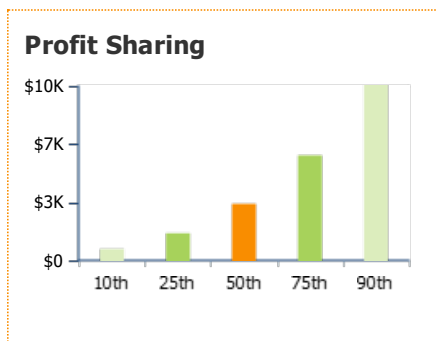**Average:** $90,781

Base Salary

Base Salary
10th: $64,062
25th: $74,237
50th: $86,680 *Your Target*
75th: $100,648
90th: $114,791
Average: $87,061

96% Reported

Bonus

Bonus
10th: $1,528
25th: $3,248
50th: $5,953 *Your Target*
75th: $9,512
90th: $13,710
Average: $6,166

39% Reported

Profit Sharing

Profit Sharing
10th: $692
25th: $1,596
50th: $3,290 *Your Target*
75th: $6,079
90th: $10,127
Average: $3,564

3% Reported

Hourly Rate

Hourly Rate
10th: $30.80
25th: $35.69
50th: $41.67 *Your Target*
75th: $48.39
90th: $55.19
Average: $41.86

4% Reported

PayScale Market Report

Job Summary

Advise and coach managers on HR policies and programs including employee relations issues. Manage daily departmental operations, business planning and budget development of HR programs. Ensure policies, procedures and HR programs are consistently administered, aligned with organizational goals and are in compliance with professional standards, state and federal regulatory requirements and laws. Plan, manage and coordinate all human resources initiatives; recruitment, compensation, benefits, training and employee relations of an organization. Typical years experience in field of 10 years. Typically holds Bachelor's Degree. Supervisory Role: Yes. Number Supervised: 2 people. Highest Level Managed: Individual/Professional Level. People Management Tasks: Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually, Set pay. Signing Authority: Yes. Method of Travel: No Travel or Rarely Travel. Skills/Specialties include Benefits & Compensation, Employee Relations, Full-Cycle Recruiting, Hiring, Human Resources (HR), Human Resources Information System (HRIS), Legal Compliance. Certifications include HRCI Professional in Human Resources - California (PHRca).

Answers to Compensable Factors

Ordered by matching precedence

1. PayScale Job Title: Human Resources (HR) Manager
2. Location: Los Angeles-Long Beach-Glendale, California Metropolitan Area
3. Maximum Amount Typically Authorized: -Not Specified-
4. Industry: -Not Specified-
5. Avg. Size of Competing Organizations: -Not Specified-
6. Percentage of Business Travel: 0
7. Years Experience in Field/Career: 10
8. Skill/Specialty: Benefits & Compensation, Employee Relations, Full-Cycle Recruiting, Hiring, Human Resources (HR), Human Resources Information System (HRIS), Legal Compliance
9. Method of Travel: No Travel or Rarely Travel
10. Organization Type: Company
11. People Management Tasks: Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually, Set pay
12. Signing Authority: Yes
13. Number Supervised: 2
14. Degree: Bachelor's Degree
15. Supervisory Role: Yes
16. Government Contractor: No
17. Highest Level Managed: Individual/Professional Level
18. Certification/License: HRCI Professional in Human Resources - California (PHRca)

Report Stats

Report date: **May 17, 2018**

Effective date: **April 17, 2018**

Algorithm version: **2018.4**

Profiles analyzed: **14,590**

Report rating (1 to 5): **4.0**. Pay is mostly consistent but has some variability for this job in this labor market. Use this report with confidence.

Benefits Summary

The following chart lists popular benefits for the position **Job 2 - HR Manager** and location **Los Angeles, California, United States**. The percentages represent the distribution of data collected from individuals who have reported receiving such benefits from their employers.

- Dental, Medical / Health & Vision
- Dental & Medical / Health
- None
- Medical / Health
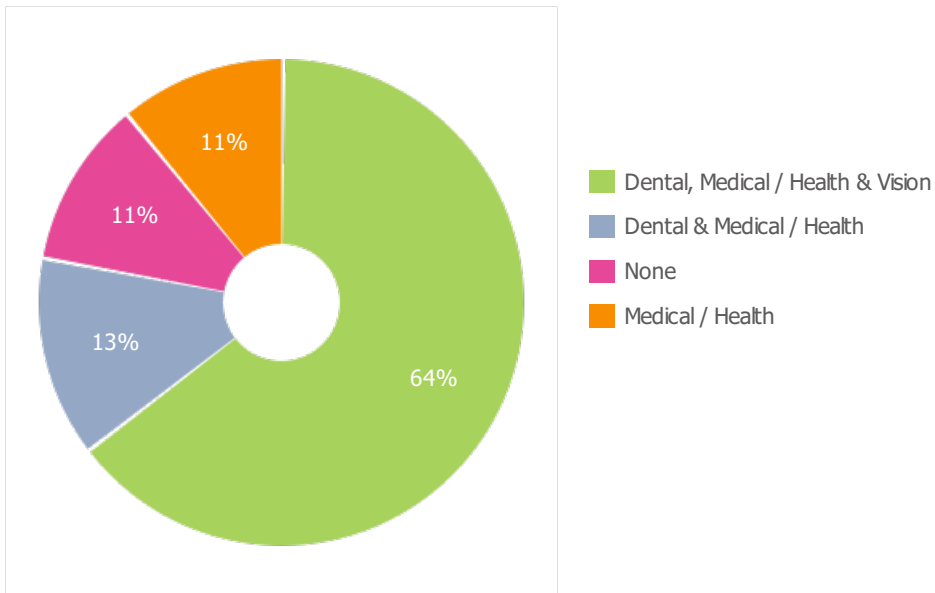
Benefit	Percent Received
Dental, Medical / Health & Vision	64%
Dental & Medical / Health	13%
None	11%
Medical / Health	11%

Other Popular Benefits for this Position:

- 401(k)
- Paid Holidays / Vacation
- Life Insurance/Disability
- Casual Dress/Atmosphere
- Paid Sick Leave

Salary By Experience
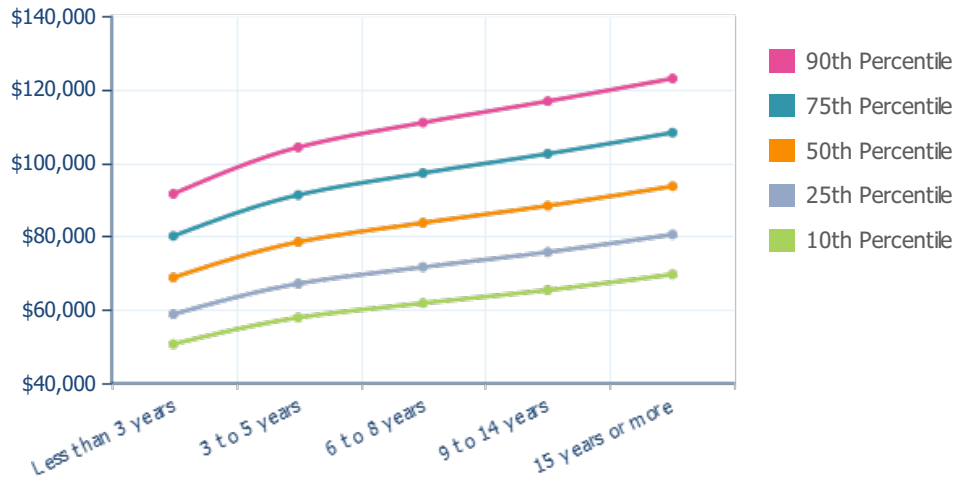
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		**$64,062**	**$74,237**	**$86,679**	**$100,647**	**$114,790**
Less than 3 years	17.9%	$50,596	$58,730	$68,741	$80,039	$91,527
3 to 5 years	21.9%	$57,801	$67,053	$78,415	$91,214	$104,210
6 to 8 years	18.0%	$61,739	$71,580	$83,636	$97,192	$110,936
9 to 14 years	22.8%	$65,318	$75,664	$88,296	$102,458	$116,784
15 years or more	19.5%	$69,571	$80,435	$93,583	$108,220	$122,944

Methodology

Survey Technology — Proprietary Data & Model — Largest Salary Database in the World — Cloud Software — Business Reports

Data Collection

At PayScale, we administer the largest real-time salary survey in the world with more than 250,000 new survey records being added every month for positions from every industry, company size and location. Our database of more than 55 million salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available.

We collect data 24/7/365 from visitors to our website, www.payscale.com. They come for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions.

Data Validation

Data Filtration

Profiles are reviewed using advanced, patent-pending algorithms to check for outliers or illogical data sequences before being used in our reports. Any data profile deemed questionable, incomplete, outside expectations or duplicated is discarded and not used in calculating compensation.

Defend Against Attempts to "Stuff the Ballot Box"

Our validation algorithm automatically detects and rejects excessive data coming from any one person or IP address.

Standardize the Data

You say "computer programmer," I say "software developer." PayScale technology normalizes data across multiple attributes to recognize that we're talking about the same job.

Data Accuracy

Our research has shown that our market data is not only within expected ranges, but is more accurate than reports from other data providers. This is because the reported data is more precisely matched to both the type and size of organization, and the skills and experience of the position.

Data Analysis and Reporting

Individual profiles are maintained in our database in their entirety, preserving the detailed data points that make each record unique. Our software does not modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help you avoid the shortcomings of traditional surveys that use "averages of averages" or "surveys of surveys" approaches to market data reporting.

Market Match^{TM}

The MarketMatch^{TM} algorithm looks at more than 250 compensable factors and the relationships between those factors when finding the ideal matches for positions. For example, it has the intelligence to identify the facts that most employers pay more for employees with more experience or who are located in large urban areas. Even with as much data as we have (more than 15,000 job titles), there can still be gaps and in those cases, MarketMatch makes sophisticated mathematical predictions to get the answers you need.