

Sofia Patel

sofia.patel@email.com • (555) 987-6543 • Seattle, WA • [linkedin.com/in/sofia-patel](https://www.linkedin.com/in/sofia-patel)

SUMMARY

Detail-oriented Compensation Analyst with over 5 years of experience in designing and implementing compensation programs. Proven track record of optimizing salary structures and enhancing employee satisfaction through data-driven analysis.

EXPERIENCE

Compensation Analyst

Jan 2022 - Present

Tech Innovators Inc., Seattle, WA

- Redesigned the salary structure, resulting in a 15% reduction in pay disparities across similar roles, improving internal equity.
- Conducted market analysis that led to a 10% increase in employee retention by aligning compensation packages with industry standards.
- Utilized SAP SuccessFactors for compensation management, streamlining data analysis processes and reducing report generation time by 30%.

Junior Compensation Analyst

Jun 2019 - Dec 2021

Global Finance Corp., Los Angeles, CA

- Assisted in the implementation of a new compensation strategy that resulted in a 20% increase in employee satisfaction scores based on annual surveys.
- Collaborated with HR to develop a comprehensive job evaluation process, enhancing clarity in job roles and responsibilities.
- Utilized Excel and Access for data analysis, contributing to a 25% faster completion rate for compensation benchmarking reports.

HR Analyst Intern

Jan 2018 - May 2019

People Solutions Ltd., San Francisco, CA

- Supported the compensation team in analyzing pay scales, identifying discrepancies that drove a revision of compensation guidelines.
- Assisted in the analysis of employee performance data to recommend merit-based pay increases, resulting in improved employee performance metrics.
- Gained proficiency in using Tableau for visualizing compensation trends and patterns.

EDUCATION

Bachelor of Science in Human Resource Management

May 2018

University of California, Berkeley, Berkeley, CA • GPA: 3.7

SKILLS

Technical Skills: Compensation Analysis, Market Research, Data Modeling, Report Generation

Tools & Frameworks: SAP SuccessFactors, Tableau, Excel, Access