

Aisha Patel

aisha.patel@example.com • (555) 123-4567 • Seattle, WA • linkedin.com/in/aisha-patel

SUMMARY

Detail-oriented Compensation Analyst with over 5 years of experience in designing and implementing compensation strategies. Proven ability to analyze market trends and align compensation structures to enhance employee retention and satisfaction.

EXPERIENCE

Compensation Analyst

Jan 2022 - Present

Tech Innovators Inc., Seattle, WA

- Developed a new compensation model that improved retention rates by 15% over one year.
- Conducted comprehensive market analysis leading to a 10% increase in competitive salary offerings.
- Utilized SAP SuccessFactors and Tableau for data analysis, streamlining reporting processes and reducing time spent on compensation data retrieval by 30%.

Junior Compensation Analyst

Jun 2018 - Dec 2021

Global Solutions LLC, Portland, OR

- Assisted in the redesign of the compensation structure, contributing to a 20% increase in employee satisfaction scores.
- Performed job evaluations and market comparisons for over 100 positions annually, ensuring alignment with industry standards.
- Managed compensation data integrity, improving data accuracy by 25% through rigorous audits and validation processes.

HR Assistant

May 2016 - May 2018

Future Enterprises, Portland, OR

- Supported the HR team in compensation benchmarking initiatives, leading to a more competitive pay structure.
- Streamlined onboarding processes which reduced onboarding time by 15%.
- Utilized Excel and PeopleSoft for record-keeping and analysis, enhancing reporting capabilities.

EDUCATION

Bachelor of Science in Human Resources Management

May 2018

University of Washington, Seattle, WA • GPA: 3.7

SKILLS

Technical Skills: Compensation Analysis, Data Analytics, Market Research, Job Evaluation

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