

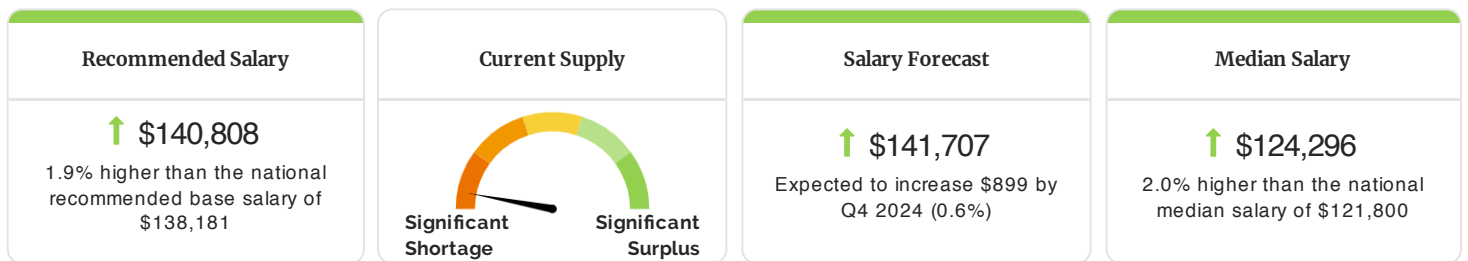
Human Resources (HR) Director

Salary Answers

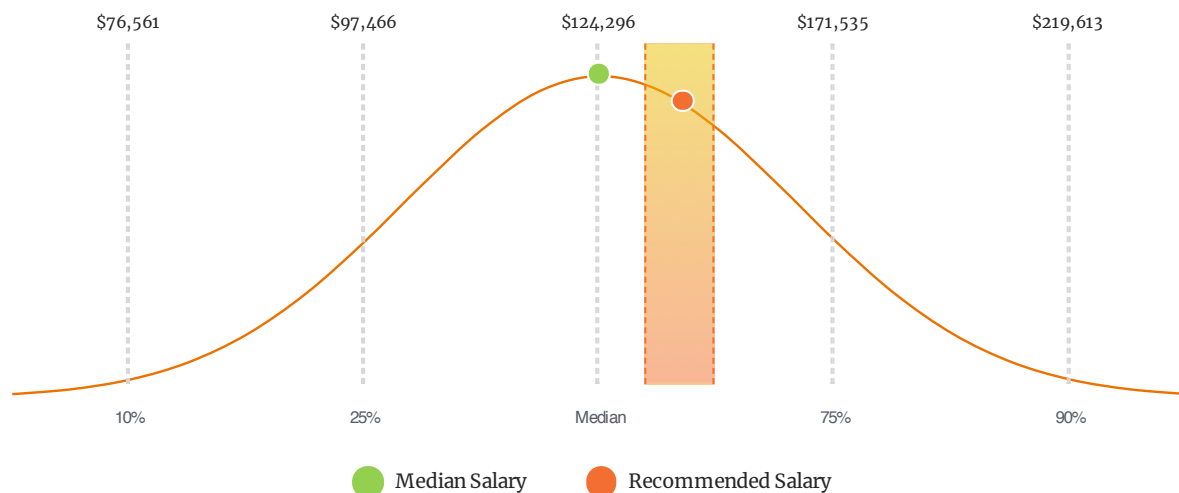
Report Parameters:

Metro Area:	Springfield, IL	Education:	Bachelor's Degree
Experience:	4 - 6 years	Industry:	Machinery Manufacturing
Number of Employees:	100 - 249	Annual Revenue Range:	\$200M - \$500M

Key Insights



Human Resources (HR) Director Recommended Salary



Source: LaborIQ proprietary ATILA® Technology

Recommended Salary Range: \$133,768 - \$147,848

The median salary for the "Human Resources (HR) Director" job title in Springfield, IL is \$124,296. Based on the criteria selected with 4 - 6 years experience and Bachelor's Degree, the recommended salary is between \$133,768 and \$147,848.

Talent availability for the "Human Resources (HR) Director" job title, matching your criteria in Springfield, IL is in significant short supply. Consider boomerang employees or recruiting from other metro areas to fill vacancies in this role. Non-traditional benefits may help attract talent, if your budget is below the recommended salary range.

Why It Matters

The median salary for the "Human Resources (HR) Director" job title has increased by 2.6% compared with the same time last year. Based on the criteria selected, you can expect to pay 13.0% more than the current median salary. Expect salaries to remain steady through the next four quarters.

It is currently a job candidate's market and will remain that way even as talent supply will remain steady through the next 4 quarters.

Skills & Job Responsibilities

Job Responsibilities

Plan, lead, direct, develop, and coordinate the policies, activities, and staff of the Human Resource (HR) department, ensuring legal compliance and implementation of the organization's mission and talent strategy.

Collaborates with senior leadership to understand the organization's goals and strategy related to staffing, recruiting, and retention.

Plans, leads, develops, coordinates, and implements policies, processes, training, initiatives, and surveys to support the organization's human resource compliance and strategy needs.

Administers or oversees the administration of human resource programs.

Identifies staffing and recruiting needs; develops and executes best practices for hiring and talent management.

Conducts research and analysis of organizational trends including review of reports and metrics from the organization's human resource information system (HRIS) or talent management system.

Monitors and ensures the organization's compliance with federal, state, and local employment laws and regulations, and recommended best practices; reviews and modifies policies and practices to maintain compliance.

Develops and implements departmental budget.

Hard Skills

Human Resource Management

Performance Management

Budget Management

Talent Acquisition

Regulatory Compliance

Soft Skills

Judgment and Decision Making

Speaking

Critical Thinking

Complex Problem Solving

Social Perceptiveness

Coordination

Management of Personnel Resources

Systems Evaluation

Monitoring

Systems Analysis

Active Listening

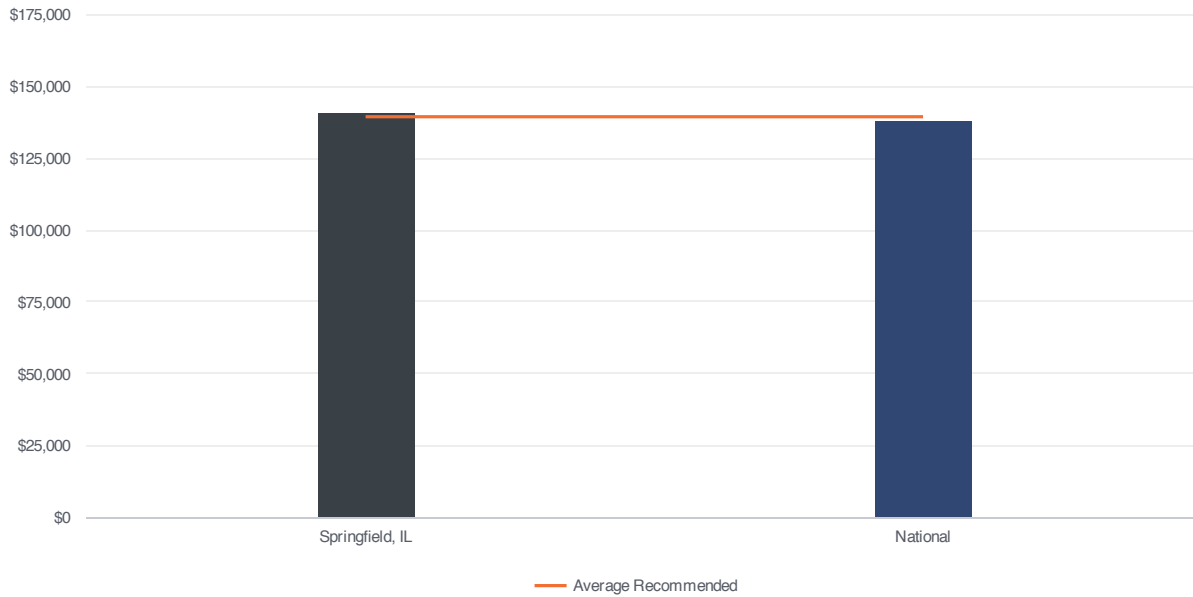
Management of Financial Resources

Negotiation

Reading Comprehension

Persuasion

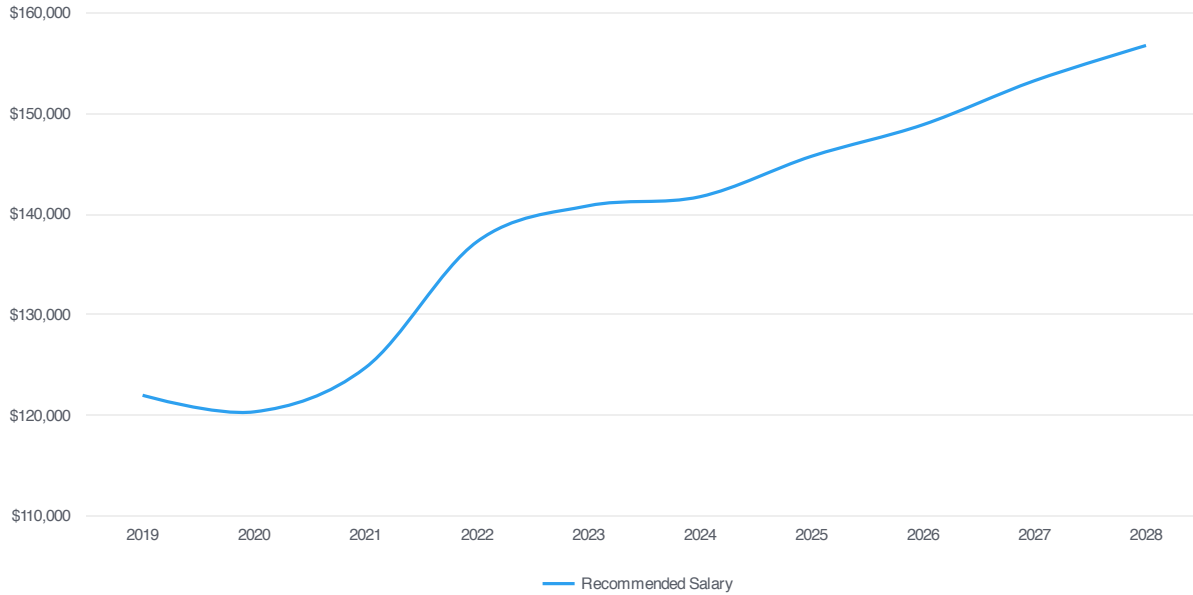
Salary Comparison for Human Resources (HR) Director



Source: LaborIQ proprietary ATILA® Technology

The recommended base salary for the "Human Resources (HR) Director" job title in Springfield, IL is \$140,808. This salary is 1.9% above the national recommended base salary of \$138,181.

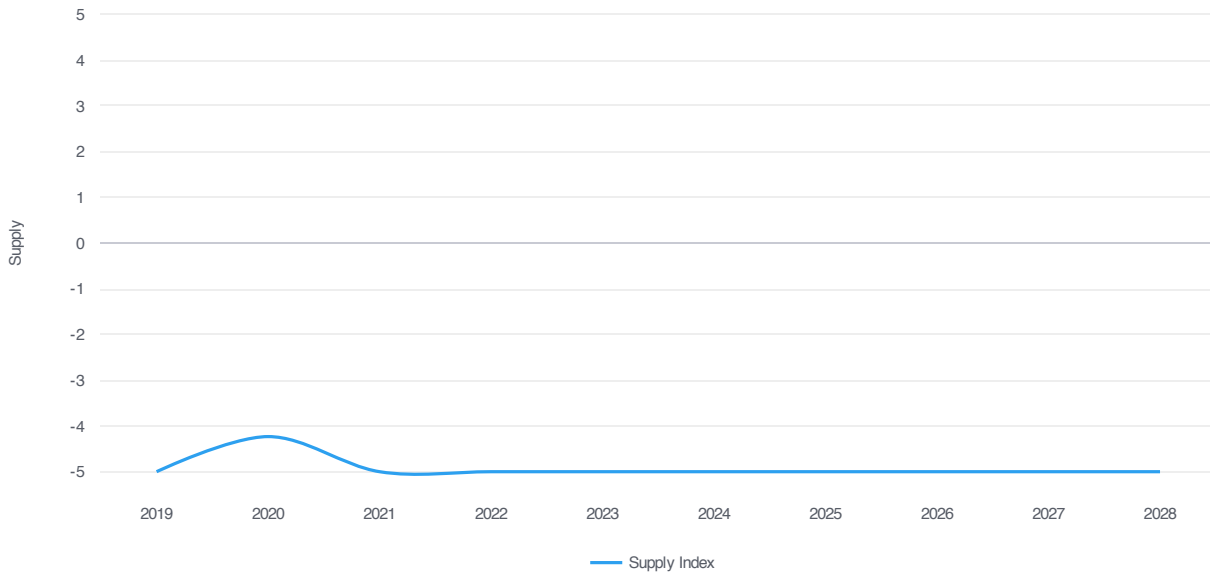
Recommended Salary Forecast



Source: LaborIQ proprietary ATILA® Technology

Based on selected criteria and the current market outlook, the recommended salary for the "Human Resources (HR) Director" job title in Springfield, IL is forecasted to increase by 0.6% and reach \$141,707 one year from now. Expect to see a steady increase in salary growth for the "Human Resources (HR) Director" job title over the next five years.

Supply for Human Resources (HR) Director



Talent availability for the "Human Resources (HR) Director" job title matching your criteria in Springfield, IL is in significant short supply.

Forecasted talent availability for this job will remain tight over the next five years. If you are actively hiring for this role, consider recruiting in other metro areas and offering at least the recommended salary. Competitive compensation and benefits will help with recruitment and retention.

Report Category Definitions

Median Pay Rate

Refers to the "middle" wage for the Industry Occupation. Half of the workers earned less than the median salary, and half earned more.

Recommended Pay Rate

Market-competitive pay rate, calculated based on education, experience, industry and supply for the job, in the metro. Assumes 2,080 hours per year.

Recommended Pay Rate Forecast

Refers to the forecasted market-competitive pay rate, calculated based on wage growth, job growth, supply and unemployment for the job, in the metro.

Current Supply

Refers to the availability of talent based on the education and experience selected, in addition to unemployment for the occupation and metro

LaborIQ Data Accuracy

LaborIQ Compensation Answers are generated through a proprietary [ATILA® Technology](#), combining advanced data science algorithms and machine learning. Through our proprietary data intake process and state and national employment surveys, this method produces 18 trillion data points which are validated against 8.6 million company pay stubs each month.

This exclusive technology consumes and cleanses unemployment, wage growth, industry, occupational supply and demand, and economic performance data, ensuring accuracy for all job levels and specialties.