

# 2024 HR Salary Guide: USA

In today's rapidly evolving workforce, HR professionals are more vital than ever, serving as the backbone of any organization by managing recruitment, developing talent, and fostering a positive work environment. Their strategic role extends far beyond administrative duties, encompassing critical areas such as organizational culture, employee engagement, and compliance with labor laws. As companies navigate the complexities of modern work environments, driven by technological advancements, shifting workforce demographics, and changing societal expectations, the expertise of HR professionals has become indispensable.

Today, they are expected to be strategic partners, leveraging data analytics and AI to make informed decisions about talent management and employee engagement. Additionally, the rise of remote and hybrid work models has transformed HR's responsibilities, necessitating new approaches to recruitment, onboarding, and maintaining company culture.

Furthermore, increasing focus on diversity, equity, and inclusion (DEI) has elevated the importance of HR in creating fair and inclusive workplaces. These factors, along with the growing emphasis on employee well-being and mental health, underscore the dynamic and multifaceted nature of HR in today's business environment.



This guide is designed to provide a comprehensive understanding of HR salaries across the United States. Whether you're an HR professional looking to benchmark your salary, an employer aiming to offer competitive compensation, or a job seeker planning your career path, this guide will offer valuable insights into the current state of HR compensation. By examining salaries across different regions and job titles, we aim to equip you with the knowledge needed to make informed decisions in the ever-changing landscape of human resources.

## Factors Affecting HR Salaries

Understanding the various factors that influence HR salaries is crucial for both job seekers and employers. These factors include job title, education and certifications, location, industry, and company size. By examining each of these elements, we can gain a clearer picture of the salary landscape for HR professionals across the United States.

### A. Job Title

One of the most significant factors impacting HR salaries is the job title and corresponding level of experience. HR professionals at different stages of their careers can expect varying compensation levels. For instance:

#### ENTRY-LEVEL HR ROLES:

Positions such as HR assistants or coordinators typically have lower starting salaries. These roles often focus on administrative tasks and support functions, including maintaining employee records, assisting with recruitment, and handling basic employee inquiries. Despite the lower salaries, these positions provide a solid foundation for a career in HR.



#### MID-LEVEL HR ROLES:

HR generalists or specialists with a few years of experience can command higher salaries as they take on more responsibilities, such as handling employee relations, benefits administration, and recruitment. These roles often require a deeper understanding of HR practices and the ability to manage more complex tasks. An HR generalist might be responsible for developing HR policies, conducting training sessions, and ensuring compliance with labor laws.



#### SENIOR-LEVEL HR ROLES:

Senior HR managers or HR business partners with significant experience and expertise in strategic planning, talent management, and organizational development earn even higher salaries. They are often involved in high-level decision-making and play a crucial role in shaping company culture and workforce strategy. For instance, a senior HR manager might lead initiatives to improve employee engagement and retention or oversee large-scale organizational changes.





#### **DIRECTOR AND EXECUTIVE ROLES:**

HR directors and Chief Human Resources Officers (CHROs) are among the highest-paid HR professionals. These roles involve leading HR departments, developing HR strategies, and aligning HR practices with business goals. They are often part of the executive team and play a key role in driving the overall success of the organization. CHROs may oversee multiple HR functions, including talent acquisition, performance management, and employee development.

According to the Bureau of Labor Statistics, the median annual wage for HR managers was \$136,350<sup>1</sup> in May 2023, while entry-level HR specialists earned a median wage of \$67,650<sup>2</sup>.

### **B. Education & Certifications**

Education and certifications play a crucial role in determining HR salaries. Relevant degrees and certifications can significantly boost earning potential:

#### **EDUCATION:**

HR professionals with advanced degrees, such as a Master's in Human Resources or an MBA with a focus on HR, often have higher salaries compared to those with only a bachelor's degree. Specialized HR education provides deeper knowledge and skills that are highly valued by employers. Coursework in labor relations, organizational behavior, and human capital management can enhance an HR professional's capabilities and marketability.



#### **CERTIFICATIONS:**

Professional certifications, such as the Professional in Human Resources (PHR) and the Society for Human Resource Management Certified Professional (SHRM-CP), are recognized benchmarks of HR expertise. These certifications validate an HR professional's skills and knowledge, often leading to salary increases. Certification programs typically cover essential HR topics such as strategic HR management, workforce planning, and employment law. According to research<sup>3</sup>, HR professionals with a PHR certification earn significantly more than their non-certified counterparts.



## C. Location

Geographic location is another key factor affecting HR salaries, primarily due to regional variations in the cost of living and demand for HR professionals:

### HIGH-COST AREAS:

HR salaries tend to be higher in metropolitan areas with a high cost of living, such as New York City, San Francisco, and Washington, D.C. For example, an HR manager in San Francisco can earn significantly more than one in a smaller city in the Midwest. These areas often have a high demand for skilled HR professionals to manage large, diverse workforces and navigate complex employment laws.



### LOW-COST AREAS:

Conversely, salaries in regions with a lower cost of living tend to be lower. However, the overall purchasing power in these areas may still be favorable. For instance, an HR professional in a smaller city or rural area may have a lower salary but also face lower housing and living expenses. In some cases, remote work opportunities allow HR professionals to live in lower-cost areas while earning competitive salaries from companies based in higher-cost regions.

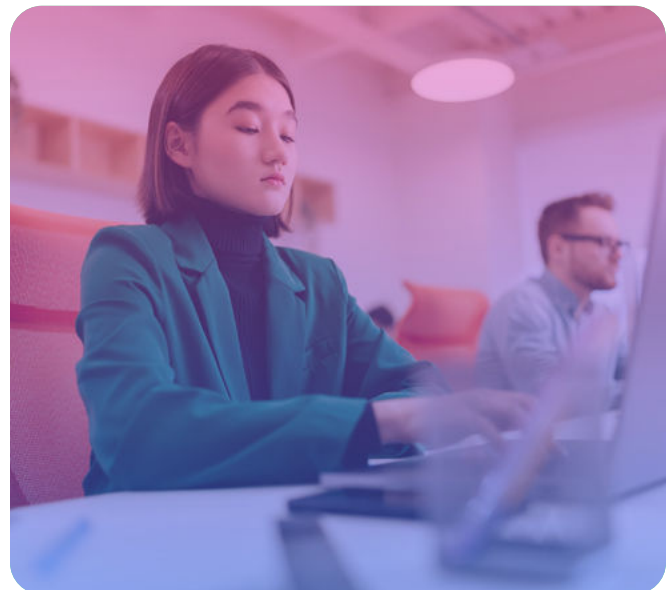
Data from the Economic Research Institute shows that HR managers in New York City earn an average of 25-30% more than those in regions with lower living costs. Additionally, the availability of HR positions can vary by region, with larger urban areas offering more job opportunities and potentially higher salaries.

## D. Industry

The industry in which an HR professional works also influences salary levels. Some industries value HR expertise more highly and are willing to pay a premium for it:

### TECH INDUSTRY:

HR professionals in the tech sector often earn higher salaries due to the industry's competitive nature and the high demand for skilled talent management. Tech companies are known for their rapid growth and innovation, requiring HR teams to attract and retain top talent, manage diverse workforces, and implement cutting-edge HR practices. HR roles in tech may also involve managing remote or global teams and addressing unique challenges such as cybersecurity and digital transformation.





## HEALTHCARE INDUSTRY:

Similarly, HR roles in healthcare tend to be well-compensated, reflecting the sector's complexity and the critical need for effective HR practices. Healthcare organizations require HR professionals to manage large, diverse workforces, ensure compliance with stringent regulations, and support employee well-being. The ongoing need for healthcare services and the growth of specialized fields within healthcare contribute to higher salaries for HR professionals.

The WorldatWork Salary Budget Survey<sup>4</sup> emphasizes that HR salaries can vary significantly depending on the industry. This suggests that HR professionals in high-demand industries like technology might command higher salaries compared to those in other sectors. The demand for specialized HR skills, such as talent acquisition and employee engagement, drives higher compensation in certain industries.



## MANUFACTURING AND RETAIL:

These industries may offer lower salaries compared to tech and healthcare, but they still provide competitive compensation based on regional standards. HR professionals in manufacturing and retail play essential roles in managing labor relations, ensuring workplace safety, and optimizing workforce productivity. While these industries may have lower average salaries, they often provide opportunities for career growth and skill development.

## E. Company Size

Company size is another determinant of HR salaries, with larger companies generally offering higher compensation packages:

### LARGE CORPORATIONS:

Large organizations typically have more resources and complex HR needs, leading to higher salaries for HR professionals. These companies value experienced HR leaders who can manage large teams and drive strategic initiatives. HR professionals in large corporations may have access to more comprehensive benefits packages, professional development opportunities, and advancement prospects. The scope of HR responsibilities in large companies can include overseeing multiple HR functions, such as talent management, compensation and benefits, and organizational development.

### SMALL AND MEDIUM-SIZED ENTERPRISES (SMES):

Smaller companies may offer lower salaries due to budget constraints, but they often provide opportunities for HR professionals to take on diverse responsibilities and grow their careers. In SMEs, HR professionals may have more direct impact on the company's success and may be involved in a wide range of HR activities, from recruitment to employee relations. This hands-on experience can be valuable for career development and skill-building.

A quick salary analysis on BLS indicates that HR managers in large companies earn about more than those in SMEs. While larger companies may offer higher salaries, smaller companies can provide a dynamic work environment and opportunities for HR professionals to take on leadership roles and make meaningful contributions to the organization.

## SECTION 2

# HR Salary by Region (USA)

HR salaries can vary significantly across different regions in the United States due to factors such as cost of living, demand for HR professionals, and regional economic conditions. Understanding these variations is crucial for HR professionals seeking to benchmark their salaries and for employers aiming to offer competitive compensation packages. This section explores HR salary expectations in high-cost, mid-cost, and low-cost areas, providing detailed insights and data points to capture the attention of readers.

### A. High-Cost Areas

High-cost areas, typically major metropolitan regions, tend to offer higher salary ranges for HR professionals due to the elevated cost of living and competitive job markets. Here are some key examples:

#### NEW YORK CITY, NY:

As one of the most expensive cities in the US, New York City offers some of the highest salaries for HR professionals. According to BuiltIn<sup>5</sup>, the average base salary for an HR manager in NYC is approximately \$103,265 annually, with senior HR roles, such as HR directors, earning upwards of \$ 150,849 per year.

#### SAN FRANCISCO, CA:

Known for its high cost of living, driven largely by the tech industry, San Francisco also offers substantial salaries for HR professionals. Data from BuiltIn<sup>6</sup> indicates that HR managers in San Francisco earn an average of \$120,228 per year, while HR directors can earn over \$183,875 annually.

#### WASHINGTON, D.C.:

The nation's capital also ranks high in terms of HR salaries. The average salary for an HR manager in Washington, D.C., is around \$105,667 per year<sup>7</sup>, with senior roles earning significantly more.

### Average HR Salaries in High-Cost Areas for Different Job Roles

Role	Estimated Average Salary (New York)
HR Assistant	\$54,155
HR Generalist	\$78,217
Talent Acquisition Specialist	\$74,358
HR Manager	\$135,604
Benefits Manager	\$145,407
Compensation & Analysis Specialist	\$101,438
HR Director	\$207,625
Chief Human Resources Officer (CHRO)	\$325,284
Recruiter	\$78,482
Learning & Development Specialist	\$80,637
HR Business Partner	\$99,721
Employee Relations Specialist	\$81,723
Workforce Planning Analyst	\$84,932

## B. Mid-Cost Areas

Mid-cost areas typically include cities with a moderate cost of living, offering competitive but not top-tier salaries for HR professionals. Some examples include:

### CHICAGO, IL:

As a major city with a relatively moderate cost of living compared to coastal metros, Chicago offers average HR manager salaries of about \$99,392 per year, according to BuiltIn<sup>8</sup>. Senior HR roles can command salaries ranging from \$132,000 to \$217,000 annually.

### DALLAS, TX:

With its growing economy and affordable living costs, Dallas provides attractive salaries for HR professionals. HR managers<sup>9</sup> in Dallas earn an average of \$99,000 per year, while HR directors<sup>10</sup> can expect to earn around \$139,000 annually.

### DENVER, CO:

Known for its balance of urban and outdoor lifestyles, Denver offers HR manager salaries averaging \$92,000<sup>11</sup> per year, with senior HR professionals earning between \$123,000 and \$192,000 annually.



## Average HR Salaries in Mid-Cost Areas for Different Job Roles

Role	Estimated Average Salary (Chicago)
HR Assistant	\$55,250
HR Generalist	\$83,741
Talent Acquisition Specialist	\$95,136
HR Manager	\$128,672
Benefits Manager	\$123,210
Compensation & Analysis Specialist	\$108,552
HR Director	\$164,245
Chief Human Resources Officer (CHRO)	\$250,000
Recruiter	\$75,926
Learning & Development Specialist	\$93,746
HR Business Partner	\$127,312
Employee Relations Specialist	\$99,154
Workforce Planning Analyst	\$112,326



### C. Low-Cost Areas

Low-cost areas generally feature lower living expenses and, consequently, lower salary expectations for HR roles. Despite this, the purchasing power in these areas can be quite favorable. Examples include:

#### CLEVELAND, OH:

In Cleveland, HR managers can expect to earn an average salary of around \$95,000<sup>12</sup> per year, with senior HR roles earning between \$147,000 and \$182,000 annually, according to ERI.

#### BIRMINGHAM, AL:

Known for its affordable living costs, Birmingham offers HR manager salaries averaging \$97,000<sup>13</sup> per year. Senior HR professionals in the area can earn between \$134,000 and \$182,000 annually.

#### BOISE, ID:

As a growing city with a low cost of living, Boise provides HR managers with average salaries of approximately \$97,000<sup>14</sup> per year. Senior HR roles can command salaries ranging from \$129,000 to \$185,000 annually.

### Average HR Salaries in Low-Cost Areas for Different Job Roles

Role	Estimated Average Salary (Cleveland)
HR Assistant	\$49,596
HR Generalist	\$61,660
Talent Acquisition Specialist	\$66,785
HR Manager	\$119,185
Benefits Manager	\$116,218
Compensation & Analysis Specialist	\$95,448
HR Director	\$149,793
Chief Human Resources Officer (CHRO)	\$209,736
Recruiter	\$65,582
Learning & Development Specialist	\$89,944
HR Business Partner	\$89,286
Employee Relations Specialist	\$70,303
Workforce Planning Analyst	\$77,237



## HR Salary by Job Titles

HR salaries in the United States vary widely based on job titles, reflecting the diverse roles and responsibilities within the HR profession. This section delves into the salary ranges for strategic HR roles, HR specialist roles, and HR analyst roles, providing comprehensive details to inform both job seekers and employers.

### A. Strategic HR Roles

Strategic HR roles are critical for aligning HR practices with organizational goals. These positions often involve high-level decision-making and leadership responsibilities.

#### 1. HR DIRECTOR

##### Responsibilities:

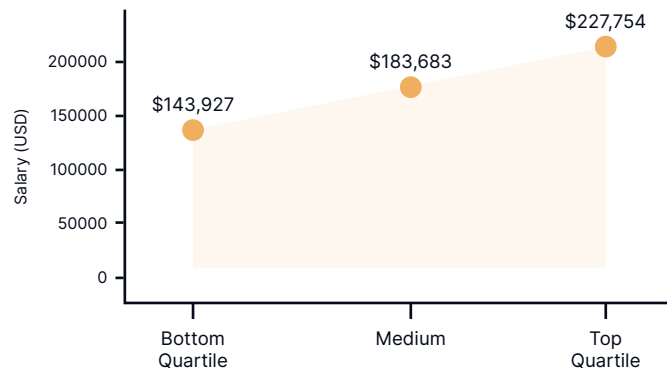
- Oversee the entire HR department, providing leadership and direction.
- Develop and implement HR strategies that align with organizational goals.
- Handle employee relations, ensuring a positive and compliant workplace environment.
- Design and manage compensation and benefits programs.
- Oversee talent management, including recruitment, performance management, and succession planning.
- Ensure compliance with federal, state, and local employment laws and regulations.

- Act as a strategic partner to senior management, advising on HR-related issues.
- Lead organizational development initiatives and change management processes.

##### Average Salary Range:

According to Salary.com<sup>15</sup>, the average salary for an HR Director in the US is approximately \$183,683 per year.

##### Salary Distribution for HR Directors in the US



## 2. COMPENSATION & BENEFITS MANAGER

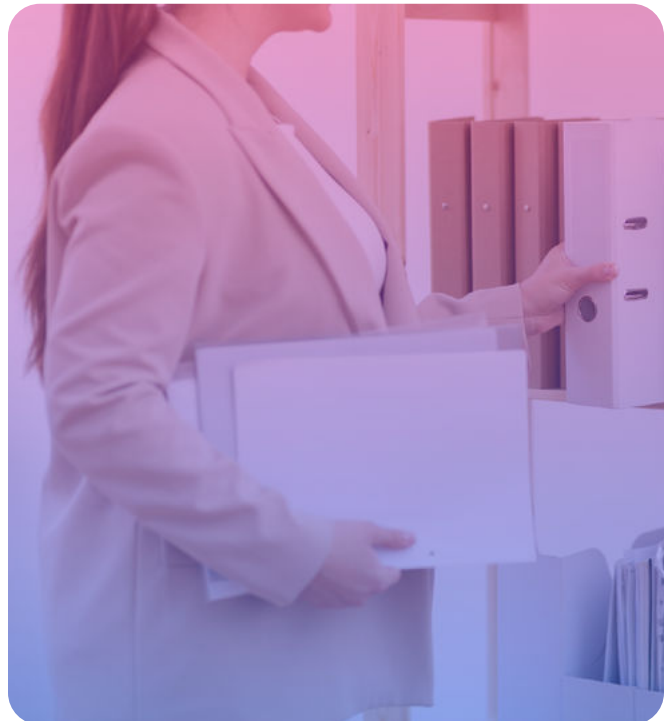
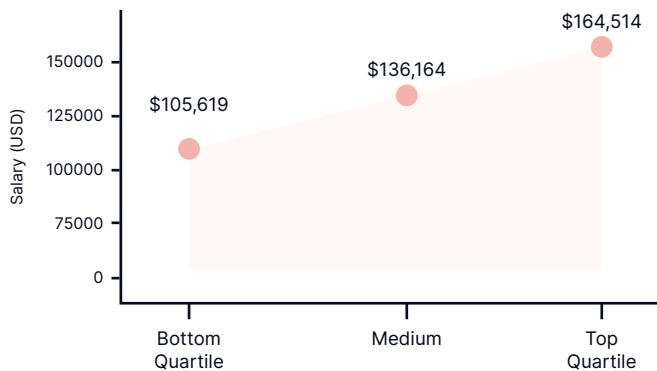
### Responsibilities:

- Design and manage employee compensation programs, including salary structures and incentive plans.
- Develop and administer employee benefits programs such as health insurance, retirement plans, and other perks.
- Conduct market research to ensure competitive and equitable compensation practices.
- Analyze compensation data to identify trends and recommend adjustments.
- Ensure compliance with relevant laws and regulations regarding compensation and benefits.
- Communicate compensation and benefits information to employees.
- Oversee the implementation of new compensation and benefits programs.
- Collaborate with other HR and finance professionals to align compensation strategies with business goals.

### Average Salary Range:

According to Salary.com<sup>16</sup>, the median annual wage for Compensation and Benefits Managers is \$136,164.

### Salary Distribution for Compensation & Benefits Managers in the US



### 3. TALENT ACQUISITION MANAGER

#### Responsibilities:

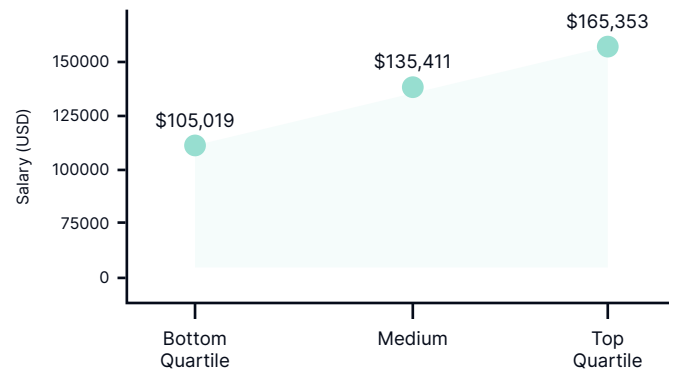
- Develop and implement strategies to attract and hire top talent.
- Manage the entire recruitment process, including sourcing, screening, interviewing, and onboarding.
- Build and maintain relationships with job candidates, hiring managers, and external recruitment agencies.
- Utilize social media, job boards, and other platforms to identify potential candidates.
- Develop employer branding initiatives to attract high-quality candidates.
- Conduct workforce planning and forecasting to meet organizational needs.
- Monitor recruitment metrics and analyze hiring trends to improve the recruitment process.
- Ensure compliance with employment laws and regulations during the hiring process.



#### Average Salary Range:

According to Salary.com<sup>17</sup>, the average salary for a Talent Acquisition Manager in the US is \$135,411 per year.

#### Salary Distribution for Talent Acquisition Managers in the US



## B. HR Specialist Roles

HR specialist roles focus on specific HR functions and often require specialized knowledge and skills.

### 1. HR GENERALIST

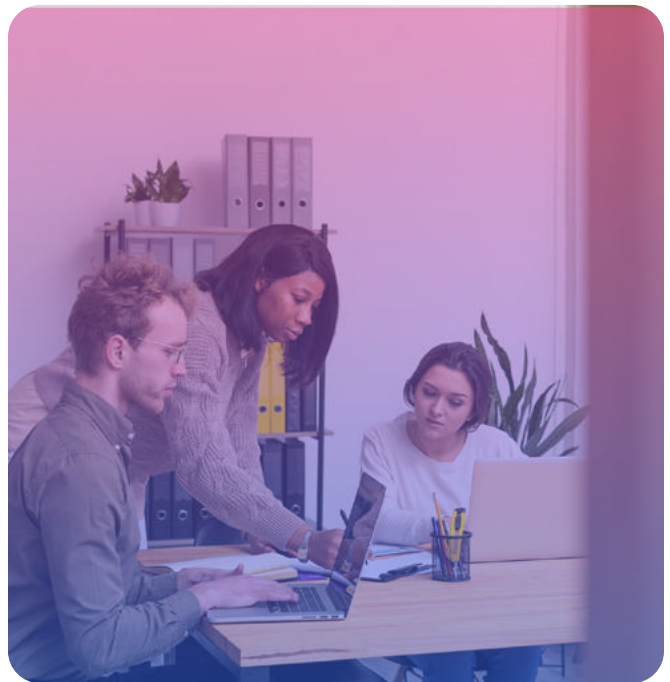
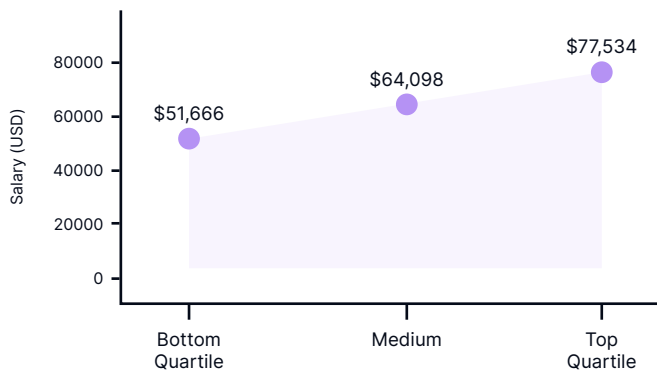
#### Responsibilities:

- Handle a broad range of HR tasks, including recruitment, employee relations, performance management, and compliance.
- Conduct employee onboarding and orientation programs.
- Administer employee benefits programs and assist with benefits enrollment.
- Manage employee records and ensure compliance with data protection regulations.
- Provide guidance and support to employees on HR-related issues.
- Conduct performance appraisals and assist with employee development plans.
- Investigate and resolve employee complaints and grievances.
- Support HR initiatives and projects as needed.

#### Average Salary Range:

According to Salary.com<sup>18</sup>, the average salary for an HR generalist in the US is \$64,098 per year.

#### Salary Distribution for HR Generalists in the US





## 2. RECRUITER

### Responsibilities:

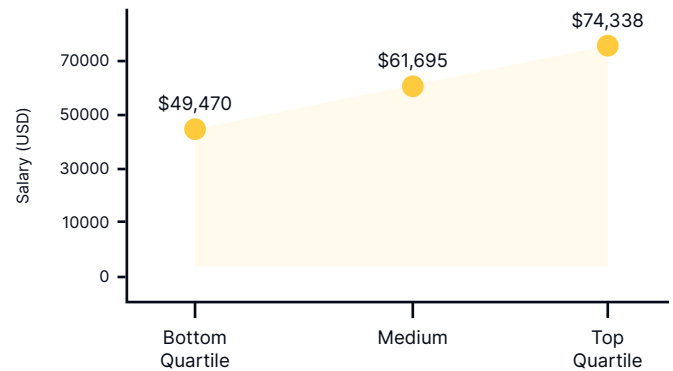
- Find and attract qualified candidates for job openings through various sourcing methods.
- Screen resumes and conduct initial interviews to identify suitable candidates.
- Coordinate and schedule interviews with hiring managers.
- Maintain and update job postings on job boards and company websites.
- Build and maintain a talent pipeline for future hiring needs.
- Conduct reference checks and background screenings.
- Negotiate job offers and communicate hiring decisions to candidates.
- Track recruitment metrics and provide regular reports on hiring progress.



### Average Salary Range:

According to Salary.com<sup>19</sup>, the average salary for recruiters in the US is \$61,695 per year.

### Salary Distribution for Recruiters in the US



### 3. TRAINING & DEVELOPMENT SPECIALIST

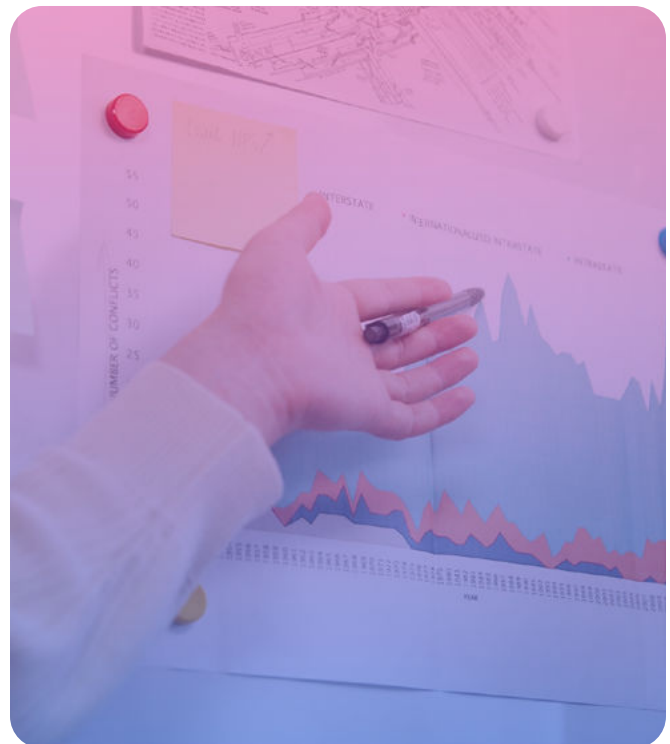
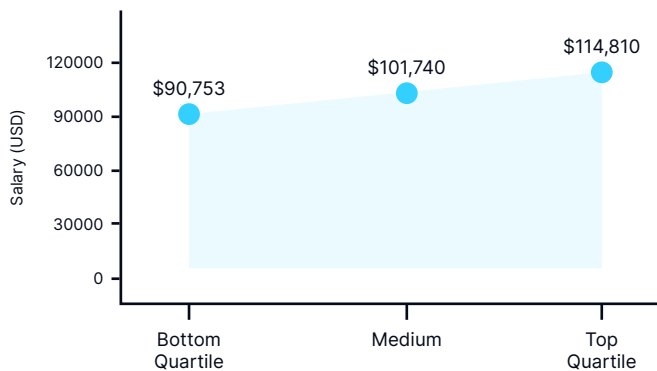
#### Responsibilities:

- ➔ Design and deliver training programs to improve employee skills and knowledge.
- ➔ Assess training needs and develop curricula to address skill gaps.
- ➔ Facilitate workshops, training sessions, and seminars.
- ➔ Evaluate the effectiveness of training programs and make necessary adjustments.
- ➔ Collaborate with department heads to identify training needs.
- ➔ Develop e-learning modules and online training resources.
- ➔ Monitor and track employee training progress and participation.
- ➔ Stay updated on the latest training trends and technologies.

#### Average Salary Range:

According to Salary.com<sup>20</sup>, the median annual wage for Training and Development Specialists is \$101,740.

#### Salary Distribution for Training & Development Specialists in the US



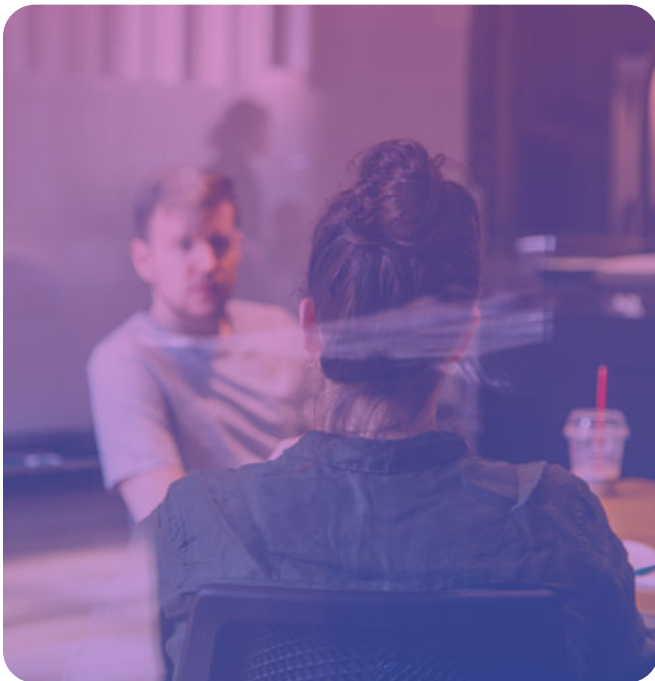
## C. HR Analyst Roles

HR analyst roles focus on data analysis and insights to support HR decision-making and strategy development.

### 1. COMPENSATION ANALYST

#### Responsibilities:

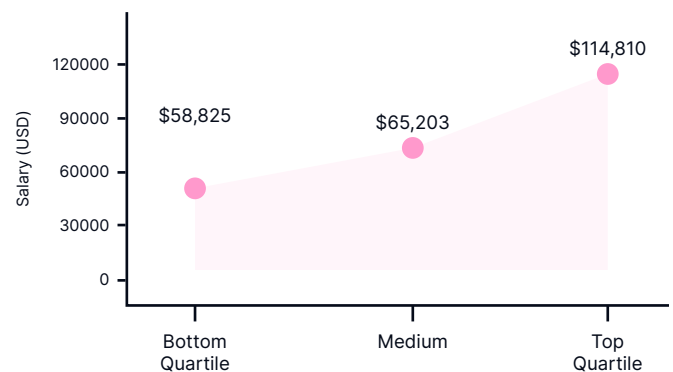
- Evaluate and analyze salary data to develop competitive compensation structures.
- Conduct job evaluations, market pricing, and compensation surveys.
- Ensure compensation practices are fair and aligned with company goals.
- Prepare reports on compensation trends and recommendations.
- Assist in the development of salary ranges and pay grades.
- Analyze the impact of compensation policies on employee retention and satisfaction.
- Collaborate with HR and finance teams to align compensation strategies.
- Ensure compliance with compensation-related regulations.



#### Average Salary Range:

According to Salary.com<sup>21</sup>, the average salary for a Compensation Analyst is \$65,203 per year.

#### Salary Distribution for Compensation Analysts in the US



## 2. BENEFITS ANALYST

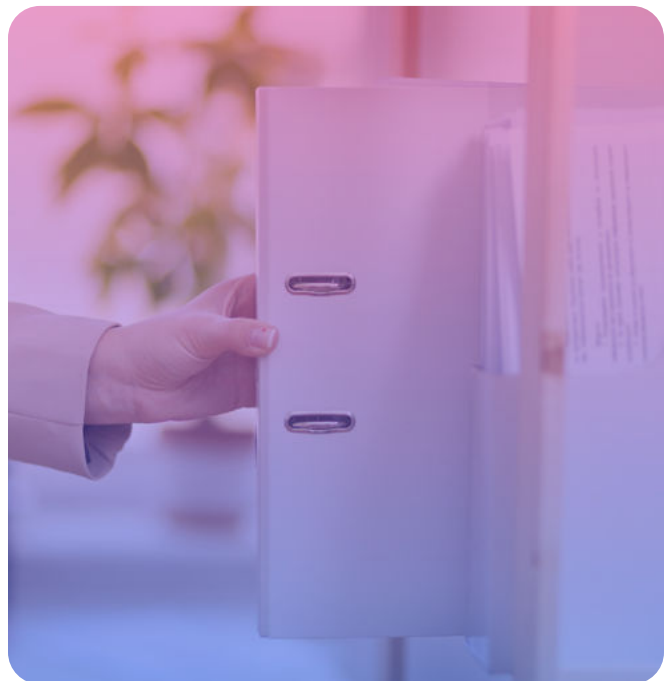
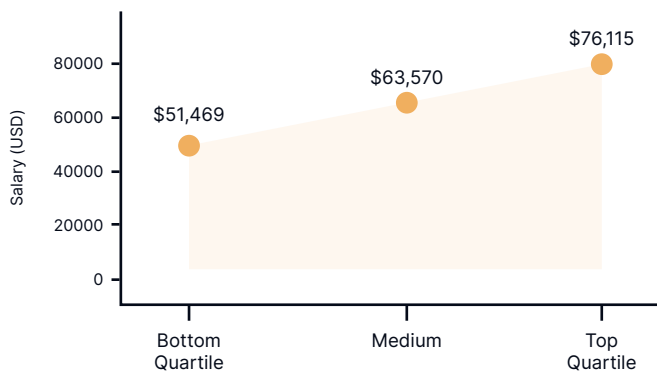
### Responsibilities:

- ➔ Manage employee benefits programs, including health insurance, retirement plans, and other perks.
- ➔ Analyze benefit plan performance and make recommendations for improvements.
- ➔ Ensure compliance with benefits-related regulations.
- ➔ Communicate benefits information to employees and assist with benefits enrollment.
- ➔ Conduct benefits surveys and analyze market data to ensure competitive offerings.
- ➔ Prepare reports on benefits utilization and costs.
- ➔ Work with benefits vendors and negotiate contracts.
- ➔ Assist with benefits-related projects and initiatives.

### Average Salary Range:

According to Salary.com<sup>22</sup>, the average salary for Benefits Analysts in the US is \$63,570 per year.

### Salary Distribution for Benefits Analysts in the US

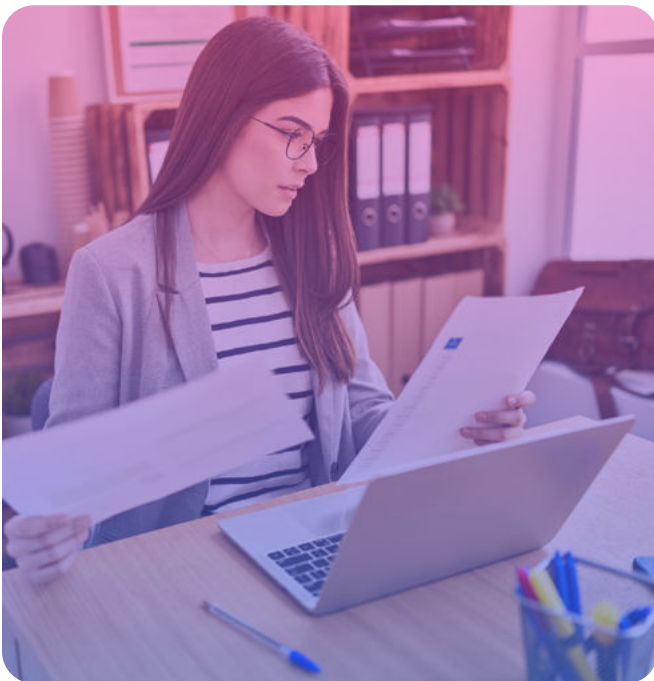




### 3. WORKFORCE DATA ANALYST

#### Responsibilities:

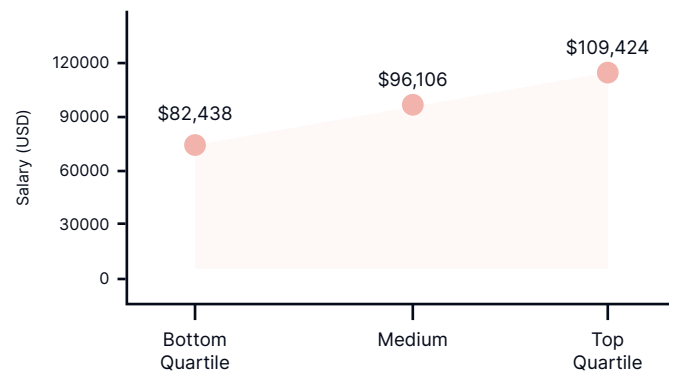
- Collect, analyze, and interpret data related to workforce metrics.
- Provide insights on employee performance, turnover, and other key HR metrics.
- Use data to inform HR strategies and improve organizational effectiveness.
- Develop and maintain HR dashboards and reporting tools.
- Conduct statistical analysis and create predictive models.
- Collaborate with HR and business leaders to identify data needs.
- Present data findings and recommendations to stakeholders.
- Ensure data accuracy and integrity.



#### Average Salary Range:

According to Salary.com<sup>23</sup>, the average salary for a Workforce Data Analyst is \$96,106 per year.

#### Salary Distribution for Workforce Data Analysts in the US



## Negotiation Tips for HR Professionals

Negotiating a competitive salary can be a daunting task, but it's a crucial step in ensuring you're compensated fairly for your skills and contributions. Here are some strategies to help HR professionals negotiate their salaries with confidence.

### 1. Strategies for Confidently Negotiating a Competitive HR Salary

Negotiating your salary requires preparation, confidence, and strategic communication. Here are key strategies to help you succeed:



#### KNOW YOUR WORTH:

Before entering into negotiations, have a clear understanding of your market value. This involves researching industry standards for your role, considering your experience, skills, and location.



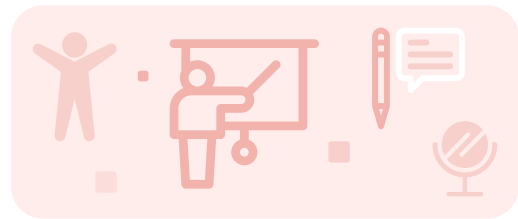
#### STAY PROFESSIONAL:

Maintain a positive and professional demeanor throughout the negotiation process. Avoid becoming emotional or defensive; instead, focus on presenting a compelling case for your desired salary.



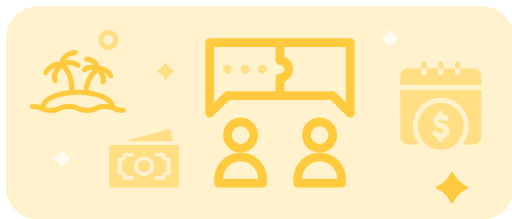
#### PREPARE THOROUGHLY:

Gather data and documents that support your salary request. This includes performance reviews, testimonials, and specific examples of your achievements.



#### PRACTICE YOUR PITCH:

Rehearse your negotiation conversation to build confidence. Practice articulating your value and justifying your salary request succinctly and professionally.



#### BE FLEXIBLE:

Be prepared to negotiate other aspects of your compensation package if the base salary is non-negotiable.

This can include bonuses, benefits, flexible work arrangements, or professional development opportunities.

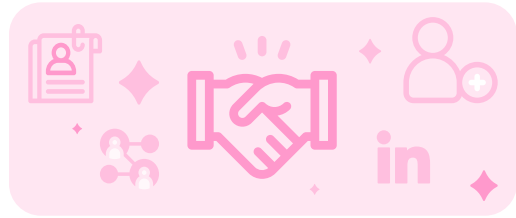
## 2. Researching Salary Benchmarks Using Resources Like This Guide

Thorough research is the foundation of any successful salary negotiation. Utilize resources like this guide to gather accurate and up-to-date salary data:



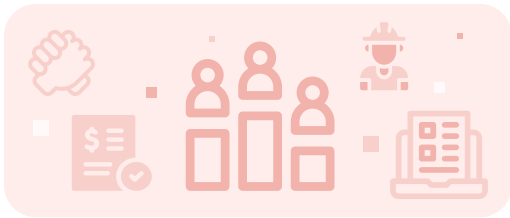
### INDUSTRY REPORTS:

Refer to industry reports and salary surveys from reputable sources. These sources provide comprehensive data on salary ranges for various HR roles across different regions.



### NETWORKING:

Engage with peers and mentors in your field to gather insights on current salary trends and benchmarks. Professional networking platforms like LinkedIn can also be valuable resources.



### PROFESSIONAL ASSOCIATIONS:

Organizations like the Society for Human Resource Management (SHRM) often publish salary surveys and compensation reports that are specific to HR professionals.



### COMPANY RESEARCH:

Investigate the salary structure and compensation policies of your current or prospective employer. Understanding the company's pay scale and how they value HR roles can provide leverage during negotiations.

## 3. Highlighting Accomplishments and Value Brought to the Company

When negotiating your salary, it's essential to clearly communicate the value you bring to the organization. Highlight your accomplishments and contributions:



### QUANTIFY ACHIEVEMENTS:

Provide specific examples of your successes, such as projects completed, goals met, or improvements implemented. Quantify these achievements in terms of metrics like cost savings, efficiency gains, or employee satisfaction scores.



### SHOWCASE UNIQUE SKILLS:

Emphasize any specialized skills or certifications that set you apart from other candidates. This could include advanced HR certifications, expertise in HR technology, or experience in specific HR functions.



**DEMONSTRATE IMPACT:**

Explain how your work has positively impacted the organization. This could involve initiatives you've led, processes you've improved, or problems you've solved that have contributed to the company's success.



**4. Understanding Compensation Packages Beyond Base Salary**

Compensation packages often include more than just a base salary. Understanding the full spectrum of compensation can help you negotiate a better overall package:



**BENEFITS:**

Consider the value of benefits such as health insurance, retirement plans, paid time off, and wellness programs. These benefits can significantly enhance your total compensation.



**PROFESSIONAL DEVELOPMENT:**

Negotiate for opportunities that support your career growth, such as funding for certifications, courses, conferences, or memberships in professional organizations.



**BONUSES AND INCENTIVES:**

Look into potential bonuses and performance incentives. This could include annual bonuses, profit-sharing plans, or stock options that can substantially increase your earnings.



**WORK-LIFE BALANCE:**

Flexible work arrangements, remote work options, and generous leave policies can also be valuable components of your compensation package.



## Conclusion

Fair compensation of human resource professionals is crucial for attracting and retaining top talent, which in turn drives organizational success. In an era where the role of HR is increasingly strategic and multifaceted, offering competitive salaries and comprehensive compensation packages is essential. As workplace dynamics continue to evolve, HR professionals are tasked with not only managing traditional functions but also leveraging data analytics and AI, fostering inclusive workplaces, and navigating complex employment landscapes.

This guide has provided a comprehensive analysis of HR salaries across different regions and job titles in the United States, equipping both HR professionals and employers with the knowledge needed to make informed decisions. By understanding the various factors that influence HR compensation, from geographic location and industry to education and certifications, stakeholders can better align their salary offerings with market standards.

## About Engagedly

Engagedly is a leading provider of talent management and employee engagement solutions. Our platform combines comprehensive performance reviews, goal setting, real-time feedback, and employee development tools to help organizations drive productivity and foster a culture of continuous improvement. With a focus on user-friendly design and powerful analytics, Engagedly empowers HR professionals and leaders to make data-driven decisions that align with their strategic objectives. Trusted by companies worldwide, Engagedly is committed to enhancing workplace engagement and ensuring organizational success.

[Schedule a Demo →](#)