

George Johnson

Compensation and Benefits Manager

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Profile Summary

Dynamic and results-driven Compensation and Benefits Manager with over 8 years of experience in devising strategic compensation frameworks and managing comprehensive benefits packages. Adept at driving talent retention and enhancement through competitive compensation programs. Recognized for implementing data-driven strategies that have resulted in a 20% increase in employee satisfaction and engagement.

Work Experience

Compensation and Benefits Manager

Johnson & Johnson

1st Feb, 2018 - Present

- Developed and implemented a new performance-based compensation model that improved employee satisfaction by 15%.
- Led a team to revamp the benefits program, resulting in a 10% cost reduction and increased enrollment in wellness programs.
- Collaborated with HR and finance departments to align compensation strategies with business objectives and budgetary constraints.

Senior Compensation Analyst

Pfizer Inc.

1st Jun, 2014 - 31st Jan, 2018

- Conducted comprehensive market analysis to benchmark salary ranges, leading to a 12% adjustment in salary bands to maintain competitiveness.
- Streamlined compensation processes, reducing cycle time by 25%, and enhancing accuracy of payroll operations.
- Developed customized compensation reports for executive leadership to support strategic decision-making.

Education

Harvard University

Master of Business Administration

1st Sep, 2012 - 31st May, 2014

University of Michigan

Bachelor of Business Administration

1st Sep, 2008 - 31st May, 2012

Skills

Compensation Analysis, Benefits Administration, Data Analysis, Strategic Planning, HRIS Systems

Notable Projects

Global Compensation Framework Development

Spearheaded a multi-regional task force to design a unified global compensation framework at Johnson & Johnson, enhancing equity and transparency across all branches.

Certifications

Certified Compensation Professional (CCP)

Issued by WorldatWork Society of Certified Professionals, 1st Nov, 2019

Awards

Outstanding Human Resources Contribution Award

Awarded by Society for Human Resource Management, 1st Oct, 2021