

# HR Jobs Are Changing- And So Are Their Salaries

DATA COMPARISON

Presented by: **SelectSoftware  
Reviews**



# WHAT'S IN THIS EBOOK?

**We've aggregated data from LinkedIn and Glassdoor to compare the salaries in new "people" jobs with their HR counterparts, such as "Chief People Officer" vs CHRO.**

Over the past decade, a new wave of HR jobs has emerged. What many call "People teams", with jobs such as the Chief People Officer, are a rebranded and refreshed version of the Human Resources department. These are not merely title changes, but also shifts in responsibility, the types of qualifications, and, naturally, the salary.

By aggregating data from LinkedIn and Glassdoor in 2019, we investigated some of these new positions within the "People" function and compared them with their HR counterparts. Perhaps, this is indicative of how People Operations are evolving and becoming more sought-after.



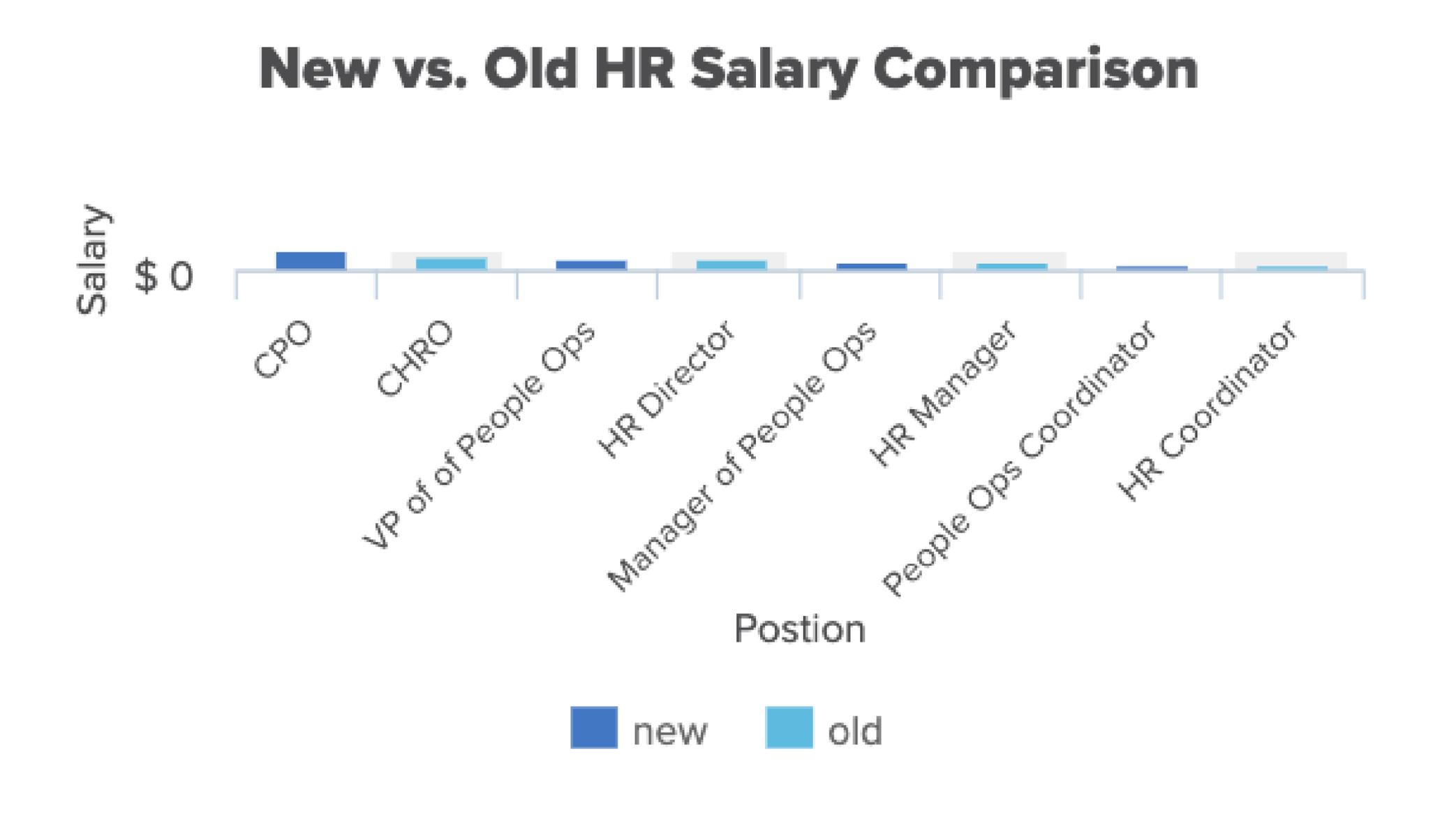
# COMPARISON OF “NEW HR” AND “OLD HR” SALARIES

## Chief Human Resources Officer vs. Chief People Officer

Average CPO Salary: \$147,228

Average CHRO Salary: \$117,762

The CPO and CHRO are the top executives of their human resources teams. While both are high earners compared to other members of their teams, an average CPO significantly outearns a CHRO.



## HR Director vs. Vice President of People Operations

**Average VP of People Operations Salary:**  
\$111,894

**Average HR Director Salary:** \$95,866

While both are responsible for overseeing their teams, an HR Director and a VP of People Operations have a few different responsibilities. Occupying a more strategic and people-focused position, the VP of people operations is more highly compensated than the human resources director.



## HR Manager vs. Manager of People Operations

**Average Manager of People Operations Salary: \$82,326**

**Average HR Manager Salary: \$72,626**

Despite the similarity of their titles, the HR Manager and the Manager of People Operations have quite different salaries, with the newer Manager of People Operations earning almost ten thousand dollars more per year.

## HR Coordinator vs. People Operations Coordinator

**Average People Operations Coordinator Salary: \$53,474**

**Average HR Coordinator Salary: \$43,850**

Typically occupying more administrative, entry-level role, both human resource coordinators and people operations coordinators are some of the lower earners of their respective teams.





# SALARY DIFFERENCE

From the data above, it is easy to see that these newer human resources jobs are earning more, but how significant really is this difference? The graph below provides a more concrete visualization of the salary difference between the two groups.

The graph traces the raw difference in salary and how much more new positions are earning on average percentage-wise. In terms of raw salary difference, the most significant difference is between the salaries of the top executives, with a difference of \$29,466. The smallest raw salary difference is between the operational, entry-level positions which have a difference of \$9,624.

In terms of percentage difference, the greatest difference is among executives with the CPO earning 22.24% more on average than the CHRO. The salaries of those in middle management positions have the lowest percentage difference at 12.52%.

On average, these “New HR” jobs are earning 17.5% more than their older counterparts. As we’ve now seen in the graphs above, this can translate into many thousand dollars per year.

# WHY THE BIG DIFFERENCE?

While these newer titles do seem to be associated with larger salaries, it seems crazy that a title alone could warrant such different compensation. In reality, it's not just the new titles that are driving these differences, but rather the new responsibilities and skills associated with these new positions that are causing them to earn more.

As technology becomes more fully-integrated in all aspects of the workplace, every face of business has faced change, especially human resources. While previously associated with enforcement of rules and regulations and administrative duties such as payroll, benefits, compensation, and the hiring process, HR is becoming a more strategic department overall, relying more on data and analytics to meet employee needs while also working towards business goals.

We can see these changes emphasized when we compare job posts for a CPO and a CHRO. For the CHRO, the main responsibilities listed include ensuring compliance with company policy, overseeing sourcing and candidate evaluation, and coordinating training and development programs.

For the CPO on the other hand, responsibilities focus on aligning people strategies with business objectives, developing company culture, and driving employee engagement. The CPO job also looks for candidates who have a good analytical approach and business savvy while the CHRO job lists project management skills as one of its most important determinants. As we can see from the comparison of their salaries, CPO's new duties correspond to higher pay.



## What to do with this information?

For anyone involved human resources, these differences in both responsibilities and salary are significant to pay attention to. Having a better understanding of how the world of HR is evolving could give you a leg up and ultimately help you earn more.

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