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Compensation Analyst Interview Questions

1. Why do you want to work as a compensation analyst?
2. Can you tell us something about your working experience?
3. Describe, step by step, your process of conducting a compensation analysis for a specific position.
4. Are you familiar with any Human Resources Management Systems?
5. What would you do if an employee was underpaid due to payroll mistake?
6. How would you ensure that emotions do not have an impact on your decisions regarding remuneration packages for both new and existing employees?
7. How would you determine a job value? Describe the process, step by step.
8. How do you ensure to stay up to date with changes in labor legislation?
Could you tell us about the latest changes?
9. Where do you see yourself in five years from now? Is there any particular role you'd like to have?
10. What do you consider the toughest aspect of this job?
11. What do you do to minimize the chances of making a mistake in your work?
12. Do you plan to set any goals for yourself, if we hire you for the job of Compensation Analyst?
13. What are your salary expectations (tell us a number), and how did you arrive exactly to this number?

Source and answers: <https://interviewpenguin.com/compensation-analyst-interview-questions/>