

## 2024 National IT & Engineering Survey: All Companies - All Locations

### (11123) ERP Business Analyst III (Advanced)

Third of four levels of professional ERP Business Analyst. The job typically requires a bachelor's degree and 5+ years of related experience or equivalent and a strong blend of business and technology background. Using subject matter expertise, plans and performs analysis of major company activities and/or functions and guides the subsequent design, and implementation or improvement of an existing ERP system. Using advanced concepts and techniques analyzes the information needs of the business unit in order to determine the most useful ERP business solutions. Studies and tests interaction between systems to take advantage of new and more effective ways of providing needed information. Will analyze, interpret and make recommendations as formal proposals and/or presentations to senior executives. Usually directs and guides the work of less experienced analysts; may serve as a team leader. Fully competent to work at the highest level in all phases of ERP business analysis. Exclude systems auditors or systems analysts.

	# of Orgs		Base Pay					Variable Pay							Total Compensation					
			Un-Wtd Avg	Wtd Avg	P25	Median	P75	Eligible		Actual			Target			Un-Wtd Avg	Wtd Avg	P25	Median	P75
								# of Orgs	# of Emp	# of Orgs	# of Emp	Wtd Annual Avg	# of Orgs	# of Emp	Wtd Avg %					
<b>Total Responses</b>	26	37	\$108,928	\$113,934	\$94,212	\$114,398	\$133,740	16	21	16	21	\$7,045	9	11	0.1%	\$113,488	\$117,934	\$94,212	\$120,446	\$137,602
<b>Geographic Area</b>																				
<b>Great Lakes Region</b>	19	29	\$111,739	\$116,344	\$96,765	\$114,398	\$135,462	12	16	12	16	\$8,006	7	8	0.1%	\$117,281	\$120,761	\$99,563	\$120,446	\$138,131
<b>Minnesota</b>	9	14	\$108,969	\$107,746	\$90,552	\$108,314	\$124,729	6	9	6	9	\$8,126	4	4	-	\$114,870	\$112,008	\$90,552	\$111,403	\$126,324
<b>Wisconsin</b>	10	15	\$114,232	\$121,255	\$101,967	\$122,473	\$136,422	6	7	6	7	\$9,629	3	4	-	\$119,452	\$126,520	\$105,029	\$125,436	\$145,718
<b>Mountain Region</b>	5	6	\$112,405	\$113,661	\$83,465	\$128,404	\$136,543	3	4	3	4	-	2	3	-	\$114,754	\$116,277	\$83,673	\$133,493	\$139,085
<b>Colorado</b>	5	6	\$112,405	\$113,661	\$83,465	\$128,404	\$136,543	3	4	3	4	-	2	3	-	\$114,754	\$116,277	\$83,673	\$133,493	\$139,085
<b>Metropolitan Statistical Area</b>																				
<b>Milwaukee-Waukesha-West Allis, WI</b>	9	14	\$119,053	\$124,777	\$105,100	\$123,567	\$137,683	5	6	5	6	\$10,308	3	4	-	\$124,495	\$130,359	\$110,625	\$127,944	\$150,148
<b>Minneapolis-St. Paul-Bloomington, MN-WI</b>	8	13	\$109,264	\$107,592	\$89,094	\$108,200	\$131,912	5	8	5	8	\$9,340	3	3	-	\$115,425	\$111,965	\$89,094	\$109,804	\$133,507
<b>Size of Organization</b>																				
<b>200 to 499 Employees</b>	9	13	\$111,233	\$116,618	\$92,302	\$119,515	\$137,129	4	4	4	4	-	3	3	-	\$113,855	\$118,830	\$92,746	\$119,515	\$151,684
<b>Industry</b>																				
<b>Durable Goods Manufacturing</b>	13	15	\$108,053	\$111,444	\$95,925	\$113,339	\$135,000	10	12	10	12	\$9,421	6	8	0.1%	\$114,856	\$118,981	\$99,925	\$113,339	\$141,750
<b>Total Annual Gross Revenue</b>																				
<b>\$25 to 49.9 Million</b>	6	7	\$105,020	\$107,768	\$79,254	\$110,019	\$136,417	3	4	3	4	-	1	2	-	\$111,119	\$113,920	\$79,522	\$110,019	\$143,833
<b>\$50 to 99.9 Million</b>	5	5	\$93,172	\$93,172	\$68,294	\$101,920	\$113,678	3	3	3	3	-	1	1	-	\$94,338	\$94,338	\$69,294	\$101,920	\$115,593
<b>\$100 to 249.9 Million</b>	5	9	\$127,485	\$128,623	\$126,324	\$136,422	\$149,739	1	1	1	1	-	1	1	-	\$130,271	\$131,235	\$126,324	\$136,422	\$153,121
<b>\$250 Million and Over</b>	8	14	\$112,600	\$111,837	\$93,908	\$113,155	\$127,212	7	11	7	11	\$7,829	5	6	0.1%	\$119,219	\$117,438	\$93,908	\$117,670	\$133,800
<b>Profit Status</b>																				
<b>For Profit</b>	21	32	\$109,731	\$115,244	\$95,234	\$119,801	\$134,370	13	18	13	18	\$7,580	8	10	0.1%	\$114,828	\$119,508	\$96,053	\$120,598	\$139,154
<b>State</b>																				
<b>CO</b>	5	6	\$112,405	\$113,661	\$83,465	\$128,404	\$136,543	3	4	3	4	-	2	3	-	\$114,754	\$116,277	\$83,673	\$133,493	\$139,085
<b>MN</b>	9	14	\$108,969	\$107,746	\$90,552	\$108,314	\$124,729	6	9	6	9	\$8,126	4	4	-	\$114,870	\$112,008	\$90,552	\$111,403	\$126,324
<b>WI</b>	10	15	\$114,232	\$121,255	\$101,967	\$122,473	\$136,422	6	7	6	7	\$9,629	3	4	-	\$119,452	\$126,520	\$105,029	\$125,436	\$145,718
<b>National Regions</b>																				
<b>Great Lakes Region</b>	19	29	\$111,739	\$116,344	\$96,765	\$114,398	\$135,462	12	16	12	16	\$8,006	7	8	0.1%	\$117,281	\$120,761	\$99,563	\$120,446	\$138,131
<b>Mountain Region</b>	5	6	\$112,405	\$113,661	\$83,465	\$128,404	\$136,543	3	4	3	4	-	2	3	-	\$114,754	\$116,277	\$83,673	\$133,493	\$139,085
<b>Local Regions</b>																				
<b>Colorado</b>	5	6	\$112,405	\$113,661	\$83,465	\$128,404	\$136,543	3	4	3	4	-	2	3	-	\$114,754	\$116,277	\$83,673	\$133,493	\$139,085
<b>Minneapolis/St. Paul Metro Area</b>	8	13	\$109,264	\$107,592	\$89,094	\$108,200	\$131,912	5	8	5	8	\$9,340	3	3	-	\$115,425	\$111,965	\$89,094	\$109,804	\$133,507
<b>Region 2 - Milwaukee &amp; Waukesha counties</b>	7	12	\$124,804	\$128,824	\$118,103	\$126,231	\$140,206	4	5	4	5	-	3	4	-	\$131,230	\$135,571	\$121,413	\$132,599	\$154,951