Jobs and Salaries Primer

TeamLease™
Putting India to Work

Unified Industry Salaries | Hot Jobs | Industry Analysis

COVID PROOF JOBS
second wave aftermath

This edition: **5 year salary trends**

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At a crossroads in life when every human being is hoping for better times, even while witnessing suffering at close quarters, income distribution and livelihood sustenance assume far more importance than they ever did. Frontline work, a term that has acquired a new meaning and has come to encompass many more job roles than what the convention demanded, has become an essential and critical service, as much as it has turned hazardous. Remote work (or working from home) has become the mainstay of knowledge work.

It is heartening to note that many business sectors are helping dispel the second-wave gloom that surrounds us in the way they know best – making pay actions that are appreciably higher, than in 2020, and are more effective. Paying forward the incentive to innovate and to grow, these sectors are shining the light at the end of the livelihood tunnel. And the remainder in the sector list we cover are gradually following suit.

Beyond the broad extremes of job categorization TeamLease had found, in our 2020 edition of this report, rare gold in the form of COVID-proof job roles and super-specialized job roles – those roles that are critical for business survival and growth and commanding substantial salary increment, and deservedly so, for the coming year. While employers have lowered their lens of scrutiny and are highly selective in rewarding job roles, this big trend continues unabated.

Employers in many sectors are also betting big on innovation and making smart investments in new-found job roles – which we have named "Hot" and "Upcoming" job roles – that will stand them in good stead in the near and not-so-near future. Foresight is a virtue the virus has not been able to take away from the well-meaning amongst us. Technology start-ups are seen to be occupying the front row seats in this spectacle of innovation.

Besides the Covid-warrior fraternity, frontline job roles in conventional business are spearheaded by the Sales and Service functions, and remote work is led by the IT function – all of this across sectors and cities. These droves of talent are keeping the engines running for businesses. And are instrumental in helping businesses effect the pay actions with aplomb.

At TeamLease, we put lives and health above everything else. But we take cognizance of the criticality of livelihoods in a situation of clear and present emergency. We wish our readers and stakeholders, and humanity as a whole, good health and better times. Godspeed!

Rituparna Chakraborty
Co-founder and Executive Vice President,
TeamLease Services Limited

Introduction

Sectors Covered

- Agriculture and Agrochemicals
- Automobile and Allied Industries
- Banking, Financial Services and Insurance
- BPO and IT enabled Services
- Construction and Real Estate
- Ecommerce and Tech Start-ups
- Educational Services
- Fast Moving Consumer Durables
- Fast Moving Consumer Goods
- Hospitality
- Healthcare and Allied Industries
- Industrial Manufacturing and Allied
- Information Technology and Knowledge Services
- Media and Entertainment
- Power and Energy
- Retail
- Telecommunication

Functions Covered

- Accounts
- Administration
- Blue Collar
- Engineering
- Human Resources
- IT
- Sales & Marketing
- Support Services

Locations Covered

- Ahmedabad
- Bangalore
- Chandigarh
- Chennai
- Delhi
- Hyderabad
- Kolkata
- Mumbai
- Pune

TeamLease Services is one of India's leading human resource companies offering a range of solutions to 3500+ employers for their hiring, productivity and scale challenges. A Fortune India 500 company listed on the NSE & BSE, TeamLease has hired 18 lac people over the last 18 years and has two lac+ open jobs every day. One of India's fastest growing employers, TeamLease also operates India's first Vocational University and India's fastest growing PPP National Apprenticeship Program. The company offers solutions to large, medium and small clients across the 3Es of employment (1.5 lac+ employees), employability (2 lac+ students) and Ease-of-doing Business (1000+ employers).

TeamLease set in motion the larger company mission of 'Putting India to Work' by focusing on its vision of 3 E's – Employment, Employability and Education.

The Jobs and Salaries Primer, along with the Employment Outlook Report and the India Labour Report, is an ongoing quest to further this knowledge base and to be at the forefront of the market insights that drive business success for all our stakeholders.

About the Jobs and Salary Primer

The Jobs and Salaries Primer is the latest in our continued endeavour to report unified salaries across temporary and permanent hiring markets, and relate these to skills across select cities and sectors. We add 'Covid-proof jobs' in the context of the second and subsequent waves, during the pandemic, to the set of insights and report industry-specific insights that have led, or are leading to, job creation.

Executive Summary

The necessity to innovate translates into a flurry of hot jobs:

5 out of the 17 sectors created new Hot jobs and 7 sectors created new Upcoming jobs this year.

- *Corresponding stats for the 2020 edition: Hot jobs – 7 of the 17 sectors; Upcoming jobs – 5 of the 17 sectors*
- Hottest Hot jobs:
  - Artificial Intelligence Specialist – (BPO and IT Enabled Services)
  - Augmented Reality Expert - (Ecommerce and Tech Start-ups)
  - Genomic Portfolio Director - (Healthcare and Allied Industries)
  - Master Edge Computing - (Information Technology and Knowledge Services)
  - Digital Imaging Leader – (Retail)

Super-specialized jobs are here to stay:

High expertise-based job profiles have steadily grown in criticality, over the last 12 months, and are seen by employers to be indispensable. These attract around 11% salary increment or more, as compared with market averages ranging between 1.73% (minimum) and 14.07% (maximum) across sectors and cities.

- *Corresponding stats for the 2020 edition: Salaries grew by a minimum of 4.26% and a maximum of 11.22%*
- Banking, Financial Services and Insurance, Healthcare and Allied Industries & Information Technology and Knowledge Services exhibited growth in excess of 10%
- Agriculture and Agrochemicals, Automobile & Allied, BPO and IT Enabled Services, Construction & Real Estate, Ecommerce and Tech Start-ups, Educational Services, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Hospitality, Industrial Manufacturing and Allied, Media and Entertainment, Power and Energy, Retail, Telecommunication exhibited less than 10% growth
- Top super-specialized profiles: Banking Trainer– (Banking, Financial Services and Insurance : 11.32%), Compliance Officer (Construction & Real Estate : 11.10%), Software Test Specialist (Information Technology and Knowledge Services – 10.58%)
- Top Sector-Cities: Healthcare & Pharmaceuticals - Delhi [maximum 10.33%] and Banking, Financial Services and Insurance – Bangalore [maximum 10.03%] exhibited the maximum salary growth across cities/sectors.

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Sales and IT functions are all the rage:

With technology becoming ubiquitous, and a necessary condition to operate during the pandemic, the IT function has grown in stature across businesses over the year. The hiring of Sales roles has gained momentum ever since the lockdowns were phased out.

- Top Sales profiles: Brand Center executive, Merchant Relationship Executive, CRM and Sales Administrator, and Influencer Marketer.
- Top IT profiles: SQL Analyst, UI Designer, Software Test Specialist, and IT Infrastructure Engineer
- Average salary growth for Sales profiles: 9.82%
- Average salary growth for IT profiles: 8.55%

Pay parity wins big:

The variance between salaries for permanent and temporary job profiles is down to less than 5% in case of nearly 30% of all profiles across all sectors.

- *Corresponding stats for the 2020 edition: Variance less than 5% for 33% of the profiles and in 15 sectors*
- Less than 5% variance: Agriculture and Agrochemicals, Automobile & Allied, Construction & Real Estate, FMCD, FMCG, Healthcare & Pharmaceuticals, Hospitality, Industrial Manufacturing & Allied, Media & Entertainment, Power & Energy, Retail and Telecommunications
- Significantly less than 5% variance: Automobile and Allied Industries, BPO and IT enabled Services, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Media & Entertainment, Power and Energy, Retail

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Top and bottom sectors:

- **Top paymasters [Greater than 10% salary growth]:**
  Banking, Financial Services and Insurance, Healthcare and Allied Industries & Information Technology and Knowledge Services
- **Bottom paymasters [Lesser than 10% salary growth]:**
  Agriculture and Agrochemicals, Automobile & Allied, BPO and IT Enabled Services, Construction & Real Estate, Ecommerce and Tech Start-ups, Educational Services, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Hospitality, Industrial Manufacturing and Allied, Media and Entertainment, Power and Energy, Retail, Telecommunication

Top profiles (and related sectors):

- Analyst - Liquidity Risk Controller (Banking, Financial Services and Insurance)
- Finance/Budgeting Manager (BPO and IT Enabled Services)
- IT Applications Executive (Educational Services)
- IT Service Manager (Healthcare and Allied Industries)
- Network Engineer (Information Technology and Knowledge Services)
- SAP Developer (Power & Energy)

Fast growth profiles:

Fastest growing among the new profiles added (sector | salary growth).

- Network Engineer (Information Technology and Knowledge Services | 10.89%)
- Asset Sales Executive (Banking, Financial Services and Insurance | 8.20%)
- Sourcing Manager (BPO and IT enabled Services | 7.36%)
- Sales Officer (Telecommunications| 6.00%)
- Business Operations Analyst (Automobile & Allied | 4.67%)

The hands-on worker:

Popular Blue Collar profiles (key skill | salary per month)

- Field Supervisor(Physically fit; Good organizing manner, Planning | INR 22,000)
- Technician-Electrical (Attention to detail, ability to analyze technical drawings | INR 19,000)
- Document Controller (Controlling company's and project documentation | INR 18,000)
- Trainee Mechanic (Physical Strength, Estimates, Techniques | INR 15,000)

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Sectors take baby steps to come out of slump:

Eight out of seventeen sectors continue a gradual progression towards recovery and to pre-Covid business activity levels. Four sectors have taken one step from a slump or a stagnation. Two sectors continue to remain in a slump.

- **Progression:** Agriculture and Agrochemicals, BFSI, Ecommerce and Tech Start-ups, Educational Services, Healthcare & Pharmaceuticals, Information Technology and Knowledge Services, Power and Energy and Telecommunications – [6% - 8%]
- **Stagnating:** Automobile & Allied Industry, BPO & ITeS, Construction & Real Estate, Fast Moving Consumer Durables and Fast Moving Consumer Goods – [4% - 5%]
- **Slump:** Hospitality and Industrial Manufacturing and Allied – [1%- 3%]

The second wave leaves COVID-proof jobs untouched:

Despite the severity of the second wave, the market demand for COVID-proof job profiles is likely to remain steady across sectors. With familiarity of operating protocol under restricted conditions, employers are continuing to acquire critical talent that is pandemic-resilient –

- **Job profile| Sector | Salary growth**
  - Market Development Officer | Agriculture and Agrochemicals | 9.46%
  - Finance Consultant| BFSI | 9.13%
  - Team Manager | BPO and IT Enabled Services | 9.05%
  - Merchant Relationship Executive | Ecommerce and Tech Start-ups | 8.81%
  - UJ Promoter| Fast Moving Consumer Durables | 8.61%
  - Commercial Coordinator | Healthcare and Allied Industries | 8.43%
  - Sales Campaigner | Industrial Manufacturing and Allied | 8.19%
  - Software Test Specialist| Information Technology and Knowledge Services | 8.04%
  - Content Writer| Media and Entertainment | 7.75%
  - Senior Relationship Manager-Retail | Retail | 7.53%

Disclaimer: The COVID-proof job profiles data above needs to be read with the following considerations - a) the data may have a margin of error of up to 30%. That is, in the future, up to about 30% of these profiles may not end up being COVID-proof. b) all sectors would have at least a few profiles that are COVID-proof, regardless of how specific sectors fare, in their entirety, during the pandemic. c) The research and analysis has been carried out on data and information available a March 2021. The findings are subject to change based on how these data and information change in the future.

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The salary shake up is, however, more widespread:

Strained financials and re-induced uncertainty have meant even more job profiles under scrutiny for increment decisions. The funnel of salary growth is likely to be narrower this year –

- **Stagnation: Job profile| Sector | Salary growth**
  - Project Lead| BPO and IT Enabled Services |2.69%
  - Design Engineer | Construction and Real Estate |2.41%
  - UI Designer| Ecommerce and Tech Start-ups |2.28%
  - Demand Generation Officer| Industrial Manufacturing and Allied |1.53%
  - District Manager | Power and Energy |1.19%
- **Degrowth: Job profile | Sector | Salary de-growth**
  - Farm Assistant | Agriculture and Agrochemicals | -1.92%
  - Supplier-Water Boy | Construction and Real Estate | - 0.88%
  - Repair Technician | Fast Moving Consumer Durables | - 0.63%
  - Tour/Travel Guide | Hospitality | - 0.41%
  - Planning Executive | Media and Entertainment | - 0.27%
- **Growth: Job profile | Sector | Salary growth**
  - Brand Manager | Fast Moving Consumer Goods |8.34%
  - Product Promoter | Agriculture and Agrochemicals |7.61%
  - IT Executive [Software systems]| Educational Services |7.03%
  - Training Co-ordinator | Automobile and Allied Industries |6.49%
  - Operator-Helpdesk | Information Technology and Knowledge Services |5.67%

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Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Super-specialized profiles (by sector)*

- Agriculture and Agrochemicals: Product Promoter HR Consultant, IT Consultant
- Automobile & Allied Industry: Business Operations Analyst, Sales Engineer
- BFSI: Finance Consultant, Banking Trainer, Visual Designer, SQL Analyst, Asset Sales Executive
- BPO & ITeS: IT Engineer-Software Developer, Pre Sales Consultant, Sourcing Manager
- Construction & Real Estate: Compliance Officer, Research Analyst, Project Lead
- E-Commerce & Tech Startups: Quality Consultant, Sr. Graphic Designer, Technical Support Engineer
- Educational Services: Animator, Programme Manager
- FMCD: UJ Promoter, Cluster Manager, HR IT Consultant, Merchandising Officer
- FMCG: Safety Officer, MSC Technician Electrical, Hardware and Network Engineer, Business Coordinator
- Healthcare & Pharmaceuticals: Commercial Coordinator, Contract Engineer, Business Manager
- Hospitality: Sales Coordinator, Telemarketing Executive
- Industrial Manufacturing & Allied: Document Controller, Inshop Advisor, Maintenance Engineer, Sales Campaigner
- Information Technology and Knowledge Services: Technical Consultant, Software Test Specialist, Sales operations consultant
- Media & Entertainment: Production Coordinator, Junior Visualizer
- Power & Energy: Site Engineer, Senior Relationship Manager Retail, Field Development Officer
- Retail: Account Coordinator, Fashion consultant
- Telecommunications: SME Material Procurement, Senior Specialist, Sales Officer, Pre Sales Consultant

Sectors with significant work-from-home (WFH) profiles: to benefit on account of business continuity

- **Sectors likely to benefit on business continuity from WFH profiles:**
  - Banking, Financial Services and Insurance, BPO & ITeS, E-Commerce & Tech Startups, Educational Services, Information Technology and Knowledge Services
- **Sectors with WFH roles but unlikely to benefit on business continuity**:**
  - Agriculture and Agrochemicals, Automobile & Allied Industry, Healthcare & Pharmaceuticals, FMCD, FMCG, Retail, Media & Entertainment, Industrial Manufacturing & Allied

*High expertise-based job profiles have steadily grown in criticality, over the last 12 months, and are seen by employers to be indispensable
**These industries largely have WFH roles in support functions, however, given the core operations require physical presence, support functions may also not benefit out of WFH once operations resume:

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The COVID Aftermath

COVID-proof jobs

Job profiles that have seen healthy salary growth [> 8%] and are expected to continue the healthy growth over FY 2021-22

Sector	Job Profiles (Core function)	Job Profiles (Support function)
Agriculture and Agrochemicals	Chemist	Helpline Advisor
	Market Development Officer	Administration Executive
Automobile and Allied Industries	Sales Engineer	Training Coordinator
	Business Operations Analyst	Fire Officer
Banking, Financial Services and Insurance	Finance Consultant	Tele Sales Officer
	Asset Sales Executive	Messenger
BPO and IT Enabled Services	Computer Operator	Transport Coordinator
	Team Manager	Associate – MIS
	Supervisor	Transport Coordinator
Construction and Real Estate	Project Lead	Compliance Officer
		IT Officer
Ecommerce and Tech Start-ups	Merchant Relationship Executive	Quality Consultant
	IT Service Engineer	Technical Support Engineer
Educational Services	Programme Manager	Animator
	Online Tutor/Faculty	Research Manager
Fast Moving Consumer Durables	RSM Facilitator	Network Engineer – IT
	Executive – Procurement	UJ Promoter
Fast Moving Consumer Goods	Brand Manager	Researcher
	Business Coordinator	Advisor-Sales

Sector	Job Profiles (Core function)	Job Profiles (Support function)
Healthcare and Allied Industries	Commercial Coordinator	Distribution Support
	Staff Nurse	Tele Caller
Industrial Manufacturing and Allied	Document Controller	Finance Co-ordinator
	Sales Campaigner	Customer Relationship Officer
Information Technology and Knowledge Services	Software Test Specialist	Service Desk Specialist
	Graduate Engineer Trainee	Technical Recruiter
	Technical Consultant	Compliance Officer
Media and Entertainment	Operations Manager	Production Coordinator
	Content Writer	Junior Visualizer
Power and Energy	Senior Relationship Manager Retail	Supervisor – Administration
	Contract Trainer	IT Infrastructure Engineer
Retail	Fashion consultant	Account Coordinator
	Marketing Manager	Legal Expert
	Planning Engineer	MIS Executive
Telecommunication	Sales Officer	Network Engineer
	Pre Sales Consultant	Tele Marketing Executive
	SME Material Procurement	Senior Specialist

Disclaimer: The COVID-proof job profiles data above needs to be read with the following considerations - a) the data may have a margin of error of up to 30%. That is, in the future, up to about 30% of these profiles may not end up being COVID-proof. b) all sectors would have at least a few profiles that are COVID-proof, regardless of how specific sectors fare, in their entirety, during the pandemic. c) The research and analysis has been carried out on data and information available as of March 2021. The findings are subject to change based on how these data and information change in the future.

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Job Profiles likely to witness salary stagnation [0% - 3%] in FY 2021-22

#	Sectors	Job Profiles (Core function)	Job Profiles (Support function)
1	Agriculture and Agrochemicals	Product Promoter	HR Consultant
2	Automobile and Allied Industries	Relationship Officer	IT Engineer
3	Banking, Financial Services and Insurance	Taxation Executive	Customer Support Executive
4	BPO and IT Enabled Services	Project Lead	MIS-Executive
		Process Trainer	Sourcing Manager
5	Construction and Real Estate	Design Engineer	Crane Operator
6	Ecommerce and Tech Start-ups	UI Designer	Renewal Executive
			Client Support Executive
7	Educational Services	Operations Support Executive	Academic Counsellor
8	Fast Moving Consumer Durables	Executive-Procurement	Logistics Executive
9	Fast Moving Consumer Goods	Technician	Accountant
		Trainee Engineer	Forklift Operator
10	Healthcare and Allied Industries	Procurement Associate	Lab Technician
11	Hospitality	Supervisor	Housekeeping Assistant
		Sales Coordinator	
12	Industrial Manufacturing and Allied	Demand Generation Officer	Customer Relationship Officer
13	Information Technology and Knowledge Services	Network Engineer	HR Specialist
			Business Analyst
14	Media and Entertainment	Projectionist	Dispatch Boy
		Beauty Advisor	
15	Power and Energy	District Manager	Finance Manager
		Site Engineer	Electrician
16	Retail	Product Advisor	Account Co-ordinator
		Field Executive	Facilitator
17	Telecommunication	Operations Co-ordinator	Relationship Executive
		IT Engineer	

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Job Profiles likely to witness salary de-growth [< 0%] in FY 2021-22.

#	Sectors	Job Profiles (Core function)	Job Profiles (Support function)
1	Agriculture and Agrochemicals	Farm Assistant	Tractor Driver
2	Automobile and Allied Industries	Sales Executive	Fire Officer
3	Banking, Financial Services and Insurance	Finance Consultant	Acquisition Executive
4	BPO and IT Enabled Services	Purchase Manager	Transport Coordinator
			Security Officer
5	Construction and Real Estate	Control Room Operator	Fusion Welder
			Supplier-Water Boy
			Tile Cutter
6	Ecommerce and Tech Start-ups		Recruiter [Delivery Executive]
7	Educational Services	Online Tutor-Freelancing	Security Guard
			Office Peon
8	Fast Moving Consumer Durables	Site Engineer/Supervisor	Repair Technician
			Office Cleaner
9	Fast Moving Consumer Goods		Store Picker
			Delivery Agents
10	Healthcare and Allied Industries		Insurance Sales Representative
			Medical Representative
11	Hospitality	Tour/Travel Guide	Bell Boy
		Supervisor-Admin	Plumber
12	Industrial Manufacturing and Allied	Resident Engineer	Drivers [HMV]
			Loader & Picker
			Fitter
13	Information Technology and Knowledge Services		Cleaning Staff
			Executive Logistics – Temp
			Security Officer
14	Media and Entertainment	Planning Executive	Junior Executive
		Programme Manager	MIS Sales Coordinator
			Associate Commercial
15	Power and Energy	Meter Reader-Contract	Crane Operator
			Field Executive
16	Retail	Field Collection Executive	Visual Merchandiser
			Helper
17	Telecommunication	Trainee-Technician	Digger
			Wireman

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Job Profiles likely to witness salary growth [3% - 8%] in FY 2021-22.

#	Sectors	Job Profiles (Core function)	Job Profiles (Support function)
1	Agriculture and Agrochemicals	Supervisor - Seed Sales & Operations Support Product Promoter	IT Consultant
2	Automobile and Allied Industries	Associate Project Procurement	Training Co-ordinator
3	Banking, Financial Services and Insurance	Credit Processing Associate	Document Assistant
4	BPO and IT Enabled Services	Group Manager	Associate – MIS Service Desk Executive
5	Construction and Real Estate	Key Account Manager	Control Room Operator Research Analyst
6	Ecommerce and Tech Start-ups	Team Lead Inside Sales	Accounts and OPE Data Collection Executive
7	Educational Services	Facility Manager	IT Executive [Software systems] Office Co-ordinator
8	Fast Moving Consumer Durables	Cluster Manager Merchandising Officer	Pilot Officer Customer Relationship Executive HR Executive
9	Fast Moving Consumer Goods	Brand Manager Trainee Engineer	Trainee Accounts Administration Back Office Coordinator
10	Healthcare and Allied Industries	Healthcare Assistant X-Ray Technician	Cash Officer Service Co-ordinator
11	Hospitality	Supervisor [Tech]	Front Office Attendant Payroll Executive
12	Industrial Manufacturing and Allied	Export Commercial Associate Engineer Process-QA	Admin-Specialist Machine Operator
13	Information Technology and Knowledge Services	Operator-Helpdesk	Facility Administrator Channel Executive
14	Media and Entertainment	Manager-Assistant	Territory Sales Incharge Editor
15	Power and Energy	Depot Assistant	Senior Accountant
16	Retail	Retail Executive Fashion consultant	Warehouse Officer Back-end office executive
17	Telecommunication	Team Manager Cluster Engineer	Service Engineer Sales Officer

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

A Bird’s Eye View

Jobs and Salaries Primer: FY2020-21 versus FY2019-20

Pay action trends at the beginning of the two financial years

		FY2020-21	FY2019-20*	Trends – FY2020-21	Trends – FY2019-20
1	Double Digit Salary Growth	3 out of 17 sectors	6 out of 17 sectors	Salaries grew by a minimum of 3.08% and a maximum of 10.33% across sectors	Salaries grew by a minimum of 4.26% and a maximum of 11.22% across sectors
				The top 3 sectors: Banking, Financial Services and Insurance, Healthcare and Allied Industries & Information Technology and Knowledge Services	The 6 sectors: Agriculture and Agrochemicals, BPO and IT Enabled Services, Ecommerce & Tech Start-ups, Educational Services, Healthcare and Allied Industries, Information Technology and Knowledge Services
				The bottom 14: Agriculture and Agrochemicals, Automobile & Allied, BPO and IT Enabled Services, Construction & Real Estate, Ecommerce and Tech Start-ups, Educational Services, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Hospitality, Industrial Manufacturing and Allied, Media and Entertainment, Power and Energy, Retail, Telecommunication	The bottom 9: Automobile & Allied, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Hospitality, Industrial Manufacturing and Allied, Media and Entertainment, Power and Energy, Retail, Telecommunication
				Top Sector-Cities: Healthcare & Pharmaceuticals - Delhi [maximum 10.33%] and Banking, Financial Services and Insurance – Bangalore [maximum 10.03%]	Top Sector-Cities: Ecommerce & Tech Start-ups-Delhi (maximum 11.22%) and Information Technology and Knowledge Services–Bangalore (maximum 10.35%)
2	Less than 5% variance	More than 30% of the job profiles in across all 17 sectors	More than 33% of the job profiles in 15 sectors (out of 17)	12 sectors: Agriculture and Agrochemicals, Automobile & Allied, Construction & Real Estate, FMCD, FMCG, Healthcare & Pharmaceuticals, Hospitality, Industrial Manufacturing & Allied, Media & Entertainment, Power & Energy, Retail and Telecommunications	15 sectors: Automobile & Allied, BFSI, BPO, Construction & Real Estate, Educational Services, FMCD, FMCG, Healthcare & Pharmaceuticals, IT, Hospitality, Industrial Manufacturing & Allied, Media & Entertainment, Power & Energy, Retail and Telecommunications
3	Salary Increment	Median salary increment : 7.12%	Median salary increment : 10.60%	Maximum salary increment: 10.89% [Network Engineer - Information Technology and Knowledge Services]	Maximum salary increment: 16.7% (Finance Controller – Ecommerce and Tech Start-ups/Mumbai)
4	Top profiles from			BPO and IT Enabled Services, Educational Services, Fast Moving Consumer Goods, Healthcare and Allied Industries, Information Technology and Knowledge Services, Power & Energy, Telecommunication	E-Commerce & Tech Startups, FMCD, FMCG, Healthcare & Pharmaceuticals, IT, Power & Energy, Retail, Telecommunication

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19. **Pertains to pre-Covid appraisal and pay actions at the beginning of FY2019-20*

Jobs and Salaries Primer: FY2020-21 versus FY2019-20

Pay action trends at the beginning of the two financial years

		FY2020-21	FY2019-20*	Trends – FY2020-21	Trends – FY2019-20
5	Top paymasters [Greater than 10% salary growth]	3 out of 17 sectors	6 out of 17 sectors	Banking, Financial Services and Insurance, Healthcare and Allied Industries & Information Technology and Knowledge Services	Agriculture and Agrochemicals, BPO and IT Enabled Services, Ecommerce & Tech Start-ups, Educational Services, Healthcare and Allied Industries, Information Technology and Knowledge Services
6	Hot and Upcoming jobs	Hot jobs get hotter in 5 out of the 17 sectors and upcoming jobs rise in 7 sectors	Hot jobs get hotter in 7 out of the 17 sectors and upcoming jobs rise in 5 sector	Artificial Intelligence Specialist – (BPO and IT Enabled Services) Augmented Reality Expert - (Ecommerce and Tech Start-ups) Genomic Portfolio Director - (Healthcare and Allied Industries) Master Edge Computing - (Information Technology and Knowledge Services) Digital Imaging Leader – (Retail)	Agriculture Expert – (Agriculture and Agrochemicals) Realtor – (Construction & Real Estate) Cold chain Executive – (FMCG) Lead Engineer - systems design – (Hospitality) Process Design engineer – (Power & Energy)
7	Popular Blue Collar Profiles			Fusion Welder, Collection Executive, Temporary Messenger, Logistics Executive, Store Picker, Trainee Engineer, Document Controller	Security Officer, Lighting Technician, Beautician, Animal Health Care Executive, Guest Service Attendant, Patroller, Battery Executive, Booth Operator
8	Top cities			Bangalore, Chandigarh, Chennai, Delhi, Hyderabad, Mumbai and Kolkata	Ahmedabad, Bangalore, Chennai, Delhi, Hyderabad, Mumbai and Kolkata
9	Top profiles			Analyst - Liquidity Risk Controller (Banking, Financial Services and Insurance) Finance/Budgeting Manager (BPO and IT Enabled Services) IT Applications Executive (Educational Services) IT Service Manager (Healthcare and Allied Industries) Network Engineer (Information Technology and Knowledge Services) SAP Developer (Power & Energy)	Enterprise Architect (Banking, Financial Services and Insurance) GM-Technology (IT) (Construction & Real Estate) Finance Controller (Ecommerce and Tech Start-ups) Design Engineer (Fast Moving Consumer Durables) Project Manager-IT/Software (Healthcare and Allied Industries) Digital Marketing Head (Information Technology and Knowledge Services)

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19. **Pertains to pre-Covid appraisal and pay actions at the beginning of FY2019-20*

Jobs and Salaries Primer: FY2020-21 versus FY2019-20

Top 5 Cities – by Sector

	Sectors	FY2020-21									FY2019-20							
		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Ahmedabad	Bangalore	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
1	Agriculture and Agrochemicals	✓			✓	✓	✓			✓		✓		✓	✓	✓	✓	
2	Automobile and Allied Industries		✓	✓		✓		✓	✓		✓	✓		✓			✓	✓
3	BFSI	✓	✓			✓	✓		✓		✓	✓	✓			✓	✓	
4	BPO		✓	✓	✓		✓			✓	✓	✓			✓		✓	✓
5	Construction and Real Estate	✓			✓	✓		✓	✓			✓		✓		✓	✓	✓
6	Ecommerce and Tech Start-ups		✓	✓		✓			✓	✓	✓	✓	✓	✓			✓	
7	Educational Services	✓	✓		✓		✓	✓				✓		✓	✓	✓	✓	
8	FMCD		✓	✓		✓	✓		✓		✓	✓		✓		✓	✓	
9	FMCG		✓		✓			✓	✓	✓	✓			✓	✓	✓	✓	
10	Healthcare & Pharmaceuticals		✓			✓	✓	✓	✓		✓	✓		✓	✓		✓	
11	Hospitality	✓		✓		✓		✓	✓		✓	✓		✓	✓		✓	
12	Industrial Manufacturing & Allied	✓	✓	✓		✓				✓		✓	✓	✓		✓		✓
13	IT		✓		✓		✓		✓	✓		✓		✓	✓		✓	✓
14	Media and Entertainment		✓		✓	✓	✓		✓		✓	✓			✓	✓	✓	
15	Power and Energy		✓		✓		✓	✓		✓		✓		✓	✓	✓	✓	
16	Retail		✓		✓	✓		✓	✓			✓	✓	✓	✓		✓	
17	Telecommunication		✓	✓		✓			✓	✓		✓	✓			✓	✓	✓

✓: *Signifies the sector-city cluster that has outperformed the remaining, in terms of salary growth for FY 2020-21, within each sector*

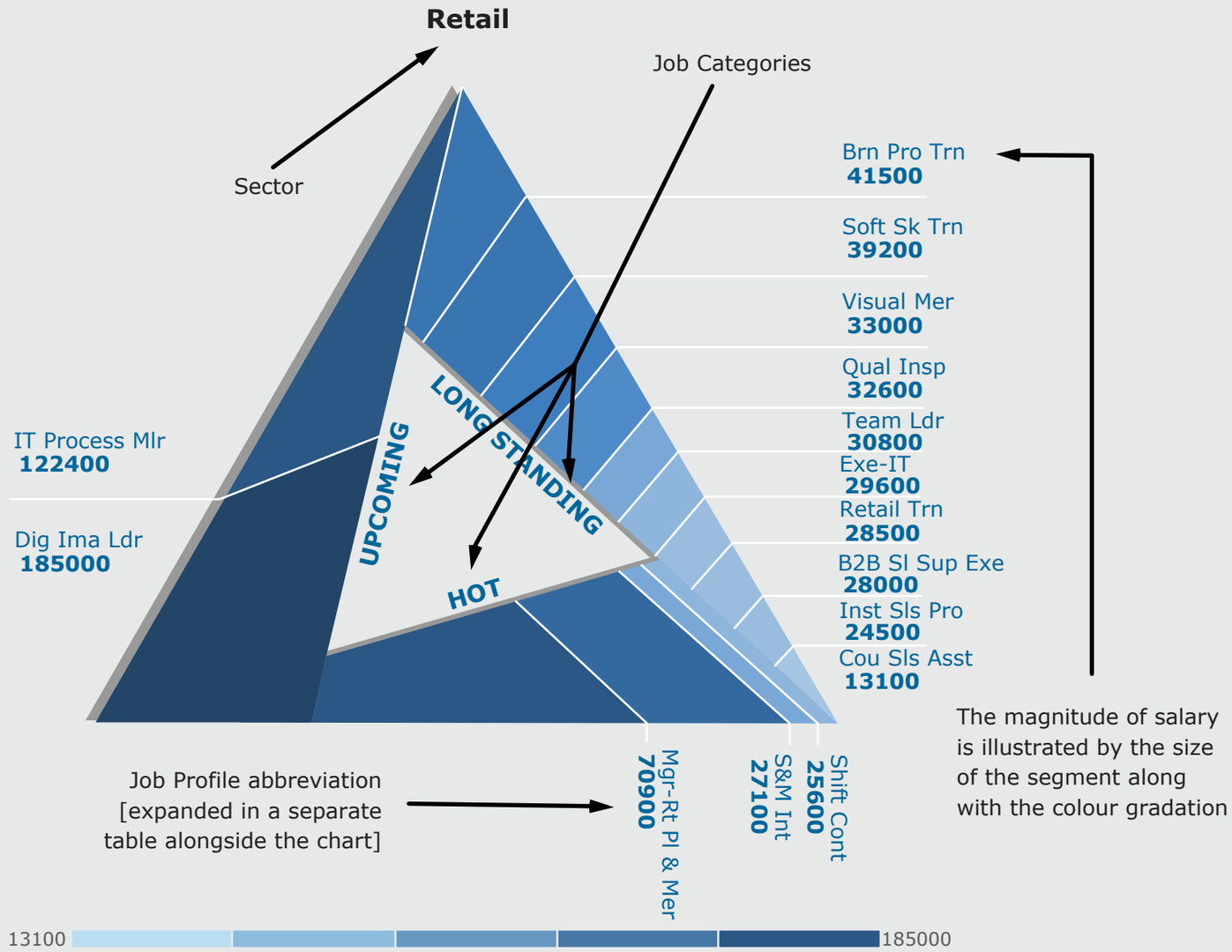
Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Job Market Analysis

Definitions
Job Categories
5 year salary Trends

Interpretations
Unified Industry Salaries
Tem-Perm Salary Variance

The story
Jobs and Job Categories Analysis
5 year salary trend Analysis



We illustrate the job-demand space in terms of 'Job Categories' with a 'Tree Map', visualization. Job Profiles that best represent the trends in each industry have been identified and categorized into 'Longstanding' jobs, 'Hot' jobs and 'Upcoming', or new, jobs.

- 'Longstanding' jobs are those that have been in existence for a fairly longer period of time than the other two job categories and are traditionally looked upon as those that define the individual sectors. These form the conventional choices each of the sectors has to offer to candidates.
- 'Hot' jobs are the toast of industry and the job market, as implied by the buzz surrounding them, are the 'flavour of the season'. As noted in the analysis 'Hot' jobs are not necessarily the most rewarding of the three categories.
- 'Upcoming' jobs are the jobs of tomorrow. By definition, these are relatively more futuristic, feature newer skill attributes or are more skill-intensive, and often characterize new-age industries.

Time Period	Average Salary per Month (INR)
2015-2016	22,100
2016-2017	18,200
2017-2018	27,000
2018-2019	23,600
2019-2020	23,100

*Note: * - the above numbers are just for illustrations*

This section illustrates 5 years aggregate average salary trends from the period from 2015-2016 to 2019-2020 and across the sectors

- This table illustrates the average salary for the month for specific time period for each sector across the report.

'Unified' salaries are single, aggregated, salaries across temporary and permanent jobs.
The 'unified' salary numbers are accompanied by a 'variance', a measure of the percentage by which the salary number for each of the profiles varies between temp and perm roles.

How to Read statistics off the Salary tables:

Salary statistics comprise a **salary number** at the profile-city-experience level and variance at the Profile-city level. For each profile, read salaries on the row on top against the profile name and **variance** on the bottom row against the **profile name**.

Example (please refer to the image at the bottom):
A 3.70% variance for 'Accounts Assistant' with a 2 – 5 years' experience and a median salary of Rs.25,900 means that the salaries for this profile may vary between Rs.24,942 and Rs.26,858.

Accounts

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Accounts Assistant	26,300	25,900	40,100	29,700	38,700	59,200	23,300	27,100	42,900	26,800	38,600	60,900	24,500	30,800	43,500	28,000	36,300	63,400
		3.70%			4.28%			3.73%			5.02%			3.94%			6.31%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

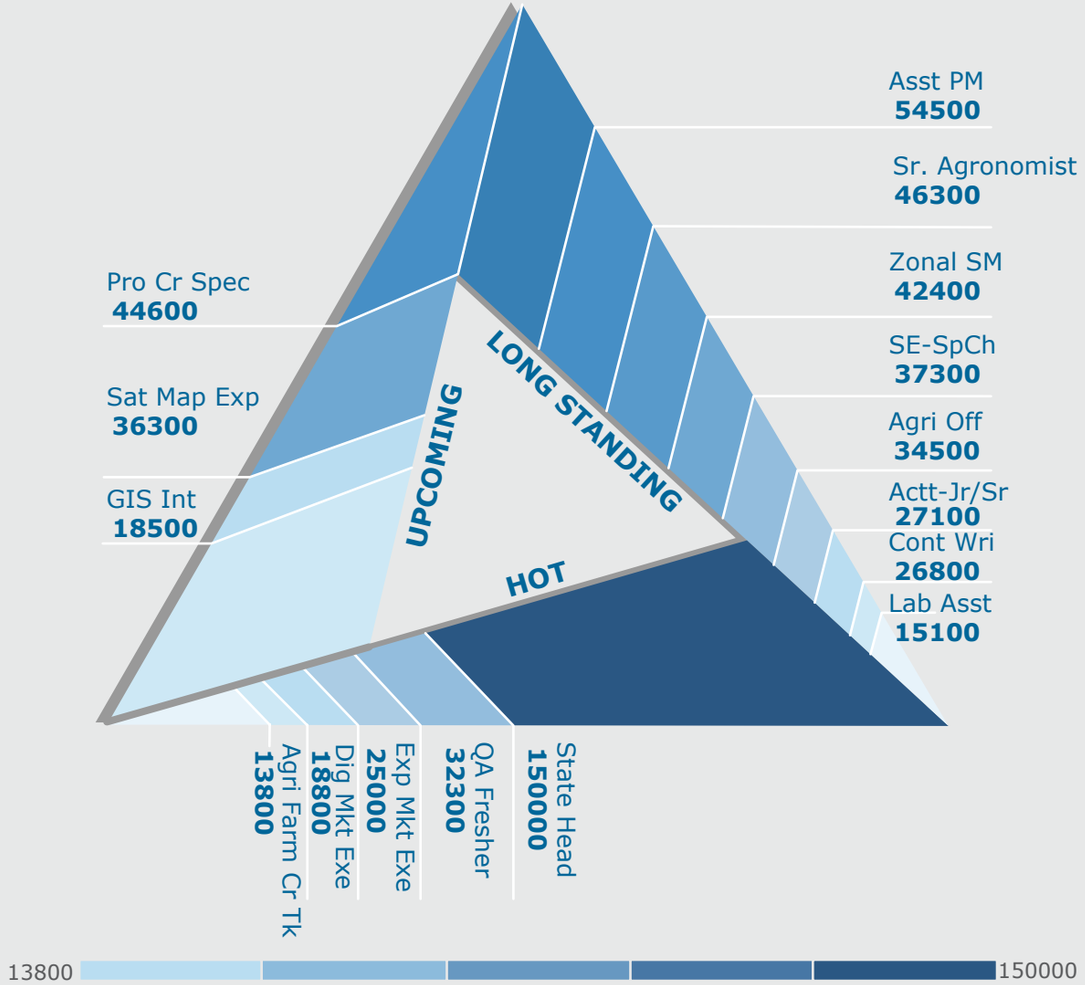
Job Market Analysis

The story

Progression
Stagnation
Slump

With states recognizing agricultural activity as essential, and allowing it during lockdowns, the sector is accelerating its way back to pre-Covid levels.
Robust creation of hot jobs – across the hierarchy – signals recovery as well.

Data Source: business literature review (refer Bibliography for details).



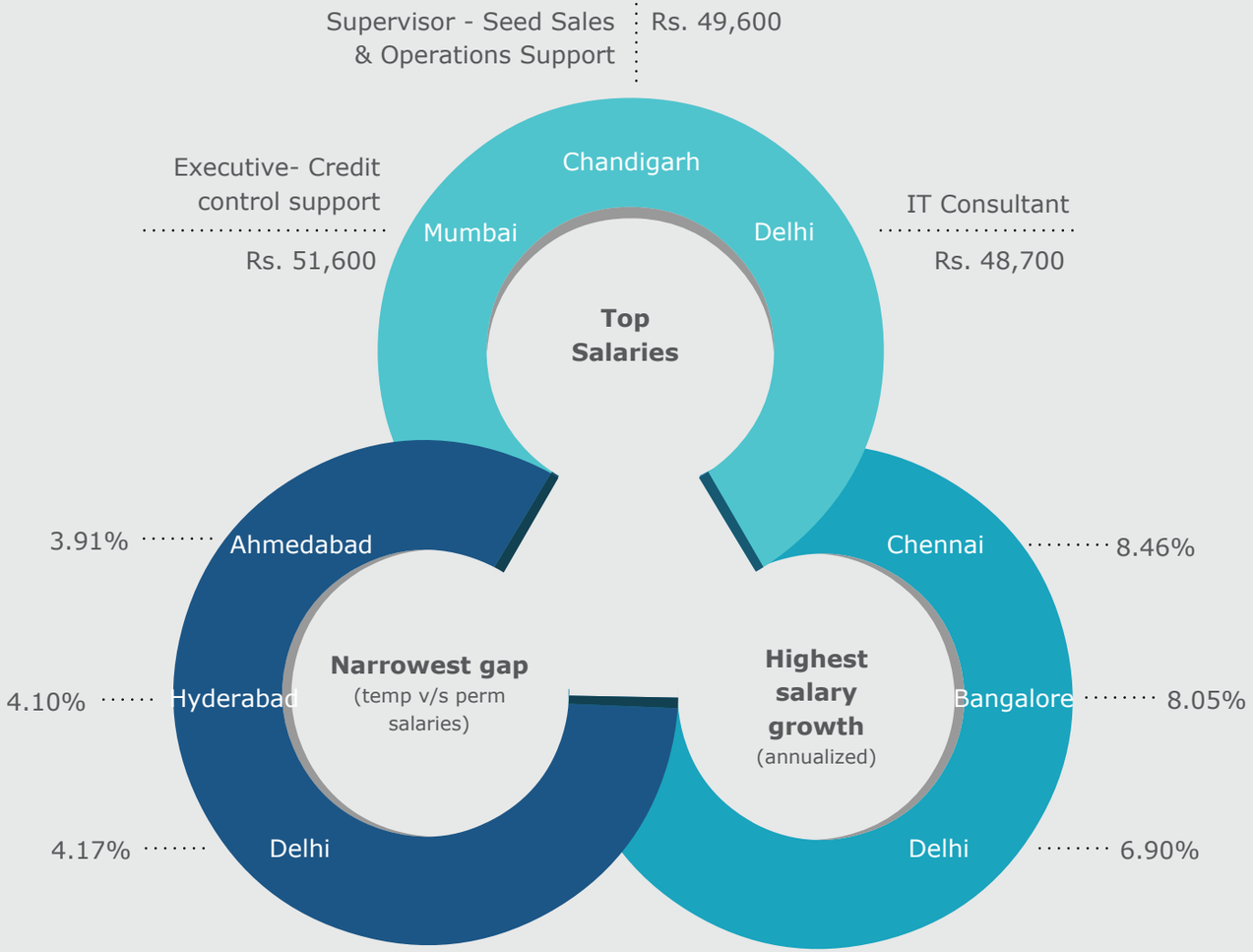
Short Form	Profile Name
Agri Farm Cr Tk	Agriculture Farm Care taker
State Head	State Head
QA Fresher	QA Fresher
Exp Mkt Exe	Export Marketing Executive
Dig Mkt Exe	Digital Marketing Executive
Sat Map Exp	Satellite Map Experts
GIS Int	GIS Intern
Pro Cr Spec	Protected Crop Specialist
Lab Asst	Lab Assistant
Actt-Jr/Sr	Accountant - Junior / Senior
Zonal SM	Zonal Sales Manager
Agri Off	Agriculture Officer
SE-SpCh	Sales Executive(Specialty chemicals)
Asst PM	Assistant Plant Manager
Sr. Agronomist	Senior Agronomist
Cont Wri	Content Writer

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Modest salary levels characterize the sector – both with the 5-year average salary growth trend, and the top salaries paid in the sector.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	12,400
2016-2017	10,600
2017-2018	17,700
2018-2019	16,000
2019-2020	18,700

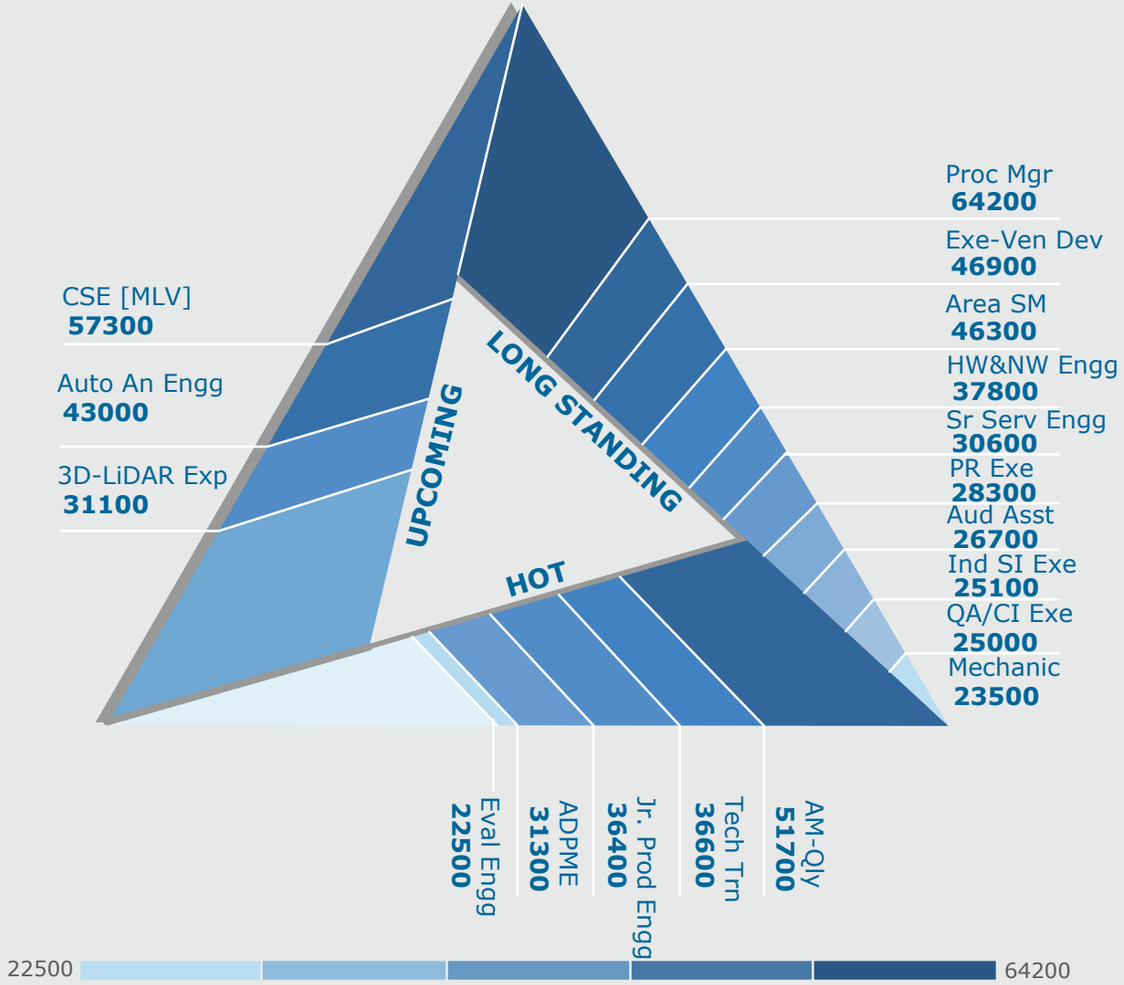
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

The prevailing uncertainty ensures that the sector merely inches back on its path to post-Covid recovery. Healthy creation of hot jobs – mostly at the entry level – follows the impending entry of a formidable global giant.

Data Source: business literature review (refer Bibliography for details).



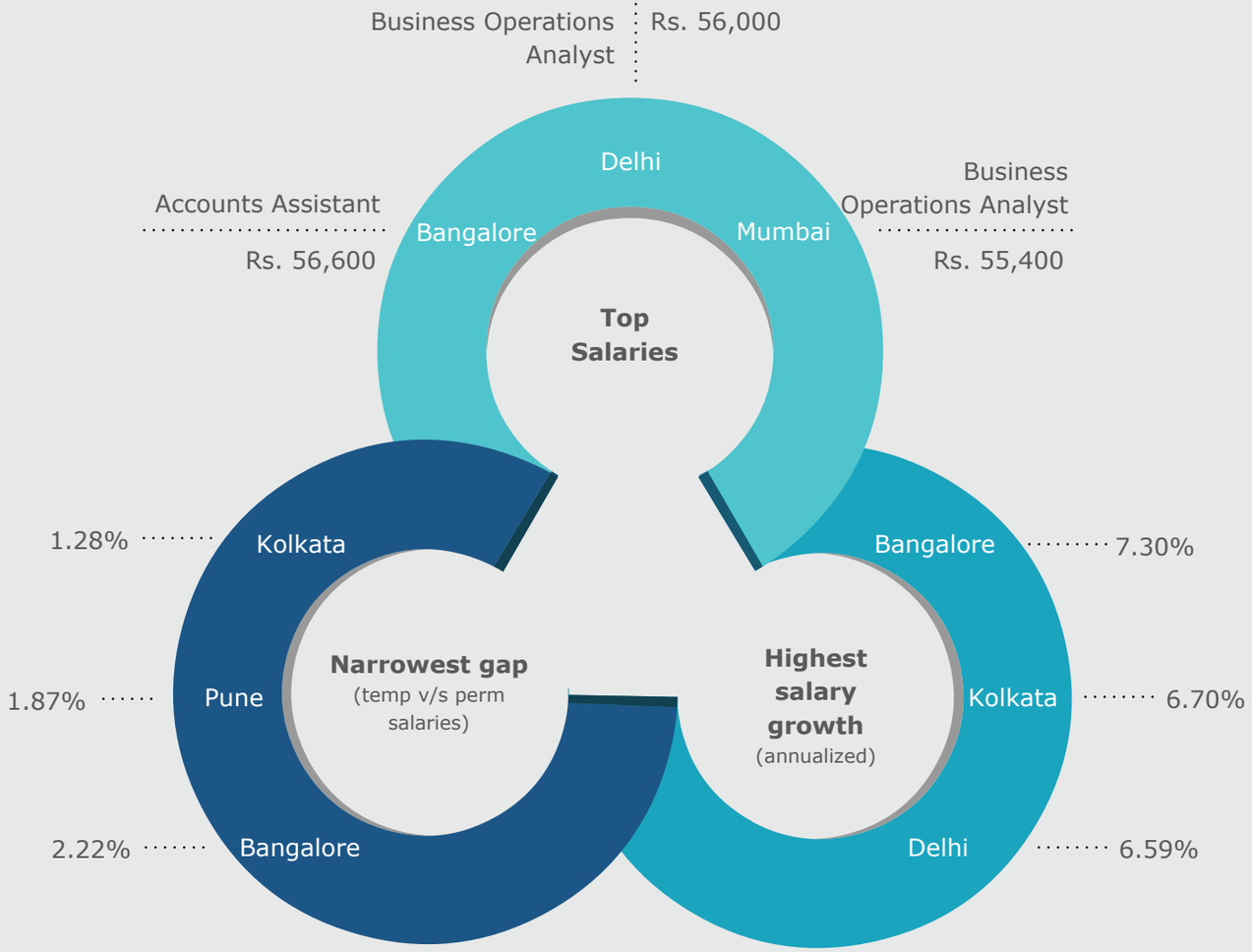
Short Form	Profile Name
ADPME	Automobile Diagnosis, Programming and Maintenance Engineer
AM-Qly	Assistant Manager-Quality
Tech Trn	Technical Trainer
Jr. Prod Engg	Junior Production Engineer [Paint Shop]
Eval Engg	Evaluation engineer
Auto An Engg	Automobile Analytics Engineer
3D-LiDAR Exp	3D-LiDAR Expert
CSE [MLV]	Cyber security expert [Machine Learning]
Proc Mgr	Procurement Manager
Aud Asst	Audit Assistant
Area SM	Area Sales Manager
QA/CI Exe	Quality Assurance/Control Executive
Sr Serv Engg	Sr Service Engineer
PR Exe	Purchase Executive
Ind SI Exe	Industrial Sales Executive
HW& NW Engg	Hardware & Networking Engineer
Exe-Ven Dev	Executive-Vendor Development
Mechanic	Mechanic

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Average aggregate salary for the sector has grown appreciably over the past, but the pandemic has considerably reversed this traction.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	18,700
2016-2017	13,200
2017-2018	25,100
2018-2019	34,600
2019-2020	22,300

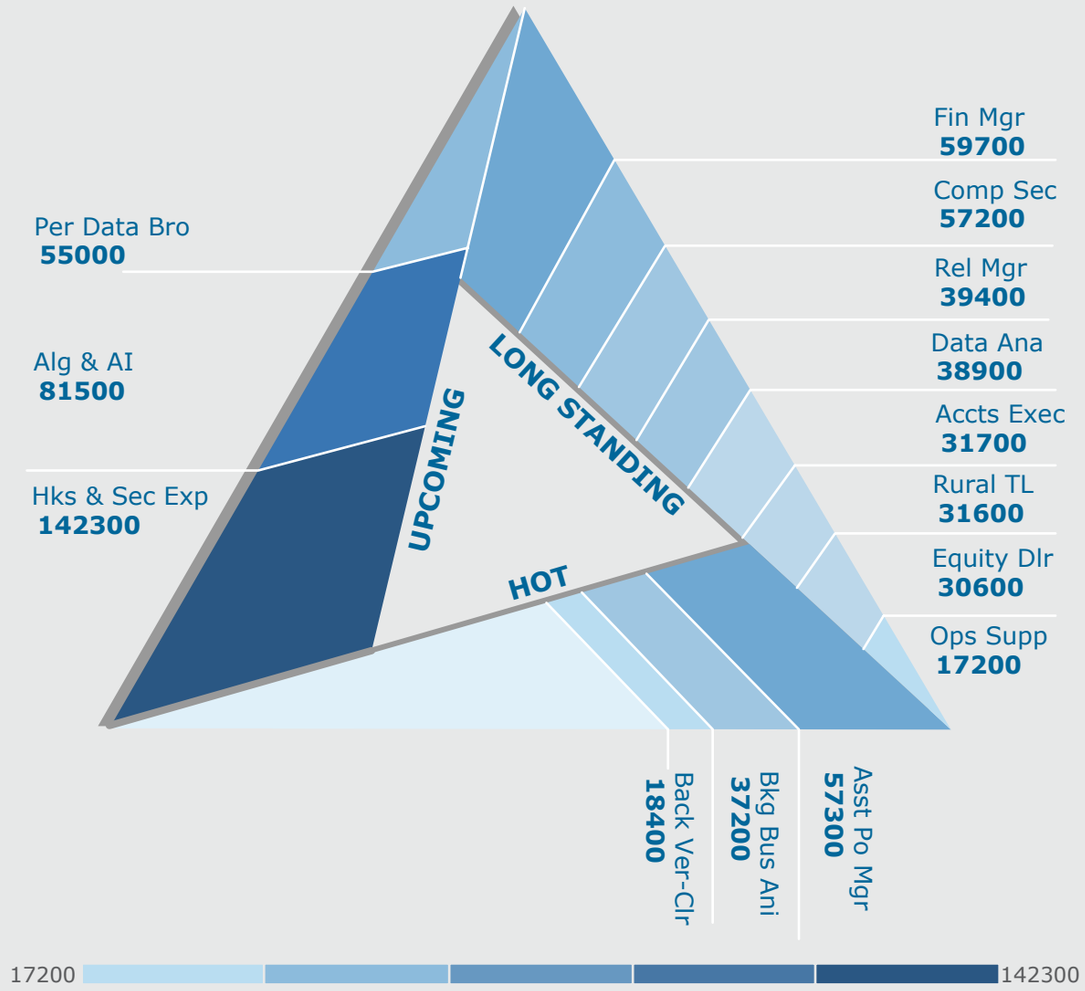
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

As an essential service, the sector is quickly making up for the slump it had found itself in over the previous year. But the innovation focus seems to have dimmed and newer profiles are not emerging with the same vigour as before.

Data Source: business literature review (refer Bibliography for details).



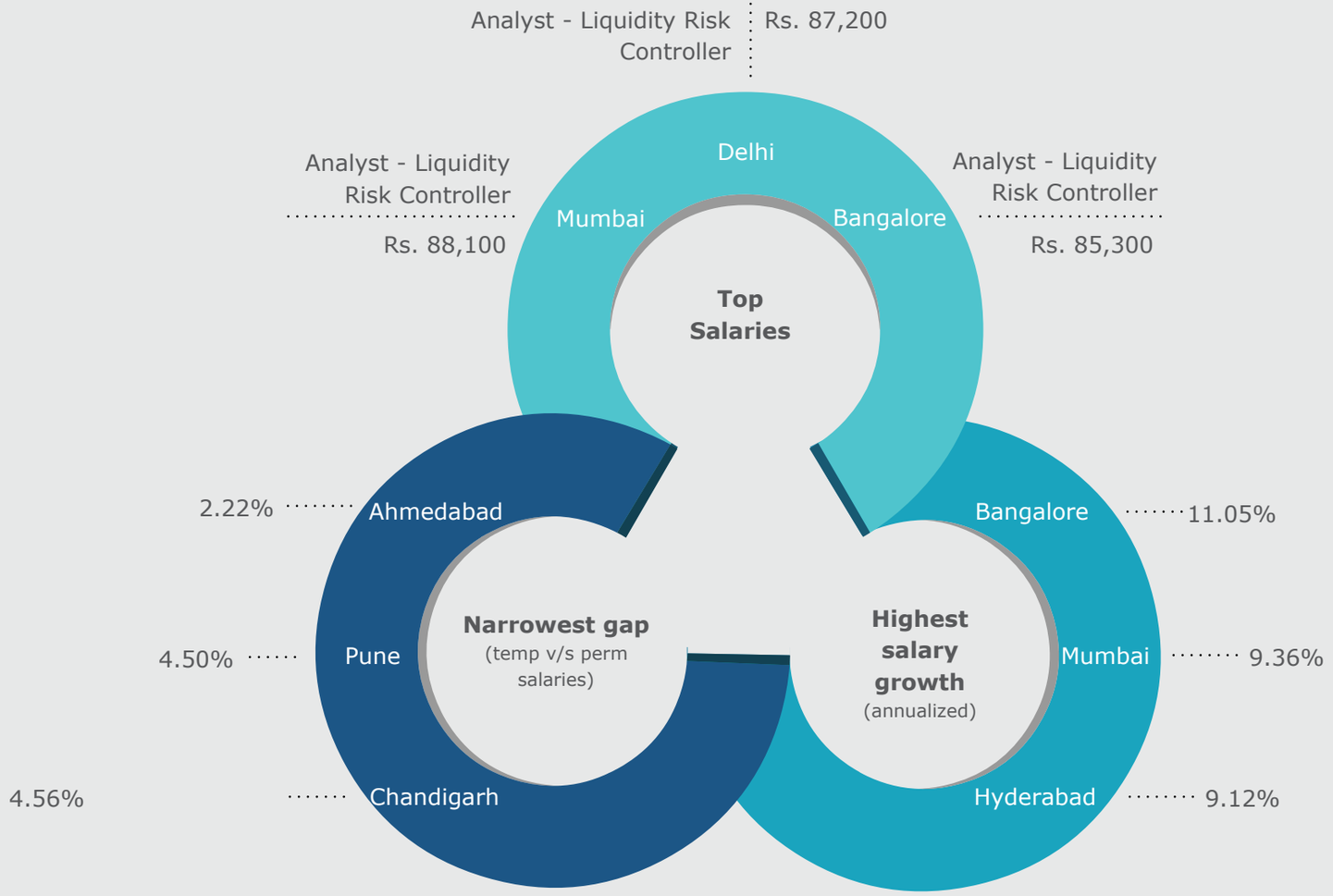
Short Form	Profile Name
Back Ver-Clr	Background Verification-Caller
Bkg Bus Anl	Banking business analyst
Asst Po Mgr	Associate Portfolio Manager
Hks & Sec Exp	Hackers & security experts
Alg & AI	Algorithm & Artificial Intelligence
Per Data Bro	Personal Data Broker
Ops Supp	Operation Support
Data Ana	Data Analyst
Accts Exec	Accounts Executive
Equity Dlr	Equity Dealer
Fin Mgr	Finance Manager
Comp Sec	Company Secretary
Rel Mgr	Relationship Manager
Rural TL	Rural Team Lead

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The healthy salary levels at the top, and the better than average growth rates for the current year, belie the reality of rather slow growth in average aggregate salary for the sector.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	14,200
2016-2017	11,900
2017-2018	15,400
2018-2019	14,700
2019-2020	17,100

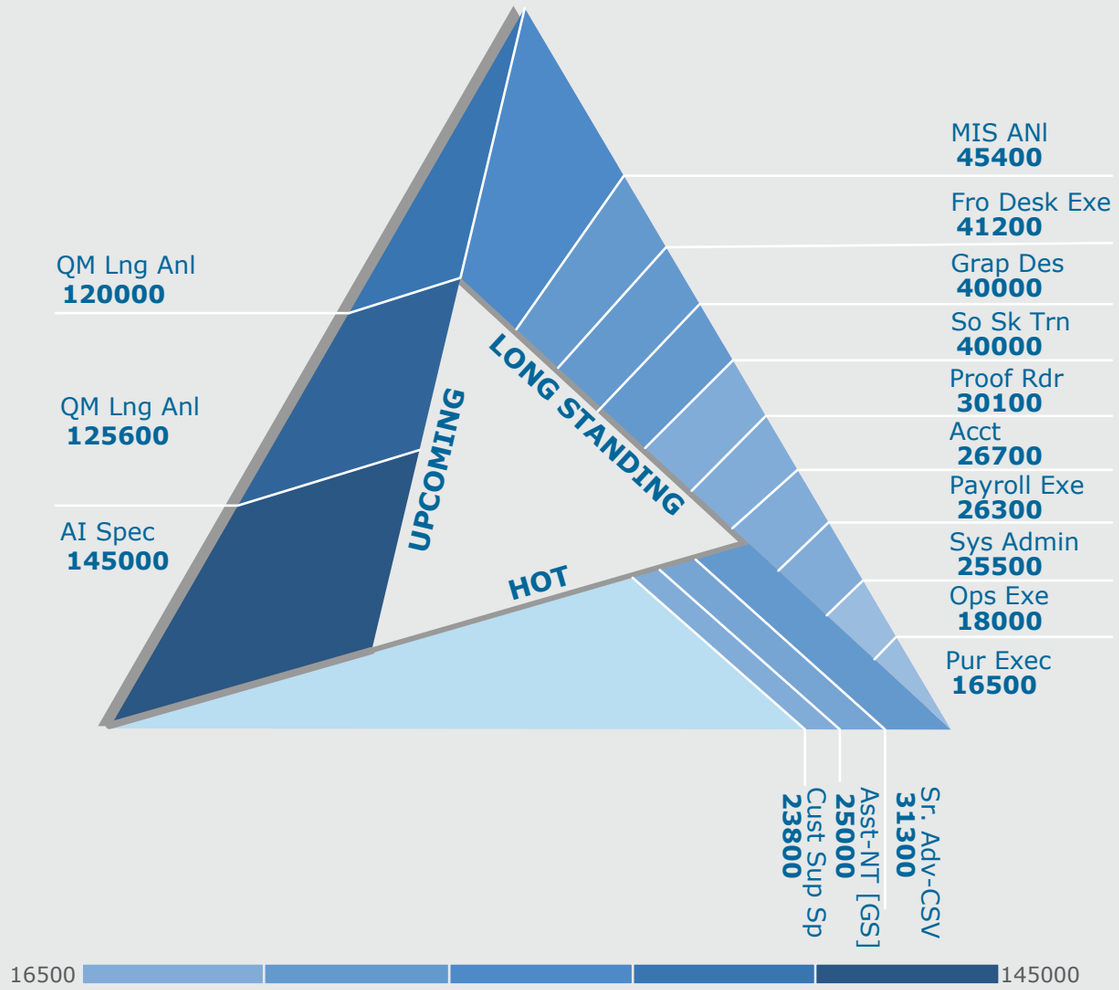
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The privilege of being allowed to operate during lockdowns is not likely to improve growth prospects for the sector; and the rather bleak levels of creation of hot and upcoming jobs reinforces the likelihood.

Progression
Stagnation
Slump

Data Source: business literature review (refer Bibliography for details).



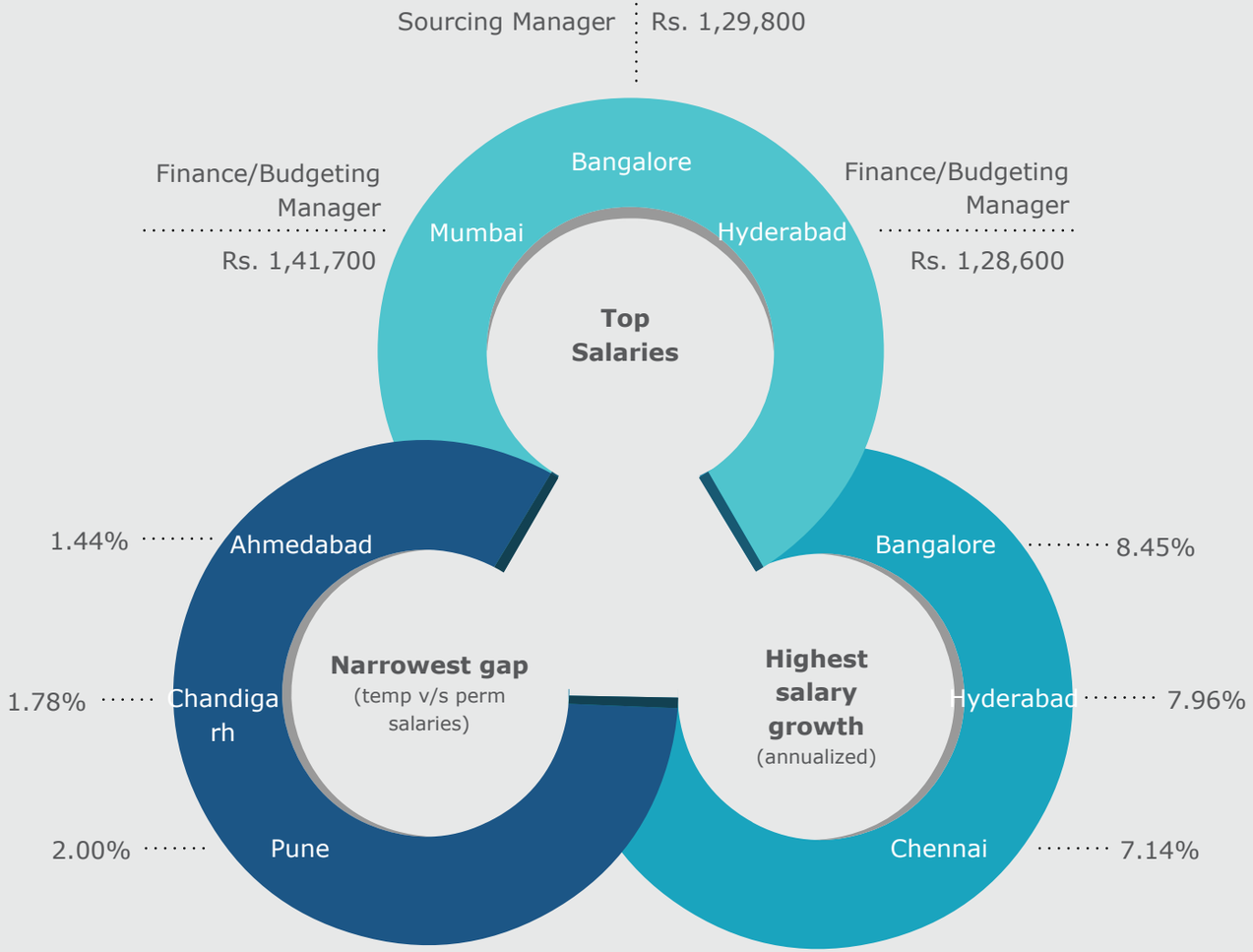
Short Form	Profile Name
Sr. Adv-CSV	Sr. Advisor [Customer support-voice]
Asst-NT [GS]	Associate-NonTechnical [gaming support]
Cust Sup Sp [WFH]	Customer Service Specialist [WFH]
AI Spec	Aritificial Inteligence Specialist
Cyber Cy Anl	Cyber City Analyst
QM Lng Anl	Quantum Machine Learning Analyst
Ops Exe	Operations Executive
Grap Des	Graphic Designer
MIS Anl	MIS Analyst
Pur Exec	Purchase Executive
Proof Rdr	Proof Reader
Sys Admin	System Administrator
Payroll Exe	Payroll Executive
Acct	Accountant
So Sk Trn	Soft Skills Trainer
Fro Desk Exe	Front Desk Executive

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The sector doles out disproportionately high rewards at the top, while the average aggregate salary has seen negligible growth over the years.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	16,100
2016-2017	12,100
2017-2018	16,000
2018-2019	14,400
2019-2020	20,500

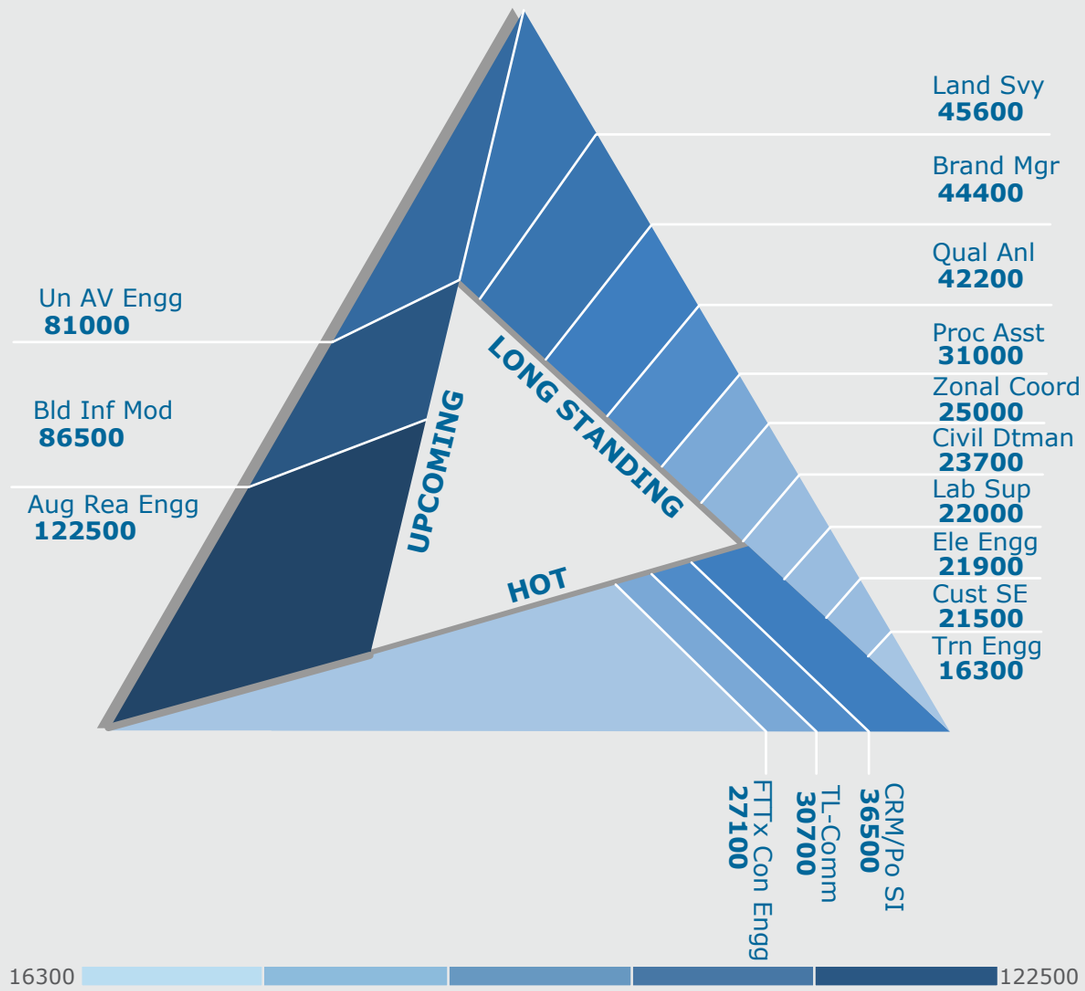
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

The second wave has spelt mixed fortunes for the sector as some states have halted activity even while some others have not. The sector does better than the slump of the previous year, though.

Data Source: business literature review (refer Bibliography for details).



Short Form	Profile Name
FTTx Con Engg	FTTx Construction Engineer
CRM/Po Sl	CRM/Post Sales
TL-Comm	TL - commercial
Bld Inf Mod	Building Information Modeller
Un AV Engg	Unmanned Aerial Vehicles Engineer
Aug Rea Engg	Augmented Reality Engineer
Cust SE	Customer Service Executive
Lab Sup	Labour Supervisor
Trn Engg	Trainee Engineer
Zonal Coord	Zonal Coordinator
Proc Asst	Procurement Associate
Brand Mgr	Brand Manager
Ele Engg	Electrical Engineer
Civil Dtman	Civil Draughtsman
Qual Anl	Quality Analyst
Land Svy	Land Surveyors

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Despite the sombre outlook, and the lower than modest salary growth rates, the sector is a good paymaster.

Data Source: business literature review (refer Bibliography for details).

Time Period	Average Salary per Month (INR)
2015-2016	14,300
2016-2017	12,500
2017-2018	20,500
2018-2019	19,100
2019-2020	23,000

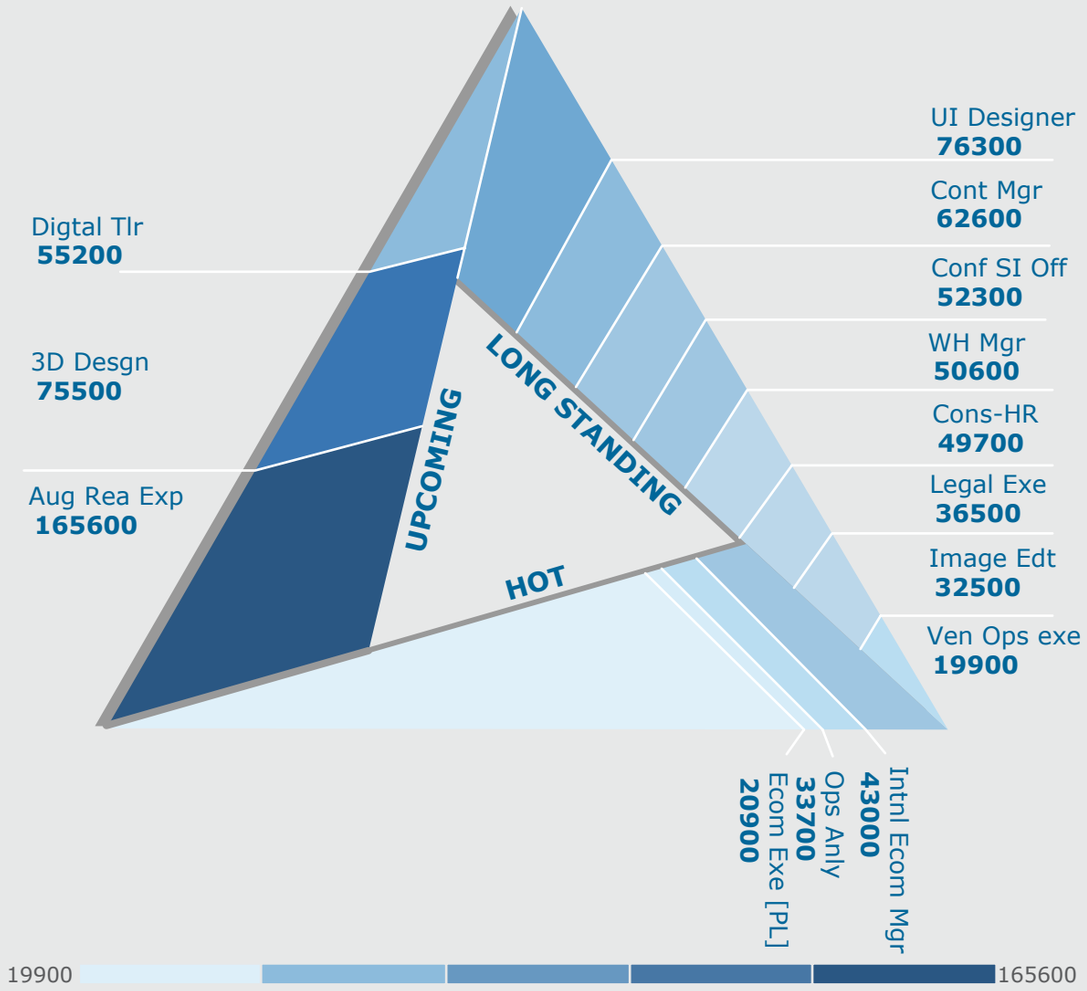
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

Ecommerce and start-ups have been at the forefront of daily sustenance for people, and transformative engines for business, and have rightfully benefited during the pandemic.

Data Source: business literature review (refer Bibliography for details).



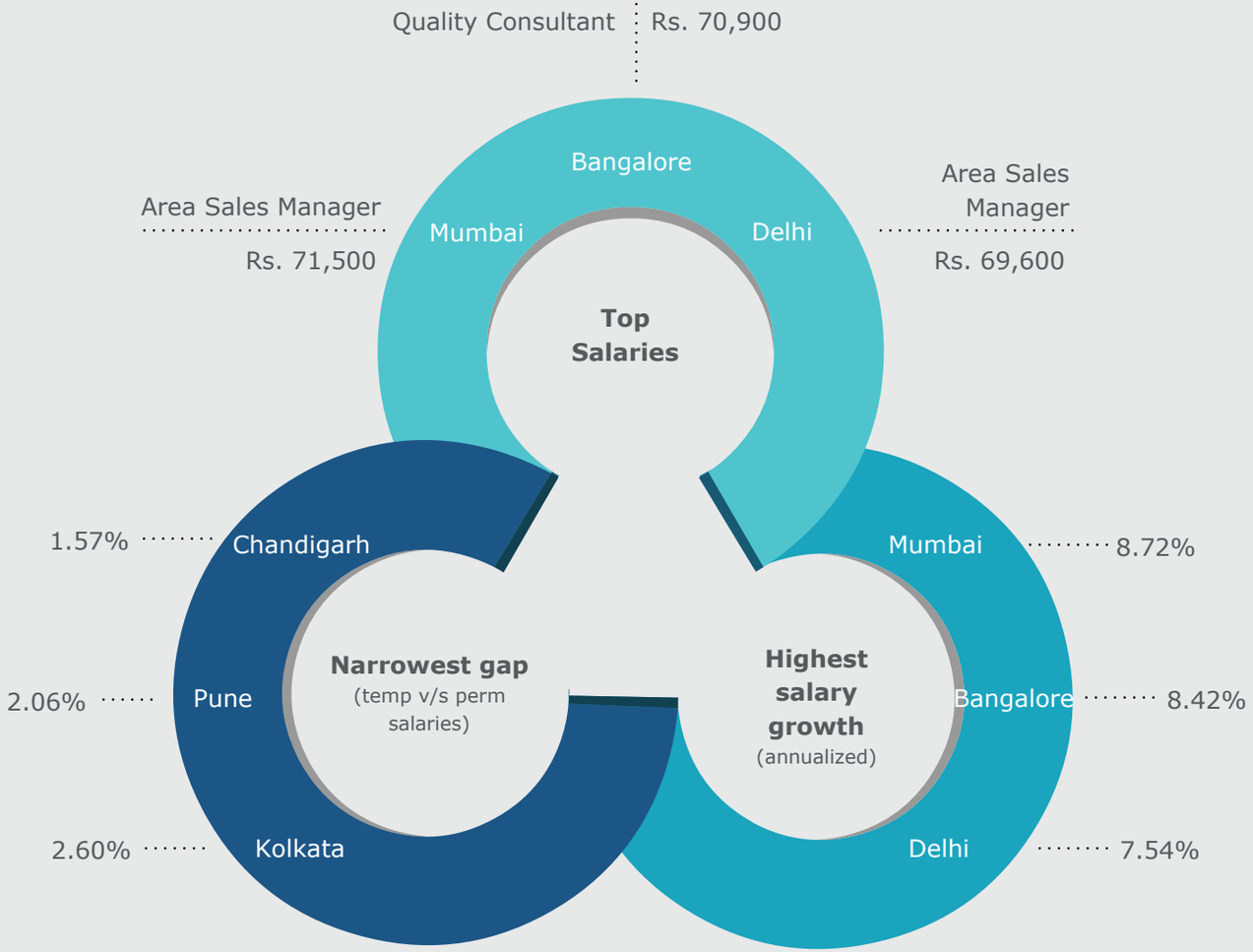
Short Form	Profile Name
Ecom Exe [PL]	E-commerce Executive [Product Listing]
Intnl Ecom Mgr	International E-commerce Manager
Ops Anly	Operations Analyst
Digital Tlr	Digital Tailor
3D Desgn	3D designer
Aug Rea Exp	Augmented Reality Expert
Conf SI Off	Conference Sales Officer
Legal Exe	Legal Executive
Cont Mgr	Content Manager
WH Mgr	Warehouse Manager
Image Edt	Image Editor
UI Designer	User Experience Designer
Cons-HR	Consultant-HR
Ven Ops Exe	Vendor Operations Executive

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Top salaries in the sector are modest, as are the growth levels for the aggregate average salary. Salary growth is likely to be healthy for the current financial year.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	22,200
2016-2017	18,600
2017-2018	28,200
2018-2019	28,000
2019-2020	30,200

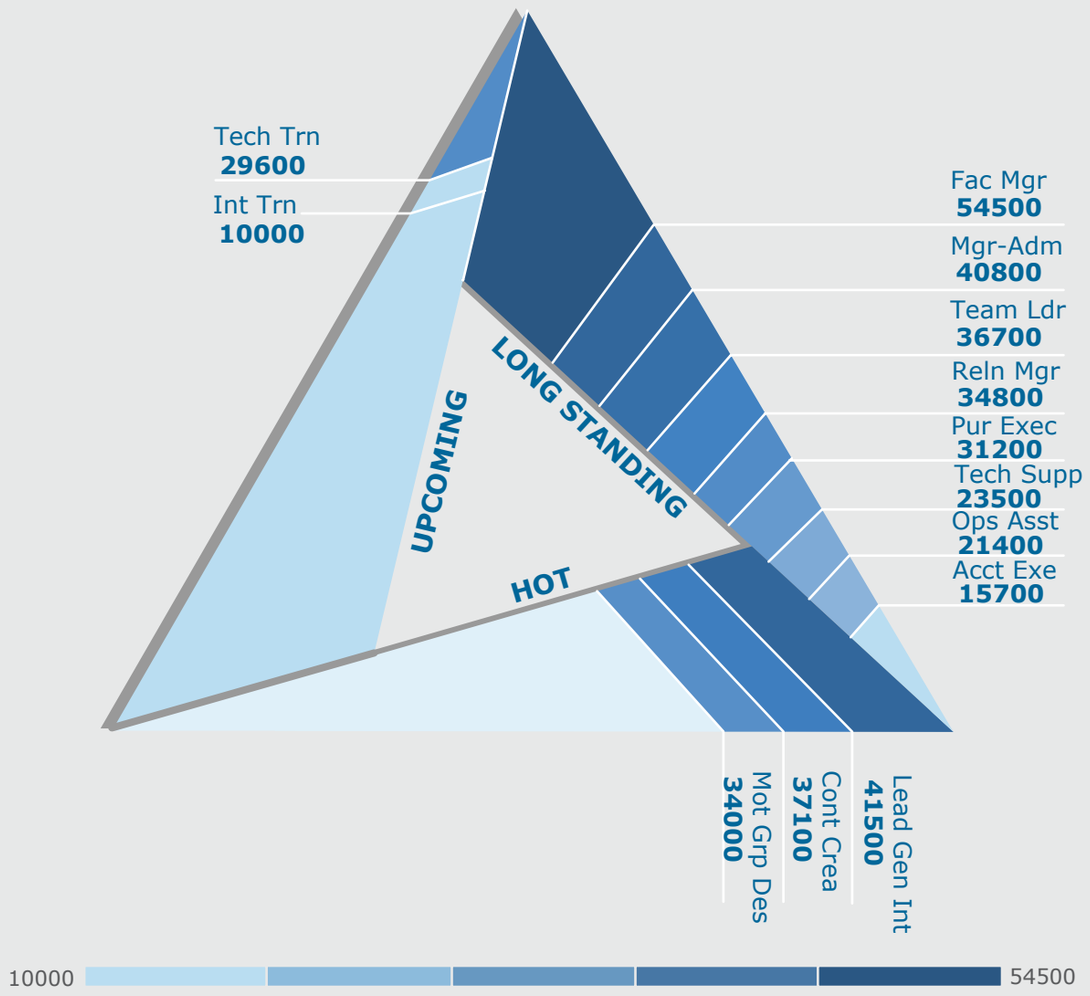
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Riding on the back of need-driven innovation and technology investments, the sector is driving job creation and salary growth.

Progression
Stagnation
Slump

Data Source: business literature review (refer Bibliography for details).



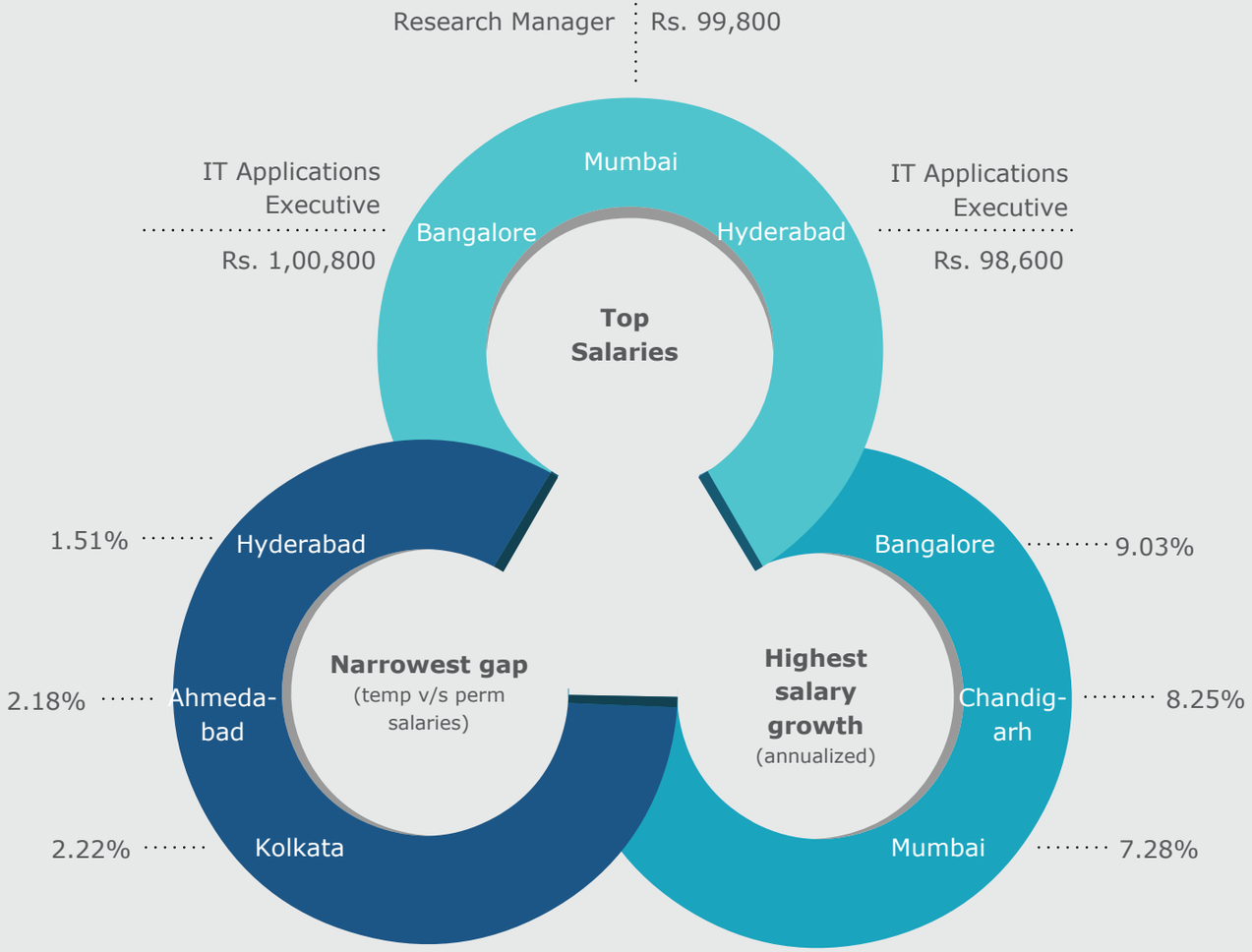
Short Form	Profile Name
Cont Crea	Content Creator
Lead Gen Int	Lead Generation Internship
Mot Grp Des	Motion Graphic Designers
Tech Trn	Technical Trainer
Int Trn	Internship Trainee
Mgr-Adm	Manager-Administration
Pur Exec	Purchase Executive
Ops Asst	Operations Associate
Reln Mgr	Relationship Manager
Tech Supp	Technical Support
Team Ldr	Team Leader
Fac Mgr	Facility Manager
Acct Exe	Accounts Executive

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The bright prospects for the sector translate into all-round pay actions – healthy top salaries and steady salary growth.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	15,100
2016-2017	13,000
2017-2018	21,800
2018-2019	17,800
2019-2020	33,300

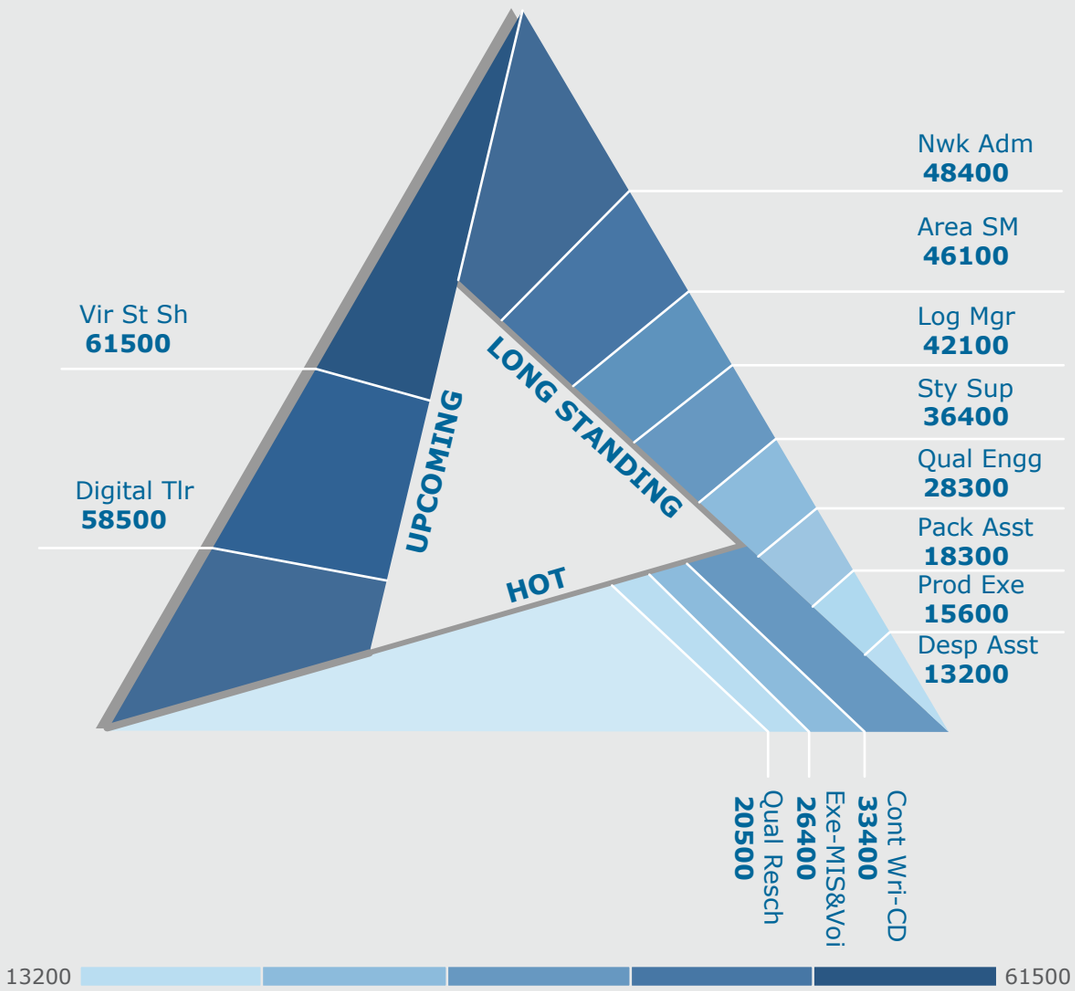
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Slowly, but steadily, consumer durables are regaining lost ground and rebuilding from the slump of the previous year. New job profile creation is modest but diverse.

Progression
Stagnation
Slump

Data Source: business literature review (refer Bibliography for details).



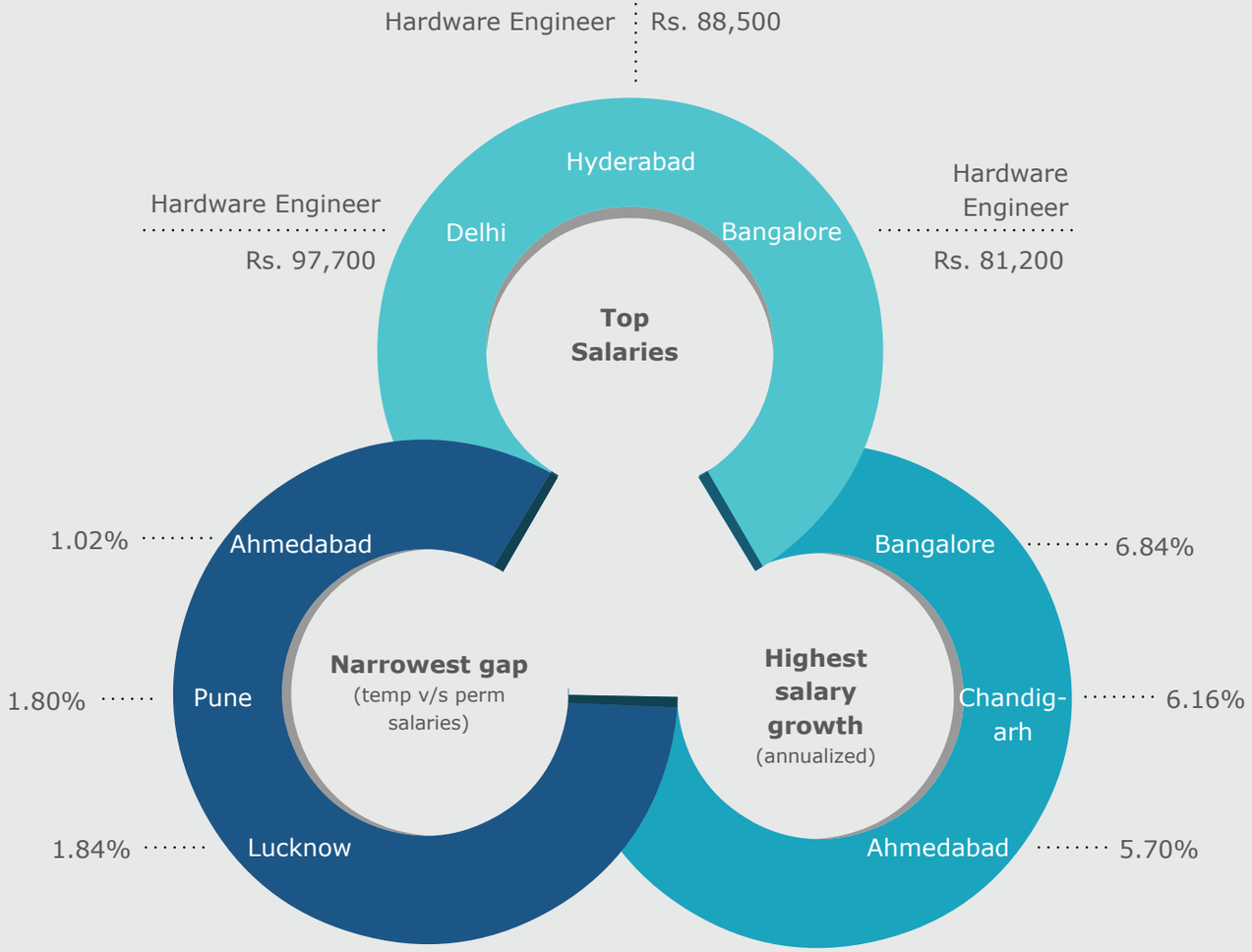
Short Form	Profile Name
Cont Wri-CD	Content Writer [Consumer Durable]
Exe-MIS & Voi	Executive-Escalation & MIS+VOC (Service)
Qual Resch	Qualitative Researcher
Digital Tlr	Digital Tailor
Vir St Sh	Virtual Store Sherpa
Area SM	Area Service Manager
Desp Asst	Despatch Assistant
Nwk Adm	Network Administrator
Pack Asst	Packing Assistant
Qual Engg	Quality Engineer
Prod Exe	Production Executive
Sty Sup	Safety Supervisor
Log Mgr	Logistics Manager
Cont Wri-CD	Content Writer [Consumer Durable]
Exe-MIS & Voi	Executive-Escalation & MIS+VOC (Service)
Qual Resch	Qualitative Researcher

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Despite the gradual recovery of the sector top salaries are healthy. However, the sector is also marked by low salary growth rates and unsteady aggregate salary growth trends.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	15,400
2016-2017	12,500
2017-2018	18,200
2018-2019	15,600
2019-2020	20,300

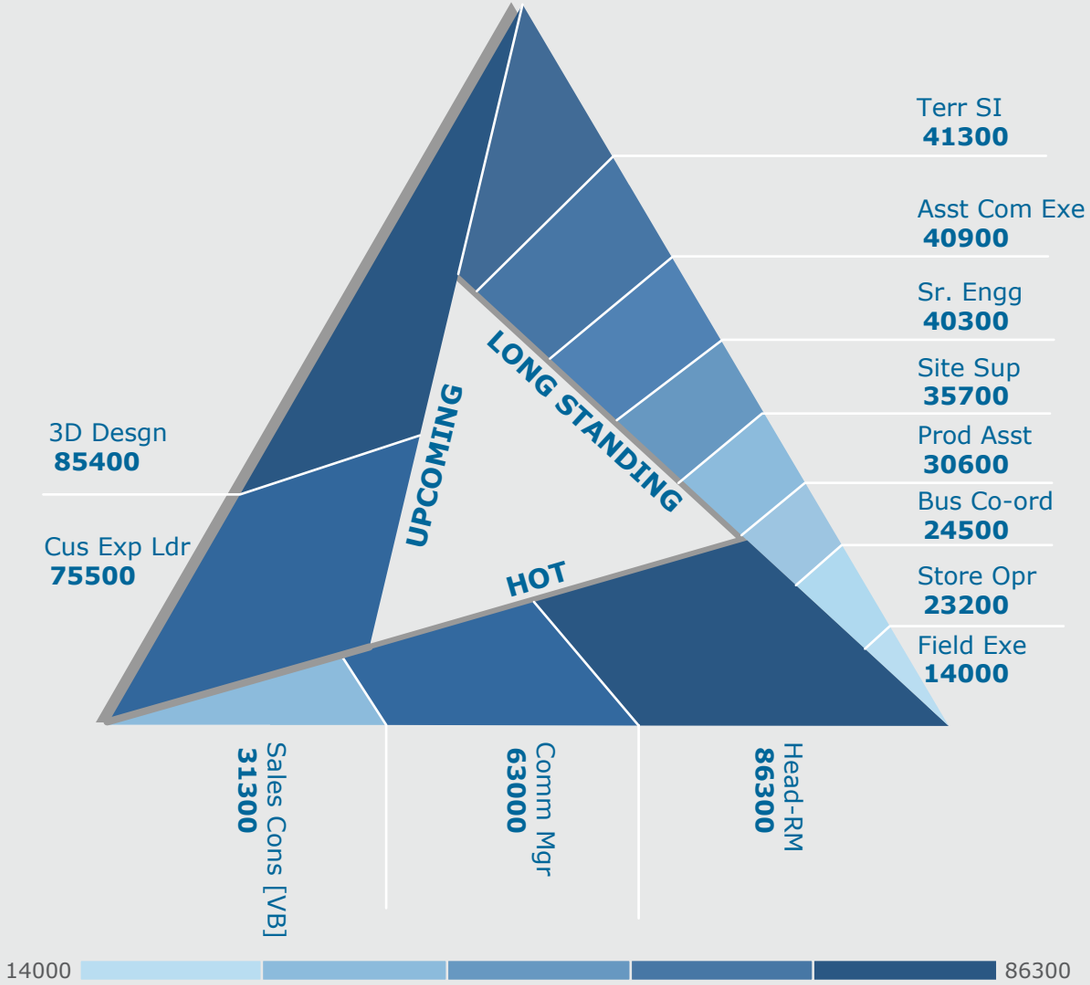
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

With the essential component of retail leading the way, the sector swayed between progression, slump and now stagnation. The flip side to the growth fluctuation is the creation of well-paying hot and upcoming jobs.

Progression
Stagnation
Slump

Data Source: business literature review (refer Bibliography for details).



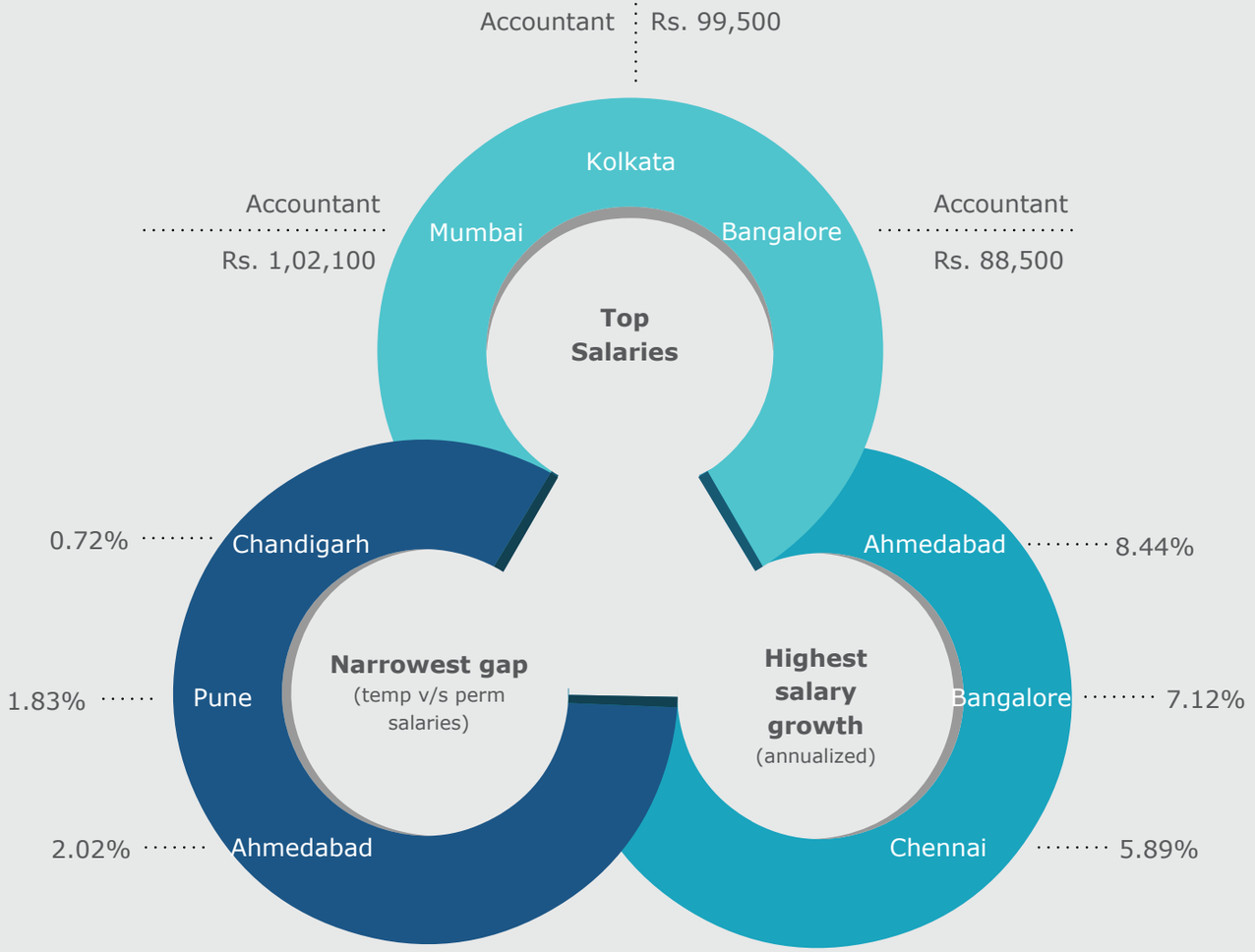
Short Form	Profile Name
Head-RM	Head - Risk Management
Sales Cons [VB]	Sales Consultant [Virtual Brands]
Comm Mgr	Communications manager
Cus Exp Ldr	Customer Experience leader
3D Desgn	3D Designer
Field Exe	Field Executive
Terr SI	Territory Sales Incharge
Bus Co-ord	Business Coordinator
Site Sup	Site Supervisior
Prod Asst	Production Assistant
Sr. Engg	Senior Engineer
Asst Com Exe	Assistant Commercial Executive
Store Opr	Store Operator

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Despite modest growth in aggregate salaries and salary growth rate in general, the sector pays attractive top salaries.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	17,500
2016-2017	14,700
2017-2018	16,500
2018-2019	18,600
2019-2020	20,900

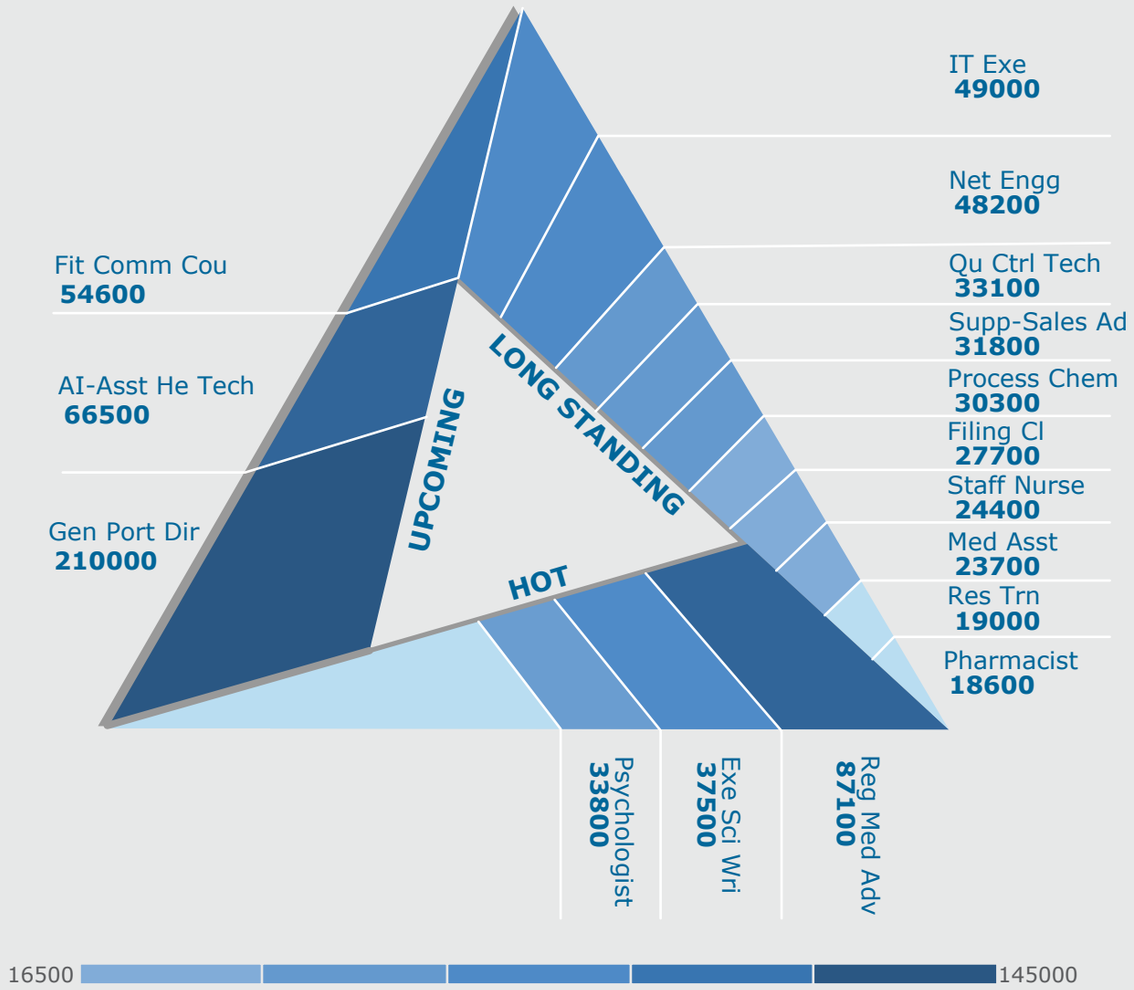
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The vaccination launches and drives further facilitate the growth of the sector. Although the focus is on keeping the engines running, the sector innovates to create a slew of well-paying hot and upcoming jobs.

Progression
Stagnation
Slump

Data Source: business literature review (refer Bibliography for details).



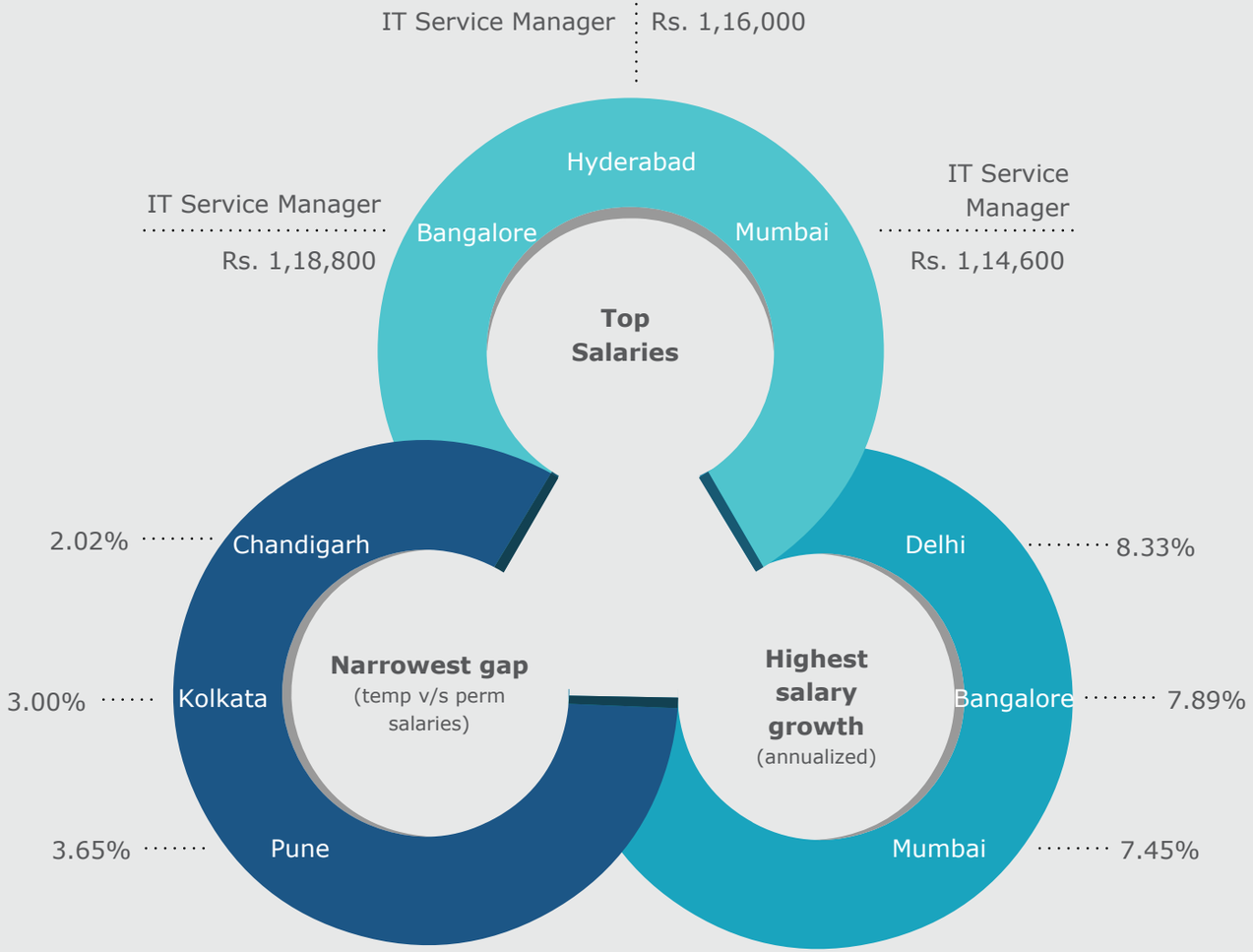
Short Form	Profile Name
Reg Med Adv	Regional Medical Advisor
Exe Sci Wri	Executive Scientific Writer
Psychologist	Psychologist
AI-Asst He Tech	AI-Assisted Healthcare Technician
Fit Comm Cou	Fitness Commitment Counselor
Gen Port Dir	Genomic Portfolio Director
Res Trn	Research Trainee
Staff Nurse	Staff Nurse
Process Chem	Process Chemist
Filing Cl	Filing Clerk
Pharmacist	Pharmacist
IT Exe	IT Executive
Qu Ctrl Tech	Quality Control Executive
Net Engg	Network Engineer
Med Asst	Medical Assistant
Supp-Sales Ad	Support - Sales Admin

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Payouts and salary growth rates for the sector are commendably high, and the previous year has significantly boosted the aggregate average.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	19,100
2016-2017	14,900
2017-2018	21,500
2018-2019	19,400
2019-2020	27,600

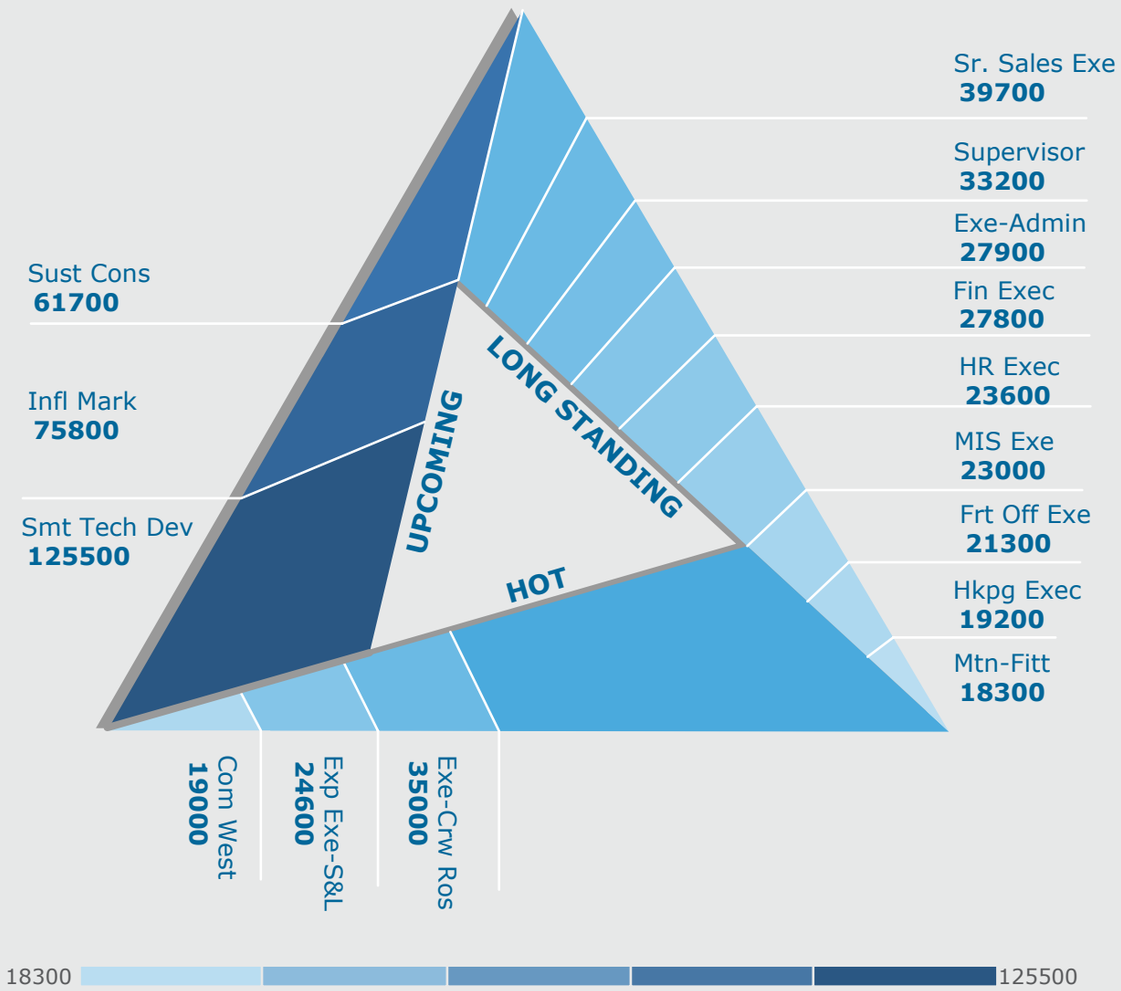
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

The alternate business models and revenue streams pursued by the sector are not doing enough to pull the sector out of the slump yet.
The silver lining is the creation of highly paid upcoming jobs that are aimed at innovating for growth.

Data Source: business literature review (refer Bibliography for details).



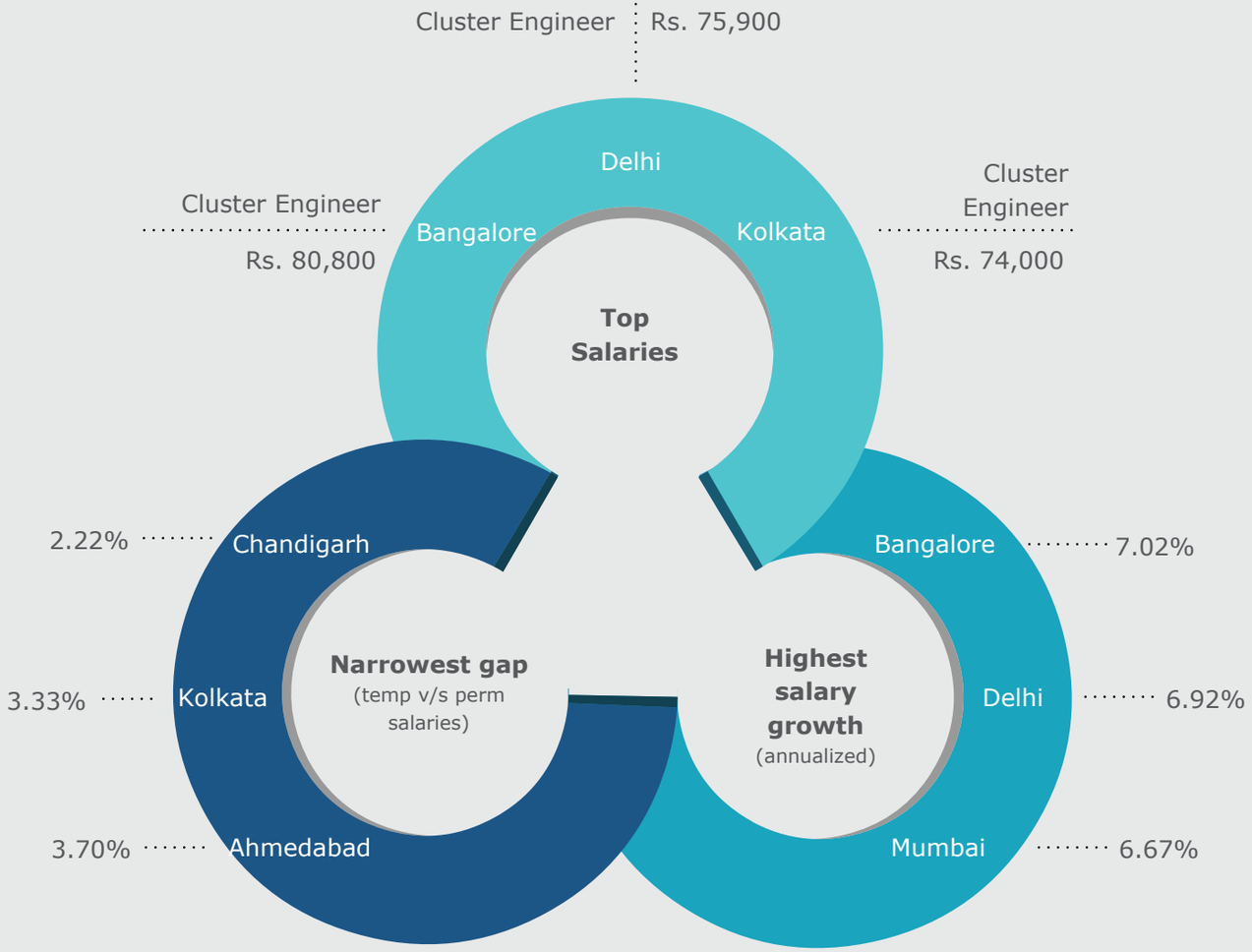
Short Form	Profile Name
Com West	Commis Western (Hot and Cold)
Exp Exe-S&L	Export Executive (Shipping and Logistics)
Exe-Crw Ros	Executive - Crew Rostering (Aviation)
Infl Mark	Influencer Marketer
Sust Cons	Sustainability Consultant
Smt Tech Dev	Smart Technology Developer
Exe-Admin	Executive Administration
Sr. Sales Exe	Senior Sales Executive
Frt Off Exe	Front Office Executive
HR Exec	HR Executive
MIS Exe	MIS Executive
Hkpg Exec	House Keeping Executive
Mtn-Fitt	Maintainer (Fitter)
Supervisor	Supervisor
Fin Exec	Finance Executive

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Stagnant aggregate salaries and modest salary growth rates characterize the sector, but the prevailing fair payout levels are a consolation.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	22,100
2016-2017	18,200
2017-2018	27,000
2018-2019	23,600
2019-2020	23,100

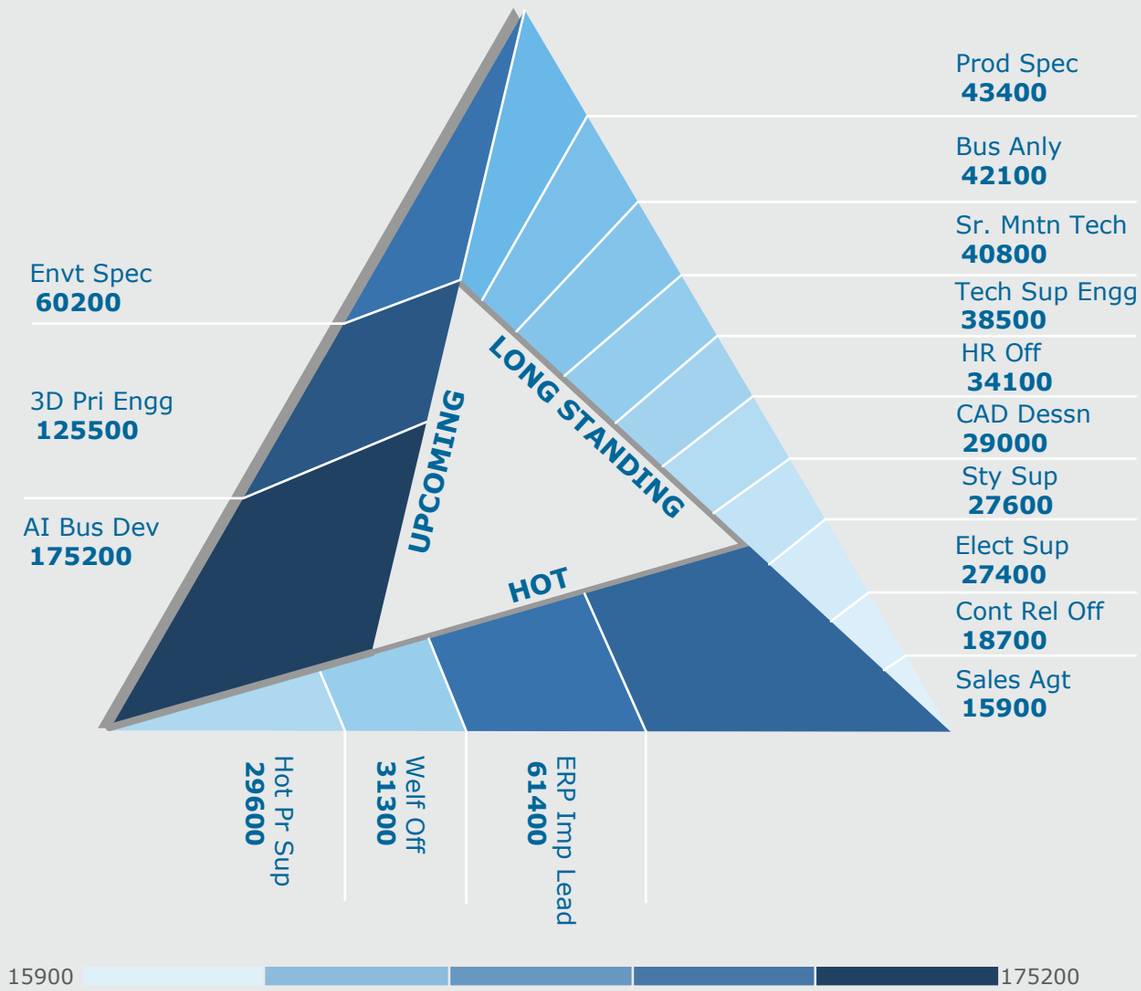
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

The slump the sector is in does not prevent it from ushering in upcoming jobs that leverage transformational technologies and pay exceptional salaries.

Data Source: business literature review (refer Bibliography for details).



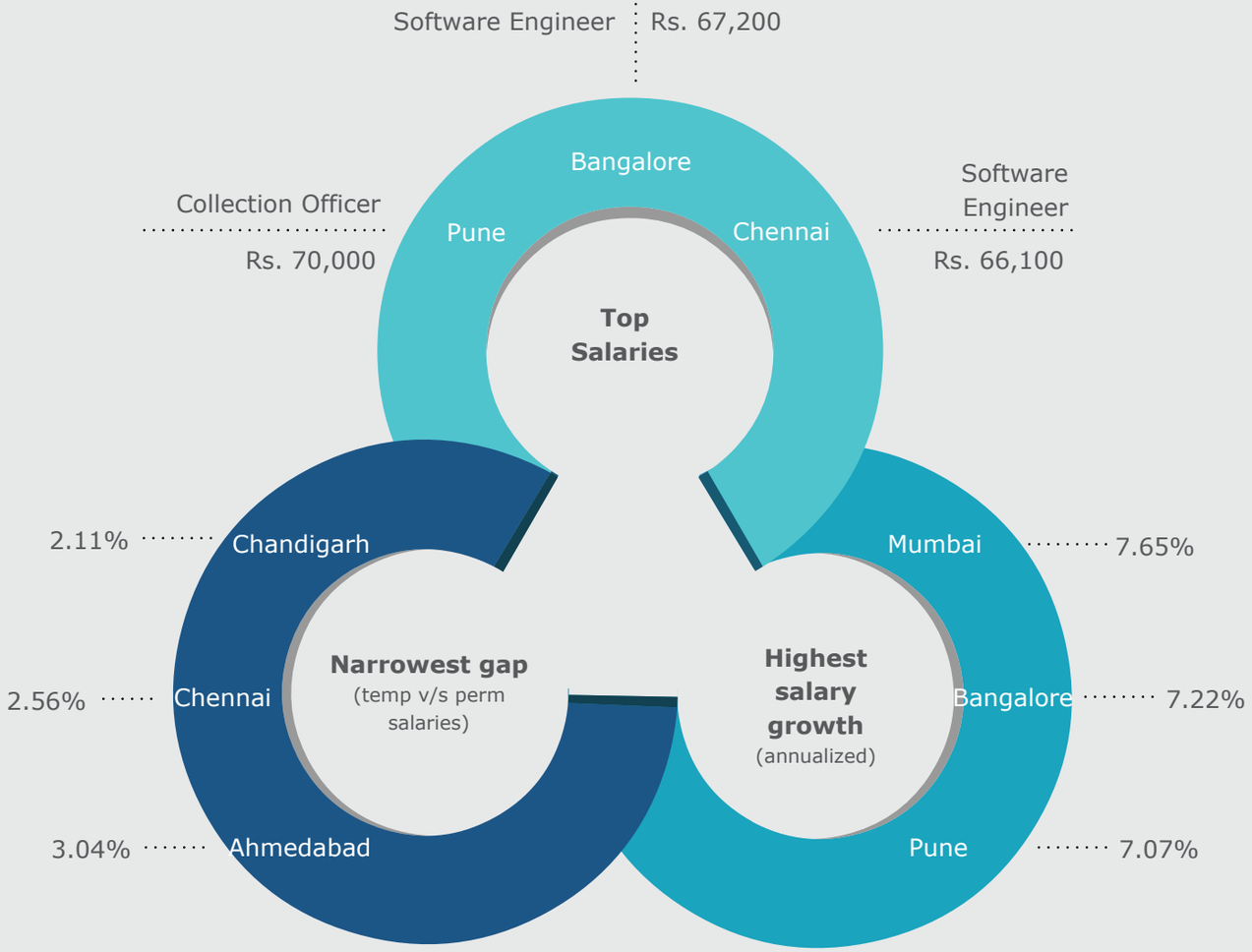
Short Form	Profile Name
Hot Pr Sup	Hot Press Supervisor
Welf Off	Welfare Officer
ERP Imp Lead	ERP Implementation Lead
Envt Spec	Environment Specialist
3D Pri Engg	3D Printing Engineer
AI Bus Dev	Artificial Intelligence Business Development Manager
Cont Rel Off	Contractor Relationship Officer
Sales Agt	Sales Agent
Elect Sup	Electrical Supervisor
Bus Anly	Business Analyst
Sr. Mntn Tech	Senior Maintenance Technician
Sty Sup	Safety Supervisor
Tech Sup Engg	Technical Support Engineer
Prod Spec	Product Specialist
HR Off	HR Officer
CAD Desn	CAD Designer

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The sector is indeed investing in talent with above-average salary growth rates. This comes on top of a significant increase in aggregate average salaries during the previous year.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	18,600
2016-2017	15,700
2017-2018	22,400
2018-2019	19,800
2019-2020	24,800

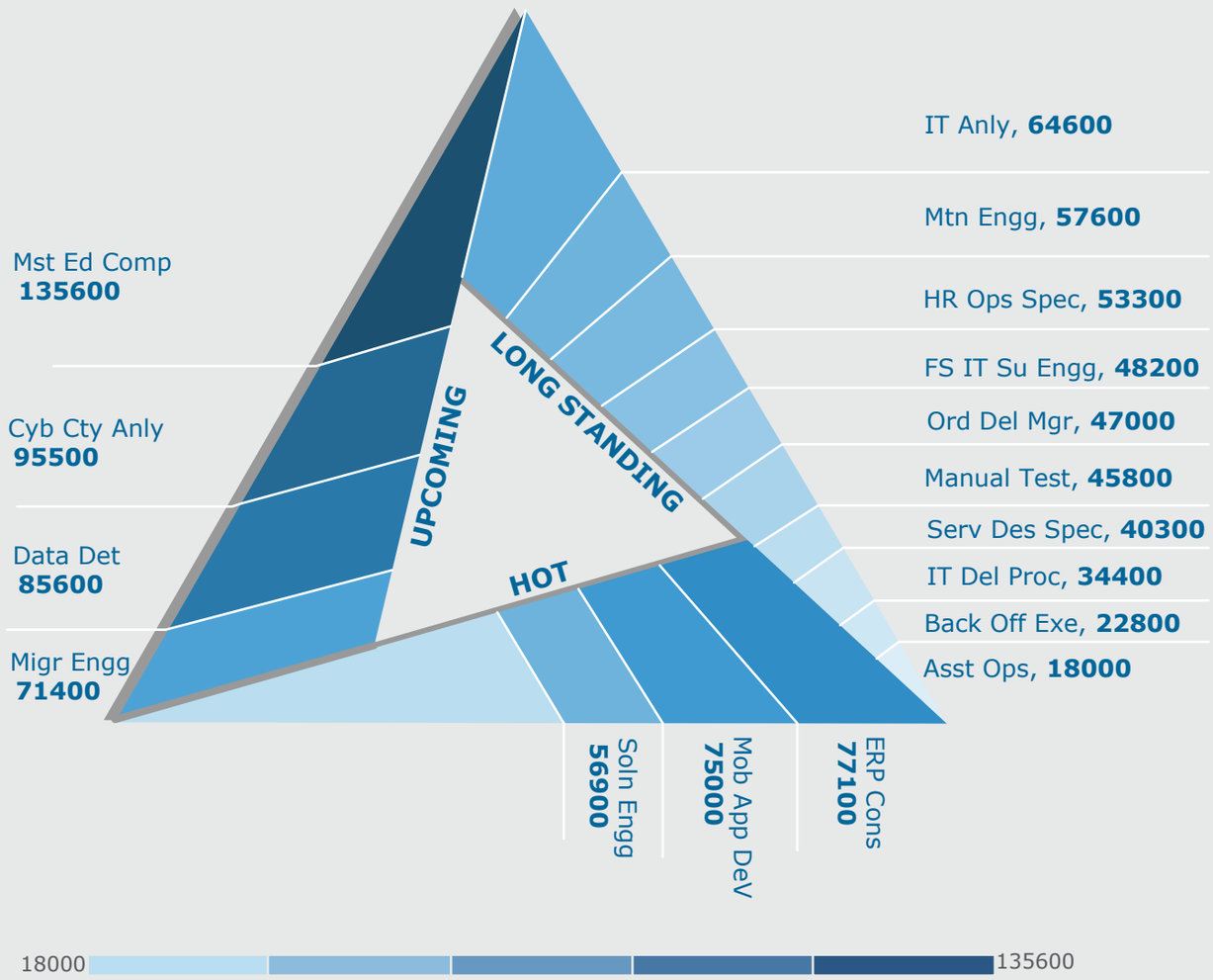
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

With surging global demand, and an inherent advantage of remote work-friendly work practices, the sector is fast catching up with pre-Covid levels of business activity.
Investments in well-paying hot and upcoming jobs should keep the sector in good stead over the year.

Data Source: business literature review (refer Bibliography for details).



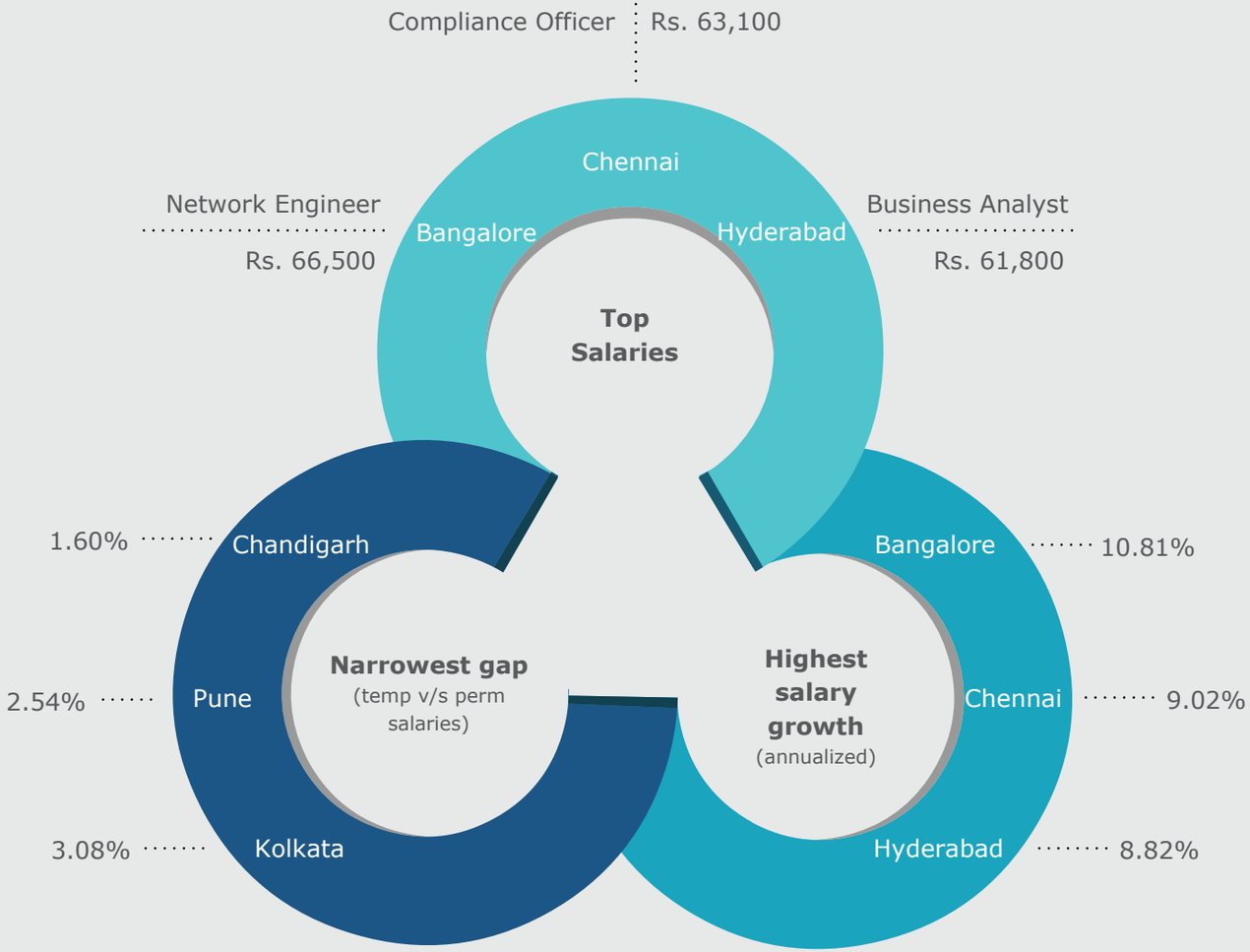
Short Form	Profile Name
Soln Engg	Solution Engineer
ERP Cons	ERP Consultant [SAP and GRC Security]
Mob App DeV	Mobile Application Developer
Data Det	Data Detective
Cyb Cty Anly	Cyber City Analyst
Migr Engg	Migration Engineer
Mst Ed Comp	Master Edge Computing
Asst Ops	Associate Operations
Serv Des Spec	Service Desk Specialist
Mtn Engg	Maintenance Engineer
IT Anly	IT Analyst
Ord Del Mgr	Order Delivery Manager
FS IT Su Engg	FS IT Support Engineer
Manual Test	Manual Tester
IT Del Proc	IT Delivery [Procurement]
Back Off Exe	Back Office Executive
HR Ops Spec	HR Operation Specialist

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

A healthy growth in the aggregate average salary levels, especially in 2020, and high levels of increments in 2021 help the sector take a lead over the others in talent attraction.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	18,000
2016-2017	17,200
2017-2018	28,200
2018-2019	24,100
2019-2020	32,300

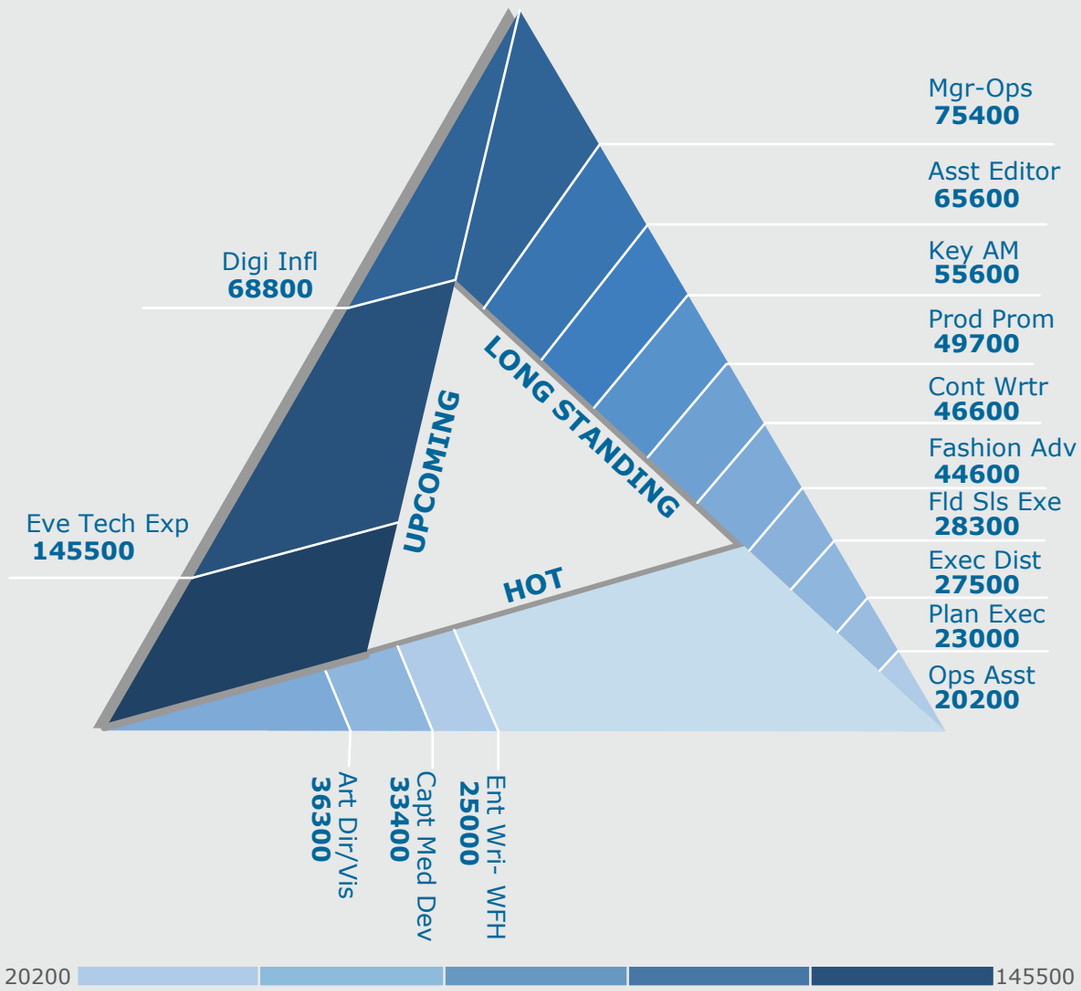
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

Between the good fortunes of new media and the dismal showing of the traditional, the sector is gradually moving towards pre-Covid levels of performance.

Data Source: business literature review (refer Bibliography for details).



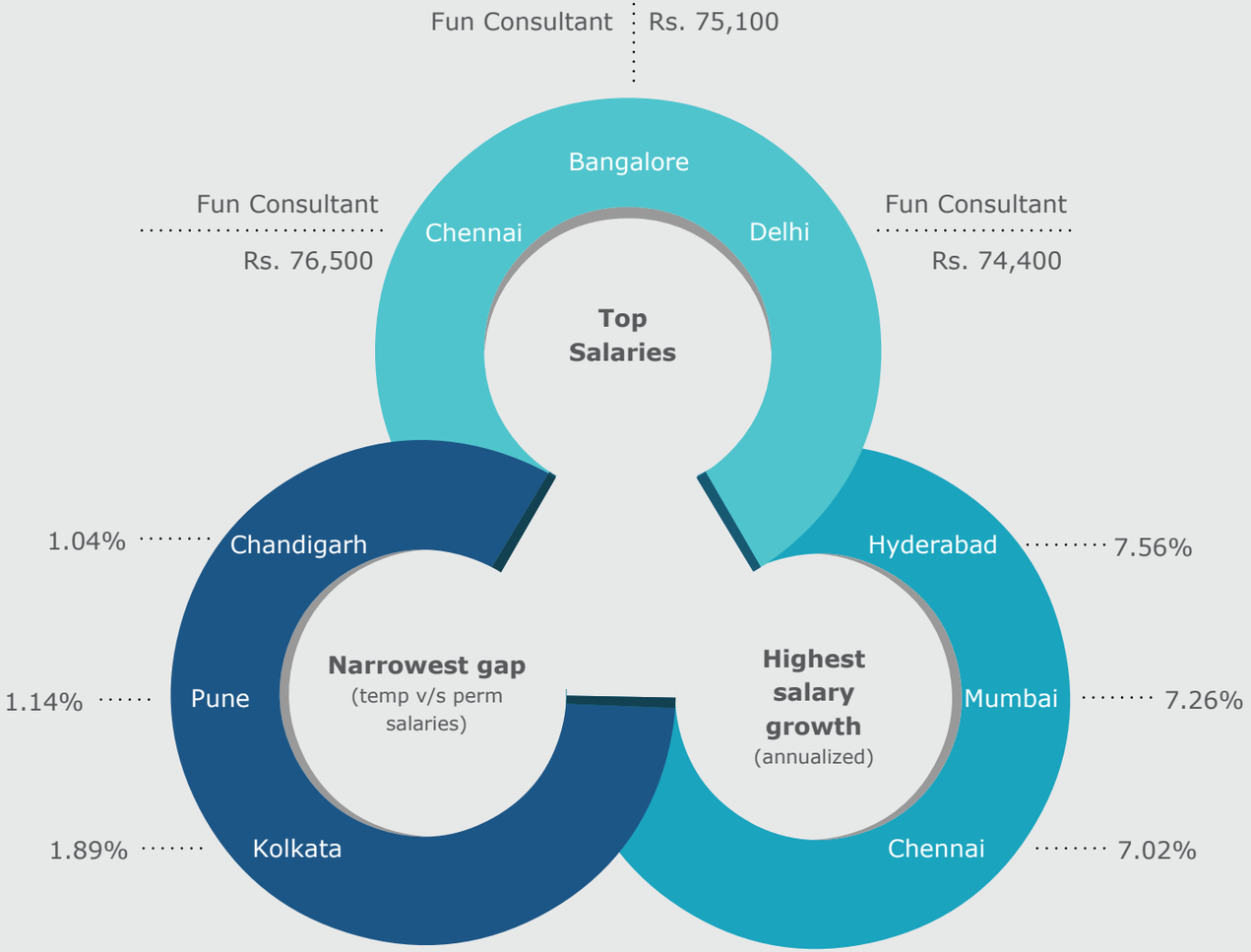
Short Form	Profile Name
Capt Med Dev	Captivate Media Developer
Ent Wri-WFH	Entertainment Writers-Work from Home
Art Dir/Vis	Art Director & Visualizer
Digi Infl	Digital Influencer
Eve Tech Exp	Event Technology Expert
Fld Sls Exe	Field Sales Executive
Exec Dist	Executive Distribution
Plan Exec	Planning Executive
Cont Wrtr	Content Writer
Ops Asst	Operation Assistant
Mgr-Ops	Manager - Operations
Asst Editor	Assistant Editor
Prod Prom	Product Promoter
Key AM	Key Account Manager

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Healthy aggregate average payouts over the previous year and an equally healthy growth over the past, is likely to aid recovery for the sector.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	25,300
2016-2017	16,500
2017-2018	32,000
2018-2019	24,000
2019-2020	38,700

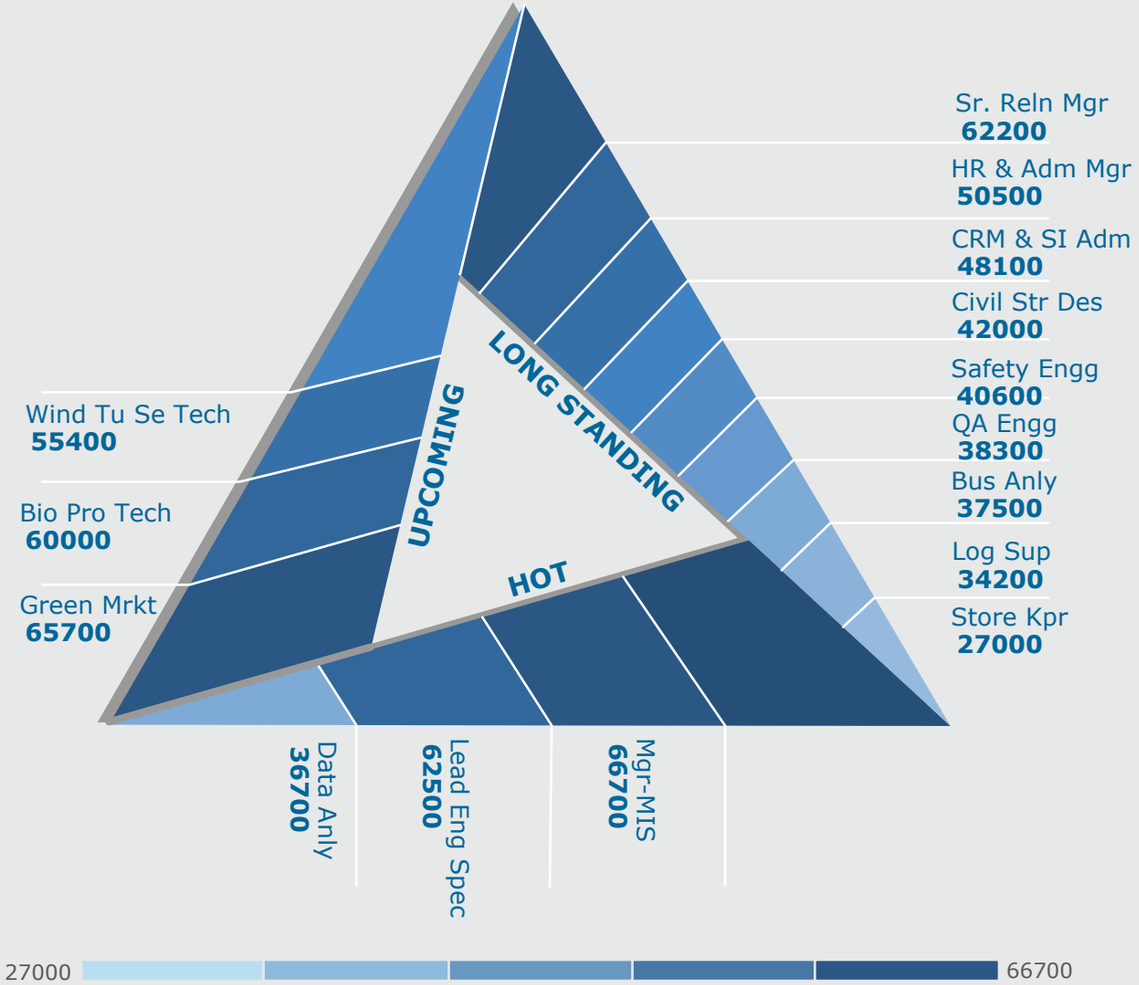
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

Fuelled by substantial public investments, the sector is expected to continue its growth streak from the previous year. And, it succeeds in creating fairly well-paying hot and upcoming jobs in this transitory phase of growth.

Data Source: business literature review (refer Bibliography for details).



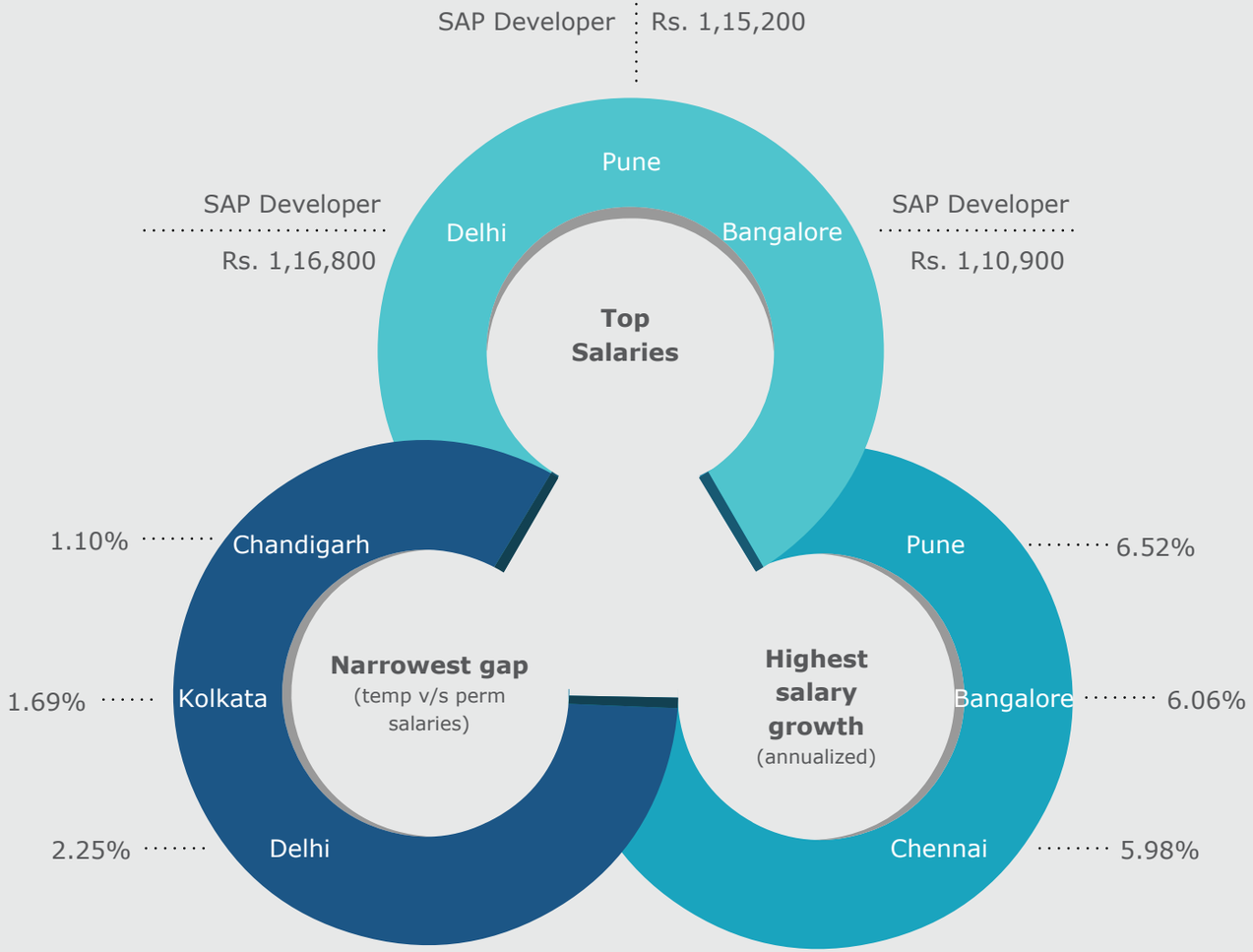
Short Form	Profile Name
Mgr-MIS	Manager MIS (Power BI/ Advance Excel/ SQL)
Data Anly	Data Analyst
Lead Eng Spec	Lead Energy Specialist
Wind Tu Se Tech	Wind Turbine Service Technicians
Green Mrkt	Green Marketers
Bio Pro Tech	Biofuels Processing Technician
CRM & SI Adm	CRM and Sales Administrator
Sr. Reln Mgr	Senior Relationship Manager
HR & Adm Mgr	HR & Admin Manager
Safety Engg	Safety Engineer
Store Kpr	Store Keeper
Civil Str Des	Civil Structural Designer
QA Engg	QA Engineer
Log Sup	Logistics Supervisor
Bus Anly	Business Analyst

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Modest salary growth for 2021 notwithstanding, the sector is seen to dole out attractive top salaries and to significantly up the aggregate average salaries.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	17,000
2016-2017	12,700
2017-2018	23,400
2018-2019	20,500
2019-2020	27,300

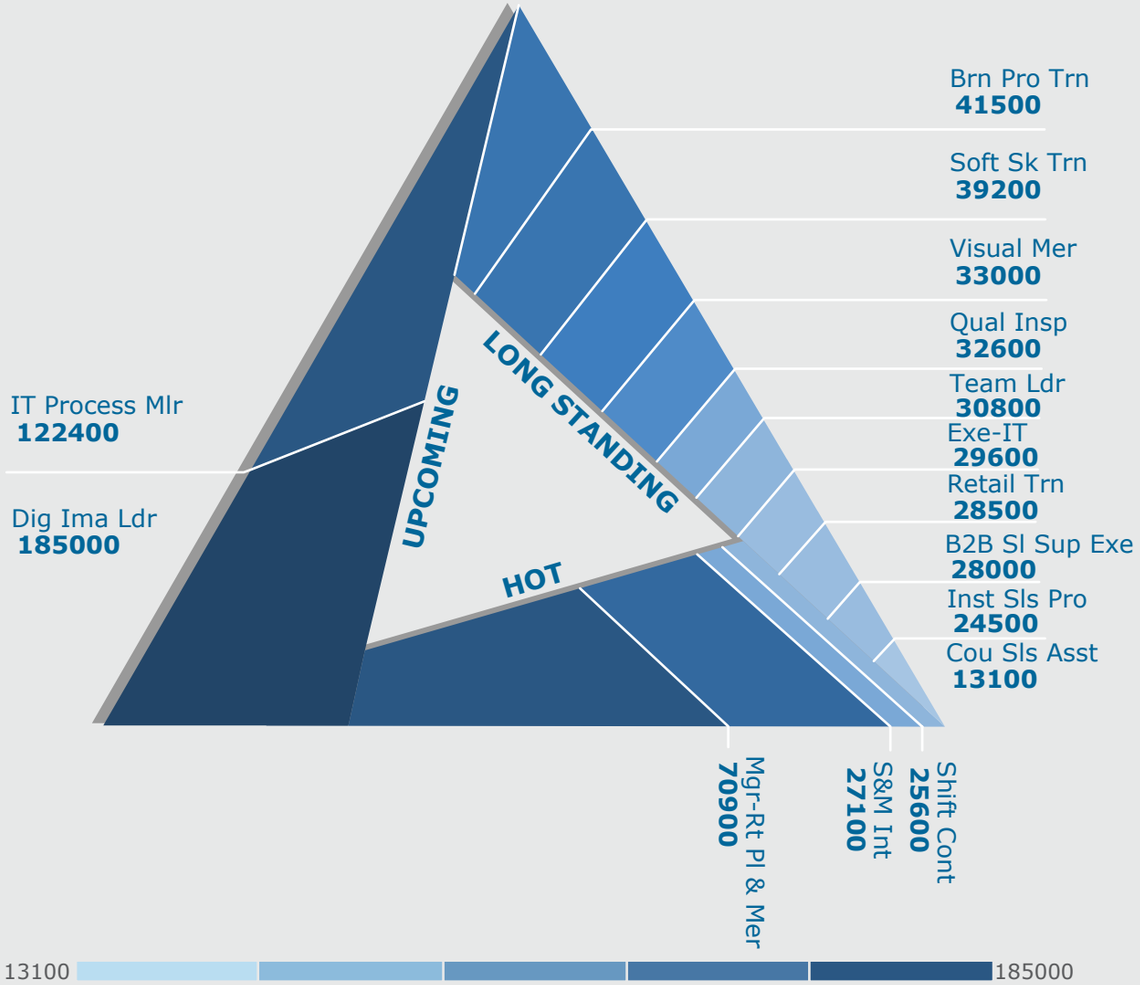
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Juggling between the essential and the discretionary, and the curfews and the lockdowns, the sector is working hard at supporting people sustenance and breaking out into progression mode.

Progression
Stagnation
Slump

Data Source: business literature review (refer Bibliography for details).



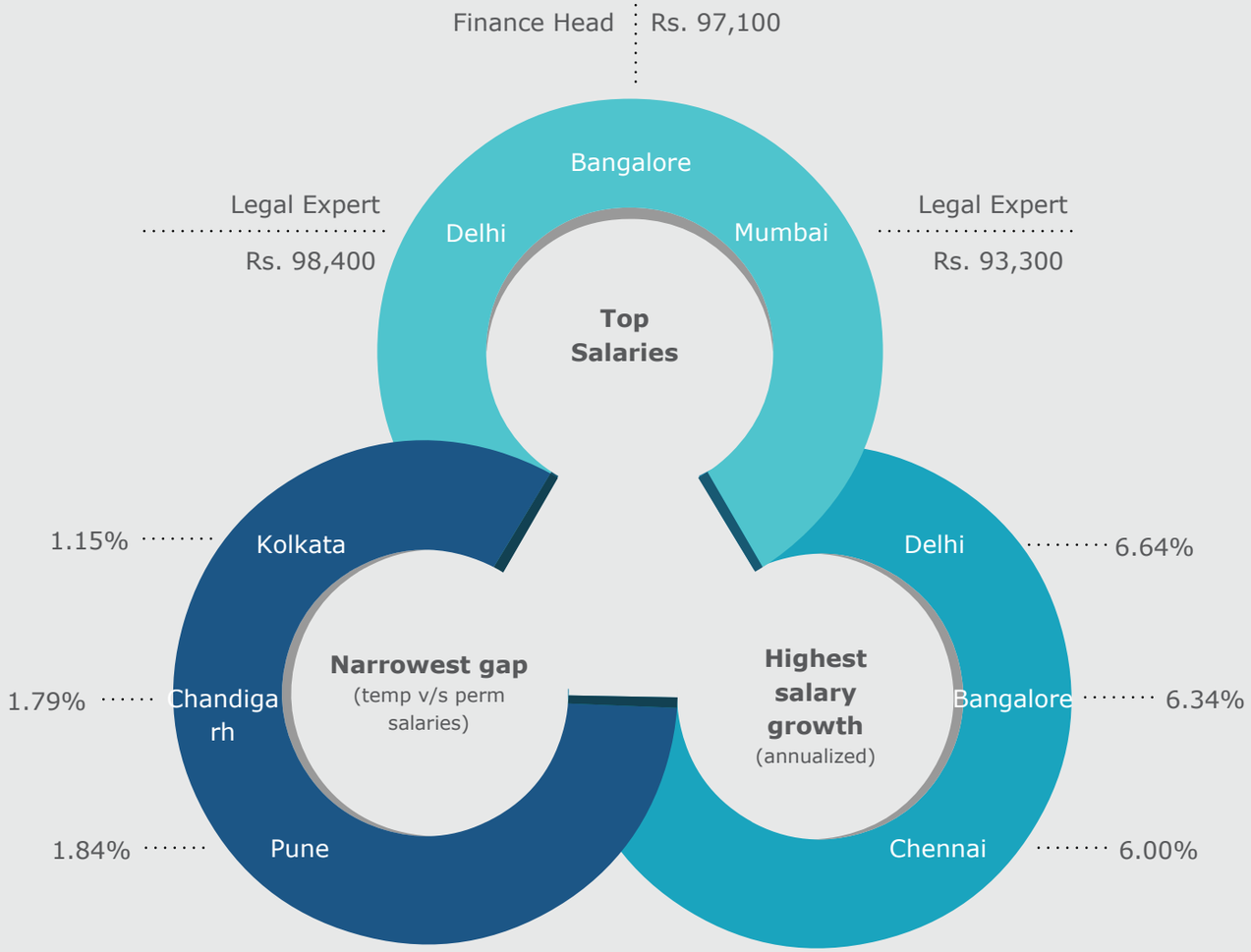
Short Form	Profile Name
S&M Int	Sales & Marketing Intern
Shift Cont	Shift Controller
Mgr-Rt Pl & Mer	Manager Retail Planning & Merchandising
Dig Ima Ldr	Digital Imaging Leader
IT Process Mlr	IT Process Modeler
B2B Sl Sup Exe	B2B Sales Support Executive
Cou Sls Asst	Counter Sales Associate
Inst Sls Pro	Instore Sales Promoter
Visual Mer	Visual Merchandiser
Qual Insp	Quality Inspector
Soft Sk Trn	Soft Skill Trainer
Exe-IT	Executive IT
Brn Pro Trn	Branch Product Trainer
Retail Trn	Retail Trainer
Team Ldr	Team Leader

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The sector may do well to achieve consistency in the aggregate average payouts, even as it manages to eke out low-to-modest salary increments for the year.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	15,400
2016-2017	11,600
2017-2018	16,600
2018-2019	15,200
2019-2020	18,300

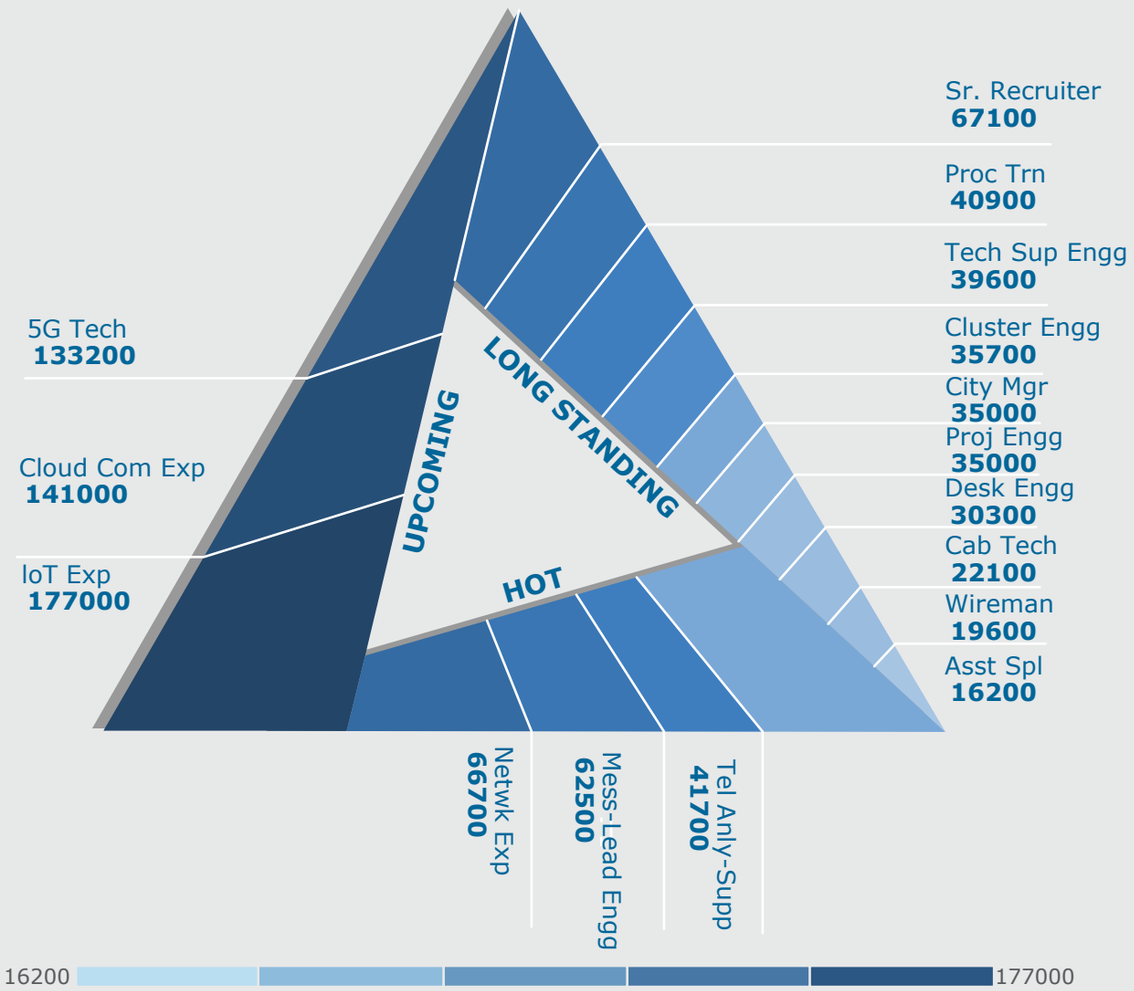
Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Progression
Stagnation
Slump

The surging demand for remote work across sectors drives growth for the sector. Creating high-paying upcoming jobs, the sector is placed well to attract quality talent over the current year.

Data Source: business literature review (refer Bibliography for details).



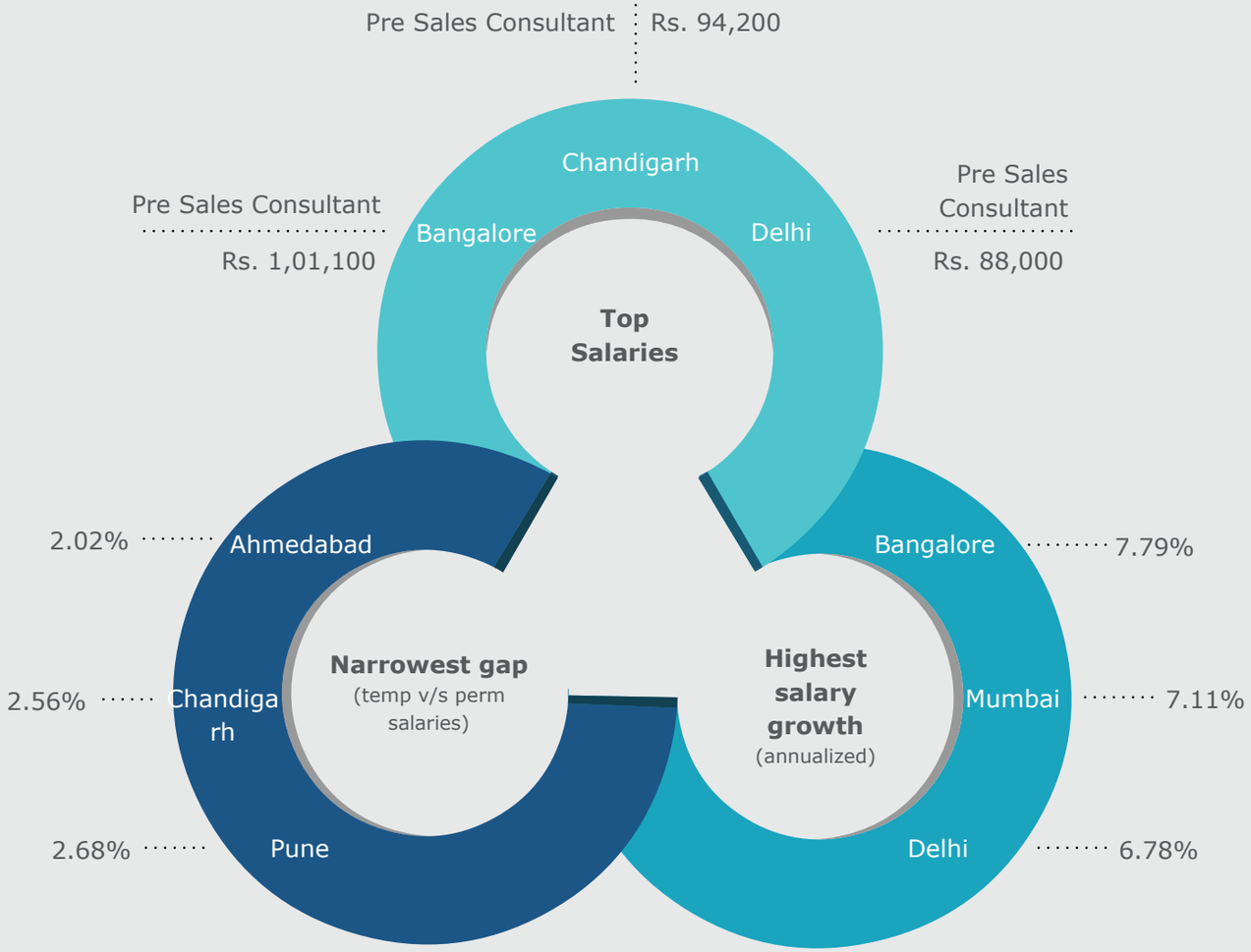
Short Form	Profile Name
Tel Anly-Supp	Telecom (Support) Analyst
Netwk Exp	Network Expert
Mess-Lead Engg	Messaging - Lead Engineer
IoT Exp	IoT Expert
5G Tech	5G Technician
Cloud Com Exp	Cloud Computing Expert
Proj Engg	Project Engineer
Cab Tech	Cabling Technician
Wireman	Wireman
Cluster Engg	Cluster Engineer
City Mgr	City Manager
Asst Spl	Assistant Splicer
Desk Engg	Desktop Engineer
Tech Sup Engg	Technical Support Engineer
Proc Trn	Process Trainer
Sr. Recruiter	Senior Recruiter

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The sector also arms itself with decent salary increments for 2021, on top of a significant appreciation of the aggregate average payout, and pays attractive top salaries.

Data Source: business literature review (refer Bibliography for details).



Time Period	Average Salary per Month (INR)
2015-2016	17,300
2016-2017	16,800
2017-2018	24,400
2018-2019	19,500
2019-2020	26,800

Data Source: TeamLease Research, FY2020-21

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Unified Industry Salaries

The numbers:

Unified Industry Salaries across 17 sectors, 8 functions and 9 locations

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Junior Officer Accounts	13,500	18,600	27,500	16,800	22,900	36,200	14,100	23,000	34,200	15,500	23,700	33,100	17,800	24,300	37,300	15,200	22,300	35,500	14,600	22,800	31,800	19,600	28,600	38,100	15,500	19,600	32,300
		4.98%			5.22%			4.62%			5.12%			6.10%			5.60%			4.26%			6.18%			5.80%	
Executive- Credit control support	21,600	29,500	39,000	25,500	34,000	47,000	22,900	31,200	41,600	24,800	32,300	45,600	24,900	32,900	46,500	24,800	33,600	45,500	21,700	30,300	41,900	27,000	41,000	51,600	21,600	33,100	48,400
		4.26%			6.02%			4.62%			6.19%			6.35%			3.45%			3.00%			6.16%			5.00%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Field Development Officer	15,500	17,400	24,120	17,300	21,200	28,100	16,100	17,400	23,300	16,800	20,700	26,000	18,000	22,300	27,800	15,700	17,700	25,100	16,200	19,400	25,300	18,200	23,600	30,200	16,600	18,200	26,600
		3.39%			6.15%			5.39%			5.52%			4.88%			4.49%			3.40%			5.95%			4.93%	
Supervisor-Seed Sales & Operations Support	25,300	32,000	43,000	28,500	36,200	45,600	26,000	34,300	49,600	25,200	32,100	41,700	25,900	27,800	45,800	24,400	30,000	39,900	22,900	29,700	37,800	21,900	28,800	41,200	23,400	25,500	36,600
		3.69%			4.55%			3.96%			4.23%			4.00%			3.49%			3.40%			3.23%			3.50%	
Admin-Materials Planning Coordinator	15,000	17,100	21,500	16,700	20,700	28,200	15,300	19,100	25,100	14,100	18,400	26,300	16,200	21,800	27,600	15,600	21,400	26,300	14,800	20,200	24,400	17,400	23,100	28,700	15,300	20,500	24,400
		5.16%			6.93%			5.27%			6.68%			4.17%			4.10%			5.82%			6.17%			5.31%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Farm Assistant	7,700	10,200	15,400	9,300	13,200	18,400	8,400	11,800	17,100	8,900	11,500	19,200	8,000	14,900	20,200	9,100	13,000	19,300	8,100	11,200	17,900	10,800	14,500	19,800	8,100	10,900	17,200
		2.10%			5.11%			5.29%			4.32%			4.57%			4.75%			4.85%			5.26%			3.88%	
Tractor Driver	10,300	14,100	18,500	14,900	16,600	25,000	12,600	16,900	21,800	10,100	12,400	22,600	12,900	19,500	26,300	11,400	15,700	19,700	11,900	15,000	18,600	13,500	18,100	28,500	11,300	17,600	23,100
		3.10%			4.35%			4.19%			4.00%			4.62%			3.77%			2.75%			5.20%			3.90%	
Forklift Driver	12,400	14,400	17,600	4.35%	18,200	24,200	14,300	17,600	21,200	11,900	13,300	22,100	14,500	18,700	23,700	12,600	17,100	21,900	12,900	15,800	20,800	13,900	18,800	25,500	14,000	17,700	23,500
		2.39%			3.61%			3.12%			3.06%			2.99%			3.40%			2.98%			3.24%			3.90%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Helpline Advisor	14,300	18,800	22,900	16,100	23,400	28,700	14,800	21,000	23,100	15,300	22,100	27,400	15,500	22,100	27,700	14,300	17,800	24,100	15,000	19,500	24,900	17,200	22,900	29,500	14,330	19,700	25,700
		4.11%			3.98%			4.07%			3.84%			4.43%			3.91%			3.44%			3.38%			2.99%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in % | WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Project Technician	14,600	17,000	29,700	17,800	30,400	40,800	15,400	22,300	32,200	16,900	22,700	37,800	16,500	22,100	39,700	16,000	22,300	35,900	16,100	28,100	37,300	17,300	28,200	42,300	16,600	25,800	38,700
		4.00%			4.47%			3.26%			3.68%			2.85%			3.28%			3.40%			5.42%			3.28%	
Engineer Design	15,500	17,800	20,100	17,200	27,400	35,100	16,100	22,100	30,600	17,600	21,000	34,600	17,400	23,200	33,400	14,000	20,900	31,600	13,500	17,000	3.40%	17,900	25,500	34,100	15,400	20,300	30,900
		3.23%			5.44%			3.22%			4.87%			6.90%			2.33%			3.92%			5.11%			4.19%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Consultant	17,300	20,900	25,800	25,000	38,700	48,100	19,700	23,500	30,200	23,100	37,100	43,400	24,200	36,400	44,400	22,200	35,800	42,600	21,600	34,700	41,100	26,800	37,800	47,200	23,300	32,300	43,700
		4.52%			5.23%			4.23%			5.00%			4.95%			4.02%			3.74%			4.95%			4.26%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Consultant	25,200	30,100	40,100	28,100	34,000	48,700	26,500	32,800	43,200	26,700	33,100	44,500	27,200	33,300	45,300	24,900	30,600	41,400	23,400	30,300	40,900	29,800	35,700	45,100	27,700	34,800	43,900
		4.43%			8.05%			5.42%			7.33%			7.19%			7.13%			6.59%			8.01%			7.55%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Sr Field Development Officer	17,100	23,200	34,700	18,100	27,600	38,700	16,800	24,800	37,500	17,500	28,300	36,700	17,900	28,200	39,300	17,300	24,600	35,300	17,800	22,200	35,000	19,100	28,500	39,300	16,400	25,000	34,200
		7.03%			7.35%			4.56%			8.46%			7.65%			6.38%			6.33%			7.59%			6.77%	
Product Promoter	12,300	16,200	28,400	14,600	21,200	35,900	16,300	25,800	39,900	14,500	27,300	34,200	16,000	23,400	37,000	14,900	23,000	35,200	15,800	22,100	31,700	17,800	31,100	35,900	15,000	23,300	29,200
		3.91%			4.89%			5.08%			5.36%			4.67%			5.17%			3.06%			4.70%			3.03%	
Merchandiser	19,000	25,700	38,100	18,700	28,400	44,400	18,600	29,600	40,100	18,000	29,700	39,100	21,000	34,700	44,500	17,400	27,800	43,300	16,700	31,400	42,200	20,700	37,900	46,900	16,400	29,400	41,500
		2.40%			5.87%			3.10%			5.10%			5.13%			4.30%			3.12%			6.01%			3.87%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata			Mumbai			Pune		
Accounts Assistant	16,900	22,600	43,200	18,600	31,800	56,600	17,000	22,800	49,000	19,200	29,400	49,900	14,500	20,800	43,000	17,100	25,600	47,500	14,900	28,000	46,700
		3.99%			4.98%			2.07%			4.30%			3.94%			4.89%			4.78%	
Taxation Officer	17,600	21,500	27,500	21,200	26,250	32,100	19,700	25,400	30,200	22,500	27,500	32,400	20,400	25,200	30,000	23,200	28,800	34,500	20,500	25,600	31,000
		4.65%			5.70%			5.10%			5.65%			4.49%			6.06%			4.77%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
Associate Project Procurement	13,000	14,200	16,600	14,100	15,900	18,600	13,800	14,600	17,300	13,400	15,100	18,200	13,200	14,400	16,300	15,000	16,900	19,700	13,400	14,600	18,100
		4.33%			6.55%			5.57%			6.21%			4.13%			4.01%			3.21%	
Business Operations Analyst	29,000	38,500	52,400	29,900	42,200	54,900	29,300	40,300	50,200	30,500	43,200	56,000	29,500	37,000	52,500	30,700	46,200	55,400	30,600	39,000	53,300
		2.40%			4.00%			3.00%			3.70%			2.10%			4.67%			3.64%	
Fire Officer	19,300	21,800	23,500	22,000	24,800	34,700	21,200	25,900	32,100	22,400	27,800	34,200	21,100	23,500	29,600	20,833	28,300	38,900	19,900	24,400	31,000
		2.25%			4.15%			3.98%			5.56%			2.15%			5.10%			3.04%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
Peon Cum Packer	10,500	12,100	14,500	12,800	14,100	17,400	11,900	13,200	16,700	12,500	15,100	18,200	11,200	12,600	15,800	13,500	17,700	20,900	11,200	13,300	15,200
		2.02%			3.78%			3.22%			3.06%			2.65%			4.05%			2.88%	
Maintenance Engineer	13,500	17,600	25,700	15,200	24,100	32,800	12,200	21,400	32,500	15,800	22,000	31,100	15,300	20,300	28,500	16,600	23,800	34,000	14,900	21,800	30,500
		2.66%			4.89%			4.50%			4.20%			3.78%			5.23%			3.39%	
Bending Operator	11,600	13,200	15,400	12,200	14,100	16,100	12,000	13,700	15,800	12,600	14,400	16,600	11,700	13,000	15,700	12,900	14,700	17,000	11,900	13,000	15,700
		5.13%			4.13%			5.58%			6.59%			4.14%			5.66%			4.70%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
Training coordinator	16,500	17,500	20,100	17,000	19,100	21,400	16,800	18,900	21,000	16,900	19,300	21,900	16,500	17,800	20,400	17,400	18,500	22,200	16,800	17,200	20,300
		3.02%			4.06%			3.74%			4.15%			2.93%			3.73%			2.46%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Automobile & Allied Industry

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata			Mumbai			Pune		
Junior Engineer	15,900	21,600	28,200	18,300	23,500	30,400	16,800	21,900	30,200	19,000	23,600	30,800	16,800	22,100	28,500	20,100	24,800	32,500	17,400	23,800	29,100
		4.00%			5.10%			3.78%			4.78%			4.26%			5.00%			4.15%	
Engineer Production	16,300	20,700	22,800	20,400	24,800	26,900	19,600	24,000	26,000	19,900	24,300	26,400	19,200	23,600	25,800	19,400	23,800	25,900	18,900	23,300	25,400
		3.22%			4.17%			3.33%			3.67%			3.00%			3.17%			2.67%	
Quality Resident Engineer	17,700	19,500	22,400	20,400	22,400	25,800	19,500	21,500	24,700	20,000	22,000	25,300	19,200	21,100	24,200	20,700	22,800	26,200	19,300	21,300	24,400
		2.10%			2.50%			2.00%			2.66%			1.98%			3.00%			2.67%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
Associate Human Resources Recruitment	16,600	17,900	19,800	18,600	20,000	22,200	18,300	19,700	21,800	18,100	19,500	21,600	17,500	18,800	20,800	18,900	20,400	22,600	17,800	19,200	21,200
		2.98%			3.33%			2.67%			3.67%			1.67%			3.33%			2.17%	
Relationship Officer	15,500	23,000	40,200	19,900	28,900	47,600	18,100	25,800	46,900	18,400	26,800	48,800	17,400	26,100	46,400	20,400	28,300	50,900	17,400	25,200	42,000
		3.10%			4.10%			3.16%			3.48%			3.02%			4.56%			3.11%	
HR Trainee	14,600	20,400	25,300	16,200	22,700	28,000	15,800	22,100	27,300	15,800	22,100	27,300	15,300	21,400	26,500	16,500	23,100	28,500	15,900	22,300	27,500
		3.40%			3.72%			3.17%			3.42%			2.26%			3.63%			1.87%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
IT Engineer	26,200	32,900	36,300	27,200	34,200	37,800	30,400	38,200	42,100	29,900	37,500	41,400	28,800	36,200	39,900	29,600	37,200	41,000	30,100	37,800	41,800
		3.30%			5.33%			4.68%			4.22%			3.98%			4.55%			2.50%	
EDP Assistant	26,800	34,200	43800	28,400	36,200	46,400	27,900	35,500	45,500	27,600	35,200	45,100	27,100	34,500	44,200	27,900	35,500	45,500	27,400	34,900	44,600
		4.66%			7.30%			6.33%			**8.30%**			6.70%			5.83%			4.50%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
Sales Engineer	20,600	25,400	34,700	23,900	29,500	40,200	23,300	28,700	39,200	23,700	29,200	39,900	22,500	27,700	37,800	24,300	30,000	41,000	22,700	27,900	38,200
		2.67%			6.72%			4.17%			5.20%			4.50%			**7.24%**			5.33%	
Brand Center executive	14,100	16,900	20,600	15,100	18,100	22,000	14,800	17,800	21,600	15,000	17,900	21,800	14,500	17,400	21,200	15,200	18,300	22,200	14,700	17,600	21,400
		2.10%			2.22%			1.87%			2.50%			1.28%			2.10%			1.54%	
CRM Executive	15,900	21,200	33,000	27,300	34,600	47,700	23,900	36,200	41,200	24,800	36,400	49,200	20,000	26,500	38,200	24,800	32,100	41,900	22,100	31,900	38,100
		3.09%			5.45%			4.80%			5.16%			3.40%			5.02%			4.01%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Credit Processing Associate	12,900	14,300	18,900	15,700	17,400	23,100	14,800	16,400	21,700	15,400	17,100	22,500	15,500	17,200	22,700	14,700	16,300	21,500	14,200	15,700	20,800	16,100	17,900	23,600	15,200	16,900	22,300
		4.98%			6.37%			5.66%			4.98%			8.35%			4.33%			5.17%			7.18%			6.66%	
Taxation Executive	16,700	22,200	27,100	19,200	25,500	31,100	18,500	24,600	30,100	18,800	25,000	30,600	19,700	26,200	32,000	18,300	24,400	29,800	17,800	23,700	29,000	20,000	26,600	32,500	17,800	23,700	28,900
		5.57%			7.36%			7.13%			5.95%			8.72%			7.37%			7.01%			9.36%			7.63%	
Finance Consultant	20,200	26,600	32,300	24,800	32,700	39,700	23,800	31,400	38,100	24,200	31,900	38,800	23,400	30,900	37,500	21,800	28,700	34,900	22,800	30,100	36,500	24,400	32,200	39,100	23,200	30,600	37,100
		3.83%			6.83%			4.11%			6.33%			5.67%			4.13%			5.71%			6.15%			4.50%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Executive Operation	13,800	15,300	17,500	15,900	17,600	20,100	15,200	16,800	19,300	15,600	17,300	19,800	16,000	17,700	20,300	15,600	17,300	19,800	15,200	16,800	19,300	16,300	18,100	20,700	15,500	17,100	19,600
		4.44%			7.56%			5.55%			6.98%			7.21%			6.60%			4.67%			7.77%			5.66%	
Compliance Officer	22,800	30,700	40,800	28,000	44,200	52,400	26,000	31,500	40,600	28,300	43,700	45,700	35,600	42,800	47,900	20,200	31,900	45,300	27,900	37,600	49,700	28,400	44,000	50,300	32,000	41,200	52,000
		3.91%			5.42%			1.59%			3.72%			4.30%			1.02%			3.20%			4.80%			3.41%	
Acquisition Executive	17,100	24,300	32,500	23,600	38,000	49,000	18,900	27,500	30,900	21,800	34,800	44,200	29,000	36,700	45,800	18,200	21,200	37,500	17,300	30,100	36,700	22,500	35,300	46,200	19,500	27,300	40,000
		3.74%			7.33%			3.20%			4.28%			5.34%			6.08%			3.26%			4.98%			3.90%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Security Supervisor	21,800	31,100	39,800	22,700	32,400	48,800	19,300	29,000	41,300	20,000	28,100	44,700	23,200	32,400	50,300	21,100	27,300	43,500	18,900	29,800	41,800	23,500	35,900	50,800	20,800	31,600	44,600
		2.06%			4.45%			3.42%			3.37%			3.33%			3.24%			2.44%			3.50%			2.20%	
Delivery Personnel	15,000	18,700	21,800	14,400	18,000	27,600	11,400	16,200	17,600	10,200	14,300	25,900	16,200	20,700	29,300	12,600	15,800	19,700	10,300	18,000	21,500	15,000	15,500	23,700	14,700	19,500	23,100
		4.01%			5.50%			3.34%			5.04%			3.79%			3.45%			2.48%			4.41%			3.54%	
Documentation Assistant	10,500	12,800	14,400	11,300	13,800	15,600	10,800	13,200	14,800	11,100	13,500	15,200	11,000	13,400	15,100	10,900	13,300	15,000	10,700	13,100	14,700	11,300	13,800	15,600	10,900	13,200	14,900
		3.26%			5.33%			4.56%			5.92%			4.83%			3.67%			4.33%			6.13%			4.78%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Tele Sales Officer	15,700	18,200	21,000	19,900	23,100	26,700	20,400	23,700	27,300	19,500	22,600	26,000	19,800	22,900	26,500	19,200	22,200	25,600	18,800	21,800	25,200	20,100	23,300	26,900	19,000	22,000	25,400
		7.23%			9.18%			8.50%			8.98%			9.23%			8.26%			8.05%			9.10%			8.64%	
Banking Trainer	25,200	31,600	40,300	26,900	33,700	43,000	26,000	32,700	41,600	26,500	33,200	42,300	26,200	32,900	41,900	25,700	32,200	41,100	25,800	32,400	41,300	27,000	33,800	43,100	26,000	32,600	41,600
		6.65%			11.32%			6.56%			7.83%			6.67%			6.33%			6.63%			8.07%			6.54%	
Messenger	11,200	13,500	15,300	12,000	14,500	16,400	11,800	14,300	16,200	12,200	14,600	16,600	12,200	14,700	16,700	11,800	14,200	16,100	11,700	14,100	15,900	12,100	14,600	16,500	11,500	13,900	15,800
		4.23%			7.81%			6.61%			5.98%			6.03%			7.56%			6.47%			7.89%			6.33%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Visual Designer	22,100	30,800	43,300	22,900	32,000	45,000	22,700	31,700	40,600	22,900	31,900	43,800	22,900	32,000	44,900	22,600	31,500	43,400	22,400	31,300	41,400	22,800	31,800	44,700	22,200	30,900	43,500
		7.53%			8.89%			6.30%			6.69%			7.63%			6.22%			5.56%			6.11%			6.80%	
Analyst - Liquidity Risk Controller	38,800	47,200	70,400	33,300	47,900	85,300	21,200	37,400	77,300	36,700	52,900	79,900	37,900	54,400	87,200	28,500	45,000	74,700	28,000	36,700	70,500	35,100	50,600	88,100	31,300	43,200	81,300
		3.46%			5.30%			2.32%			4.05%			4.50%			3.43%			3.50%			5.68%			3.70%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Lead Generation	13,900	15,600	18,900	15,600	17,600	20,800	14,900	16,500	19,200	16,000	17,100	20,300	15,400	17,200	21,200	14,100	15,900	19,200	14,300	15,900	18,400	15,000	18,500	21,000	14,000	15,400	20,200
		3.32%			7.65%			6.65%			8.30%			7.10%			9.12%			6.68%			8.02%			6.40%	
Recruitment officer	14,200	16,000	17,900	19,200	21,600	24,200	17,900	20,200	22,600	18,700	21,100	23,600	19,800	22,500	23,800	17,800	20,000	22,400	17,300	19,500	21,800	18,500	20,800	23,300	17,500	19,700	22,000
		2.22%			4.89%			3.56%			4.35%			3.67%			2.70%			2.44%			3.33%			2.56%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Java Developer	31,800	40,000	50,700	32,600	42,500	52,100	30,600	39,400	50,100	31,900	42,000	50,500	31,100	40,500	48,800	32,000	41,400	51,500	30,100	40,000	49,700	32,000	42,100	50,900	30,900	37,600	48,700
		8.26%			9.30%			7.36%			9.23%			9.01%			8.79%			7.79%			8.88%			8.26%	
SQL Analyst	23,100	28,100	34,300	32,300	39,300	48,000	30,000	36,500	44,600	31,800	38,600	47,200	31,200	37,900	46,300	32,100	39,100	47,700	30,500	37,100	45,300	31,400	38,200	46,600	31,100	37,800	46,100
		4.44%			7.58%			5.33%			7.16%			6.89%			6.35%			5.33%			7.26%			6.16%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Asset Sales Executive	12,500	13,600	15,200	17,400	18,900	21,100	15,900	17,300	19,300	16,900	18,400	20,500	17,800	19,300	21,600	16,300	17,700	19,800	16,600	18,100	20,200	18,300	19,900	22,200	17,400	18,900	21,100
		4.33%			7.40%			5.00%			7.12%			6.67%			5.33%			5.98%			8.20%			6.30%	
District Coordinator	14,000	15,600	20,900	19,200	21,400	28,600	17,800	19,800	26,500	18,200	20,300	27,200	18,800	20,900	28,000	17,900	20,000	26,800	17,400	19,400	26,000	19,000	21,200	28,400	18,000	20,000	26,800
		3.21%			4.11%			3.00%			3.68%			3.81%			3.11%			2.72%			4.00%			3.14%	
Deputy Relationship Manager	28,300	42,300	52,500	34,000	50,800	63,000	31,200	46,600	57,800	33,200	49,500	61,400	32,600	48,700	60,400	31,700	47,400	58,800	32,900	49,100	60,900	33,400	50,000	62,000	32,600	48,700	60,400
		2.22%			10.03%			2.10%			3.18%			2.76%			3.33%			2.89%			3.36%			2.67%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Finance/Budgeting Manager	55,900	92,800	112,400	70,800	120,100	123,000	63,400	102,500	119,100	73,100	114,100	118,000	75,100	117,400	120,500	77,600	124,000	128,600	74,900	116,300	118,900	80,500	122,700	141,700	74,200	116,700	123,500
		2.89%			5.10%			3.00%			4.46%			4.90%			4.01%			3.89%			4.54%			3.53%	
Purchase Manager	35,900	55,000	104,400	61,700	75,200	121,000	43,900	66,200	108,500	39,200	55,300	120,900	60,600	76,000	114,300	30,200	54,400	118,700	36,400	54,100	106,900	56,900	75,300	121,500	41,300	66,800	118,800
		4.40%			6.26%			3.49%			5.32%			5.60%			4.00%			3.16%			5.89%			5.10%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Executive	10,600	14,400	23,000	17,300	24,900	27,700	12,800	16,200	27,800	11,800	17,200	21,600	22,100	25,600	32,200	12,900	15,700	25,800	13,600	17,600	25,500	26,400	32,000	38,100	20,000	27,600	31,300
		2.16%			3.40%			2.07%			2.81%			2.28%			2.18%			2.86%			2.73%			2.43%	
Transport Coordinator	16,500	18,300	20,800	17,100	19,800	22,000	16,700	18,700	21,000	16,700	19,200	21,800	16,900	20,200	22,600	16,700	18,700	21,000	16,200	18,900	20,600	17,800	20,700	22,300	16,200	18,600	20,900
		4.23%			5.98%			4.11%			8.09%			5.62%			5.55%			4.10%			8.02%			5.41%	
Operations Associate	13,800	18,400	23,500	19,300	25,100	32,800	14,500	20,800	26,000	14,500	19,400	31,600	24,500	27,000	34,400	17,800	23,200	34,200	18,000	24,900	36,100	22,200	27,800	43,400	17,700	21,500	31,600
		4.42%			9.66%			6.10%			7.14%			5.72%			5.58%			5.70%			7.08%			5.18%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Shopper	11,300	13,100	15,500	13,000	15,100	17,800	11,600	13,500	16,000	12,400	14,400	17,100	12,600	14,600	17,300	12,000	13,900	16,500	12,100	14,100	16,600	12,800	14,900	17,600	12,500	14,500	17,100
		4.82%			6.11%			3.00%			5.54%			5.11%			6.15%			7.35%			6.30%			4.16%	
Security Officer	12,400	14,000	24,000	17,700	19,700	28,700	14,600	18,100	24,100	14,100	22,700	27,800	19,400	22,400	30,100	12,600	17,900	24,800	14,700	19,700	25,300	20,900	32,400	28,900	17,100	21,300	27,500
		1.44%			5.03%			2.02%			3.92%			5.46%			4.43%			3.20%			5.15%			4.20%	
Security	10,000	16,900	23,700	12,100	19,500	32,000	9,600	17,600	23,300	10,000	19,400	27,300	11,000	20,100	23,900	12,300	21,200	27,000	10,000	17,400	24,600	12,500	23,500	28,700	11,300	20,400	22,600
		4.60%			5.59%			4.73%			5.10%			4.06%			3.40%			2.98%			4.95%			3.10%	
Pantry Staff	11,300	16,200	24,300	14,100	21,700	28,500	11,600	20,100	25,700	14,700	21,100	26,000	14,800	21,400	28,500	13,600	22,600	29,900	13,000	22,700	27,700	14,900	24,300	31,900	13,400	23,200	28,300
		1.33%			4.02%			1.91%			2.80%			3.20%			3.24%			1.16%			5.02%			3.54%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Associate - MIS	22,600	23,900	27,400	27,300	28,900	33,200	25,300	26,800	30,700	26,200	27,700	31,800	26,900	28,400	32,600	25,800	27,200	31,200	25,300	26,800	30,700	27,800	29,400	33,700	26,000	27,500	31,500
		3.35%			7.81%			6.11%			7.33%			7.11%			6.55%			5.33%			7.56%			5.67%	
Medical Assistant	16,000	18,800	23,200	20,200	23,700	29,200	19,200	22,600	27,800	19,700	23,100	28,500	20,800	24,400	30,200	19,700	23,100	28,500	19,400	22,700	28,100	20,800	24,400	30,200	19,500	22,900	28,300
		4.54%			5.10%			4.22%			5.20%			5.20%			5.28%			4.77%			5.00%			4.10%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Design Engineer	25,200	29,400	33,900	30,700	35,900	41,400	29,200	34,100	39,300	30,300	35,400	40,800	30,000	35,000	40,300	31,200	36,500	42,000	29,700	34,700	40,000	30,900	36,000	41,500	29,500	34,400	39,700
		2.20%			4.23%			1.78%			3.25%			2.11%			2.67%			2.00%			2.50%			2.00%	
Field Support Technician	20,200	27,200	28,900	29,000	39,900	47,000	20,400	27,400	32,400	25,600	35,100	44,200	35,600	35,100	48,800	15,200	23,600	32,600	20,300	26,300	35,000	30,200	43,100	45,400	26,300	32,700	41,700
		3.01%			4.32%			2.97%			3.71%			5.60%			3.81%			3.02%			6.36%			4.63%	
Onsite Engineer	22,300	27,300	40,000	29,500	36,400	52,300	21,300	24,600	36,200	22,600	35,600	53,300	27,100	36,500	55,100	25,700	40,500	54,000	22,400	25,600	44,700	32,200	38,600	65,600	24,300	33,100	47,500
		3.46%			5.04%			2.30%			4.05%			4.58%			4.20%			3.80%			6.05%			4.22%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Sourcing Manager	72,200	85,700	107,200	91,800	98,900	129,800	79,200	84,100	101,900	77,100	94,500	124,000	80,600	88,600	112,600	92,700	106,000	129,300	72,200	88,000	108,300	90,400	103,500	124,300	78,900	93,100	110,800
		4.56%			7.36%			4.80%			6.57%			4.56%			6.80%			4.66%			7.09%			6.39%	
HR Business Partner	37,400	52,200	80,800	51,900	64,500	93,600	43,000	56,700	77,800	46,100	64,200	86,500	47,600	64,300	91,300	50,600	69,400	91,400	47,600	64,700	86,500	52,500	78,800	93,400	47,300	65,000	76,400
		2.42%			3.16%			2.30%			2.92%			2.68%			2.16%			3.00%			3.45%			2.04%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Graduate Trainee-IT	17,700	24,300	25,900	21,700	29,800	31,800	18,500	25,300	27,000	19,800	27,200	29,000	20,200	27,700	29,500	21,200	29,200	31,100	20,500	28,200	30,000	21,000	28,900	30,800	20,000	27,500	29,300
		7.23%			8.05%			7.64%			6.33%			7.56%			9.21%			6.78%			8.09%			6.47%	
Program Analyst-IT	39,200	60,700	84,800	48,200	73,600	107,500	38,400	64,000	91,000	43,000	67,200	101,100	49,300	71,200	101,300	43,300	73,200	105,300	37,300	70,400	98,200	44,100	77,200	109,700	42,500	67,600	95,400
		4.43%			7.90%			4.74%			6.97%			7.16%			7.02%			6.35%			7.14%			5.86%	
IT Engineer-Software Developer	25,250	34,583	48,167	30,800	42,200	58,800	26,800	36,700	51,100	29,800	40,800	56,800	29,300	40,100	55,900	30,300	41,500	57,800	28,800	39,400	54,900	29,500	40,500	56,400	29,300	40,100	55,900
		6.55%			8.45%			6.67%			8.20%			7.81%			7.96%			7.56%			7.19%			7.11%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Sales Executive	13,700	18,100	25,900	19,100	25,400	33,400	12,800	18,200	24,100	14,300	21,700	32,300	23,400	27,900	33,400	16,200	21,200	27,600	14,700	20,200	27,400	19,300	28,000	37,500	16,700	26,800	33,400
		3.01%			5.26%			2.26%			5.13%			5.58%			3.93%			2.96%			5.23%			3.51%	
Field Engineer	20,200	26,300	33,250	22,900	29,800	37,700	21,900	28,500	36,000	22,200	28,900	36,600	23,600	30,800	38,900	22,400	29,200	36,900	21,800	28,300	35,800	23,200	30,200	38,200	22,000	28,700	36,200
		4.55%			6.47%			3.92%			7.11%			6.22%			6.22%			5.15%			6.68%			6.14%	
Pre Sales Consultant	38,000	49,300	77,800	48,600	65,800	87,900	43,000	56,000	78,900	45,300	60,900	87,700	52,600	60,800	86,800	51,000	65,300	92,700	42,200	63,200	87,000	53,800	72,200	101,000	40,900	57,800	83,500
		3.22%			4.79%			3.41%			4.56%			6.14%			5.30%			6.26%			6.17%			4.17%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Construction & Real Estate

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Scan Agent Accounts	15,000	17,100	21,300	17,300	19,700	24,500	16,200	18,500	23,000	16,500	18,800	23,400	17,100	19,500	24,300	16,800	19,200	23,900	16,400	18,600	23,200	18,000	20,500	25,600	16,700	19,000	23,600
		4.16%			6.67%			3.10%			4.19%			5.56%			6.33%			5.00%			5.20%			5.98%	
MIS Key Accounts	21,300	25,100	31,000	24,000	28,200	34,900	22,600	26,600	32,900	23,200	27,400	33,800	23,600	27,900	34,400	23,400	27,600	34,100	22,800	26,900	33,200	25,100	29,600	36,600	23,100	27,300	33,700
		2.38%			6.38%			4.67%			6.18%			5.22%			4.11%			4.78%			6.25%			4.96%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Grab Operator	17,300	22,900	28,200	18,900	25,000	30,700	18,000	23,800	29,300	18,400	24,300	29,900	18,500	24,500	30,200	18,200	24,000	29,600	18,000	23,800	29,300	18,700	24,700	30,500	17,900	23,700	29,200
		3.77%			4.23%			2.44%			4.68%			3.78%			2.56%			3.24%			4.29%			3.70%	
Control Room Operator	15,000	18,300	22,900	16,700	20,400	25,400	15,800	19,300	24,100	16,400	20,000	25,000	16,500	20,200	25,200	16,200	19,800	24,800	16,100	19,600	24,500	17,300	21,100	26,400	16,500	20,200	25,200
		1.22%			4.22%			2.10%			4.00%			3.79%			3.64%			4.40%			4.75%			3.92%	
Compliance Officer	41,000	65,400	87,000	45,000	72,200	108,000	41,400	58,300	104,900	45,400	63,700	109,500	40,000	67,500	108,700	45,100	56,300	96,200	39,200	69,400	96,900	44,600	65,400	118,700	41,000	63,200	103,100
		5.01%			5.64%			4.16%			6.05%			4.79%			4.64%			5.02%			11.10%			4.01%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Crane Operator	14,000	17,000	22,700	15,000	21,600	29,400	12,200	17,300	17,800	12,400	19,100	22,900	16,200	24,500	28,100	14,100	19,300	26,500	14,400	21,000	26,500	18,200	25,500	32,800	20,000	24,400	30,100
		2.78%			3.54%			2.00%			3.76%			2.66%			3.20%			2.40%			3.47%			2.20%	
Fusion Welder	14,600	18,300	20,800	15,400	19,300	21,900	14,900	18,700	21,200	15,200	19,000	21,600	15,600	19,500	22,200	15,100	19,000	21,600	15,000	18,800	21,400	15,700	19,700	22,400	15,100	18,900	21,400
		3.66%			5.35%			2.00%			4.00%			6.00%			4.25%			2.81%			5.57%			3.10%	
Tile Fixer	12,100	19,000	32,400	14,700	21,800	35,800	13,100	20,500	33,900	12,500	19,700	36,400	11,700	17,700	32,900	13,400	19,600	30,300	13,100	19,000	29,000	14,100	20,700	36,300	12,200	17,300	30,100
		1.60%			4.00%			2.34%			4.15%			3.59%			2.19%			1.89%			3.70%			2.15%	
Sup-Waterboy	7,500	9,100	11,900	10,900	13,200	17,300	9,500	11,500	15,000	10,100	12,200	16,000	10,400	12,600	16,500	9,900	12,000	15,700	9,800	11,800	15,500	10,200	12,400	16,200	9,700	11,700	15,400
		3.12%			5.00%			3.00%			4.00%			4.28%			3.50%			3.33%			5.16%			3.20%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Logistics Support Executive	18,500	22,700	26,000	21,100	25,900	29,600	20,000	24,500	28,100	20,900	25,600	29,300	22,000	27,000	30,900	20,700	25,400	29,100	20,400	25,000	28,600	21,500	26,300	30,200	20,500	25,200	28,900
		1.29%			5.25%			3.89%			3.42%			4.11%			3.33%			2.11%			4.78%			2.22%	
Research Analyst	20,500	24,300	27,700	25,600	30,400	34,600	23,200	27,500	31,300	25,000	29,600	33,800	24,600	29,200	33,200	24,200	28,700	32,700	24,000	28,400	32,400	25,300	29,900	34,100	24,800	29,400	33,500
		4.98%			5.28%			4.10%			4.12%			5.10%			5.41%			5.18%			5.80%			4.33%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Simulation Engineers (Product Design & Simulation Engineering)	40,700	44,600	54,200	59,500	68,900	75,700	47,400	65,700	70,100	49,700	57,100	68,100	46,300	52,400	65,500	41,200	47,000	62,100	40,500	47,400	62,300	49,400	56,300	66,700	41,900	47,900	58,700
		3.59%			4.96%			2.32%			3.70%			4.23%			3.03%			4.26%			4.05%			3.12%	
Design Engineer	20,800	24,300	32,100	26,000	36,100	42,400	25,300	28,900	35,300	25,800	33,800	40,000	25,900	33,900	38,600	24,700	30,400	35,300	24,500	34,300	37,100	27,200	33,700	42,300	25,300	33,500	38,600
		2.98%			3.95%			2.59%			3.08%			2.01%			1.39%			2.56%			4.03%			2.18%	
Electrical Engg Trainee	17,500	22,900	25,000	20,500	26,800	29,300	18,700	24,500	26,800	19,400	25,400	28,000	19,800	25,900	28,300	19,400	25,400	27,800	18,900	24,800	27,100	20,100	26,300	28,800	19,100	25,000	27,300
		1.89%			2.45%			2.00%			2.87%			3.00%			2.22%			3.29%			3.67%			2.16%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Support	20,600	23,600	27,100	26,000	29,700	34,100	24,300	27,800	32,000	24,700	28,300	32,500	25,300	29,000	33,300	24,900	28,600	32,800	24,500	28,100	32,200	25,400	29,100	33,400	24,700	28,300	32,400
		2.10%			4.89%			2.00%			2.22%			3.68%			2.33%			3.11%			4.51%			3.19%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Officer	22,100	27,100	34,600	26,900	33,000	42,200	25,000	30,600	39,100	26,500	32,500	41,500	25,400	31,100	39,800	26,100	32,000	40,800	24,700	30,300	38,700	26,300	32,200	41,200	25,600	31,400	40,100
		2.44%			6.11%			3.14%			5.22%			5.70%			4.74%			4.16%			5.68%			4.27%	
Project Lead	41,700	60,900	88,300	46,900	71,400	110,500	47,300	74,000	102,700	46,100	70,900	102,900	41,600	66,100	95,000	43,500	60,200	95,200	44,300	67,600	103,600	49,700	70,700	109,200	45,400	65,300	95,700
		4.07%			8.26%			5.45%			6.12%			5.07%			4.46%			5.69%			5.35%			4.72%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Long Arm Sales Force	20,900	23,500	27,800	27,000	30,300	35,900	25,100	28,200	33,400	26,800	30,100	35,600	26,300	29,600	35,000	25,900	29,100	34,500	25,500	28,700	33,900	27,400	30,800	36,400	25,500	28,700	33,900
		3.35%			6.22%			4.10%			6.11%			5.98%			6.74%			4.24%			6.21%			5.44%	
FOS Relationship Manager	22,800	32,000	40,300	26,900	37,800	47,600	25,100	35,200	44,300	26,200	36,800	46,300	26,700	37,400	47,200	26,000	36,500	45,900	24,900	34,900	43,900	29,500	38,400	48,400	25,800	36,200	45,500
		2.11%			4.00%			2.00%			3.16%			3.89%			2.56%			5.25%			6.23%			4.44%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Accounts and OPE	18,500	21,200	25,900	20,000	23,400	27,700	19,000	21,900	24,600	19,500	22,700	26,800	20,500	24,100	28,100	19,200	22,200	26,300	18,800	21,800	27,200	23,800	26,700	30,100	19,400	23,300	27,600
		3.33%			5.28%			4.25%			4.17%			4.67%			3.86%			4.85%			5.63%			3.78%	
Reconciliation Executive	19,700	24,400	40,100	25,100	36,300	55,100	20,500	28,300	44,100	24,500	30,600	53,800	24,400	37,600	57,700	23,000	29,900	45,100	17,600	24,200	38,700	25,100	39,500	58,500	23,000	29,700	48,800
		6.01%			8.09%			5.20%			6.79%			7.26%			5.38%			5.65%			7.09%			6.28%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Renewal Executive	25,700	33,200	45,200	27,600	35,500	53,500	29,800	37,300	49,900	30,600	43,000	54,600	27,200	37,000	56,500	22,800	33,200	56,900	23,200	34,300	46,300	34,700	52,200	60,000	25,400	35,900	47,300
		3.80%			4.66%			3.50%			4.10%			5.45%			5.36%			4.51%			5.43%			5.10%	
Sr Vendor Operations Executive	19,800	22,300	26,500	21,200	25,200	29,800	20,100	22,600	26,900	20,600	23,100	28,900	21,000	25,000	30,100	20,800	23,900	28,600	20,400	23,100	27,700	21,700	25,500	29,500	20,200	24,900	28,500
		2.11%			4.65%			3.90%			4.00%			3.29%			3.00%			2.77%			4.16%			3.06%	
Data Collection Executive	13,000	20,100	25,200	20,700	31,000	47,100	18,100	26,100	39,600	20,300	29,300	47,300	20,200	27,600	45,000	20,000	24,500	43,100	17,400	24,000	37,900	29,000	37,300	59,500	20,300	26,900	42,100
		2.22%			3.88%			1.28%			3.38%			2.99%			3.03%			2.60%			4.12%			2.06%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Office Boy	9,700	12,500	15,900	12,600	14,200	17,900	10,200	12,800	16,300	11,600	13,400	17,000	13,000	15,700	18,500	10,900	13,200	16,300	9,900	11,200	15,000	13,300	15,200	18,100	10,900	13,700	16,700
		1.32%			3.11%			1.97%			2.98%			3.36%			2.74%			2.10%			3.06%			2.70%	
Loader And Picker	12,100	16,100	24,800	13,200	21,600	29,500	11,300	18,500	30,700	14,000	20,900	30,100	15,800	22,500	29,000	15,700	21,300	32,100	11,500	21,800	28,000	16,700	25,700	33,500	12,000	23,800	29,400
		2.56%			3.41%			2.89%			3.79%			2.90%			3.06%			2.73%			3.72%			2.30%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Quality Consultant	33,500	40,100	45,900	40,200	48,100	70,900	36,900	46,100	54,200	37,500	47,600	57,400	40,900	50,100	59,700	39,200	48,500	57,800	37,200	46,100	55,000	41,200	51,000	60,200	37,900	46,900	56,500
		3.33%			5.36%			4.68%			5.18%			5.60%			5.23%			3.12%			6.55%			5.26%	
Data Analyst	25,300	34,600	42,600	29,600	41,800	53,200	27,900	39,100	49,400	28,900	40,500	49,800	28,600	40,800	50,700	28,600	40,800	51,500	28,100	39,400	49,800	29,100	41,200	52,400	28,400	40,100	51,300
		5.60%			7.63%			6.63%			7.41%			6.90%			6.59%			5.73%			7.71%			6.88%	
Client Support Executive	18,600	22,800	26,200	21,800	27,600	32,800	2,050	25,800	30,400	21,200	26,700	30,700	21,000	26,900	31,200	21,000	26,900	31,700	20,600	26,000	30,700	21,400	27,100	32,200	20,800	26,400	31,600
		5.00%			7.20%			5.36%			6.26%			7.56%			6.46%			5.77%			7.40%			6.73%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
NOC Engineer	28,800	30,300	40,600	32,000	34,200	47,100	29,700	31,800	43,400	31,400	34,200	46,700	32,300	34,500	48,100	30,800	33,000	45,100	30,200	33,000	45,900	32,300	34,500	47,900	30,900	33,200	45,700
		6.50%			7.01%			4.84%			6.17%			6.51%			6.17%			6.08%			6.27%			5.92%	
Sr. Graphic Designer	30,500	36,700	42,800	33,900	41,500	49,600	31,400	38,500	45,800	33,200	41,500	49,200	34,200	41,800	50,700	32,600	40,600	47,500	32,000	40,000	48,400	34,200	41,800	50,500	32,700	40,200	48,200
		4.10%			6.96%			5.45%			6.23%			6.40%			6.02%			5.78%			6.98%			5.70%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR senior specialist	32,900	40,500	48,800	37,800	47,400	58,600	34,500	44,100	54,200	37,200	46,600	57,100	36,500	45,800	57,300	37,300	47,000	58,100	34,900	44,800	55,100	36,800	46,200	57,600	35,300	44,300	54,900
		3.43%			4.88%			4.04%			3.15%			4.51%			5.00%			4.64%			5.44%			5.12%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Technical Support Engineer	27,200	33,000	41,700	32,100	38,300	47,500	29,100	34,700	43,000	31,000	37,000	46,700	30,700	36,600	46,300	31,300	36,000	46,700	29,900	37,000	45,900	32,600	39,300	48,400	29,600	36,800	46,100
		3.00%			8.42%			3.95%			6.21%			6.02%			6.14%			5.79%			6.94%			5.84%	
UI Designer	31,300	37,500	47,800	35,600	42,000	52,600	32,200	39,000	48,800	34,400	41,400	50,800	35,100	41,100	51,700	33,900	40,900	51,400	32,800	41,800	50,400	35,200	41,400	51,500	34,100	40,700	51,600
		3.12%			4.60%			3.33%			4.10%			4.32%			4.19%			3.98%			4.06%			3.76%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Area Sales Manager	25,800	48,400	60,100	32,400	53,600	68,000	27,900	52,400	66,300	31,300	58,500	67,000	37,100	54,500	69,600	33,800	57,500	69,100	25,900	39,000	57,800	39,100	59,100	71,500	26,200	38,800	60,800
		6.06%			6.90%			5.04%			5.69%			5.26%			6.29%			5.75%			5.56%			5.32%	
Merchant Relationship Executive	17,900	22,600	31,700	20,400	25,300	34,900	18,400	23,500	32,300	21,100	25,900	34,600	21,800	26,900	35,500	20,200	24,600	33,900	19,500	25,200	34,200	21,500	25,800	34,800	19,700	24,700	34,100
		4.23%			8.36%			7.69%			6.98%			7.02%			7.31%			7.01%			8.72%			7.36%	
Team Lead Inside Sales	30,700	35,800	42,200	32,800	40,500	46,400	31,300	36,900	42,800	31,900	39,000	44,700	32,300	39,400	45,200	31,900	37,500	43,300	31,200	36,600	43,500	32,500	39,000	44,800	31,500	36,200	42,600
		2.32%			4.21%			2.11%			3.69%			3.75%			3.39%			2.87%			3.57%			3.05%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Educational Services

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Accounts Executive	24,600	32,700	43,100	32,500	46,200	62,600	21,800	39,500	49,700	27,900	38,300	55,000	23,300	33,500	55,600	23,800	36,000	49,200	25,100	36,900	58,100	42,900	48,800	62,500	26,700	38,400	56,100
		5.20%			6.80%			4.73%			6.58%			5.79%			5.01%			4.39%			6.06%			5.20%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Operations Support Executive	15,100	17,800	20,600	16,700	19,200	22,500	15,500	18,100	21,200	16,200	18,900	21,900	17,200	20,600	23,000	15,800	18,700	21,000	15,800	17,400	19,800	17,100	20,200	23,300	15,800	18,700	21,900
		4.46%			6.82%			3.93%			5.38%			6.23%			5.05%			4.64%			7.28%			4.78%	
Academic Counsellor	14,800	19,800	29,800	17,200	27,900	41,300	15,300	24,800	36,500	18,600	26,700	40,000	18,500	26,200	40,700	18,600	26,000	39,100	15,100	27,000	34,600	21,100	32,700	47,300	15,500	30,400	36,100
		2.10%			3.60%			1.89%			3.25%			3.01%			3.40%			2.22%			3.45%			2.40%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Office Peon	8,000	11,000	15,300	11,500	15,100	18,700	8,800	10,600	14,900	10,500	14,200	17,100	11,000	13,500	17,800	10,100	12,900	16,100	8,400	10,100	14,700	12,700	14,500	19,200	10,700	13,100	16,600
		2.49%			3.52%			2.13%			2.54%			2.05%			2.15%			2.67%			3.62%			2.22%	
Security Guard	18,800	29,100	37,500	25,900	32,200	43,900	20,600	28,500	35,600	23,100	31,600	38,900	21,400	27,600	40,900	21,100	30,800	38,100	21,700	27,900	36,800	28,400	35,100	45,600	22,800	31,300	35,900
		1.40%			2.60%			1.66%			2.06%			2.64%			1.51%			1.21%			3.16%			2.21%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Process Executive	15,000	17,800	22,500	16,100	20,100	24,800	15,300	18,300	22,800	15,600	19,400	23,900	15,800	19,600	24,100	15,600	18,600	23,100	15,300	18,200	23,200	15,900	19,400	23,900	15,400	18,000	22,700
		4.12%			5.36%			4.44%			4.96%			5.02%			4.70%			4.30%			4.78%			4.60%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Animator	40,800	55,800	69,200	43,300	63,700	79,900	42,700	52,100	69,600	41,100	65,800	71,700	46,300	62,000	72,500	44,000	56,200	69,400	39,900	58,500	74,600	49,300	62,300	77,200	44,800	55,800	66,000
		5.01%			7.26%			5.29%			5.63%			5.89%			4.56%			4.09%			6.58%			5.40%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Consultant-HR	27,100	35,400	43,800	29,000	36,200	47,700	27,600	36,500	44,400	28,200	35,800	46,400	28,700	36,800	47,300	28,200	37,200	45,100	27,800	36,200	44,600	28,700	38,600	46,900	27,800	35,800	44,200
		2.18%			3.15%			2.70%			3.54%			3.28%			2.88%			3.07%			4.02%			3.19%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Executive	25,100	34,800	58,400	43,800	69,200	89,600	34,600	51,300	75,200	39,800	55,300	87,700	35,100	59,900	83,600	34,600	52,000	80,200	34,100	52,800	70,900	42,600	68,200	89,100	37,400	55,600	76,300
		6.04%			9.03%			5.91%			7.40%			8.50%			6.55%			4.12%			7.38%			5.42%	
IT Applications Executive	48,900	60,100	90,200	49,900	68,400	100,800	47,600	61,700	86,900	48,400	70,800	95,500	50,200	63,400	91,500	47,200	64,100	98,600	45,700	64,500	83,500	55,800	74,100	97,700	45,700	66,100	92,900
		5.09%			6.17%			5.06%			5.21%			4.62%			3.86%			3.08%			7.02%			5.54%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Research Manager	41,300	67,900	83,200	47,000	76,300	98,200	39,100	67,000	80,700	45,800	69,700	89,300	50,200	64,100	95,700	50,700	61,100	90,500	45,500	66,100	89,500	47,100	75,300	99,800	44,900	72,900	90,400
		2.75%			3.43%			3.00%			3.35%			3.16%			3.08%			3.19%			3.37%			3.21%	
Programme Manager	47,700	52,100	60,400	50,100	53,300	65,800	48,700	53,700	61,300	49,600	52,600	64,000	50,600	54,200	65,200	49,600	54,700	62,200	49,000	53,300	61,600	50,600	56,800	65,400	48,900	52,600	61,000
		4.58%			7.47%			8.25%			7.20%			7.98%			7.12%			6.47%			8.05%			6.69%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Accounts Officer	20,400	23,800	31,600	21,600	24,500	34,800	20,800	24,500	32,100	21,200	24,000	34,100	21,600	24,800	35,100	21,200	25,000	32,500	21,000	24,300	32,200	20,800	25,000	33,200	21,800	25,000	35,400	21,100	25,300	33,700
		2.11%			4.10%			3.10%			3.75%			4.02%			3.77%			3.16%			2.75%			4.16%			3.33%	
Accounts Assistant	16,200	22,300	43,600	26,200	36,200	62,800	17,300	23,100	41,700	14,200	26,900	39,800	21,600	33,900	55,100	22,300	35,300	53,500	18,900	26,800	48,200	17,400	25,400	43,700	19,300	29,300	52,100	22,100	36,500	56,000
		3.32%			5.20%			2.87%			3.23%			5.26%			4.28%			2.50%			2.02%			3.27%			3.78%	
Finance Executive	22,000	30,800	55,200	34,400	47,600	68,600	20,600	32,500	58,000	19,700	33,000	50,200	31,300	41,700	61,900	26,100	41,900	64,800	22,000	29,600	54,900	20,400	30,100	51,700	29,900	42,700	73,000	27,700	37,700	68,900
		1.93%			5.09%			2.30%			3.02%			3.40%			4.40%			3.64%			3.30%			4.15%			3.45%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Executive - Procurement	20,300	25,400	30,600	21,700	26,300	34,000	20,800	26,300	31,200	21,300	25,800	33,200	21,500	26,400	33,000	21,100	26,700	31,700	20,800	26,000	31,400	20,800	26,400	32,500	21,900	27,200	34,300	21,100	27,000	32,500
		2.28%			4.05%			2.10%			3.68%			3.48%			3.15%			2.69%			3.10%			4.26%			3.22%	
Health & Hygiene Expert	40,500	47,700	51,600	52,500	59,100	66,700	44,400	50,000	55,700	40,200	48,700	52,500	45,600	61,900	67,200	54,400	58,400	67,900	46,700	50,600	57,000	44,500	51,300	50,400	51,300	55,600	66,100	49,800	53,900	62,600
		1.17%			3.02%			2.00%			3.04%			3.31%			2.19%			1.06%			1.84%			3.66%			2.08%	
Billing Executive	15,100	20,000	23,000	18,800	25,500	28,000	17,100	21,300	23,800	18,800	23,100	28,400	19,500	26,500	30,600	20,000	25,200	28,700	18,500	22,500	26,500	15,200	20,400	22,400	20,400	25,700	30,100	19,400	25,300	26,300
		1.02%			3.02%			1.54%			3.12%			4.20%			2.54%			2.00%			1.26%			4.03%			2.78%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Repair Technician	17,100	18,500	19,900	18,500	19,100	22,200	17,500	19,100	20,300	18,200	18,900	21,700	18,400	19,300	21,800	17,800	19,400	20,600	17,400	19,100	20,700	17,400	18,700	20,100	18,300	19,800	22,300	17,700	19,700	21,100
		1.44%			2.28%			1.87%			2.35%			1.94%			1.82%			1.09%			1.39%			3.10%			2.03%	
Fitter	12,000	14,900	20,200	17,100	17,800	24,000	12,500	14,400	19,600	14,300	15,600	21,300	15,600	21,400	26,600	15,600	19,700	25,500	12,500	14,800	18,800	10,600	14,100	18,300	15,500	21,300	26,300	12,600	15,200	19,700
		4.35%			5.52%			4.78%			4.13%			5.10%			3.67%			3.61%			2.82%			4.78%			3.73%	
Store Picker	13,900	15,000	17,000	14,600	15,500	18,700	14,200	15,300	17,300	14,700	15,300	18,500	14,900	15,700	18,600	14,200	15,400	17,800	14,100	15,500	17,700	14,000	15,200	17,200	14,800	16,200	19,000	14,300	15,900	18,200
		2.10%			3.04%			1.80%			2.83%			3.29%			3.02%			1.96%			1.54%			4.08%			3.16%	
Logistics Executive	17,600	23,300	34,600	20,400	30,400	41,900	18,800	25,400	35,500	21,500	24,900	36,400	24,900	36,900	43,100	23,100	36,300	43,600	17,900	27,200	38,100	17,000	24,700	32,800	26,100	30,300	43,600	20,500	33,600	43,200
		5.97%			5.47%			5.12%			4.41%			5.89%			4.56%			4.16%			2.18%			4.78%			4.25%	
Office Cleaner	10,100	12,300	15,800	11,100	12,700	17,400	10,900	12,500	16,700	10,700	12,500	17,000	10,900	12,900	17,300	10,500	12,600	16,500	10,300	12,700	16,400	10,200	12,400	16,000	10,700	12,800	17,400	10,600	12,700	16,700
		1.74%			3.22%			1.44%			2.72%			2.98%			2.46%			2.21%			2.67%			3.91%			3.05%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Support services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Pilot Officer	20,300	22,800	25,000	22,300	25,800	29,100	20,800	23,700	26,300	22,100	25,300	28,300	22,300	26,200	29,100	21,700	24,700	27,400	21,100	24,100	26,600	20,500	23,000	25,300	22,700	26,000	29,600	21,300	23,600	26,500
		1.34%			2.94%			1.22%			2.29%			1.79%			1.40%			2.01%			1.86%			2.86%			1.80%	
Customer Care Executive	14,500	18,100	30,700	22,200	24,900	43,800	15,800	23,000	31,500	16,000	24,200	26,200	25,100	28,000	45,300	18,600	28,400	35,700	18,000	22,200	31,500	15,400	19,900	25,000	19,700	31,100	38,500	24,900	29,300	47,600
		4.53%			6.40%			4.97%			5.70%			5.33%			4.89%			4.46%			5.34%			6.66%			6.30%	
UJ Promoter	16,300	18,200	21,800	16,800	19,000	24,000	16,500	18,600	22,200	17,300	18,700	23,800	17,400	19,000	23,500	16,600	18,700	22,800	16,600	18,800	22,700	16,500	18,400	22,000	17,300	19,700	24,400	16,700	19,300	23,300
		1.53%			2.07%			2.27%			2.18%			1.90%			1.49%			1.33%			1.51%			2.93%			2.12%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai					
Cluster Manager	23,700	29,100	33,800	26,100	31,400	37,900	24,400	30,800	36,500	25,600	30,800	37,200	25,100	31,400	37,700	25,400	30,700	36,800	25,100	30,600	36,700	24,100	30,000	35,500	26,300	31,800	38,300	24,900	30,100	35,800
		3.61%			5.44%			2.59%			4.19%			3.45%			3.10%			4.07%			1.15%			5.12%			3.15%	
Site Engineer	37,500	41,700	49,400	45,800	55,700	61,600	40,700	46,000	52,800	37,600	43,300	51,500	49,800	54,400	61,400	47,100	52,400	62,100	40,700	46,100	52,900	40,000	47,300	50,500	47,400	52,400	60,600	44,800	48,600	57,800
		3.45%			4.70%			3.25%			3.90%			4.50%			5.03%			4.20%			3.69%			5.08%			4.76%	
SCADA Engineer	25,800	30,600	34,400	28,400	31,500	37,800	29,700	34,600	38,200	27,300	31,200	37,000	27,700	32,000	37,700	26,800	31,400	35,900	26,300	31,700	35,800	26,100	30,900	34,700	27,300	31,800	37,800	27,100	31,700	36,500
		4.13%			5.41%			6.16%			5.10%			5.10%			4.49%			4.25%			4.10%			5.40%			3.69%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
HR IT Consultant	25,000	29,900	36,400	29,900	33,700	38,000	27,100	32,700	36,600	27,300	31,200	37,100	27,700	32,000	37,900	26,800	31,400	36,000	26,300	31,700	35,900	26,300	31,200	35,500	28,900	32,600	37,500	27,100	31,800	36,900
		4.29%			4.94%			4.33%			3.86%			3.45%			3.74%			4.15%			2.72%			4.09%			3.44%	
HR Executive	23,100	33,500	42,200	35,300	56,200	69,100	27,100	33,700	46,100	31,600	44,000	59,200	35,700	44,900	75,000	30,700	46,600	68,700	25,400	32,800	53,200	22,600	26,900	43,300	34,300	51,700	76,000	31,600	41,200	72,100
		3.13%			4.94%			2.13%			3.86%			6.74%			5.05%			4.15%			3.72%			6.04%			5.44%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
IT Engineer	36,000	42,900	50,800	41,800	47,600	55,900	37,800	45,900	53,800	40,700	46,300	54,900	40,100	45,600	54,400	38,900	45,000	53,800	36,600	44,400	52,800	36,700	43,800	52,300	40,300	45,700	55,100	37,800	44,600	54,200
		2.48%			5.49%			4.82%			4.16%			4.52%			4.55%			3.80%			4.89%			4.24%			2.67%	
Hardware Engineer	20,800	26,200	46,700	32,000	45,000	81,200	20,900	33,700	54,400	27,900	38,700	67,600	39,100	47,400	97,700	36,200	55,900	88,500	20,400	29,800	53,100	25,400	32,000	54,200	25,800	49,700	75,000	33,600	46,200	97,100
		4.45%			6.22%			3.63%			5.40%			5.21%			4.25%			3.77%			2.16%			4.86%			4.11%	
Network Engineer - IT	33,100	37,400	43,400	37,700	41,900	47,700	34,800	40,000	46,000	37,100	41,100	46,900	36,700	39,600	46,700	36,100	39,600	46,500	34,400	39,500	46,400	33,900	38,900	44,900	37,400	40,900	47,200	35,300	40,100	47,000
		4.20%			6.84%			4.28%			5.82%			4.83%			5.36%			4.43%			4.19%			4.77%			4.36%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
RSM Facilitator	28,200	33,600	40,100	29,600	34,600	44,100	28,800	34,300	40,900	29,900	34,300	43,700	30,300	35,100	43,900	28,800	34,400	41,900	28,700	34,800	41,700	28,500	33,900	40,500	30,000	36,300	44,900	29,000	35,600	42,900
		5.70%			5.10%			4.89%			5.26%			5.40%			4.60%			4.10%			4.45%			5.28%			4.00%	
Merchandising Officer	17,000	20,900	26,700	17,900	21,500	29,100	17,300	21,300	27,200	18,000	21,300	29,100	18,200	21,700	28,300	17,300	21,400	27,900	17,300	21,600	27,800	17,200	21,200	27,100	17,900	21,900	28,800	17,500	22,200	28,600
		1.65%			2.72%			1.25%			2.22%			2.54%			1.94%			1.36%			1.10%			2.90%			2.17%	
Sales Coordinator	32,700	40,500	46,900	38,400	47,600	60,200	36,600	42,800	49,800	37,400	41,600	53,800	43,900	50,500	60,900	39,700	47,700	59,900	38,400	43,100	58,500	34,500	43,600	48,100	41,400	47,600	60,600	37,200	46,300	57,700
		4.23%			6.12%			5.08%			5.40%			6.35%			5.06%			4.59%			4.16%			5.89%			4.78%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Finance Coordinator	16,400	20,500	25,200	17,900	21,700	26,500	17,200	21,100	25,700	17,700	21,300	26,000	18,000	21,900	27,000	17,400	21,300	26,000	17,100	20,900	25,700	17,700	21,700	26,500	17,600	21,400	26,000
		1.16%			2.22%			1.11%			1.67%			2.67%			1.44%			1.00%			2.11%			1.67%	
Accountant	22,600	37,400	77,300	28,600	42,300	88,500	23,200	32,800	73,200	28,000	36,700	68,000	25,300	34,800	74,800	31,200	37,700	81,600	22,400	35,800	99,500	28,600	50,300	102,100	23,600	39,900	76,700
		5.23%			6.21%			4.21%			5.87%			4.90%			4.12%			3.91%			4.40%			5.04%	
Trainee Accounts	15,200	17,500	19,000	16,000	18,600	20,700	15,500	18,000	20,000	15,700	18,200	20,500	16,300	18,900	20,900	15,700	18,200	20,100	15,500	18,200	19,800	16,000	18,600	20,500	15,700	18,300	20,000
		1.74%			2.22%			1.11%			1.67%			2.78%			1.44%			1.11%			2.11%			1.47%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
General Procurement Officer	20,200	23,600	27,800	22,400	25,300	29,500	21,000	24,200	28,400	22,000	25,200	28,900	21,800	24,900	29,200	21,600	24,700	28,700	21,300	24,500	28,500	21,900	25,100	29,300	21,500	24,700	28,600
		2.01%			2.67%			0.94%			2.19%			2.06%			1.64%			1.33%			2.28%			1.53%	
Administration Back Office Coordinatort	15,100	21,800	28,300	22,300	31,900	45,700	18,300	22,000	38,000	19,300	23,800	41,400	21,200	34,200	42,400	19,000	24,900	38,800	19,700	26,300	53,200	28,900	40,900	51,100	22,300	24,800	41,300
		2.02%			5.09%			4.26%			4.64%			5.01%			3.74%			2.54%			5.68%			5.37%	
Despatch Assistant	10,800	12,200	14,100	11,400	12,700	14,700	11,200	12,400	14,200	11,300	12,600	14,400	11,600	12,800	15,100	11,100	12,400	14,800	11,100	12,500	14,500	11,700	13,200	14,900	11,300	12,800	14,800
		1.09%			1.56%			0.72%			1.11%			2.11%			1.11%			0.83%			2.44%			1.64%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Helper	10,200	11,800	12,600	11,400	12,900	13,600	10,600	12,200	12,900	11,100	12,600	13,500	10,900	12,400	13,300	10,800	12,200	13,400	10,500	12,200	13,000	11,000	12,700	13,600	10,800	12,400	13,200
		2.92%			3.22%			1.11%			2.56%			2.03%			1.67%			1.00%			2.67%			1.83%	
Technician	17,100	18,500	21,600	19,800	21,100	24,200	19,000	20,200	23,100	19,700	20,700	24,600	20,000	21,300	24,400	19,200	20,400	23,500	18,800	20,000	23,100	19,900	21,100	24,200	19,300	20,500	23,800
		2.42%			4.67%			3.00%			4.56%			5.00%			3.44%			2.78%			4.78%			3.78%	
Collection Executive	13,500	16,800	21,900	16,100	20,000	29,000	14,000	18,700	22,600	13,500	19,900	24,600	15,300	20,400	24,600	14,700	20,100	24,400	14,600	19,900	24,100	18,300	21,500	28,800	15,300	20,900	23,900
		4.21%			5.69%			4.70%			4.20%			4.92%			4.05%			3.78%			5.07%			4.30%	
Forklift Operator	14,200	16,700	18,300	15,500	17,900	20,100	14,700	17,100	18,700	15,100	18,000	19,600	15,300	17,500	19,500	14,900	17,500	19,600	14,700	17,200	19,200	15,300	18,000	19,400	14,900	17,500	19,200
		2.16%			2.89%			1.26%			2.33%			2.17%			1.89%			1.28%			2.44%			1.64%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Safety Officer	22,400	25,800	29,200	24,600	28,900	33,300	23,700	27,300	31,000	24,200	28,400	32,400	24,400	28,400	31,800	24,100	27,900	32,000	24,000	27,700	31,700	24,600	28,100	32,400	24,500	27,900	31,200
		4.00%			5.33%			5.00%			5.89%			5.23%			4.17%			5.78%			5.56%			4.72%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Site Engineer	21,200	24,300	28,400	22,900	26,100	30,400	20,000	24,800	29,100	21,700	25,000	29,200	22,000	27,000	30,900	21,100	24,400	28,600	21,300	25,000	29,000	23,800	26,700	31,500	21,400	24,800	29,100
		3.33%			4.59%			3.52%			4.00%			5.31%			4.02%			4.55%			5.13%			4.08%	
MSC Technician Electrical	18,000	22,800	25,600	20,500	25,500	28,900	19,100	23,700	26,900	19,800	25,100	28,200	20,000	24,900	28,400	19,400	24,500	27,900	19,600	24,400	27,400	20,100	24,900	28,300	20,000	25,000	28,000
		3.34%			4.33%			2.26%			3.33%			3.44%			2.72%			2.56%			3.44%			3.33%	
Trainee Engineer	17,100	18,500	20,000	18,300	20,200	22,000	17,400	19,100	20,800	18,100	19,800	21,600	18,000	19,800	21,800	18,000	19,400	21,400	17,800	19,200	21,200	18,800	20,500	22,400	18,300	20,000	22,000
		2.27%			2.89%			1.00%			3.34%			2.33%			1.89%			1.56%			3.67%			2.78%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Executive HR Compliance	25,000	29,800	36,400	27,500	33,400	41,500	26,300	31,000	38,600	27,000	32,800	40,800	27,300	32,500	40,400	27,800	33,700	41,900	27,300	32,000	39,300	28,000	32,800	41,100	27,900	32,800	39,700
		3.00%			5.00%			3.81%			4.16%			5.24%			5.54%			3.72%			5.15%			4.45%	
Recruitment Executive	23,000	36,600	62,900	30,900	43,800	79,200	23,200	35,000	63,300	25,700	35,200	64,800	33,100	40,400	73,900	31,600	38,600	69,800	25,200	34,500	57,200	28,600	46,700	80,200	29,100	42,500	78,000
		4.01%			5.56%			5.03%			3.96%			4.59%			4.06%			3.25%			6.80%			5.05%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
System Validation Tester	26,500	30,500	35,000	30,500	34,500	39,200	27,800	31,700	37,100	28,600	33,600	39,200	28,900	33,200	38,900	29,400	34,500	40,300	28,900	32,800	37,800	29,700	33,600	39,600	29,500	33,600	38,200
		4.81%			6.26%			5.26%			6.33%			6.65%			5.33%			5.02%			6.50%			6.09%	
Hardware and Network Engineer	32,800	35,900	39,600	37,100	41,300	46,300	35,800	39,800	44,400	36,700	40,900	46,000	36,400	40,900	45,500	37,100	39,800	44,700	36,100	40,200	44,400	36,400	40,600	45,500	35,800	39,800	45,100
		5.25%			7.12%			5.10%			6.25%			6.82%			6.23%			5.98%			6.77%			6.42%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Field Monitor	14,000	17,000	20,900	16,100	19,700	24,900	15,400	18,200	22,600	16,100	19,400	23,700	15,800	19,000	24,000	15,500	19,200	22,900	15,500	18,000	23,400	16,200	20,400	25,700	15,300	18,900	23,200
		5.03%			5.56%			2.26%			4.72%			4.44%			3.69%			3.22%			6.56%			3.44%	
Business Coordinator	17,500	20,500	23,600	20,000	23,000	26,700	18,600	21,300	24,800	19,300	22,600	26,000	19,400	22,300	26,200	18,900	22,000	25,700	19,100	21,900	25,300	19,500	22,300	26,100	19,400	22,400	25,800
		3.64%			4.33%			2.26%			3.33%			3.44%			2.72%			2.56%			3.44%			3.33%	
Sales Manager	34,400	46,000	58,900	36,900	51,100	65,800	31,200	42,200	56,400	35,700	48,200	60,300	36,100	49,300	66,000	32,700	45,100	66,500	32,200	44,500	60,300	39,600	49,700	70,400	31,400	45,400	58,800
		8.44%			7.54%			6.04%			7.49%			8.01%			6.60%			6.00%			6.43%			5.03%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Accounts

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Audit Manager	41,100	60,300	83,100	41,900	54,900	79,600	43,100	57,000	86,600	49,200	62,700	88,600	46,400	57,000	78,400	42,500	51,700	73,200	52,300	72,100	93,000
		5.24%			3.10%			4.53%			5.73%			3.89%			4.05%			6.26%	
Cash Officer	20,800	26,500	50,200	25,800	37,700	47,600	19,400	26,600	47,900	23,100	31,000	51,500	26,000	35,700	51,200	25,300	30,300	46,200	21,900	28,800	55,900
		4.20%			3.10%			3.40%			5.05%			4.71%			3.25%			6.09%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Procurement Associate	27,900	31,000	38,200	26,000	28,800	35,500	27,000	30,500	37,200	27,200	30,200	37,500	26,500	29,800	36,800	26,700	29,600	36,200	27,300	30,200	37,300
		4.33%			2.02%			3.33%			3.44%			2.72%			2.56%			3.65%	
Office Assistant	15,100	16,600	20,700	13,600	15,100	18,300	14,800	16,300	19,500	15,200	16,800	18,900	14,900	16,300	18,800	14,000	15,500	19,000	15,300	16,900	21,000
		5.89%			2.26%			4.67%			4.97%			4.33%			3.00%			6.56%	
Commercial Coordinator	34,600	40,500	44,200	31,800	37,000	40,100	33,700	39,100	42,300	34,000	38,400	42,000	33,400	38,000	40,400	33,700	39,400	43,500	35,200	41,200	45,000
		5.00%			2.45%			3.67%			4.06%			2.67%			4.11%			5.67%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Healthcare Assistant	22,600	36,900	60,500	19,100	32,800	49,200	19,200	36,300	60,600	20,400	37,700	60,200	20,400	36,200	57,900	17,300	31,200	42,200	20,200	34,800	54,900
		6.14%			4.09%			4.83%			5.14%			4.70%			2.90%			3.70%	
Delivery Executive	20,100	22,400	24,600	18,200	20,100	21,800	20,100	22,400	24,200	19,800	22,000	24,000	18,700	21,100	23,200	18,900	20,700	22,200	20,600	23,100	25,300
		6.44%			2.49%			6.22%			5.67%			4.00%			3.56%			7.45%	
Staff Nurse	24,500	27,400	33,100	22,600	25,300	30,300	24,300	27,100	32,800	23,900	26,900	32,500	24,500	27,100	30,600	23,400	26,200	31,400	24,900	27,800	33,900
		5.44%			3.33%			5.11%			4.67%			4.33%			3.67%			6.22%	
X-Ray Technician	22,000	26,400	33,000	20,900	24,900	31,300	21,600	25,800	31,900	22,200	26,400	33,800	23,400	26,400	31,900	21,800	25,800	32,100	22,600	27,100	34,600
		5.50%			2.62%			4.44%			5.89%			5.78%			4.67%			6.78%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Support Services

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Insurance Sales Representative	20,400	23,900	28,600	19,500	22,800	27,100	20,200	23,700	28,300	20,200	23,900	29,800	20,400	23,900	27,600	19,800	23,500	27,800	20,500	24,500	29,300
		5.78%			4.00%			5.44%			6.22%			5.33%			4.89%			6.56%	
Tele Caller	18,900	21,800	24,200	18,000	20,800	22,600	18,500	21,200	22,800	19,500	22,600	25,400	19,200	22,000	24,600	18,700	21,400	23,800	19,400	22,600	25,000
		5.22%			3.17%			3.89%			6.78%			5.78%			4.67%			6.44%	
Distribution Support	22,900	25,600	30,200	22,300	24,700	28,100	22,700	25,400	29,100	23,200	25,900	29,600	22,700	25,400	28,900	23,500	26,100	29,900	23,300	26,600	30,700
		3.78%			2.11%			3.11%			3.83%			3.00%			4.22%			4.67%	
Lab Attendant	29,700	32,700	38,200	27,900	30,500	35,100	28,600	31,900	36,600	29,200	32,400	37,600	29,200	31,900	36,600	28,900	31,600	35,700	30,200	33,800	39,100
		6.11%			2.26%			4.78%			5.56%			5.00%			4.44%			7.11%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Engineering

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Service Coordinator	39,100	44,500	48,800	38,100	42,600	45,900	38,800	43,700	47,600	39,800	44,800	51,600	39,800	44,800	48,400	38,400	42,200	45,900	39,800	44,800	50,000
		5.67%			4.00%			5.00%			6.78%			5.89%			4.00%			6.33%	
Process Engineer-Plant Design	40,200	55,700	79,800	42,900	57,400	74,700	42,900	58,500	75,600	48,300	62,300	77,900	46,100	61,100	73,200	41,800	50,700	71,000	50,100	64,200	82,400
		4.01%			3.03%			3.75%			3.89%			3.46%			2.46%			5.03%	
Contract Engineer	51,600	57,300	64,800	51,400	56,600	61,800	51,200	56,800	63,200	53,000	58,300	65,900	52,100	57,300	63,200	53,000	58,300	62,600	53,900	58,300	64,300
		5.00%			4.17%			4.44%			5.78%			4.78%			5.11%			5.67%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
HR Co-ordinator	28,700	33,000	46,000	27,400	31,600	43,800	27,900	32,100	44,900	28,400	32,100	43,900	27,700	31,900	44,500	27,900	31,900	44,100	28,700	34,100	45,300
		6.56%			4.78%			5.56%			5.50%			5.22%			5.22%			6.78%	
Sr. HR Generalist	28,800	37,000	53,700	28,900	32,700	50,700	29,500	39,500	52,700	30,000	38,400	51,400	29,500	38,300	51,800	25,700	34,400	49,400	30,600	38,600	65,800
		6.14%			4.54%			5.60%			5.04%			5.60%			5.09%			5.22%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

IT

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
IT Service Manager	61,200	81,400	118,800	58,700	77,500	111,400	59,200	78,100	114,100	58,700	77,500	112,300	60,200	80,100	116,000	58,100	76,800	109,500	60,400	80,400	114,600
		7.89%			5.78%			6.33%			5.89%			7.11%			5.33%			7.06%	
IT Engineer	48,800	78,300	105,600	38,400	44,900	76,600	52,900	56,700	95,500	50,900	77,800	108,200	40,700	54,200	85,400	41,400	59,300	86,100	38,300	76,700	104,300
		5.46%			4.15%			5.02%			5.78%			5.01%			4.16%			5.29%	
System Administrator	47,900	53,000	59,800	45,800	50,300	54,900	47,000	52,100	57,300	47,900	53,000	58,300	47,500	53,500	59,200	47,000	51,600	56,400	47,300	52,100	58,800
		6.00%			3.67%			5.00%			5.67%			5.86%			4.67%			5.39%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
Interim Sales Representative	16,400	19,400	23,600	15,500	18,300	22,300	16,100	18,900	22,700	16,500	19,600	24,200	16,700	19,400	23,000	16,200	18,900	22,700	16,700	19,800	24,200
		5.56%			3.56%			4.44%			6.11%			5.44%			4.56%			6.33%	
Senior Regional Sales Officer	36,900	43,800	53,600	35,600	42,000	51,100	35,900	42,400	52,400	36,500	43,100	52,400	36,200	42,700	51,500	35,000	41,300	50,200	37,500	44,500	55,800
		7.00%			2.06%			5.89%			6.33%			5.89%			4.67%			4.50%	
Marketing and Sales Coordinator	25,900	30,200	36,000	24,800	28,500	33,100	26,300	30,200	35,400	27,000	31,500	37,400	25,400	29,700	34,800	25,200	29,000	34,000	25,200	29,500	35,100
		6.67%			2.26%			6.67%			10.33%			5.78%			5.00%			5.67%	
Business Manager	40,000	47,400	63,800	38,200	45,400	61,100	39,200	46,500	62,600	38,500	45,700	61,600	39,200	46,100	61,400	37,800	44,200	58,700	39,700	47,100	63,100
		6.50%			5.67%			5.16%			6.00%			7.28%			5.67%			8.11%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Accounts Assistant	26,300	25,900	40,100	29,700	38,700	59,200	23,300	27,100	42,900	26,800	38,600	60,900	24,500	30,800	43,500	28,000	36,300	63,400
		3.70%			4.28%			3.73%			5.02%			3.94%			6.31%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Executive - Front Office	17,500	21,600	23,100	20,000	24,100	28,200	18,000	22,100	23,700	19,000	22,600	27,000	18,400	21,400	25,200	19,600	23,100	27,600
		3.26%			4.49%			5.23%			6.78%			5.06%			6.10%	
Business Development Executive	29,600	41,600	50,100	24,600	32,500	55,700	21,600	27,200	47,500	27,200	36,800	52,500	22,600	32,200	49,900	30,200	39,900	54,700
		4.06%			5.70%			4.52%			5.25%			4.90%			5.45%	
Tour Management Executive	22,900	32,200	52,900	27,200	37,300	54,500	23,100	26,900	48,000	29,000	39,300	57,800	25,600	33,800	53,300	32,300	45,700	62,100
		2.40%			3.10%			2.36%			3.57%			2.46%			3.50%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Guest Service Attendant	12,800	19,300	25,200	20,600	26,900	37,600	13,300	20,300	25,500	17,700	26,300	34,400	16,000	22,400	28,700	20,100	25,800	35,300
		2.21%			4.10%			3.20%			3.70%			2.49%			3.95%	
Housekeeping Assistant	11,000	12,300	14,100	12,400	14,100	16,500	11,600	13,200	15,400	12,200	13,800	16,100	11,900	13,500	15,800	12,800	14,600	17,100
		3.89%			5.00%			3.12%			4.11%			3.33%			6.22%	
Bell Boy	9,700	11,000	12,500	11,100	12,800	14,800	10,100	11,700	13,400	11,200	12,900	14,900	10,500	12,100	14,100	10,900	12,600	14,700
		3.28%			5.33%			3.12%			5.67%			3.44%			4.94%	
Plumber	15,400	21,700	32,700	13,700	22,600	33,500	15,900	20,900	29,100	15,400	23,500	27,400	14,300	21,800	27,200	20,900	26,800	33,800
		3.92%			5.48%			4.53%			5.28%			4.53%			5.72%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Telemarketing Executive	15,600	18,000	21,400	18,100	21,600	26,500	17,200	20,200	24,600	17,900	21,100	25,500	17,200	20,500	25,000	18,900	22,300	27,400
		4.18%			6.67%			4.11%			5.67%			4.56%			4.11%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Cluster Engineer	41,900	53,400	58,800	51,100	60,200	80,800	42,600	49,400	60,200	51,200	61,600	75,900	45,700	61,400	74,000	52,500	56,300	68,200
		5.69%			6.51%			5.06%			6.11%			5.43%			6.06%	
Supervisor [Tech]	27,400	30,600	33,400	31,200	35,500	40,100	29,000	32,400	36,100	30,100	34,400	38,200	29,500	33,500	37,200	30,100	34,600	38,700
		3.26%			5.56%			2.22%			4.11%			3.17%			4.33%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Payroll Executive	35,700	45,100	62,700	40,200	47,700	67,800	32,900	38,700	57,500	36,200	60,600	64,900	33,600	41,900	57,000	36,900	51,500	61,500
		4.45%			6.13%			5.40%			5.70%			5.48%			4.96%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Executive MIS	24,100	27,700	34,100	28,400	33,200	42,300	26,800	31,300	39,200	27,200	31,900	40,600	27,200	31,600	40,000	28,000	32,700	41,600
		5.14%			6.90%			4.33%			5.22%			4.92%			6.22%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Field Executive CCM	16,700	18,900	23,600	18,900	21,700	27,800	17,900	20,600	26,200	19,200	22,300	28,300	18,700	21,500	27,600	19,200	22,100	28,300
		3.92%			5.11%			3.00%			6.92%			4.78%			5.78%	
Senior Executive Sales	24,200	30,100	39,800	28,600	36,700	49,800	27,100	34,500	46,400	28,100	35,800	49,000	27,700	35,100	47,200	28,300	36,100	49,000
		5.69%			7.02%			4.78%			6.44%			5.50%			6.67%	
Sales Coordinator	17,000	21,700	31,100	22,400	29,200	37,500	16,100	22,800	29,500	17,600	27,100	36,500	22,400	27,300	40,000	23,300	31,200	39,100
		4.54%			5.41%			4.86%			4.46%			4.56%			5.48%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Collection Officer	22,300	30,300	42,300	29,100	38,200	64,900	23,800	44,700	54,900	25,500	46,200	63,700	24,100	43,700	60,500	22,900	37,900	58,200	24,100	36,400	49,700	31,100	45,500	66,000	25,700	59,500	70,000
		4.30%			6.53%			4.06%			6.18%			5.56%			5.05%			4.80%			7.05%			5.60%	
Finance Analyst	33,400	37,700	42,900	38,100	43,700	50,600	36,100	41,100	47,600	37,100	43,000	49,800	38,400	44,100	51,100	36,600	42,000	48,600	36,100	41,500	48,500	37,600	43,200	50,400	37,200	42,400	49,500
		4.49%			5.33%			3.11%			4.56%			5.67%			3.81%			3.44%			4.94%			4.36%	
Finance Coordinator	24,400	30,500	38,600	32,400	40,400	50,100	28,100	37,200	48,200	29,600	38,000	47,900	31,000	38,900	49,400	26,200	32,500	48,200	22,000	31,000	41,500	31,200	42,600	51,400	28,000	36,200	47,400
		4.56%			5.40%			4.20%			5.06%			5.20%			4.79%			4.21%			5.02%			3.50%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Export Commercial Associate	22,900	26,000	33,300	25,200	29,400	38,600	24,000	27,600	36,000	25,000	29,100	38,000	25,900	29,900	38,600	25,000	28,900	37,600	24,700	28,600	37,300	26,100	30,200	39,600	25,600	29,400	38,300
		1.68%			4.33%			2.11%			3.89%			4.89%			3.67%			3.33%			5.44%			4.44%	
Demand Generation Officer	23,700	29,200	41,300	28,000	35,600	50,700	23,900	31,500	44,300	26,700	33,900	48,500	26,400	34,700	44,300	27,200	37,600	47,400	26,400	31,400	44,600	30,100	38,200	51,900	27,300	35,700	43,400
		4.30%			5.79%			4.73%			5.20%			5.84%			4.19%			3.82%			6.35%			5.47%	
Admin specialist	29,100	34,400	41,500	31,100	37,500	45,700	30,000	35,800	43,200	30,800	37,200	45,200	30,600	36,800	45,200	30,600	36,500	44,800	30,400	36,300	44,400	31,700	38,200	47,300	30,800	37,300	45,400
		2.16%			2.89%			1.22%			2.56%			2.33%			2.11%			1.89%			3.78%			2.67%	
Document Controller	28,700	33,200	38,500	31,600	37,500	44,700	30,100	35,200	41,600	30,700	36,500	42,700	31,300	36,900	43,500	31,000	36,900	43,500	30,400	35,900	42,400	32,100	38,200	45,600	31,300	36,500	42,000
		3.40%			4.33%			2.11%			3.11%			3.67%			3.56%			2.67%			5.06%			3.11%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Kohler Technical Associate	16,700	20,800	25,500	18,200	22,000	27,200	17,100	21,400	26,000	17,800	21,400	26,500	18,000	21,000	28,300	17,300	20,600	24,800	17,000	20,000	24,300	18,600	22,600	27,600	17,800	21,600	26,700
		3.02%			4.56%			3.26%			4.10%			5.20%			3.78%			3.26%			5.01%			4.20%	
Machine Operator	22,700	28,200	33,600	21,200	28,300	33,100	17,800	23,600	27,100	20,800	27,800	32,200	20,600	27,500	32,500	20,400	27,200	31,300	20,800	27,800	32,500	21,000	28,200	32,800	20,400	27,200	31,900
		7.25%			5.26%			3.36%			4.29%			3.89%			3.22%			2.11%			4.50%			3.44%	
Driver [HMV]	18,300	23,500	30,500	20,100	26,300	35,100	19,600	25,600	34,500	19,800	25,900	34,800	19,900	26,100	34,500	19,800	25,900	34,200	19,600	25,600	33,900	20,500	26,800	35,400	19,800	25,700	33,700
		4.03%			4.11%			3.22%			3.56%			3.67%			3.33%			3.00%			4.67%			3.11%	
Mechanical Fitter	17,400	21,500	25,500	18,300	23,000	27,800	17,700	22,100	26,800	17,900	22,600	27,400	18,100	22,800	27,000	18,300	22,400	27,200	17,800	22,200	26,700	18,800	23,700	28,600	18,300	22,800	27,000
		2.05%			2.33%			1.11%			1.72%			1.78%			1.72%			1.14%			3.33%			1.89%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Data Analyst	24,000	27,400	31,500	26,900	31,500	37,800	25,900	30,100	36,500	26,400	31,200	37,200	26,500	30,800	35,900	26,200	30,700	35,900	25,900	30,100	35,300	27,000	31,400	37,000	26,500	31,000	36,500
		4.25%			5.22%			3.78%			4.67%			4.11%			3.89%			3.33%			4.94%			4.39%	
Customer Relationship Officer	17,800	20,400	24,300	21,400	25,500	31,600	19,600	22,800	27,900	20,500	24,500	30,400	20,800	24,900	30,400	19,900	23,500	28,900	20,200	24,200	29,600	21,000	24,700	30,100	20,500	23,700	28,400
		6.20%			7.05%			4.11%			6.67%			7.11%			5.11%			6.00%			7.00%			5.33%	
Inshop Advisor	22,600	27,700	35,600	24,900	31,300	40,900	23,500	29,400	37,700	25,100	31,000	40,600	25,300	31,600	41,300	23,700	29,600	38,800	24,000	29,900	39,200	24,400	30,500	39,900	24,200	30,200	39,500
		3.55%			4.22%			1.78%			4.11%			4.67%			2.33%			2.67%			3.33%			3.00%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Engineer Process-QA	22,400	28,900	34,900	24,100	31,600	38,900	23,500	30,900	38,000	24,200	31,200	38,400	24,400	31,800	39,100	24,200	31,500	38,400	23,900	31,200	38,200	24,800	32,500	39,300	23,900	31,400	38,600
		2.50%			3.17%			2.33%			2.89%			3.44%			3.00%			2.67%			3.94%			7.07%	
Instrumentation Engineer	24,900	27,800	33,100	26,400	30,000	36,600	25,600	28,900	35,100	26,900	29,700	35,700	26,100	29,700	36,100	25,900	29,200	35,400	26,400	29,500	35,400	26,600	29,700	36,100	26,400	29,500	35,700
		2.06%			2.72%			1.44%			2.56%			2.33%			1.78%			2.11%			2.56%			2.22%	
Resident Engineer	23,800	28,500	36,700	28,300	37,000	54,300	23,800	38,600	46,400	27,900	35,200	53,200	25,800	33,000	52,100	27,900	39,200	50,800	24,700	27,900	50,400	31,500	46,000	55,800	29,400	36,500	54,600
		5.65%			6.68%			5.19%			6.10%			5.40%			5.07%			4.64%			7.65%			6.00%	
Maintenance Engineer	20,500	24,900	31,500	22,600	28,100	36,500	21,300	26,400	33,700	22,800	28,400	36,500	23,600	29,100	37,500	22,400	27,800	35,700	22,100	27,400	35,600	23,100	28,500	37,000	22,800	28,000	36,400
		3.42%			4.33%			1.89%			4.56%			5.67%			3.81%			3.44%			4.94%			4.36%	
Commissioning Engineer	27,700	31,800	36,500	29,100	34,000	39,800	28,500	33,400	39,100	29,600	34,300	39,800	29,500	34,200	39,600	29,100	33,700	39,200	28,800	33,400	38,700	31,200	36,400	42,900	28,800	33,700	39,400
		2.05%			2.33%			1.67%			2.67%			2.50%			2.06%			1.67%			4.94%			2.00%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Shared Support	31,300	36,600	42,800	36,000	43,900	53,500	33,200	39,900	47,900	35,100	42,800	52,200	35,500	43,200	52,600	35,800	43,700	52,900	34,900	42,600	52,000	35,400	43,000	52,400	34,800	42,600	51,600
		4.53%			6.67%			3.00%			5.67%			6.06%			6.39%			5.50%			5.89%			5.36%	
HR Intern	16,500	18,800	23,200	17,800	20,700	26,000	17,500	20,300	25,100	17,700	20,500	25,800	17,800	20,600	25,800	17,800	20,500	25,300	17,700	20,500	25,500	18,000	20,800	25,900	17,700	20,500	25,600
		2.34%			3.33%			2.44%			3.06%			3.17%			2.89%			2.89%			3.44%			3.00%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Engineer Software Web Testing	32,700	36,000	39,500	38,600	44,300	50,600	36,600	41,400	46,600	37,900	43,600	49,400	37,600	42,100	47,000	37,900	43,200	49,800	37,600	42,800	48,200	38,300	43,700	49,400	37,800	43,000	49,200
		4.98%			5.67%			5.00%			5.09%			4.67%			4.89%			3.22%			6.03%			5.10%	
Software Engineerr	38,700	44,500	50,900	47,200	56,500	67,200	44,900	53,000	63,100	46,400	55,200	66,100	45,700	54,500	64,100	46,100	54,700	65,200	45,500	54,700	63,600	46,400	55,600	65,700	46,600	55,400	64,900
		5.10%			5.56%			4.56%			6.11%			5.39%			5.78%			5.28%			6.33%			6.06%	
IT Helpdesk Engineer	26,700	30,800	33,500	29,100	34,500	38,500	27,500	32,300	35,500	29,400	34,500	38,200	30,400	35,700	39,500	29,000	34,000	37,600	28,600	33,600	37,500	29,600	34,800	38,900	29,000	34,300	37,900
		3.70%			4.00%			1.56%			4.00%			5.33%			3.47%			3.11%			4.44%			3.67%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Regional Sales Officer	22,600	27,200	35,700	26,900	32,900	44,600	27,100	33,500	45,000	26,400	32,600	43,900	26,000	32,400	43,600	25,800	31,800	42,800	26,400	32,600	43,900	26,100	32,200	43,700	26,300	32,500	44,100
		5.09%			7.22%			5.67%			6.67%			6.22%			5.67%			6.67%			6.28%			6.61%	
Contractor Relationship Officer	17,000	18,900	23,200	18,700	21,400	26,900	17,400	19,800	24,800	18,400	21,000	25,400	19,100	22,100	27,300	18,100	20,100	24,500	17,800	19,600	22,200	18,800	21,200	25,400	17,500	20,000	23,900
		3.70%			4.33%			1.89%			4.56%			5.67%			3.81%			3.44%			1.67%			4.36%	
Field Assistant	16,100	17,200	19,600	16,900	18,300	21,300	16,400	17,800	20,700	16,700	18,100	21,000	16,900	18,400	21,600	16,600	18,100	20,900	16,500	18,000	20,800	17,100	18,400	20,800	16,500	18,000	20,800
		1.80%			2.22%			1.22%			1.83%			2.44%			1.61%			1.44%			2.14%			1.44%	
Sales Campaigner	14,300	16,600	18,200	15,700	19,100	21,800	14,800	17,500	19,400	15,200	17,900	20,000	15,600	18,200	20,500	15,200	17,600	19,800	14,700	16,800	19,800	15,100	18,600	21,400	15,900	17,700	20,000
		3.04%			5.00%			1.72%			2.72%			2.94%			2.33%			3.44%			4.94%			4.36%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Finance Processor	20,500	26,800	33,700	25,200	32,900	42,000	24,000	31,200	39,100	24,300	31,000	39,100	22,800	30,800	38,400	21,700	29,400	36,000	21,200	27,300	33,700	26,600	33,500	42,800	23,300	30,700	39,600
		4.65%			5.28%			4.26%			5.20%			4.60%			4.19%			3.02%			5.30%			3.78%	
Executive - Cash Management	17,500	20,500	25,900	19,200	22,600	27,500	18,100	21,100	26,500	18,300	21,400	26,600	19,500	24,400	29,100	18,500	21,900	26,900	18,700	21,700	24,800	18,800	22,000	28,000	18,500	21,500	24,500
		3.02%			5.03%			2.50%			4.71%			5.25%			3.84%			3.42%			3.90%			3.70%	
Accounts Officer	25,800	33,300	47,000	31,600	39,500	55,400	28,400	39,700	54,400	29,400	39,200	54,200	28,700	39,400	55,300	29,000	39,800	55,700	29,600	37,800	49,900	29,000	39,600	54,600	29,200	40,900	52,400
		5.23%			6.50%			4.50%			5.71%			4.90%			5.16%			4.19%			6.70%			5.43%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Procurement Specialist	35,300	38,700	45,400	37,500	40,500	47,800	36,300	39,800	46,600	36,900	39,600	47,000	36,400	39,100	46,500	36,000	40,000	46,100	35,400	39,300	45,900	37,000	40,100	47,300	35,000	39,000	46,800
		6.50%			7.81%			6.02%			7.41%			7.23%			6.89%			6.05%			7.60%			7.10%	
Executive - PoS Operations	14,500	17,000	20,100	16,000	18,600	21,600	15,000	17,800	20,000	15,000	17,600	20,800	14,500	16,700	20,200	15,500	18,000	20,900	15,100	17,600	20,700	17,300	19,100	22,000	15,400	17,800	20,200
		3.20%			4.60%			2.89%			4.02%			4.29%			3.10%			2.23%			4.89%			4.10%	
Commercial Executive	19,300	23,000	36,800	21,300	25,800	44,000	20,100	25,200	37,800	22,300	26,700	44,400	22,700	26,500	41,900	21,000	26,100	41,700	20,900	25,800	39,400	23,400	30,500	44,400	21,300	26,700	40,900
		4.52%			5.26%			4.11%			5.79%			4.98%			4.06%			3.46%			5.66%			4.82%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Cleaning Staff	15,500	17,100	19,800	17,100	20,900	22,200	15,800	17,600	20,500	16,500	20,500	21,900	18,300	21,000	23,500	16,800	20,400	22,900	17,000	18,800	21,200	18,700	23,300	24,500	17,000	21,000	23,400
		4.10%			5.60%			4.36%			5.10%			5.80%			4.69%			4.11%			6.02%			4.89%	
Driver	16,800	19,800	25,100	20,700	31,000	35,800	16,200	24,000	29,500	17,500	27,600	34,000	23,800	28,800	40,100	26,200	31,400	44,400	21,700	28,800	31,600	24,300	34,700	49,100	25,500	28,700	35,900
		3.59%			5.52%			2.58%			4.06%			4.95%			5.31%			3.08%			6.06%			4.87%	
Facility Executive	18,600	23,700	26,900	19,700	27,800	33,300	19,400	23,800	25,800	17,600	22,800	31,400	22,100	27,100	33,400	19,100	25,700	32,200	19,300	24,300	28,000	19,900	23,800	34,900	19,900	25,900	30,500
		3.00%			5.19%			3.45%			4.37%			4.68%			3.65%			3.18%			5.94%			4.61%	
Executive Logistics - Temp	12,800	16,500	21,000	14,500	17,600	24,300	16,300	18,100	21,500	14,000	17,000	22,900	15,600	17,700	23,400	15,400	17,200	20,500	14,900	16,800	20,900	16,600	18,100	24,000	15,500	18,500	21,500
		3.23%			4.01%			2.89%			3.71%			3.86%			3.02%			2.66%			4.53%			3.40%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Channel Executive	13,500	17,100	21,000	15,500	18,700	23,200	14,000	17,500	21,400	15,000	18,200	21,900	15,300	18,700	22,600	14,900	17,500	21,600	14,700	16,800	21,000	16,700	19,400	23,900	16,100	18,800	21,800
		4.56%			5.82%			4.20%			5.67%			6.01%			5.44%			5.00%			6.20%			5.70%	
Compliance Officer	27,800	38,500	48,000	31,900	46,200	60,800	27,800	42,100	52,900	35,400	43,700	63,100	33,800	42,300	61,300	32,100	45,000	57,300	32,000	41,100	53,800	35,500	46,500	59,800	30,300	44,400	56,100
		5.30%			5.79%			4.04%			5.07%			6.30%			6.82%			4.03%			5.63%			4.92%	
Operator-Helpdesk	15,500	18,800	22,800	16,600	20,100	24,600	15,800	19,800	23,500	16,000	19,700	24,000	17,000	20,800	24,100	16,000	20,000	24,000	15,800	19,200	23,100	17,500	21,000	25,000	16,600	20,800	24,800
		4.10%			5.69%			4.40%			5.10%			5.40%			4.74%			4.22%			6.06%			5.25%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Trainee Engineer	19,250	24,600	32,500	24,000	29,700	36,700	21,000	25,600	33,300	23,500	29,200	35,800	24,000	28,800	35,000	22,000	26,000	33,700	20,500	26,600	32,500	25,000	30,600	37,100	23,000	27,000	32,300
		5.50%			6.66%			5.20%			6.30%			6.03%			5.40%			5.80%			6.82%			6.00%	
Quality Analyst	29,600	36,300	44,200	33,500	40,500	47,500	30,500	37,000	45,000	31,800	39,500	46,600	32,500	39,000	46,900	33,000	40,000	47,100	32,300	39,000	46,000	33,200	40,500	47,100	32,500	39,000	46,000
		6.02%			7.71%			6.60%			6.93%			6.63%			7.33%			6.50%			6.80%			6.56%	
Technical Consultant	30,000	33,400	39,000	31,200	36,700	41,400	29,000	34,300	39,000	30,400	35,400	40,400	30,000	34,600	39,500	31,300	34,800	39,000	29,900	33,000	38,500	30,700	36,200	41,000	30,000	35,000	40,000
		4.40%			6.10%			4.20%			5.66%			5.89%			5.40%			5.00%			5.76%			5.20%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Specialist	32,000	36,000	45,800	34,500	39,600	48,700	33,000	37,000	46,100	33,400	38,700	47,000	33,900	38,100	47,800	34,000	38,500	47,400	33,500	38,000	46,700	35,100	40,000	48,200	33,700	39,000	48,000
		4.00%			4.90%			3.10%			4.56%			4.40%			4.13%			4.60%			4.80%			4..26%	
Technical Recruiter	30,400	35,400	42,800	32,500	38,200	46,300	30,800	37,600	44,100	33,500	39,000	48,100	31,000	36,800	45,700	30,000	38,000	46,000	31,000	37,000	44,000	33,000	38,900	45,300	32,000	37,000	45,000
		6.00%			6.50%			5.58%			7.02%			6.36%			6.03%			5.79%			6.86%			6.50%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Software Test Specialist	29,200	33,500	44,200	33,000	40,400	50,100	31,000	38,000	47,000	32,000	39,500	49,000	31,200	38,900	47,500	32,300	39,300	48,000	31,600	37,800	47,000	31,500	39,200	48,500	31,000	38,000	47,400
		5.00%			10.58%			5.56%			6.13%			5.79%			6.06%			5.49%			5.87%			5.66%	
Graduate Engineer Trainee	27,000	30,000	35,200	29,200	32,100	38,600	27,600	30,000	36,500	28,000	31,200	37,800	27,500	30,500	37,000	28,000	31,800	37,900	27,600	30,700	34,900	28,000	31,700	38,000	27,300	31,000	37,500
		3.10%			3.98%			2.60%			3.71%			3.40%			3.60%			3.35%			3.80%			3.16%	
Network Engineer	34,200	38,400	54,200	39,700	45,300	66,500	36,300	40,400	56,300	38,300	42,400	58,300	37,600	45,100	57,600	37,700	47,000	60,800	30,400	36,200	56,200	32,500	38,700	59,800	32,000	38,700	57,000
		4.11%			10.89%			4.79%			5.69%			5.23%			5.40%			5.00%			5.56%			5.20%	
Service Desk Specialist	33,700	38,200	43,800	38,100	42,800	48,600	35,700	40,100	45,300	37,100	41,300	46,600	37,700	42,000	47,300	36,400	40,500	46,900	36,100	40,500	45,500	38,400	42,800	48,200	36,900	41,100	46,400
		2.10%			3.00%			1.60%			2.46%			2.69%			2.29%			1.89%			2.78%			2.58%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Sales operations consultant	24,100	32,200	41,800	28,400	37,400	47,700	26,000	34,100	43,500	28,100	36,900	47,000	27,200	35,700	46,000	27,000	35,700	45,600	26,300	34,800	44,800	27,700	36,400	47,000	26,800	36,200	46,500
		5.60%			6.66%			5.40%			6.16%			6.03%			5.79%			5.35%			6.30%			5.96%	
Marketing Specialist	28,700	35,300	43,000	32,000	39,200	46,200	30,000	36,000	43,400	31,000	38,700	45,600	31,500	38,200	45,000	30,500	37,800	44,900	29,500	36,000	43,800	31,300	38,500	45,500	31,000	37,700	44,800
		3.00%			3.68%			2.90%			2.61%			2.26%			3.06%			2.70%			3.40%			3.24%	
Business Analyst	36,600	42,100	50,000	38,500	43,000	51,700	37,300	42,800	50,400	38,000	43,400	51,200	37,500	43,000	50,000	38,900	47,800	61,800	36,700	42,000	48,900	37,900	41,500	51,100	37,000	40,800	50,200
		6.50%			7.70%			6.67%			7.50%			7.12%			8.05%			6.40%			7.32%			6.60%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Senior Accounts Executive	35,800	40,300	48,000	37,100	43,100	51,100	35,800	40,400	49,000	35,400	42,100	50,000	36,000	41,000	50,000	35,000	41,000	49,100	36,000	40,000	48,000	36,400	42,300	49,400	36,000	41,700	48,800
		2.20%			3.90%			2.35%			3.50%			3..69%			3.40%			3.00%			3.70%			3.59%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Operations Manager	18,300	25,500	34,500	19,300	36,500	56,300	14,000	21,100	31,200	16,600	34,600	41,800	26,300	48,200	64,100	20,000	30,700	47,200	12,700	24,700	39,400	21,800	34,800	64,900	15,700	27,100	58,700
		3.56%			6.13%			2.59%			5.33%			6.78%			5.15%			4.20%			7.26%			5.91%	
Projectionist	17,400	23,200	35,200	19,200	26,000	44,600	13,800	23,700	36,300	19,700	33,200	54,500	23,800	37,400	65,300	20,900	32,900	47,500	12,400	23,700	40,200	20,900	39,000	63,500	23,300	31,900	54,200
		3.06%			4.06%			2.10%			5.04%			5.59%			4.68%			3.56%			5.05%			4.89%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Dispatch Boy	16,000	20,400	24,100	18,300	22,200	26,800	16,400	21,000	25,000	16,500	20,900	25,000	17,700	22,100	26,200	17,200	21,400	24,800	16,800	20,800	24,600	17,100	21,800	25,600	16,600	20,900	24,800
		5.50%			6.26%			5.89%			6.02%			6.26%			5.16%			5.00%			6.40%			5.69%	
Technician	17,100	20,600	29,400	18,800	25,200	29,900	18,400	26,100	30,500	20,000	25,400	32,900	17,900	28,900	32,000	20,400	26,900	32,700	17,800	20,700	29,200	18,000	22,800	35,000	17,400	24,200	30,800
		1.18%			4.34%			2.43%			5.10%			4.92%			4.50%			3.46%			5.56%			4.08%	
Beauty Advisor	19,300	21,500	32,300	28,000	40,200	53,900	13,700	19,500	30,500	18,800	27,600	38,600	17,400	24,000	42,800	20,600	30,000	40,300	15,100	20,700	34,900	15,800	32,000	40,600	17,700	28,200	40,000
		2.19%			3.61%			1.83%			4.12%			3.13%			3.01%			1.89%			2.54%			2.10%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Data Entry Operator	15,800	19,400	23,300	17,500	21,600	27,300	16,300	20,200	24,000	18,100	22,000	28,000	19,000	22,600	28,700	17,000	20,600	26,100	16,000	19,600	24,800	20,000	22,500	27,000	17,000	20,800	25,800
		2.00%			2.89%			2.32%			3.06%			3.50%			3.20%			2.16%			4.23%			3.80%	
Production Coordinator	30,700	34,600	39,800	31,700	36,400	43,000	31,300	35,100	40,500	32,600	39,000	44,300	34,800	40,500	46,700	31,300	38,600	43,400	31,000	35,800	41,800	35,700	42,800	49,600	33,300	39,600	47,700
		6.01%			6.35%			2.32%			6.23%			5.59%			6.10%			6.20%			5.20%			5.78%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Editor	24,700	30,500	39,000	26,000	34,600	45,800	25,100	32,600	41,200	26,700	35,300	47,700	28,300	36,800	45,000	27,800	38,700	48,600	25,500	32,000	41,500	29,300	39,000	51,300	25,500	33,500	43,500
		4.12%			5.10%			4.36%			5.30%			4.70%			5.76%						6.00%			5.00%	
Assistant Cameraman	29,900	44,200	51,900	35,200	43,800	55,900	28,700	49,200	53,300	32,900	47,700	57,600	32,700	48,100	56,900	33,300	49,100	56,000	27,500	41,200	52,600	31,100	44,400	57,500	29,300	39,700	56,700
		2.49%			3.78%			1.80%			3.28%			3.40%			4.02%			1.38%			2.59%			2.06%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Fun Consultant	37,400	50,500	68,900	45,200	57,300	75,100	38,600	48,600	62,300	44,200	59,100	76,500	45,000	50,600	74,400	43,100	52,400	71,700	38,000	44,800	68,200	46,500	56,700	73,800	39,200	48,500	62,400
		3.89%			5.63%			2.06%			4.63%			2.83%			3.69%			2.07%			4.50%			3.12%	
HR - Assistant	26,600	28,300	32,100	28,400	30,600	36,600	26,600	28,300	32,600	27,000	29,000	34,800	27,500	29,500	33,000	27,000	29,300	32,600	25,400	27,500	31,700	28,000	30,200	35,600	26,600	28,600	32,600
		3.11%			5.23%			3.39%			4.56%			4.30%			4.10%						4.89%				
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Trainee	29,800	35,600	43,500	33,300	39,600	48,300	30,100	36,700	45,400	32,800	38,000	47,200	31,000	37,000	46,000	32,500	38,400	46,600	31,000	38,800	46,000	32,200	39,000	47,000	31,400	39,300	46,400
		5.55%			6.66%			5.10%			6.00%			5.80%			7.56%			5.55%			5.40%			5.23%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Regional Coordinator Sales	24,700	30,200	34,300	26,000	31,000	36,000	24,000	28,000	32,000	25,200	30,100	35,400	27,000	32,000	37,600	25,700	30,600	35,700	25,100	30,800	35,000	26,500	31,500	36,600	25,200	30,700	34,800
		5.85%			6.60%			4.05%			5.77%			7.02%			6.45%			6.30%			6.78%			6.10%	
Affiliate Territory Sales Incharge	30,200	36,700	44,200	33,200	40,000	48,700	31,000	36,200	44,500	34,200	41,400	49,300	32,100	38,500	47,000	30,100	37,000	46,000	31,000	37,300	45,600	35,000	41,000	49,000	33,000	40,000	48,000
		4.20%			6.30%			3.36%			7.03%			5.77%			5.23%			5.03%			6.50%			6.15%	
Junior Visualizer	16,000	19,200	22,000	16,500	21,000	24,000	16,600	19,800	22,800	17,300	22,100	24,700	17,000	21,300	24,500	16,400	20,400	23,000	16,000	18,500	22,000	17,100	22,700	25,800	15,800	19,700	22,000
		1.25%			2.02%			1.04%			1.68%			1.40%			1.23%			1.01%			2.16%			1.14%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Accounts

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Accounts Assistant	28,100	44,200	69,500	19,000	30,100	43,100	22,300	40,200	55,600	31,400	45,900	82,000	24,000	38,700	64,300	21,300	30,300	47,000	30,300	42,700	61,600	26,600	49,300	72,300
		6.06%			3.19%			4.00%			5.92%			4.78%			4.06%			5.47%			4.58%	
Senior Accountant	36,000	47,700	85,900	21,100	36,200	55,900	24,400	37,100	61,000	30,500	32,600	81,600	22,900	36,800	69,500	19,700	31,700	56,400	32,200	40,600	82,600	23,900	42,100	86,000
		5.20%			3.30%			4.06%			4.88%			4.02%			3.91%			4.86%			3.46%	
Finance Manager	38,500	56,900	98,600	30,800	39,900	73,600	30,600	46,200	85,100	42,700	53,800	103,200	30,000	47,300	79,300	20,500	35,400	73,800	35,700	54,200	89,800	30,700	50,900	101,300
		4.02%			3.17%			3.74%			3.06%			3.31%			2.34%			3.96%			5.04%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Sourcing and Procurement Assistant	25,400	32,000	37,100	24,000	30,500	35,500	25,000	31,700	36,000	24,200	31,200	36,600	23,800	28,800	34,900	22,200	28,000	34,000	24,500	31,500	36,800	23,300	31,000	36,300
		3.65%			1.89%			3.40%			3.12%			2.70%			2.40%			3.52%			3.06%	
District Manager	33,600	46,300	55,600	27,200	29,300	42,600	27,900	34,200	55,000	43,300	47,600	59,300	33,300	40,200	52,700	23,900	31,700	46,900	38,900	33,300	54,100	41,100	43,600	61,600
		4.14%			2.39%			3.77%			3.94%			3.28%			3.16%			4.82%			5.01%	
Supervisor - Administration	31,900	51,400	71,500	22,800	36,300	55,900	25,000	40,700	63,300	25,700	50,500	71,900	25,900	43,900	60,200	21,100	30,600	50,200	30,800	46,700	80,900	27,400	43,800	73,800
		4.77%			3.03%			4.06%			4.39%			3.69%			3.06%			5.28%			3.60%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Peon	11,900	18,800	23,600	11,200	17,800	22,400	11,700	18,400	23,200	12,100	19,000	24,000	11,600	18,300	23,000	11,400	18,000	22,700	12,000	18,900	23,800	11,500	18,200	22,900
		2.78%			1.10%			2.56%			2.25%			2.00%			1.69%			2.96%			2.07%	
Crane Operator	20,200	23,200	28,100	18,300	21,000	25,500	18,900	21,800	26,700	19,700	23,100	27,700	19,300	22,500	27,400	18,600	21,700	26,800	19,800	23,200	27,400	19,000	22,200	27,600
		3.23%			2.01%			2.74%			3.01%			2.60%			2.39%			2.88%			2.90%	
Technician - Plumbing	16,100	20,000	37,100	13,400	17,400	30,000	14,600	18,600	35,600	16,500	21,700	37,500	12,700	17,000	27,300	15,900	17,100	28,800	21,800	29,700	38,300	20,900	20,900	31,300
		4.02%			3.59%			3.70%			5.11%			3.25%			2.78%			4.23%			3.82%	
Electrician	18,800	27,200	35,000	11,900	18,900	31,000	18,700	26,900	34,600	13,500	20,500	37,200	18,100	26,200	34,900	17,800	24,700	33,500	19,200	32,100	37,100	17,500	22,200	34,500
		5.59%			4.12%			4.86%			5.94%			5.06%			4.05%			5.36%			5.12%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Support Services

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Store Incharge	19,400	26,500	35,700	18,900	24,800	31,800	19,900	26,700	35,200	21,100	28,700	36,900	19,100	25,400	33,200	18,000	24,000	32,000	20,300	27,200	36,100	19,000	24,200	32,100
		4.86%			3.70%			4.56%			5.25%			4.21%			4.10%			5.02%			4.40%	
Quality Champion	29,900	38,000	44,200	27,600	34,500	41,200	28,500	35,800	43,100	29,100	37,100	46,100	28,600	36,500	41,300	28,000	35,700	43,300	30,400	38,000	45,400	28,600	36,500	42,600
		5.20%			3.50%			4.20%			4.68%			4.87%			3.06%			4.00%			3.25%	
Depot Assistant	21,200	25,600	28,400	20,800	23,600	26,700	21,000	25,000	29,000	20,800	24,200	28,000	20,400	23,200	27,500	19,300	23,300	26,700	21,500	25,500	29,500	20,400	24,200	28,700
		3.12%			1.89%			3.68%			2.36%			2.01%			1.96%			4.01%			3.75%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Engineering

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Contract Trainer	28,200	31,300	36,400	26,000	29,000	32,700	27,000	30,100	34,600	27,700	30,600	35,100	26,800	29,300	34,000	26,200	28,800	33,500	28,000	31,000	36,000	26,900	30,500	34,200
		3.79%			2.11%			3.30%			3.02%			3.57%			2.83%			3.40%			3.00%	
Shift Incharge	39,000	55,200	78,100	35,200	43,900	72,900	35,800	46,900	70,400	41,400	48,000	75,400	42,000	44,600	66,000	36,400	53,200	63,500	42,200	59,400	78,300	39,300	67,400	78,100
		4.03%			3.69%			3.54%			3.92%			3.06%			2.76%			4.53%			3.67%	
Site Engineer	15,400	18,700	22,100	14,000	17,000	20,500	15,000	18,000	21,000	16,200	19,800	23,400	15,400	18,700	21,400	14,800	18,800	21,400	18,900	21,500	23,900	17,700	20,100	22,900
		3.40%			2.05%			2.36%			4.10%			2.70%			3.01%			4.40%			3.70%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Recruitment Executive	24,400	37,100	57,300	21,500	29,700	41,900	26,800	37,700	51,600	21,600	40,000	56,300	20,000	33,800	53,300	18,400	25,200	42,500	23,400	38,500	57,500	24,000	40,900	65,700
		4.56%			3.79%			4.10%			4.45%			4.05%			3.55%			5.10%			3.76%	
HR Executive	31,500	49,700	80,500	24,800	39,500	67,200	29,700	37,900	61,300	33,500	56,200	76,700	25,800	42,800	65,200	24,100	32,000	53,200	32,700	45,000	78,500	29,900	54,900	76,000
		6.29%			4.13%			5.64%			6.24%			5.86%			4.03%			5.89%			5.39%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

IT

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Infrastructure Engineer	30,100	37,900	46,800	27,800	34,500	42,100	29,400	36,600	45,400	28,700	34,700	43,600	29,000	36,000	45,000	28,500	35,000	42,800	29,000	36,500	45,600	28,500	35,400	44,600
		5.37%			3.80%			5.10%			4.42%			5.10%			4.00%			5.12%			4.92%	
IT Assistant	28,300	33,200	37,200	23,000	27,500	31,700	26,700	31,000	35,600	24,200	29,000	33,600	23,800	29,500	35,200	23,000	28,200	32,300	24,900	29,800	34,000	26,000	30,200	34,200
		5.78%			3.10%			5.45%			3.78%			5.20%			3.45%			4.12%			4.90%	
SAP Developer	44,400	72,200	110,900	32,300	42,200	71,300	34,800	47,700	109,300	49,500	80,500	116,800	34,200	43,000	102,100	27,900	47,300	95,500	42,600	61,000	109,200	37,600	57,300	115,200
		7.09%			4.89%			5.37%			6.45%			5.16%			4.76%			5.60%			6.52%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
CRM and Sales Administrator	39,800	47,200	53,200	38,400	44,700	51,900	41,200	47,200	53,400	40,500	46,300	52,100	42,200	49,200	54,800	38,900	45,300	55,400	41,500	47,600	52,600	40,000	47,400	51,900
		5.09%			2.19%			5.98%			3.02%			5.40%			6.54%			4.38%			2.50%	
Sales Officer-IWS	21,000	26,500	31,500	18,500	23,500	28,000	19,500	24,800	30,000	20,200	25,000	30,300	20,700	25,600	30,900	19,500	24,200	29,600	22,000	27,600	33,500	20,000	26,000	30,800
		5.12%			2.10%			3.10%			4.00%			3.56%			2.56%			5.92%			3.49%	
Senior Relationship Manager Retail	33,500	40,500	48,700	31,500	37,200	46,800	30,000	37,000	46,500	31,000	38,000	47,000	30,500	37,500	45,300	30,000	37,000	44,900	32,600	39,800	47,000	31,200	38,900	46,500
		5.56%			3.15%			5.02%			5.32%			4.40%			4.12%			3.67%			3.42%	
Field Development Officer	24,000	27,800	34,500	23,200	28,000	32,500	23,000	26,700	32,300	24,500	29,000	36,600	22,400	27,800	33,700	23,000	28,500	33,000	23,300	27,100	34,000	22,800	26,900	32,800
		3.10%			1.98%			2.56%			3.89%			3.23%			2.79%			3.68%			2.48%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Retail

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Accounts Assistant	15,600	20,000	33,300	21,400	28,000	45,900	18,700	23,400	34,800	15,100	27,400	35,700	18,600	31,900	55,700	17,200	27,300	37,500	23,800	26,600	40,700	18,800	26,400	46,900	16,700	25,300	44,500
		3.26%			5.40%			3.68%			4.01%			5.02%			4.15%			2.98%			5.69%			3.88%	
Finance Head	23,800	35,300	71,600	27,600	42,400	97,100	23,600	42,100	72,500	21,500	34,500	67,900	28,400	34,500	73,700	26,300	39,700	75,300	23,800	33,200	79,400	28,500	53,100	74,900	28,500	38,100	84,700
		4.05%			6.03%			4.63%			5.42%			4.25%			3.93%			3.21%			4.76%			5.23%	
Account Coordinator	18,200	21,500	25,700	23,000	27,100	30,500	20,200	23,000	27,200	21,500	25,800	29,000	22,100	26,200	29,600	21,000	24,200	28,500	20,500	23,900	28,000	23,500	26,800	30,000	21,600	24,800	28,700
		2.00%			3.34%			2.77%			3.40%			3.16%			3.03%			2.60%			3.37%			3.05%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Guest Relation Officer	22,500	25,400	28,300	26,600	30,500	35,100	24,100	27,200	30,300	25,000	30,000	33,100	25,600	29,200	34,000	24,000	27,000	30,800	24,600	27,800	31,200	27,500	32,100	37,500	26,000	29,000	32,000
		2.16%			4.75%			2.64%			3.89%			4.20%			2.88%			2.26%			5.06%			3.54%	
Product Advisor	23,000	30,000	43,700	25,200	39,800	52,800	19,200	25,900	46,900	18,600	30,700	46,100	21,200	32,900	52,600	22,000	36,600	49,100	17,400	27,700	47,200	29,100	35,900	54,100	25,100	28,500	52,500
		4.25%			6.34%			3.02%			5.20%			5.59%			4.57%			4.19%			5.78%			5.46%	
Legal Expert	42,800	63,200	88,200	47,100	69,800	94,300	43,400	69,500	91,900	45,000	65,800	91,300	47,800	70,600	98,400	45,100	67,600	92,600	48,800	68,600	90,300	48,700	72,100	93,300	47,700	64,600	92,100
		4.69%			5.51%			3.10%			5.03%			6.19%			5.23%			4.01%			5.65%			5.05%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Technical Fitter	19,800	22,100	25,000	23,400	27,800	31,600	21,000	24,000	27,000	21,800	25,200	28,400	22,200	25,800	29,300	21,500	24,700	28,200	21,800	25,600	28,800	22,900	27,300	31,000	21,100	23,700	29,100
		3.00%			4.05%			1.79%			2.40%			3.45%			2.10%			2.74%			3.70%			3.10%	
Warehouse Officer	18,400	22,500	27,800	22,300	27,700	34,800	19,900	24,500	31,000	21,200	26,300	33,400	21,300	26,800	33,900	20,400	25,400	32,800	20,100	25,200	32,100	22,600	28,100	35,600	21,000	25,000	31,700
		4.35%			5.50%			3.79%			4.49%			5.02%			4.30%			4.01%			5.89%			4.01%	
Beauty Expert	19,700	23,200	26,900	25,000	29,800	34,700	22,700	26,700	33,400	23,900	28,400	33,000	23,900	28,700	34,500	25,900	29,800	32,900	24,400	29,400	33,300	24,600	30,100	36,200	24,900	30,200	33,900
		3.06%			4.39%			2.75%			4.06%			4.18%			2.10%			2.15%			4.86%			4.20%	
Field Executive	13,200	16,300	22,500	15,400	21,100	26,500	13,800	17,600	22,000	15,100	21,500	25,600	14,500	20,700	24,800	13,300	18,300	22,800	14,200	18,700	23,800	14,900	20,700	26,100	14,700	18,800	25,200
		3.06%			4.74%			2.23%			4.00%			3.75%			3.26%			2.87%			4.29%			3.98%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Facilitator	14,000	15,500	16,300	15,000	16,600	18,700	14,500	16,000	17,000	15,500	16,100	18,000	16,100	18,200	20,100	15,000	16,800	19,000	14,500	16,200	17,800	16,000	18,000	20,000	15,200	16,600	18,200
		2.10%			3.89%			2.50%			3.10%			4.12%			4.45%			3.66%			4.78%			3.45%	
MIS Executive	22,900	29,900	34,900	25,300	34,000	45,200	21,900	27,500	34,700	26,300	33,300	46,700	28,300	35,400	44,900	22,400	27,000	38,700	22,400	29,400	41,000	25,800	31,700	46,200	20,800	29,600	42,500
		4.01%			5.31%			3.16%			4.06%			4.79%			4.13%			4.09%			5.54%			4.30%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %
WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Site Supervisor	15,200	20,200	27,700	18,700	23,500	30,800	16,600	21,000	28,500	17,700	22,000	29,300	18,000	23,000	30,000	17,000	21,500	29,000	17,000	21,000	28,500	18,300	23,000	30,500	17,500	22,000	27,700
		3.25%			4.89%			4.20%			3.46%			3.75%			3.50%			2.78%			4.60%			3.05%	
Trainee Engineer	19,800	24,700	33,200	20,300	26,600	35,700	19,900	26,400	35,000	19,600	25,000	33,900	21,100	26,200	34,900	18,900	24,600	31,400	19,800	26,300	34,200	20,000	26,700	36,600	20,800	27,200	36,500
		3.07%			3.62%			2.43%			3.20%			3.41%			2.97%			2.14%			4.69%			3.89%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Executive Assistant	22,800	29,900	44,300	25,900	40,800	55,700	19,800	26,100	36,800	19,400	28,900	42,100	22,500	34,700	58,800	21,600	39,200	46,500	18,400	26,600	43,400	22,600	36,900	61,900	21,900	31,300	54,500
		3.10%			5.97%			2.40%			3.28%			5.45%			3.02%			2.87%			4.87%			3.43%	
HR Officer	25,800	31,800	56,900	32,700	55,600	72,000	30,500	45,200	62,900	34,000	45,800	63,000	44,600	52,500	92,000	24,400	38,100	77,700	28,500	34,800	53,300	42,100	56,900	89,100	36,600	45,700	72,800
		4.19%			5.69%			3.09%			5.45%			4.76%			5.90%			4.05%			5.22%			4.07%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Officer	18,800	25,300	34,400	24,900	33,600	45,300	19,900	26,900	37,300	23,500	30,900	41,000	26,300	33,400	44,500	21,700	31,000	42,100	23,500	31,600	42,900	26,700	34,100	44,500	24,600	32,800	42,800
		3.04%			6.02%			3.27%			5.09%			5.68%			4.25%			4.59%			5.02%			4.24%	
IT-Intern	12,000	13,500	15,600	14,000	15,000	17,000	11,000	12,500	14,000	13,200	14,600	16,900	14,500	16,000	17,500	13,000	14,100	16,200	12,500	14,000	16,100	15,000	16,500	18,000	13,300	15,200	16,700
		1.16%			2.04%			1.20%			1.64%			1.76%			1.43%			1.15%			2.26%			1.84%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Distributor Sales Officer	19,700	23,200	32,700	23,200	28,100	40,500	21,900	26,200	37,600	22,700	27,400	39,600	23,000	27,700	39,900	22,400	27,000	39,100	22,100	26,600	38,600	23,600	28,500	41,200	22,400	27,300	39,700
		4.06%			6.00%			4.33%			6.00%			6.44%			5.50%			4.94%			6.67%			5.83%	
Senior Sales Executive	18,900	23,100	29,300	21,200	26,800	35,200	19,700	24,500	31,400	20,200	24,900	32,200	20,400	25,400	32,800	20,400	25,400	33,100	20,200	25,200	32,500	21,000	26,300	34,600	20,800	26,100	34,300
		3.10%			5.33%			1.89%			2.78%			3.33%			3.44%			3.00%			4.78%			4.47%	
Retail Executive	20,200	23,600	28,800	22,500	26,800	33,400	21,200	25,300	31,100	22,200	26,400	33,300	22,800	27,400	34,300	22,000	26,300	32,700	21,800	25,700	31,700	22,600	26,900	33,700	22,100	26,300	32,400
		2.94%			4.56%			2.22%			4.17%			5.33%			3.78%			3.00%			4.75%			3.72%	
Fashion consultant	22,500	28,300	35,800	25,200	32,600	42,300	24,300	31,200	40,500	25,400	33,000	43,200	26,100	33,700	44,100	25,100	32,400	42,300	24,800	32,000	41,900	25,700	33,200	43,000	25,400	32,600	42,600
		3.10%			5.00%			3.44%			5.56%			5.62%			4.89%			4.44%			5.67%			5.22%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Telecommunications

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
Procurement Executive	23,800	35,000	56,200	28,900	45,900	68,800	27,300	38,600	52,100	29,700	43,000	64,600	29,100	40,200	63,700	27,700	36,400	56,700	33,400	47,200	67,200	30,300	42,500	63,900
		3.36%			5.73%			4.13%			4.68%			4.05%			4.58%			5.46%			4.78%	
Accounts Assistant	18,500	37,600	51,900	27,000	44,800	57,500	20,900	33,100	54,100	23,100	41,000	61,100	31,400	44,500	74,800	25,400	36,200	57,800	32,900	48,000	67,800	25,900	33,100	65,800
		4.01%			5.40%			4.50%			5.68%			6.14%			5.52%			5.76%			4.05%	
Finance Executive	20,300	28,500	39,000	25,300	49,100	72,600	23,900	34,600	44,000	24,100	45,800	69,900	27,100	48,400	73,400	30,600	43,400	63,500	31,300	51,200	74,600	32,900	44,400	71,100
		3.74%			5.66%			4.28%			5.33%			5.00%			4.58%			5.43%			4.07%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
SME Material Procurement	25,800	28,400	36,400	28,600	32,700	43,300	26,800	29,800	38,600	27,600	31,000	40,400	27,700	30,800	40,200	27,900	31,200	41,100	29,000	32,500	42,800	29,200	32,900	43,000
		2.02%			5.00%			2.20%			3.00%			2.94%			3.44%			4.94%			6.24%	
Operations Coordinator	24,800	33,100	49,600	32,000	50,100	68,400	27,800	45,000	60,800	25,400	46,500	70,800	28,300	37,900	72,300	25,800	44,300	58,700	31,600	43,100	70,000	29,500	39,200	61,900
		3.97%			5.23%			4.22%			3.61%			4.34%			3.84%			5.63%			4.72%	
Safety Officer	23,400	30,600	41,600	26,500	34,800	45,100	28,500	36,900	44,000	26,300	33,100	45,000	28,700	35,900	47,000	25,500	33,200	43,700	25,500	35,000	45,400	27,400	35,200	46,300
		4.03%			4.86%			3.47%			4.37%			5.36%			3.94%			4.92%			3.91%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
Lab Technician-Assistant	20,300	25,000	29,200	23,300	29,800	35,300	22,300	28,300	33,900	23,800	29,800	35,900	24,400	31,300	38,000	22,500	28,800	34,500	24,100	30,600	36,200	23,600	29,900	35,800
		4.17%			6.11%			4.33%			6.12%			6.78%			4.89%			6.12%			6.50%	
Wireman	13,200	18,000	22,700	14,500	20,300	26,100	14,000	19,300	24,500	14,300	20,000	25,700	14,300	19,800	25,400	14,100	19,400	25,000	14,900	20,700	26,600	14,700	20,200	25,700
		2.15%			4.22%			2.33%			3.56%			3.33%			2.78%			5.00%			4.00%	
Dispatcher	15,400	20,300	25,000	16,500	22,400	33,500	18,300	22,400	28,300	18,900	22,600	29,900	18,200	24,500	32,900	15,000	19,400	25,800	21,300	27,200	39,600	18,400	24,600	31,600
		3.06%			4.29%			2.78%			3.86%			4.06%			3.36%			4.89%			2.68%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
Team Manager	38,700	43,600	51,200	44,500	51,400	62,000	41,800	48,000	56,800	43,700	50,100	60,400	44,500	51,000	60,900	43,000	49,300	58,900	43,300	50,600	61,200	42,600	48,000	57,100
		4.06%			7.09%			5.22%			6.11%			5.67%			4.33%			6.28%			3.50%	
Senior Specialist	39,900	54,600	70,500	46,700	63,300	78,100	41,300	60,400	75,300	44,700	61,600	77,400	44,700	66,900	78,600	41,500	57,800	73,700	47,500	61,000	82,200	44,200	60,500	79,900
		3.06%			5.82%			3.89%			5.31%			5.66%			4.58%			6.24%			5.92%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Salary (in INR per month) | Var in %

WFH | Specialized Roles | Covid-proof jobs

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
Service Engineer	22,500	27,100	30,700	24,800	30,900	36,200	24,300	30,400	35,600	25,700	31,700	36,800	25,400	31,400	36,200	24,800	30,400	35,000	25,500	31,200	36,500	25,900	32,000	37,100
		3.56%			4.67%			4.00%			5.67%			5.22%			4.00%			5.28%			6.00%	
Cluster Engineer	19,400	28,100	34,500	22,100	32,900	41,400	20,600	30,300	37,600	21,500	31,800	40,000	21,900	32,300	40,400	21,100	31,200	39,000	21,300	32,000	40,700	21,300	30,900	38,500
		4.31%			5.67%			2.56%			4.44%			5.00%			3.67%			4.67%			3.50%	
Tele Marketing Executive	15,400	17,800	20,900	18,200	21,400	25,700	17,200	20,300	24,200	17,700	21,000	25,300	17,400	20,600	24,900	17,100	20,100	24,000	17,900	21,000	25,300	17,900	21,100	25,200
		4.59%			6.20%			4.67%			6.00%			5.33%			4.33%			6.33%			6.17%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
Recruitment Executive	18,600	29,100	58,000	28,700	41,600	71,300	23,300	34,100	59,200	26,900	36,900	68,900	28,600	38,800	65,800	22,700	30,800	59,600	30,800	47,100	74,300	30,600	42,200	78,200
		3.64%			5.06%			3.80%			4.68%			4.51%			4.23%			5.39%			4.62%	
HR Manager	24,600	32,200	50,400	35,000	50,000	70,900	28,100	46,000	64,600	28,400	49,600	63,300	36,200	52,000	75,600	25,200	35,500	52,300	36,000	49,800	75,400	33,000	52,000	69,100
		4.08%			6.34%			5.06%			6.13%			6.66%			4.68%			6.18%			5.86%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
IT Engineer	25,500	33,800	47,100	27,500	39,300	53,600	27,800	39,500	50,700	28,800	39,800	59,800	28,300	39,000	54,000	25,200	34,400	51,400	29,900	38,500	55,800	26,400	35,700	51,600
		4.32%			5.25%			3.80%			5.87%			5.44%			4.02%			4.89%			4.25%	
Network Engineer	24,400	29,600	37,700	29,800	37,600	49,400	28,100	35,500	47,100	28,500	36,100	47,900	28,100	34,600	44,900	28,300	35,800	47,100	29,300	36,700	48,600	28,500	36,400	48,300
		6.33%			7.79%			6.67%			6.89%			5.67%			6.89%			7.11%			6.56%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
Sales Officer	19,500	23,300	32,100	22,400	27,500	38,800	21,100	25,600	35,600	22,000	26,800	37,900	22,400	27,300	38,200	21,600	26,300	36,900	21,800	27,000	38,400	21,500	25,600	35,800
		5.00%			6.00%			3.22%			5.11%			5.67%			4.33%			5.28%			3.50%	
Relationship Executive	21,700	26,900	52,400	32,100	44,700	66,400	25,500	34,800	58,600	31,100	41,400	59,900	34,200	48,400	63,300	29,500	38,200	56,800	25,600	44,600	71,500	26,900	35,100	52,900
		4.17%			5.56%			4.41%			5.06%			5.30%			4.28%			5.82%			4.47%	
Pre Sales Consultant	43,200	71,600	83,200	51,100	81,500	101,100	48,400	76,600	94,200	48,500	78,200	79,200	49,800	74,000	88,000	42,200	70,000	85,000	55,100	68,600	82,000	54,900	72,400	83,000
		3.08%			5.03%			3.53%			4.56%			4.93%			4.33%			4.95%			4.05%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar / Vocational Skills

The story

Employer expectation of skills and median salary payouts to Blue Collar workers across India.

Automobile & Allied Industries

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
Trainee Mechanic	Rs.13,000 – Rs.15,000 pm	Physical Strength, Estimates, Techniques	Using appropriate tools & technique	People Interactions, Mannerisms
Bending Operator	Rs.17,000 – Rs.19,000 pm		Advanced machineries	
Welder	Rs.18,000 – Rs.20,000 pm		Time / People Management	Safety regulations
Billing Assistant	Rs.16,000 – Rs.18,000 pm	Preparing bills, prints and files	Handling cash and Invoices billed – follow-up and reminders to clients.	Reporting, Coordination with other stakeholders. Account audits

BFSI

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
Housekeeping	Rs.10,000 – Rs.13,000 pm	Hygiene issues, usage of proper materials	Experience to speak multiple languages	Flexibility, strict cleanliness guidelines
Collection Executive	Rs.12,000 – Rs.15,000 pm	Physically fit; Good organizing manner	Good knowledge of using GPS and advanced applications	Knowledge of city area. Plan and Organize & Team work
Field Supervisor	Rs.18,000 – Rs.22,000 pm			
Temporary Messenger	Rs.10,000 – Rs.12,000 pm	Communication, Co-ordination.	Pick up and deliver messages, documents and packages.	Attention to detail. Follow strict guidelines

E-commerce & Tech Start-ups

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
Packer	Rs.13,000 - Rs.15,000 pm	Efficient, procedural knowledge	Attention to detail, keep products separated, organized and in good rotation.	Good team work, reporting any machine faults
Godown Assistance	Rs.14,000 - Rs.17,000 pm	Domain knowledge, material handling, Coordination, communication	Inventory Tracking and Monitoring using technology & systems	Software systems and advanced applications
Helper	Rs.9,000 - Rs.11,000 pm	Safety rules, stocking, cleaning, organizing	Ability to understand clearly, package, handling tools	Active Listening. Material handling
Logistic Executive	Rs.14,000 - Rs.16,000 pm	Planning organizing, and directing	Team work and effective communication	Managing & evaluation of the supply chain/ logistics operations

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Fast Moving Consumer Goods

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
Logistics Executive	Rs.18, 000 - Rs.21, 000 pm	Domain knowledge, material handling, Coordination	Planning, organizing, and directing; managing and evaluation of the supply chain	IT systems and Team work, Time management
Technician-Electrical	Rs.17, 000 - Rs.19, 000 pm	Attention to detail, ability to analyze technical drawings	Problem-solving skills. Diagnosing and repairing electrical problems	Operation Monitoring & methodical approach to work
Godown Keeper	Rs.15,000 - Rs.17,000 pm	Communication skills, collaboration and coordination skills	Procurement, Time management	Inward/Outward, export documentation and post-shipment
Rigger	Rs.20,000 - Rs.25,000 pm	Physical fitness and ability to lift heavy equipment.	Inspecting and preparing loads	Setting, aligning and leveling heavy equipment machinery.

Retail

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
Store Picker	Rs.16,000 - Rs.18,000 pm	Manages pick ticket orders. Communication	Material gathering, organizing and racking	Handling equipment and ensures safety regulations and delivery
Embroidery Tailor	Rs.17,000 – Rs.21,000 pm	Machine setup, selecting required tools and materials	Understand instructional manuals for smooth troubleshooting & repair processes.	Keeping track of work orders and updating records.
Trainee Engineer	Rs.19,000 – Rs.23,000 pm	Observing existing strategies and techniques and offering suggestions for improvement.	Conducting research and collating data. Proficiency in Mathematics.	Analytical and critical thinking skills.
Document Controller	Rs.16,000 - Rs.18,000 pm	Controlling company's and project documentation.	Following and improving document control procedures.	Progress reports. Using computers and Document audits

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

The National Industry Salary Index

The data

Detailed summary of median salaries across prominent job profiles across India

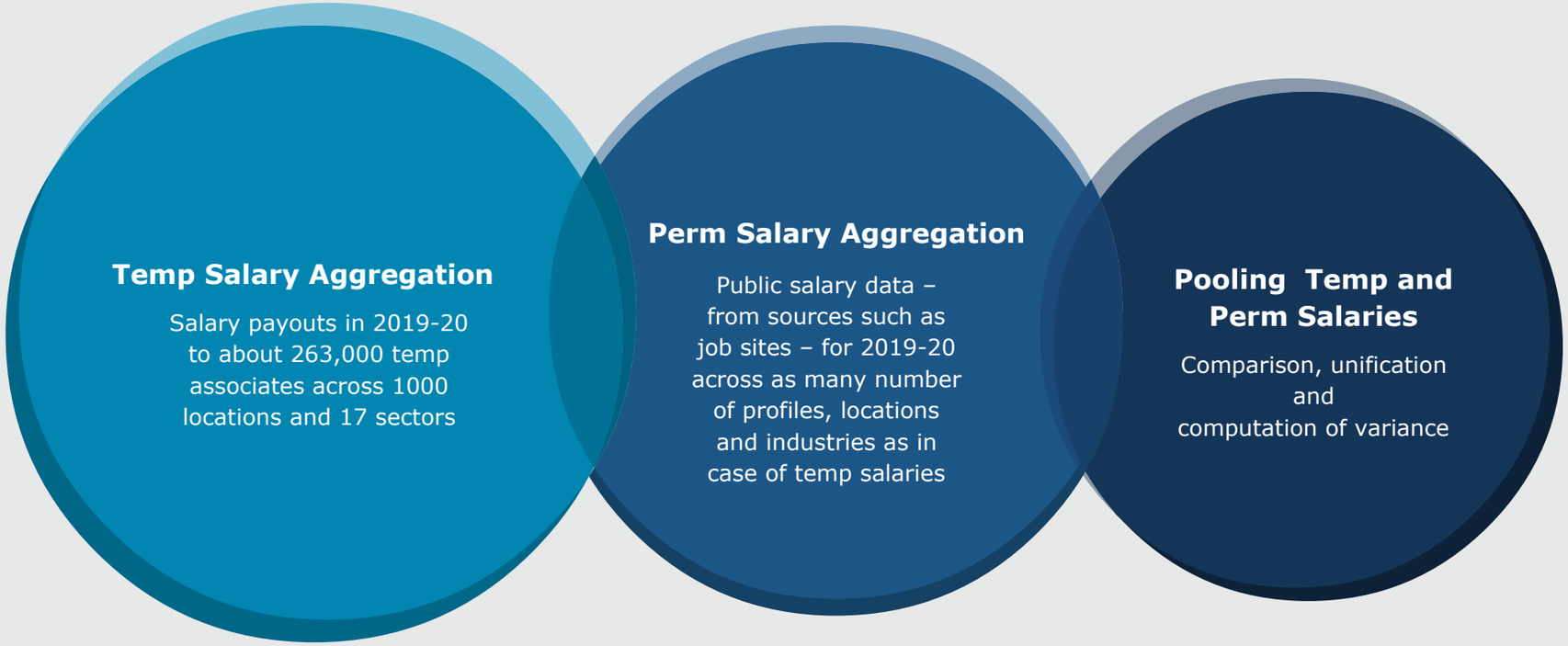
Functional Areas		Unified Industry Salaries (Rs. p.m)		
		0 – 2 years	2 – 5 years	5 – 8 years
Marketing				
TME	Tele Marketing Executive	12,000	14,800	18,500
MEE	Marketing Executive	14,000	16,500	19,000
JOSM	Junior Officer Sales & Marketing	12,000	15,200	17,500
DME	Digital Marketing Executive	21,500	24,000	28,600
Office Services				
HKP	Housekeeping	9,200	11,800	13,400
PEO	Office Boy/Peon	8,500	10,500	12,800
PAS	Pantry Assistant	11,000	14,500	17,000
REC	Office Assistant Support	10,200	12,600	15,800
Administration/ Operations				
FDA	Front Desk & Admin Support	22,600	27,600	33,300
SUP	Supervisor	25,000	28,800	32,000
ADE	Administration Executive	18,000	20,300	22,100
ITA	IT Admin	22,900	28,500	35,200
Sales				
ASS	Associate Sales and Service	17,400	22,100	28,100
TSC	Technical Sales Consultant	31,600	37,500	42,900
BAS	Business Analyst-Sales Operations	34,500	40,700	46,300
REE	Retail Executive	20,200	23,600	28,800
Human Resources				
HRC	HR Consultant	25,500	33,700	38,400
HRI	HR Intern	14,500	16,600	18,700
HSS	HR Shared Support	32,200	38,500	42,800
HOS	HR Operation Specialist	38,100	46,500	53,300

Note: The analysis is based on FY2020-21 data (post-COVID-19). Sector outlook will change in the light of COVID-19.

Annexure

- Research / Analysis Methodology
- Bibliography
- Disclaimer

Steps in salary computation



Data Timeline: Analysis of earnings between Nov 2019 and Dec 2020 across temp and perm salaries and salary data sources

The report also utilized information / data from the following sources

5 year-Salary
Jobs-Salaries Analysis

- 5 years aggregate average salary trends

Dip-stick salary surveys
Employer and employee feedback

- Surveys are carried out in order that statistical computation of the median / mean values of salaries at various levels of analysis is validated against market realities.
- The sample design ensures uniform distribution of respondents across the sectors and cities in consideration for the report.

Literature Review
Job Market Analysis

- Insights from research carried out on the jobs landscape across sectors, hiring for hot, upcoming and longstanding jobs as part of the Job Market Analysis
- The above research, in conjunction with Jobs analysis, is an input to the Job Category analysis.

Timeframe of the dip-stick study: Sep 2020 to Oct 2020
Sample Size: Number of employers surveyed: **618**; Number of employees / candidates surveyed: **306**

Sample Design: Dip-stick salary surveys

Category of Respondents: Employers

Sector/ City	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Agriculture and Agrochemicals	4	6	4	3	3	4	3	4	5
Automobile and Allied Industries	4	5	3	5	4	3	3	4	3
Banking, Financial Services and Insurance	3	4	3	4	4	4	4	5	4
BPO and IT Enabled Services	3	5	4	4	3	4	3	4	4
Construction and Real Estate	4	4	4	3	4	3	3	4	3
Ecommerce and Tech Start-ups	3	5	3	4	5	4	4	5	4
Educational Services	3	4	4	5	4	3	4	4	4
Fast Moving Consumer Durables	3	4	3	3	5	4	4	4	3
Fast Moving Consumer Goods	5	5	3	4	4	3	4	4	4
Healthcare and Allied Industries	5	4	4	4	4	4	3	5	4
Hospitality	4	4	3	4	4	3	3	4	3
Industrial Manufacturing and Allied	5	5	4	7	4	5	4	5	4
Information Technology and Knowledge Services	4	9	3	7	6	7	4	5	7
Media and Entertainment	3	3	3	3	3	4	3	5	3
Power and Energy	4	5	3	3	4	3	5	4	3
Retail	4	6	3	3	4	4	3	4	4
Telecommunication	5	8	5	6	4	3	3	5	4

Total Employer Respondents: 618

Category of Respondents: Employees / Candidates

City	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Number of employees / candidates	30	47	27	38	34	31	30	38	31

Total Employee / Candidate Respondents: 306

New Profile additions

Agriculture and Agrochemicals

- Junior Officer Accounts
- Field Development Officer
- Admin - Materials Planning Coordinator
- Farm Assistant
- Forklift Driver
- Helpline Advisor
- Project Technician
- Engineer Design
- HR Consultant
- IT Consultant
- Sr. Field Development Officer

Automobile & Allied Industry

- Taxation Officer
- Associate Project Procurement
- Fire Officer
- Peon Cum Packer
- Bending Operator
- Training coordinator
- Engineer Production
- Quality Resident Engineer
- Associate Human Resources Recruitment
- HR Trainee
- IT Engineer
- EDP Assistant
- Sales Engineer
- Brand Centre executive

BFSI

- Credit Processing Associate
- Taxation Executive
- Finance Consultant
- Executive Operation
- Documentation Assistant
- Tele Sales Officer
- Banking Trainer
- Messenger
- Visual Designer
- HR Lead Generation
- Recruitment officer
- Java Developer
- SQL Analyst
- Asset Sales Executive
- District Coordinator
- Deputy Relationship Manager

BPO&ITES

- Transport Coordinator
- Shopper
- Associate - MIS
- Medical Assistant
- Design Engineer
- Graduate Trainee-IT
- IT Engineer-Software Developer
- Field Engineer

Construction & Real Estate

- Scan Agent Accounts
- MIS Key Accounts
- Grab Operator
- Control Room Operator
- Fusion Welder
- Sup-Waterboy
- Logistics Support Executive
- Research Analyst
- Electrical Engg.Trainee
- HR Support
- IT Officer
- Long Arm Sales Force
- FOS Relationship Manager

E-Commerce & Tech Startups

- Accounts and OPE
- Sr. Vendor Operations Executive
- Office Boy
- Quality Consultant
- Data Analyst
- Client Support Executive
- NOC Engineer
- Sr. Graphic Designer
- HR senior specialist
- Technical Support Engineer
- UI Designer
- Merchant Relationship Executive
- Team Lead Inside Sales

Educational Services

- Operations Support Executive
- Office Peon
- Process Executive
- Consultant-HR
- Programme Manager

FMCD

- Accounts Officer
- Executive - Procurement
- Repair Technician
- Store Picker
- Office Cleaner
- Pilot Officer
- UJ Promoter
- Cluster Manager
- SCADA Engineer
- HR IT Consultant
- IT Engineer
- Network Engineer - IT
- RSM Facilitator
- Merchandising Officer

FMCG

- Finance Coordinator
- Trainee Accounts
- General Procurement Officer
- Despatch Assistant
- Helper
- Technician
- Forklift Operator
- Safety Officer
- Site Engineer
- MSC Technician Electrical
- Trainee Engineer
- Executive HR Compliance
- System Validation Tester
- Hardware and Network Engineer
- Field Monitor
- Business Coordinator

Healthcare & Pharmaceuticals

- Procurement Associate
- Office Assistant
- Commercial Coordinator
- Delivery Executive
- Staff Nurse
- X-Ray Technician
- Insurance Sales Representative
- Tele Caller
- Distribution Support
- Lab Attendant
- Service Coordinator
- Contract Engineer
- HR Co-ordinator
- IT Service Manager
- System Administrator
- Interim Sales Representative
- Senior Regional Sales Officer
- Marketing and Sales Coordinator
- Business Manager

New Profiles additions

Hospitality

- Executive - Front Office
- Housekeeping Assistant
- Bell Boy
- Telemarketing Executive
- Supervisor [Tech]
- Executive MIS
- Field Executive CCM
- Senior Executive Sales

Retail

- Account Coordinator
- Guest Relation Officer
- Technical Fitter
- Warehouse Officer
- Facilitator
- Site Supervisor
- IT-Intern
- Distributor Sales Officer
- Senior Sales Executive
- Retail Executive
- Fashion consultant

Telecommunication

- SME Material Procurement
- Lab Technician-Assistant
- Wireman
- Team Manager
- Service Engineer
- Cluster Engineer
- Tele Marketing Executive
- Network Engineer
- Sales Officer

Industrial Manufacturing and Allied

- Finance Analyst
- Finance Coordinator
- Export Commercial Associate
- Admin specialist
- Document Controller
- Kohler Technical Associate
- Machine Operator
- Driver [HMV]
- Mechanical Fitter
- Data Analyst
- Customer Relationship Officer
- Inshop Advisor
- Engineer Process-QA
- Instrumentation Engineer
- Maintenance Engineer
- Commissioning Engineer
- HR Shared Support
- HR Intern
- Engineer Software Web Testing
- Software Engineer
- IT Helpdesk Engineer
- Regional Sales Officer
- Contractor Relationship Officer
- Field Assistant
- Sales Campaigner

Information Technology and Knowledge Services

- Executive - Cash Management
- Procurement Specialist
- Executive - PoS Operations
- Cleaning Staff
- Executive Logistics – Temp
- Channel Executive
- Operator-Helpdesk
- Trainee Engineer
- Quality Analyst
- Technical Consultant
- HR Specialist
- Technical Recruiter
- Software Test Specialist
- Graduate Engineer Trainee
- Network Engineer
- Service Desk Specialist
- Sales operations consultant
- Marketing Specialist
- Business Analyst

Media & Entertainment

- Senior Accounts Executive
- Dispatch Boy
- Data Entry Operator
- Production Coordinator
- Editor
- HR – Assistant
- IT Trainee
- Regional Coordinator Sales
- Affiliate Territory Sales Incharge
- Junior Visualizer

Power & Energy

- Sourcing and Procurement Assistant
- Peon
- Crane Operator
- Store Incharge
- Quality Champion
- Depot Assistant
- Contract Trainer
- Site Engineer
- IT Infrastructure Engineer
- IT Assistant
- CRM and Sales Administrator
- Sales Officer-IWS
- Senior Relationship Manager Retail
- Field Development Officer

Job Categories

Longstanding jobs: are those that have been in existence for a fairly longer period of time than the other two job categories and are traditionally looked upon as those that define the individual sectors. These form the conventional choices each of the sectors has to offer to candidates.

Hot jobs: are the toast of industry and the job market, as implied by the buzz surrounding them, are the 'flavour of the season'. As noted in the analysis 'Hot' jobs are not necessarily the most rewarding of the three categories.

Upcoming jobs: are the jobs of tomorrow. By definition, these are relatively more futuristic, feature newer skill attributes or are more skill-intensive, and often characterize new-age industries.

Unified salaries: are single, aggregated, salaries across temporary and permanent jobs.

Variance: is a measure of the percentage by which the salary number for each of the job profiles varies between temp and perm roles.

Business News

- The Economic Times
- Mint
- Business Today
- Business World
- Business Standard
- Money Control
- vccircle.com
- investinindia.com

General News

- India Today
- The Times of India

Government data sources

- Indian Brand Equity Foundation

Third-party data sources

- India Brand Equity Fund
- World Bank
- LinkedIn
- Times Jobs
- NASSCOM

Research Journals

- Economic and Political Weekly

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Constraints

The document has the following constraints on data:
This analysis does not include Senior and CXO level profiles in most parts.
Results are based on the earnings between November 2019 and December 2020 across 263,000 associates employed in the organized job market.
Salaries benchmarked in this document are mostly those pertaining to junior to mid-level profiles.
Figures are close to accurate. The earnings include regular salaries and do not include taxes / regulatory payouts, incentives, allowances, bonus, over-time, one-time or unusual representative amounts.
The information provided does not reflect level of responsibility of the job seekers.
The analysis and modeling are a work-in-progress and not purporting to be a complete descriptor of market phenomena
The vacant slots may represent unavailability or lack of significant, current staffing activity.
This Primer is subject to limitations and only intended as a guide.

TeamLease™
Putting India to Work

Corporate Office
6th Floor, BMTC Commercial Complex, 80 Feet Road,
Koramangala, Bangalore - 560 095, Karnataka, India

Tel : + 91-80-6824 3000
Fax : + 91-80-6824 3001
Email : research@teamlease.com
Website : www.teamleasegroup.com

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