

# Jobs and Salaries Primer

**Unified Industry Salaries | Hot Jobs | Industry Analysis**

This edition: **5 year salary trends**

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The Jobs and Salaries Primer -  
FY 2021-22

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The worst seems to be over for the Indian labour market. The third Covid wave receded without a whimper, consumers are up and about, business sentiment is rallying up, employers are suiting themselves to varied configurations of office and remote work, and jobs are being created at a frenetic pace.

The post-Covid era is heralding renewed demand for “longstanding” jobs - job roles that have been around for years, if not decades, and are the cogs in the wheels of industry. As business gets back to being as usual, and as efficient operational routines determine the recovery trajectory to pre-Covid normalcy, longstanding job roles are being hired for in abundance. Continued innovation across sectors is also fuelling the creation of “hot” and “upcoming” jobs – cutting-edge, new-age roles that keep businesses ahead of the curve.

While there hasn’t been much to write home about as far as salary growth, in general, is concerned, expertise – in the form of super-specialized roles – continues to attract enviable increment. Roles that are highly specialized, and solve for complexity in an increasingly complex world, are in unprecedented demand and are being rewarded more handsomely than ever.

On the other hand, the proportion of job roles that are vulnerable in the face of the pandemic has shrunk to near obscurity. Most jobs are now Covid-proof, pointing to how close we have got to the pre-Covid state of the market, and salary degrowth is a bad dream that is about to end. The movement towards pay parity – near equal payouts for permanent and temporary roles – is steadily marching on.

Two functions that have disproportionately benefited from the onslaught of the pandemic – Sales and IT – are still going strong. Businesses will look to build muscle on both these fronts as they go all out for growth. Accordingly, job roles that encompass the two functions are not just in high demand but are on a payout premium.

Our thought leadership – an intensely data-driven exercise – is a work-in-progress that constantly maps emergent scenarios in these turbulent times. We aim to arm you, the reader, with actionable insights that help fight unpredictability. So, you don’t have to fly blind. We hope that this endeavour of ours benefits you as much as it gladdens us. Here’s to good tidings!

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

## 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

- Finance
- 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 people supply chain 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 20 lakhs+ people over the last 20 years. One of India's fastest-growing employers, TeamLease also operates India's first NAAC Accredited Skill University and India's fastest growing PPP Degree Apprenticeship Program. The Company offers solutions to large, medium and small clients across the 3Es of Employment (over 2.8 lakhs employees), Employability (over 2.5 lakhs students) and Ease of Doing Business (1000+ employers). In FY2015, TeamLease rolled out DA (Degree Apprenticeship) to provide on-the-job training to apprentices.

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 E-Workforce.

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

## Hot jobs – the gift that keeps giving:

**9 out of the 17 sectors created new Hot jobs and 6 sectors created new Upcoming jobs this year.**

- *Corresponding stats for the 2021 edition: Hot jobs – 7 of the 17 sectors; Upcoming jobs – 5 of the 17 sectors*
- Hottest Hot jobs:
  - Field Scientist – (Agriculture and Agrochemicals)
  - EV Technical Expert - (Automobile & Allied Industries)
  - KYC Analyst - (Banking, Financial Services and Insurance)
  - Digital Marketing Manager - (Ecommerce and Tech Start-ups)
  - Curriculum Developer – (Educational Services)
  - Food Technologist – (Fast Moving Consumer Goods)
  - SaaSops Engineer – (Information Technology and Knowledge Services)

## Demand for specialization and expertise is unabated:

**Employers continue to place a premium on super-specialized job roles and the demand for this job category continues to rise. Growth rates in the category have inched up from 11% to 12% this year.**

- *Corresponding stats for the 2021 edition: Salaries grew by a minimum of 6.08 % and a maximum of 12.13% across sectors*
- Ecommerce and Tech Start-ups, Healthcare and Allied Industries, Information Technology and Knowledge Services exhibited growth in excess of 11%  
Agriculture and Agrochemicals, Automobile & Allied, Banking, Financial Services and Insurance, BPO and IT Enabled Services, Construction & Real Estate, 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: Automation Engineer– (Information Technology and Knowledge Services : 10.71%), Consultant Content Writer (Ecommerce and Tech Start-ups : 10.11%), R & D Analyst (Healthcare & Pharmaceuticals – 10.07%)
- Top Sector-Cities: Information Technology and Knowledge Services – Bangalore [maximum 10.71%] and Healthcare & Pharmaceuticals - Delhi [maximum 10.07%] exhibited the maximum salary growth across cities/sectors



### Sales and IT roles continue to dominate:

**As entire sectors are transitioning towards pre-Covid levels – some rapidly and the others steadily – the sales and IT functions remain critical for this phase of return to normalcy.**

- Top Sales profiles: Sales Consultant, Manager-Pre Sales, Quality Officer, and Product Specialist
- Top IT profiles: IT Consultant, Network Engineer, Sr. Project Manager, and Digital Strategy Consultant
- Average salary growth for Sales profiles: 7.41%
- Average salary growth for IT profiles: 9.23%

### Salary variance stays on track:

**Despite a marginal 4% drop pay differentials between permanent and temporary job profiles (less than 3%) stood steady for nearly 37% of all profiles across all sectors.**

- *Corresponding stats for the 2021 edition: Variance less than 3% for 41% of the profiles and in 15 sectors*
- Less than 5% variance: Automobile and Allied Industries, BPO and IT enabled Services, Construction & Real Estate, FMCD, Healthcare & Pharmaceuticals, Hospitality, Industrial Manufacturing & Allied, Media & Entertainment, Power & Energy, Retail and Telecommunications
- Significantly less than 5% variance: Agriculture and Agrochemicals, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Industrial Manufacturing & Allied, Media & Entertainment, Power and Energy, Retail

## Top and bottom sectors:

### ➤Top paymasters [Greater than 10% salary growth]:

Ecommerce and Tech Start-ups, Healthcare and Allied Industries, Information Technology and Knowledge Services

### ➤Bottom paymasters [Lesser than 10% salary growth]:

Agriculture and Agrochemicals, Automobile & Allied, Banking, Financial Services and Insurance, BPO and IT Enabled Services, Construction & Real Estate, 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):

- Finance Consultant (Agriculture and Agrochemicals)
- Credit Financial Analyst (Banking, Financial Services and Insurance)
- Business Operation Analyst (E-Commerce & Tech Startups)
- QS and Planning Engineer (Fast Moving Consumer Durables)
- Automation Engineer (Information Technology and Knowledge Services)

## Fast growth profiles:

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

- R & D Analyst (Healthcare & Pharmaceuticals | 9.39%)
- Network Engineer (Information Technology and Knowledge Services | 9.33%)
- AutoCAD Engineer (Automobile & Allied Industry | 9.05%)
- Credit Financial analyst (Banking, Financial Services and Insurance | 8.91%)
- Sales Consultant (E-Commerce & Tech Startups| 8.75%)

## The hands-on worker:

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

- Logistic Executive (Communication & interpersonal skills. Liaising | INR 18,000)
- Sales Promoter (Interpersonal skills, Product knowledge | INR 15,000)
- Rigger (Good communication skills; Excellent spatial awareness| INR 19,000)
- Warehouse Executive (Strong supervisory & leadership skills, Data entry | INR 21,000)
- Tele Caller (Communicational Clarity, Active Listening, Product knowledge, problem solving skills | INR 21,000)





### The Covid-slump has bottomed out:

The year marks a clear departure from the pandemic imposed slump by all sectors, without exception. More sectors (ten) are accelerating towards pre-Covid levels than the ones (eight) that are steadily getting there.

- **Quick Progression:** Agriculture and Agrochemicals, Automobile & Allied Industry, Banking, Financial Services and Insurance, Ecommerce and Tech Start-ups, Educational Services, Healthcare & Pharmaceuticals, Information Technology and Knowledge Services, Power and Energy, Retail and Telecommunications – [7% - 10%]
- **Steady Progression:** BPO & ITeS, Construction & Real Estate, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Hospitality and Industrial Manufacturing and Allied, Media & Entertainment – [5% - 7%]

### A majority of job roles are now Covid-proof:

And salary growth is more or less uniformly distributed across this large majority, with most organizations adapting to multiple modes of work – office, remote and hybrid and normalcy returning to the workplace.

#### ➤ Job profile | Sector | Salary growth

- Network Engineer | Information Technology and Knowledge Services | 9.33%
- Senior Admission Officer | Educational Services | 8.81%
- SQL Analyst | Banking, Financial Services and Insurance | 8.11%
- Legal Executive | Ecommerce and Tech Start-ups | 7.86%
- Quality Officer | Hospitality | 7.50%



## The residual effects are tapering:

**Much smaller cohorts of job roles now remain in either stagnation or de-growth mode as compared with the previous year, almost mirroring the pre-Covid state of market demand.**

### ► Stagnation: Job profile | Sector | Salary growth

- X-Ray Technician | Healthcare and Allied Industries | 2.62%
- Plant Operator | Agriculture and Agrochemicals | 2.54%
- Sales Officer | Power and Energy | 2.29%
- Lane Assistant | Construction and Real Estate | 2.10%
- Store Picker | Fast Moving Consumer Durables | 2.03%

### ► Degrowth: Job profile | Sector | Salary de-growth

- Bending Operator | Automobile and Allied Industries | -1.57%
- Tile Fixer | Construction and Real Estate | - 1.21%
- Field Monitor | Fast Moving Consumer Goods | - 1.03%
- Guest Service Attendant | Hospitality | - 0.61%
- Trainee Engineer | Retail | - 0.33%

### ► Growth: Job profile | Sector | Salary growth

- Software Test Specialist | Information Technology and Knowledge Services | 8.10%
- Credit Financial analyst | Banking, Financial Services and Insurance | 7.33%
- R&D Analyst | Healthcare and Allied Industries | 6.79%
- Sales Consultant | Ecommerce and Tech Start-ups | 6.21%
- Relationship Manager | Telecommunication | 5.85%



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.

## Super-specialized profiles (by sector)\*

- Agriculture and Agrochemicals: Finance Consultant, Product Promoter, Legal Executive, Data Analyst, Technical Consultant
- Automobile & Allied Industry: Business Operations Analyst, Sales Consultant, Programmer, HR Manager
- BFSI: Credit Financial Analyst, Specialist Corporate Services, SQL Analyst, Data Engineer, Virtual Relationship Manager
- BPO & ITeS: HR Consultant, IT Engineer-Software Developer, Digital Marketing Executive
- Construction & Real Estate: Plant Logistics Safety Officer, Sr. Project Manager, Manager - Pre Sales
- E-Commerce & Tech Startups: Sales Consultant, Senior Recruiter, Business Operation Analyst, IT Analyst
- Educational Services: Senior Admission Officer, Programme Manager, Software Developer, Content Developer
- FMCD: Sales Consultant, Indirect Tax Analyst, QS and Planning Engineer, HR Specialist
- FMCG: Procurement Analyst, Automation Engineer, Regional trainer
- Healthcare & Pharmaceuticals: Microbiologist, Scientist, R & D Analyst, Biomedical Engineer
- Hospitality: Quality Officer, Deputy Manager
- Industrial Manufacturing & Allied: Quality Analyst, Lead Engineer, Product Specialist
- Information Technology and Knowledge Services: Service Design and Improvement Analyst, Automation Engineer, Recruitment Consultant, IT Consultant
- Media & Entertainment: Digital Strategy Consultant, Head of Production
- Power & Energy: Finance Analyst, Senior Manager, HR Analyst, Senior Relationship Manager Retail
- Retail: Hygiene Specialist, Fashion consultant
- Telecommunications: Sr. Sales Account Manager, Automation Engineer, Infrastructure Operations Analyst

## 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:

- 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, Banking, Financial Services and Insurance, 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

# 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 2022-23

Sector	Job Profiles (Core function)	Job Profiles (Support function)
Agriculture and Agrochemicals	Product Promoter	Data Analyst
Automobile and Allied Industries	Sales Consultant	Programmer
Banking, Financial Services and Insurance	Acquisition Executive	SQL Analyst
	Virtual Relationship Manager	Data Engineer
BPO and IT Enabled Services	Onsite Engineer	Accounts Manager
		HR Consultant
Construction and Real Estate	Plant Logistics Safety Officer	Credit Associate
		Sr. Project Manager
Ecommerce and Tech Start-ups	Merchant Relationship Executive	Consultant Content Writer
		IT Analyst
Educational Services	Sales Consultant	IT Engineer
Fast Moving Consumer Durables	QS and Planning Engineer	Network Engineer - IT
Fast Moving Consumer Goods	Logistics Officer	Regional Trainer
		Automation Engineer
Healthcare and Allied Industries	Scientist	Biomedical Engineer
Hospitality	Quality Officer	Recruiter

Sector	Job Profiles (Core function)	Job Profiles (Support function)
Industrial Manufacturing and Allied	Lead Engineer	Product Specialist
Information Technology and Knowledge Services	Software Test Specialist	Service Design and Improvement Analyst
	Technical Consultant	Process Advisor
Media and Entertainment	Digital Strategy Consultant	Broadcast Designer
	Affiliate Territory Sales In-charge	Marketing Officer
Power and Energy	Team Lead	Logistics Specialist
	Senior Manager	Network Engineer
Retail	Hygiene Specialist	Finance Officer
	Senior Fashion Assistant	
Telecommunication	Performance Management Engineer	Network Engineer
	Automation Engineer	

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.

## Job Profiles likely to witness salary stagnation [0% - 3%] in FY 2022-23

#	Sectors	Job Profiles (Core function)	Job Profiles (Support function)
1	Agriculture and Agrochemicals	Plant Operator	Junior Officer Accounts
2	Automobile and Allied Industries	Maintenance Engineer	EDP Assistant
3	Banking, Financial Services and Insurance	Credit Processing Associate	Delivery Personnel
4	BPO and IT Enabled Services	Security Officer	Design Engineer
5	Construction and Real Estate	Lane Assistant	HR Support
6	Ecommerce and Tech Start-ups	Area Sales Manager	Loader and Picker
7	Educational Services	Sales Coordinator	Sr. Graphic Designer
8	Fast Moving Consumer Durables	Store Picker	Content Developer
9	Fast Moving Consumer Goods	General Procurement Officer	Repair Technician
10	Healthcare and Allied Industries	X-Ray Technician	Forklift Operator
11	Hospitality	Tour Management Executive	Helper
12	Industrial Manufacturing and Allied	Executive - Front Office	Insurance Sales Representative
13	Information Technology and Knowledge Services	Instrumentation Engineer	Supervisor [Tech]
14	Media and Entertainment	Software Developer	HR Specialist
15	Power and Energy	Web Developer	Finance Processor
16	Retail	Technician	HR Specialist
17	Telecommunication	Site Engineer	Beauty Advisor
		Warehouse Officer	Product Survey Executive
		Sales Officer	IT Infrastructure Engineer
			Senior Operations Executive
			Account Co-ordinator
			Fashion Consultant
			Dispatcher
			HR Manager

## Job Profiles likely to witness salary de-growth [< 0%] in FY 2022-23.

#	Sectors	Job Profiles (Core function)	Job Profiles (Support function)
1	Agriculture and Agrochemicals	Driver	Sampling Assistant
2	Automobile and Allied Industries	Bending Operator	CRM Executive
3	Banking, Financial Services and Insurance	Taxation Executive	Documentation Assistant
4	BPO and IT Enabled Services	Operations Associate	Transport Coordinator
5	Construction and Real Estate	Grab Operator	Tile Fixer
6	Ecommerce and Tech Start-ups		Reconciliation Executive
7	Educational Services		Helper
8	Fast Moving Consumer Durables	Billing Executive	HR Co-ordinator
9	Fast Moving Consumer Goods		Pilot Officer
10	Healthcare and Allied Industries		Trainee Accounts
11	Hospitality		Field Monitor
12	Industrial Manufacturing and Allied		Service Co-ordinator
13	Information Technology and Knowledge Services	Housekeeping Assistant	Contract Engineer
14	Media and Entertainment		Guest Service Attendant
15	Power and Energy	Procurement Specialist	Collection Officer
16	Retail	Projectionist	Sales Campaigner
17	Telecommunication	Electrician	Executive Logistics – Temp
		Field Executive	Trainee Engineer
			Data Entry Operator
			HR-Assistant
			Contract Trainer
			Depot Assistant
			Guest Relation Officer
			Trainee Engineer
			SME Material Procurement
			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 2022-23.

#	Sectors	Job Profiles (Core function)	Job Profiles (Support function)
1	Agriculture and Agrochemicals	Crop Advisor	Finance Consultant
2	Automobile and Allied Industries	AutoCAD Engineer	Quality Resident Engineer
3	Banking, Financial Services and Insurance	Credit Financial analyst	Account Manager
4	BPO and IT Enabled Services	Operations Associate	Associate-MIS
5	Construction and Real Estate	Manager - Pre Sales	Customer Service Officer
6	Ecommerce and Tech Start-ups	Sales Consultant	Application Engineer
7	Educational Services	Senior Admission Officer	Legal Executive
8	Fast Moving Consumer Durables	Design Officer	Accounts Officer
9	Fast Moving Consumer Goods	Sales Consultant	Animator
10	Healthcare and Allied Industries	Staff Nurse	Indirect Tax Analyst
11	Hospitality	Microbiologist	Procurement Analyst
12	Industrial Manufacturing and Allied	Security Supervisor	R&D Analyst
13	Information Technology and Knowledge Services	Commercial Assistant	Finance Coordinator
14	Media and Entertainment	Production Officer	Business Analyst
15	Power and Energy	Software Test Specialist	Quality Analyst
16	Retail	Production Head	Technical Specialist
17	Telecommunication	Game Developer	IT Consultant
		Sourcing Engineer	Automation Engineer
		Regional Product Trainer	Senior Accounts Executive
		Product Advisor	Technician
		Packet Core Engineer	Finance Analyst
		Network Engineer	IT Officer
			Facilitator
			Infrastructure Operations Analyst
			Relationship Manager



# A Bird's Eye View

# Jobs and Salaries Primer: FY2021-22 versus FY2020-21

Pay action trends at the beginning of the two financial years

		FY2021-22	FY2020-21	Trends – FY2021-22	Trends – FY2020-21
1	Double Digit Salary Growth	3 out of 17 sectors	3 out of 17 sectors	<p>Salaries grew by a minimum of 4.11 % and a maximum of 10.71% across sectors</p> <p>The top 3 sectors: Ecommerce and Tech Start-ups, Healthcare and Allied Industries &amp; Information Technology and Knowledge Services</p> <p>The bottom 14: Agriculture and Agrochemicals, Automobile &amp; Allied, Banking, Financial Services and Insurance, BPO and IT Enabled Services, Construction &amp; Real Estate, Educational Services, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Hospitality, Industrial Manufacturing and Allied, Media and Entertainment, Power and Energy, Retail, Telecommunication</p> <p>Top Sector-Cities: Information Technology and Knowledge Services – Bangalore [maximum 10.47%] and Healthcare &amp; Pharmaceuticals - Delhi [maximum 10.07%]</p>	<p>Salaries grew by a minimum of 3.08% and a maximum of 10.33% across sectors</p> <p>The top 3 sectors: Banking, Financial Services and Insurance, Healthcare and Allied Industries &amp; Information Technology and Knowledge Services</p> <p>The bottom 14: Agriculture and Agrochemicals, Automobile &amp; Allied, BPO and IT Enabled Services, Construction &amp; 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</p> <p>Top Sector-Cities: Healthcare &amp; Pharmaceuticals - Delhi [maximum 10.33%] and Banking, Financial Services and Insurance – Bangalore [maximum 10.03%]</p>
2	Less than 5% variance	More than 37% of the job profiles in across all 17 sectors.	More than 30% of the job profiles in across all 17 sectors.	10 sectors: Agriculture and Agrochemicals, Automobile and Allied Industries, FMCD, FMCG, Healthcare & Pharmaceuticals, Hospitality, Industrial Manufacturing & Allied, Media & Entertainment, Power & Energy, Retail	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
3	Salary Increment	Median salary incremen: 8.13%	Median salary incremen: 7.12%	Maximum salary increment: 10.47% [Automation Engineer - Information Technology and Knowledge Services] & Consultant Content Writer: 10.11% [Ecommerce and Tech Start-ups]	Maximum salary increment: 10.89% [Network Engineer - Information Technology and Knowledge Services]
4	Top profiles from sectors			Banking, Financial Services and Insurance, Ecommerce and Tech Start-ups, FMCD, Healthcare and Allied Industries, Industrial Manufacturing & Allied, Information Technology and Knowledge Services, Media & Entertainment & Telecommunication	BPO and IT Enabled Services, Educational Services, Fast Moving Consumer Goods, Healthcare and Allied Industries, Information Technology and Knowledge Services, Power & Energy, Telecommunication

# Jobs and Salaries Primer: FY2021-22 versus FY2020-21

Pay action trends at the beginning of the two financial years

		FY2021-22	FY2020-21	Trends – FY2021-22	Trends – FY2020-21
5	Top paymasters [Greater than 10% salary growth]	3 out of 17 sectors	3 out of 17 sectors	Ecommerce and Tech Start-ups, Healthcare and Allied Industries & Information Technology and Knowledge Services	Banking, Financial Services and Insurance, Healthcare and Allied Industries & Information Technology and Knowledge Services
6	Hot and Upcoming jobs	Hot jobs get hotter in 7 out of the 17 sectors and upcoming jobs rise in 5 sectors	Hot jobs get hotter in 5 out of the 17 sectors and upcoming jobs rise in 7 sectors	Field Scientist – (Agriculture and Agrochemicals) EV Technical Expert – (Automobile & Allied Industries) KYC Analyst – (Banking, Financial Services and Insurance) Digital Marketing Manager – (Ecommerce and Tech Start-ups) Curriculum Developer – (Educational Services) Food Technologist – (Fast Moving Consumer Goods) SaaSops Engineer – (Information Technology and Knowledge Services)	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)
7	Popular Blue Collar Profiles			Logistic Executive, Sales Promoter, Rigger, Warehouse Executive, Tele Caller	Fusion Welder, Collection Executive, Temporary Messenger, Logistics Executive, Store Picker, Trainee Engineer, Document Controller
8	Top cities			Ahmedabad, Bangalore, Chennai, Delhi, Hyderabad, Mumbai and Pune	Bangalore, Chandigarh, Chennai, Delhi, Hyderabad, Mumbai and Kolkata
9	Top profiles			Finance Consultant Agriculture and Agrochemicals) Credit Financial Analyst (Banking, Financial Services and Insurance) Business Operation Analyst (E-Commerce & Tech Startups) QS and Planning Engineer (Fast Moving Consumer Durables) Automation Engineer (Information Technology and Knowledge Services)	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)

# Jobs and Salaries Primer: FY2021-22 versus FY2020-21

Top 5 Cities – by Sector

FY2021-22											FY2020-21								
	Sectors	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Ahmedabad	Bangalore	Chandigarh	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 2021-22, within each sector

# Job Market Analysis

## Definitions

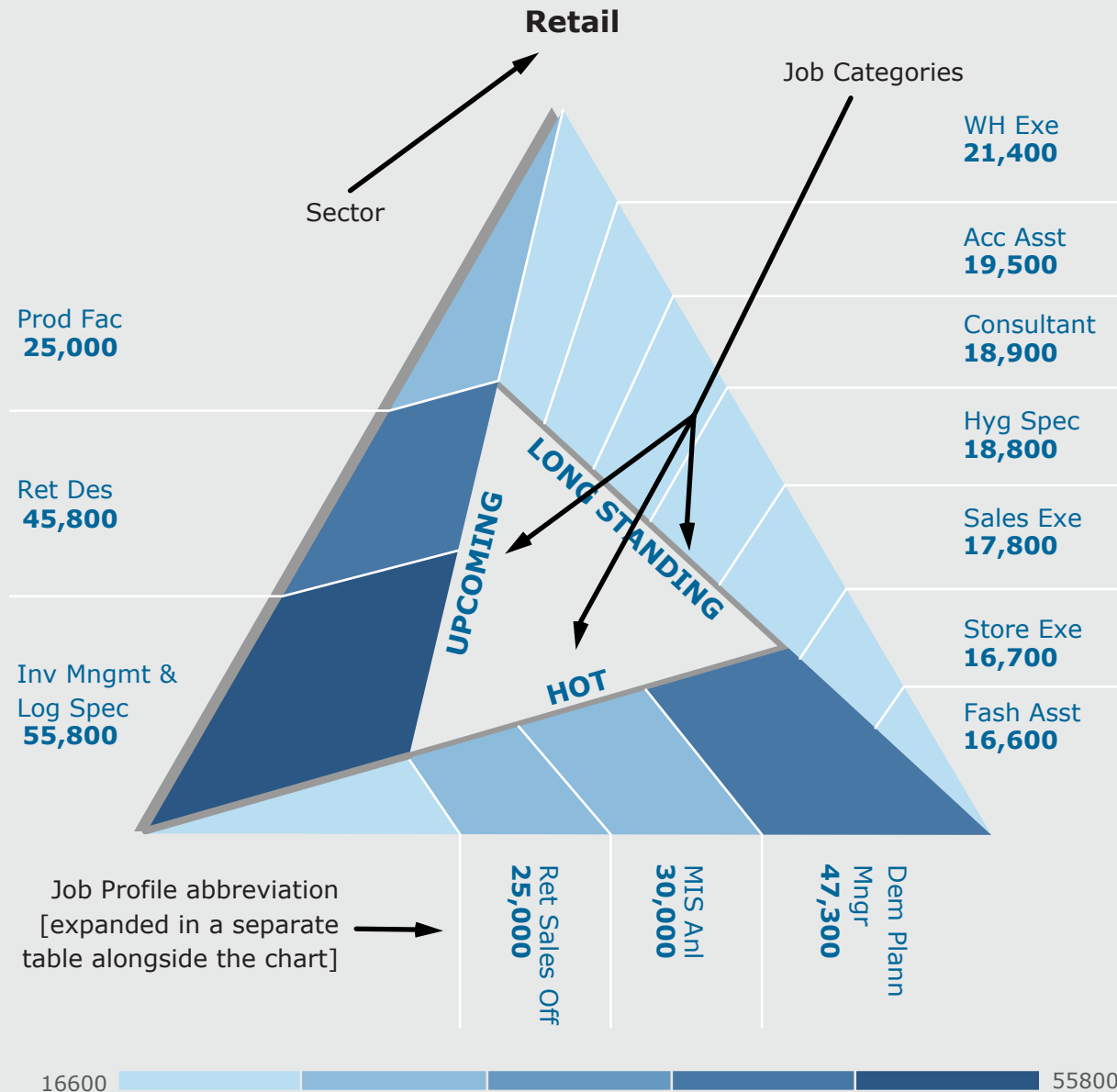
Job Categories  
5 year salary Trends

## Interpretations

Unified Industry Salaries  
Tem-Perm Salary Variance

## The Story

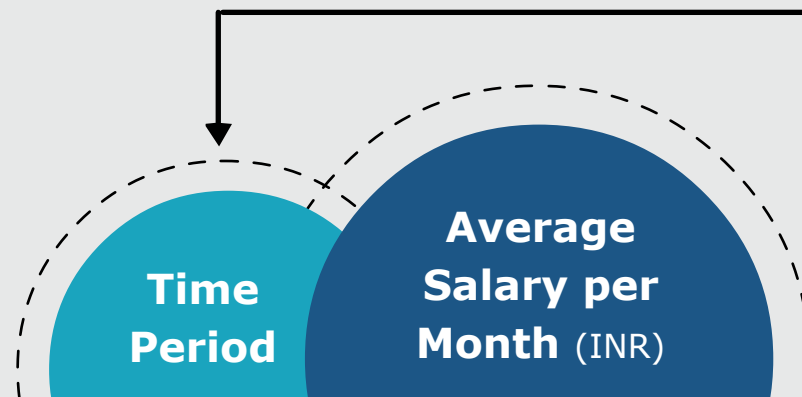
Jobs and Job Categories Analysis  
5 year salary trend Analysis



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.

The magnitude of salary is illustrated by the size of the segment along with the colour gradation



2015-2016	10,000*
2016-2017	11,000*
2017-2018	12,000*
2018-2019	13,000*
2019-2020	14,000*

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

**This section illustrates 5 years aggregate average salary trends from the period from 2016-2017 to 2020-2021 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 3.14% variance for ‘Junior Officer Accounts’ with a 2 – 5 years’ experience and a median salary of Rs.19,400 means that the salaries for this profile may vary between Rs.18,800 and Rs.20,000.

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Junior Officer Accounts</b>	14,400	19,400	28,800	18,200	24,600	38,700	15,800	25,700	37,900	16,400	26,200	34,200	19,100	26,900	39,100	16,400	24,100	36,900	15,800	23,400	34,300	21,200	31,600	42,200	16,700	20,800	36,000
	3.14%			7.02%			6.72%			6.82%			7.19%			8.11%			5.69%			8.46%			7.20%		
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

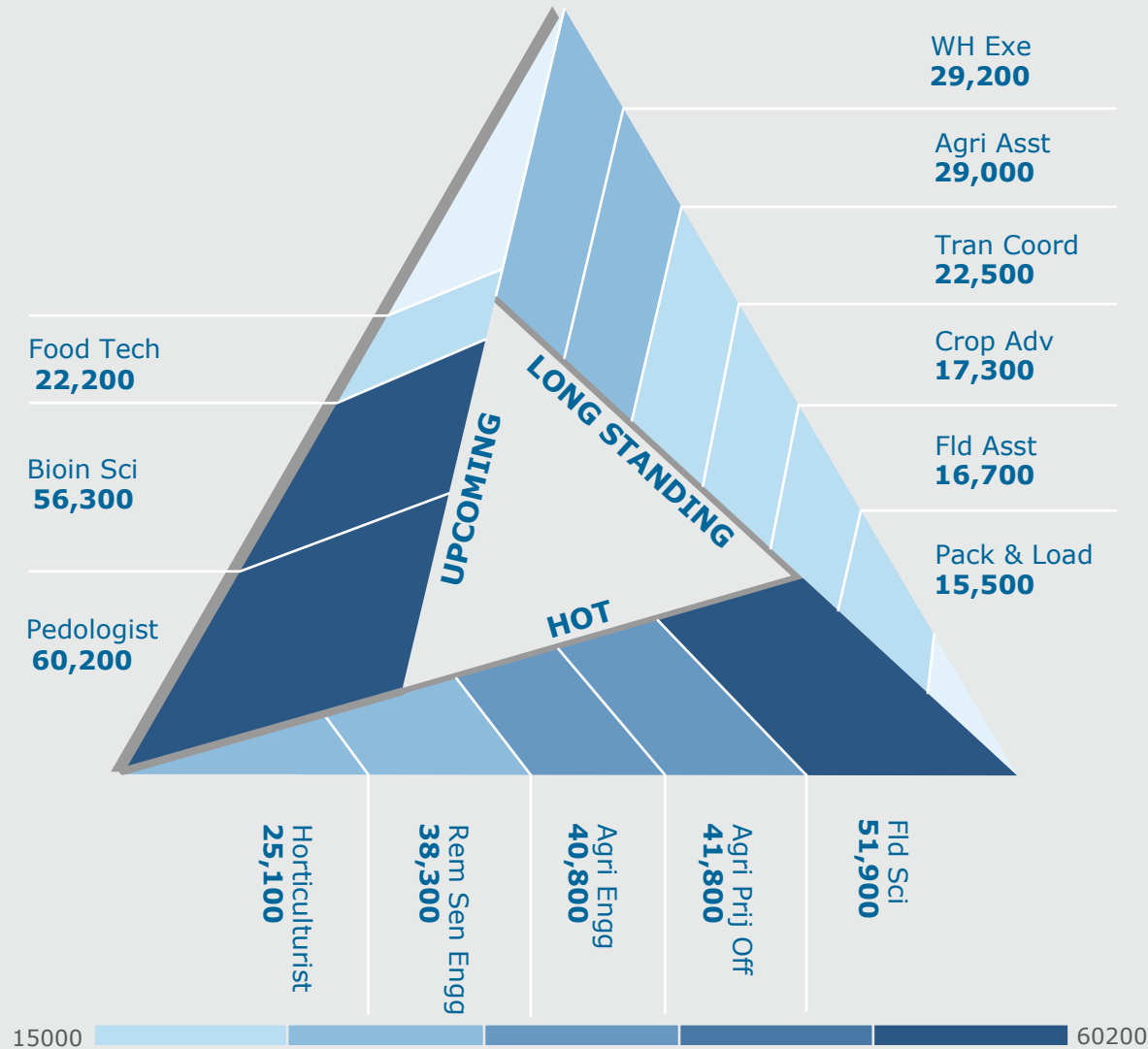


# Job Market Analysis

The story

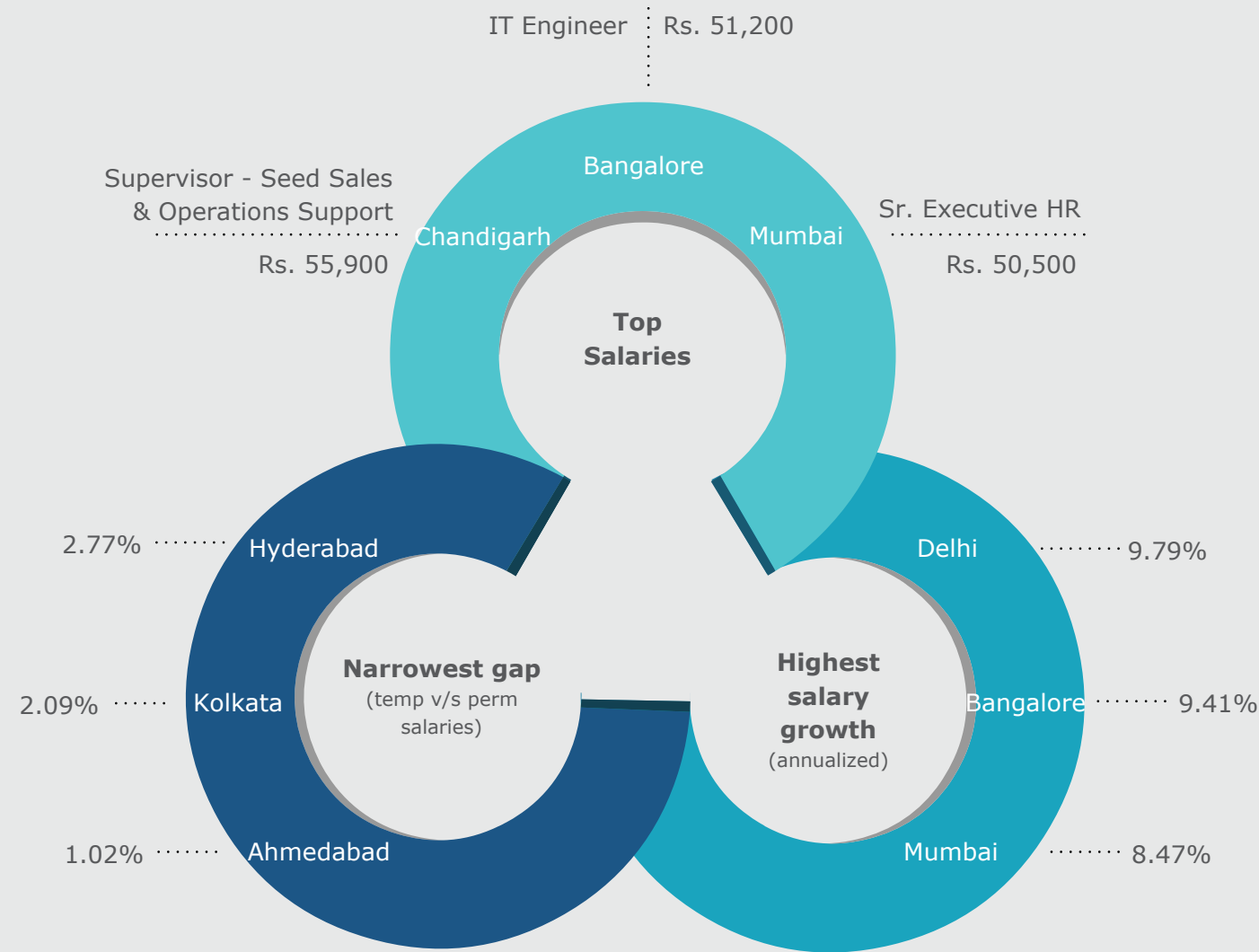
A slew of hot jobs, emerging on top of a stable range of longstanding jobs props up the sector and accelerates it towards pre-Covid normalcy. The sector is seen to be expanding the demand for diverse job roles in its growth trajectory.

Quick Progression ■  
Steady growth ■



Short Form	Profile Name
Agri Engg	Agricultural Engineer
Fld Sci	Field Scientist
Rem Sen Engg	Remote Sensing Engineer
Agri Proj Off	Agriculture Project Officer
Horticulturist	Horticulturist
Food Tech	Food Technologist
Bioin Sci	Bioinformatics Scientist
Pedologist	Pedologist
Crop Adv	Crop Advisor
Pack & Load	Packer and Loader
Fld Asst	Field Assistant
Agri Asst	Agricultural Associate
WH Exe	Warehouse Executive
Tran Coord	Transport Coordinator

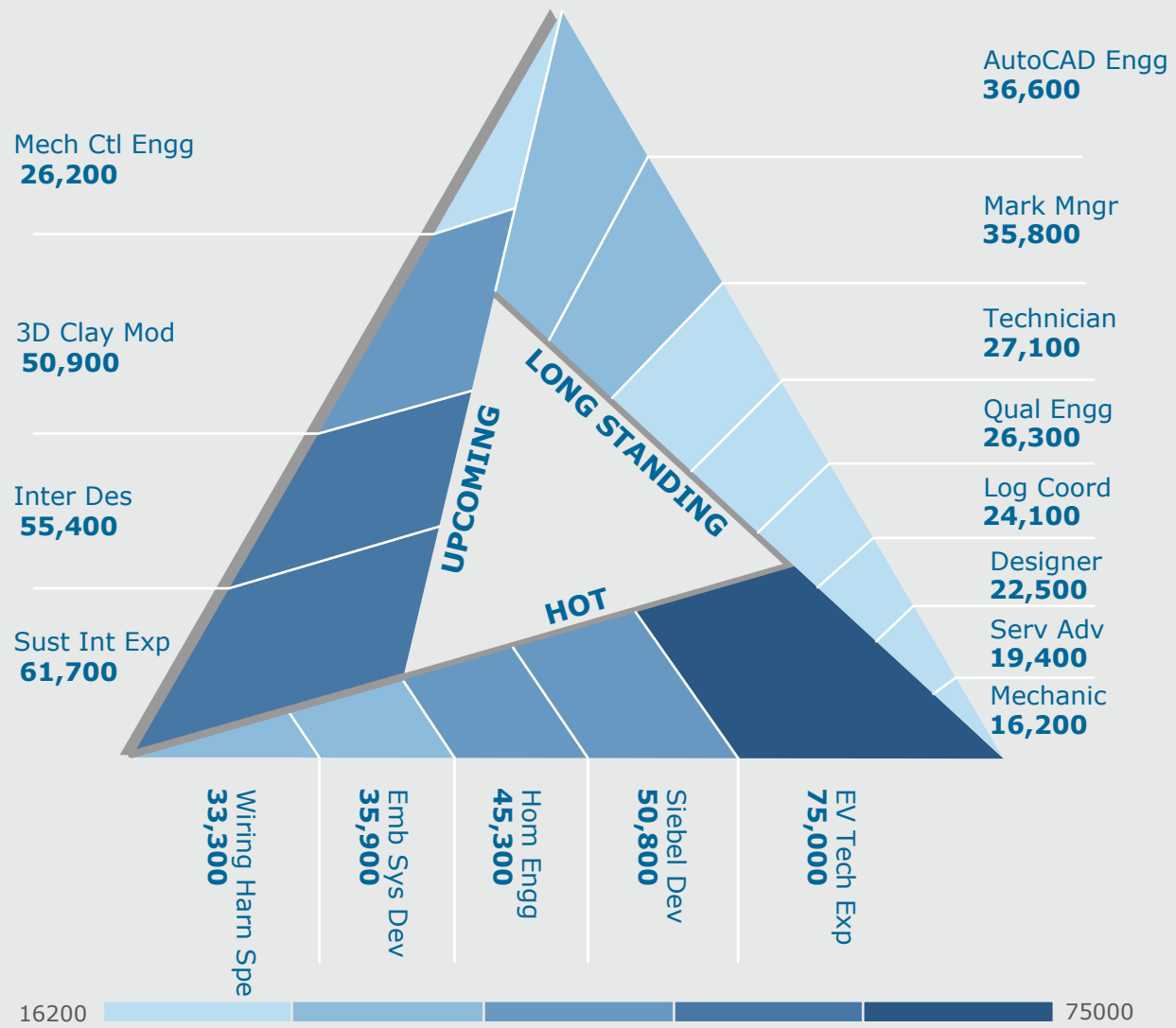
Payouts remain relatively subdued in the sector, however, albeit a handful of cities notching up decent growth rates.



Time Period	Average Salary per Month (INR)
2016-2017	10,600
2017-2018	17,700
2018-2019	16,000
2019-2020	18,700
2020-2021	18,200

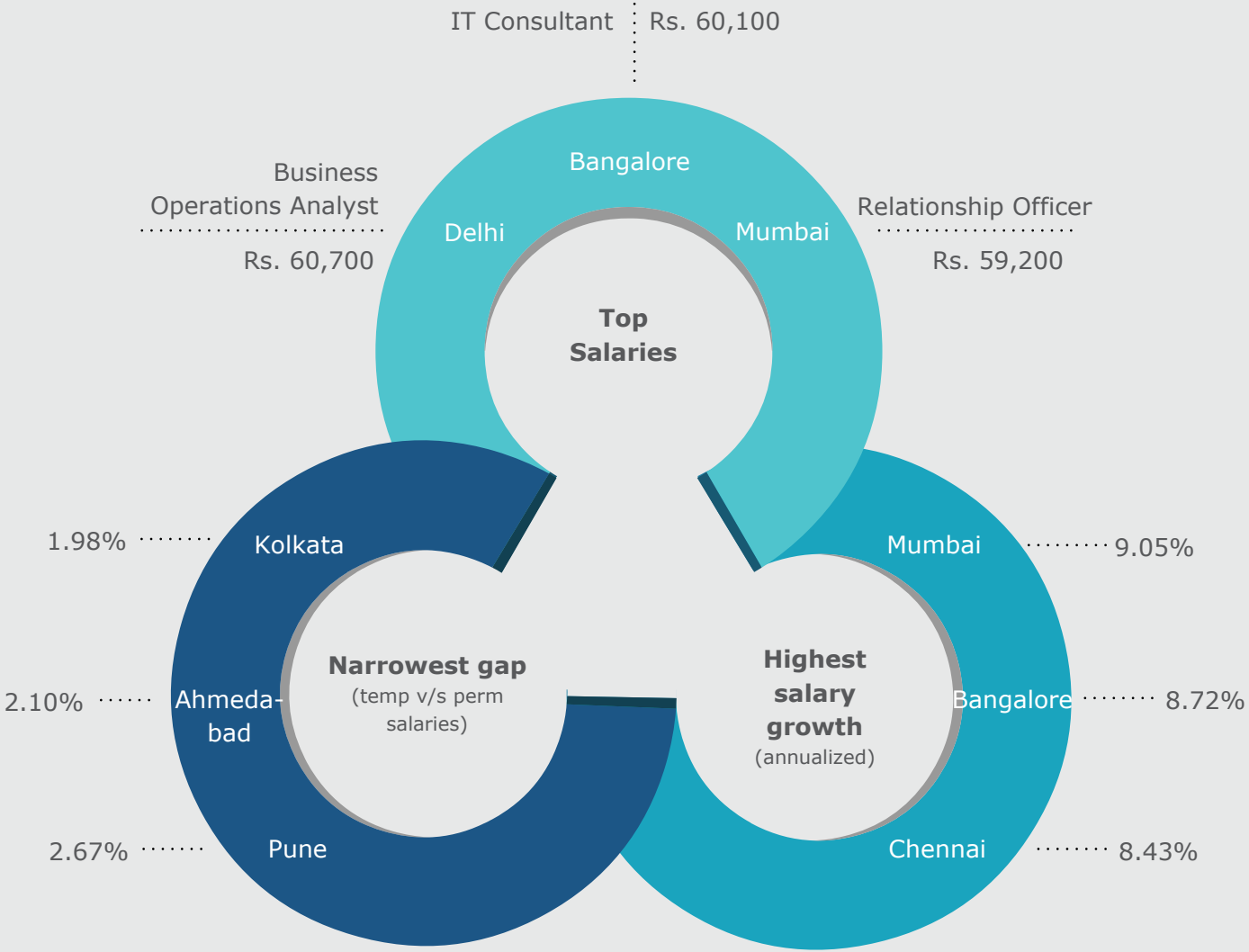
The Auto-sector witnesses a spurt in hot and upcoming jobs as well and, like in case of the Agri-sector, has a healthy range of longstanding jobs that stand it in good stead on its quick transition to recovery.

Quick Progression  
Steady growth



Short Form	Profile Name
Siebel Dev	Siebel Developer
Emb Sys Dev	Embedded System Developer
Hom Engg	Homologation Engineer
Wiring Harn Spe	Wiring Harness Specialist
EV Tech Exp	EV Technical Expert
3D Clay Mod	3D Clay Modeler
Mech Ctl Engg	Mechatronics Control Engineer
Inter Des	Interaction Designer
Sust Int Exp	Sustainability Integration Expert
AutoCAD Engg	AutoCAD Engineer
Designer	Designer
Qual Engg	Quality Engineer
Log Coord	Logistics Coordinator
Mechanic	Mechanic
Serv Adv	Service Advisor
Technician	Technician
Mark Mngr	Marketing Manager

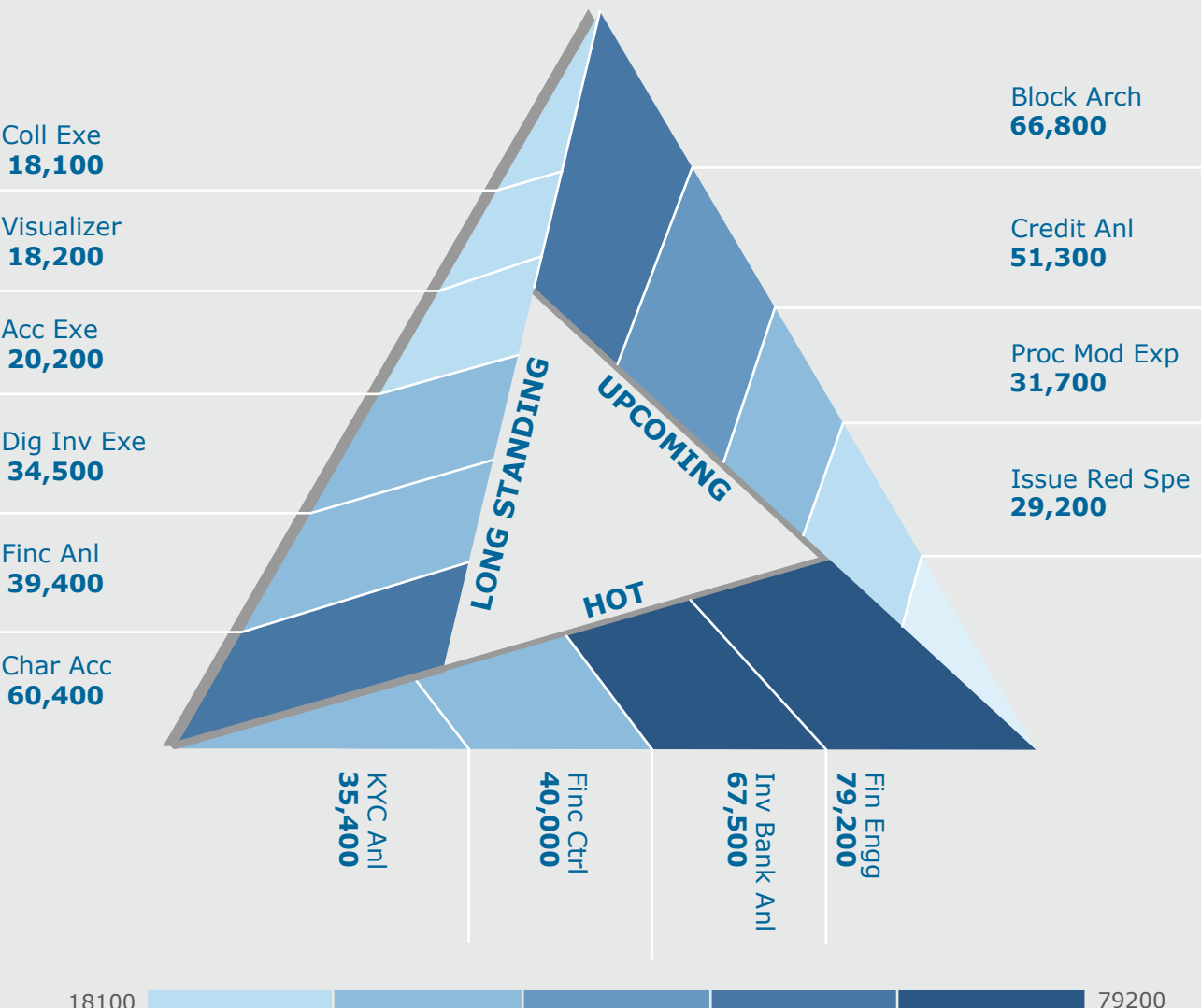
Salary levels are inching up towards pre-Covid levels, although the pace is slack. The sector has achieved a fair degree of pay parity over the year.



Time Period	Average Salary per Month (INR)
2016-2017	13,200
2017-2018	25,100
2018-2019	34,600
2019-2020	22,300
2020-2021	23,200

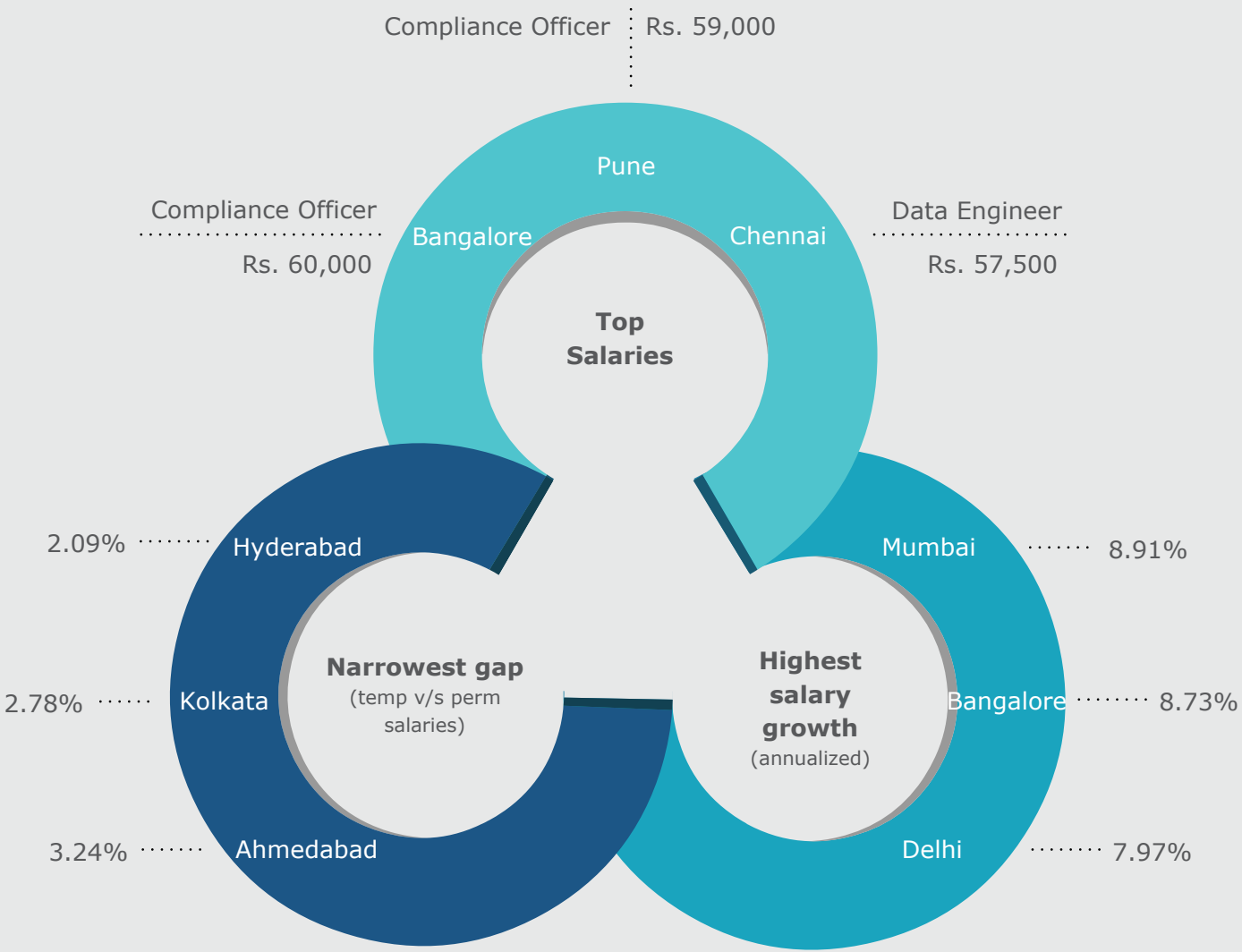
The sector is driven by innovation in its rapid movement towards normalcy. Longstanding jobs, however, are in high demand as consumer demand surges and day-to-day operations become crucial.

Quick Progression  
Steady growth





Short Form	Profile Name
KYC Anl	KYC Analyst
Inv Bank Anl	Investment Banking Analyst
Finc Ctrl	Financial Controller
Fin Engg	Fintech Engineer
Credit Anl	Credit Analyst
Issue Red Spe	Issue Redressal Specialist
Block Arch	Blockchain Architect
Proc Mod Exp	Process Modeler Expert
Dig Inv Exe	Digital Investment Executive
Char Acc	Chartered Accountant
Visualizer	Visualizer
Finc Anl	Finance Analyst
Coll Exe	Collection Executive
Acc Exe	Accounts Executive

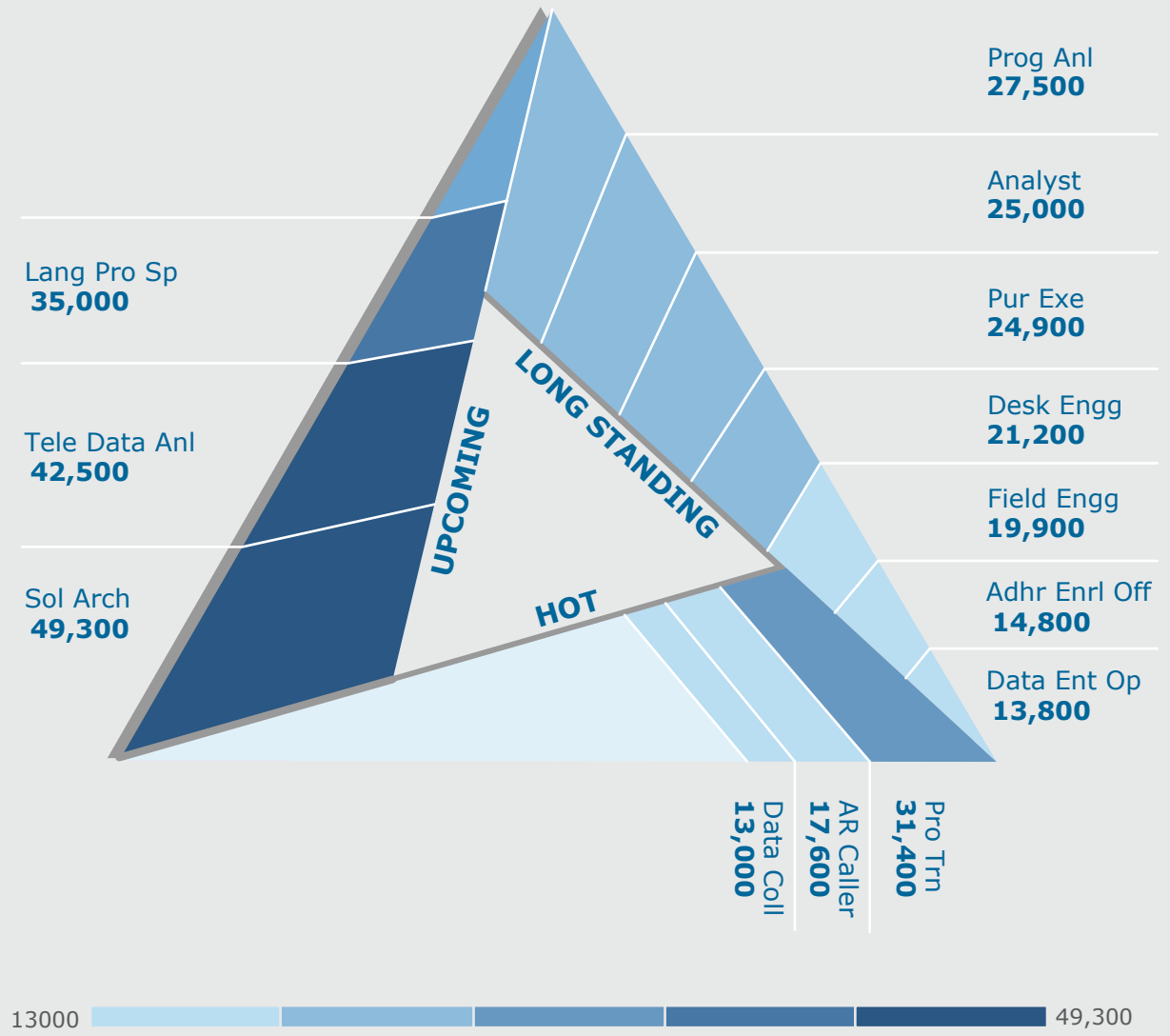
Modest salaries and salary growth characterize the sector. Salary levels have grown, however marginally, through the pandemic and continue to grow.



Time Period	Average Salary per Month (INR)
2016-2017	11,900
2017-2018	15,400
2018-2019	14,700
2019-2020	17,100
2020-2021	18,500

With the outsourcing activity slowly getting back on its feet, the sector has begun creating jobs in the longstanding category and is on a path of gradual recovery.

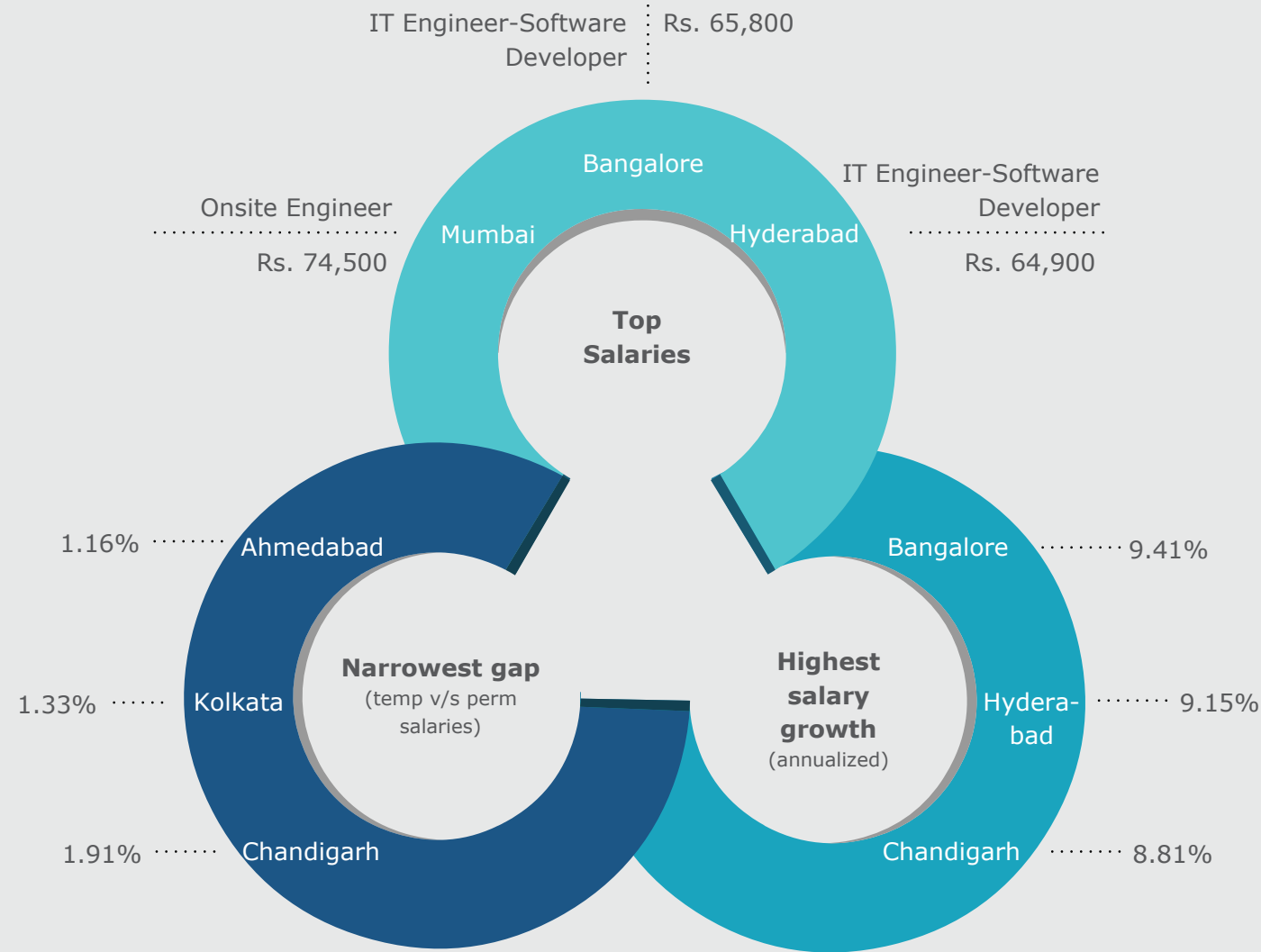
Quick Progression   
Steady growth 



Short Form	Profile Name
AR Caller	Accounts Receivable (AR) Caller
Pro Trn	Process Trainer
Data Coll	Data collector
Lang Pro Sp	Language Processing Specialist
Tele Data Anl	Teleperformance Database Analyst
Sol Arch	Solution Architect
Prog Anl	Program Analyst
Desk Engg	Desktop Engineer
Adhr Enrl Off	Aadhaar Enrolment Officer
Pur Exe	Purchase Executive
Field Engg	Field Engineer
Data Ent Op	Data Entry Operator
Analyst	Analyst





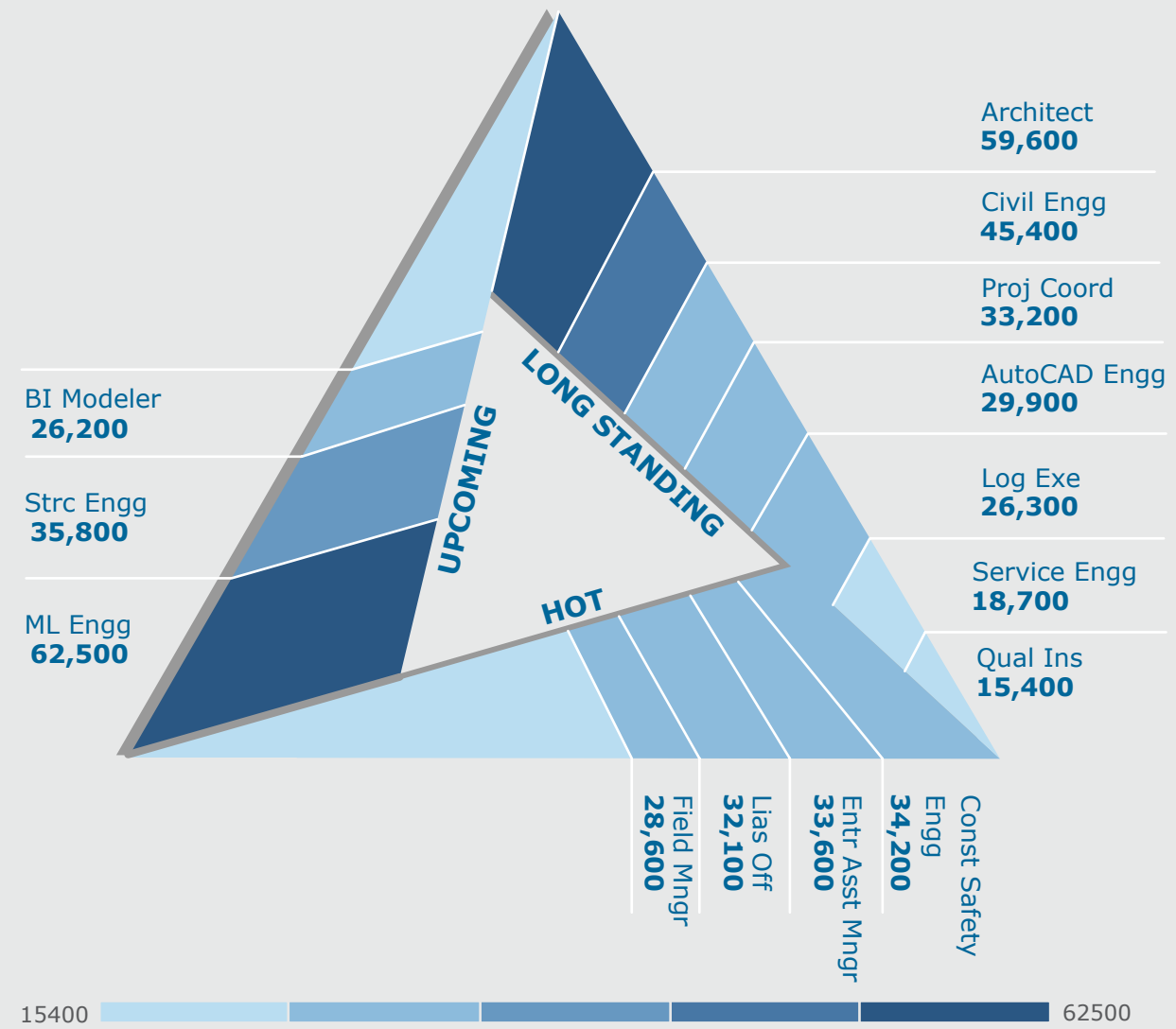
Salaries have slumped right after a pre-Covid spurt, and growth rates continue to remain low in the sector.



Time Period	Average Salary per Month (INR)
2016-2017	12,100
2017-2018	16,000
2018-2019	14,400
2019-2020	20,500
2020-2021	14,700

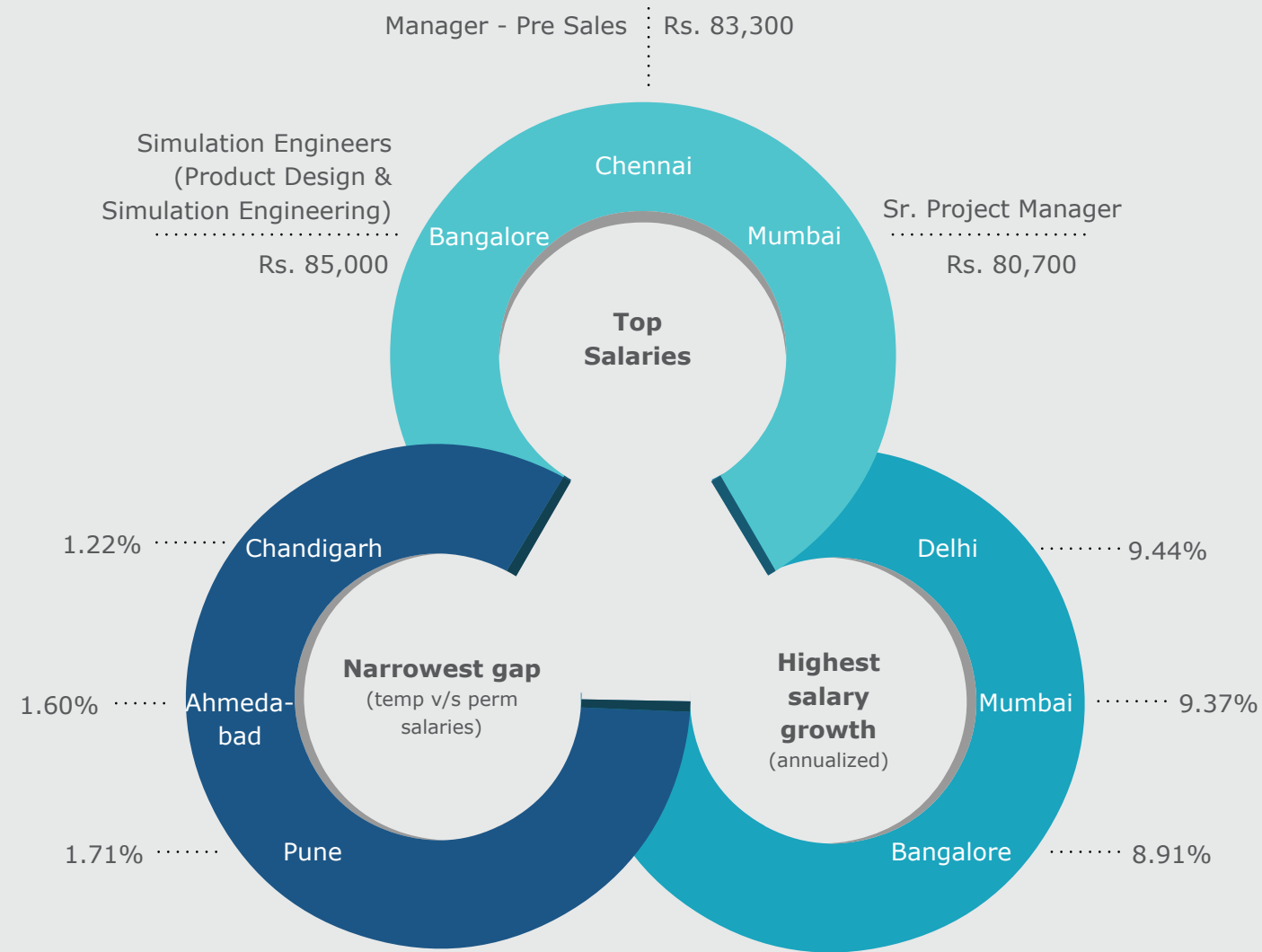
The sector is in growth mode finally, following a deep slump, and is actively acquiring talent on its way to steady recovery. Market innovations also mean the creation of a modest range of hot jobs.

Quick Progression   
Steady growth 



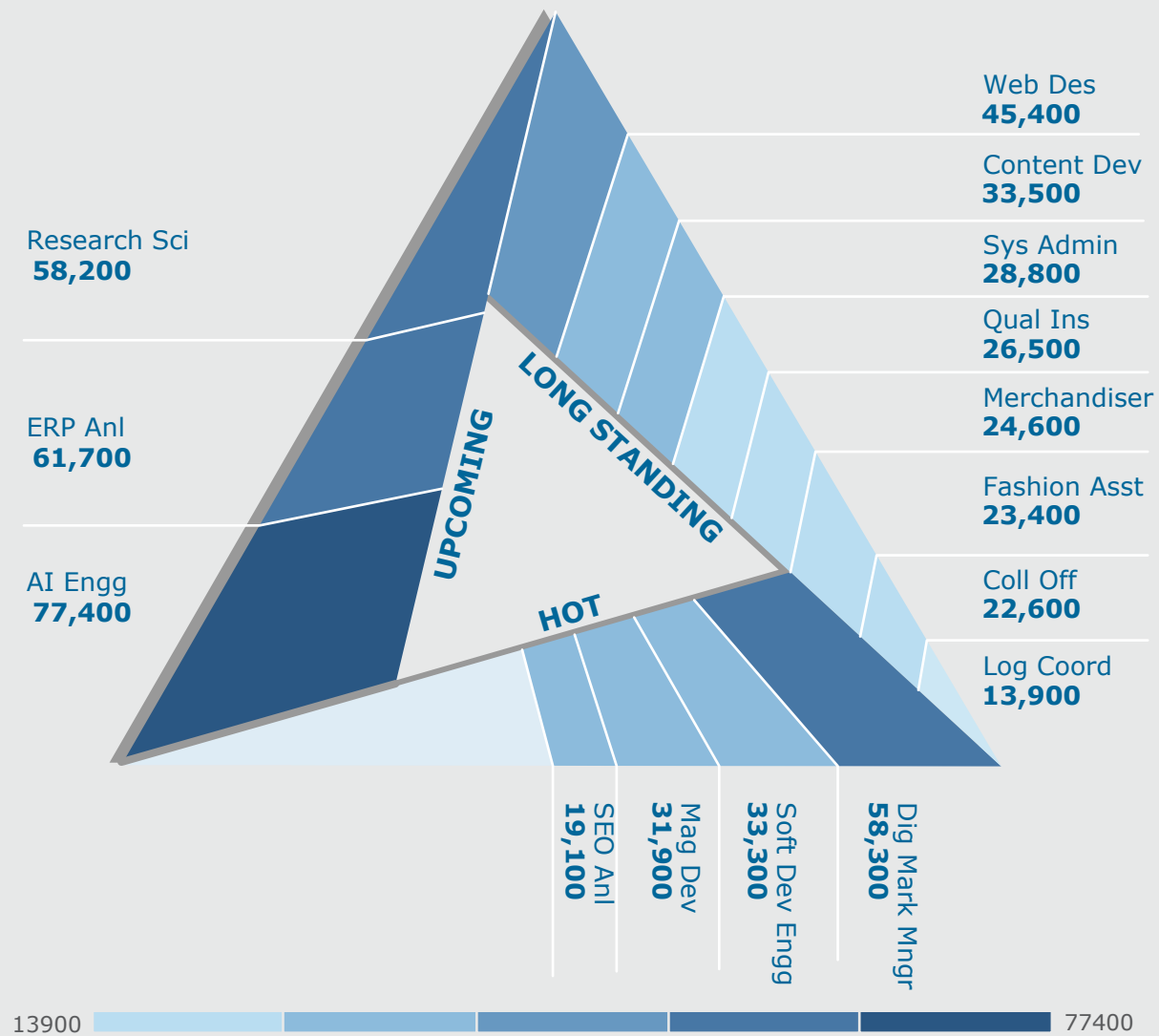
Short Form	Profile Name
Lias Off	Liaison Officer
Entr Asst Mngr	Enterprise Asset Manager
Const Safety Engg	Construction Safety
Field Mngr	Field Manager
BI Modeler	Building Information Modeler (BIM)
Strc Engg	Structural Engineer
ML Engg	Machine Learning Engineer
Civil Engg	Civil Engineer
Log Exe	Logistic Executive
AutoCAD Engg	AutoCAD Engineer
Proj Coord	Project Coordinator
Service Engg	Service Engineer
Qual Ins	Quality Inspector
Architect	Architect

An across-the-board salary degrowth during Covid is yet to be resuscitated and decent growth rates are likely to push up payout levels over the coming year.



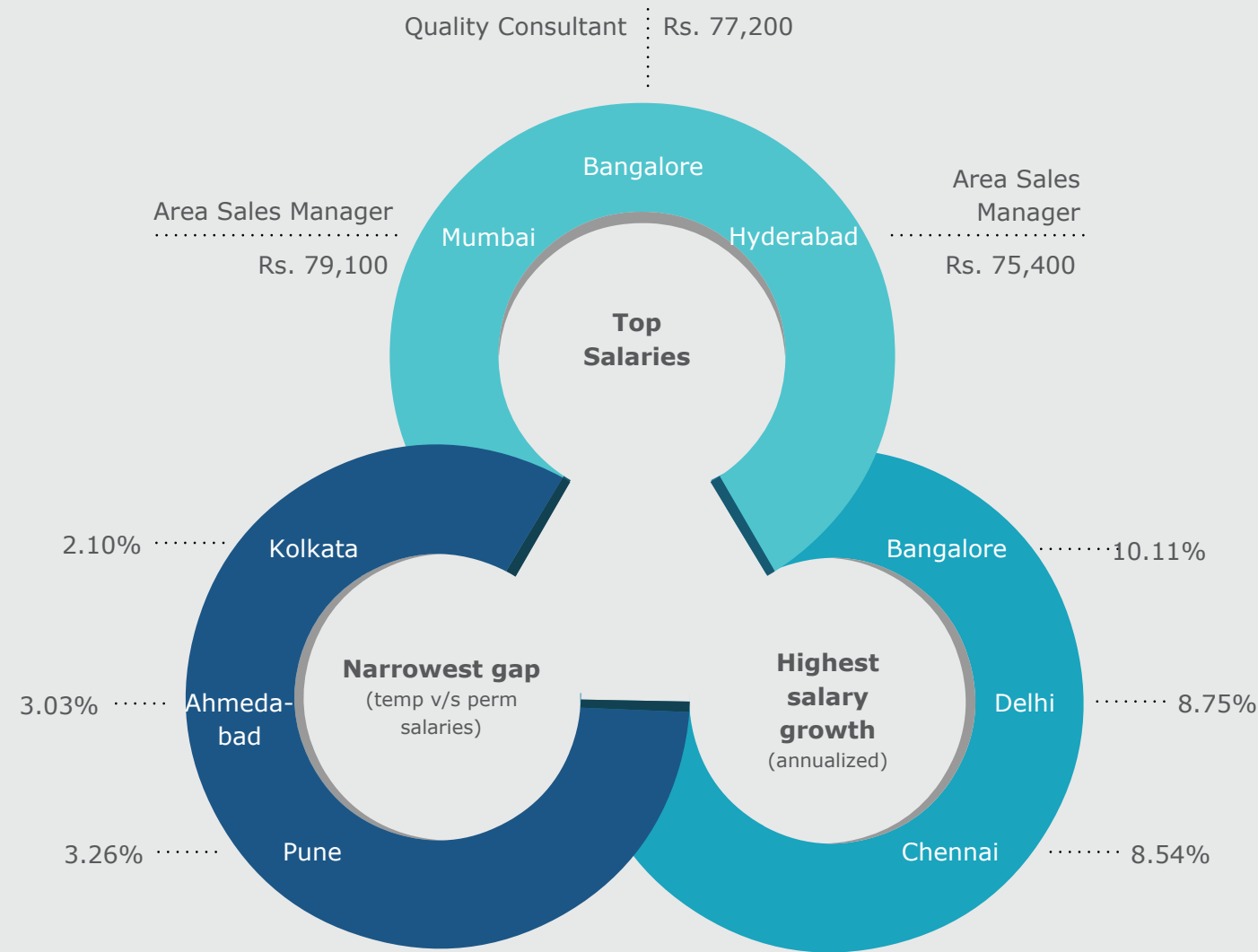
Time Period	Average Salary per Month (INR)
2016-2017	12,500
2017-2018	20,500
2018-2019	19,100
2019-2020	23,000
2020-2021	19,800

Despite distancing norms easing and retail sales picking up, the sector has leveraged well on the unprecedented adoption during the pandemic and continues to be on the fast-track.



Short Form	Profile Name
SEO Anl	SEO Analyst
Mag Dev	Magento Developer
Soft Dev Engg	Software Development Engineer
Dig Mark Mngr	Digital Marketing Manager
AI Engg	AI Engineer
ERP Anl	Enterprise Resource Planning(ERP) Analyst
Research Sci	Research Scientist
Content Dev	Content Developer
Merchandiser	Merchandiser
Qual Ins	Quality Inspector
Log Coord	Logistics Coordinatr
Coll Off	Collection Officer
Sys Admin	System Administrator
Fashion Asst	Fashion Assistant
Web Des	Web Designer

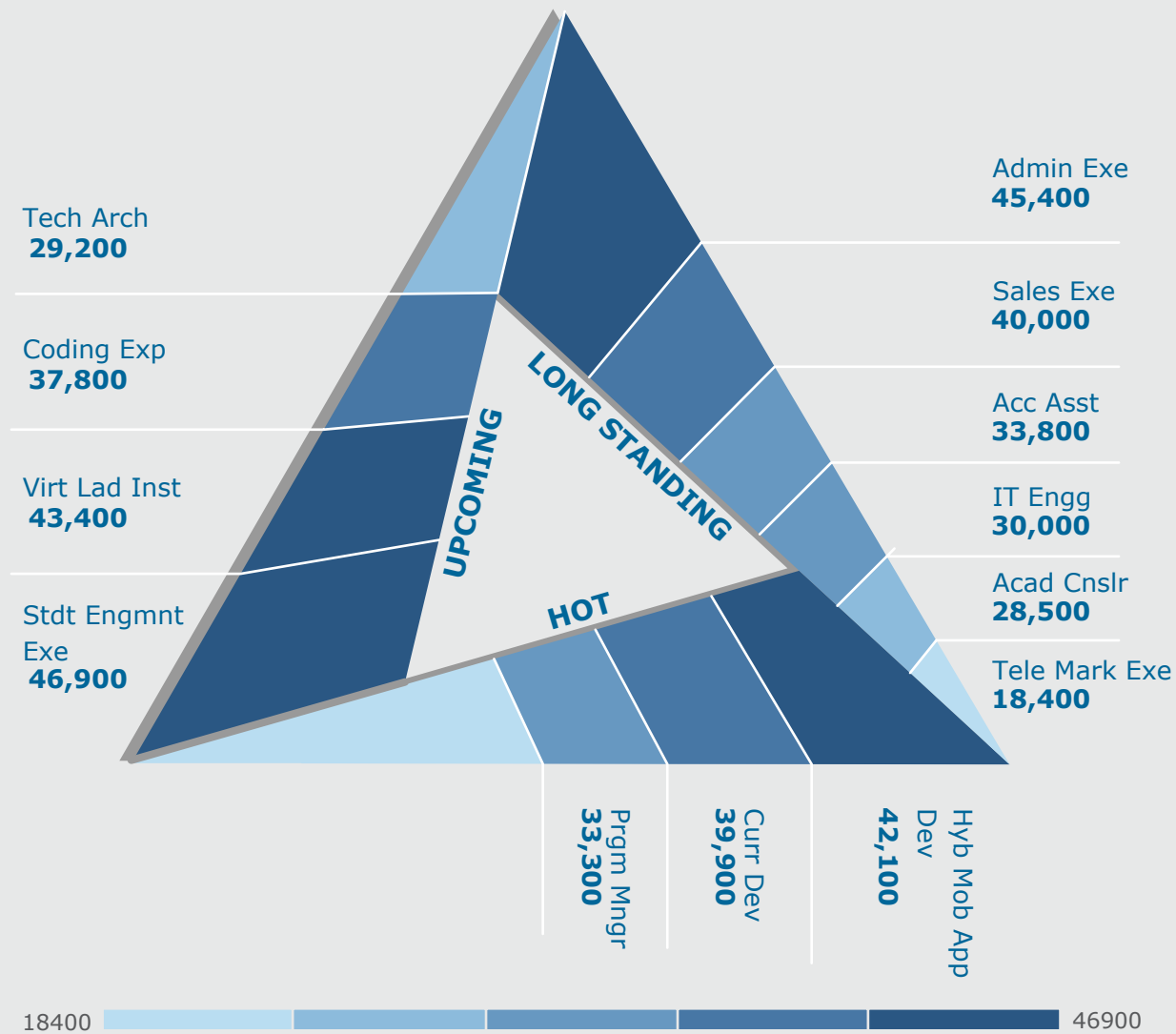
Healthy salary growth rates, through the pandemic and beyond, have propped payouts in the sector to nearly double the levels five years back.



Time Period	Average Salary per Month (INR)
2016-2017	18,600
2017-2018	28,200
2018-2019	28,000
2019-2020	30,200
2020-2021	31,700

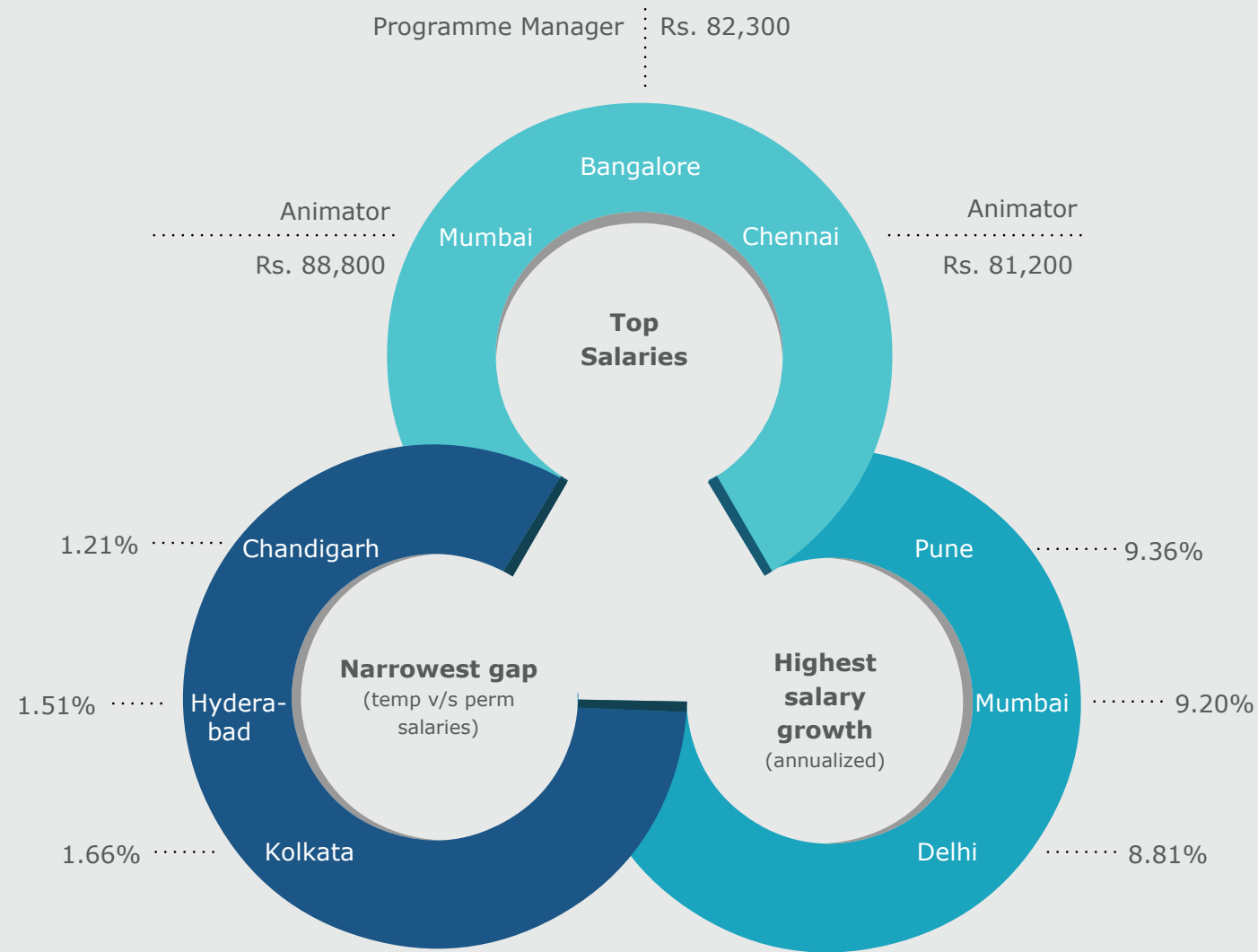
With technology fuelling its transformation, and classrooms opening up, the sector is creating jobs across all the three categories, and is quickly moving towards pre-Covid normalcy.

Quick Progression  
Steady growth



Short Form	Profile Name
Curr Dev	Curriculum Developer
Hyb Mob App Dev	Hybrid Mobile Application Developer
Prgm Mngr	Program Manager
Tech Arch	Technical Architect
Coding Exp	Coding Expert
Virt Lad Inst	Virtual Lab Instructor
Stdnt Engmnt Exe	Student Engagement Executive
Acad Cnslr	Academic Counsellor
IT Engg	IT Engineer
Admin Exe	Administration Executive
Tele Mark Exe	Tele Marketing Executive
Acc Asst	Accounts Assistant
Sales Exe	Sales Executive

Payouts have more than doubled in the sector in the last 5 years – mainly driven by EdTech – and growth rates remain steady.



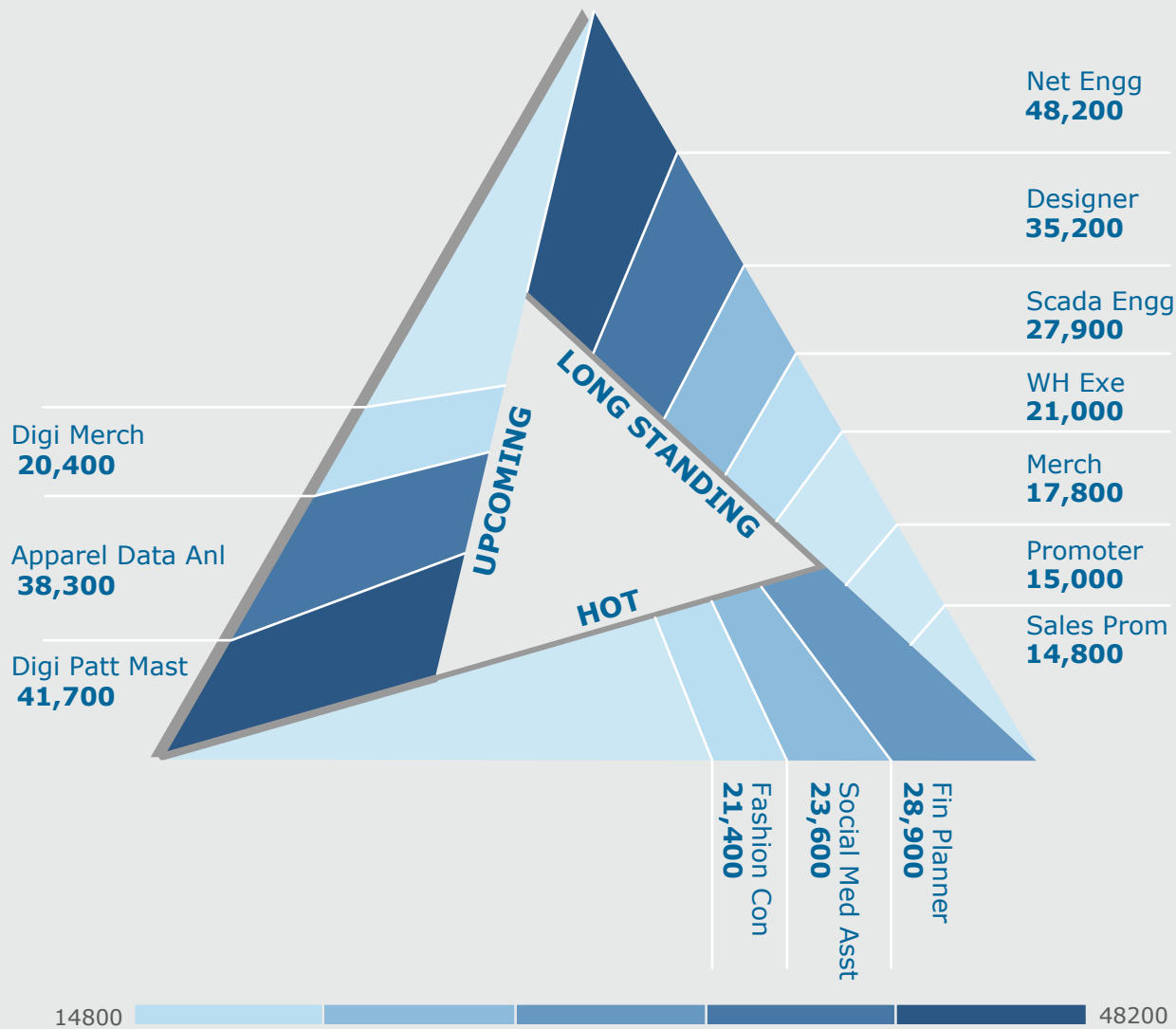
Time Period	Average Salary per Month (INR)
2016-2017	13,000
2017-2018	21,800
2018-2019	17,800
2019-2020	33,300
2020-2021	35,200

# Fast Moving Consumer Durables

With high value consumer purchases steadily climbing, the sector is gradually growing to hire for a range of longstanding job roles and a small set of hot and upcoming jobs.

Quick Progression

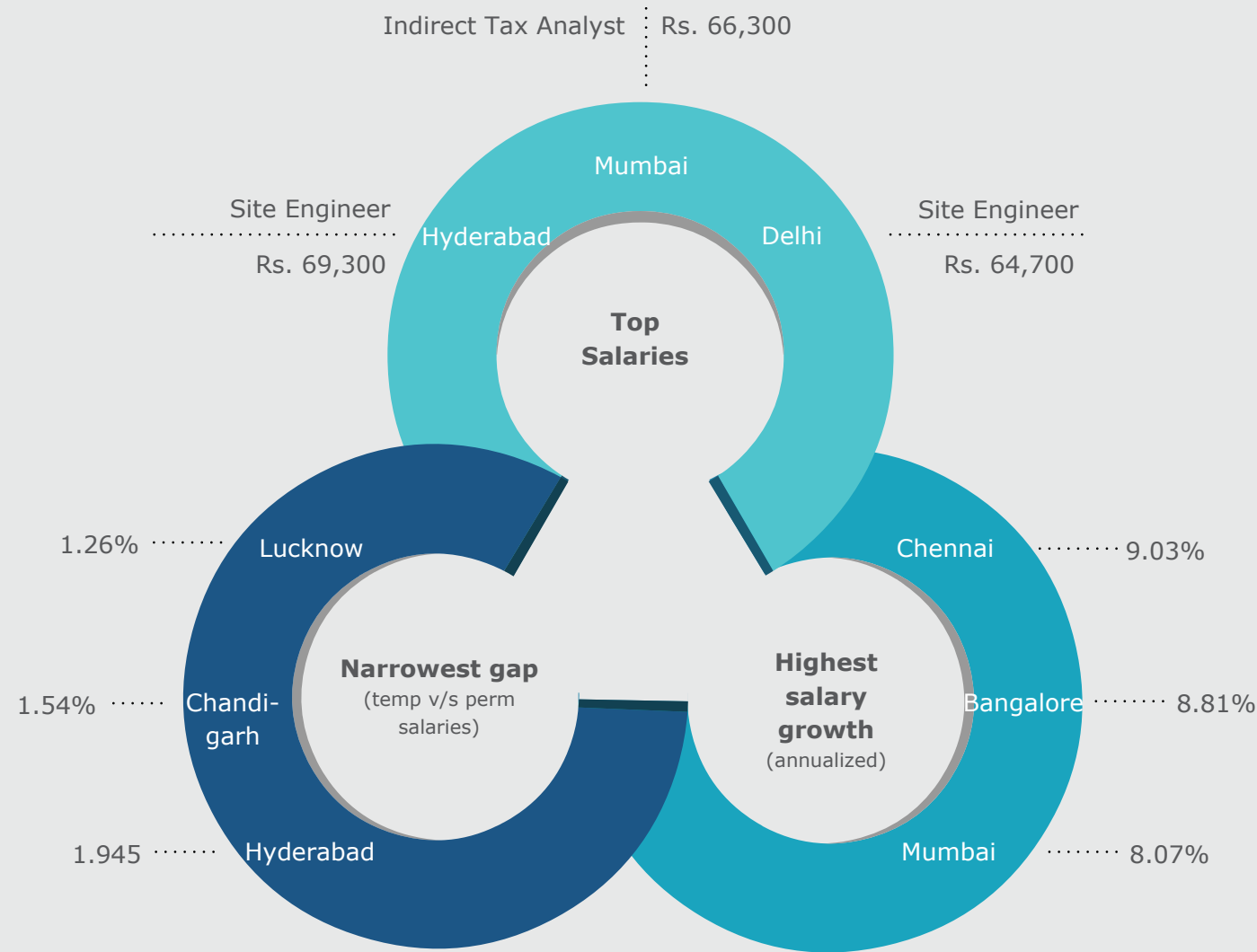
Steady growth



Short Form	Profile Name
Fin Planner	Financial Planner
Fashion Con	Fashion Consultant
Social Med Asst	Social Media Associate
Digi Merch	Digital Merchandizer
Apparel Data Anl	Apparel Data Analyst
Digi Patt Mast	Digital Pattern Master
Net Engg	Network Engineer
WH Exe	Warehouse Executive
Merch	Merchandiser
Designer	Designer
Sales Prom	Sales Promoter
Promoter	Promoter
Scada Engg	Scada Engineer





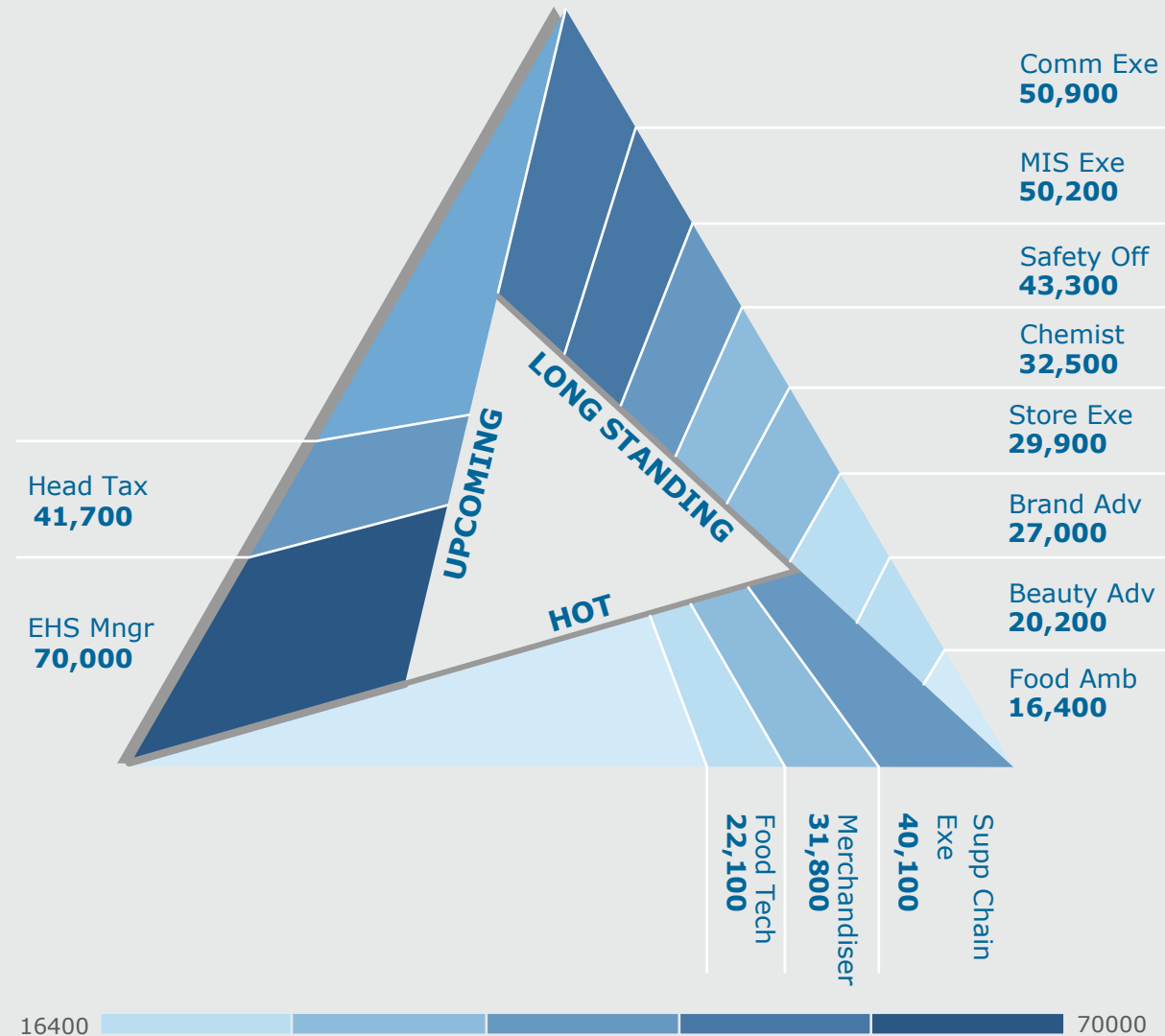
Payouts and salary growth have remained steady for the sector despite the pandemic. The current growth in payouts is marginal though.



Time Period	Average Salary per Month (INR)
2016-2017	12,500
2017-2018	18,200
2018-2019	15,600
2019-2020	20,300
2020-2021	20,900

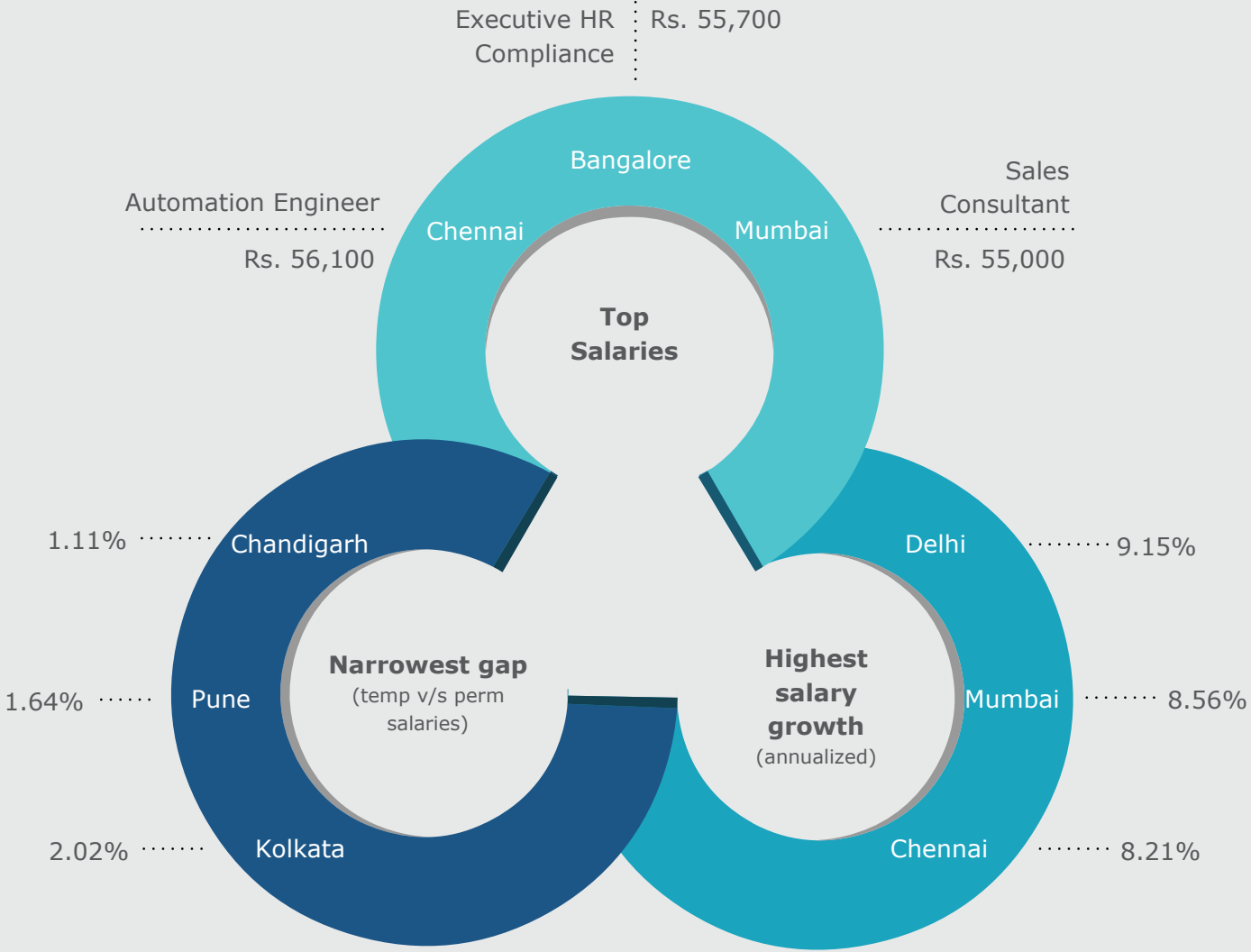
With sales picking up and reaching pre-pandemic levels, the sector is acquiring talent across many longstanding roles, while the creation of hot and upcoming jobs has slowed.

Quick Progression   
Steady growth 





Short Form	Profile Name
Food Tech	Food Technologist
Merchandiser	Merchandiser
Supp Chain Exe	Supply Chain Executive
Head Tax	Head Taxation
EHS Mngr	Environmental Health & Safety (EHS) Manager
Food Amb	Food Ambassador
MIS Exe	MIS Executive
Beauty Adv	Beauty Advisor
Brand Adv	Brand Advisor
Chemist	Chemist
Comm Exe	Commercial Executive
Store Exe	Store Executive
Safety Off	Safety Officer

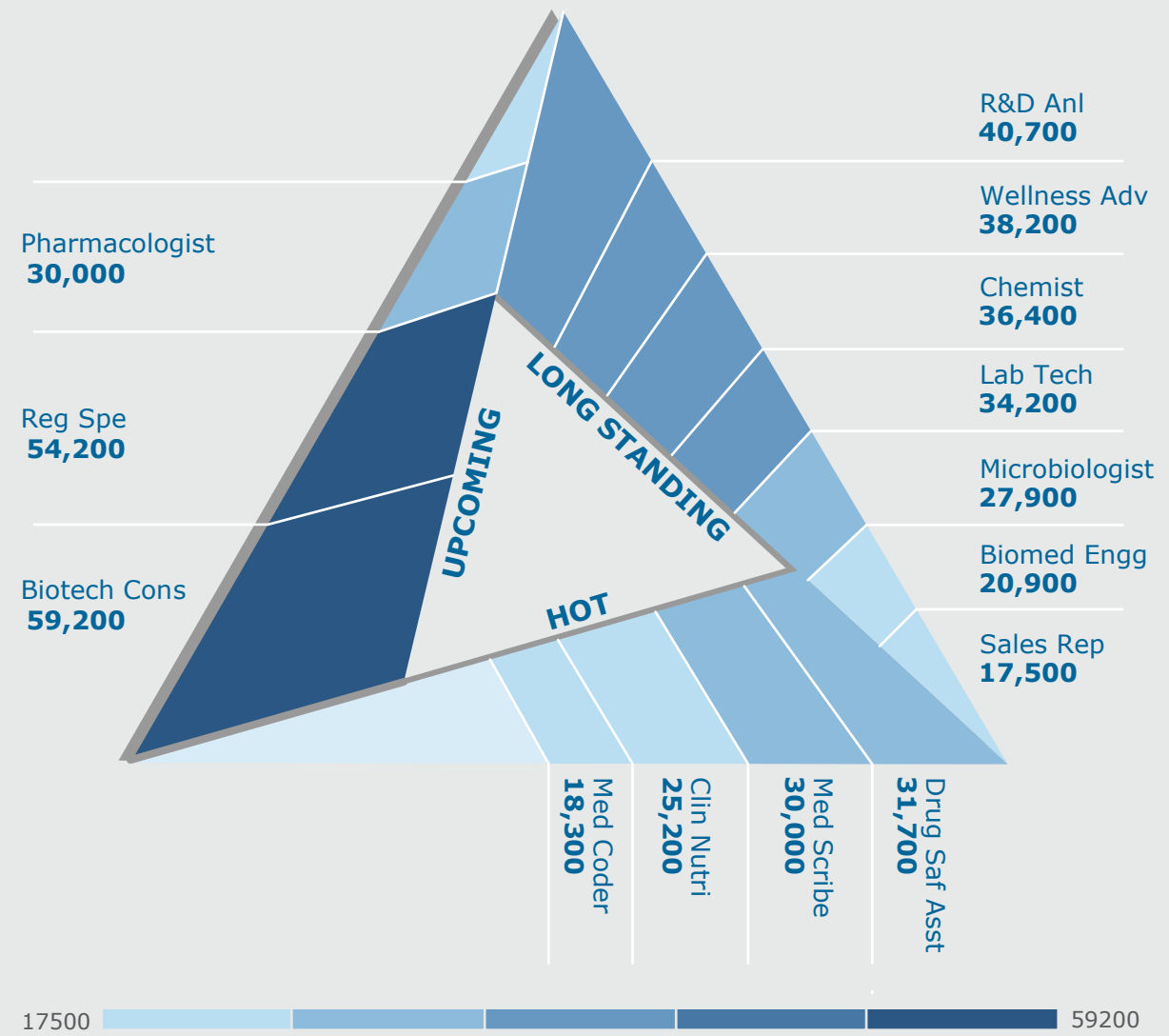
A 5% drop in payouts and modest salary growth levels characterize the sector.



Time Period	Average Salary per Month (INR)
2016-2017	14,700
2017-2018	16,500
2018-2019	18,600
2019-2020	20,900
2020-2021	19,500

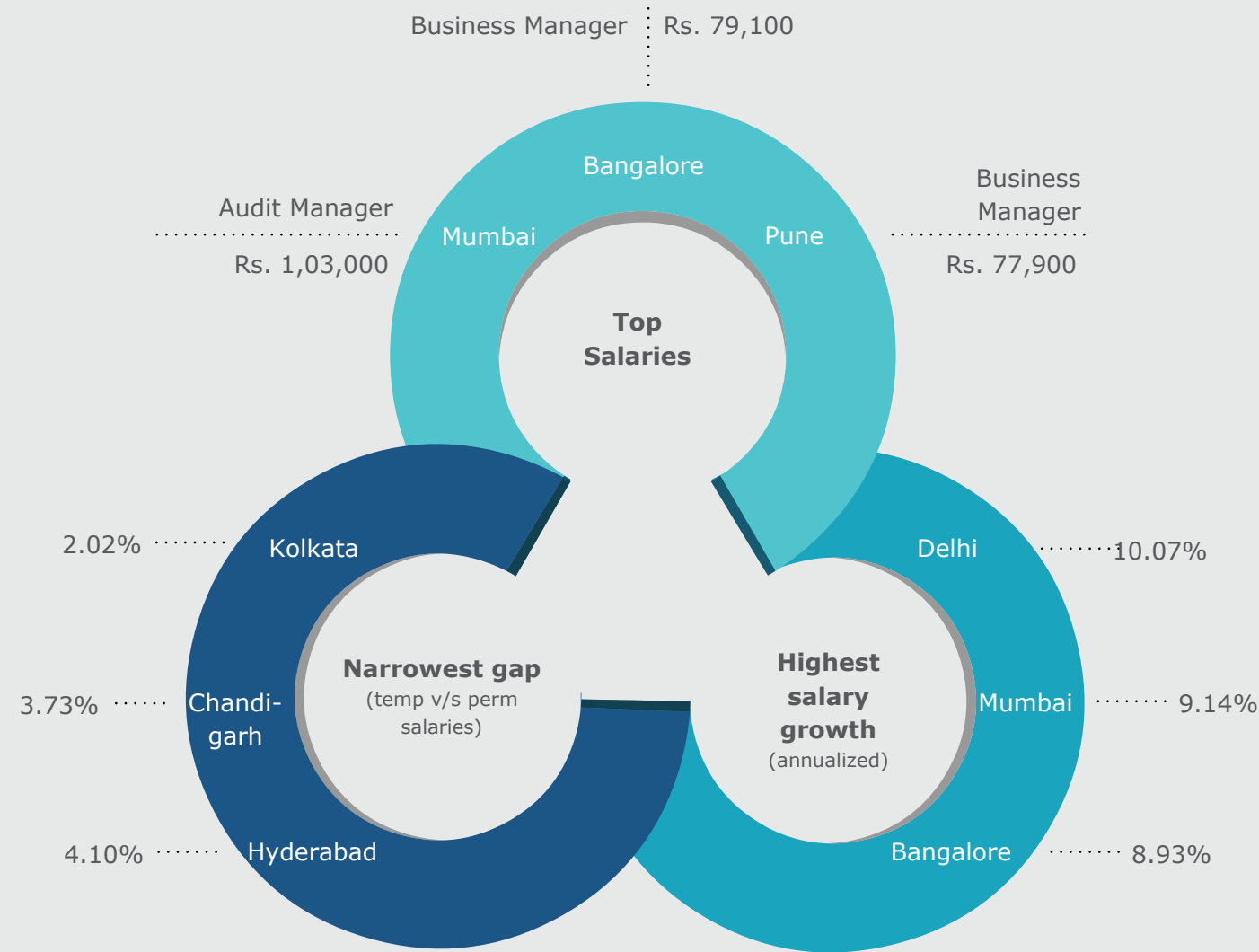
Following a phase of rapid, chaotic growth, the sector continues to make swift strides and is hiring for an expansive range of longstanding roles.

Quick Progression   
Steady growth 





Short Form	Profile Name
Med Scribe	Medical Scribe
Drug Saf Asst	Drug Safety Associate
Med Coder	Medical Coder
Clin Nutri	Clinical Nutritionist
Pharmacologist	Pharmacologist
Reg Spe	Regulatory Specialist
Biotech Cons	Biotechnology Consultant
Wellness Adv	Wellness Advisor
R&D Anl	Research & Development Analyst
Chemist	Chemist
Lab Tech	Lab Technician
Biomed Engg	Biomedical Engineer
Microbiologist	Microbiologist
Sales Rep	Sales Representative

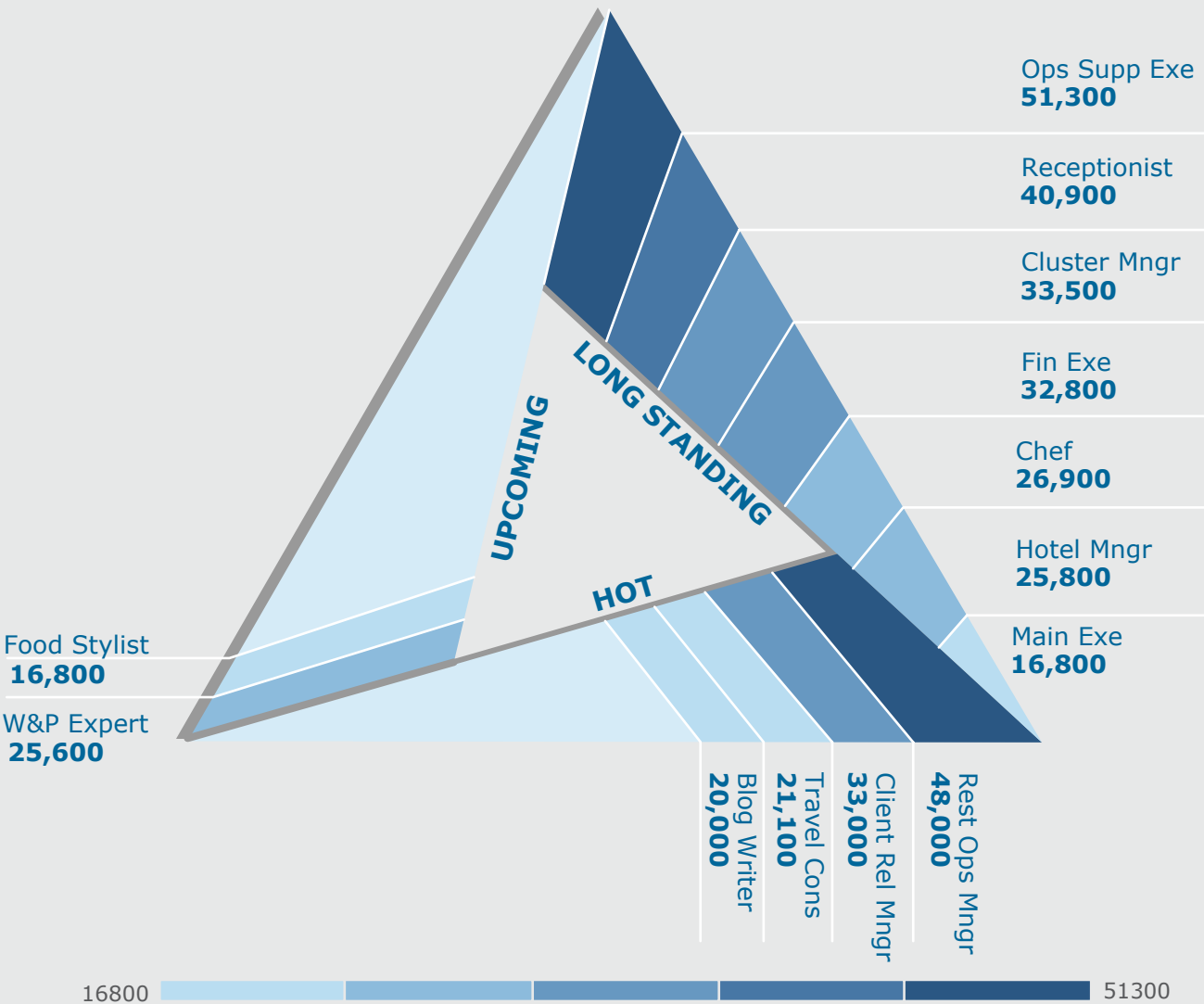
Salary levels have doubled over the past five years in the sector and there is no let up on the better-than-average growth rates.



Time Period	Average Salary per Month (INR)
2016-2017	14,900
2017-2018	21,500
2018-2019	19,400
2019-2020	27,600
2020-2021	28,000

The sector got back on its feet, over the past year, and is on a steady growth path. Innovation in the sector is driving the creation of hot jobs and the quickened pace of operations generating a significant number of longstanding jobs.

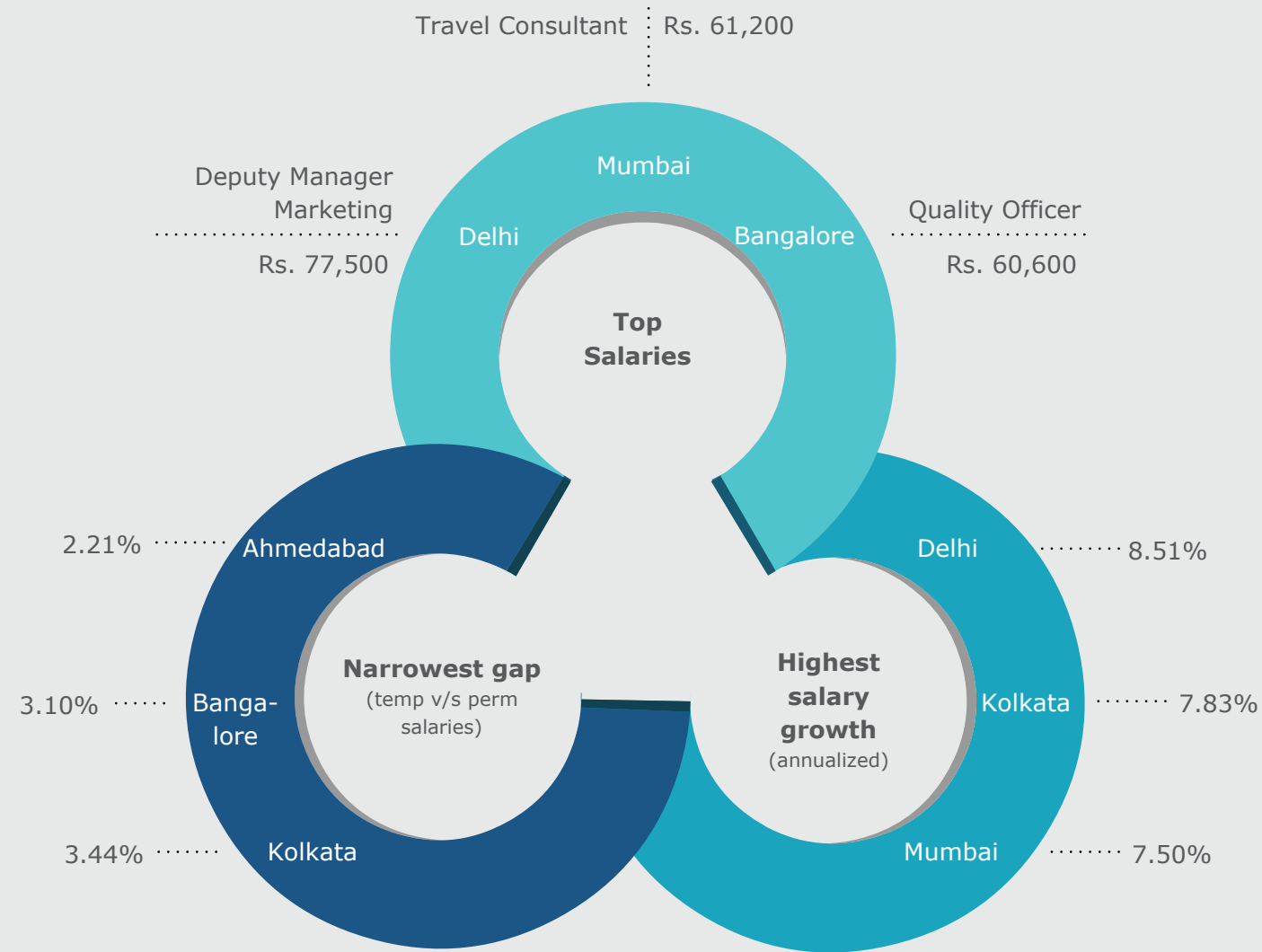
Quick Progression   
Steady growth 



Short Form	Profile Name
Client Rel Mngr	Client Relationship Manager
Travel Cons	Travel Consultant
Blog Writer	Blog Writer
Rest Ops Mngr	Restaurant Operations Manager
W&P Expert	Wellness & Personal Well-Being Expert
Food Stylist	Food Stylist
Cluster Mngr	Cluster Manager
Main Exe	Maintenance Executive
Hotel Mngr	Hotel Manager
Chef	Chef
Fin Exe	Finance Executive
Receptionist	Receptionist
Ops Supp Exe	Operations Support Executive

## Hospitality

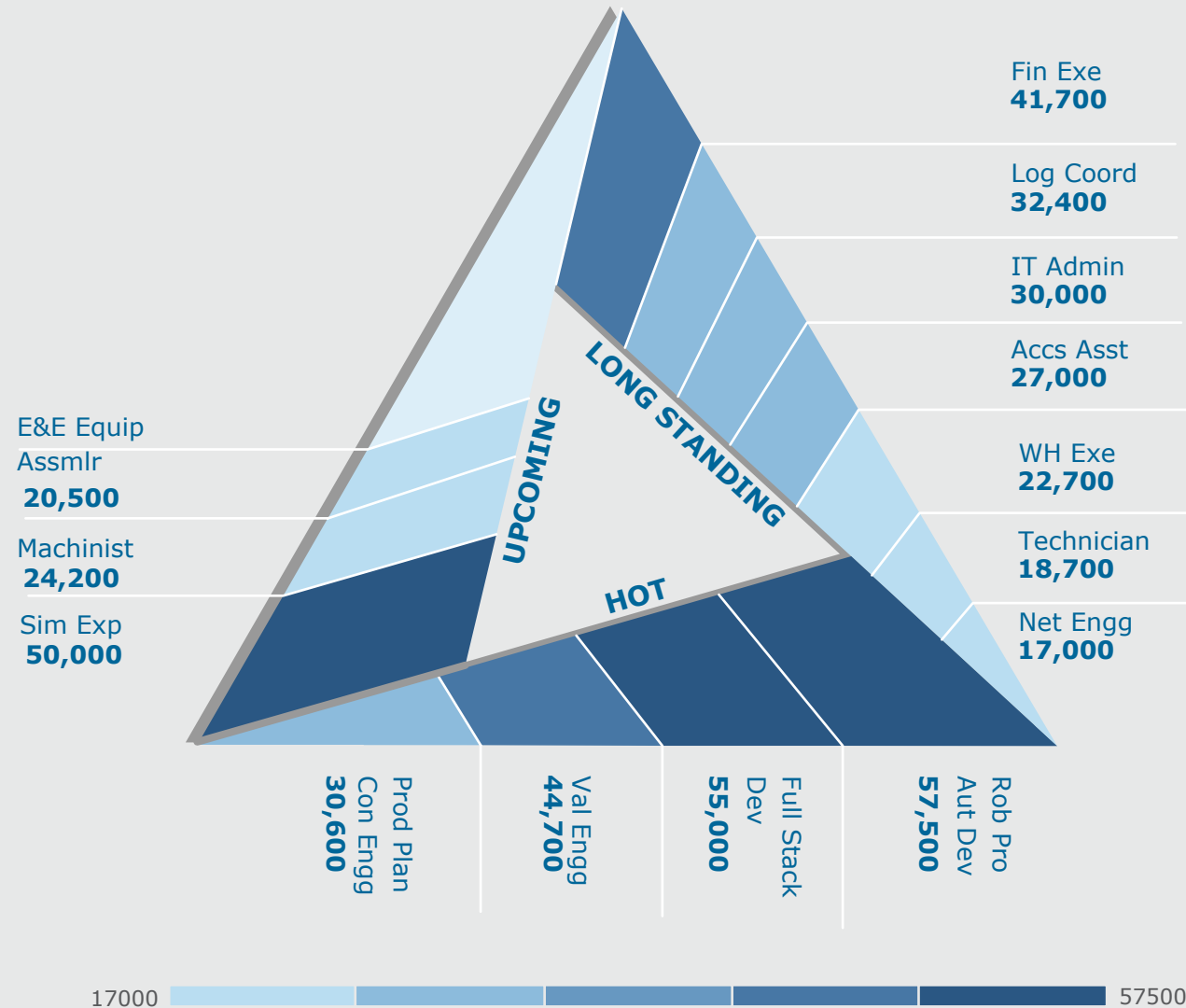
Salaries are yet to climb up to pre-Covid levels though, and growth rates remain subdued for the sector.



Time Period	Average Salary per Month (INR)
2016-2017	18,200
2017-2018	27,000
2018-2019	23,600
2019-2020	23,100
2020-2021	18,700

Robust creation of longstanding and hot jobs is indicative of the sector transitioning out of the slump and growing steadily to attain pre-Covid normalcy. PLI schemes aiding growth momentum.

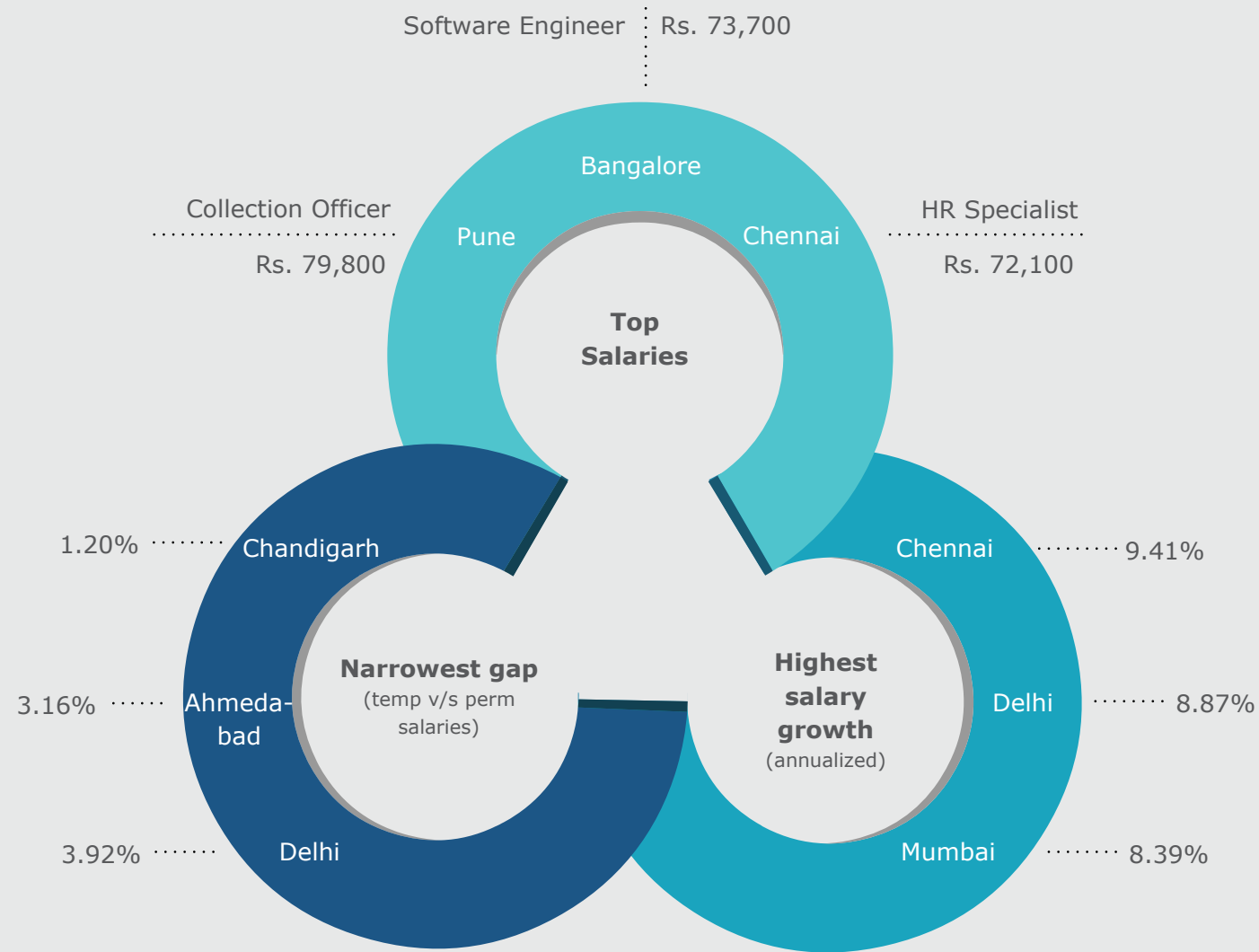
Quick Progression ■  
Steady growth ■



Short Form	Profile Name
Rob Pro Aut Dev	Robotic Process Automation Developer
Val Engg	Validation Engineer
Full Stack Dev	Full Stack Developer
Prod Plan Con Engg	Production Planning Control Engineer
E&E Equip Assmlr	Electrical & Electronic Equipment Assembler
Machinist	Machinist
Sim Exp	Simulation Expert
WH Exe	Warehouse Exective
Net Engg	Network Engineer
Fin Exe	Finance Executive
Accs Asst	Accounts Assistant
Log Coord	Logistic Coordinador
IT Admin	IT Administrator
Technician	Technician



Salaries see a marginal drop from the previous year and growth rates are modest for the sector.

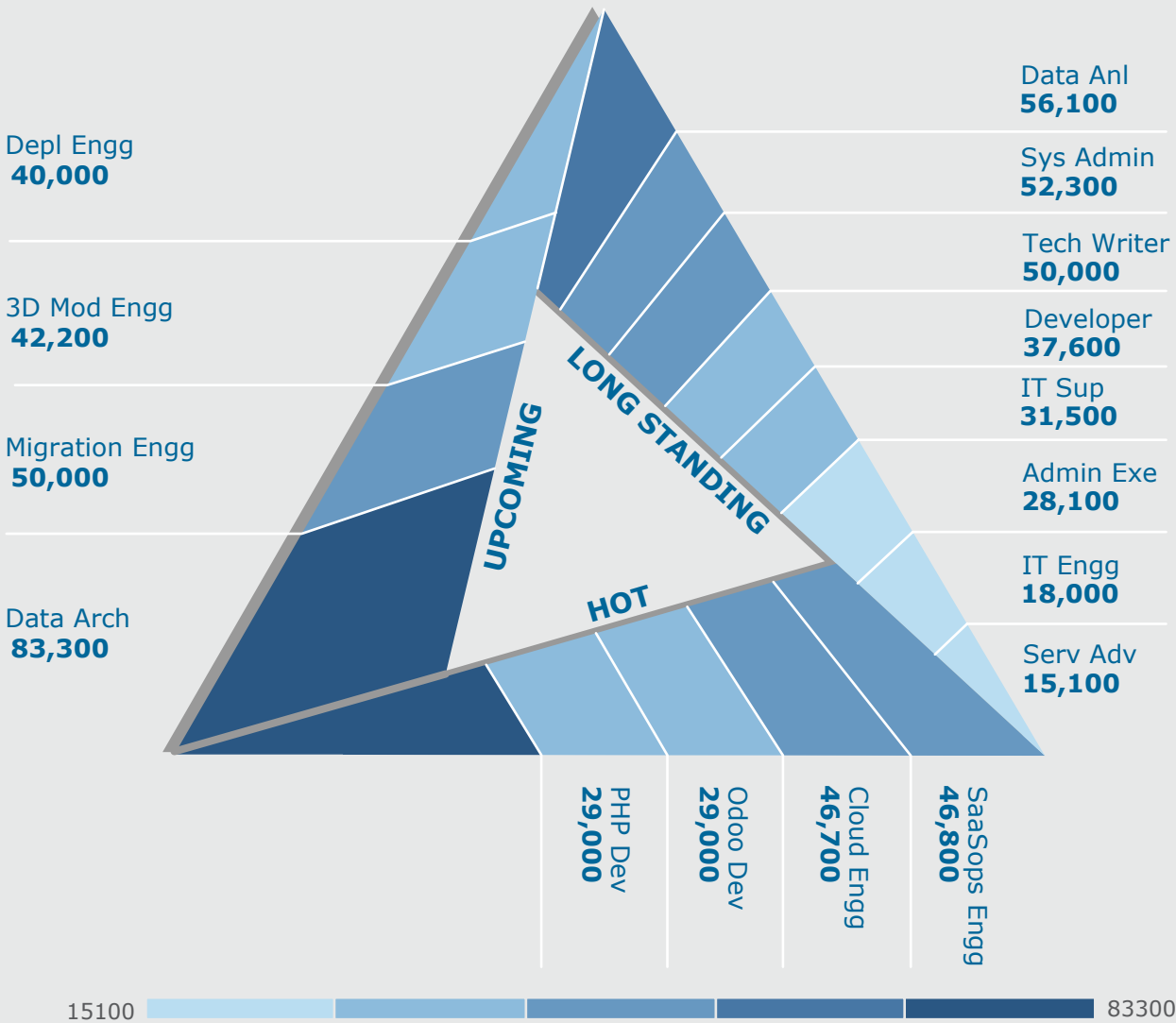


Time Period	Average Salary per Month (INR)
2016-2017	15,700
2017-2018	22,400
2018-2019	19,800
2019-2020	24,800
2020-2021	23,300

A combination of fast growth and talent retention challenges sees the sector create wide swathes of job opportunities across the three job categories.

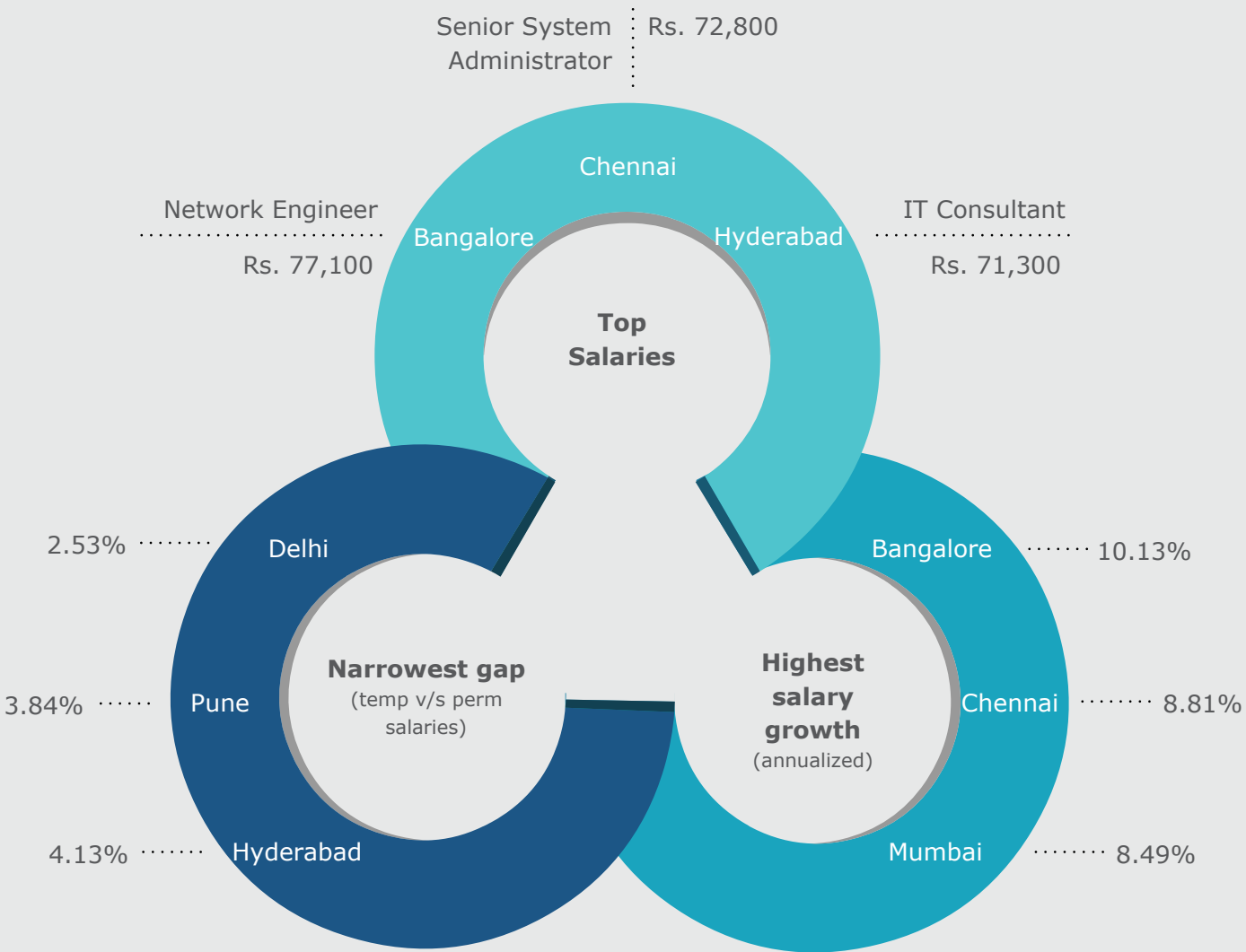
Quick Progression

Steady growth





Short Form	Profile Name
PHP Dev	Hypertext Preprocessor Developer
Cloud Engg	Cloud Engineer
Odoo Dev	Odoo Developer
SaaSops Engg	SaaSops Engineer
Data Arch	Data Architect
Migration Engg	Migration Engineer
Depl Engg	Deployment Engineer
3D Mod Engg	3D Modeling Engineer
IT Engg	IT Engineer
IT Sup	IT Support
Tech Writer	Technical Writer
Developer	Developer
Admin Exe	Administration Executive
Data Anl	Data Analyst
Serv Adv	Service Advisor
Sys Admin	System Administrator

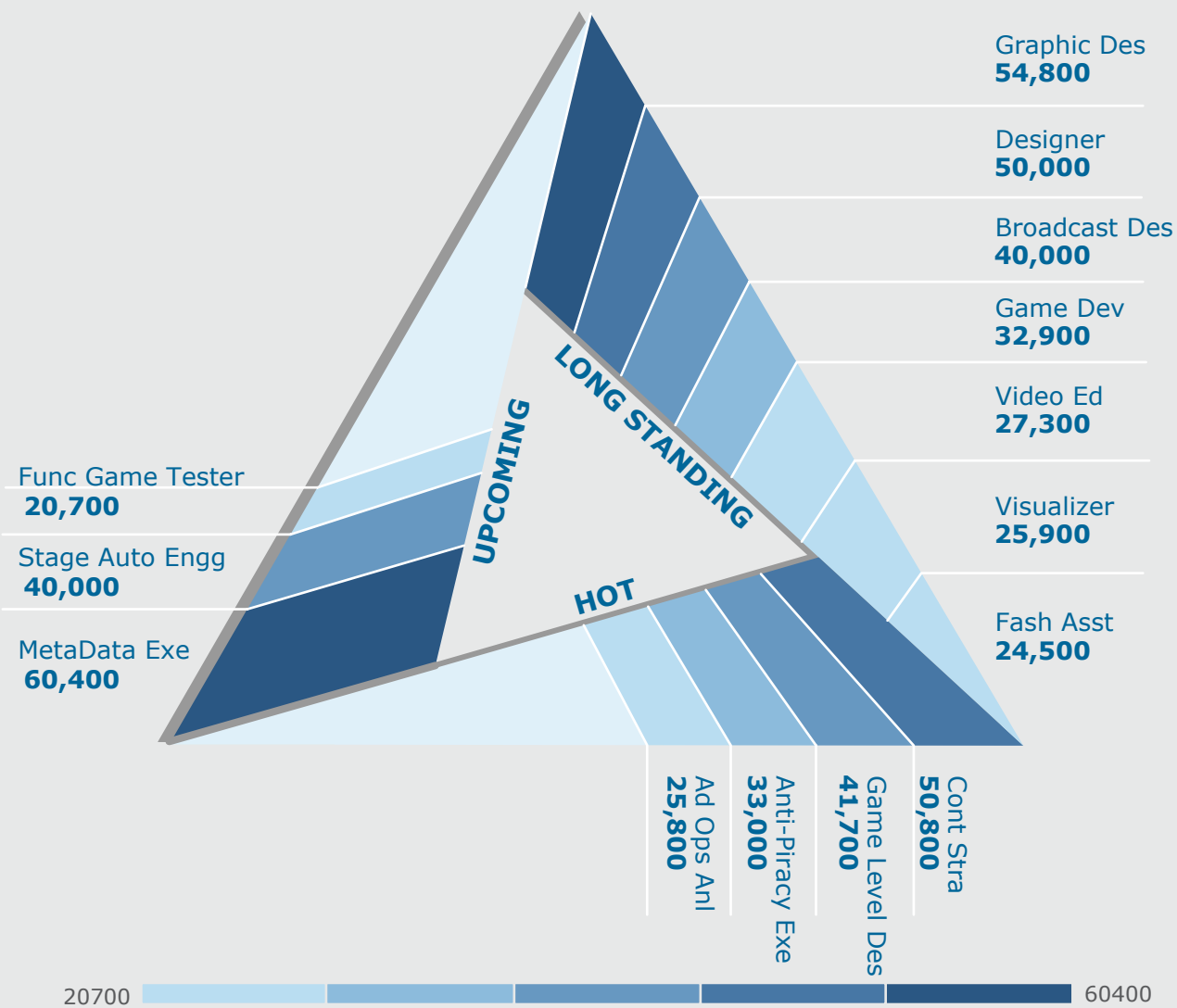
Payouts have grown healthily over the year, thanks to the sector taking to remote, hybrid and flexi norms early and with ease.



Time Period	Average Salary per Month (INR)
2016-2017	17,200
2017-2018	28,200
2018-2019	24,100
2019-2020	32,300
2020-2021	36,000

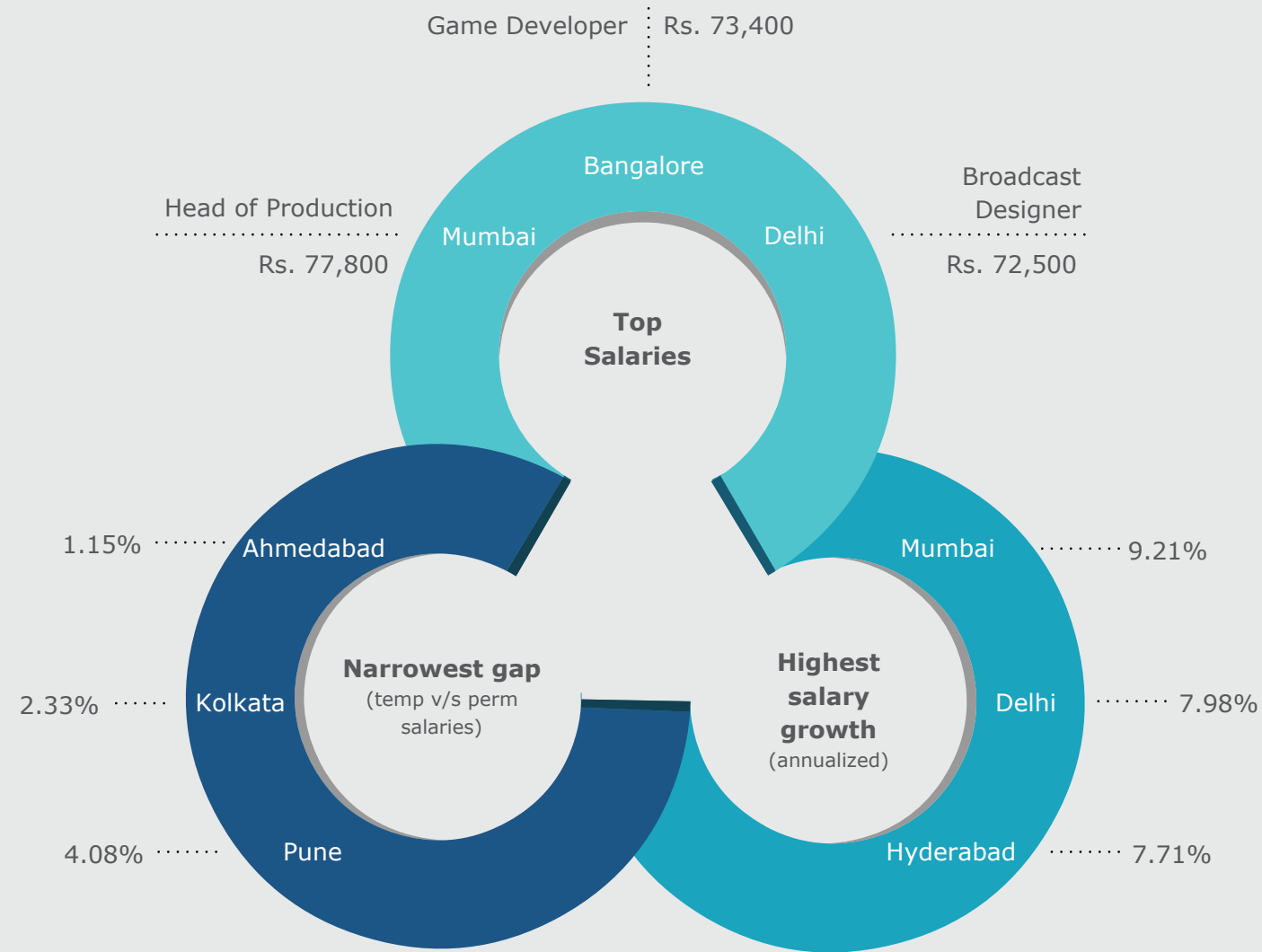
Innovations crucial for recovery have given rise to a wide variety of jobs across the spectrum, and are aiding steady growth of the sector towards pre-Covid levels.

Quick Progression   
Steady growth 



Short Form	Profile Name
Game Level Des	Game Level Designer
Cont Stra	Content Strategist
Anti- Piracy Exe	Anti- Piracy Executive
Ad Ops Anl	Ad Operations Analyst
MetaData Exe	Metadata Executive
Func Game Tester	Functional Game Tester
Stage Auto Engg	Stage Automation Engineer
Video Ed	Video Editor
Designer	Designer
Fash Asst	Fashion Assistant
Graphic Des	Graphic Designer
Game Dev	Game Developer
Broadcast Des	Broadcast Designer
Visualizer	Visualizer

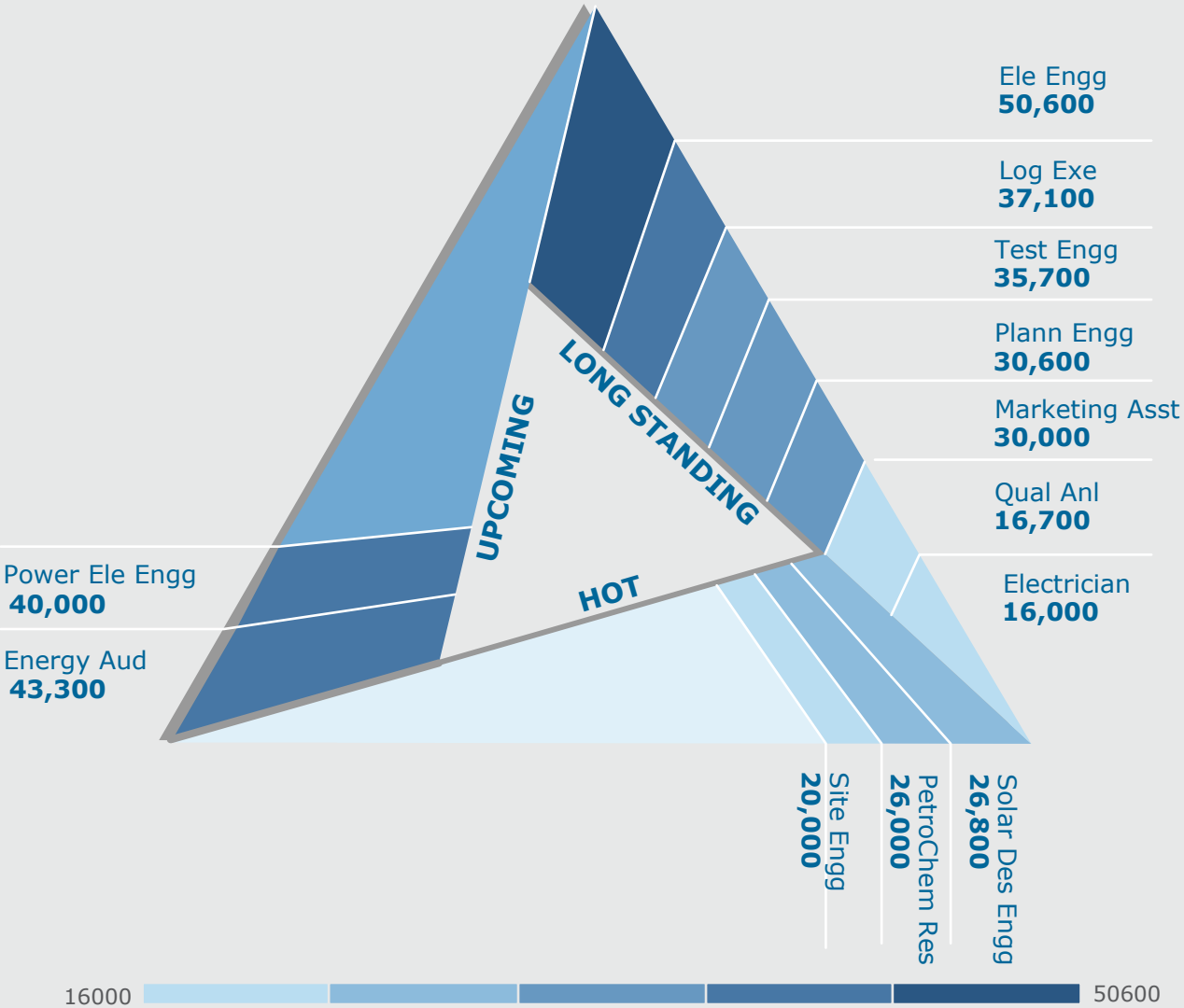
Payouts have nearly doubled in the last 5 years. However, a significant drop from the pre-Covid levels is likely to keep salaries low over the short term due to low growth rates.



Time Period	Average Salary per Month (INR)
2016-2017	16,500
2017-2018	32,000
2018-2019	24,000
2019-2020	38,700
2020-2021	33,800

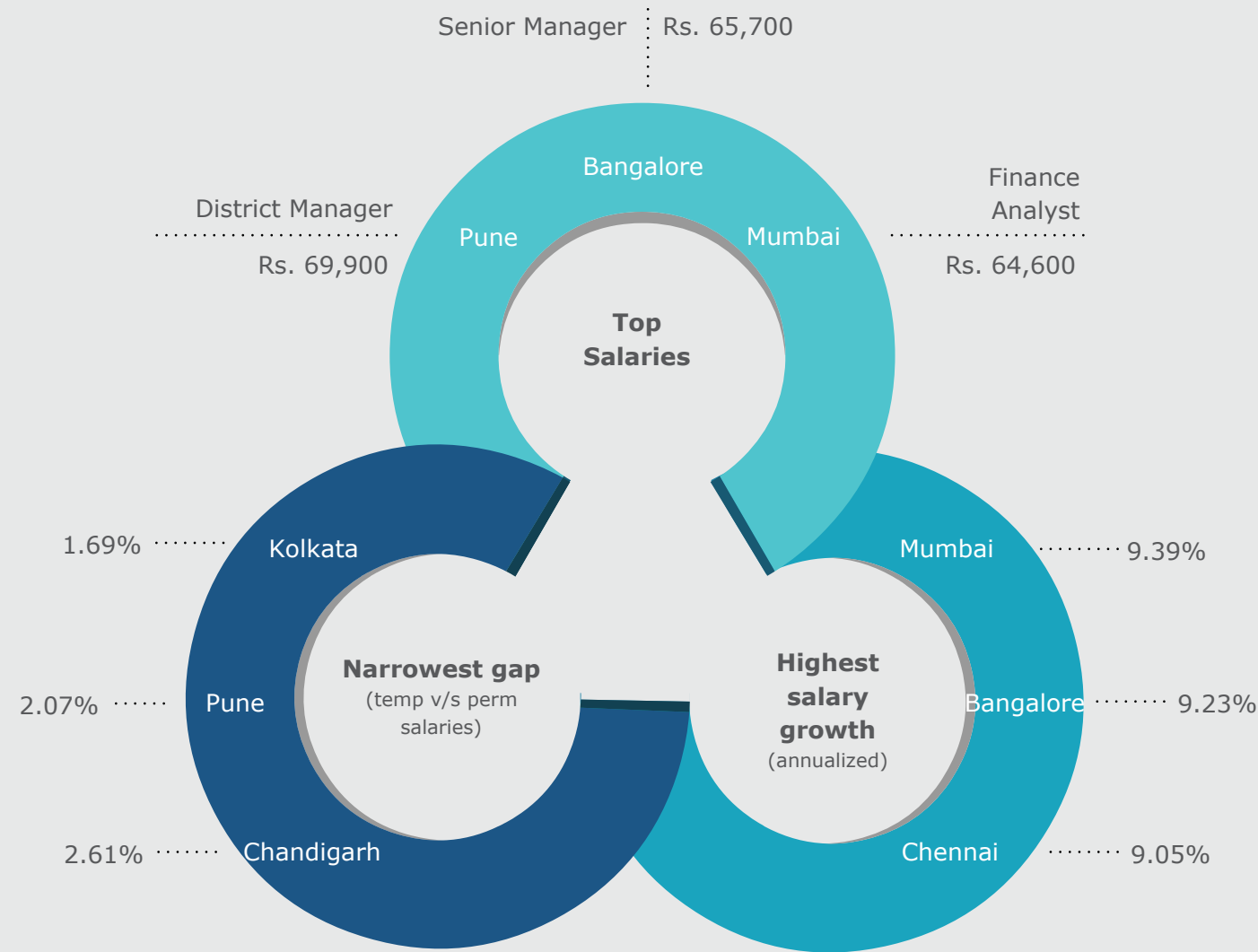
Public investments nearing INR 23,000 crores in oil and gas, and hydro and solar projects is likely to create a wide variety of longstanding jobs vital for its rapid transformation to pre-pandemic levels. Although, the creation of hot and upcoming jobs have suffered.

Quick Progression  
Steady growth



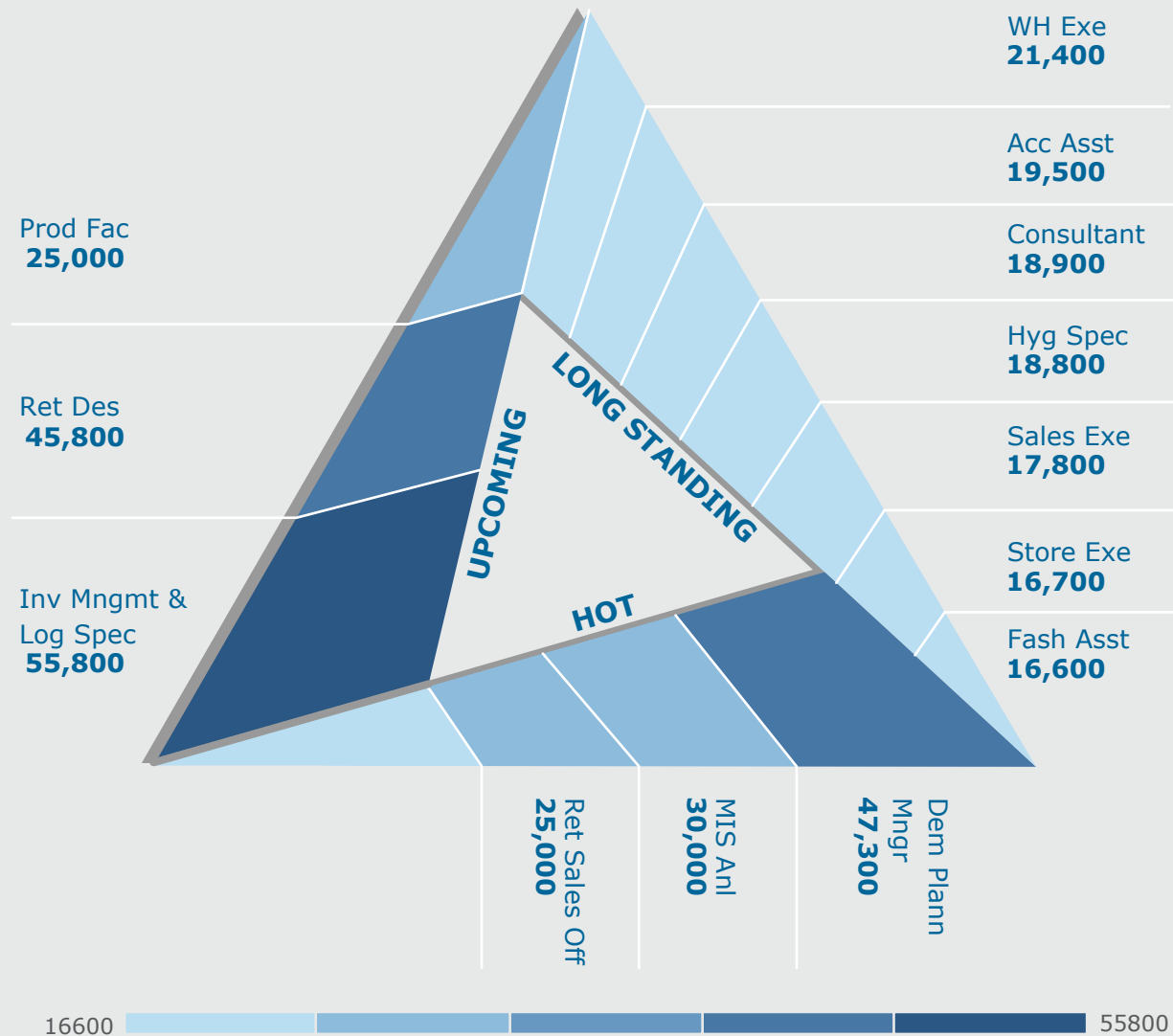

Short Form	Profile Name
Solar Des Engg	Solar Design Engineer
Site Engg	Site Engineer
PetroChem Res	Petrochemical Researcher
Power Ele Engg	Power Electronics Engineer
Energy Aud	Energy Auditor
Ele Engg	Electrical Engineer
Qual Anl	Quality Analyst
Log Exe	Logistics Executive
Test Engg	Test Engineer
Marketing Asst	Marketing Assistant
Electrician	Electrician
Plann Engg	Planning Engineer

While salary growth rates are healthy, payouts have only grown marginally through the duration of the pandemic for the sector.



Time Period	Average Salary per Month (INR)
2016-2017	12,700
2017-2018	23,400
2018-2019	20,500
2019-2020	27,300
2020-2021	28,200

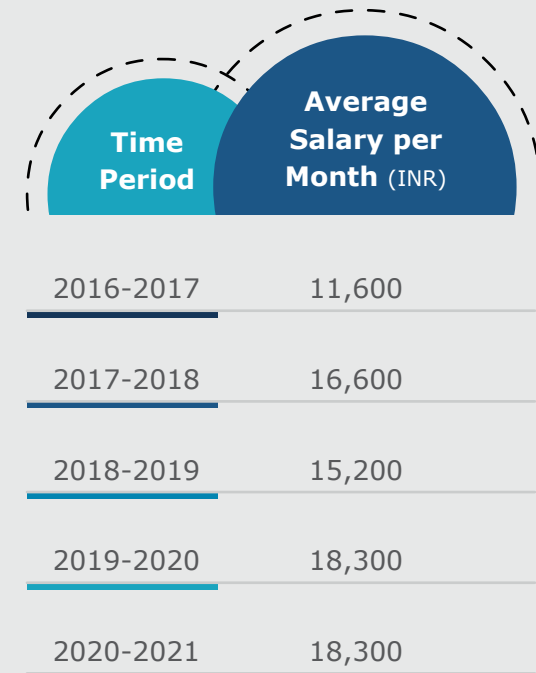
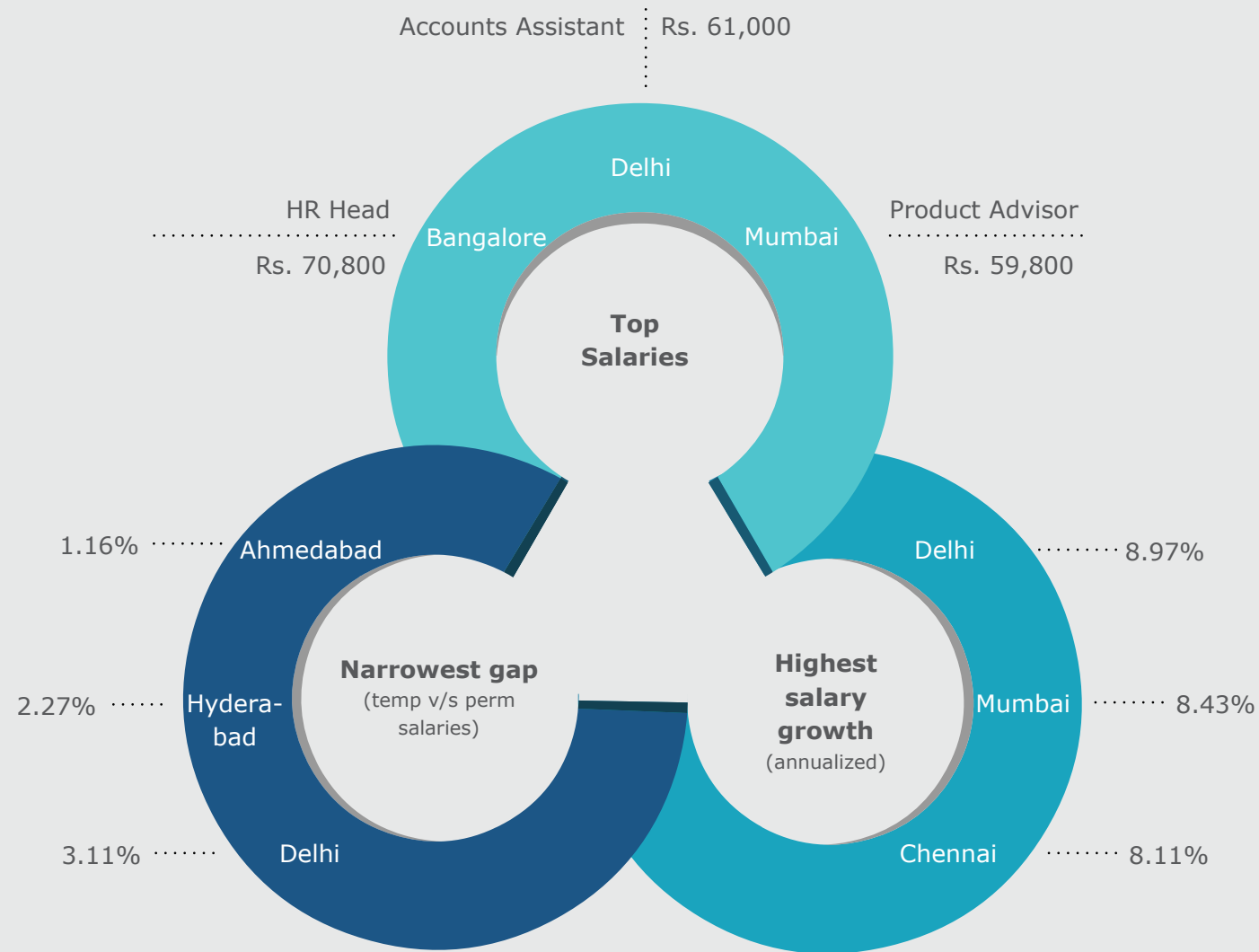
With a spurt in consumer demand and day-to-day operations back to normalcy, hiring for longstanding jobs is robust in the sector.

Quick Progression Steady growth 

Short Form	Profile Name
Dem Plann Mngr	Demand Planning Manager
Ret Sales Off	Retail Sales Officer
MIS Anl	MIS Analyst
Ret Des	Retail Designer
Inv Mngmt & Log Spec	Inventory Management & Logistics Specialist
Prod Fac	Product Facilitator
Fash Asst	Fashion Assistant
Hyg Spec	Hygiene Specialist
Store Exe	Store Executive
Acc Asst	Accounts Assistant
Sales Exe	Sales Executive
WH Exe	Warehouse Executive
Consultant	Consultant

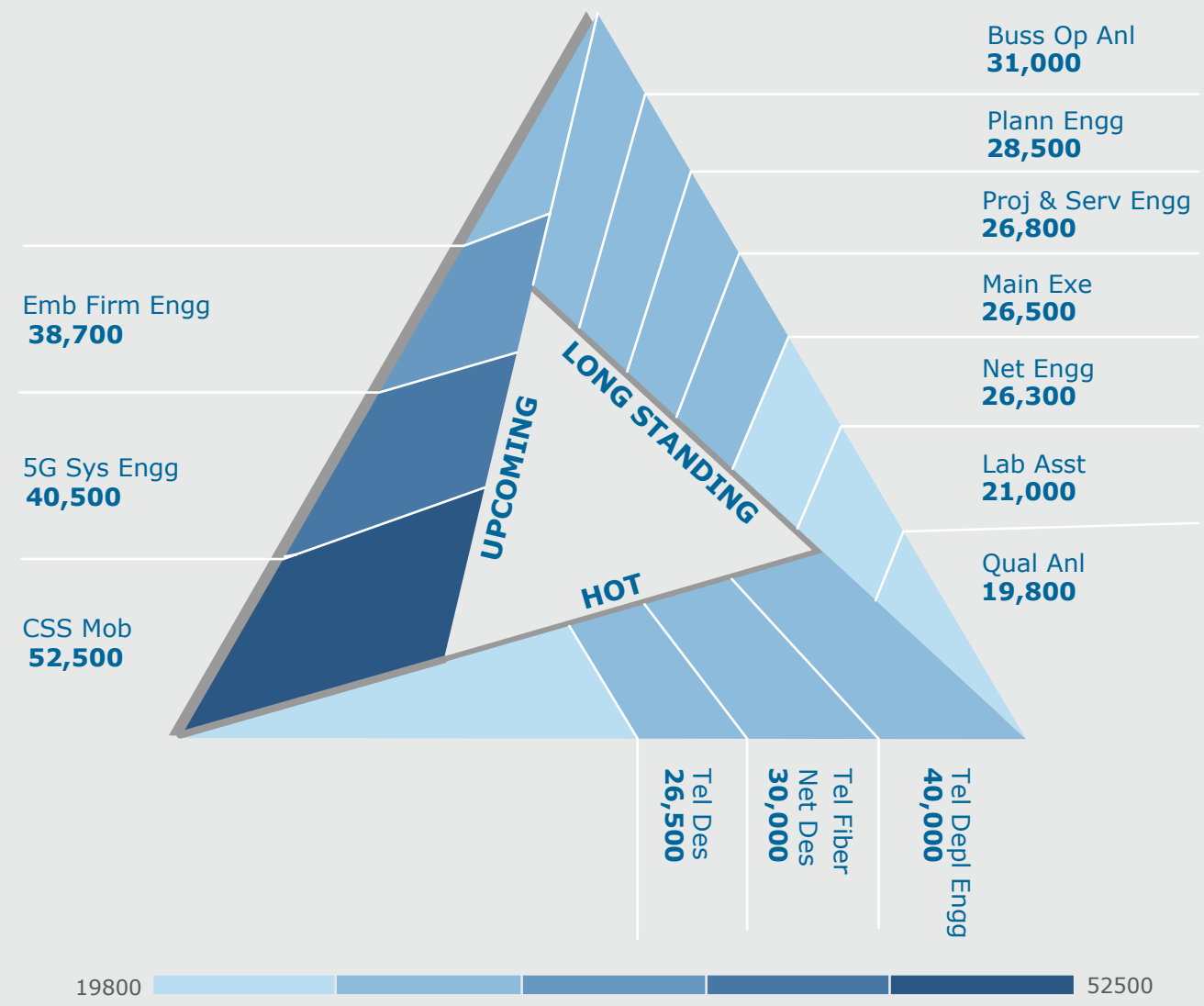


Salaries are seen to have plateaued over the duration of the pandemic and salary growth rates remain subdued.



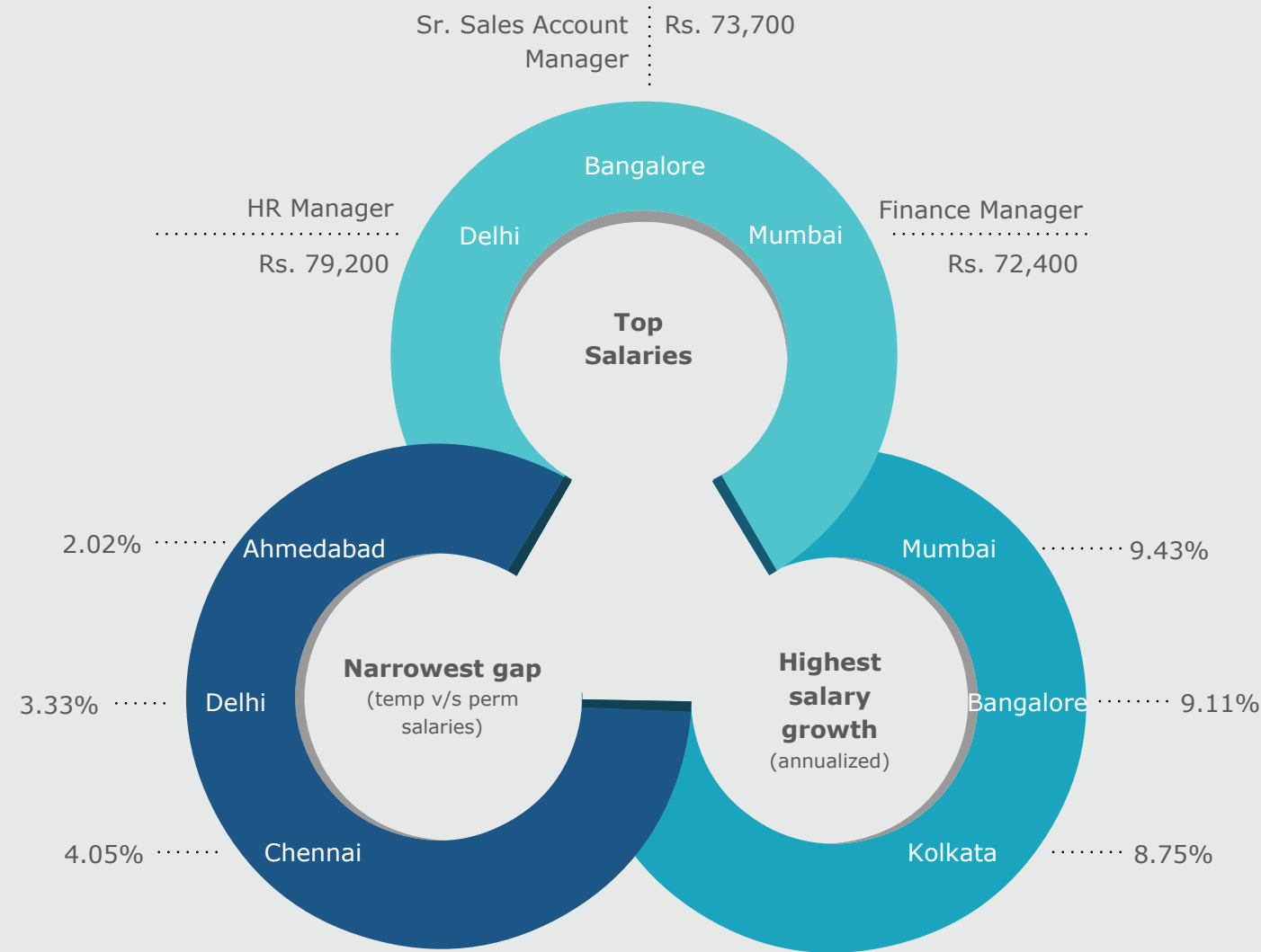
As a pivotal agent of remote and hybrid work enablement the sector has innovated and created a slew of jobs across the three categories.

Quick Progression  
Steady growth



Short Form	Profile Name
Tel Des	Telecom Designer
Tel Fiber Net Des	Telecom Fiber Network Designer
Tel Depl Engg	Telecom Deployment Engineer
5G Sys Engg	5G Systems Engineer
CSS Mob	Customer Success Specialist – Mobility
Emb Firm Engg	Embedded Firmware Engineer
Lab Asst	Lab Assistant
Main Exe	Maintenance Executive
Net Engg	Network Engineer
Qual Anl	Quality Analyst
Proj & Serv Engg	Project & Service Engineer
Buss Op Anl	Business Operation Analyst
Plann Engg	Planning Engineer

In addition to the job creation, above-par salary growth rates have kept payouts moving up through the pandemic.



Time Period	Average Salary per Month (INR)
2016-2017	16,800
2017-2018	24,400
2018-2019	19,500
2019-2020	26,800
2020-2021	29,800

# Unified Industry Salaries

## The numbers:

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

# Agriculture and Agrochemicals

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

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Junior Officer Accounts	14,400	19,400	28,800	18,200	24,600	38,700	15,800	25,700	37,900	16,400	26,200	34,200	19,100	26,900	39,100	16,400	24,100	36,900	15,800	23,400	34,300	21,200	31,600	42,200	16,700	20,800	36,000
		3.14%			7.02%			6.72%			6.82%			7.19%			8.11%			5.69%			8.46%			7.20%	
Finance Consultant	14,100	15,900	17,100	16,100	18,200	19,700	15,800	16,300	17,800	17,600	18,200	20,200	15,700	17,700	20,200	14,900	16,400	18,800	15,300	16,300	17,900	17,100	19,700	21,200	15,800	17,700	20,000
		3.36%			7.61%			4.06%			6.69%			7.03%			5.59%			4.45%			8.36%			6.20%	
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		
Plant Operator	15,500	15,900	16,900	17,700	19,400	22,100	15,000	17,100	20,300	17,200	19,000	21,700	18,100	20,400	22,000	14,000	16,700	19,400	14,500	16,900	19,900	18,400	20,900	23,100	16,600	18,300	21,200
		2.54%			3.09%			2.21%			3.22%			3.87%			4.04%			2.09%			5.40%			3.13%	
Supervisor-Seed Sales & Operations Support	26,800	33,900	44,400	30,800	38,400	48,900	27,900	37,300	55,900	27,900	33,700	46,300	27,600	30,200	49,000	26,300	32,200	43,100	24,200	31,600	38,800	24,100	31,200	45,100	25,600	27,600	38,300
		4.26%			6.21%			5.36%			5.31%			5.53%			4.32%			3.95%			6.49%			5.02%	
Legal Executive	17,700	21,000	23,800	20,100	24,400	27,200	18,100	20,100	22,200	21,300	24,900	26,700	20,900	24,700	27,900	18,400	20,400	24,300	17,500	19,800	23,100	22,600	25,700	29,100	18,000		24,100
		4.04%			6.10%			3.31%			5.09%			6.77%			6.20%			4.87%			7.29%			5.55%	
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

## Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Sampling Assistant	11,100	13,700	15,900	14,800	16,600	20,200	10,500	12,600	14,700	12,300	14,600	19,000	12,800	14,500	18,200	13,000	15,100	17,900	12,200	14,100	17,100	15,500	17,600	21,100	14,400	17,800	19,200
		1.02%			3.98%			2.11%			3.14%			3.71%			2.77%			2.16%			3.44%			3.09%	
Tractor Driver	11,000	15,000	20,000	16,200	17,700	27,800	13,400	19,000	24,200	10,900	12,900	24,900	14,200	21,600	27,600	12,400	16,500	21,000	12,900	16,000	19,800	15,000	19,700	31,600	12,100	18,800	25,500
		2.09%			5.25%			2.79%			4.23%			6.79%			5.41%			4.13%			7.91%			6.11%	
Forklift Driver	13,100	14,800	18,400	16,800	20,300	26,300	15,800	19,400	23,300	12,500	14,600	24,400	15,900	19,800	25,500	13,200	17,900	23,100	14,000	16,900	22,100	15,300	20,400	27,200	15,500	19,800	25,600
		1.95%			6.39%			2.69%			4.01%			4.70%			3.87%			2.96%			6.99%			5.56%	
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

## Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Data Analyst	18,300	25,600	33,800	27,800	33,900	42,100	19,400	26,400	35,400	25,800	32,300	41,300	23,600	28,900	37,700	24,300	30,100	37,000	19,400	25,900	34,900	27,100	33,300	39,600	26,100	31,500	36,900
		5.97%			8.93%			4.23%			7.25%			6.66%			8.39%			6.30%			8.10%			7.79%	
Crop Advisor	16,800	18,400	21,700	18,800	21,700	24,400	17,800	20,700	22,400	18,300	22,200	24,800	16,700	19,700	23,500	16,900	18,800	22,300	15,400	17,400	20,200	17,600	20,700	23,900	17,900	21,200	25,600
		4.11%			5.98%			7.89%			6.00%			7.10%			8.45%			5.14%			6.49%			7.52%	
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	0-2	2-5	5-8

## Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Technical Consultant	22,100	26,500	29,200	25,000	31,300	35,900	23,200	26,700	32,000	23,900	29,900	34,400	23,200	27,800	33,400	23,300	28,000	32,200	22,700	27,700	31,000	26,700	30,700	36,800	24,100	27,600	33,300
		5.56%			7.23%			6.97%			9.11%			9.79%			7.77%			7.01%			9.25%			8.47%	
Engineer Design	16,500	18,600	20,700	18,300	29,900	37,700	17,500	24,000	33,800	19,200	21,800	35,900	18,900	24,400	35,000	14,800	21,800	34,200	14,400	17,500	30,300	19,700	27,300	36,200	17,200	21,800	33,000
		6.13%			7.12%			6.59%			6.73%			6.10%			5.39%			4.84%			7.00%			6.41%	
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		
Sr. Executive HR	26,100	29,700	33,200	33,500	37,600	44,500	27,800	30,900	34,000	32,100	36,700	42,600	30,500	35,400	40,800	31,300	36,300	41,100	27,300	30,500	36,600	32,700	36,300	50,500	29,500	35,500	39,300
		4.36%			7.05%			6.10%			7.11%			8.42%			7.42%			6.69%			8.01%			7.97%	
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 Engineer	27,500	31,300	37,800	37,900	43,500	51,200	28,700	32,800	39,400	35,400	42,300	50,000	32,000	40,400	47,700	33,700	41,100	48,500	30,500	37,000	44,500	34,700	41,400	49,900	32,300	39,600	47,200
		5.98%			9.41%			6.66%			8.81%			7.16%			8.10%			6.91%			8.47%			9.23%	
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		
Officer QC	25,400	28,700	33,000	26,600	30,200	35,400	26,300	29,500	33,300	26,100	29,400	34,200	27,500	31,900	36,300	25,500	29,100	33,700	24,700	27,500	32,400	27,000	32,200	37,300	26,000	29,200	33,900
		3.10%			5.48%			3.50%			5.10%			7.02%			6.10%			5.40%			7.51%			5.10%	
Product Promoter	13,200	17,400	29,300	15,500	23,100	42,900	17,400	28,000	42,100	15,500	29,700	42,500	17,300	25,200	40,300	15,800	24,300	37,400	16,400	23,700	32,400	19,500	32,700	38,900	16,200	25,200	31,800
		5.21%			7.24%			5.69%			6.39%			6.09%			5.87%			4.84%			5.96%			4.41%	
Sales/Marketing Manager	23,200	31,700	37,300	26,700	35,400	43,300	22,500	32,400	38,900	25,000	33,750	41,700	29,600	37,900	44,600	24,600	32,500	39,600	25,400	31,700	37,900	31,300	39,200	45,200	29,400	35,600	40,500
		5.74%			6.12%			5.27%			6.34%			7.12%			5.70%			5.03%			7.14%			5.96%	
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

## Automobile & Allied Industry

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

### Finance

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata			Mumbai			Pune		
<b>Associate-Finance and Accounts</b>	18,000	19,500	21,600	20,200	23,000	25,600	18,300	23,400	26,200	20,300	22,600	26,300	18,100	19,600	23,000	18,600	24,300	27,500	18,400	22,600	25,400
		3.39%			4.49%			4.91%			5.07%			3.30%			5.14%			5.10%	
<b>Taxation Officer</b>	18,500	22,900	29,200	23,900	28,300	34,800	20,900	27,400	32,100	24,200	29,700	35,100	21,400	26,100	31,300	25,400	31,200	37,800	22,400	27,200	33,600
		5.01%			6.23%			5.59%			6.55%			5.12%			6.79%			5.61%	
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		
<b>Associate Project Procurement</b>	13,700	14,900	17,700	15,500	17,000	20,600	14,800	15,800	19,000	14,100	16,300	19,600	14,200	15,000	16,900	16,300	18,200	21,400	14,700	15,800	19,500
		3.34%			5.65%			4.57%			6.19%			4.32%			5.09%			3.57%	
<b>Business Operations Analyst</b>	30,700	40,400	54,900	32,300	45,100	59,000	31,500	43,100	54,600	32,900	46,000	60,700	30,900	38,800	53,600	33,600	50,700	57,200	33,500	42,100	56,500
		4.44%			6.26%			5.26%			5.70%			4.10%			6.74%			4.63%	
<b>Logistics Coordinator</b>	16,100	19,300	22,200	18,500	22,600	25,400	17,700	21,500	24,100	19,100	23,400	26,200	17,100	20,600	23,300	20,500	24,800	27,200	18,800	21,000	24,300
		3.80%			5.47%			5.02%			6.14%			3.53%			7.10%			4.13%	
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		
<b>ITI Electrician</b>	14,500	17,100	20,500	17,700	19,400	22,300	16,600	18,800	21,400	18,500	21,100	23,700	15,100	17,700	21,200	18,100	20,900	22,900	17,100	19,000	21,700
		3.03%			4.41%			4.03%			5.75%			3.20%			5.14%			3.65%	
<b>Maintenance Engineer</b>	14,200	18,800	27,100	16,900	25,600	36,400	13,400	22,700	35,300	17,200	23,500	33,100	15,800	21,400	29,200	18,000	26,000	36,900	16,400	23,600	32,700
		3.10%			5.36%			5.14%			4.79%			3.18%			5.71%			4.49%	
<b>Bending Operator</b>	12,300	14,100	16,300	13,400	15,100	17,300	13,100	14,900	17,100	13,700	15,300	17,800	12,000	13,400	16,600	14,000	16,100	18,500	12,900	13,800	16,700
		2.10%			4.71%			4.91%			5.69%			3.14%			6.50%			3.26%	
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

### Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
<b>Content Developer</b>	20,000	23,500	29,000	26,500	30,500	38,300	25,400	29,100	37,100	24,500	29,600	36,200	21,500	25,900	31,400	25,900	30,000	37,100	23,200	27,200	33,300
		4.30%			7.25%			6.15%			6.66%			5.17%			6.54%			6.19%	
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

## Automobile & Allied Industry

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

### Engineering

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata			Mumbai			Pune		
<b>Programmer</b>	► 21,000	28,700	35,900	25,000	36,300	49,200	23,300	31,300	46,700	21,700	28,800	43,800	2,080	26,700	42,100	23,900	32,500	46,100	22,700	31,900	45,400
	►	5.66%		8.72%			8.19%			7.77%			7.20%			7.57%			7.91%		
<b>AutoCAD Engineer</b>	► 20,100	26,300	31,300	27,900	35,600	41,100	25,700	33,400	39,700	24,100	32,300	38,000	22,200	27,700	32,900	29,900	36,300	43,500	24,800	34,800	42,400
	►	4.41%		7.50%			7.11%			6.03%						9.05%			8.21%		
<b>Quality Resident Engineer</b>	► 18,600	20,800	23,700	22,800	24,500	28,000	20,900	22,900	27,100	21,800	23,700	27,500	19,600	22,300	25,400	22,600	24,900	28,300	20,500	23,000	25,800
	►	3.07%		4.23%			3.61%			3.71%			2.89%			4.57%			3.41%		
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		
<b>Associate Human Resources Recruitment</b>	► 17,700	18,800	20,900	20,200	21,900	24,100	19,600	21,300	23,700	19,500	21,100	22,800	17,900	19,300	21,900	20,700	22,200	24,400	19,500	20,900	23,300
	►	4.14%		5.33%			4.67%			4.91%			3.67%			6.33%			4.17%		
<b>Relationship Officer</b>	► 16,300	24,500	42,300	22,000	32,500	51,800	19,500	27,600	49,500	20,100	28,700	52,700	18,400	27,600	47,300	22,100	30,800	59,200	19,000	27,400	45,400
	►	3.05%		4.71%			4.16%			4.33%			4.09%			5.64%			4.09%		
<b>HR Manager</b>	► 27,500	33,300	42,200	32,500	40,400	49,600	31,000	38,500	47,100	30,800	39,300	48,300	29,100	31,100	40,500	31,900	39,500	47,400	31,500	37,600	46,800
	►	5.64%		6.59%			6.12%			6.69%			4.56%			6.37%			5.11%		
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

### IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata		
<b>IT Consultant</b>	► 36,300	41,300	47,000	40,200	50,500	60,100	38,900	49,800	54,200	38,300	48,600	52,400	37,800	42,300	49,100	39,400	49,000	53,100	37,200	48,200	52,600
	►	5.10%		8.05%			8.43%			6.12%			4.59%			7.41%			5.70%		
<b>EDP Assistant</b>	► 28,300	35,800	46,100	31,800	38,500	49,900	29,800	38,500	48,900	29,100	38,300	49,100	28,400	36,200	45,300	30,200	39,000	49,800	29,200	38,000	47,500
	►	4.07%		6.73%			5.11%			5.30%			4.79%			5.91%			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		
<b>Sales Consultant</b>	► 21,500	24,500	29,600	22,500	26,100	33,300	21,400	25,500	32,100	21,200	26,700	34,100	21,000	23,700	29,000	25,400	30,500	34,750	22,300	27,400	30,300
	►	4.30%		7.10%			6.23%			7.49%						8.02%			5.78%		
<b>Brand Center Executive</b>	► 14,800	17,900	21,800	16,400	20,200	24,300	15,800	19,200	22,900	16,300	19,400	23,200	15,000	18,500	22,500	16,400	19,800	24,200	15,900	19,100	22,800
	►	3.29%		4.22%			3.87%			4.50%			2.28%			3.23%			2.56%		
<b>CRM Executive</b>	► 16,700	22,300	34,900	30,400	36,800	51,200	26,100	39,200	43,900	26,400	38,900	52,200	20,500	28,100	40,800	27,200	34,600	45,600	24,300	34,800	40,400
	►	2.71%		5.11%			4.19%			4.74%			3.78%			4.99%			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



## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Credit Processing Associate</b>	14,000	15,600	20,600	17,400	19,900	25,600	16,300	17,600	23,000	16,900	19,100	24,900	17,100	19,300	25,200	16,100	17,900	23,200	14,900	17,100	22,000	17,700	20,000	25,700	16,500	18,800	24,900
		5.23%			7.03%			6.71%			6.61%			6.85%			5.33%			4.17%			7.31%			6.06%	
<b>Taxation Executive</b>	18,300	23,900	29,600	21,600	28,600	35,100	20,100	27,000	31,300	20,700	27,700	34,500	21,800	29,300	35,600	20,400	26,800	32,700	19,200	25,400	30,600	21,700	30,000	36,600	19,500	26,900	31,800
		4.17%			6.37%			6.13%			5.14%			6.72%			5.37%			4.01%			7.36%			5.10%	
<b>Credit Financial Analyst</b>	28,700	32,600	40,400	34,200	38,800	45,200	26,100	30,900	38,800	32,700	37,100	43,300	35,700	40,400	47,700	32,300	36,600	43,900	30,500	35,400	40,900	37,200	42,100	49,500	35,500	40,900	44,400
		4.05%			7.02%			5.55%			5.11%			6.46%			5.83%			4.49%			8.91%			5.17%	
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

## Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Specialist Corporate Services</b>	20,800	25,400	33,100	29,200	32,300	37,900	22,200	27,300	34,600	27,300	31,500	35,800	24,500	30,600	34,700	22,700	28,400	35,100	21,600	25,300	31,900	26,100	32,200	38,500	24,000	30,100	33,300
		2.12%			5.69%			3.20%			5.03%			4.16%			4.79%			2.78%			6.73%			5.14%	
<b>Compliance Officer</b>	24,600	33,600	44,000	31,600	50,000	60,000	27,600	34,900	45,000	31,400	48,400	50,000	40,500	46,500	52,300	22,400	35,200	48,100	30,000	40,900	52,100	31,900	47,700	55,300	35,600	45,900	59,000
		2.19%			5.41%			2.59%			5.11%			4.47%			2.09%			3.71%			5.91%			4.13%	
<b>Acquisition Executive</b>	18,400	26,100	33,900	26,200	42,800	51,300	19,700	29,900	32,600	24,400	38,100	46,100	32,900	41,000	48,800	19,600	23,400	39,200	18,900	32,900	38,700	25,300	39,700	48,900	21,200	29,300	42,800
		4.41%			7.73%			4.90%			6.28%			6.34%			6.19%			5.26%			5.14%			4.91%	
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	0-2	2-5	5-8

## Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Delivery Personnel</b>	16,300	20,400	23,600	16,000	20,400	31,300	12,600	16,900	18,800	11,500	16,000	28,900	18,400	23,100	33,300	14,000	17,200	21,100	10,900	19,200	22,600	16,600	17,200	26,700	16,000	22,100	25,300
		4.79%			6.39%			4.10%			6.04%			7.13%			6.14%			4.38%			6.79%			5.41%	
<b>Documentation Assistant</b>	11,400	14,000	15,600	12,800	15,300	17,900	11,300	14,000	16,100	12,400	15,000	17,100	12,500	15,000	16,500	11,900	14,900	16,200	11,400	14,200	16,100	12,700	15,400	17,500	12,100	14,700	16,700
		3.71%			6.33%			5.46%			6.10%			5.38%			4.67%			4.33%			6.09%			4.51%	
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		
<b>Aadhaar Enrollment Officer</b>	16,500	18,200	20,700	17,200	19,600	23,200	15,700	17,100	19,500	16,700	19,000	22,300	20,100	22,300	25,300	17,100	18,700	21,300	16,700	18,800	21,000	21,300	23,800	26,700	16,000	17,700	21,600
		3.36%			6.13%			4.19%			5.41%			6.96%			5.03%			2.29%			7.33%			5.81%	
<b>SQL Analyst</b>	25,700	28,200	31,400	31,900	34,500	39,600	26,100	29,700	33,300	31,100	33,500	37,800	30,100	32,800	36,200	30,500	33,200	36,900	27,700	30,300	34,700	30,700	33,900	38,300	30,000	32,100	37,400
		5.77%			7.37%			6.01%			7.53%			6.84%			7.09%			6.31%			8.11%			7.21%	
<b>Executive Claims-Health</b>	15,600	17,600	20,500	19,600	21,600	23,900	16,500	18,100	21,300	18,300	21,000	22,700	19,400	23,400	27,200	16,200	18,800	21,700	16,700	18,500	21,000	20,800	23,100	26,700	16,600	18,000	22,200
		4.07%			6.47%			5.07%			6.01%			7.25%			5.43%			4.31%			7.01%			5.74%	
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		
Data Engineer	23,400	31,400	39,300	32,700	38,800	56,100	25,000	32,900	40,400	31,600	37,500	57,500	30,400	36,100	45,300	29,700	36,800	43,400	27,700	34,200	41,800	31,000	37,100	44,900	30,000	35,400	42,300
		4.73%			8.73%			5.11%			7.45%			7.01%			6.22%			5.53%			6.67%			6.03%	
Desktop Engineer	21,100	24,300	28,400	31,300	33,700	38,500	22,300	25,600	29,100	29,200	31,500	37,300	28,100	30,300	34,100	24,400	28,900	32,100	23,500	27,600	31,300	30,400	32,500	36,600	30,000	31,300	34,900
		5.10%			8.10%			5.54%			7.52%			6.59%			6.37%			6.06%			7.20%			6.77%	
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	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	15,000	16,800	20,700	17,400	19,900	23,200	15,800	18,300	20,100	17,700	18,800	22,900	17,600	19,400	23,800	15,400	17,700	21,400	15,100	16,900	20,000	16,400	20,200	22,800	15,800	16,600	22,300
		5.23%			8.39%			7.23%			8.11%			7.91%			7.12%			5.68%			7.83%			7.14%	
Recruitment officer	15,300	17,300	19,400	21,300	24,300	27,100	19,400	21,600	24,800	20,700	23,400	26,000	22,300	24,700	26,700	19,900	22,000	25,000	18,700	21,300	22,900	20,200	23,200	26,100	18,800	22,200	23,700
		3.22%			5.81%			4.14%			5.12%			5.67%			4.70%			3.41%			6.33%			4.65%	
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		
Test Engineer	22,500	25,600	33,000	26,300	30,800	36,700	23,300	30,100	33,800	25,400	29,100	35,200	24,200	28,400	33,500	25,000	29,300	34,100	24,100	30,800	34,600	23,400	27,800	33,700	24,500	30,600	32,300
		3.24%			7.01%			4.56%			6.41%			6.05%			5.47%			5.10%			6.92%			5.70%	
Network Engineer	20,500	24,600	31,700	25,200	30,500	37,300	18,200	23,500	30,900	23,900	29,400	36,500	27,500	32,500	39,200	21,000	29,500	35,400	21,600	31,300	36,500	25,800	31,900	37,700	20,400	29,000	35,000
		5.20%			7.03%			4.49%			6.12%			7.97%			5.75%			6.03%			7.21%			5.41%	
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		
Account Manager	26,700	32,100	39,500	29,500	36,700	42,300	27,700	32,900	41,200	28,200	35,100	43,600	27,100	33,300	41,700	26,800	32,000	40,900	27,100	33,900	41,000	29,000	36,100	42,900	27,700	33,500	39,600
		4.26%			6.79%			5.14%			7.20%			6.26%			5.79%			5.10%			7.83%			6.66%	
District Coordinator	15,300	17,000	22,500	21,700	24,100	32,700	19,800	21,700	29,000	20,400	22,800	30,100	20,900	23,600	30,500	19,100	22,400	29,800	18,900	20,500	28,500	21,300	23,000	32,000	19,700	22,500	29,300
		3.00%			5.29%			4.07%			4.63%			4.81%			4.49%			3.72%			5.61%			4.14%	
Virtual Relationship Manager	24,200	29,500	32,300	27,500	32,500	38,600	24,200	30,800	34,300	25,300	31,900	39,200	27,100	31,100	38,000	26,100	30,000	35,800	26,300	31,100	35,000	26,600	30,500	37,100	22,700	31,400	36,700
		5.01%			7.12%			4.63%			7.55%			6.72%			5.51%			5.23%			6.21%			6.03%	
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

# BPO & ITES

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

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Finance Assistant	15,500	17,700	23,600	18,900	23,500	28,200	16,700	19,400	24,900	18,000	22,900	27,400	20,500	24,700	30,400	17,700	22,700	27,100	16,900	20,600	25,500	17,800	22,500	27,600	16,000	21,200	26,600
		4.59%			7.30%			5.10%			7.11%			7.92%			6.10%			5.42%			6.77%			5.14%	
Accounts Manager	24,400	30,400	34,400	25,200	31,300	37,500	24,200	29,100	35,100	25,400	32,500	36,900	28,800	32,500	38,300	26,700	34,200	40,800	22,500	27,400	34,600	25,800	33,300	39,200	25,800	31,900	37,100
		6.03%			7.79%			6.63%			7.23%			8.03%			9.15%			6.19%			8.45%			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

## Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Executive - Procurement	17,500	19,200	21,500	19,700	21,300	26,700	18,100	20,700	22,200	19,000	21,000	25,400	21,300	22,700	26,500	18,800	21,100	23,200	16,500	18,700	21,500	22,100	24,900	28,800	20,500	22,300	25,200
		2.23%			6.98%			3.22%			7.25%			7.46%			6.13%			5.19%			7.93%			6.33%	
Transport Coordinator	17,400	19,200	21,700	19,000	22,100	24,700	18,000	20,100	22,500	18,400	21,000	23,900	18,700	22,200	25,300	18,700	21,000	23,600	17,600	20,900	22,300	19,700	23,400	25,400	17,900	20,900	23,600
		4.98%			6.79%			5.54%			6.12%			6.51%			6.10%			4.23%			6.23%			5.14%	
Operations Associate	14,600	19,600	24,400	21,400	28,000	36,100	15,700	22,500	28,000	16,300	21,100	35,300	27,800	29,500	38,900	20,100	26,300	38,000	19,600	27,200	39,600	25,000	30,800	47,500	19,300	24,300	34,800
		3.22%			7.26%			4.69%			7.02%			6.39%			5.14%			4.80%			8.23%			7.23%	
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

## Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Security Officer	13,100	14,900	25,500	20,000	22,000	31,800	15,300	19,100	25,500	15,500	24,600	31,300	21,800	25,200	33,100	14,200	20,100	27,700	15,900	21,800	27,500	23,100	35,400	31,500	18,800	23,800	31,000
		2.16%			5.36%			2.39%			4.29%			6.45%			5.36%			4.14%			6.15%			4.71%	
Transport Coordinator	13,500	15,700	19,700	15,500	18,200	21,400	14,100	17,000	19,300	15,100	17,700	20,500	16,700	19,400	23,100	14,700	17,100	20,900	13,900	15,100	18,400	15,300	19,600	22,700	14,900	17,900	20,600
		2.25%			6.10%			3.14%			6.91%			7.41%			6.12%			3.94%			7.01%			6.30%	
Pantry Staff	11,900	16,800	25,800	15,600	24,200	30,800	12,500	21,100	26,300	16,100	23,000	27,800	16,900	23,800	31,400	15,300	25,300	31,000	14,400	25,100	28,600	16,700	27,500	33,500	15,000	25,700	30,600
		2.37%			5.09%			3.09%			4.49%			4.10%			3.71%			2.13%			5.72%			4.31%	
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

## Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Associate - MIS	24,000	25,500	28,500	30,300	32,200	36,500	27,400	29,000	33,100	29,400	30,200	35,500	30,500	31,000	36,900	29,000	30,900	34,600	27,500	29,300	33,700	31,300	32,500	36,900	28,300	31,100	34,700
		4.20%			8.17%			6.39%			7.79%			7.12%			6.89%			5.87%			8.56%			6.31%	
Aadhaar Enrollment Officer	12,800	14,900	18,000	17,700	20,400	24,200	13,400	15,100	17,900	15,100	19,300	22,700	18,800	22,100	25,700	14,000	16,000	19,300	13,000	14,800	17,300	15,600	18,900	23,100	15,200	17,700	20,800
		4.59%			7.41%			5.01%			6.81%			8.14%			5.56%			5.11%			7.21%			6.20%	
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

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Design Engineer	26,100	30,500	36,200	34,600	39,900	46,300	31,600	36,000	42,000	33,600	39,200	44,400	33,700	38,900	45,600	35,100	40,600	47,500	32,200	38,000	44,300	34,200	40,000	46,000	32,500	38,500	43,600
		3.71%			5.32%			4.21%			5.01%			4.61%			3.97%			3.03%			5.10%			3.01%	
Field Support Technician	21,500	28,200	30,700	32,100	44,400	52,300	21,900	28,800	34,400	27,900	38,100	49,100	40,500	39,000	53,700	17,000	26,400	36,500	22,500	29,000	38,500	33,700	48,700	51,500	29,300	36,200	46,600
		3.33%			7.89%			4.13%			7.11%			6.23%			6.12%			5.54%			7.12%			6.28%	
Onsite Engineer	23,100	28,900	42,100	33,300	40,600	58,500	23,000	25,900	38,700	24,900	38,600	59,100	29,800	40,800	61,800	28,600	44,900	59,900	24,400	28,100	49,300	36,400	43,600	74,500	27,000	36,500	51,600
		5.18%			7.39%			5.90%			7.93%			7.13%			6.11%			5.23%			8.05%			6.10%	
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

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Consultant	30,100	35,400	42,300	35,000	46,700	56,700	31,900	36,700	44,100	34,100	45,700	54,100	33,300	43,500	50,600	32,700	43,000	50,100	24,200	31,300	45,000	33,700	45,100	53,600	31,800	42,300	51,100
		5.02%			9.41%			5.70%			8.51%			7.03%			6.15%			6.03%			8.10%			7.18%	
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

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Graduate Trainee-IT	18,700	25,500	26,900	24,200	33,100	35,500	20,000	27,200	29,100	21,600	30,100	31,500	22,300	31,300	33,500	23,600	33,100	34,700	22,800	30,400	32,900	23,500	31,700	34,100	22,500	30,500	33,200
		5.23%			6.39%			5.53%			5.33%			6.56%			8.12%			5.20%			7.01%			5.31%	
Team Lead-IT	28,200	31,500	34,500	32,900	35,500	39,800	29,500	33,300	36,500	31,800	35,600	38,200	30,700	32,100	35,700	31,000	34,900	37,100	29,000	32,300	35,300	30,500	32,700	37,400	27,800	32,000	35,100
		5.14%			7.98%			6.10%			7.63%			7.03%			7.23%			5.90%			6.67%			6.21%	
IT Engineer-Software Developer	26,500	36,300	50,700	34,300	46,600	65,800	28,100	39,700	53,500	32,500	45,200	62,900	32,900	44,900	61,100	34,200	46,200	64,900	31,200	42,500	60,900	32,500	45,000	63,400	32,900	44,900	62,800
		7.16%			8.30%			7.39%			7.76%			6.74%			6.93%			5.21%			8.06%			7.70%	
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

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Sales Executive	14,200	18,800	27,600	21,500	28,200	37,400	13,900	19,300	25,800	15,900	24,100	35,100	26,300	31,000	37,800	18,300	23,600	31,200	16,000	22,200	30,300	21,400	31,100	41,600	18,400	30,000	36,700
		4.03%			6.25%			3.26%			6.10%			6.85%			5.14%			3.27%			6.77%			5.87%	
Field Engineer	21,000	27,500	35,400	25,400	33,400	42,600	22,900	29,900	38,700	24,600	31,600	40,500	26,100	34,600	42,800	25,300	32,800	41,300	23,600	31,000	38,700	25,500	33,000	42,300	24,700	32,200	40,600
		4.03%			6.26%			2.93%			5.71%			6.56%			5.83%			4.56%			6.01%			5.19%	
Digital Marketing Executive	16,700	18,300	24,200	18,500	23,900	32,300	19,900	28,900	35,100	18,100	25,500	31,200	17,300	22,200	29,700	17,900	23,400	30,300	17,400	20,700	25,800	19,200	27,500	33,800	18,700	26,600	32,300
		3.25%			7.23%			8.81%			6.58%			5.71%			6.12%			5.10%			8.05%			7.06%	
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

Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Scan Agent Accounts	► 15,700	18,100	22,500	19,400	22,200	27,400	17,700	20,400	25,200	18,500	20,600	26,200	18,900	21,500	26,800	18,100	20,600	25,700	17,500	19,900	25,400	20,300	22,800	28,800	18,500	21,000	25,900
	►	4.39%		7.67%			4.33%			7.32%			7.11%			6.41%			5.41%			7.20%			6.79%		
Credit Associate	► 23,100	27,100	31,100	27,000	30,200	34,500	22,600	26,100	31,900	26,000	29,400	32,100	24,600	29,700	33,400	23,000	27,000	32,200	21,800	26,600	31,300	28,100	30,900	35,600	21,300	27,100	31,700
	►	3.82%		7.30%			5.14%			6.18%			6.01%			5.47%			4.11%			8.25%			4.73%		
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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Grab Operator	► 18,600	24,000	29,700	21,300	27,800	34,600	19,900	26,000	32,000	20,400	27,200	32,600	20,400	27,000	33,200	19,500	26,100	32,400	19,700	25,600	31,200	20,600	27,800	33,700	19,700	26,000	32,200
	►	3.19%		5.51%			3.57%			5.12%			4.39%			3.51%			3.11%			5.29%			4.10%		
Control Room Operator	► 15,800	19,800	24,400	18,400	23,100	28,200	17,200	21,200	26,200	17,900	22,100	27,300	18,200	22,000	27,400	17,700	21,300	26,900	17,400	21,300	26,200	19,600	23,800	29,700	18,400	22,400	28,000
	►	2.36%		5.31%			3.26%			4.90%			5.23%			4.36%			4.79%			5.71%			4.23%		
Plant Logistics Safety Officer	► 24,500	28,600	32,100	27,900	30,200	35,600	23,700	27,500	31,400	28,600	31,500	36,600	29,100	32,300	39,400	26,700	30,800	35,700	24,400	29,900	32,400	28,500	32,600	38,100	24,300	26,800	33,600
	►	5.03%		6.69%			4.71%			7.71%			9.44%			7.12%			5.43%			8.10%			6.23%		
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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Lane Assistant	► 13,400	15,600	17,800	16,600	18,200	20,100	14,300	16,500	18,700	16,000	17,700	19,200	17,500	19,800	21,300	16,600	18,600	20,900	15,400	17,600	19,500	18,100	20,500	22,900	15,100	16,300	19,100
	►	2.10%		5.63%			3.48%			5.11%			6.36%			6.01%			4.16%			5.14%			3.13%		
Fusion Welder	► 15,800	19,200	22,100	17,000	21,400	24,500	16,600	20,300	23,400	16,800	21,200	23,700	17,300	21,400	24,200	16,300	20,700	23,500	16,300	20,200	23,300	17,700	22,500	24,700	16,700	20,800	23,900
	►	3.92%		5.83%			2.10%			4.32%			6.60%			4.46%			2.92%			6.07%			3.38%		
Tile Fixer	► 13,100	19,900	35,000	16,600	24,500	39,300	14,300	22,500	37,100	13,700	22,000	39,600	12,800	19,500	35,800	14,600	21,100	33,100	14,200	20,600	31,000	15,600	23,600	41,500	13,400	19,000	33,100
	►	1.84%		4.48%			2.62%			4.57%			4.20%			2.45%			2.15%			4.40%			2.47%		
Toll Collector	► 15,400	17,800	20,500	16,700	21,200	24,200	15,700	17,400	20,900	16,100	20,400	23,000	17,100	22,100	25,400	17,400	19,900	22,300	16,500	18,700	21,200	18,100	22,500	26,400	16,500	19,200	21,300
	►	4.12%		6.21%			4.79%			6.03%			7.19%			5.76%			5.19%			7.66%			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

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Customer Service Officer	► 15,100	17,400	20,800	20,100	22,300	25,900	16,400	18,100	21,900	16,200	20,400	24,500	21,500	24,100	28,300	17,300	20,100	24,700	16,800	20,800	23,500	19,900	23,400	26,800	15,800	17,800	22,500
	►	4.61%		6.71%			4.85%			6.33%			7.47%			6.01%			5.46%			7.01%			5.13%		
Fire Officer	► 21,200	25,400	31,600	25,000	31,000	35,000	22,100	26,700	33,700	22,800	26,700	31,300	22,500	27,500	34,200	22,000	26,100	30,800	18,300	26,700	32,500	26,100	31,300	35,400	21,800	27,500	31,700
	►	2.12%		6.16%			3.29%			5.47%			5.71%			5.13%			3.46%			5.41%			3.14%		
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

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Simulation Engineers (Product Design & Simulation Engineering)	43,800	47,900	58,300	66,000	77,100	85,000	52,100	73,200	76,400	55,300	62,200	74,300	50,900	57,200	70,900	44,300	51,100	67,100	43,500	51,700	67,100	55,100	63,700	75,800	46,200	52,400	64,600
		4.56%			6.40%			2.67%			4.37%			4.86%			3.48%			4.77%			4.82%			3.53%	
Application Engineer	20,500	25,400	31,800	31,700	39,800	47,500	21,200	27,500	33,100	30,700	36,600	44,400	27,100	32,700	39,100	30,000	34,500	41,400	24,900	30,400	39,600	27,700	37,500	45,800	25,800	33,400	42,500
		5.62%			8.91%			5.93%			8.21%			6.19%			7.14%			6.78%			8.45%			7.87%	
Electrical Engg Trainee	18,900	24,200	26,400	22,600	29,500	32,600	20,800	27,200	29,200	21,200	28,500	30,800	21,900	28,200	30,800	21,000	27,300	30,000	20,600	26,600	29,300	22,300	29,300	32,500	21,000	27,400	30,400
		2.36%			5.31%			3.30%			4.59%			4.79%			3.86%			3.21%			6.37%			4.16%	
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	21,800	24,900	29,400	28,900	33,600	38,600	26,500	30,500	34,900	27,700	31,400	35,900	27,600	31,600	36,100	26,900	31,100	35,900	26,700	30,100	34,800	29,000	32,300	37,900	27,600	31,500	35,400
		3.13%			6.12%			4.96%			5.48%			5.71%			4.13%			3.79%			5.21%			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	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Officer	23,400	28,800	36,700	30,400	36,900	47,000	27,900	33,500	43,500	29,100	36,100	46,100	28,000	33,800	43,300	28,500	34,800	43,800	26,700	32,500	41,900	29,300	36,600	47,000	28,300	35,000	44,600
		4.24%			7.11%			5.14%			6.79%			6.12%			7.31%			5.12%			7.23%			6.21%	
Sr. Project Manager	41,400	50,600	61,700	60,500	65,700	73,200	44,300	53,600	63,400	57,600	64,200	71,300	58,500	63,300	68,700	56,400	62,300	67,500	51,900	58,400	64,100	62,100	67,700	80,700	58,300	63,600	69,100
		6.06%			8.15%			6.11%			7.89%			7.37%			7.06%			6.47%			9.37%			7.63%	
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		
Manager - Pre Sales	53,100	63,200	69,400	62,300	72,700	79,900	57,400	65,100	71,300	61,100	71,100	83,300	60,200	70,500	80,400	59,100	68,600	75,200	54,700	61,500	70,800	59,900	69,600	77,100	57,300	65,500	74,400
		5.14%			7.73%			5.59%			7.19%			7.53%			6.35%			6.21%			6.81%			6.03%	
FOS Relationship Manager	23,900	33,500	42,400	29,600	42,000	52,600	27,600	38,300	48,000	28,600	40,600	50,700	29,000	40,500	51,800	28,400	39,900	49,700	26,500	38,000	47,500	33,500	43,400	54,800	28,500	39,600	50,700
		3.22%			5.69%			4.03%			5.15%			4.81%			4.21%			3.33%			6.39%			5.16%	
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



## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Accounts and OPE	20,000	22,700	27,900	22,000	25,900	30,200	20,500	23,700	26,500	21,000	25,100	29,800	22,900	26,700	31,700	21,100	24,200	28,800	20,300	23,800	29,300	26,600	29,900	33,200	21,700	25,800	30,400
		5.49%			6.92%			5.01%			6.74%			5.00%			4.33%			4.15%			5.96%			4.29%	
Reconciliation Executive	21,600	26,700	43,800	28,200	39,100	60,400	21,700	30,000	47,400	27,100	33,400	59,000	27,200	41,900	64,800	25,500	33,100	50,500	19,000	26,000	41,600	27,800	43,900	65,000	25,700	32,800	53,800
		5.10%			7.05%			5.46%			6.29%			7.71%			4.15%			3.26%			8.09%			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		
Renewal Executive	27,500	36,200	49,300	31,200	39,800	59,900	32,400	40,500	52,900	33,600	46,800	59,300	30,700	41,300	62,200	25,400	37,100	64,200	25,000	37,100	50,500	38,800	58,400	66,200	28,300	40,000	51,900
		4.29%			6.64%			5.03%			6.10%			6.45%			6.36%			5.14%			4.35%			5.39%	
Sr Vendor Operations Executive	21,300	24,500	28,600	23,400	28,100	32,800	21,600	24,500	29,200	22,700	25,500	31,700	23,800	28,200	33,100	23,400	27,000	31,900	21,900	25,100	29,800	24,200	28,300	33,200	22,500	27,800	31,700
		2.79%			6.45%			5.49%			6.25%			6.82%			5.14%			3.41%			6.14%			3.78%	
Legal Executive	21,500	25,400	30,600	25,400	29,600	36,300	22,300	26,700	31,500	24,700	28,800	34,700	23,600	27,100	33,100	23,300	27,000	32,300	22,000	27,300	32,000	26,500	30,800	37,500	24,400	29,100	32,600
		5.41%			7.49%			5.79%			7.11%			6.63%			5.91%			5.33%			7.86%			6.85%	
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	10,400	13,400	17,100	14,100	15,700	19,300	11,100	13,800	17,400	12,500	14,600	18,600	14,800	17,800	20,700	12,000	14,700	17,800	10,600	12,000	16,100	14,800	17,000	20,100	12,000	15,100	18,600
		2.32%			4.11%			2.19%			3.39%			4.36%			3.14%			2.79%			3.79%			3.10%	
Loader And Picker	13,000	17,500	26,900	14,600	24,000	31,700	12,000	20,000	33,300	15,500	22,700	32,900	17,500	24,900	32,900	17,700	23,400	35,400	12,500	23,400	30,100	18,600	28,500	37,400	13,300	26,200	32,200
		3.03%			6.14%			3.79%			5.19%			4.71%			5.91%			3.72%			6.71%			5.32%	
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	36,800	42,900	49,400	43,600	53,000	77,200	39,700	50,100	58,600	41,600	52,200	62,200	45,100	56,700	67,400	43,800	53,000	64,500	40,600	50,300	59,200	45,600	56,300	66,600	42,100	51,500	62,400
		5.19%			7.53%			6.84%			7.13%			6.50%			6.17%			4.12%			7.82%			6.25%	
Business Operation Analyst	23,300	32,500	40,000	31,700	41,300	50,800	24,600	32,900	41,300	29,600	39,500	49,600	32,500	40,000	45,800	30,800	35,000	43,300	25,800	34,400	42,900	33,800	40,800	53,300	27,900	37,100	46,300
		3.10%			6.23%			4.12%			6.04%			5.21%			5.07%			4.39%			6.50%			5.40%	
Consultant Content Writer	27,100	31,400	35,500	32,300	36,600	43,200	28,800	33,100	36,900	31,000	34,700	41,500	28,900	32,400	39,300	30,500	33,800	40,100	29,300	33,900	37,600	31,500	35,600	40,500	30,500	34,500	39,800
		5.71%			10.11%			6.22%			7.84%			7.33%			8.04%			6.51%			8.21%			7.81%	
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

# E-Commerce & Tech Startups

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



## Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Lead Engineer	17,800	22,200	26,500	23,500	29,700	33,400	18,200	23,100	27,700	20,800	26,100	30,000	20,700	25,200	29,200	20,100	25,600	29,000	19,100	23,700	28,100	21,300	26,800	30,500	20,300	25,900	29,600
	5.17%			7.26%			5.31%			6.66%			6.81%			6.07%			5.73%			7.03%			6.31%		
Sr. Graphic Designer	33,000	39,800	45,700	38,100	44,600	54,000	34,000	40,800	49,600	36,600	44,700	54,700	38,100	46,400	56,600	36,300	45,700	53,200	34,500	43,500	52,900	38,400	46,900	55,700	36,000	44,600	53,600
	3.16%			7.09%			5.15%			7.23%			6.10%			5.28%			4.15%			7.36%			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

## HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Senior Recruiter	35,100	41,500	45,700	43,300	49,600	54,200	35,900	42,600	46,500	42,600	48,100	52,100	41,500	46,600	51,700	41,000	46,100	50,900	37,100	43,500	47,800	42,100	48,900	53,300	38,700	43,700	51,300
	4.50%			7.36%			5.07%			6.61%			5.78%			5.51%			5.22%			7.01%			6.29%		
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		
Network Engineer	25,700	30,700	39,800	30,800	39,200	47,500	26,200	31,500	40,100	28,300	36,700	45,000	27,100	35,000	43,300	27,100	35,400	42,900	26,500	32,300	40,700	29,000	37,500	45,800	28,500	36,500	41,800
	5.14%			8.14%			6.70%			8.23%			7.78%			7.21%			7.21%			8.49%			7.40%		
IT Analyst	30,000	36,400	39,100	33,300	40,400	46,600	30,800	35,800	40,000	32,700	38,500	44,900	31,500	37,200	42,100	32,000	36,800	41,200	30,100	34,700	41,000	32,200	38,000	44,100	31,000	37,700	43,300
	3.12%			8.23%			6.08%			8.54%			7.23%			7.01%			6.50%			8.05%			7.65%		
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	27,600	51,800	64,400	36,100	59,000	73,300	30,200	56,200	70,600	33,700	63,700	73,000	42,100	61,800	77,000	37,000	63,900	75,400	27,800	41,800	61,800	43,500	66,100	79,100	28,900	42,700	67,600
	5.14%			7.93%			6.01%			6.95%			8.00%			7.33%			6.23%			7.56%			6.90%		
Merchant Relationship Executive	19,200	24,600	34,400	22,500	28,100	37,500	19,500	25,300	35,100	23,300	28,100	37,800	24,100	29,800	40,200	22,800	27,000	37,400	21,100	27,100	36,700	24,000	28,600	38,900	21,800	27,200	37,400
	4.89%			6.70%			5.19%			6.21%			7.23%			6.49%			5.20%			7.03%			6.37%		
Sales Consultant	30,600	35,400	40,500	35,500	40,500	45,400	32,300	36,300	42,100	35,000	39,600	44,200	36,100	41,500	46,700	34,100	38,800	43,100	33,100	38,600	41,700	35,700	41,000	45,900	32,700	37,700	43,300
	6.03%			8.09%			6.54%			7.79%			8.75%			7.06%			7.21%			8.41%			7.21%		
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



## Educational Services

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

### Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Accounts Officer</b>	► 24,600	27,600	34,100	27,500	32,600	36,200	22,800	28,900	35,600	27,900	33,300	38,700	23,300	33,500	37,500	23,800	31,500	34,500	22,100	28,500	31,800	29,400	34,900	39,300	26,100	31,800	35,100
	►	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		
<b>Operations Support Executive</b>	► 17,300	19,300	22,700	18,900	21,400	25,400	17,200	20,300	23,300	18,200	21,500	24,700	18,700	22,700	25,500	17,200	20,500	23,000	17,600	19,500	21,800	19,700	22,100	26,200	17,500	20,800	24,100
	►	4.16%			6.28%			4.79%			6.01%			6.97%			4.91%			4.03%			6.33%			5.41%	
<b>Senior Admission Officer</b>	► 24,500	27,100	30,500	32,000	38,500	44,900	25,100	28,700	31,900	31,000	37,100	45,300	33,100	38,000	46,200	27,200	29,900	33,300	26,500	29,000	32,600	32,500	37,800	45,500	23,400	27,800	31,600
	►	6.83%			8.41%			7.23%			8.03%			8.81%			7.71%			7.41%			8.71%			7.04%	
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

### Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Office Peon</b>	► 9,100	12,100	16,700	13,100	17,100	21,100	9,800	12,000	16,600	12,000	16,200	19,300	12,100	14,700	19,400	11,000	14,100	17,400	9,400	11,300	16,200	14,700	16,100	21,000	11,900	14,500	18,200
	►	2.93%			5.32%			2.57%			4.25%			4.03%			3.01%			2.91%			5.03%			3.66%	
<b>Helper</b>	► 12,900	14,500	16,100	14,100	15,900	18,700	13,500	15,400	17,300	14,700	16,000	17,800	15,000	16,300	19,100	14,400	16,200	18,500	13,700	15,900	17,900	15,500	17,800	18,500	14,400	16,200	18,200
	►	2.40%			2.60%			1.21%			2.06%			2.64%			1.51%			1.66%			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		
<b>Content Developer</b>	► 17,500	20,700	23,400	24,500	29,300	33,000	17,100	21,700	25,500	24,900	28,800	32,300	23,800	27,200	31,500	24,100	27,100	30,900	17,800	22,600	26,900	25,600	29,400	33,600	24,100	29,400	31,400
	►	7.19%			8.75%			7.29%			8.49%			8.21%			7.61%			7.33%			9.20%			8.09%	
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	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



## Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Animator	44,400	60,900	71,000	48,800	71,300	81,000	47,300	57,600	72,000	46,200	74,100	81,200	51,100	67,500	75,000	48,000	61,100	72,000	43,800	65,200	76,500	55,000	71,100	88,800	49,700	62,400	72,500
	5.79%			8.39%			5.10%			7.12%			7.02%			6.21%			5.11%			7.88%			6.25%		
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

## HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Coordinator	28,700	33,600	38,100	34,500	40,400	44,600	29,500	34,500	38,800	31,000	36,700	42,300	30,500	35,400	41,400	30,500	36,000	40,500	29,900	35,100	39,600	32,100	37,500	43,500	31,900	36,900	41,000
	3.33%			7.06%			4.11%			6.51%			6.05%			5.03%			4.41%			6.71%			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

## IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Engineer	27,700	34,100	38,800	35,400	40,600	45,300	28,900	34,800	39,200	34,100	39,200	43,500	30,700	37,100	42,100	33,900	38,700	42,000	29,500	35,200	40,500	35,000	40,100	44,900	33,500	38,100	45,500
	6.50%			8.14%			6.50%			8.23%			7.82%			7.41%			7.09%			8.88%			9.36%		
Software Developer	33,500	37,500	43,900	40,000	46,000	52,900	35,100	40,400	46,500	37,300	41,800	46,800	36,600	40,300	46,300	34,500	39,700	44,400	32,200	35,700	40,700	37,000	43,300	48,900	38,000	42,200	48,100
	4.09%			7.14%			6.05%			6.21%			5.63%			4.86%			4.08%			7.21%			6.71%		
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 Coordinator	28,500	31,200	34,100	30,700	33,200	36,100	29,100	31,900	34,900	30,000	32,200	34,100	31,100	34,300	36,800	29,400	31,300	33,100	27,600	30,500	32,300	29,900	32,300	35,400	27,700	29,200	31,700
	3.47%			5.90%			4.14%			5.14%			6.01%			5.10%			4.23%			6.73%			5.00%		
Programme Manager	54,000	58,500	68,600	56,700	59,700	82,300	55,100	58,800	67,300	55,600	59,000	72,700	56,700	58,900	73,000	53,600	59,100	67,300	54,700	59,200	68,800	57,000	63,800	74,500	54,600	57,600	67,400
	5.41%			8.14%			5.83%			7.26%			7.67%			6.21%			5.47%			8.48%			6.21%		
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

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Accounts Officer	21,900	26,100	34,600	23,900	27,000	38,900	22,800	26,500	34,400	23,400	26,300	35,800	23,600	26,800	37,800	23,800	28,100	36,100	22,900	25,900	34,500	21,600	26,000	34,400	24,500	26,800	38,700	23,100	28,200	37,300
	3.19%			5.14%			4.16%			4.75%			5.02%			4.77%			3.61%			3.75%			4.69%			4.33%		
Indirect Tax Analyst	29,200	33,300	41,700	41,300	46,500	55,100	33,200	41,800	46,700	40,500	45,600	54,100	39,800	44,700	53,600	36,600	42,900	48,800	32,300	40,500	45,500	30,300	32,700	37,100	48,100	57,100	66,300	35,300	39,700	46,700
	4.10%			7.03%			5.40%			6.89%			6.21%			6.63%			5.38%			3.79%			7.25%			5.81%		
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	22,100	27,900	33,300	24,100	29,300	37,700	23,100	28,800	34,400	23,400	28,400	35,500	23,800	29,400	36,400	23,300	29,800	36,300	22,000	28,400	34,100	21,900	27,600	35,200	24,700	29,900	37,700	23,200	29,700	35,700
	3.33%			5.04%			3.13%			4.61%			4.39%			4.11%			3.61%			3.97%			4.22%			4.22%		
Erection Supervisor	21,100	24,500	28,900	23,100	26,300	31,200	21,400	25,200	30,100	23,800	27,100	32,300	24,100	28,500	33,600	22,500	25,600	29,100	24,100	27,800	30,900	20,100	23,900	27,500	25,400	27,800	33,400	22,200	25,800	30,700
	3.93%			5.14%			4.16%			5.59%			6.83%			5.03%			4.16%			3.33%			7.03%			6.10%		
Billing Executive	16,600	21,500	25,200	21,200	28,300	31,000	19,000	23,400	25,900	19,700	25,200	30,800	21,300	28,900	33,600	22,600	28,600	32,800	20,100	24,700	29,200	15,900	21,800	23,500	22,200	28,300	33,500	21,700	28,100	29,300
	2.02%			4.29%			2.51%			4.21%			5.27%			4.14%			2.57%			2.02%			5.39%			3.81%		
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	18,500	20,000	21,600	20,500	24,500		19,500	20,700	22,000	19,500	20,200	23,100	20,300	20,800	23,500	20,200	21,800	23,100	19,000	21,000	22,300	18,300	20,100	21,200	20,500	21,600	24,700	19,500	22,000	23,200
	2.94%			4.90%			3.23%			4.14%			4.36%			3.02%			2.01%			1.79%			5.10%			3.00%		
Store Picker	15,000	16,100	18,500	16,200	17,300	20,700	15,600	16,500	19,100	15,400	16,200	20,200	16,500	17,000	20,700	16,100	17,500	19,900	15,300	17,000	18,900	14,800	15,900	18,400	16,400	17,400	21,000	15,800	17,500	20,300
	4.13%			4.79%			4.29%			4.57%			5.09%			3.39%			2.16%			2.03%			5.37%			3.36%		
Logistics Executive	19,000	25,200	37,500	22,600	33,600	46,300	20,900	27,400	38,500	23,100	26,600	38,700	27,400	39,700	46,400	26,200	40,700	48,900	19,600	29,900	41,000	17,900	26,500	34,500	29,300	33,100	48,300	22,500	37,400	47,400
	6.07%			7.61%			6.91%			7.14%			7.93%			7.54%			5.16%			4.10%			8.23%			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	0-2	2-5	5-8

## Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Pilot Officer	21,800	24,800	27,300	25,000	28,700	32,200	22,600	26,300	29,000	24,400	26,700	30,700	24,600	28,600	32,500	24,300	27,900	30,800	23,000	26,000	28,600	22,100	24,000	26,500	24,500	28,000	31,700	23,400	26,100	29,400
	2.34%			4.29%			2.32%			3.91%			5.02%			3.10%			2.77%			2.26%			4.16%			3.23%		
Safety Officer	16,500	18,200	20,500	18,800	21,600	24,400	15,300	17,100	20,000	18,000	19,800	22,400	18,200	20,600	24,500	17,100	19,200	22,000	14,700	16,000	18,600	14,000	15,700	17,200	18,000	21,100	25,100	15,300	17,000	19,900
	3.24%			5.30%			3.61%			4.90%			5.49%			4.23%			3.26%			2.12%			5.71%			4.10%		
Data Analyst	29,200	34,200	39,200	37,100	43,800	49,600	31,300	37,100	41,300	34,600	41,300	45,400	33,800	39,600	42,900	28,300	38,800	44,200	29,200	34,200	38,300	25,000	30,900	37,100	35,800	42,500	47,500	32,500	38,800	45,000
	6.10%			8.81%			6.51%			8.07%			6.83%			7.14%			5.41%			4.12%			8.23%			7.61%		
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			Pune		
<b>QS and Planning Engineer</b>	18,500	25,000	29,200	29,700	34,200	41,700	19,600	27,100	31,300	26,300	32,900	38,300	24,200	29,600	37,500	25,000	27,900	33,300	24,100	27,500	32,300	22,200	25,300	30,400	26,700	31,100	39,300	22,500	30,800	35,000
	5.25%			8.06%			5.79%			9.03%			7.02%			6.10%			5.59%			4.10%			6.71%			6.92%		
<b>Site Engineer</b>	40,500	45,500	54,300	51,400	61,900	68,300	44,200	50,200	58,100	40,600	45,500	55,500	55,400	58,900	64,700	52,500	58,400	69,300	44,000	50,300	58,500	43,200	49,700	52,500	53,400	56,700	66,200	50,100	53,700	63,400
	6.23%			7.47%			6.71%			6.31%			7.10%			7.21%			5.79%			4.09%			6.08%			5.67%		
<b>Design Officer</b>	20,300	23,100	30,400	24,600	28,400	33,700	20,900	24,200	31,300	23,700	27,300	30,500	24,000	27,900	32,100	22,500	26,100	29,700	21,000	24,500	27,100	19,400	22,000	28,500	25,700	30,600	35,100	24,600	27,500	32,400
	4.15%			7.02%			5.41%			5.13%			6.03%			4.26%			3.10%			2.14%			7.29%			6.41%		
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		
<b>HR Specialist</b>	26,600	30,800	37,100	33,600	40,900	45,700	24,800	29,400	35,600	32,400	38,900	43,400	26,100	31,200	37,300	30,500	36,700	41,100	26,700	30,300	36,200	23,900	27,100	31,300	31,700	37,800	43,500	30,400	34,000	40,900
	3.10%			6.63%			3.29%			5.81%			4.73%			6.03%			4.25%			3.10%			6.21%			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	0-2	2-5	5-8

## IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
<b>Resident Engineer</b>	16,500	21,100	27,400	21,100	25,400	32,100	19,500	23,400	28,300	21,600	27,500	34,500	23,000	28,200	33,200	19,200	23,600	30,100	17,800	23,200	28,400	16,500	20,500	24,300	24,700	31,300	39,200	22,600	28,600	33,700
	4.10%			7.25%			4.51%			7.14%			7.61%			6.21%			5.31%			3.25%			8.07%			6.65%		
<b>Network Engineer - IT</b>	35,400	40,700	46,800	42,100	46,900	53,600	37,500	44,300	50,400	39,300	43,500	50,000	40,200	42,800	50,200	40,000	44,600	52,700	37,200	43,200	50,000	36,600	41,800	47,500	41,800	45,200	52,700	38,900	44,600	52,600
	7.03%			8.09%			7.49%			7.29%			7.46%			6.35%			5.13%			4.92%			7.77%			7.07%		
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	0-2	2-5	5-8

## Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
<b>RSM Facilitator</b>	30,700	36,400	43,600	33,200	38,400	49,300	31,700	37,100	44,200	32,700	36,700	48,200	32,500	38,600	48,600	32,700	38,000	47,100	30,900	37,700	45,900	30,400	35,900	43,100	33,400	38,900	50,100	32,300	39,400	47,100
	6.21%			7.19%			5.89%			6.68%			6.97%			5.63%			4.91%			5.25%			6.82%			6.20%		
<b>Merchandising Officer</b>	18,200	22,700	28,800	20,100	24,200	32,200	19,200	23,700	29,500	19,500	23,000	30,600	20,000	23,900	30,700	19,800	23,800	31,400	18,400	23,600	30,500	18,000	23,100	28,500	19,700	24,500	32,400	19,200	24,500	31,300
	2.26%			4.41%			3.25%			4.04%			3.45%			4.19%			3.26%			2.03%			5.29%			4.10%		
<b>Sales Consultant</b>	34,600	39,200	44,100	37,500	42,600	47,700	35,100	40,500	45,300	34,800	41,000	46,300	38,900	43,300	48,100	35,300	40,400	45,200	36,000	41,100	46,500	32,300	35,500	41,500	38,000	42,500	47,000	34,000	39,500	44,500
	5.41%			7.21%			5.92%			6.29%			7.63%			6.04%			6.30%			4.15%			7.03%			6.81%		
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

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Finance Coordinator</b>	18,000	22,900	28,100	19,700	24,500	29,300	18,400	22,500	27,400	19,400	23,400	29,100	19,200	23,800	29,600	19,400	23,700	28,300	18,700	22,900	28,300	19,700	23,900	29,000	19,600	24,000	28,700
		3.16%			4.83%			2.71%			4.10%			3.26%			2.59%			2.10%			4.71%			3.16%	
<b>Excise Assistant</b>	18,800	20,500	23,100	20,900	22,600	27,300	19,400	21,800	24,800	20,100	21,900	26,400	21,900	25,200	28,500	20,000	22,500	25,200	19,800	22,200	25,000	22,600	25,800	29,300	20,100	23,700	26,900
		2.29%			6.12%			3.54%			5.40%			6.39%			4.10%			3.79%			6.51%			4.30%	
<b>Trainee Accounts</b>	16,900	19,400	21,100	17,700	20,900	23,200	16,400	19,900	21,600	17,000	19,700	22,900	17,900	20,700	22,200	17,300	20,100	22,400	17,200	19,900	21,700	17,800	20,700	22,600	17,600	20,700	22,300
		4.74%			6.22%			4.40%			5.47%			5.00%			5.29%			3.21%			5.19%			3.21%	
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

## Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>General Procurement Officer</b>	22,400	25,900	30,600	25,200	28,200	32,800	22,500	25,600	30,400	23,900	27,300	31,700	24,000	26,700	31,800	23,800	26,500	31,000	23,500	27,100	31,200	24,000	27,700	32,300	23,700	28,200	32,400
		5.20%			6.36%			4.81%			6.12%			6.29%			3.64%			2.29%			6.09%			5.31%	
<b>Procurement Analyst</b>	27,500	31,300	37,600	30,900	35,100	42,900	28,500	31,800	38,700	29,900	32,500	40,300	32,100	35,000	43,100	29,300	32,000	37,300	17,500	22,700	30,500	30,000	37,300	43,900	29,600	30,900	38,900
		3.14%			7.58%			4.23%			6.13%			7.81%			7.02%			5.13%			8.32%			5.66%	
<b>Logistics Officer</b>	25,100	30,300	34,200	28,500	33,000	38,100	23,300	29,800	36,200	27,200	30,700	37,300	30,300	39,800	43,200	24,100	33,000	41,900	21,200	24,400	31,600	30,100	37,100	42,400	25,700	32,100	39,000
		6.33%			7.21%			6.89%			7.41%			9.15%			7.05%			6.04%			7.91%			7.61%	
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		
<b>Helper</b>	11,300	13,100	13,900	12,600	14,600	15,200	11,300	13,000	13,700	12,100	14,000	15,000	11,900	13,300	14,800	11,600	13,600	14,600	11,700	13,500	14,300	12,200	14,100	14,900	12,400	13,900	14,800
		3.19%			4.37%			3.01%			3.69%			3.02%			2.79%			1.79%			4.17%			3.07%	
<b>Collection Executive</b>	15,000	18,600	24,200	18,200	22,400	31,900	15,000	20,000	24,000	15,000	22,100	27,500	16,600	22,500	26,800	15,900	21,800	26,600	16,200	22,000	26,400	20,200	23,600	32,100	17,200	23,900	27,000
		5.57%			6.59%			5.79%			6.06%			5.94%			5.41%			4.14%			6.86%			5.01%	
<b>Forklift Operator</b>	15,700	18,500	20,300	17,200	20,300	22,400	15,700	18,400	19,700	16,400	19,300	21,200	16,900	18,800	21,100	16,200	19,500	21,200	16,100	18,900	21,000	16,900	19,900	22,100	16,700	19,600	21,500
		3.12%			4.19%			2.62%			3.93%			3.50%			2.29%			2.02%			4.66%			3.21%	
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		
<b>Regional Trainer</b>	24,400	30,400	36,500	30,100	37,400	44,700	26,300	32,100	37,900	29,500	36,100	41,100	31,200	38,700	46,500	27,600	33,800	40,300	25,100	31,500	38,800	27,800	37,000	46,100	26,600	34,300	40,000
		3.03%			6.73%			4.20%			6.41%			7.10%			6.03%			5.19%			8.56%			5.47%	
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

## Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Automation Engineer</b>	37,800	45,100	51,300	44,500	52,800	54,700	36,000	40,000	47,300	42,100	49,800	56,100	43,100	50,700	52,300	40,500	46,100	51,300	38,400	42,100	46,600	43,800	50,200	54,300	39,200	46,500	51,400
		6.31%			8.01%			6.10%			8.21%			7.89%			7.34%			6.50%			7.89%			7.06%	
<b>MSC Technician Electrical</b>	19,700	25,100	28,400	23,200	28,900	32,700	20,500	25,300	28,900	21,600	27,100	30,700	22,300	26,500	31,600	20,800	26,600	31,200	21,600	26,700	30,100	22,300	27,400	31,200	22,400	28,500	32,000
		4.13%			5.31%			4.36%			4.91%			4.72%			4.09%			3.56%			5.13%			5.20%	
<b>Trainee Engineer</b>	18,800	20,600	22,300	20,600	22,500	24,400	18,700	20,300	22,100	19,600	21,600	23,500	19,100	21,600	24,300	20,100	20,900	23,800	19,500	21,300	23,300	20,600	22,700	24,600	20,600	22,500	24,400
		3.22%			4.89%			2.00%			3.40%			3.20%			2.69%			2.14%			5.39%			3.25%	
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

## HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Executive HR Compliance</b>	27,900	32,800	40,300	30,500	36,800	55,700	27,700	32,800	41,300	29,300	35,800	44,600	29,000	35,200	51,000	31,100	36,500	45,200	30,300	35,400	42,900	30,900	36,500	51,300	31,800	37,300	44,800
		5.03%			6.71%			5.13%			5.85%			5.01%			6.41%			4.10%			6.16%			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

## IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>System Validation Tester</b>	29,100	33,800	39,000	33,600	38,300	43,900	29,500	33,900	39,500	31,400	37,600	43,500	32,000	35,200	42,900	32,300	37,200	44,200	31,700	35,900	41,300	32,700	37,100	44,000	33,200	37,300	42,700
		4.14%			5.62%			4.31%			4.33%			4.65%			4.33%			3.02%			6.10%			5.55%	
<b>IT Analyst</b>	30,000	34,700	39,600	32,900	38,600	45,300	31,500	35,600	40,800	32,000	37,300	42,100	31,000	36,500	41,000	30,500	36,000	41,600	27,700	34,500	39,700	34,500	39,100	43,900	31,100	37,800	44,000
		6.04%			8.11%			6.53%			7.21%			6.70%			7.03%			6.30%			7.51%			7.81%	
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		
<b>Field Monitor</b>	15,500	18,800	23,100	18,200	22,100	27,400	16,500	19,400	24,000	17,800	21,500	26,500	17,100	21,000	26,100	16,800	20,900	25,000	17,200	19,900	25,600	17,900	22,400	28,700	17,200	21,700	26,200
		3.39%			5.06%			4.16%			4.93%			3.14%			4.26%			4.01%			5.66%			4.33%	
<b>Business Coordinator</b>	19,400	22,600	26,000	22,000	25,500	29,600	19,700	22,600	26,600	21,600	24,800	28,600	21,300	23,600	29,200	20,600	24,500	27,600	21,100	24,000	27,700	21,400	24,300	28,800	21,600	24,900	28,700
		4.06%			5.39%			4.32%			4.71%			5.10%			4.79%			3.46%			5.10%			4.09%	
<b>Sales Consultant</b>	28,900	33,500	38,100	35,500	40,100	50,300	29,700	35,300	39,500	36,800	42,300	46,500	38,300	43,500	47,900	33,300	37,700	42,100	31,700	36,500	41,700	39,700	44,600	55,000	34,700	39,100	43,400
		6.11%			7.27%			6.31%			7.44%			7.66%			7.01%			6.83%			7.93%			7.13%	
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



## Healthcare & Pharmaceuticals

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

### Finance

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Audit Manager	45,200	67,900	77,400	46,900	62,600	75,200	47,000	62,900	76,100	55,000	70,900	77,000	53,100	65,100	76,200	47,000	56,200	65,000	57,900	79,800	103,000
		5.71%			3.47%			4.98%		6.39%			4.28%			4.37%			6.96%		
Cash Officer	23,400	29,400	57,100	28,600	42,100	53,800	21,600	30,100	54,400	25,900	34,700	57,500	29,500	40,000	58,000	27,900	33,500	50,400	24,300	31,500	61,300
		4.58%			3.47%			3.74%		5.63%			5.18%			3.51%			6.77%		
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

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Procurement Associate	31,100	35,100	42,700	29,400	31,800	40,400	29,700	34,700	40,400	30,600	34,100	42,400	30,100	33,300	41,300	29,600	32,300	39,700	30,300	33,300	40,900
		4.72%			2.26%			3.67%		3.84%			3.00%			2.76%			4.06%		
Office Assistant	17,000	18,500	23,400	15,500	17,000	20,500	16,800	18,000	21,900	17,200	18,700	21,000	16,600	18,200	21,100	15,300	17,000	20,700	17,000	18,800	23,400
		6.42%			2.53%			5.13%		5.54%			4.77%			3.24%			7.29%		
Commercial Coordinator	38,900	44,900	47,200	35,300	41,300	43,100	37,400	44,200	44,500	38,000	43,000	45,100	37,900	42,500	44,100	35,200	42,600	45,100	37,000	43,400	47,600
		5.45%			2.74%			4.03%		4.53%			2.93%			4.44%			6.30%		
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

### Blue Collar

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Helper-(MEM)	16,100	19,500	22,100	14,200	17,700	20,200	15,500	18,300	21,300	17,400	20,100	23,900	15,300	17,700	19,800	14,700	18,300	20,900	17,900	20,900	23,600
		4.71%			3.06%			4.29%		3.51%			4.06%			3.29%			4.17%		
Staff Nurse	27,000	30,800	37,400	25,700	28,200	33,600	26,700	30,700	36,200	27,000	30,500	36,600	27,900	30,300	35,300	25,500	28,900	34,400	27,300	30,400	37,600
		5.93%			3.73%			5.62%		5.20%			4.77%			3.96%			6.92%		
X-Ray Technician	24,600	29,100	36,900	23,400	28,400	35,400	24,500	29,100	34,900	25,100	29,400	38,100	26,700	29,400	36,600	24,000	28,500	34,800	24,800	29,800	37,800
		6.00%			2.93%			4.89%		6.57%			6.36%			5.04%			7.53%		
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

# Healthcare & Pharmaceuticals

► 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	22,600	26,900	32,300	22,000	25,700	29,900	22,300	26,700	31,800	22,900	26,800	33,100	23,400	27,600	31,300	21,600	25,600	30,500	22,700	26,900	32,400
	6.30%			5.28%			5.99%			6.94%			5.87%			5.28%			7.29%		
Microbiologist	23,800	30,300	45,800	20,600	27,200	35,700	20,400	27,800	41,900	21,600	29,700	43,600	21,700	27,500	38,800	20,100	26,300	36,900	21,500	32,000	42,500
	6.23%			4.32%			5.71%			6.09%			5.32%			4.66%			5.93%		
Scientist	39,200	47,500	57,500	32,900	43,100	50,300	35,800	44,200	52,500	37,500	45,800	52,100	34,200	45,400	56,300	32,600	40,400	47,200	36,700	44,100	55,600
	8.37%			7.41%			8.11%			8.47%			8.06%			7.07%			8.81%		
R & D Analyst	35,000	42,500	51,400	28,300	36,700	43,800	33,300	40,800	48,800	36,700	44,600	54,600	32,300	39,800	47,400	30,500	36,900	45,400	34,100	41,500	49,200
	8.28%			6.19%			7.59%			10.07%			7.12%			6.61%			8.04%		
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

## Engineering

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Service Coordinator	42,000	47,100	53,100	40,600	43,600	48,100	42,300	48,200	55,700	43,500	49,700	56,500	41,200	45,600	49,200	41,000	44,300	47,200	43,100	49,600	53,900
	6.29%			4.88%			5.50%			7.56%			6.48%			4.32%			7.04%		
Biomedical Engineer	22,500	27,100	34,200	20,000	24,200	27,500	20,800	25,800	30,800	24,500	29,700	34,400	22,000	26,600	29,100	20,700	25,500	28,400	25,100	32,100	39,200
	7.13%			4.49%			6.31%			7.41%			6.03%			5.43%			7.74%		
Contract Engineer	57,200	64,400	72,400	58,300	63,500	69,400	57,700	63,700	69,800	59,300	65,400	74,500	58,600	63,900	72,000	57,400	64,300	68,600	59,100	65,100	71,200
	5.45%			4.67%			4.89%			6.44%			5.26%			5.52%			6.30%		
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

## HR

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Sr. HR Generalist	31,700	41,900	60,700	32,800	36,500	57,400	32,400	43,000	57,900	33,900	42,900	57,500	33,000	43,100	58,300	28,200	37,300	53,500	34,000	42,100	71,900
	7.06%			4.99%			6.27%			5.70%			6.16%			5.50%			5.80%		
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



## Healthcare & Pharmaceuticals

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

### IT

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
IT Consultant	48,500	55,400	61,200	38,500	44,300	52,100	46,400	52,200	59,600	39,800	47,500	55,200	43,500	50,800	58,500	40,700	49,300	57,600	47,500	54,500	60,500
	8.93%			6.15%			8.03%			7.54%			8.20%			7.93%			8.49%		
Network Engineer	37,300	44,700	49,300	32,200	37,600	41,500	35,500	41,100	46,700	35,000	39,700	44,800	36,100	40,300	45,500	33,500	38,900	43,600	36,600	41,500	47,100
	8.31%			6.82%			8.03%			7.41%			7.73%			7.02%			8.14%		
System Administrator	54,300	59,700	67,100	51,400	57,000	62,000	52,900	59,300	65,200	53,200	59,200	66,000	53,300	60,000	66,200	50,900	57,000	61,900	51,900	57,900	65,300
	6.54%			4.11%			5.50%			6.32%			6.45%			5.04%			5.99%		
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

### Sales and Marketing

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai		
Associate Business Officer	19,800	21,200	25,100	16,500	18,700	21,100	18,100	20,100	24,400	19,000	22,500	27,900	17,800	19,700	23,600	17,300	21,000	24,500	17,700	22,100	26,600
	5.10%			3.07%			4.10%			5.71%			3.91%			4.38%			5.42%		
Wellness Advisor	18,300	20,500	23,100	14,600	16,500	20,300	19,900	21,600	24,500	18,100	20,700	23,100	15,100	18,600	22,200	16,500	18,700	21,100	16,100	19,400	23,600
	6.69%			5.25%			6.13%			5.63%			4.23%			4.05%			5.41%		
Marketing and Sales Coordinator	28,600	34,000	40,700	27,900	32,100	36,500	29,100	34,000	39,800	30,600	35,300	41,600	29,100	34,200	39,500	27,500	31,500	37,200	27,900	32,400	38,800
	6.41%			3.29%			5.61%			6.79%			6.10%			5.23%			5.81%		
Business Manager	44,900	52,700	79,100	43,000	51,000	67,300	42,700	52,400	69,600	43,100	51,500	69,500	45,000	53,300	70,300	41,200	48,400	64,400	43,900	51,800	77,900
	7.09%			6.35%			5.68%			6.69%			8.01%			6.12%			9.14%		
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

## Hospitality

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

### Finance

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
<b>Finance Coordinator</b>	22,500	26,300	29,100	24,300	27,100	32,300	23,600	27,100	30,900	25,500	28,600	33,700	22,000	24,500	27,600	24,700	28,000	32,400
	3.67%			4.69%			4.13%			5.97%			3.01%			5.21%		
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

### Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
<b>Executive - Front Office</b>	19,000	23,400	25,100	22,900	27,600	31,900	19,500	23,600	25,600	21,800	25,700	30,400	20,100	23,300	27,900	21,800	26,400	31,000
	3.55%			4.98%			5.60%			7.50%			5.57%			6.77%		
<b>Business Development Executive</b>	32,100	45,900	52,800	27,900	37,200	57,500	23,700	29,400	49,700	30,600	42,100	54,500	24,300	35,400	51,500	33,600	43,900	57,000
	4.43%			6.33%			4.84%			5.93%			5.39%			6.05%		
<b>Travel Consultant</b>	30,900	34,200	40,500	37,600	42,700	50,500	32,400	37,500	41,700	39,200	43,600	49,500	36,700	40,500	43,100	50,000	56,700	61,200
	3.26%			4.91%			3.33%			4.23%			3.91%			5.26%		
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

### Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
<b>Guest Service Attendant</b>	14,000	21,000	27,500	23,600	30,300	42,600	14,500	22,200	27,600	20,100	29,600	38,200	17,300	24,400	31,500	22,700	29,000	39,100
	2.41%			4.55%			3.42%			4.18%			2.74%			4.38%		
<b>Housekeeping Assistant</b>	12,100	13,500	15,500	14,100	15,700	19,100	12,800	14,700	16,700	13,600	15,400	18,300	12,900	15,000	17,400	14,200	16,600	19,600
	4.24%			5.55%			3.34%			4.65%			3.67%			6.91%		
<b>Bell Boy</b>	10,700	12,000	13,800	12,900	14,300	16,600	11,100	12,500	14,600	12,700	14,400	16,700	11,400	13,200	15,400	12,300	13,900	16,700
	3.58%			5.92%			3.34%			6.40%			3.79%			5.49%		
<b>Security Supervisor</b>	18,500	20,200	22,200	20,400	23,200	26,300	19,100	20,900	23,700	21,500	24,300	27,200	19,500	21,800	24,500	22,300	25,800	28,600
	4.23%			6.73%			4.71%			6.41%			5.03%			7.14%		
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

### Support Services

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
<b>Business Analyst</b>	31,200	36,500	42,000	35,300	42,500	47,300	30,000	37,300	41,600	34,500	38,400	45,200	32,600	38,500	42,500	33,200	37,600	44,100
	6.66%			7.10%			7.11%			8.51%			7.83%			8.16%		
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

## Hospitality

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

### Engineering

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Deputy Manager	28,900	33,300	41,200	30,900	37,500	45,800	29,700	35,200	43,100	32,000	39,600	47,300	31,900	36,700	42,500	33,600	41,400	48,900
		4.26%			6.52%			5.59%			7.01%			5.14%			7.23%	
Supervisor [Tech]	30,200	33,600	36,300	35,300	40,600	44,800	31,500	35,700	39,200	33,500	39,200	42,600	32,500	36,600	40,400	33,100	37,800	43,700
		3.55%			6.17%			2.38%			4.65%			3.48%			4.81%	
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		
Recruiter	30,500	33,300	37,500	34,100	37,600	40,300	31,900	34,600	38,300	35,400	39,300	42,100	31,300	34,000	37,900	36,100	39,900	43,100
		5.14%			7.23%			5.31%			7.54%			5.63%			7.71%	
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		
IT Administrator	27,300	31,600	36,700	32,700	37,900	44,400	28,900	33,200	38,100	31,000	36,500	42,400	33,300	38,600	41,100	32,000	37,300	43,500
		4.23%			7.06%			4.59%			6.41%			5.70%			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

### Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			Mumbai		
Field Executive CCM	18,100	20,900	25,800	21,500	24,800	31,100	19,700	22,300	28,000	21,600	25,500	31,300	20,100	23,600	30,100	21,400	24,300	31,200
		4.27%			5.67%			3.21%			7.82%			5.26%			6.41%	
Quality Officer	26,500	32,600	43,500	32,400	41,100	60,600	29,300	37,200	51,300	31,400	39,600	54,800	29,900	38,900	51,700	32,000	41,300	54,400
		4.41%			7.16%			5.47%			6.88%			5.29%			7.50%	
Sales Coordinator	18,800	23,800	33,900	25,400	33,400	42,100	17,600	24,500	32,500	20,100	30,200	40,900	24,400	29,900	43,000	26,600	35,000	42,700
		4.95%			6.01%			5.20%			5.04%			5.02%			6.08%	
Deputy Manager Marketing	49,400	51,400	55,300	54,100	57,400	59,000	49,800	51,900	55,700	60,500	70,100	77,500	51,100	53,700	55,600	51,400	56,900	60,000
		4.21%			5.49%			4.43%			7.71%			4.61%			5.79%	
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

# Industrial Manufacturing and Allied

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

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Collection Officer	22,600	32,600	43,500	31,800	41,900	70,200	26,400	49,600	60,300	27,600	50,800	69,500	26,300	46,900	65,300	24,700	41,100	62,500	24,700	37,900	51,800	34,700	51,700	71,900	29,100	67,700	79,800
		4.47%			7.18%			4.38%			6.74%			5.95%			5.35%		5.04%			7.83%			6.27%		
Accounts Payable Specialist	26,100	31,800	36,700	30,200	35,400	41,600	27,500	33,200	37,800	29,500	33,800	39,500	31,600	37,800	43,300	28,700	33,200	39,100	27,600	31,700	37,800	33,500	41,200	48,800	23,700	32,300	42,100
		5.12%			7.36%			5.41%			7.03%			7.93%			6.23%		5.49%			6.21%			7.77%		
Finance Coordinator	25,600	31,900	39,900	35,100	45,500	55,600	31,100	40,500	52,600	32,500	41,800	52,900	32,500	41,400	52,700	28,500	35,700	53,200	22,900	32,200	44,200	34,900	46,300	56,900	31,000	41,400	52,600
		3.47%			5.94%			4.01%			5.52%			5.57%			5.08%		4.42%			5.57%			3.92%		
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	0-2	2-5	5-8

## Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Export Commercial Associate	24,000	27,300	35,000	27,600	33,200	42,600	25,800	29,800	38,400	27,300	31,800	41,800	27,200	32,700	40,400	26,600	31,800	41,700	26,500	29,300	39,200	29,000	33,900	44,700	28,800	34,000	42,900
		2.75%			4.77%			2.28%			4.24%			5.23%			3.89%		3.50%			6.04%			4.98%		
Commercial Assistant	15,500	18,700	20,800	22,200	24,200	27,600	16,600	19,500	23,100	21,400	24,000	26,700	22,700	25,500	28,300	16,900	19,700	22,400	15,900	18,800	21,700	23,600	26,400	29,700	23,000	27,300	30,500
		3.10%			6.79%			3.41%			6.16%			7.12%			6.21%		6.06%			7.40%			7.83%		
Admin Specialist	30,200	35,100	44,000	34,900	41,200	49,700	32,600	39,700	47,900	34,000	40,800	49,500	33,000	39,900	49,200	32,400	39,900	47,700	31,600	37,100	46,000	34,200	42,200	52,300	35,000	43,000	50,700
		2.25%			4.19%			2.32%			4.90%			4.50%			3.24%		2.98%			5.19%			3.99%		
Document Controller	29,000	34,700	39,800	34,200	42,200	49,600	33,300	38,300	45,400	33,700	40,100	47,100	32,800	39,300	46,500	33,800	40,500	48,000	31,700	37,200	45,100	35,900	41,500	50,500	34,600	41,700	46,600
		3.54%			4.77%			2.28%			3.39%			3.92%			3.77%		2.80%			5.61%			3.48%		
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	0-2	2-5	5-8

## Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Shade Matcher	▶ 14,400	15,300	17,100	17,000	18,800	21,300	14,700	15,700	17,900	15,700	17,300	20,500	18,500	20,200	23,700	15,300	17,300	19,200	14,300	16,700	18,700	16,200	19,500	22,100	15,600	17,000	18,400
	▶ 2.12%				4.53%			2.36%			3.23%			4.86%			3.69%		4.21%			4.62%			3.59%		
Maintenance Foreman	▶ 14,500	17,200	20,100	20,700	23,900	27,100	15,100	17,900	20,800	19,900	22,900	26,000	21,700	24,500	28,600	19,400	22,400	25,400	17,200	20,600	23,200	22,500	25,900	29,300	21,600	24,500	27,300
	▶ 4.78%				7.29%			5.11%			6.91%			7.51%			6.57%		5.39%			7.85%			7.12%		
Job Operator	▶ 16,900	19,800	21,700	17,800	20,700	23,600	16,100	18,900	21,100	18,700	22,500	24,500	18,300	22,000	23,900	16,100	18,100	20,600	17,500	19,100	21,300	18,100	22,200	24,100	17,300	19,700	22,400
	▶ 3.17%				5.41%			2.89%			4.61%			6.21%			4.26%		3.65%			5.43%			4.11%		
Mechanical Fitter	▶ 17,700	22,600	26,400	20,100	25,200	31,400	19,400	24,000	28,400	19,400	24,900	29,700	19,000	25,000	29,100	19,300	24,000	29,800	18,200	23,100	28,400	20,600	26,500	32,200	20,000	25,300	29,700
	▶ 2.13%				2.57%			1.20%			1.88%			1.90%			1.83%		1.20%			3.70%			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

# Industrial Manufacturing and Allied

► 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	► 24,400	29,100	32,400	29,700	34,700	41,000	27,700	32,900	39,900	28,700	34,500	40,900	29,100	33,200	39,200	28,400	32,900	38,900	27,200	30,700	37,100	29,700	34,800	40,900	30,400	33,900	41,000
	►	4.42%		7.47%			4.08%			6.09%			6.40%			6.12%			3.50%			6.95%			4.92%		
Customer Relationship Officer	► 18,800	20,900	25,800	23,500	28,200	34,600	20,700	24,400	30,100	22,700	27,000	32,900	22,400	26,500	32,500	21,700	25,900	31,500	21,200	25,100	31,900	23,300	27,200	32,600	22,800	26,300	31,400
	►	5.41%		7.76%			3.44%			7.27%			7.61%			5.42%			6.30%			7.77%			5.97%		
Quality Analyst	► 22,700	25,100	30,400	24,200	30,400	36,600	22,100	24,700	30,000	25,700	30,000	35,500	26,800	33,500	38,400	23,400	25,900	31,300	23,000	26,600	32,500	25,000	31,300	37,500	24,400	31,000	34,500
	►	3.26%		5.49%			4.04%			6.01%			7.17%			4.19%			5.03%			6.23%			5.27%		
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		
Technical Specialist	► 16,100	17,700	21,300	19,400	22,300	28,300	18,300	19,400	22,500	21,800	24,200	29,500	20,300	23,800	28,500	18,300	20,100	23,200	17,300	19,000	21,900	19,000	21,900	27,300	20,700	22,600	26,400
	►	5.10%		6.71%			4.20%			7.23%			6.93%			5.71%			5.31%			6.61%			6.12%		
Instrumentation Engineer	► 25,900	28,400	35,200	28,800	33,100	40,300	27,400	30,900	37,500	29,400	32,200	39,300	27,700	32,200	37,900	28,000	31,800	38,200	27,500	30,800	37,400	29,600	33,500	41,100	29,100	33,100	39,500
	►	3.14%		5.29%			4.10%			4.71%			4.50%			3.88%			2.22%			5.91%			3.49%		
Lead Engineer	► 24,100	29,200	34,700	26,100	31,500	37,500	23,900	30,500	36,600	25,700	31,000	37,100	27,500	33,200	39,700	26,200	31,000	35,900	28,600	32,400	36,100	31,100	34,700	38,300	25,100	29,700	35,400
	►	4.23%		7.03%			5.15%			6.73%			8.87%			6.01%			5.71%			7.17%					
Maintenance Engineer	► 21,700	26,300	32,400	24,900	30,500	39,700	22,700	27,900	36,400	25,200	31,000	40,100	25,200	30,500	41,300	24,900	30,800	39,800	22,700	29,300	36,500	25,400	31,700	41,500	25,900	32,100	39,800
	►	4.56%		6.77%			5.14%			5.87%			6.06%			4.03%			3.62%			6.91%			5.10%		
Production officer	► 22,100	26,100	34,300	25,000	32,100	41,300	23,500	27,400	33,900	24,400	31,500	38,400	26,100	33,500	42,000	23,500	29,200	36,200	22,600	26,900	35,500	25,800	34,600	43,200	23,300	30,100	37,300
	►	4.79%		6.36%			5.01%			6.13%			6.81%			5.61%			5.33%			7.26%			5.91%		
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	0-2	2-5	5-8

## HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Shared Support	► 31,700	38,400	44,300	39,400	48,000	60,400	36,300	43,200	50,800	38,000	47,100	56,600	37,200	47,400	56,600	37,700	46,900	58,000	35,700	44,300	55,300	38,800	48,100	58,900	38,100	47,200	56,600
	►	4.71%		7.33%			3.24%			6.18%			6.48%			6.77%			5.78%			6.54%			6.00%		
HR Specialist	► 35,600	45,200	57,100	44,600	53,800	68,800	37,100	46,900	58,300	42,500	50,400	72,000	38,800	48,800	62,100	39,500	49,900	61,600	37,100	47,300	58,400	42,000	52,500	64,100	40,400	50,200	59,600
	►	5.10%		7.30%			5.25%			7.10%			6.23%			6.01%			5.49%			6.69%			5.73%		
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

# Industrial Manufacturing and Allied

► 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	33,400	38,700	40,800	43,600	49,600	55,300	39,600	45,700	49,800	41,000	47,700	54,300	39,400	45,700	50,200	40,300	46,800	52,700	39,300	45,500	52,200	42,100	49,200	54,500	43,300	48,000	53,700
		5.18%			7.02%			5.40%			6.14%			5.00%			5.71%			3.83%			6.69%			5.71%	
Software Engineer	41,200	47,300	52,500	52,600	62,800	73,700	47,400	57,300	66,700	50,800	60,800	71,800	49,000	58,000	68,200	48,800	57,900	70,800	47,300	57,400	65,000	50,200	62,200	71,500	52,800	62,000	71,500
		5.30%			6.12%			4.92%			6.66%			5.77%			6.13%			5.54%			7.03%			6.79%	
IT Consultant	31,600	42,100	54,300	41,500	52,100	61,900	33,500	44,900	56,200	37,200	50,500	64,400	36,100	47,300	59,200	36,700	52,500	62,600	35,400	46,300	56,900	40,000	50,100	61,300	38,500	48,100	58,400
		6.21%			8.11%			6.62%			9.41%			8.13%			8.75%			7.45%			8.49%			7.89%	
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

## Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Product Specialist	22,900	31,300	42,100	28,200	37,500	50,700	23,700	32,400	43,200	27,100	35,300	47,300	28,300	38,100	51,900	25,400	34,300	49,100	24,500	33,100	47,700	27,800	39,300	52,700	27,700	36,600	48,000
		5.71%			7.43%			6.33%			7.03%			7.61%			6.74%			5.12%			8.39%			6.81%	
Territory Sales Officer	20,400	23,700	27,500	22,900	25,300	30,500	21,000	24,200	28,100	21,700	24,800	29,600	22,300	27,300	32,200	21,500	24,400	28,400	21,300	24,900	28,900	23,300	28,100	31,100	21,200	24,700	29,100
		4.21%			6.79%			4.63%			6.11%			7.47%			5.81%			6.53%			7.19%			6.83%	
Field Assistant	16,300	17,900	20,300	18,900	20,100	23,300	17,800	19,200	22,000	18,400	19,800	22,900	18,000	19,600	22,800	17,500	19,100	22,200	17,900	19,000	22,000	19,400	20,400	23,700	18,300	20,600	23,700
		1.87%			2.44%			1.32%			2.00%			2.62%			1.71%			1.52%			2.37%			1.62%	
Sales Campaigner	15,100	17,300	19,200	17,800	20,800	24,100	16,000	19,500	20,800	16,800	19,800	21,800	16,700	19,700	21,900	16,300	19,600	21,400	15,700	17,500	20,500	16,500	20,400	24,300	18,200	20,000	22,300
		3.16%			5.50%			1.86%			2.97%			3.15%			2.47%			3.62%			5.49%			4.88%	
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

# Information Technology and Knowledge Services

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

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Finance Processor	21,900	29,500	37,000	27,900	37,000	47,400	27,300	34,600	44,300	27,300	34,900	44,100	25,700	35,100	42,400	24,500	34,300	41,900	23,600	30,900	38,200	29,400	38,200	48,900	26,500	34,700	44,100
		5.07%			6.02%			4.77%			5.88%			5.15%			4.78%			3.36%			5.95%			4.27%	
Executive - Cash Management	18,800	22,900	28,100	21,400	25,500	30,700	20,300	23,900	30,000	20,900	24,100	29,700	22,200	27,400	33,300	21,600	25,500	30,100	21,100	24,600	28,000	21,000	24,900	31,600	20,900	24,100	27,900
		3.29%			5.73%			2.80%			5.32%			5.87%			4.38%			3.81%			4.38%			4.18%	
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

## Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Procurement Specialist	38,300	41,900	48,900	42,300	46,700	55,500	40,400	44,000	52,500	41,900	45,100	52,300	41,100	43,100	52,800	40,900	44,400	53,600	40,500	44,500	52,200	42,400	44,200	52,100	40,000	43,800	52,000
		6.02%			6.90%			5.74%			6.37%			7.09%			6.85%			5.73%			6.35%			7.03%	
Executive - PoS Operations	16,000	18,200	21,600	18,000	20,800	24,600	17,000	20,100	23,200	17,000	20,000	23,700	16,400	19,000	23,100	17,500	20,300	23,300	17,200	19,800	23,200	19,100	21,700	25,100	17,200	20,200	22,500
		3.49%			5.24%			3.24%			4.54%			4.80%			3.53%			2.48%			5.49%			4.64%	
Document Controller	20,800	24,600	28,700	25,800	30,400	34,600	19,600	23,100	27,400	23,700	29,300	33,600	22,200	27,600	31,500	23,100	28,900	32,800	21,000	25,300	28,500	25,000	29,800	34,100	23,300	28,400	32,000
		5.41%			6.81%			4.79%			6.23%			5.13%			5.89%			4.30%			6.49%			5.33%	
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

## Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Cleaning Staff	16,800	18,900	22,100	19,200	23,900	25,000	17,700	19,700	23,100	18,300	23,300	24,500	20,700	23,700	26,000	19,500	23,200	25,600	19,000	21,100	23,700	20,600	25,800	27,100	19,000	23,800	26,400
		4.47%			6.38%			4.88%			5.76%			6.49%			5.35%			4.57%			6.76%			5.53%	
Facility Executive	20,400	26,400	29,900	22,000	30,900	38,600	22,500	26,500	29,300	20,000	26,300	35,700	24,700	29,900	36,800	22,200	29,000	36,800	21,500	27,100	31,300	22,400	26,500	38,700	22,700	29,700	34,700
		3.27%			5.92%			3.86%			4.94%			5.24%			4.16%			3.54%			6.67%			5.21%	
Executive Logistics - Temp	14,100	18,000	22,700	16,000	19,400	28,000	18,500	20,800	25,000	15,900	19,400	25,500	17,700	19,800	25,900	17,500	19,100	23,800	17,000	19,200	23,400	19,100	20,900	26,600	17,800	20,800	24,300
		3.52%			4.57%			3.24%			4.19%			4.32%			3.44%			2.96%			5.08%			3.84%	
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



# Information Technology and Knowledge Services

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

## Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Service Design and Improvement Analyst</b>	► 27,100	29,800	37,300	35,700	41,100	50,100	28,200	30,500	36,900	34,100	38,500	48,100	31,700	34,600	40,500	32,800	36,100	43,300	29,600	32,000	37,800	32,800	37,700	46,400	31,500	35,600	42,700
	►	5.11%		7.51%			4.63%			7.33%			6.23%			7.03%			5.41%			7.19%			6.81%		
<b>Process Advisor</b>	► 14,500	16,000	19,500	17,700	22,100	30,300	15,100	16,300	20,400	16,800	19,700	25,600	16,000	19,000	24,100	16,500	18,600	22,300	15,500	16,700	20,400	17,100	20,500	25,200	16,000	18,600	22,700
	►	6.25%		7.53%			6.09%			7.31%			7.01%			6.49%			6.21%			7.13%			6.73%		
<b>Operator-Helpdesk</b>	► 17,200	21,000	25,200	19,000	23,200	28,000	18,300	22,300	26,200	18,300	22,400	26,700	18,900	23,200	26,700	18,700	22,200	26,900	18,000	21,500	25,800	19,600	24,000	27,500	18,500	23,400	27,800
	►	4.47%		6.49%			4.93%			5.76%			6.04%			5.40%			4.70%			6.80%			5.94%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>

## Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Trainee Engineer</b>	► 21,200	26,500	36,400	26,900	33,100	40,500	24,200	28,900	37,600	26,400	33,000	40,600	26,700	32,500	40,100	25,300	29,100	37,700	23,100	29,900	36,100	27,500	34,300	42,500	25,700	30,100	36,200
	►	6.00%		7.59%			5.82%			7.12%			6.75%			6.16%			6.45%			7.65%			6.78%		
<b>Technical Consultant</b>	► 25,200	30,200	39,000	36,400	41,900	51,100	26,700	32,000	40,600	32,700	38,300	48,600	31,700	37,100	46,400	32,300	37,800	48,800	29,400	31,800	38,800	31,500	37,800	46,500	30,800	35,700	43,600
	►	6.63%		8.01%			6.74%			7.63%			7.11%			7.83%			6.10%			7.21%			7.03%		
<b>Automation Engineer</b>	► 29,100	35,400	46,900	37,900	49,200	58,800	30,100	36,700	48,100	34,200	46,300	55,400	30,400	42,500	51,700	32,100	42,900	53,500	30,700	37,600	49,000	36,100	45,400	54,600	32,700	42,500	52,100
	►	6.12%		10.71%			6.97%			8.35%			7.61%			8.01%			7.16%			8.11%			7.87%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>

## HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>HR Specialist</b>	► 35,200	38,800	47,900	39,400	45,300	52,400	38,200	41,600	51,000	37,900	44,200	50,400	38,200	42,500	49,200	38,900	43,800	49,000	38,400	42,600	48,300	39,400	45,800	53,500	38,500	44,700	50,000
	►	4.36%		5.59%			3.47%			5.15%			4.92%			4.71%			5.12%			5.39%			5.03%		
<b>Recruitment Consultant</b>	► 30,300	36,800	42,400	39,500	44,400	53,100	31,700	38,100	44,600	41,500	47,800	57,100	40,800	45,700	55,000	33,300	44,100	51,700	32,100	39,300	47,900	38,800	46,700	52,600	36,300	45,200	54,100
	►	5.14%		7.52%			7.03%			8.81%			8.09%			6.23%			7.19%			6.78%			7.71%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>



# Information Technology and Knowledge Services

► 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	31,200	36,900	48,500	36,500	45,400	56,600	35,300	42,100	53,300	36,000	44,500	55,300	35,200	44,300	52,400	36,500	45,800	55,900	35,200	42,800	53,300	34,800	44,700	55,400	35,200	42,900	52,700
		5.45%			8.10%			6.23%			6.93%			6.48%			6.91%			6.11%			6.59%			6.40%	
IT Consultant	50,500	55,400	60,600	60,000	65,800	70,400	52,300	57,100	62,100	57,500	62,500	71,300	54,200	60,000	67,100	55,800	57,900	66,300	54,100	59,300	64,300	56,700	58,800	67,100	52,100	56,300	64,600
		5.21%			7.70%			5.93%			7.21%			6.31%			5.91%			6.13%			6.74%			6.09%	
Network Engineer	36,600	42,600	58,000	45,400	51,600	77,100	41,500	45,100	62,700	42,800	47,100	65,600	42,800	49,700	63,800	44,000	52,600	69,800	34,900	40,300	63,600	37,000	43,400	66,200	35,600	43,000	64,100
		6.66%			10.47%			5.36%			6.43%			5.85%			6.16%			5.56%			6.24%			5.88%	
Senior System Administrator	43,100	50,300	56,700	51,200	55,300	63,500	45,300	51,200	57,400	49,300	53,600	61,600	47,700	52,000	58,300	48,600	52,900	60,500	47,500	52,100	59,100	49,000	53,000	72,800	47,200	51,000	57,700
		6.13%			7.89%			6.39%			7.41%			6.83%			7.03%			6.71%			7.21%			6.51%	
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	25,900	35,800	45,700	32,300	41,400	53,400	29,200	38,200	49,600	32,300	41,400	53,000	30,200	40,500	51,200	31,500	39,900	52,900	30,100	39,000	49,700	31,300	40,800	54,000	29,900	41,200	51,600
		6.10%			7.59%			6.05%			6.96%			6.75%			6.60%			5.95%			7.07%			6.74%	
Marketing Specialist	30,800	38,700	45,900	35,600	44,000	51,100	33,600	41,400	49,200	35,600	44,400	51,400	36,100	42,200	49,900	34,600	42,400	51,200	32,800	41,000	48,900	34,400	44,400	51,600	35,000	43,400	50,900
		3.27%			4.20%			3.25%			2.95%			2.53%			3.49%			3.00%			3.82%			3.66%	
Executive Digital Marketing	30,500	34,700	41,200	35,100	39,600	47,900	31,300	35,600	42,900	33,300	39,000	44,100	32,300	37,900	43,600	33,000	38,300	43,300	32,000	36,500	41,900	37,600	40,800	49,300	34,900	39,400	45,700
		6.12%			7.91%			6.49%			6.77%			7.23%			7.11%			6.93%			7.99%			7.67%	
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

# Media & Entertainment

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



## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Senior Accounts Executive	39,000	44,100	52,300	41,700	49,200	56,600	40,600	45,600	54,700	40,300	46,800	54,400	39,600	45,300	55,600	38,000	43,700	51,700	39,700	44,700	53,700	41,000	46,900	55,400	40,700	47,000	54,700
		2.42%			4.37%			2.59%			3.78%			4.10%			3.64%			3.30%			4.18%			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

## Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Operations Manager	20,200	28,000	38,200	21,500	41,000	60,200	15,300	23,500	35,000	18,800	39,200	47,800	29,100	53,900	66,700	21,900	32,700	49,500	14,400	27,500	44,200	24,600	38,700	69,400	17,700	30,600	60,400
		3.92%			6.87%			2.85%			5.76%			7.53%			5.51%			4.62%			8.20%			6.56%	
Projectionist	19,100	25,800	38,800	21,400	29,600	46,400	15,700	26,300	40,100	21,600	36,900	57,500	26,600	41,700	68,100	22,600	36,200	49,400	14,100	26,500	42,200	23,200	42,900	66,100	26,500	35,700	57,500
		3.37%			4.55%			2.31%			5.44%			6.20%			5.01%			3.92%			5.71%			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

## Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Dispatch Boy	17,700	22,600	26,600	20,600	24,800	29,600	18,100	23,500	28,200	18,600	23,700	27,300	19,700	24,800	28,900	18,900	22,900	27,100	19,000	23,500	27,100	19,000	24,300	29,000	18,600	23,200	28,200
		6.05%			7.01%			6.48%			6.50%			6.95%			5.52%			5.50%			7.23%			6.32%	
Technician	19,100	22,500	32,600	21,100	27,900	33,200	20,400	29,500	33,300	22,000	28,600	37,000	19,800	32,400	35,500	22,300	28,800	34,200	20,100	22,700	32,700	19,900	25,300	38,400	19,400	27,200	34,400
		1.30%			4.86%			2.67%			5.51%			5.46%			4.82%			3.81%			6.28%			4.53%	
Beauty Advisor	21,100	23,400	35,500	31,500	44,700	60,700	15,300	21,900	33,600	20,300	31,400	43,800	19,300	26,600	47,900	21,500	31,600	42,200	16,700	23,300	38,100	17,300	35,100	45,500	19,900	31,500	45,100
		2.41%			4.04%			2.01%			4.45%			3.47%			3.22%			2.08%			2.87%			2.33%	
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

## Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Data Entry Operator	17,400	21,500	25,600	19,900	24,600	30,500	18,400	22,800	27,300	20,500	24,200	31,900	21,300	25,200	31,700	18,200	21,800	27,200	17,900	21,900	27,900	22,800	24,600	29,900	19,000	23,300	28,600
		2.20%			3.24%			2.55%			3.30%			3.89%			3.42%			2.38%			4.78%			4.22%	
Head of Production	44,100	50,400	57,900	46,200	53,900	69,500	46,300	53,700	59,300	45,100	52,400	69,500	48,333	55,700	67,500	47,500	60,300	70,500	45,000	54,500	60,700	51,800	63,400	77,800	49,200	58,200	66,600
		4.23%			6.79%			5.41%			6.23%			7.98%			7.13%			6.05%			9.21%			7.71%	
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

## Media & Entertainment

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

### Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Broadcast Designer	41,900	48,900	58,400	47,600	53,100	64,500	42,300	51,100	60,600	49,300	55,500	66,300	47,700	54,000	72,500	43,200	50,500	61,600	40,500	49,500	58,900	53,900	61,600	71,100	52,100	59,500	68,600
		3.23%			5.63%			4.23%			6.35%			6.03%			5.14%			4.26%			7.81%			7.21%	
Game Developer	31,300	41,500	47,600	41,500	55,600	73,400	32,300	40,700	49,100	38,900	50,300	61,600	49,100	59,400	69,800	37,500	48,500	59,400	34,100	42,800	51,500	48,800	61,100	66,700	34,600	43,400	55,700
		4.11%			6.79%			5.34%			5.76%			7.07%			5.89%			5.09%			7.19%			6.34%	
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 Manager	▶ 41,000	44,700	51,900	48,400	53,500	61,100	43,500	48,800	54,100	47,100	52,200	58,300	45,400	51,000	56,500	46,300	50,700	55,100	36,500	43,500	50,500	45,500	52,000	59,500	44,400	50,900	57,300
	▶	4.71%			6.69%			5.39%			6.33%			6.11%			5.61%			4.49%			6.47%			5.77%	
HR - Assistant	▶ 29,700	31,200	35,700	31,400	34,000	40,400	29,100	31,400	36,000	29,900	32,600	38,300	30,400	32,900	36,800	29,000	31,600	34,100	28,800	30,500	35,800	31,100	33,800	39,400	29,700	32,600	36,500
	▶	3.42%			5.86%			3.73%			4.92%			4.77%			4.39%			3.54%			5.53%			4.25%	
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

### IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Digital Strategy Consultant	35,100	45,600	56,100	41,700	55,800	67,600	36,300	47,100	57,500	40,500	52,800	65,100	39,100	51,400	63,700	37,500	49,000	60,500	37,000	48,100	58,700	42,900	56,300	66,300	40,700	53,200	65,400
		5.14%			7.89%			5.59%			7.31%			6.67%			6.11%			5.81%			7.61%			6.89%	
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

### Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Product Survey Executive	16,500	21,800	27,100	18,900	24,700	30,500	17,100	22,700	28,300	18,100	23,400	28,700	20,500	26,700	32,900	17,900	23,800	29,700	17,700	23,600	29,400	22,100	29,100	34,100	18,800	23,300	29,500
		3.23%			6.01%			4.29%			5.39%			6.41%			5.47%			4.47%			6.51%			5.16%	
Affiliate Territory Sales Incharge	33,200	38,300	46,500	36,600	44,700	51,800	34,300	40,600	47,800	38,000	46,200	53,600	36,000	42,800	50,100	33,000	39,100	47,900	34,100	41,400	47,300	38,400	46,600	52,600	36,700	44,700	50,500
		4.62%			7.06%			3.70%			7.59%			6.40%			5.60%			5.53%			7.35%			6.83%	
Marketing Officer	25,600	32,500	39,400	30,200	36,700	43,900	26,500	34,100	41,400	29,900	36,300	42,700	30,600	37,100	43,500	31,700	38,300	45,000	27,800	35,100	39,400	29,000	34,900	43,000	29,500	36,100	42,000
		3.10%			5.32%			3.39%			5.01%			5.11%			7.71%			4.10%			6.21%			5.71%	
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

## Power & Energy

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

### Finance

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Finance Officer	28,100	32,800	37,500	18,300	21,700	25,100	25,400	29,800	34,100	29,300	33,200	37,100	27,000	31,000	35,000	23,600	27,400	31,200	30,500	34,700	38,800	27,000	30,600	34,200
		5.79%			4.12%			5.41%			6.66%			5.10%			5.03%			6.90%			5.70%	
Finance Analyst	38,300	46,700	54,200	33,100	40,300	47,500	37,100	43,200	49,300	39,500	47,900	56,700	36,600	43,400	50,200	38,100	45,500	52,900	41,300	53,100	64,600	35,800	43,500	51,100
		5.21%			4.18%			5.01%			5.79%			4.79%			6.41%			6.93%			6.10%	
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

### Administration / Operations

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Sourcing and Procurement Assistant	28,800	36,200	42,300	26,300	34,400	39,500	28,200	35,700	40,000	27,100	34,400	40,300	26,100	32,200	39,200	24,500	30,100	37,800	28,100	36,000	42,500	26,600	36,400	42,600
		4.12%			2.06%			3.77%			3.43%			2.97%			2.59%			3.94%			3.47%	
District Manager	37,300	51,700	62,200	30,800	33,000	47,600	30,900	38,800	61,600	48,200	53,100	65,300	36,100	44,600	57,200	25,900	34,200	50,600	45,100	37,400	61,600	47,800	49,400	69,900
		4.68%			2.61%			4.18%			4.33%			3.61%			3.41%			5.40%			5.68%	
Senior Operations Executive	21,400	25,600	31,100	17,700	22,500	27,200	20,400	24,800	30,500	23,700	28,700	33,700	22,200	27,700	33,200	21,700	25,000	30,700	25,300	28,700	32,000	2,100	24,800	30,200
		5.23%			3.11%			4.59%			5.81%			6.12%			3.23%			5.51%			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	0-2	2-5	5-8	0-2	2-5	5-8

### Blue Collar

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Peon	13,300	21,500	26,300	12,500	20,000	24,600	13,200	20,700	26,400	13,300	21,300	26,500	12,800	20,400	25,000	12,300	19,400	25,300	13,800	21,400	26,500	13,400	21,400	26,300
		3.14%			2.00%			2.84%			2.48%			2.20%			1.83%			3.32%			2.35%	
Crane Operator	22,600	25,900	31,400	20,200	23,000	28,400	20,900	24,700	29,300	22,200	26,000	30,600	21,300	25,100	30,000	20,300	23,800	28,800	22,900	26,200	30,600	22,100	25,300	31,400
		3.65%			2.19%			3.04%			3.31%			2.86%			2.58%			3.23%			3.29%	
Technician - Plumbing	18,100	22,400	42,400	14,800	19,500	32,900	16,100	20,500	39,300	18,100	24,300	41,600	14,400	18,600	30,700	17,200	18,700	31,600	24,600	34,200	44,300	24,400	24,200	35,700
		4.54%			3.91%			4.11%			5.62%			3.58%			3.00%			4.74%			4.33%	
Electrician	21,500	31,300	39,900	13,200	21,000	35,000	20,800	30,300	38,400	14,900	23,100	41,600	20,000	29,200	38,900	19,700	27,500	36,700	21,900	37,000	42,600	20,200	25,700	39,200
		6.32%			4.49%			5.39%			6.53%			5.57%			4.37%			6.00%			5.81%	
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

## Power & Energy

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

### Support Services

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Senior Manager	48,500	53,400	65,700	37,100	43,400	51,800	47,300	53,700	60,000	46,700	51,500	56,300	42,200	50,900	59,500	40,500	46,900	53,300	46,300	52,900	59,900	44,500	50,900	57,300
		6.71%			4.15%			6.31%			5.31%			5.71%			5.11%			6.11%			5.47%	
Logistics Specialist	36,300	43,000	49,800	30,500	34,600	40,500	32,600	40,800	50,900	34,500	41,400	52,600	31,600	36,000	43,200	30,000	34,200	41,700	35,700	42,800	55,700	31,000	36,600	46,500
		5.66%			3.14%			6.23%			6.70%			6.04%			3.71%			9.39%			4.82%	
Depot Assistant	24,000	28,900	31,800	23,000	26,100	29,200	23,900	28,200	32,000	23,400	26,900	31,000	23,200	25,800	30,200	20,700	25,300	29,100	24,600	28,400	33,800	23,300	28,100	32,600
		3.53%			2.06%			4.08%			2.60%			2.21%			2.12%			4.49%			4.25%	
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

### Engineering

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Contract Trainer	31,400	35,800	40,600	29,100	32,500	36,000	30,300	33,800	39,400	30,400	34,200	38,700	29,400	32,600	37,000	28,300	31,000	37,200	32,200	35,100	40,100	31,300	35,800	39,300
		4.28%			2.30%			3.66%			3.32%			3.93%			3.06%			3.81%			3.40%	
Sourcing Engineer	27,600	32,600	40,800	17,100	19,500	23,800	29,600	33,200	42,500	24,400	29,300	36,900	23,600	28,300	35,900	20,500	24,200	30,300	23,400	29,500	39,800	22,800	27,400	35,600
		7.15%			4.39%			9.05%			6.79%			5.14%			5.21%			6.61%			5.82%	
Site Engineer	17,300	20,800	25,200	15,400	18,700	23,100	16,700	20,500	24,000	18,200	21,900	26,000	17,500	21,000	24,200	16,200	20,300	23,000	21,700	24,700	27,500	20,100	23,100	26,200
		3.84%			2.23%			2.62%			4.51%			2.97%			3.25%			4.93%			4.20%	
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

### HR

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Recruitment Executive	27,300	42,100	64,600	23,900	32,600	46,300	29,500	41,700	58,500	24,100	44,700	62,300	22,600	38,100	58,800	20,500	27,300	46,000	27,000	43,000	64,100	28,100	47,600	66,300
		5.15%			4.13%			4.55%			4.90%			4.46%			3.83%			5.71%			4.26%	
HR Analyst	35,100	40,400	50,500	28,000	31,400	38,300	33,300	39,000	48,000	34,600	38,100	43,800	28,800	33,700	41,800	25,800	29,400	34,700	29,500	34,200	44,500	27,200	32,600	42,400
		8.13%			5.39%			7.61%			6.73%			5.71%			4.19%			6.94%			6.21%	
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

## Power & Energy

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

### IT

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>IT Infrastructure Engineer</b>	► 34,600	43,200	52,000	31,300	37,900	47,200	33,400	41,000	50,700	31,600	39,200	48,600	33,100	40,000	49,300	31,100	38,500	46,900	33,300	41,500	51,500	32,900	40,900	50,800
	►	6.07%			4.14%			5.66%			4.86%			5.61%			4.32%			5.73%			5.58%	
<b>IT Assistant</b>	► 32,500	37,900	42,000	25,900	30,400	35,800	29,200	35,300	39,300	26,600	32,600	37,300	27,200	33,500	40,300	24,900	30,400	35,100	28,900	34,100	37,900	29,600	35,200	38,900
	►	6.53%			3.38%			6.05%			4.16%			5.72%			3.73%			4.61%			5.56%	
<b>Network Engineer</b>	► 36,100	44,000	56,300	28,100	32,300	38,800	33,800	39,900	50,700	32,700	37,600	47,000	32,100	37,200	46,500	30,900	34,000	39,100	34,500	41,400	53,000	33,300	40,600	52,000
	►	9.23%			5.16%			7.41%			6.91%			7.23%			6.17%			8.17%			7.77%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>

### Sales and Marketing

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Team Leader</b>	► 26,800	30,800	38,500	22,500	25,200	29,700	25,000	28,300	34,500	27,800	32,000	40,000	27,300	29,800	35,500	25,800	27,600	31,200	26,500	31,000	38,100	23,400	27,400	32,900
	►	7.84%			3.13%			7.10%			8.03%			7.23%			6.25%			7.21%			6.90%	
<b>Sales Officer-IWS</b>	► 24,100	30,300	36,100	20,300	25,900	31,200	21,700	27,700	32,900	22,500	27,600	33,400	22,700	29,000	33,900	21,600	26,100	32,600	24,900	31,800	37,300	23,400	30,400	32,400
	►	5.79%			2.29%			3.44%			4.40%			3.92%			2.76%			6.63%			3.96%	
<b>Senior Relationship Manager Retail</b>	► 38,500	45,000	54,700	35,600	41,000	52,800	32,900	42,000	51,600	34,000	41,800	53,100	33,500	42,600	50,500	33,300	40,200	49,500	36,700	45,200	54,300	35,700	45,400	53,500
	►	6.28%			3.43%			5.57%			5.85%			4.84%			4.45%			4.11%			3.88%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>

## Retail

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

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Accounts Assistant</b>	17,200	21,800	36,300	23,500	30,800	50,800	20,400	26,100	38,700	16,600	29,700	38,700	20,600	34,500	61,000	19,000	30,200	42,900	26,600	29,900	45,600	20,400	29,100	51,300	19,100	28,400	49,900
		3.55%			5.99%			4.01%			4.45%			5.47%			4.48%			3.19%			6.37%			4.27%	
<b>Finance Officer</b>	20,300	21,900	24,500	25,700	28,300	32,500	22,800	24,400	26,800	22,100	24,800	28,500	23,600	25,300	28,100	20,300	22,300	25,400	24,800	26,800	30,800	27,700	29,600	33,400	21,300	23,900	28,000
		5.31%			8.33%			5.67%			8.11%			6.00%			8.00%			7.67%			6.67%			6.10%	
<b>Accounts Coordinator</b>	19,500	23,500	27,900	25,600	29,900	34,000	22,800	25,200	29,900	23,100	27,900	31,800	24,100	28,600	33,100	24,000	27,300	32,000	23,000	26,400	31,200	25,700	29,700	33,800	24,500	27,700	31,900
		2.18%			3.71%			3.02%			3.77%			3.44%			3.27%			2.78%			3.77%			3.36%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>

## Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Guest Relation Officer</b>	24,600	27,700	30,500	29,200	33,600	38,900	26,800	30,100	33,500	27,900	32,600	35,400	28,300	32,300	37,000	26,700	30,500	34,400	27,200	30,800	34,400	29,900	34,800	40,900	29,200	32,600	35,600
		2.35%			5.27%			2.88%			4.32%			4.58%			3.11%			2.42%			5.67%			3.89%	
<b>Product Advisor</b>	24,700	33,000	46,700	27,800	44,000	57,500	20,900	28,700	52,200	20,300	33,200	49,600	23,200	36,800	50,500	24,300	42,000	49,700	19,000	31,100	41,500	32,100	39,200	59,800	28,600	31,700	42,000
		4.63%			7.04%			3.29%			5.77%			6.09%			4.94%			4.48%			8.43%			6.01%	
<b>Purchase Engineer</b>	20,800	25,000	29,300	23,100	27,000	33,800	21,900	24,100	28,200	24,500	28,700	32,400	27,200	30,700	38,400	24,200	26,600	31,700	23,000	24,800	28,500	26,200	30,700	37,800	24,400	26,800	30,800
		3.26%			5.98%			5.36%			5.27%			6.53%			5.61%			4.51%			6.21%			5.40%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>

## Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Shop Demonstrator</b>	13,500	15,300	17,600	16,600	18,500	20,500	14,100	15,900	18,300	16,000	18,100	20,100	17,600	19,400	22,600	16,000	17,900	19,400	14,500	16,200	18,700	18,100	22,500	24,900	16,100	17,900	19,400
		2.09%			4.23%			2.31%			4.10%			4.73%			3.39%			2.39%			5.23%			3.14%	
<b>Warehouse Officer</b>	20,100	24,300	30,400	24,900	30,400	38,500	22,400	27,500	33,900	23,000	29,000	36,700	23,100	29,300	36,700	22,100	28,600	36,500	22,600	27,800	35,000	24,900	31,500	39,400	23,600	28,000	35,400
		4.74%			6.11%			4.13%			4.98%			5.47%			4.64%			4.29%			6.60%			4.41%	
<b>Beauty Expert</b>	21,500	25,300	29,000	27,500	32,800	38,500	25,200	29,500	36,900	26,700	30,800	35,300	26,400	31,800	37,600	28,800	33,700	36,800	27,000	32,600	36,700	26,800	32,700	39,400	28,000	33,900	37,700
		3.34%			4.87%			3.00%			4.51%			4.56%			2.27%			2.30%			5.44%			4.62%	
<b>Field Executive</b>	14,500	17,900	24,400	17,200	23,600	29,100	15,300	19,800	24,500	16,400	23,100	28,000	16,100	22,800	27,800	14,500	20,000	25,100	15,700	21,000	26,800	16,600	23,200	28,600	16,500	20,900	28,100
		3.34%			5.26%			2.43%			4.44%			4.09%			3.52%			3.07%			4.80%			4.38%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>

## Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
<b>Facilitator</b>	15,500	17,100	17,700	16,600	18,400	20,700	16,100	17,800	19,100	16,800	17,900	19,300	17,400	20,100	22,100	16,600	18,300	20,800	16,000	18,100	19,900	17,400	19,800	22,500	17,200	18,400	20,300
		2.29%			4.32%			2.73%			3.44%			4.49%			4.81%			3.92%			5.35%			3.80%	
<b>Hygiene Specialist</b>	19,000	22,800	26,200	20,300	24,000	30,500	17,700	19,600	23,300	19,300	23,200	27,100	20,500	24,400	31,500	19,200	21,900	26,300	16,600	19,100	23,900	19,600	24,900	33,600	17,600	19,900	23,700
		3.39%			6.70%			3.12%			6.10%			5.29%			4.10%			3.10%			7.21%			6.17%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>



## Retail

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

## Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
Gas Charging Engineer	15,200	18,200	20,900	18,200	21,500	27,300	14,200	15,800	18,800	16,600	19,900	23,300	18,500	22,000	28,400	18,100	20,600	24,700	16,000	18,400	23,000	20,500	26,000	35,100	16,700	18,900	22,500
		3.25%			4.89%			4.20%			3.46%			3.75%			3.50%			2.78%			4.60%			3.05%	
Trainee Engineer	21,300	26,400	36,600	22,400	29,100	39,100	22,100	29,000	38,500	21,900	27,200	37,700	23,200	29,000	39,000	21,100	28,100	34,000	21,600	29,500	38,400	22,200	30,000	39,600	23,100	31,000	40,700
		3.35%			4.02%			2.65%			3.55%			3.72%			3.21%			2.29%			5.25%			4.28%	
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

## HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
HR Head	40,500	50,700	61,200	47,500	60,400	70,800	41,500	51,500	62,200	43,500	55,200	65,200	42,100	53,100	62,300	44,500	54,300	64,200	42,100	52,900	63,600	44,700	54,100	65,400	42,000	52,000	63,000
		4.12%			6.10%			4.53%			5.71%			4.79%			4.91%			4.69%			5.41%			4.59%	
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

## IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Hyderabad			Kolkata			Mumbai			Pune		
IT Officer	► 20,700	27,800	37,200	27,600	37,200	50,000	22,100	29,900	41,900	25,400	34,300	43,800	28,400	36,800	48,900	23,900	33,600	46,000	26,000	35,300	47,800	29,000	37,500	49,900	27,900	36,400	47,600
	►	3.31%			6.68%			3.56%			5.65%			6.19%			4.59%			4.91%			5.62%			4.66%	
IT-Intern	► 13,200	14,800	17,000	15,500	16,700	18,800	12,100	14,000	15,700	14,500	16,000	18,700	16,100	17,800	18,900	14,400	15,300	17,700	13,800	15,800	17,500	16,300	18,300	19,800	15,000	17,100	18,500
	►	1.26%			2.26%			1.31%			1.82%			1.92%			1.54%			1.23%			2.53%			2.02%	
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		
Senior Fashion Assistant	24,700	26,700	31,800	32,500	36,400	43,000	25,100	27,900	33,200	31,200	35,900	41,300	30,000	35,700	45,000	28,000	32,800	40,700	26,000	29,900	37,400	33,500	37,500	43,900	30,600	33,700	40,100
		4.13%			6.59%			4.49%			6.14%			7.36%			6.15%			5.49%			7.10%			5.12%	
Regional Product Trainer	26,800	28,900	34,400	28,900	32,400	38,200	27,700	30,200	34,700	28,500	31,900	36,700	30,800	34,500	43,500	28,100	32,000	38,400	25,700	28,800	35,100	30,400	34,400	40,900	28,300	31,100	37,000
		5.96%			7.13%			5.14%			5.81%			7.81%			6.59%			6.23%			7.43%			6.07%	
Retail Executive	22,100	25,700	31,500	24,900	29,400	36,800	23,100	27,900	34,600	24,000	29,300	35,600	25,100	30,400	37,200	24,300	28,600	36,300	24,100	28,700	34,900	25,400	30,100	36,600	24,900	30,100	36,800
		3.20%			5.06%			2.42%			4.63%			5.81%			4.08%			3.21%			5.32%			4.09%	
Fashion Consultant	24,600	30,700	39,200	28,000	36,000	47,200	27,100	34,600	45,000	28,000	36,300	48,000	28,600	36,700	49,100	28,100	35,600	47,400	27,600	35,000	46,700	28,500	36,000	47,800	28,600	36,400	47,200
		3.38%			5.55%			3.75%			6.17%			6.13%			5.28%			4.76%			6.35%			5.74%	
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

## Finance

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
<b>Accounts Officer</b>	18,500	21,300	25,600	21,500	25,400	31,800	19,300	21,800	24,200	20,000	22,600	26,400	23,700	27,700	34,100	19,700	22,100	26,100	24,300	28,400	34,600	23,000	25,800	31,500
	4.01%			5.40%			4.50%			5.68%			6.14%			5.52%			5.76%			4.05%		
<b>Finance Manager</b>	36,700	42,200	50,600	48,900	57,200	69,800	37,800	42,700	47,400	45,200	52,000	61,900	44,800	51,500	61,800	38,900	43,600	51,400	47,500	57,000	72,400	43,000	48,200	58,800
	4.73%			6.65%			4.12%			6.33%			5.56%			4.91%			6.91%			4.49%		
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		
<b>SME Material Procurement</b>	27,400	30,100	38,600	32,400	36,100	48,000	29,100	33,500	42,200	30,800	34,900	45,800	30,000	34,000	43,600	31,000	34,100	43,900	31,700	36,800	47,400	33,200	36,600	48,600
	2.93%			6.10%			3.25%			4.79%			4.23%			3.65%			5.69%			6.93%		
<b>Telecom Operations Manager</b>	37,900	44,000	52,800	48,500	55,800	62,500	39,800	45,800	55,000	45,800	50,400	58,000	43,200	48,800	57,100	42,100	46,300	54,200	45,500	50,100	60,100	43,600	50,100	57,600
	5.69%			8.00%			6.23%			7.03%			6.67%			5.49%			9.43%			6.89%		
<b>Safety Officer</b>	24,800	31,800	43,500	30,000	38,300	49,600	31,300	40,100	48,800	29,300	36,800	51,400	31,800	38,900	51,400	27,700	35,400	47,600	28,300	38,100	51,000	30,400	39,900	51,600
	4.43%			5.54%			3.89%			4.98%			6.00%			4.26%			5.46%			4.38%		
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		
<b>PMS Operator</b>	20,400	21,600	23,800	24,200	26,400	29,600	19,000	20,500	23,000	20,500	22,800	26,000	22,000	24,900	29,100	23,300	25,600	29,400	22,200	24,400	29,300	21,900	24,700	28,900
	3.12%			4.59%			3.71%			5.29%			6.66%			5.14%			4.87%			5.14%		
<b>Wireman</b>	14,200	18,900	23,600	16,000	22,900	29,100	15,700	21,300	26,900	16,300	22,100	29,000	15,700	21,900	27,700	15,200	21,100	27,700	16,600	22,600	29,200	16,700	22,300	28,400
	2.37%			4.81%			2.61%			4.05%			3.73%			3.00%			5.55%			4.48%		
<b>Dispatcher</b>	16,500	21,300	26,600	18,100	25,400	38,100	20,100	25,100	30,900	21,300	25,300	33,700	20,000	26,600	37,000	16,200	21,400	28,200	24,100	30,000	44,700	20,800	27,600	35,600
	3.37%			4.89%			3.11%			4.40%			4.55%			3.63%			5.43%			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

## Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
<b>Team Manager</b>	40,400	45,300	53,100	50,500	58,200	66,700	46,400	53,000	60,900	48,800	56,000	64,400	49,700	55,900	63,300	47,700	54,500	61,200	48,600	56,400	63,800	48,300	53,700	59,300
	4.47%			8.08%			5.85%			6.97%			6.35%			4.68%			6.97%			3.92%		
<b>Infrastructure Operations Analyst</b>	30,500	33,600	40,300	38,900	44,700	54,100	31,600	34,400	41,300	36,700	41,100	48,100	35,000	38,500	43,900	32,500	34,800	39,000	36,000	41,400	49,700	34,500	40,400	44,800
	5.50%			6.79%			5.61%			6.21%			5.91%			5.80%			6.59%			6.03%		
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

# Telecommunications

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

## Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
<b>Packet Core Engineer</b>	25,500	27,300	31,400	27,900	31,500	37,500	26,100	27,400	32,300	27,000	31,100	35,800	27,000	29,200	34,500	25,400	26,900	31,500	28,900	32,900	39,800	27,100	31,200	37,400
		3.14%			6.53%			5.20%			5.93%			6.10%			5.40%			7.33%			7.10%	
<b>Automation Engineer</b>	36,100	42,200	52,800	46,200	56,400	67,700	37,900	41,700	49,200	44,800	53,800	64,600	43,100	50,900	61,100	40,700	46,400	56,100	45,900	53,700	65,000	44,400	51,900	59,700
		4.19%			9.11%			4.33%			6.89%			6.41%			4.90%			7.14%			6.11%	
<b>Performance Management Engineer</b>	24,700	26,200	31,400	28,400	31,200	36,500	27,000	29,200	33,600	29,400	33,200	39,200	27,100	32,000	39,000	29,800	33,700	40,500	25,600	29,700	35,900	26,600	30,600	36,700
		5.03%			6.73%			5.59%			8.12%			7.63%			8.75%			6.41%			6.81%	
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		
<b>HR Manager</b>	26,300	34,200	53,300	39,300	54,900	72,000	31,000	50,300	66,400	31,600	54,800	65,500	39,900	58,400	79,200	27,800	37,800	57,500	40,400	55,000	77,400	37,200	58,600	70,900
		4.49%			7.23%			5.67%			6.99%			7.46%			5.05%			6.86%			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

## IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			Kolkata			Mumbai			Pune		
<b>IT Engineer</b>	27,000	36,300	48,800	30,400	43,400	59,300	31,100	44,000	54,900	32,300	44,900	66,800	31,300	42,700	59,000	27,700	37,900	54,700	32,900	43,600	62,300	30,100	40,500	58,500
		4.75%			5.99%			4.26%			6.69%			6.09%			4.34%			5.43%			4.76%	
<b>Network Engineer</b>	25,400	31,700	39,300	33,300	41,300	55,600	31,100	39,500	52,300	32,600	40,200	54,600	31,100	38,900	49,300	31,100	39,700	51,900	33,000	40,500	53,100	31,700	40,900	53,800
		6.96%			8.51%			7.47%			7.85%			6.35%			7.44%			7.89%			7.35%	
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		
<b>Sales Officer</b>	20,400	24,300	34,100	24,600	31,000	42,600	23,200	28,700	39,600	25,100	29,800	43,100	24,500	29,800	41,700	23,100	28,700	39,700	23,700	30,100	42,600	24,500	29,200	40,900
		5.50%			6.84%			3.61%			5.83%			6.35%			4.68%			5.86%			3.92%	
<b>Relationship Manager</b>	31,700	35,900	40,400	32,100	40,700	47,600	32,300	36,900	41,500	31,100	39,400	46,500	34,200	42,000	49,300	29,500	38,200	43,200	35,600	44,600	50,500	29,600	35,100	43,900
		4.19%			6.13%			4.39%			5.66%			6.49%			3.28%			6.81%			5.17%	
<b>Sr. Sales Account Manager</b>	41,200	50,300	62,900	46,100	59,900	73,700	38,900	49,800	59,800	44,000	54,100	67,600	42,700	53,400	68,900	40,500	52,700	63,200	45,000	56,700	68,000	43,200	54,000	64,800
		3.49%			6.23%			4.13%			5.59%			5.73%			4.77%			5.81%			5.09%	
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	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
Packer & Loader	Rs. 10,000 – Rs. 15,000 pm	Interpersonal skills, physically fit, Good hand-eye coordination	Time management, Team player	Adherence to health & safety standards, Computer skills
Field Assistant	Rs 13,000 – Rs 17,000 pm	Quick learner, Public speaking ability	Basic computer skills, Team player	Analytical skills, Familiarity with modern agronomy practices
Warehouse Executive	Rs 19,000 – Rs 24,000 pm	Good communication & Teamworking skills	Organizational skills, Time management	Strong supervisory & leadership skills, Data entry
Retail Executive	Rs 16,000 – Rs 19,000 pm	Good communication & interpersonal skills, Customer service	Coaching & mentoring	Planning, conflict resolution

### Construction & Real Estate

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
Logistic Executive	Rs 16,000 – Rs 20,000 pm	Communication & interpersonal skills.	Liaising, & negotiating with suppliers, manufacturers	Numerical & analytical skills
Electrician	Rs 12,000 – Rs 16,000 pm	Physical strength, following oral & written instructions	The ability to use, repair & maintain machines and tools	Basic maths skills, Plan layouts of electrical components
Fitter	Rs 18,000 – Rs 21,000 pm	Detail-oriented, adept at interpreting blueprints	Able to safely use hand & power tools, organizational skills	Analytical, problem-solving skills, Design skills and knowledge
Field Verification Executive	Rs 16,000 – Rs 19,000 pm	Communication skills & Physical stamina	Time management skills, Visualization skills	Mathematical & problem-solving skills

### E-commerce & Tech Start-ups

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
Collection Executive	Rs 22,000 – Rs 24,000 pm	Excellent communication, negotiation skills	Data entry & basic computer skills	Proficient in Microsoft Excel
Packer & Loader	Rs 13,000 – Rs 16,000 pm	Good manual skills, Physical strength, Persistence	Team player, Stress Tolerance	Knowledge & operation of packaging machines
Tele Caller	Rs 20,000 – Rs 22,000 pm	Communicational Clarity, Active Listening, Product knowledge	Objection handling, organizational skills	Multiple language knowledge, problem-solving skills
Logistic Executive	Rs 13,000 – Rs 17,000 pm	Communication & interpersonal skills	Liaising, and negotiating with suppliers, manufacturers	Numerical & analytical skills

### Fast Moving Consumer Durables

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
<b>Sales Promoter</b>	Rs 12,000 – Rs 17,000 pm	Interpersonal skills, Communication skills	Product knowledge, set & meet sales targets	Presentation skills
<b>Warehouse Executive</b>	Rs 13,000 – Rs 17,000 pm	Good communication & teamworking skills	Excellent organizational skills & attention to detail	Strong supervisory skills, Proficient with data entry
<b>Business Development Executive</b>	Rs 21,000 – Rs 28,000 pm	Strong communication skills, Negotiation skills, sales & marketing skills	Commercial awareness, organizational skills	Presentation skills, Business intelligence
<b>Rigger</b>	Rs 18,000 – Rs 21,000 pm	Good communication skills, Excellent spatial awareness	Preparing, storing & safeguarding rigging equipment after use	In-depth knowledge of rigging equipment, fabricating

### Power & Energy

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
<b>Technician</b>	Rs 19,000 – Rs 23,000 pm	Physical skills, problem solving skills	Analytical skills, clerical abilities, time management	Basic maths skills, Technology Skills, Troubleshooting
<b>Electrician</b>	Rs 13,000 – Rs 17,000 pm	Physical fitness & a good sense of balance	Team Player, knowledge to read and understand blueprint	Troubleshooting and technical skills, understands procedures and safety rules
<b>Data Entry Operator</b>	Rs 12,000 – Rs 16,000 pm	Attention to detail, multi-tasking, Strong written & verbal communication skill	Time management, team player, critical thinking	Basic computer skills, technical skills
<b>Field Executive</b>	Rs 13,000 – Rs 19,000 pm	Communication skills, multi-tasking, Physical strength	Project management, problem-solving skills	Strong observational, mathematical, analytical & record-keeping skills

# The National Industry Salary Index

## The data

Detailed summary of median salaries across prominent job profiles across India

100

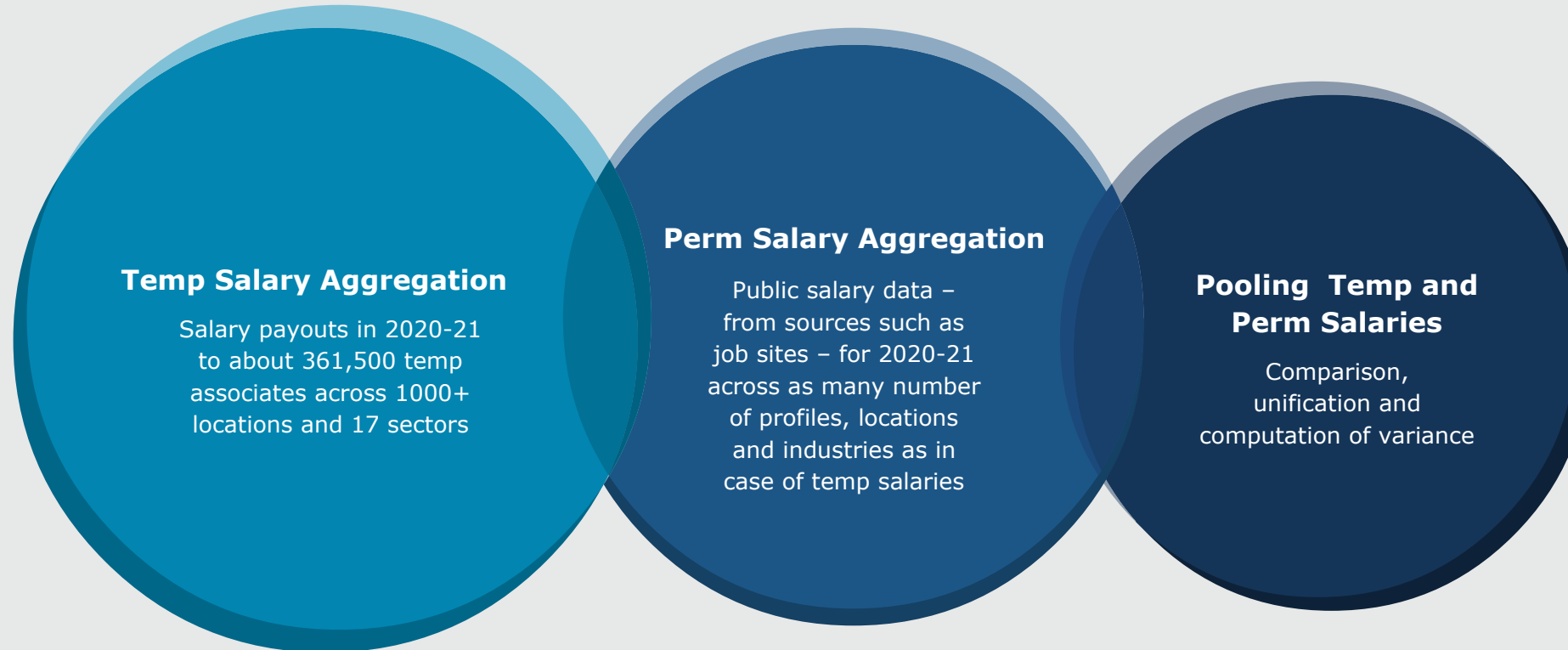
Functional Areas		Unified Industry Salaries (Rs. p.m)		
		0 – 2 years	2 – 5 years	5 – 8 years
<b>MARKETING</b>				
<b>SMM</b>	Sales/Marketing Manager	32,000	38,500	42,300
<b>CRM</b>	CRM Executive	15,900	26,500	34,600
<b>DCO</b>	District Coordinator	14,000	18,200	21,500
<b>PRS</b>	Product Specialist	22,900	31,000	40,500
<b>INFORMATION TECHNOLOGY</b>				
<b>ITC</b>	IT Consultant	50,500	59,200	66,200
<b>NEW</b>	Network Engineer	35,400	42,000	52,500
<b>SSA</b>	Senior System Administrator	45,100	51,400	59,500
<b>TIT</b>	Team Lead-IT	33,300	38,800	46,800
<b>SUPPORT SERVICES</b>				
<b>MIS</b>	Associate – MIS	25,600	31,900	37,100
<b>CSO</b>	Customer Service Officer	17,700	20,500	24,800
<b>BOA</b>	Business Operation Analyst	29,600	38,600	46,700
<b>PRA</b>	Process Advisor	24,400	29,500	35,400
<b>SALES</b>				
<b>ACM</b>	Account Manager	27,600	32,100	41,400
<b>DME</b>	Digital Marketing Executive	25,000	30,500	34,700
<b>BCO</b>	Business Coordinator	18,000	22,200	26,300
<b>RPT</b>	Regional Product Trainer	27,000	31,000	37,700
<b>ENGINEERING</b>				
<b>ACE</b>	AutoCAD Engineer	26,000	33,400	39,000
<b>APE</b>	Application Engineer	31,700	38,000	46,000
<b>DEO</b>	Design Officer	23,000	28,100	32,000
<b>LEE</b>	Lead Engineer	29,500	35,000	43,700

# Annexure

- Research / Analysis Methodology
- Bibliography
- Disclaimer



## Steps in salary computation



Data Timeline: Analysis of earnings between Jan 2020 and Oct 2021 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: Dec 2021 to Jan 2022

Sample Size: Number of employers surveyed: **310**; Number of employees / candidates surveyed: **290**

## Sample Design: Dip-stick salary surveys

Category of Respondents: Employers

Sector/ City	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Agriculture and Agrochemicals	1	2	1	2	1	1	1	2	2
Automobile and Allied Industries	1	1	1	2	1	1	1	2	2
Banking, Financial Services and Insurance	2	2	1	2	2	1	1	2	1
BPO and IT Enabled Services	1	3	1	2	3	1	1	3	1
Construction and Real Estate	1	2	1	2	2	1	1	2	1
Ecommerce and Tech Start-ups	1	3	1	2	3	2	1	3	2
Educational Services	2	3	1	2	2	2	1	3	2
Fast Moving Consumer Durables	1	2	1	2	2	2	1	2	1
Fast Moving Consumer Goods	2	2	1	2	1	1	1	2	2
Healthcare and Allied Industries	1	3	2	3	3	2	1	3	3
Hospitality	2	3	1	2	4	1	1	3	2
Industrial Manufacturing and Allied	3	4	2	3	4	2	2	3	3
Information Technology and Knowledge Services	2	6	1	3	3	3	1	4	2
Media and Entertainment	1	3	1	3	4	1	1	3	3
Power and Energy	1	3	1	2	2	2	1	2	1
Retail	2	4	2	2	5	3	2	3	3
Telecommunication	3	5	2	3	3	2	2	3	3

**Total Employer Respondents: 310**

Category of Respondents: Employees / Candidates

City	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Number of employees / candidates	22	59	18	47	30	22	20	45	27

**Total Employee / Candidate Respondents: 290**

Agriculture and Agrochemicals	Automobile & Allied Industry	BFSI	BPO & ITES	Construction & Real Estate
Finance Consultant	Associate-Finance and Accounts	Credit Financial analyst	Finance Assistant	Credit Associate
Plant Operator	Logistics Coordinator	Specialist Corporate Services	Accounts Manager	Plant Logistics Safety Officer
Legal Executive	ITI Electrician	Aadhaar Enrolment Officer	Executive - Procurement	Lane Assistant
Sampling Assistant	Content Developer	SQL Analyst	Transport Coordinator	Toll Collector
Data Analyst	Programmer	Executive Claims-Health	Aadhaar Enrolment Officer	Customer Service Officer
Crop Advisor	AutoCAD Engineer	Data Engineer	HR Consultant	Fire Officer
Technical Consultant	HR Manager	Desktop Engineer	Team Lead-IT	Application Engineer
Sr. Executive HR	IT Consultant	Test Engineer	Digital Marketing Executive	Sr. Project Manager
IT Engineer	Sales Consultant	Network Engineer		Manager - Pre Sales
Officer QC		Account Manager		
Sales/Marketing Manager		Virtual Relationship Manager		

E-Commerce & Tech Startups	Educational Services	FMCD	FMCG	Healthcare & Pharmaceuticals
Legal Executive	Accounts Officer	Indirect Tax Analyst	Excise Assistant	Helper-(MEM)
Business Operation Analyst	Senior Admission Officer	Erection supervisor	Procurement Analyst	Microbiologist
Consultant Content Writer	Helper	Safety Officer	Logistics Officer	Scientist
Lead Engineer	Content Developer	Data Analyst	Regional trainer	R & D Analyst
Senior Recruiter	HR Coordinator	QS and Planning Engineer	Automation Engineer	Biomedical Engineer
Network Engineer	IT Engineer	Design Officer	IT Analyst	IT Consultant
IT Analyst	Software Developer	HR Specialist		Network Engineer
Sales Consultant	Sales Coordinator	Resident Engineer		Associate Business Officer
		Sales Consultant		Wellness Advisor

Hospitality	Industrial Manufacturing and Allied	Information Technology and Knowledge Services	Media & Entertainment	Power & Energy
Finance Coordinator	Accounts Payable Specialist	Document Controller	Head of Production	Finance Officer
Security Supervisor	Commercial Assistant	Service Design and Improvement Analyst	Broadcast Designer	Finance Analyst
Business Analyst	Shade Matcher	Process Advisor	Game Developer	Senior Operations Executive
Deputy Manager	Maintenance Foreman	Technical Consultant	HR Manager	Senior Manager
Recruiter	Job Operator	Automation Engineer	Digital Strategy Consultant	Logistics Specialist
IT Administrator	Quality Analyst	Recruitment Consultant	Product Survey Executive	Sourcing Engineer
Quality Officer	Technical Specialist	IT Consultant	Marketing Officer	HR Analyst
	Lead Engineer	Senior System Administrator		Network Engineer
	Production officer	Executive Digital Marketing		Team Leader
	HR Specialist			
	IT Consultant			
	Product Specialist			
	Territory Sales Officer			
Retail	Telecommunication			
Finance Officer	Accounts Officer			
Purchase Engineer	Finance Manager			
Shop Demonstrator	Telecom Operations Manager			
Hygiene Specialist	PMS Operator			
Gas charging Engineer	Infrastructure Operations Analyst			
Senior Fashion Assistant	Packet Core Engineer			
Regional Product Trainer	Automation Engineer			
	Performance Management Engineer			
	Relationship Manager			
	Sr. Sales Account Manager			

### ► Job Categories

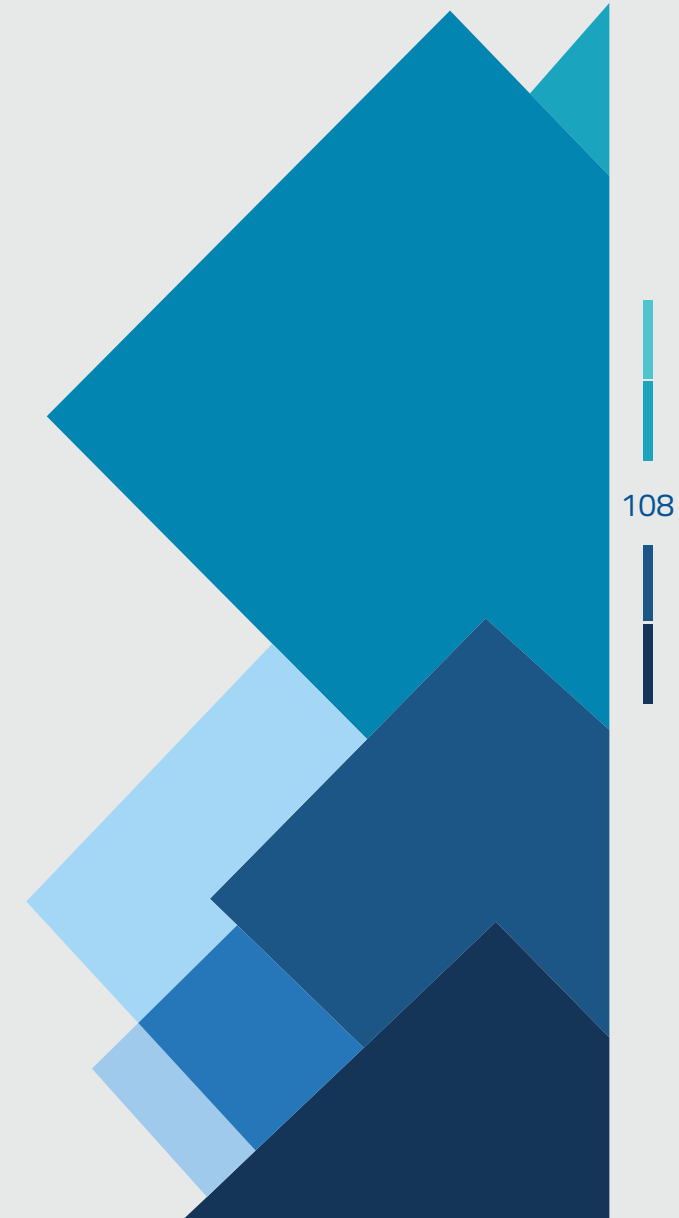
► **Longstanding jobs:** are those that have been in existence for a fairly longer period of time than the other two job categories and are traditionally looked upon as those that define the individual sectors. These form the conventional choices each of the sectors has to offer to candidates.

► **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 January 2020 and October 2021 across 361,500 associates employed in the organized job market.

Salaries benchmarked in this document are mostly those pertaining to junior to mid-level profiles.

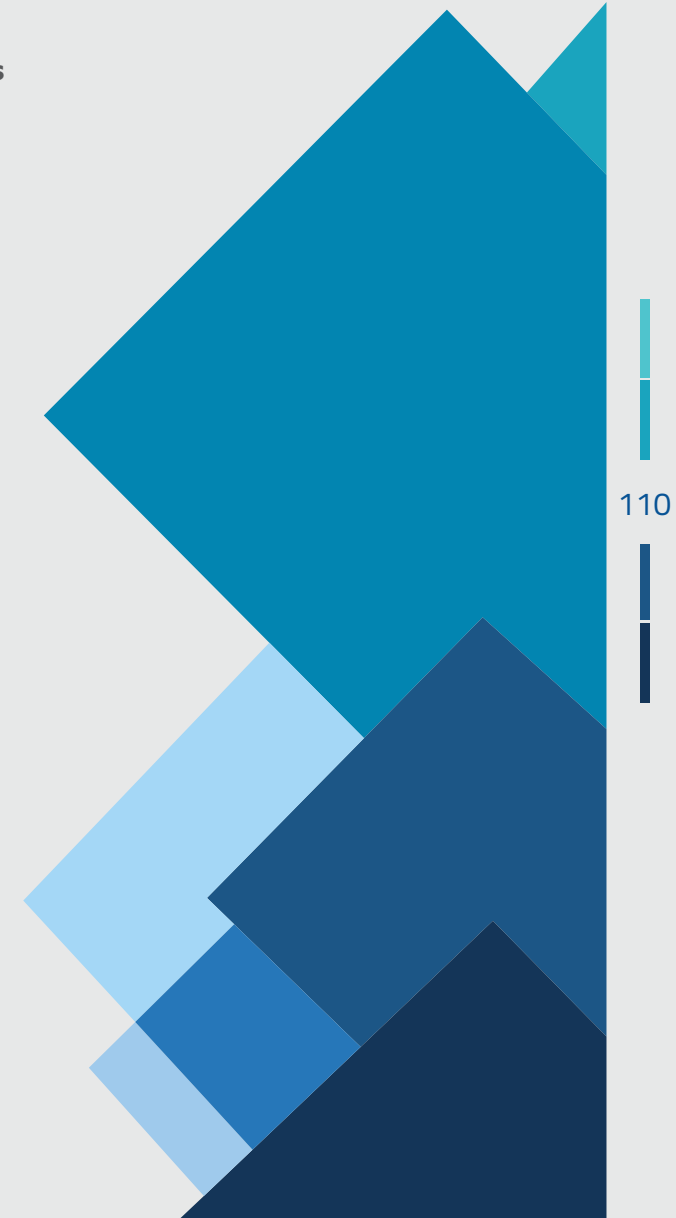
Figures are close to accurate. The earnings include regular salaries and do not include taxes / regulatory payouts, incentives, allowances, bonus, over-time, one-time or unusual representative amounts.

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.







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