



# JOBS AND SALARIES PRIMER

**FY 2022-23**

THIS EDITION: **5 YEAR SALARY TRENDS**  
Unified Industry Salaries | Hot Jobs |  
Industry Analysis

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## PREFACE

Over the past few years, the socio-economic environment has been engulfed by unprecedented macroeconomic and geopolitical volatility, subjecting businesses to extraordinary challenges. Consequently, certain sectors are anticipated to remain in a state of unrest for a significant duration.

During this period, we witnessed a surge in ambitious hiring driven by the pandemic's impact. On one hand, the pursuit of vaccinations and effective virus management propelled extensive recruitment in medical and pharmaceutical establishments. On the other hand, there was a widespread belief in the perpetual digital transformation. Consequently, the demand for medical and tech professionals skyrocketed, leading to an unforeseen surge in recruitment. However, in retrospect, while we managed to address the pandemic's worst effects and secure vaccinations, the overemphasis on a digital utopia proved misguided. Previously assured concepts turned out to be misguided endeavors, prompting companies that had engaged in frenzied hiring to swiftly retract their investments.

As a result, organizations that had indulged in extensive recruitment are now compelled to execute workforce reductions, particularly in the realm of Big Tech, while mid-sized businesses and startups experience relatively lesser impact. Startups face the challenge of drying funding as confidence in the digital sphere diminishes once again. Consequently, a sense of prudence prevails across all organizations, with cautious approaches to recruitment, salary increments, and, in some cases, even workforce terminations to optimize resource allocation in the rapidly evolving "new" normal. While the majority of global layoffs occurred within IT services, product companies, and funded startups, some layoffs stemmed from workforce optimization initiatives, particularly in consultancy, e-commerce, and consumer tech sectors.

Furthermore, as global corporations seek to downsize their operations, they are compelled to identify alternative locations for their streamlined ventures, steering clear of authoritarian China and conflict-ridden Europe. India, with its abundant resources and cost-effectiveness, has emerged as a beacon of opportunity on their horizon. Consequently, it is anticipated that the impact of global layoffs in India will be confined primarily to startups and the IT product sector, which employ fewer individuals compared to the extensive workforce in IT services and other major sectors across the country.

Given India's stable socio-economic and political landscape, global companies now perceive the Indian market as a relatively stable and secure environment for continued operations. Consequently, job losses in India have remained significantly lower than the global average, even within the IT services industry. In 2022, India accounted for a mere 11% of the total global layoffs, a figure that dropped to 4% during the initial months of 2023. In the fiscal year 2023, 11 out of the 17 industries created new opportunities, denoted as "hot jobs," while 7 industries generated prospects for the future, termed "upcoming jobs." This is an improvement compared to the previous fiscal year, where 9 industries created hot jobs and 6 industries provided upcoming job opportunities. However, the unmistakable impact of global headwinds has been felt on salaries across India Inc. This year, the Indian job market witnessed slower salary growth, with growth rates declining from 10% to 9%.

In reflection, the past year presented a mixed bag of challenges and opportunities. However, an optimistic outlook awaits us if we can capitalize on the presented opportunities through unwavering innovation and consistent execution.



**Kartik Narayan**  
CEO - Staffing  
TeamLease Services Ltd

## Introduction

### Industries 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

### Functions Covered

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

### Locations Covered

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

- ▶ Industrial Manufacturing and Allied
- ▶ Information Technology and Knowledge Services
- ▶ Media and Entertainment
- ▶ Power and Energy
- ▶ Retail
- ▶ Telecommunication

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 2.2 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.

The Jobs and Salaries Primer, along with the Employment Outlook 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 industries.

# Executive Summary

### Hot jobs –The Career Booster:

11 out of the 17 Industries created new Hot jobs and 7 Industries created new Upcoming jobs



► Corresponding stats for the 2022 edition:

Hot jobs – **9 of the 17 Industries**;

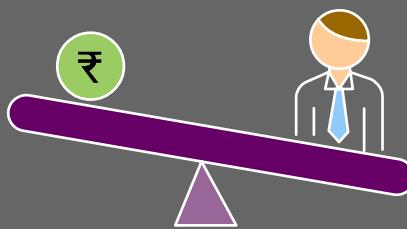
Upcoming jobs – **6 of the 17 Industries**

► Hottest Hot jobs:

- Battery Testing Engineer - (Automobile & Allied Industries)
- Lead Magento Developer - (Ecommerce and Tech Start-ups)
- Robotics Instructor - (Educational Services)
- Cloud Architect - (Fast Moving Consumer Durables)
- Sr. Biostatistician - (Healthcare and Allied Industries)
- Data Architect - (Industrial Manufacturing and Allied)
- Sr. Golang Developer - (Telecommunication)

### Slower Salary Growth and Job Creation:

Job Market experienced slower salary growth this year. Growth rates have decreased from 10% to 9% this year.



► Corresponding stats for the 2022 edition:

Salaries grew by a **minimum of 4.11%** and a **maximum of 10.71%** across Industries

► Telecommunication, Media and Entertainment, Information Technology and Knowledge Services exhibited growth in **excess of 9%**

► 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, Power and Energy, Ecommerce and Tech Start-ups, Healthcare and Allied Industries and Retail exhibited **less than 9%** growth

## Executive Summary – Jobs and pay parity

- ▶ Top super-specialized profiles:  
Relationship Manager [Telecommunication : 10.19%],  
Game Developer [Media and Entertainment : 9.30%] and  
Automation Engineer [Information Technology and  
Knowledge Services : 9.21%]
- ▶ Top Industry-Cities:  
Telecommunication – Bangalore [maximum 10.19%],  
Information Technology and Knowledge Services –  
Bangalore [maximum 9.21%] exhibited the maximum  
salary growth across cities/Industries

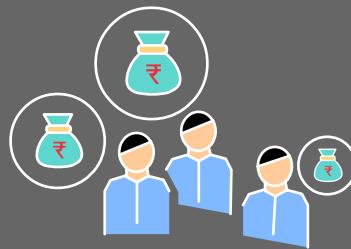
### Sales and IT roles continue to be in demand:

The demand for Sales and IT roles remains high as businesses continue to prioritize these functions for growth and digital transformation initiatives



- ▶ Top Sales profiles: Sales Analyst, Digital Marketing Executive, Commercial Advisor, Customer Marketing Executive
- ▶ Top IT profiles: Android Developer, DevOps Engineer, Automation Consultant and IT Consultant
- ▶ Average salary growth for Sales profiles: 7.75%
- ▶ Average salary growth for IT profiles: 7.5 %

**Salary variance :** Regardless of low salary growth this year, 41% of the profiles across industries had less than 5% pay difference between permanent and temporary jobs.



- ▶ *Corresponding stats for the 2022 edition: Variance less than **5% for 37%** of the profiles across all industries*
- ▶ Less than 5% variance: Agriculture and Agrochemicals, Automobile and Allied Industries, BPO and IT Enabled Services, Construction & Real Estate, FMCG, Healthcare and Allied Industries, Hospitality, Industrial Manufacturing & Allied, Media & Entertainment and Power & Energy.

### Top and bottom Industries:

- ▶ Top paymasters [Greater than 9% salary growth]:
  - ▶ Telecommunication, Media and Entertainment and Information Technology and Knowledge Services
- ▶ Bottom paymasters [Lesser than 9% 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, Power and Energy, Retail, Ecommerce and Tech Start-ups, Healthcare and Allied Industries.



### Top profiles (and related Industries):

- ▶ Data Science Consultant (Banking, Financial Services and Insurance)
- ▶ Media Operations Executive (Fast Moving Consumer Goods)
- ▶ DevOps Engineer (Information Technology and Knowledge Services)
- ▶ Content Specialist-Game (Media and Entertainment)
- ▶ eMobility Charging Executive (Automobile & Allied Industries)



### Fast growth profiles:

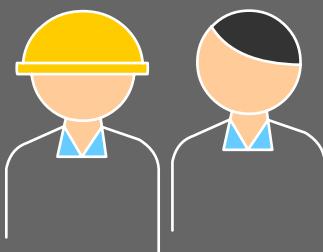
Fastest growing among the new profiles added  
(Industry | salary growth)

- ▶ Customer Manager (Educational Services | 9.19%)
- ▶ DevOps Engineer (Information Technology and Knowledge Services | 8.93%)
- ▶ Turbine Engineer (Industrial Manufacturing and Allied | 8.83%)
- ▶ Intracity Deployment Engineer (Telecommunication | 8.29%)
- ▶ Sales and Marketing Manager (Retail | 8.09%)



### The hands-on worker:

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



- ▶ Sales Executive (Interpersonal skills, Communication skills | INR 19,000)
- ▶ Electrician ( Physical Strength, Communication Skills | INR 19,000)
- ▶ AC Technician ( Reading blueprints, Effective communication | INR 22,000)
- ▶ Forklift Operator ( Forklift control & function familiarity, Forklift maintenance skills | INR 17,000)

# A Bird's Eye View

		<b>FY2022-23</b>	<b>FY2021-22</b>	<b>Trends – FY2022-23</b>	<b>Trends – FY2021-22</b>
<b>1 Double Digit Salary Growth</b>		1 out of 17 Industries	3 out of 17 Industries	<p>Salaries grew by a minimum of 3.20 % and a maximum of 10.19% across Industries</p> <p>The top Industry: Telecommunication</p> <p>The bottom Industries : 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, Power and Energy, Retail, Ecommerce and Tech Start-ups, Healthcare and Allied Industries, Media and Entertainment &amp; Information Technology and Knowledge Services</p> <p>Top Industry-Cities: Telecommunication –Bangalore [maximum 10.19%] , Information Technology and Knowledge Services –Bangalore [maximum 9.21%]</p>	<p>Salaries grew by a minimum of 4.11 % and a maximum of 10.71% across Industries</p> <p>The top 3 Industries: 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>
<b>2 Less than 5% variance</b>		More than 41% of the job profiles in across all 17 Industries	More than 37% of the job profiles in across all 17 Industries	<p>10 Industries: Agriculture and Agrochemicals, Automobile and Allied Industries, BPO and IT Enabled Services, Construction &amp; Real Estate, FMCG, Healthcare and Allied Industries, Hospitality, Industrial Manufacturing &amp; Allied, Media &amp; Entertainment and Power &amp; Energy</p>	<p>Top Industry-Cities: Information Technology and Knowledge Services –Bangalore [maximum 10.47%] and Healthcare and Allied Industries -Delhi [maximum 10.07%]</p> <p>10 Industries: Agriculture and Agrochemicals, Automobile and Allied Industries, FMCD, FMCG, Healthcare and Allied Industries, Hospitality, Industrial Manufacturing &amp; Allied, Media &amp; Entertainment, Power &amp; Energy, Retail</p>

## Jobs and Salaries Primer: FY2022-23 versus FY2021-22

Pay Action Trends at the Beginning of the Two Financial Years

		FY2022-23	FY2021-22	Trends – FY2022-23	Trends – FY2021-22
<b>3</b>	<b>Salary Increment</b>	Median salary increment: 8.03%	Median salary increment: 8.13%	Maximum salary increment: 10.19% [Relationship Manager-Telecommunication] & 9.30% [Game Developer - Media and Entertainment ]	Maximum salary increment: 10.47% [Automation Engineer -Information Technology and Knowledge Services] & Consultant Content Writer: 10.11% [Ecommerce and Tech Start-ups]
<b>4</b>	<b>Top profiles from Industry</b>			Automobile & Allied Industries, Banking, Financial Services and Insurance, Fast Moving Consumer Goods, Healthcare and Allied Industries, Information Technology and Knowledge Services, Media & Entertainment, Power & Energy	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
<b>5</b>	<b>Top paymasters [Greater than 10% salary growth]</b>	1 out of 17 Industries	3 out of 17 Industries	Telecommunication	Ecommerce and Tech Start-ups, Healthcare and Allied Industries & Information Technology and Knowledge Services
<b>6</b>	<b>Hot and Upcoming jobs</b>	Hot jobs get hotter in 7 out of the 17 Industries and upcoming jobs rise in 6 Industries	Hot jobs get hotter in 7 out of the 17 Industries and upcoming jobs rise in 5 Industries	Battery Testing Engineer - (Automobile & Allied Industries) Lead Magento Developer - (Ecommerce and Tech Start-ups) Robotics Instructor - (Educational Services) Cloud Architect -(Fast Moving Consumer Durables) Sr. Biostatistician - (Healthcare and Allied Industries) Data Architect -(Industrial Manufacturing and Allied) Sr. Golang Developer - (Telecommunication)	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)

## Jobs and Salaries Primer: FY2022-23 versus FY2021-22

Pay Action Trends at the Beginning of the Two Financial Years

		FY2022-23	FY2021-22	Trends – FY2022-23	Trends – FY2021-22
7	<b>Popular Blue Collar Profiles</b>			Sales Executive, Electrician, AC Technician, Forklift Operator	Logistic Executive, Sales Promoter, Rigger, Warehouse Executive, Tele Caller
8	<b>Top cities</b>			Bangalore, Chennai, Delhi, Hyderabad and Mumbai	Ahmedabad, Bangalore, Chennai, Delhi, Hyderabad, Mumbai and Pune
9	<b>Top profiles</b>			Data Science Consultant (Banking, Financial Services and Insurance) Media Operations Executive (Fast Moving Consumer Goods) DevOps Engineer (Information Technology and Knowledge Services) Content Specialist-Game (Media and Entertainment) eMobility Charging Executive (Automobile & Allied Industries)	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)

# Jobs and Salaries Primer: FY2022-23 versus FY2021-22

Top 5 Cities – by Industry

Industries		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
1	Agriculture and Agrochemicals	FY2022-23		✓	✓		✓		✓	✓
		FY2021-22	✓		✓	✓		✓		✓
1	Automobile & Allied	FY2022-23	✓			✓		✓	✓	✓
		FY2021-22	✓	✓				✓	✓	✓
1	BFSI	FY2022-23		✓	✓	✓	✓	✓	✓	
		FY2021-22		✓		✓	✓	✓	✓	✓
1	BPO	FY2022-23		✓	✓		✓	✓		✓
		FY2021-22	✓	✓	✓		✓	✓		
1	Construction & Real Estate	FY2022-23	✓	✓		✓		✓		✓
		FY2021-22		✓	✓		✓		✓	✓
1	Ecommerce & Tech Start-ups	FY2022-23		✓	✓	✓	✓		✓	✓
		FY2021-22		✓		✓	✓	✓	✓	✓
1	Educational Services	FY2022-23	✓		✓	✓		✓	✓	
		FY2021-22			✓		✓	✓	✓	✓
1	FMCD	FY2022-23	✓		✓		✓		✓	
		FY2021-22		✓		✓	✓	✓	✓	

✓:Signifies the Industry-city cluster that has outperformed the remaining, in terms of salary growth for FY2022-23, within each Industry

## Jobs and Salaries Primer: FY2022-23 versus FY2021-22

Top 5 Cities – by Industry

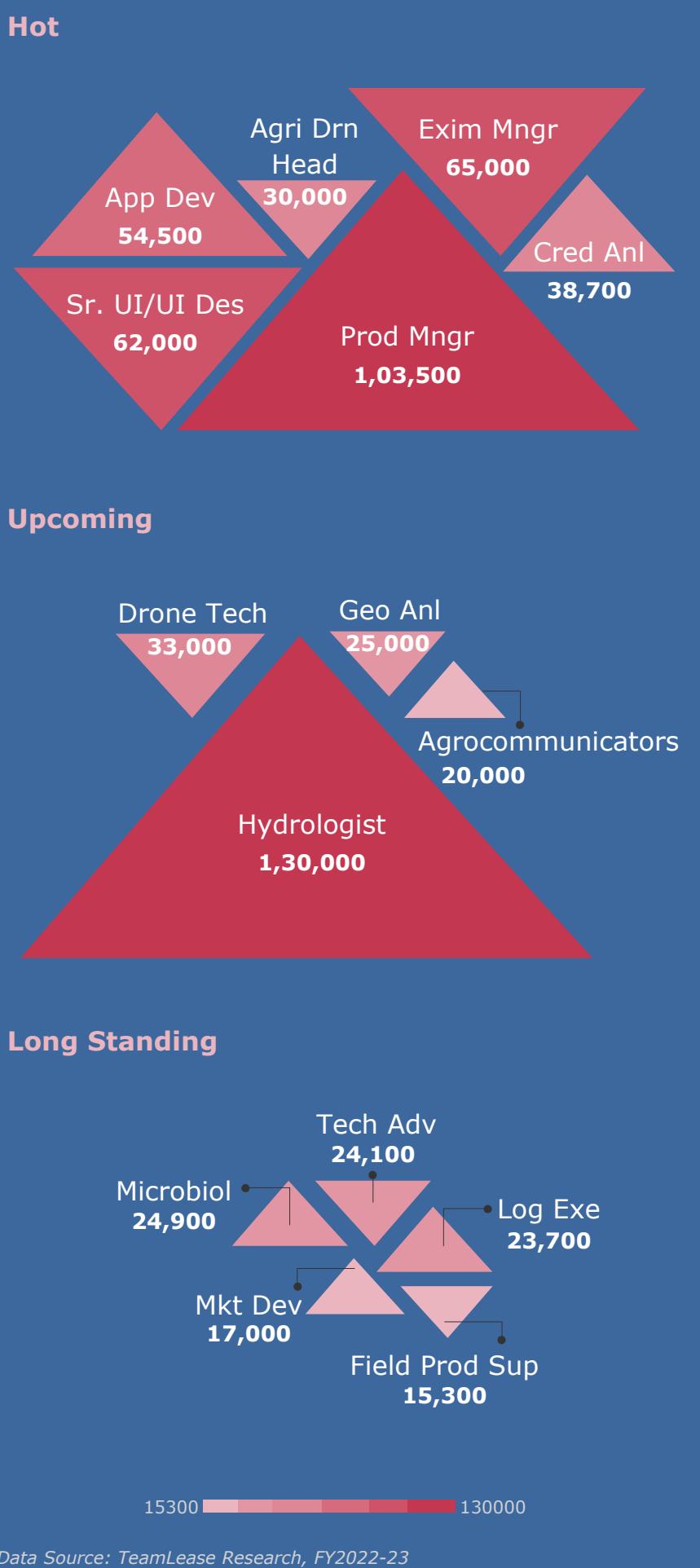
Industries		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
1	FMCG	FY2022-23		✓		✓	✓		✓	
		FY2021-22	✓		✓		✓	✓		✓
1	Healthcare & Pharmaceuticals	FY2022-23		✓		✓		✓	✓	✓
		FY2021-22		✓		✓	✓		✓	✓
1	Hospitality	FY2022-23	✓	✓	✓		✓		✓	
		FY2021-22	✓		✓	✓	✓	✓		
1	Industrial Manufacturing & Allied	FY2022-23		✓		✓	✓	✓	✓	✓
		FY2021-22	✓	✓		✓		✓	✓	✓
1	IT	FY2022-23		✓		✓		✓	✓	✓
		FY2021-22		✓		✓		✓	✓	✓
1	Media & Entertainment	FY2022-23		✓		✓	✓		✓	
		FY2021-22	✓	✓			✓	✓	✓	
1	Power & Energy	FY2022-23	✓		✓		✓	✓		✓
		FY2021-22			✓		✓	✓	✓	✓
1	Retail	FY2022-23		✓		✓	✓	✓	✓	
		FY2021-22		✓		✓	✓	✓	✓	
1	Telecommunications	FY2022-23		✓		✓	✓		✓	✓
		FY2021-22		✓		✓		✓	✓	✓

✓:Signifies the Industry-city cluster that has outperformed the remaining, in terms of salary growth for FY2022-23, within each Industry

# Job Market Analysis

## The Story

Jobs and Job Categories Analysis  
5 year salary trend Analysis

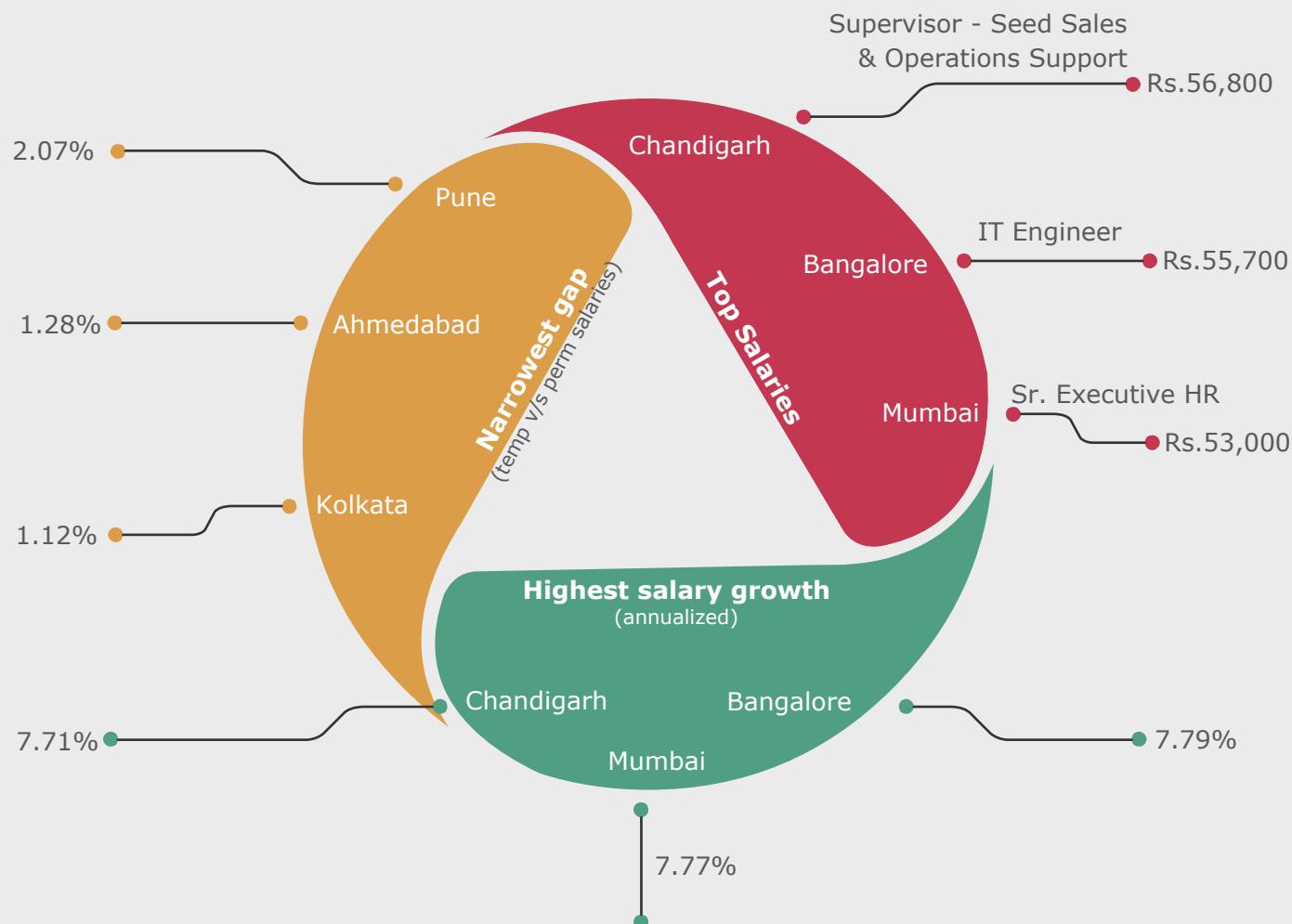


## Steady Growth

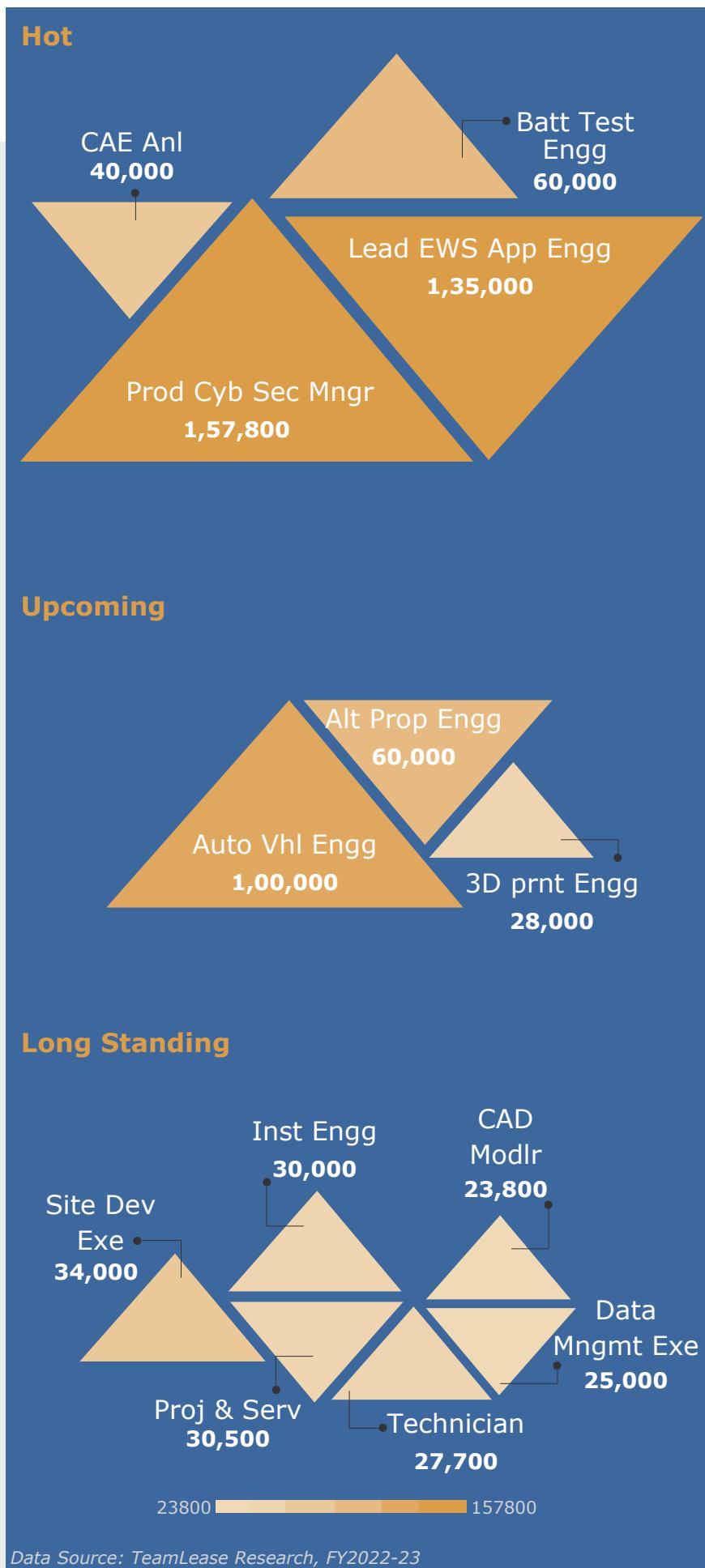
On the whole, the Agriculture and Agrochemicals industry has undergone significant digital transformation which has translated into a slew of Hot jobs that pay handsomely.

Short Form	Profile Name
Cred Anl	Credit Analyst
Exim Mngr	Exim Manager
Prod Mngr	Product Manager
Agri Drn Head	Agriculture Drone Head
App Dev	App Developer
Sr. UI/UI Des	Sr. UI/UX Designer
Drone Tech	Drone Technologist
Hydrologist	Hydrologist
Geo Anl	Geospatial Analyst
Agrocommunicators	Agrocommunicators
Field Prod Sup	Field Production Supervisor
Tech Adv	Technical Advisor
Mkt Dev Off	Market Development Officer
Log Exe	Logistics Executive
Microbiol	Microbiologist

Average payouts have steadily grown, however incrementally, in the industry, and top salaries paid are rather modest.



Time Period	Average Salary per Month (INR)
2017-2018	17,700
2018-2019	16,000
2019-2020	18,700
2020-2021	18,200
2021-2022	19,100

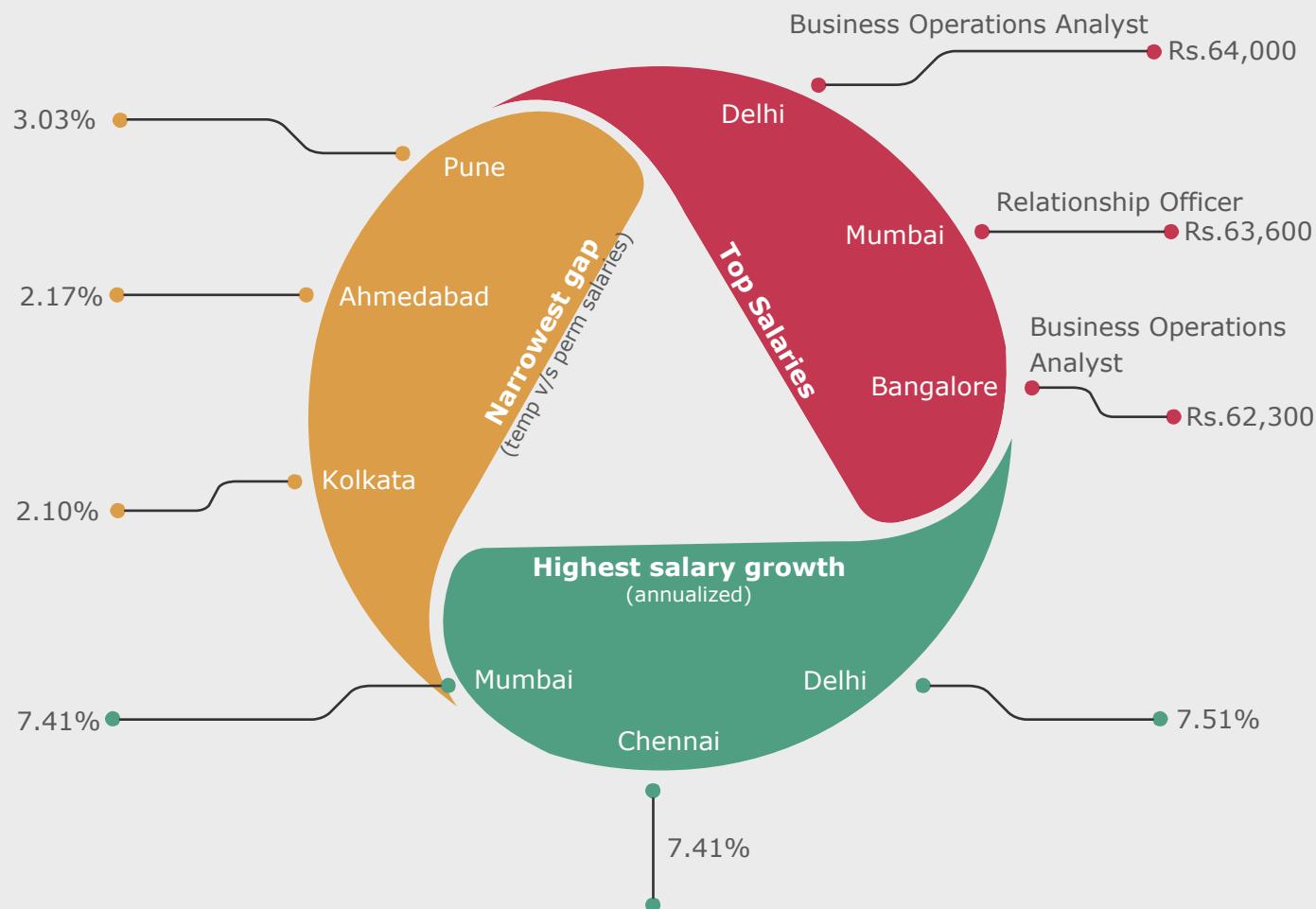


## Quick Progression

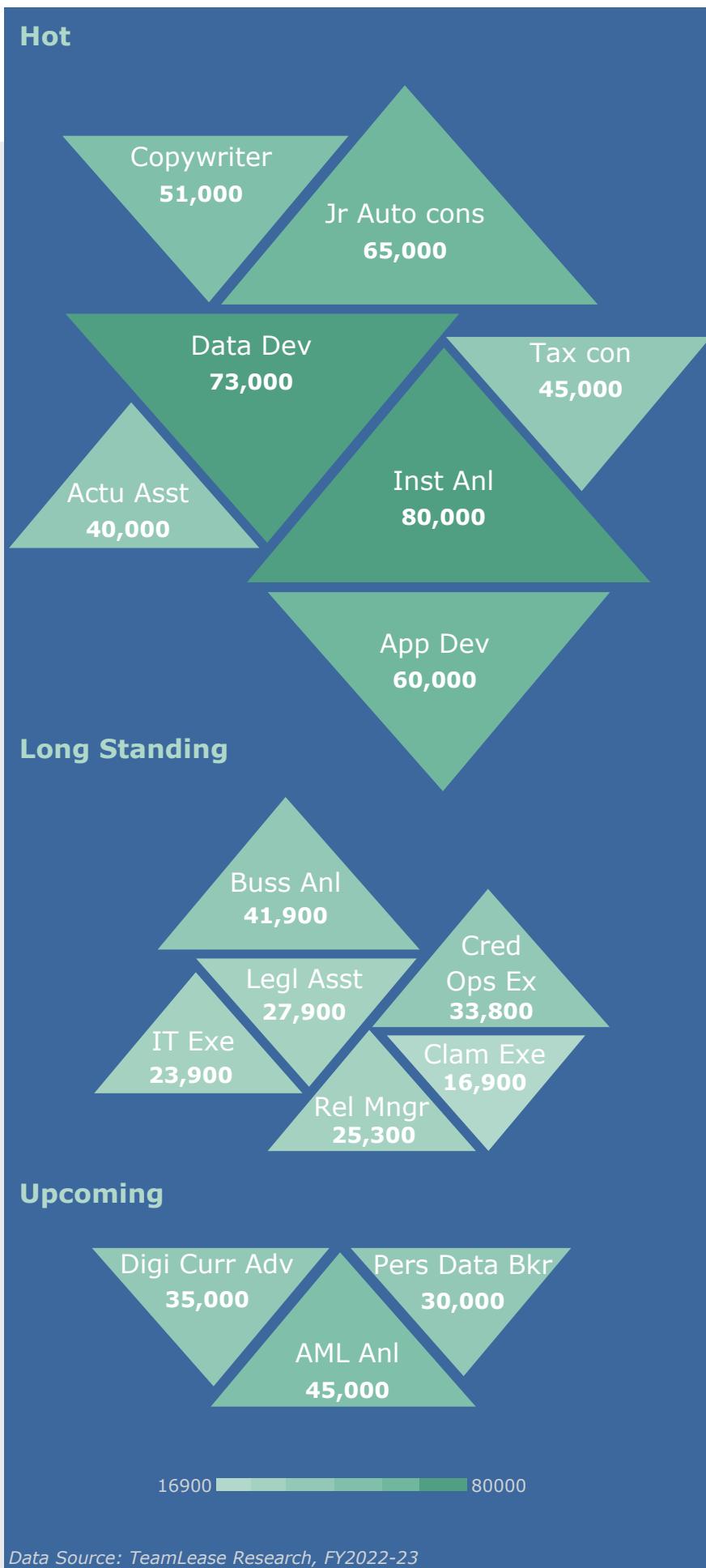
The industry churned out a limited number of highly paid technological job roles in the Hot and Upcoming categories, even while a long tail of lowly paid Longstanding job roles co-exist.

Short Form	Profile Name
Lead EWS App Engg	Lead ESW Application Engineer
CAE Anl	CAE Analyst
Batt Test Engg	Battery Testing Engineer
Prod Cyb Sec Mngr	Product CyberSecurity Manager
Auto Vhl Engg	Autonomous Vehicle Engineer
3D prnt Engg	3D Printing Engineer
Alt Prop Engg	Alternative Propulsion Engineer
Proj & Serv Engg	Project and Service Engineer
CAD Modlr	CAD Modeller
Data Mngmt Exe	Data Management Executive
Site Dev Exe	Site Development Executive
Technician	Technician
Inst Engg	Instrumentation Engineer

Following a nosedive during the pandemic, average payouts are still inching back and are at the 2017-18 levels today.



Time Period	Average Salary per Month (INR)
2017-2018	25,100
2018-2019	34,600
2019-2020	22,300
2020-2021	23,200
2021-2022	25,000

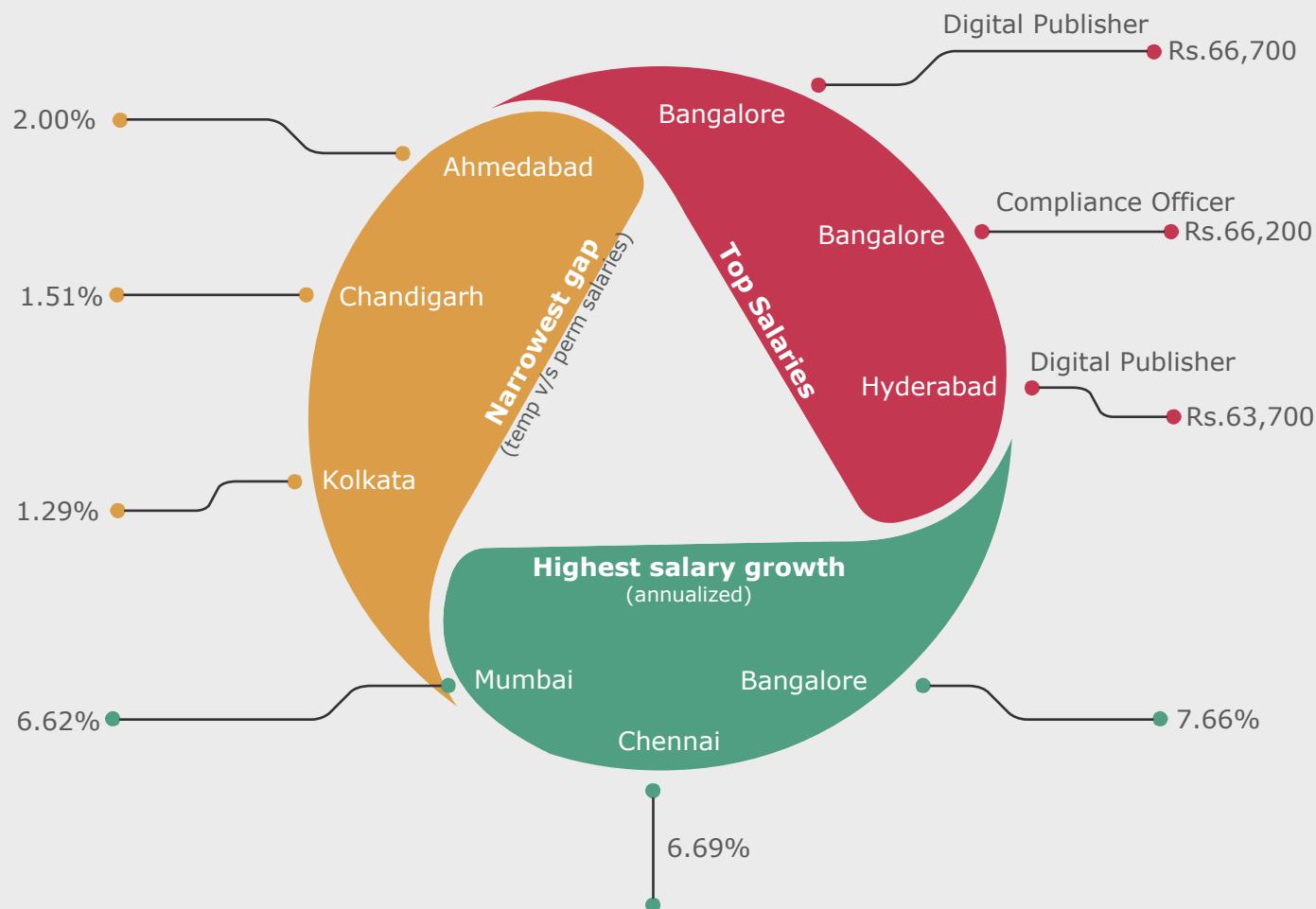


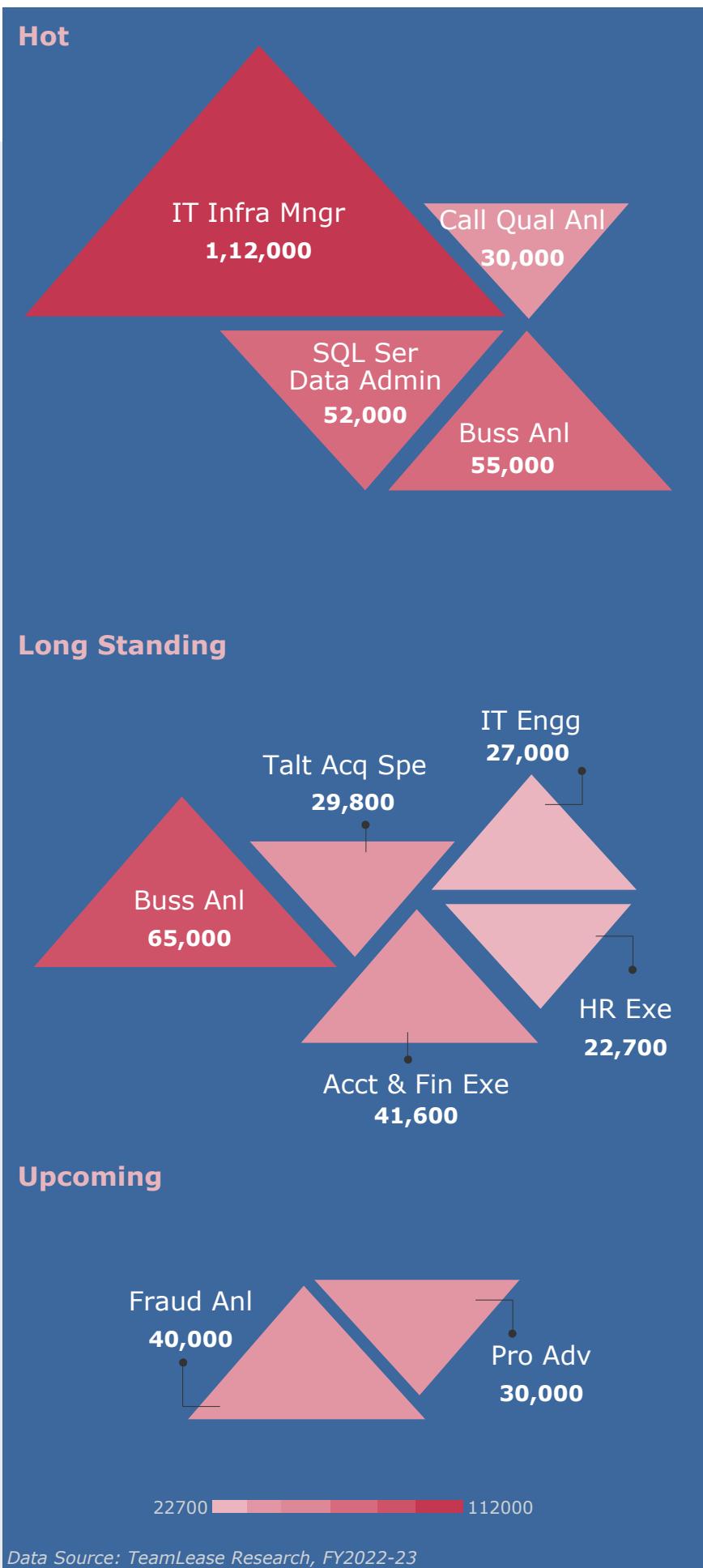
## Quick Progression

The BFSI Industry seems to be creating a variety of job roles across Hot and Longstanding areas, and economizing on payouts at the same time.

Short Form	Profile Name
Tax con	Tax consultant
Copywriter	Copywriter
Data Dev	Database Developer
App Dev	App Developer
Actu Asst	Actuarial Associate
Inst Anl	Insights Analyst
Jr Auto cons	Jr Automation Consultant
Pers Data Bkr	Personal Data Broker
Digi Curr Adv	Digital Currency Advisor
AML Anl	AML Analyst
Rel Mngr	Relationship Manager
Legl Asst	Legal Assistant
Cred Ops Ex	Credit Operations Executive
Clam Exe	Claims Executive
IT Exe	IT Executive
Buss Anl	Business Analyst

Average salaries fell sharply this year after two years of strong growth.  
Top salaries are seen to be paid to job roles in the digital domain.



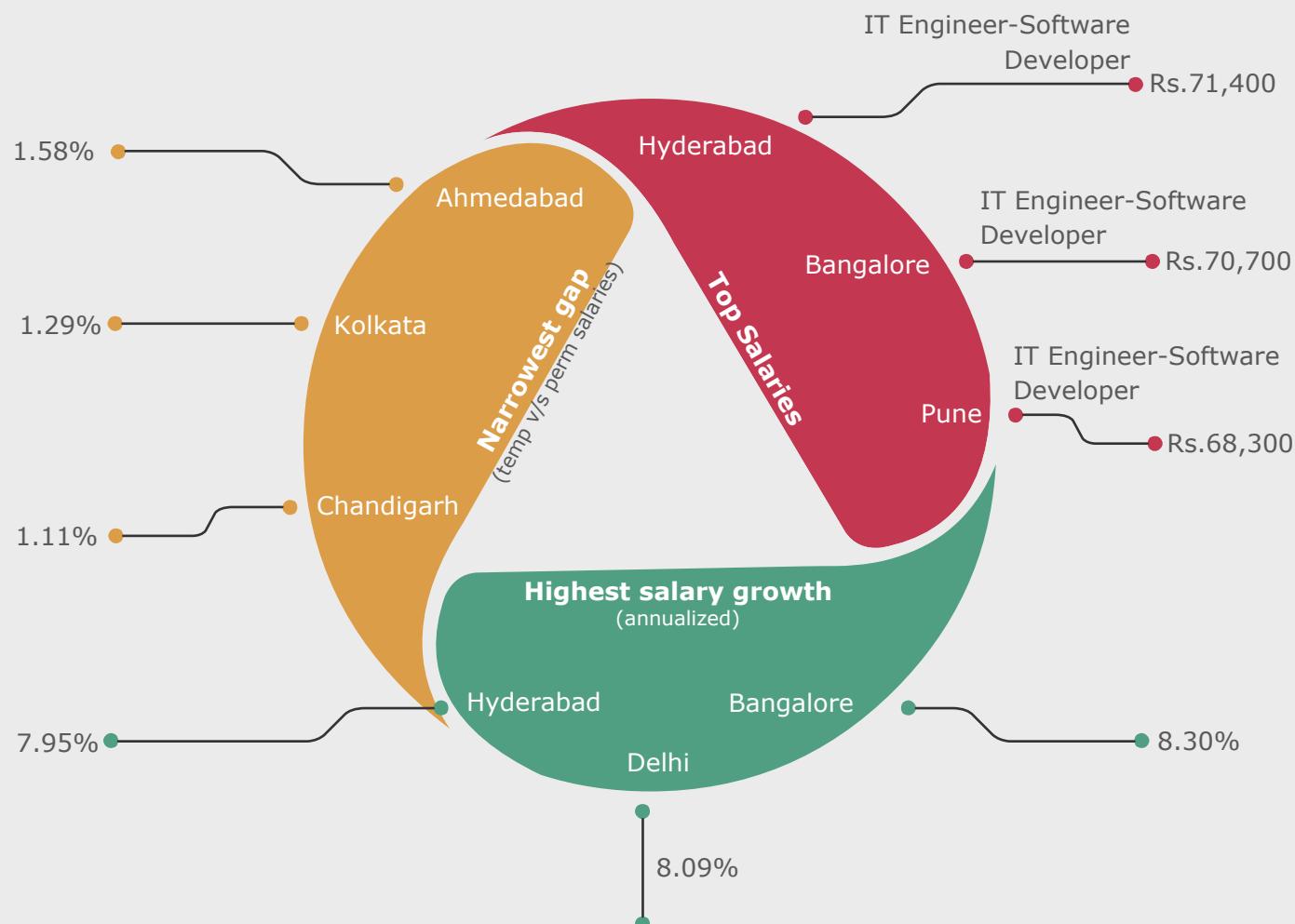


### Steady Growth

The BPO and IT Enabled Services industry does little to create cutting edge Hot roles, and the Upcoming job roles attract modest payouts.

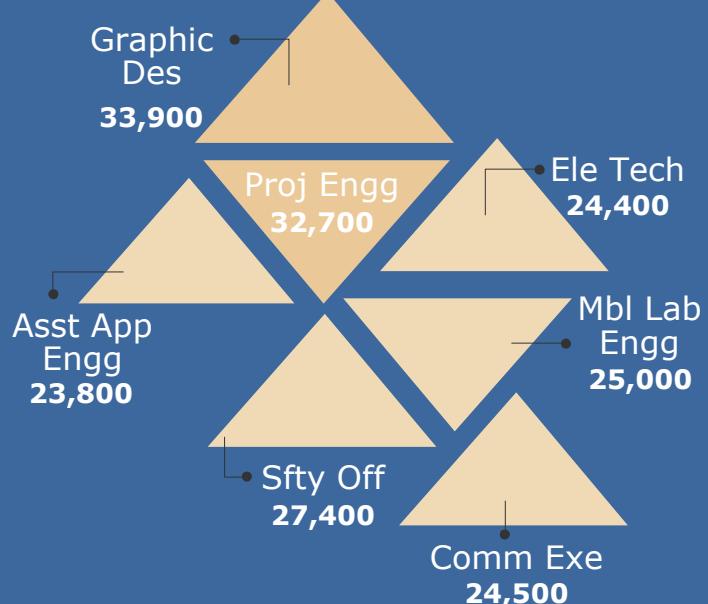
Short Form	Profile Name
IT Infra Mngr	IT Infrastructure Manager
Buss Anl	Business Analyst
Call Qual Anl	Call Quality Analyst
SQL Ser Data Admin	SQL Server Database Administrator
Frud Anl	Fraud Analyst
Pro Adv	Process Advisor
HR Exe	HR Executive
Talt Acq Spe	Talent Acquisition Specialist
Buss Anl	Business Analyst
Acct & Fin Exe	Accounts & Finance Executive
IT Engg	IT Engineer

While average payouts seesaw between the years, and are at one of the lowest across industries, top salaries are comparatively high.

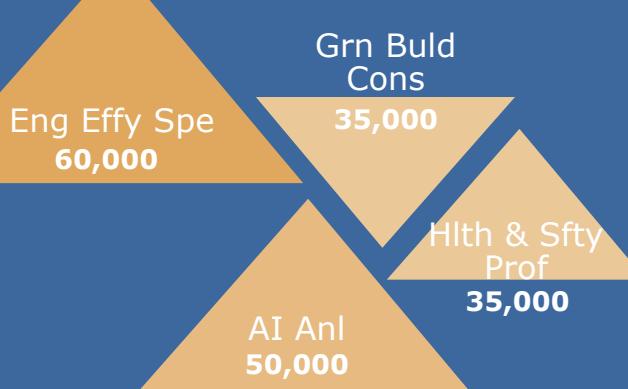


Time Period	Average Salary per Month (INR)
2017-2018	16,000
2018-2019	14,400
2019-2020	20,500
2020-2021	14,700
2021-2022	17,600

## Long Standing



## Upcoming



## Hot



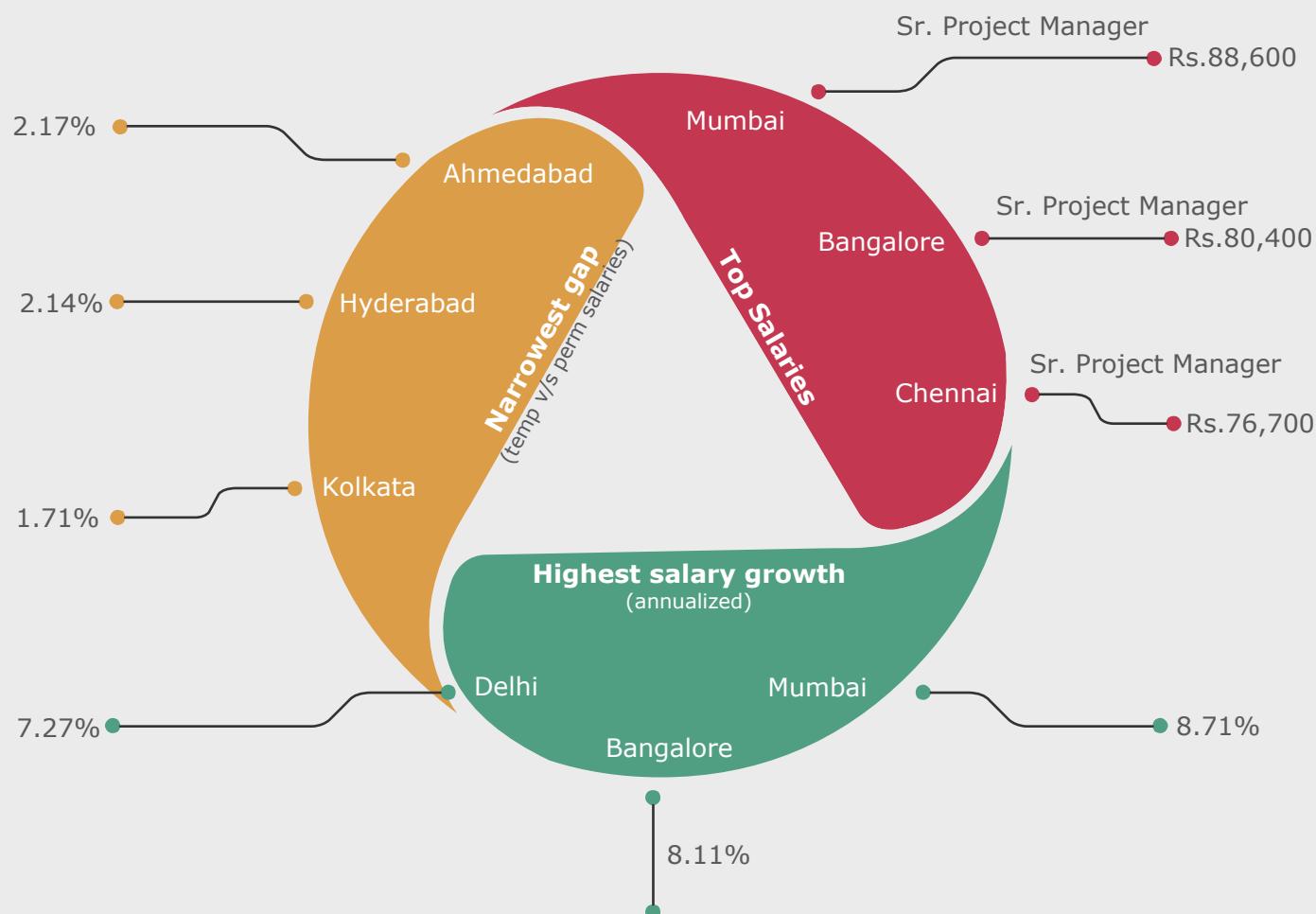
Data Source: TeamLease Research, FY2022-23

## Steady Growth

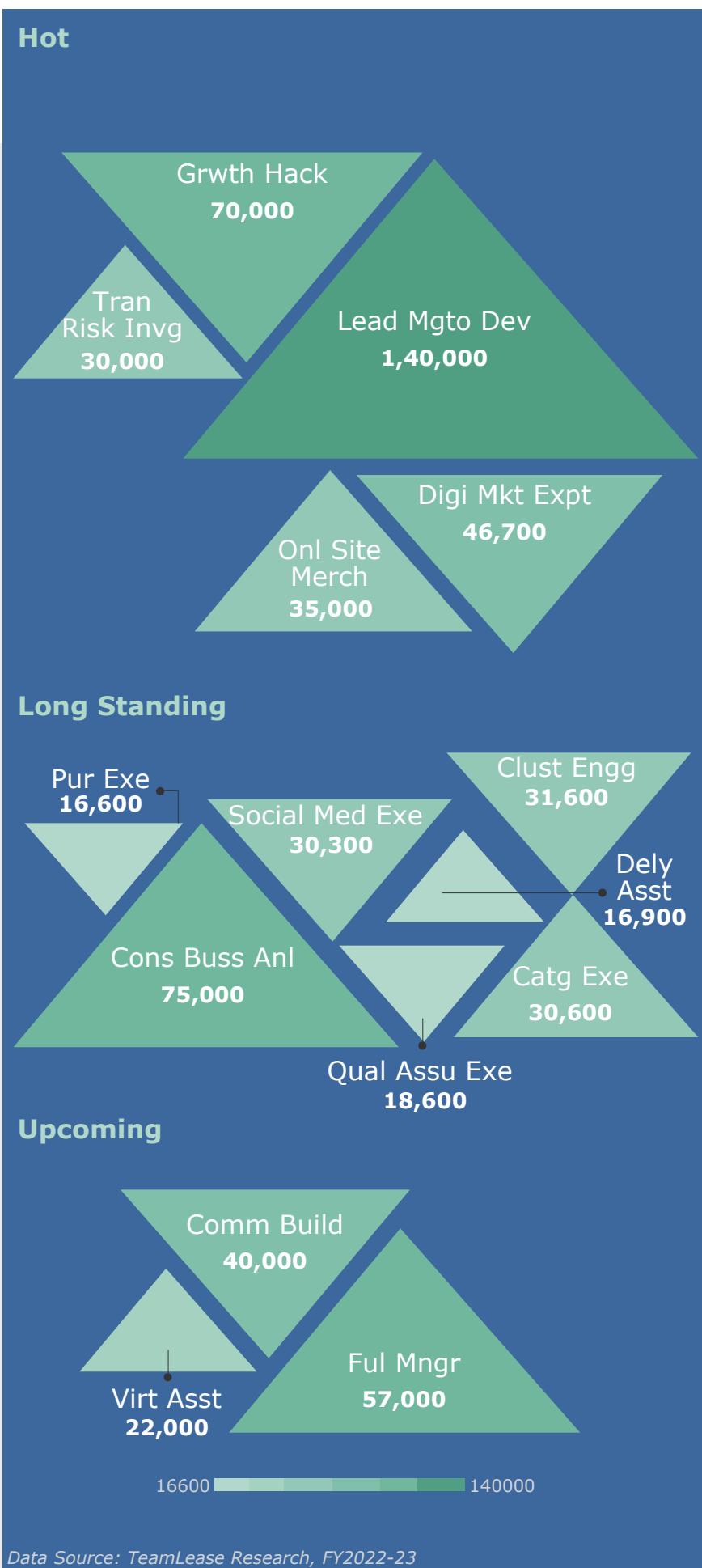
The modest number of Hot and Upcoming jobs the industry has created during the year pay decently. However, a range of the industry's Longstanding jobs pay rather poorly.

Short Form	Profile Name
Info Sec Anl	Information Security Analyst
SME- Sust & Env	SME- Sustainability & Environment
Cls Mngr	Closing Manager
AI Anl	AI Analyst
Grn Buld Cons	Green Building Consultant
Eng Effy Spe	Energy Efficiency Specialist
Hlth & Sfty Prof	Health & Safety Professional
Asst App Engg	Assistant Application Engineer
Comm Exe	Commercial Executive
Ele Tech	Electrical Technician
Sfty Off	Saftey Officer
Mbl Lab Engg	Mobile Lab Engineer
Proj Engg	Project Engineer
Graphic Des	Graphic Designer

The average payouts fluctuate, again, between the years but manage to touch a 5-year high. In sharp contrast to how the industry pays hot and longstanding jobs, top salaries are of a substantial magnitude.



Time Period	Average Salary per Month (INR)
2017-2018	20,500
2018-2019	19,100
2019-2020	23,000
2020-2021	19,800
2021-2022	23,300

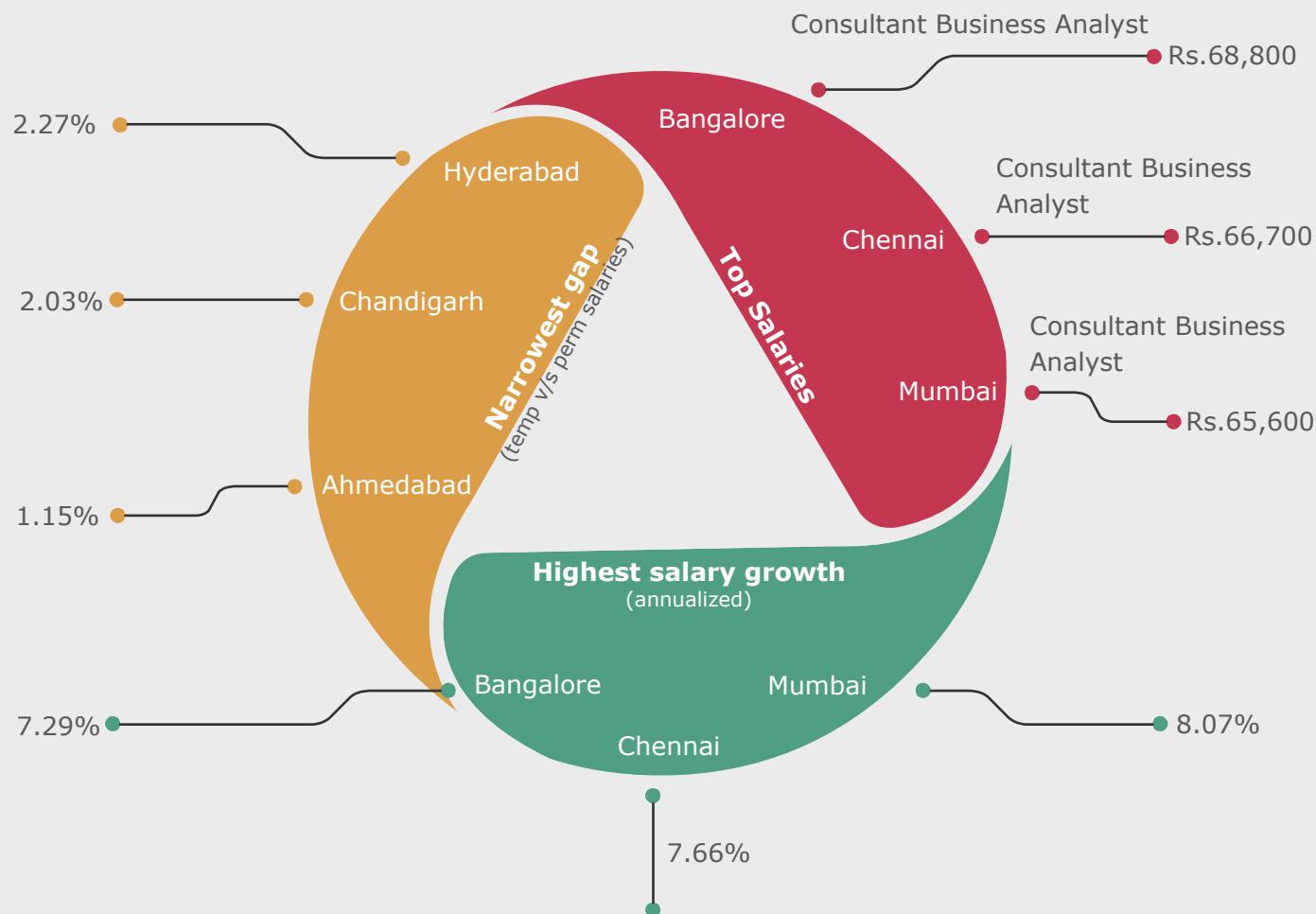


### Quick Progression

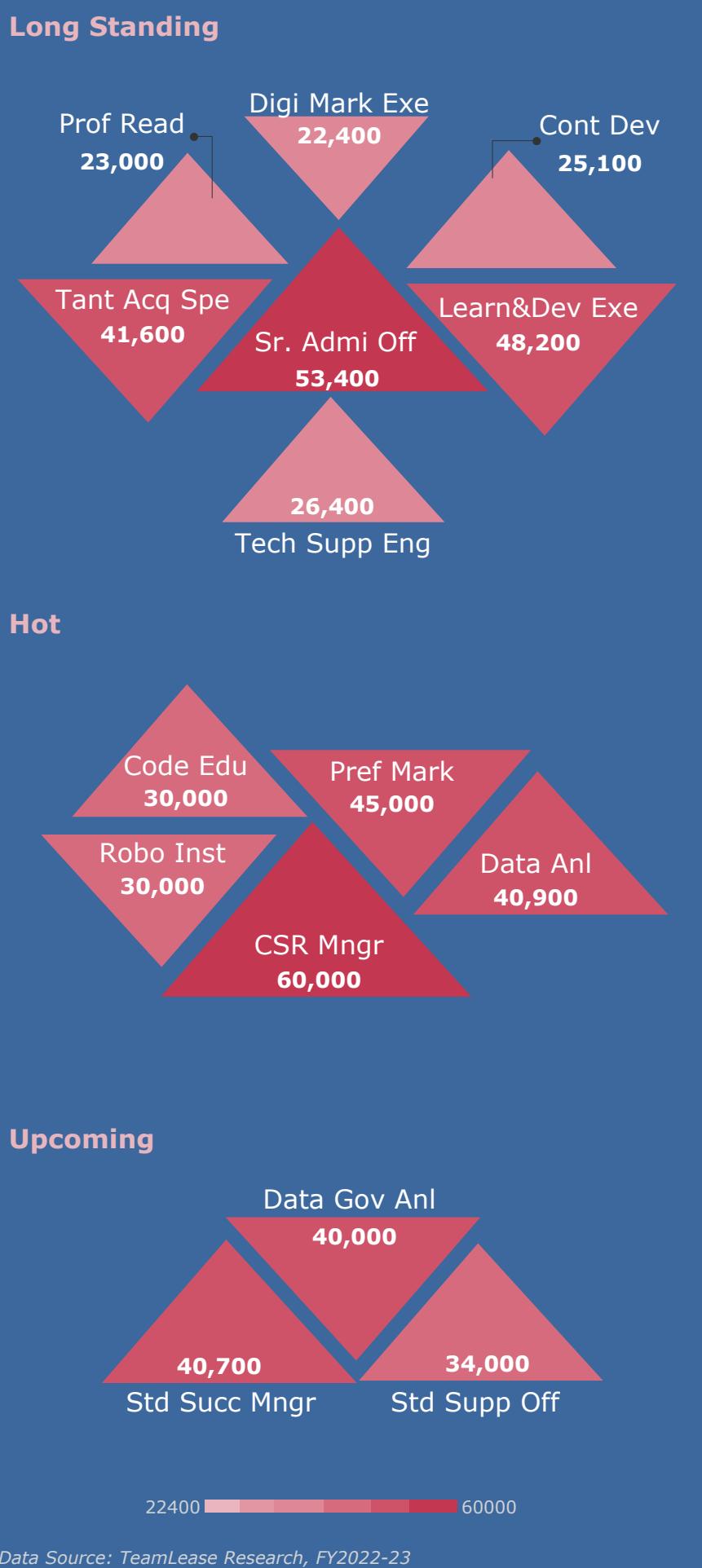
Except for a couple of Hot jobs the Ecommerce and Tech Start-ups industry has created, over the year, the rest have modest to low salary levels. In comparison, Longstanding jobs pay significantly better salaries.

Short Form	Profile Name
Digi Mkt Expt	Digital Marketing Expert
Onl Site Merch	Online Site Merchandiser
Grwth Hack	Growth Hacker
Lead Mgto Dev	Lead Magento Developer
Tran Risk Invig	Transaction Risk Investigator
Virt Asst	Virtual Assistant
Comm Build	Community Builder
Ful Mngr	Fulfillment Manager
Dely Asst	Delivery Associate
Pur Exe	Purchase Executive
Catg Exe	Catalog Executive
Qual Assu Exe	Quality Assurance Executive
Clust Engg	Cluster Engineer
Social Med Exe	Social Media Executive
Cons Buss Anlgr	Consultant Business Analyst

The average salary in the industry tanks – to a 5-year low – and top salaries are at moderate levels.



Time Period	Average Salary per Month (INR)
2017-2018	28,200
2018-2019	28,000
2019-2020	30,200
2020-2021	31,700
2021-2022	24,700

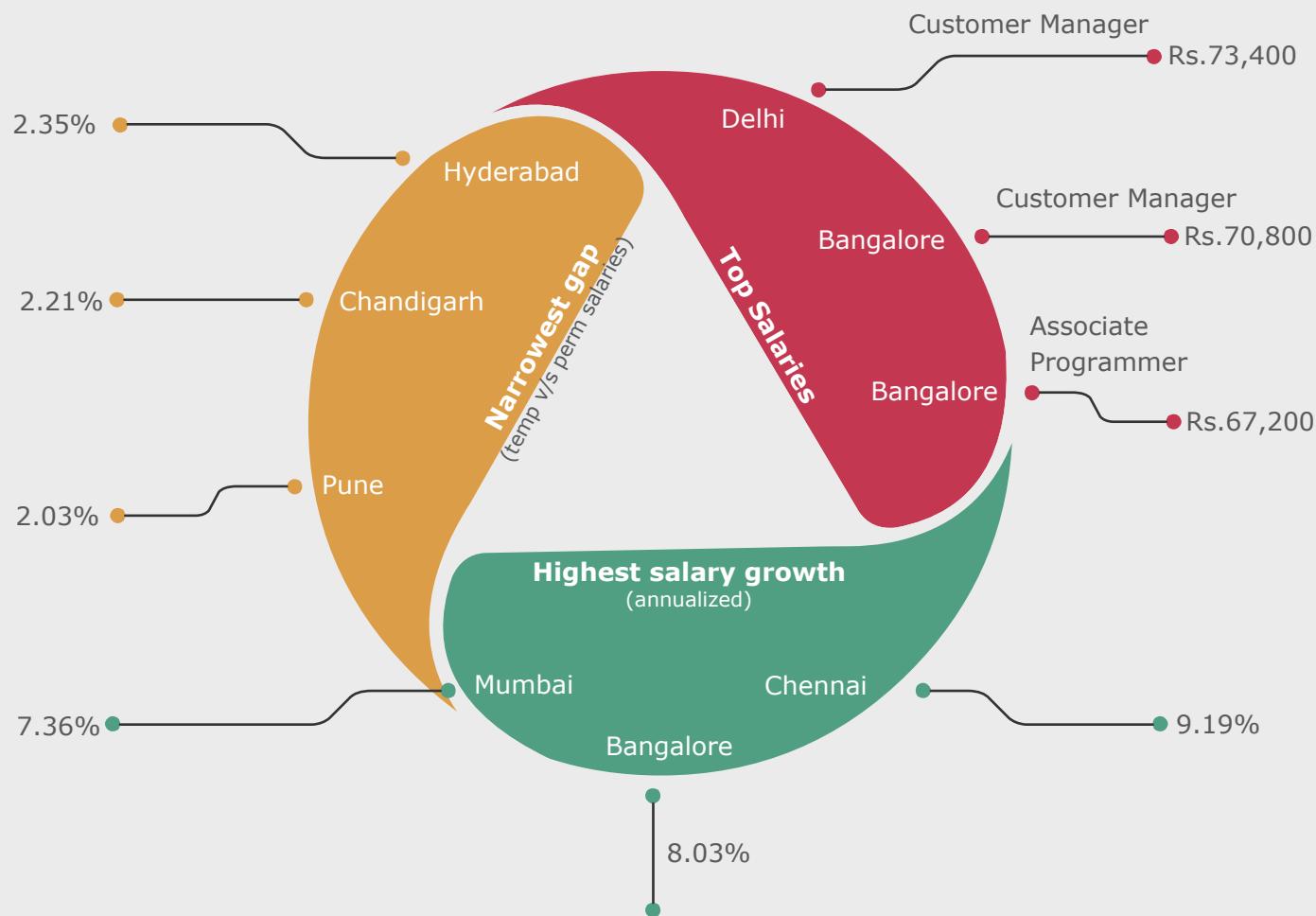


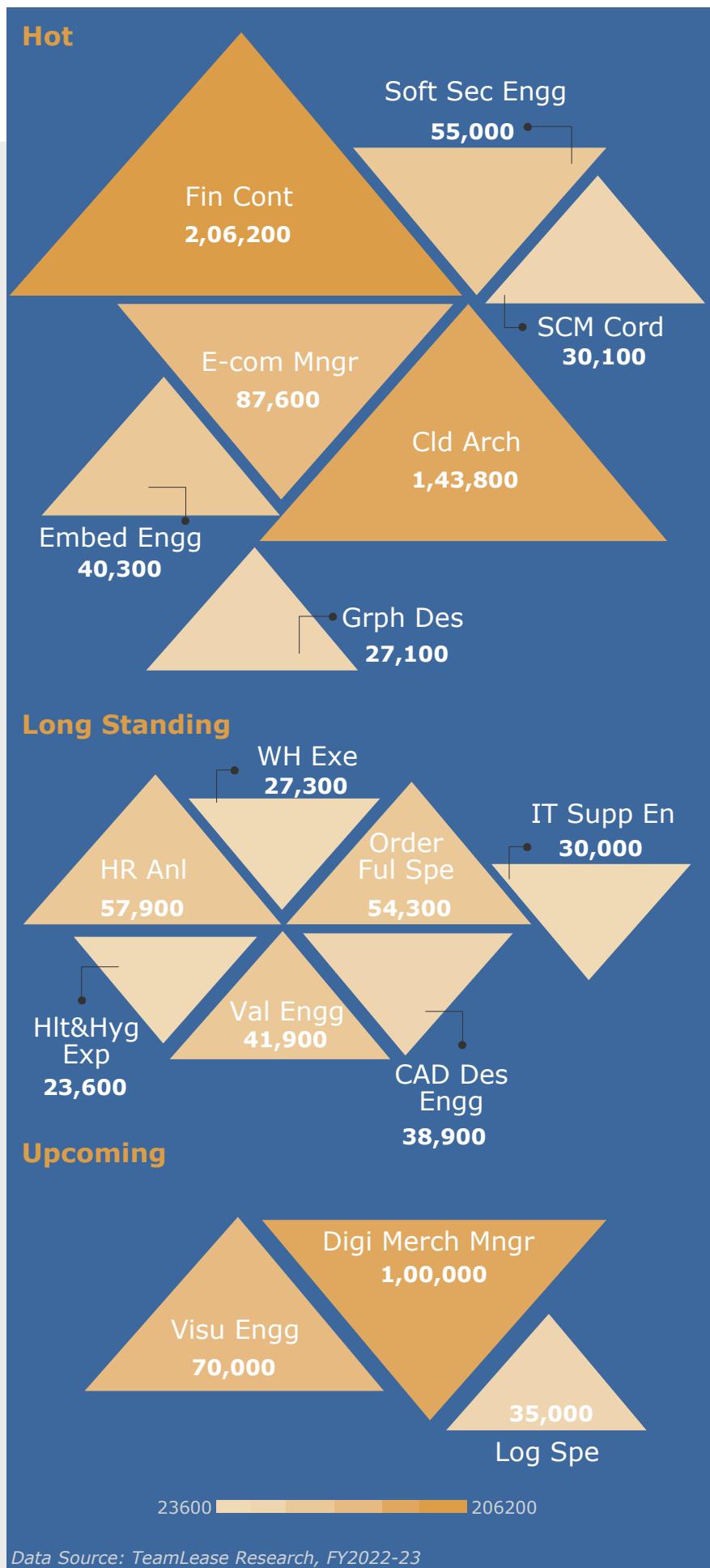
### Steady Growth

Across the board, Education Services has given rise to a range of jobs that pay just about moderately. An exception each under the Hot and the Longstanding categories represents non-tech jobs that fetch decent salary levels.

Short Form	Profile Name
Data Anl	Data Analyst
Code Edu	Coding Educator
Perf Mark	Performance Marketer
Robo Inst	Robotics Instructor
CSR Mngr	CSR Manager
Data Gov Anl	Data Governance Analyst
Std Succ Mngr	Student Success Manager
Std Supp Off	Student Support Officer
Sr. Admi Off	Sr. Admission Officer
Cont Dev	Content Developer
Tant Acq Spe	Talent Acquisition Specialist
Learn&Dev Exe	Learning & Development Executive
Tech Supp Engg	Technical support Engineer
Prof Read	Proof reader
Digi Mark Exe	Digital Marketing Executive

Despite the domino effect from the Edtech segment, the industry payouts are handsome and hold steady for both the average and top salary categories.



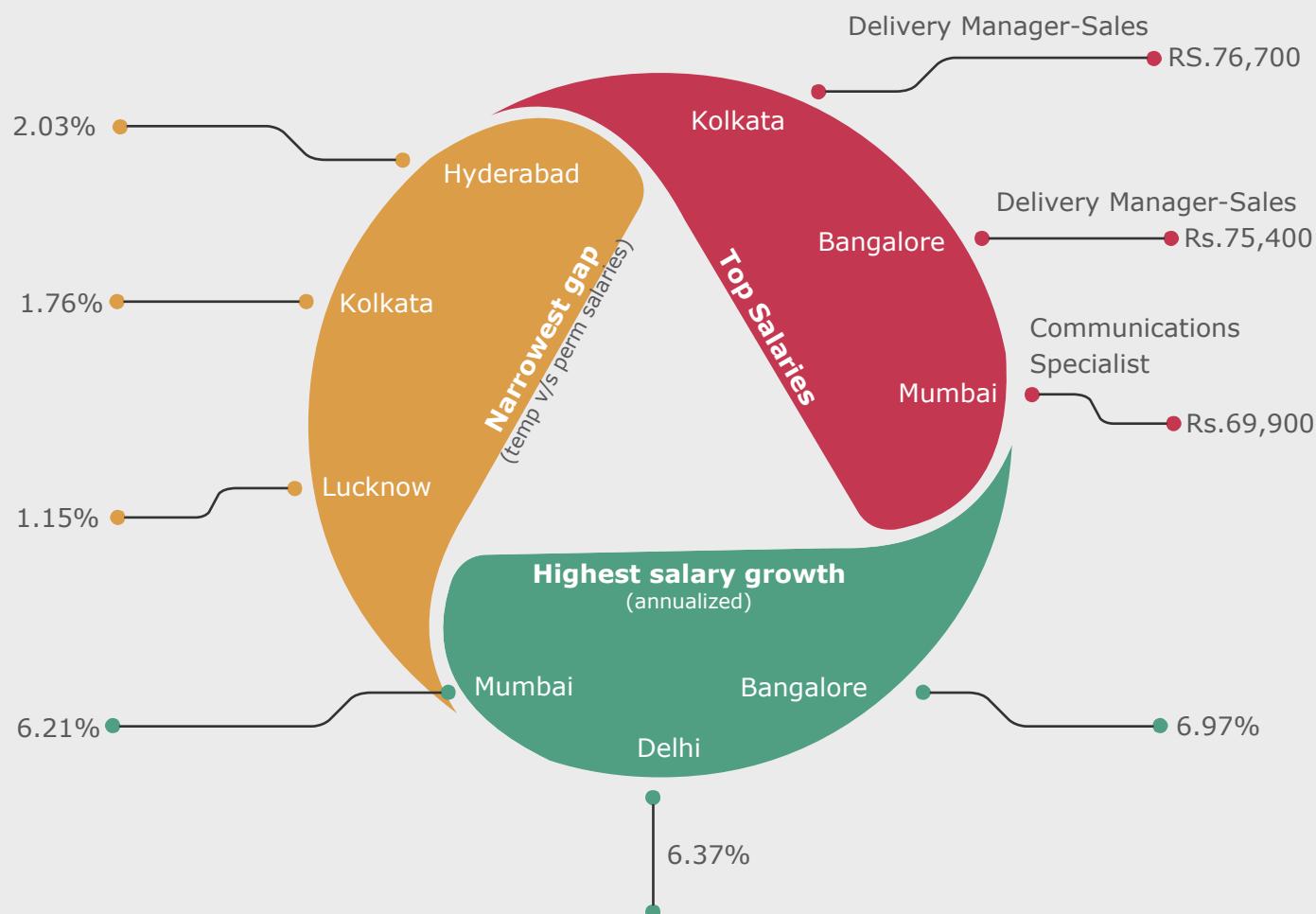


## Steady Growth

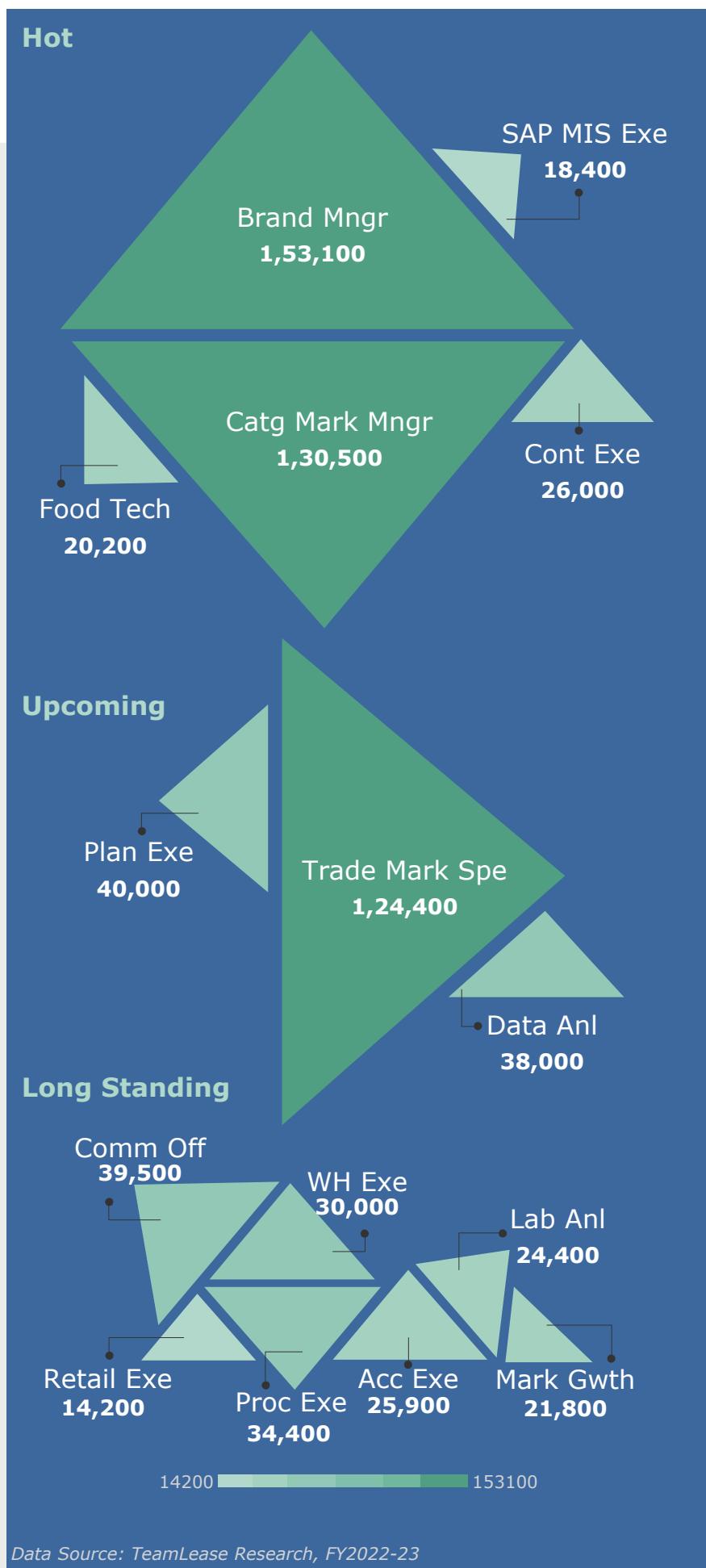
Innovation in the FMCD industry translates into rich rewards for Hot and Upcoming jobs, while the Longstanding job roles earn decent payouts.

Short Form	Profile Name
Soft Sec Engg	Software Security Engineer
Fin Cont	Financial Controller
Embed Engg	Embedded Engineers
Cld Arch	Cloud Architect
Grph Des	Graphic Designer
E-com Mngr	E Commerce Manager
SCM Cord	SCM Coordinator
Visu Engg	Visualization Engineer
Digi Merch Mngr	Digital Merchandising Manager
Log Spe	Logistics Specialist
WH Exe	Warehouse Executive
CAD Des Engg	CAD Design Engineer
Hlt&Hyg Exp	Health & Hygiene expert
Val Engg	Validation Engineer
IT Supp Engg	IT Support Engineer
HR Anl	HR Analyst
Order Ful Spe	Order Fulfilment Specialist

Average salary for the industry stays rather stagnant, but the better-than-moderate top salaries are a consolation.



Time Period	Average Salary per Month (INR)
2017-2018	18,200
2018-2019	15,600
2019-2020	20,300
2020-2021	20,900
2021-2022	20,200

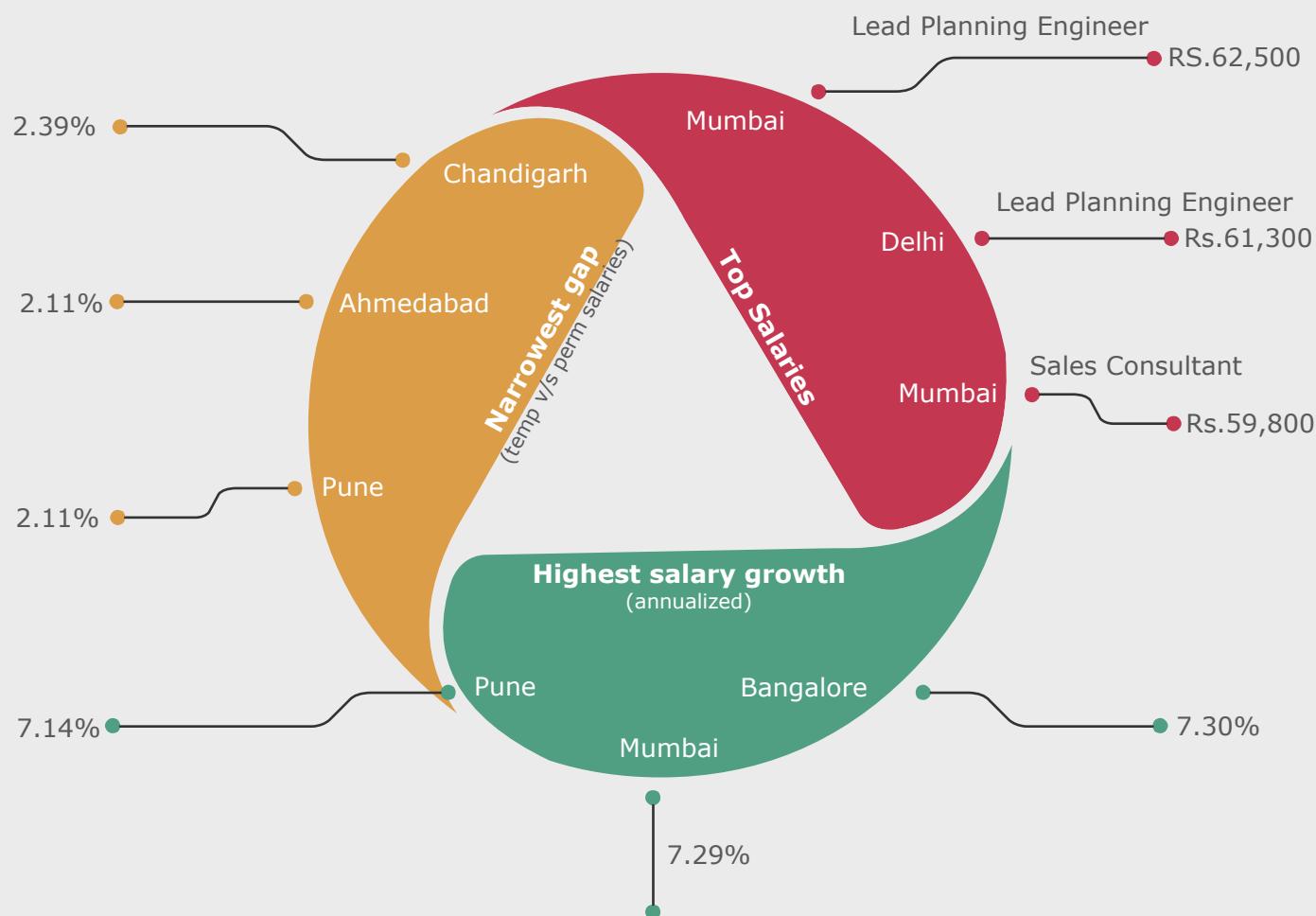


### Steady Growth

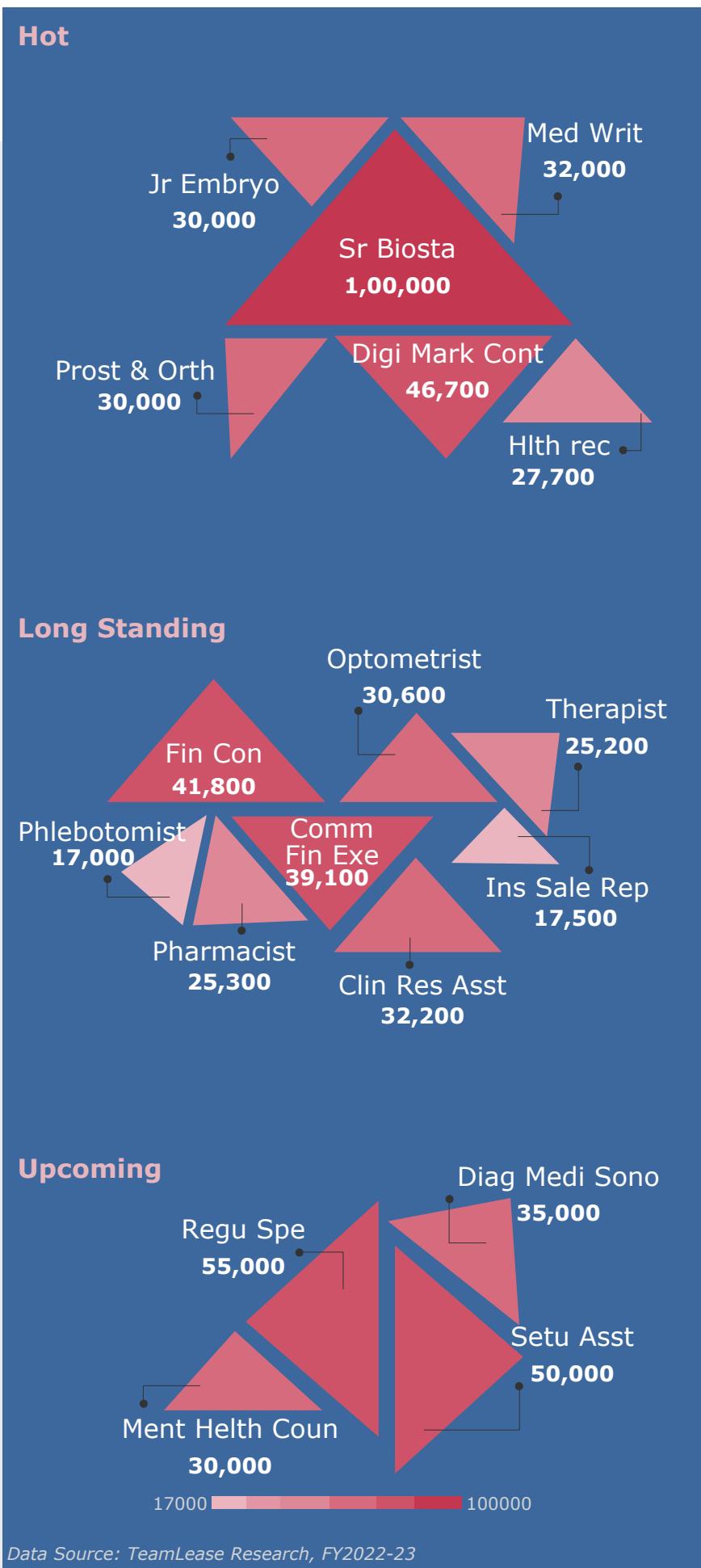
The FMCG industry plays a slightly less-rewarding counterpart of the durables industry and richly rewards select Hot and Upcoming jobs. Longstanding jobs are rather modestly paid.

Short Form	Profile Name
Catg Mark Mngr	Category Marketing Manager
Food Tech	Food Technologist
SAP MIS Exe	SAP MIS Executive
Cont. Exe	Content Executive
Brand Mngr	Brand Manager
Trade Mark Spe	Trade Marketing Specialist
Data Anl	Data Analyst
Plan Exe	Planning Executive
Mark Gwth Rep	Market Growth Representative
Retail Exe	Retail Executive
Acc Exe	Account Executive
Proc Exe	Procurement Executive
Comm Off	Commercial Officer
Lab Anl	Lab Analyst
WH Exe	Warehouse Executive

Average salaries are stagnant for the FMCG industry as well, and the top salaries are of a moderate magnitude.



Time Period	Average Salary per Month (INR)
2017-2018	16,500
2018-2019	18,600
2019-2020	20,900
2020-2021	19,500
2021-2022	18,500

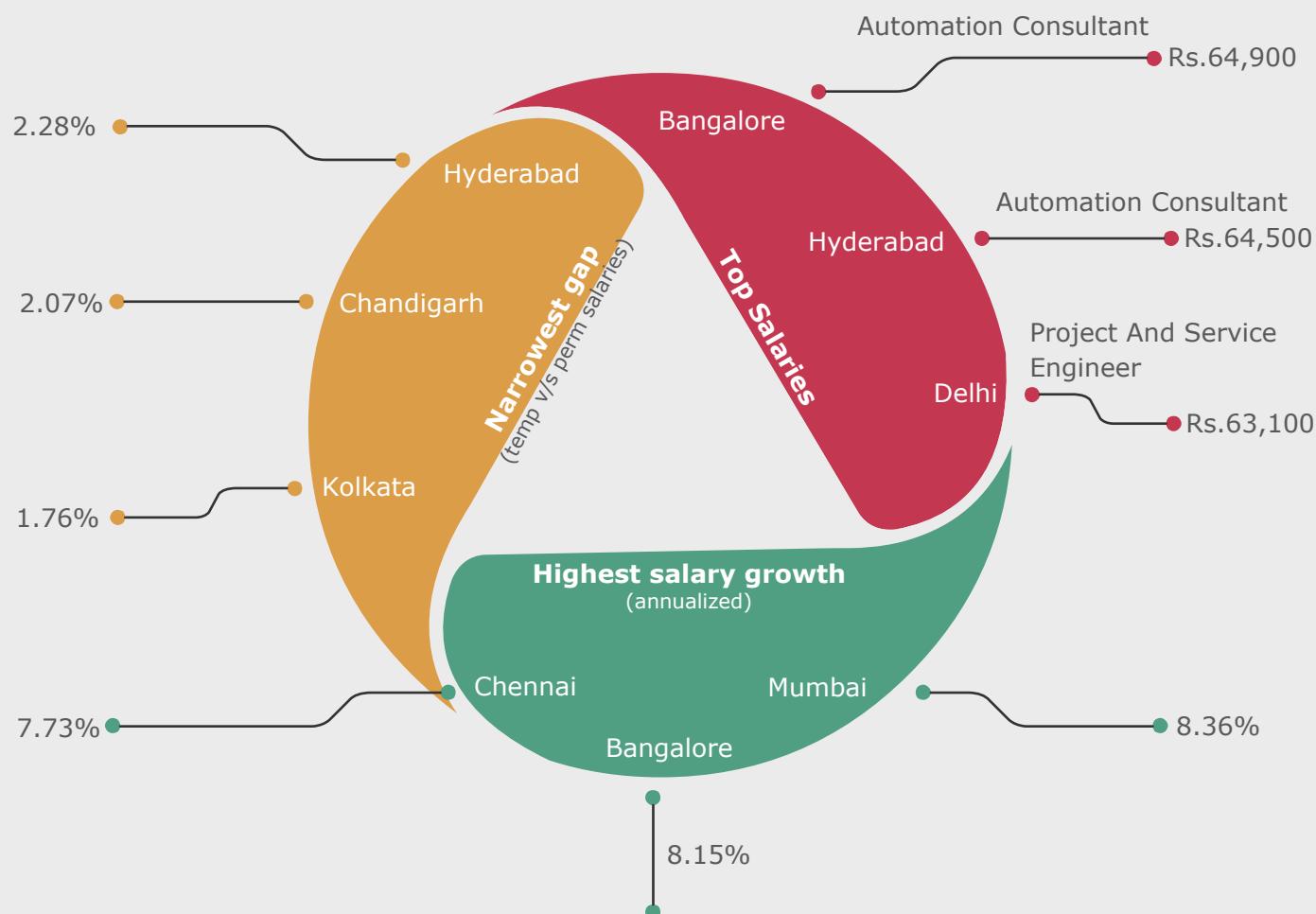


## Quick Progression

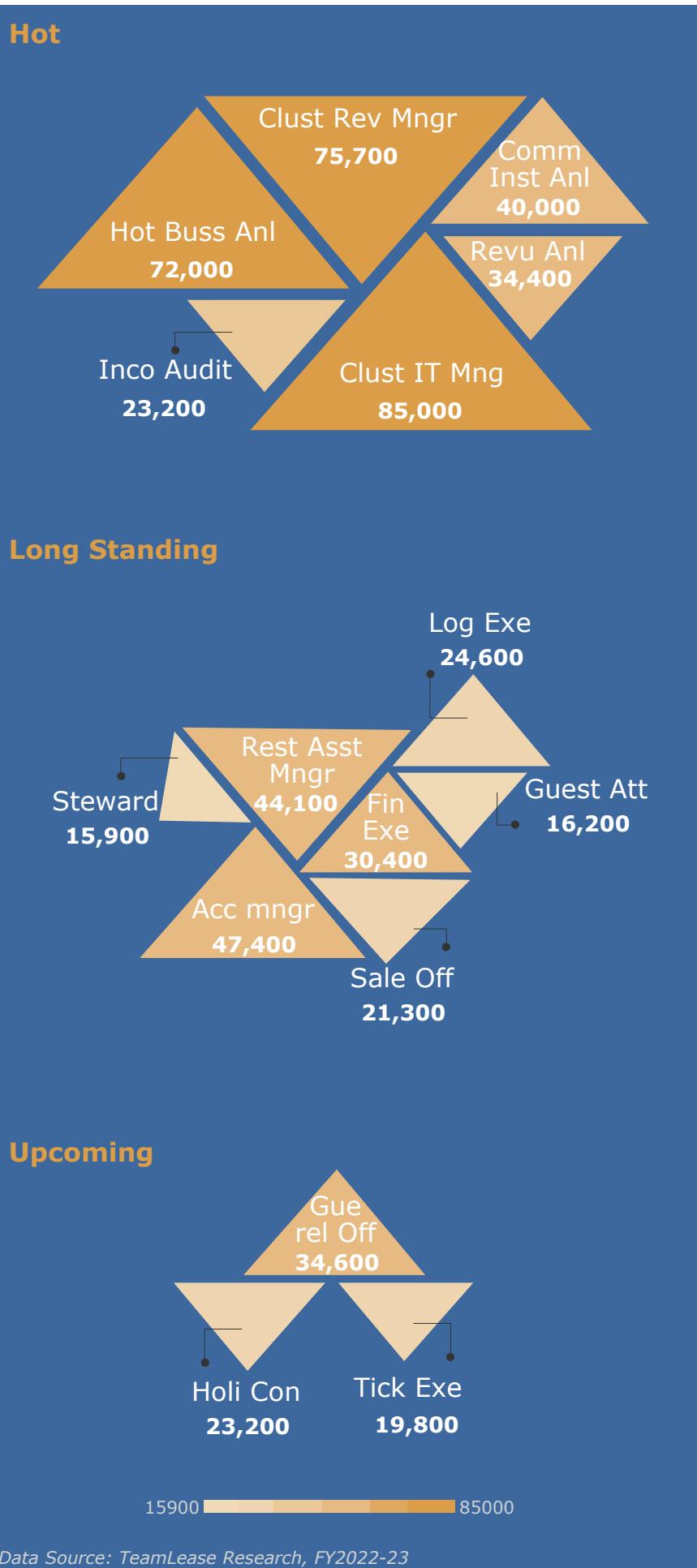
With a couple of exceptions, Healthcare and Allied Industries pays modest salaries across the board. The profile of roles created under the Hot and Upcoming categories is impressive though.

Short Form	Profile Name
Digi Mark Cont Mngr	Digital Marketing Content Manager
Sr Biosta	Sr Biostatistician
Prost & Orth	Prosthetist and Orthotist
Med Writ	Medical Writer
Hlth rec	Health-care Recruiter
Opometrist	Opometrist
Jr Embryo	Jr Embryologist
Ment Helth Coun	Mental health Counselor
Diag Medi Sono	Diagnostic Medical Sonographer
Setu Asst	Actuarial Associate
Regu Spe	Regulatory Specialist
Ins Sale Rep	Insurance Sales Representative
Fin Con	Finance Consultant
Clin Res Asst	Clinical Research Associate
Comm Fin Exe	Commercial Finance Executive
Thearapist	Therapist
Phlebotomist	Phlebotomist
Pharmacist	Pharmacist

Average salary for the year dipped, but is significantly below pandemic levels. Top salaries are moderate, keeping with the levels paid across job categories.



Time Period	Average Salary per Month (INR)
2017-2018	21,500
2018-2019	19,400
2019-2020	27,600
2020-2021	28,000
2021-2022	25,900

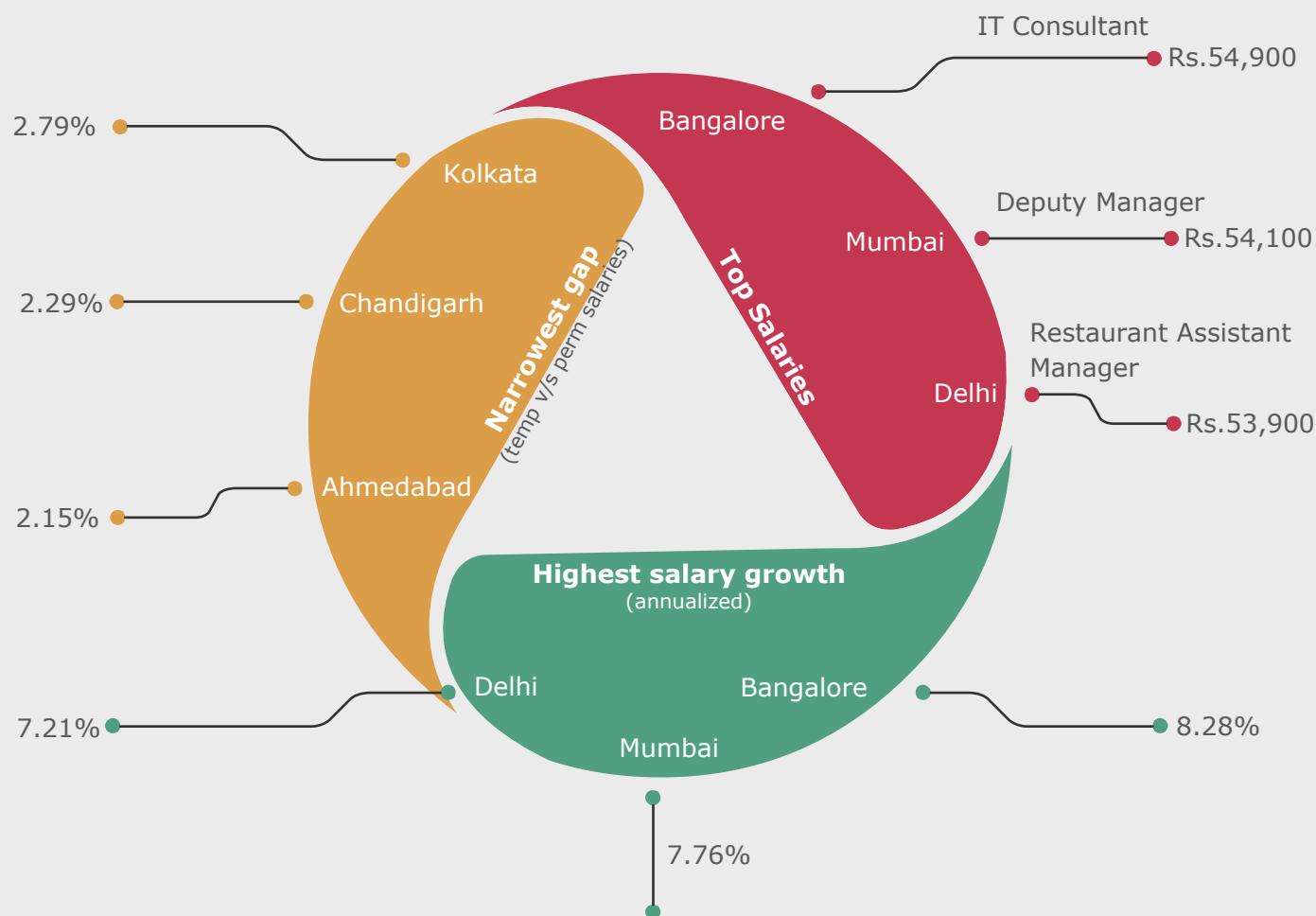


## Quick Progression

The Hospitality industry pays modest to low salaries – sans a few exceptions in the Hot jobs category that comprise analytical job roles.

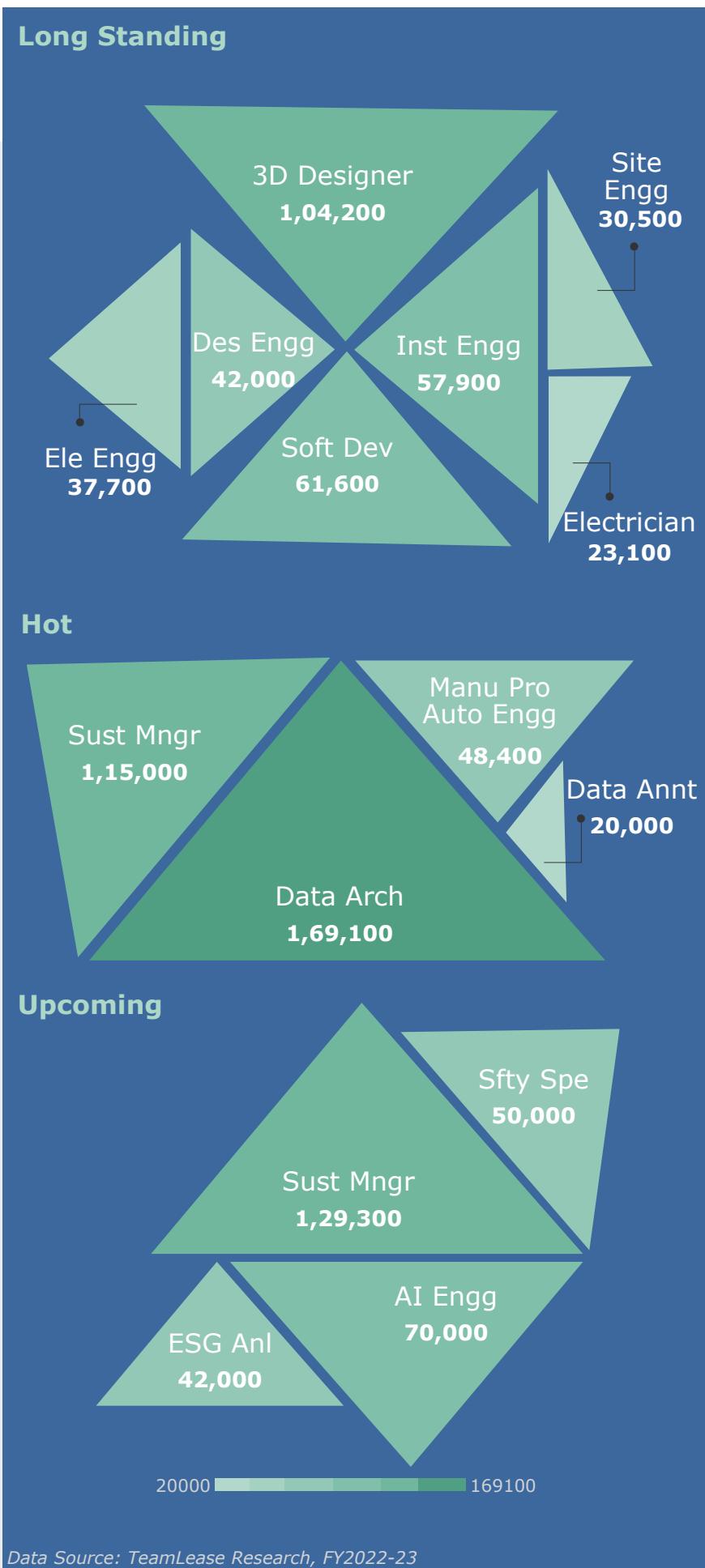
Short Form	Profile Name
Clust Rev Mngr	Cluster Revenue Manager
Comm Inst Anl	Commercial Insights Analyst
Revu Anl	Revenue Analyst
Hot Buss Anl	Hotel Business Analyst
Clust IT Mng	Cluster IT Manager
Inco Audit	Income Auditor
Gue rel Off	Guest relations officer
Holi Con	Holiday Consultant
Tick Exe	Ticketing Executive
Guest Att	Guestroom Attendant
Steward	Steward
Sale Off	Sales Officer
Fin Exe	Finance Executive
Acc mngr	Accounts Manager
Rest Asst Mngr	Restaurant Assistant Manager
Log Exe	Logistics Executive

The industry average salary drops to a 5-year low, and top salaries paid are rather modest.



Time Period	Average Salary per Month (INR)
2017-2018	27,000
2018-2019	23,600
2019-2020	23,100
2020-2021	18,700
2021-2022	18,700

*Data Source: TeamLease Research, FY2022-23*

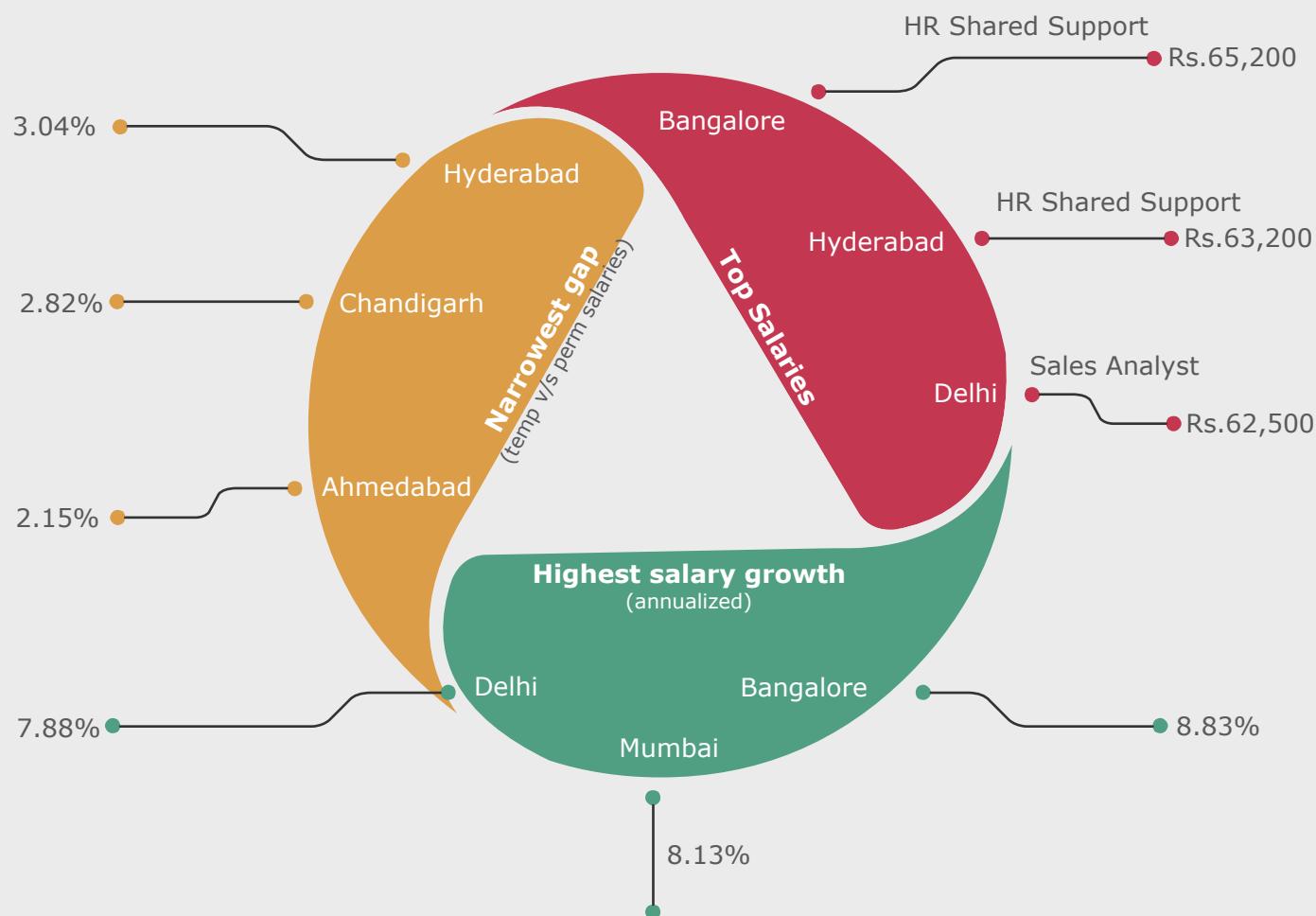


## Quick Progression

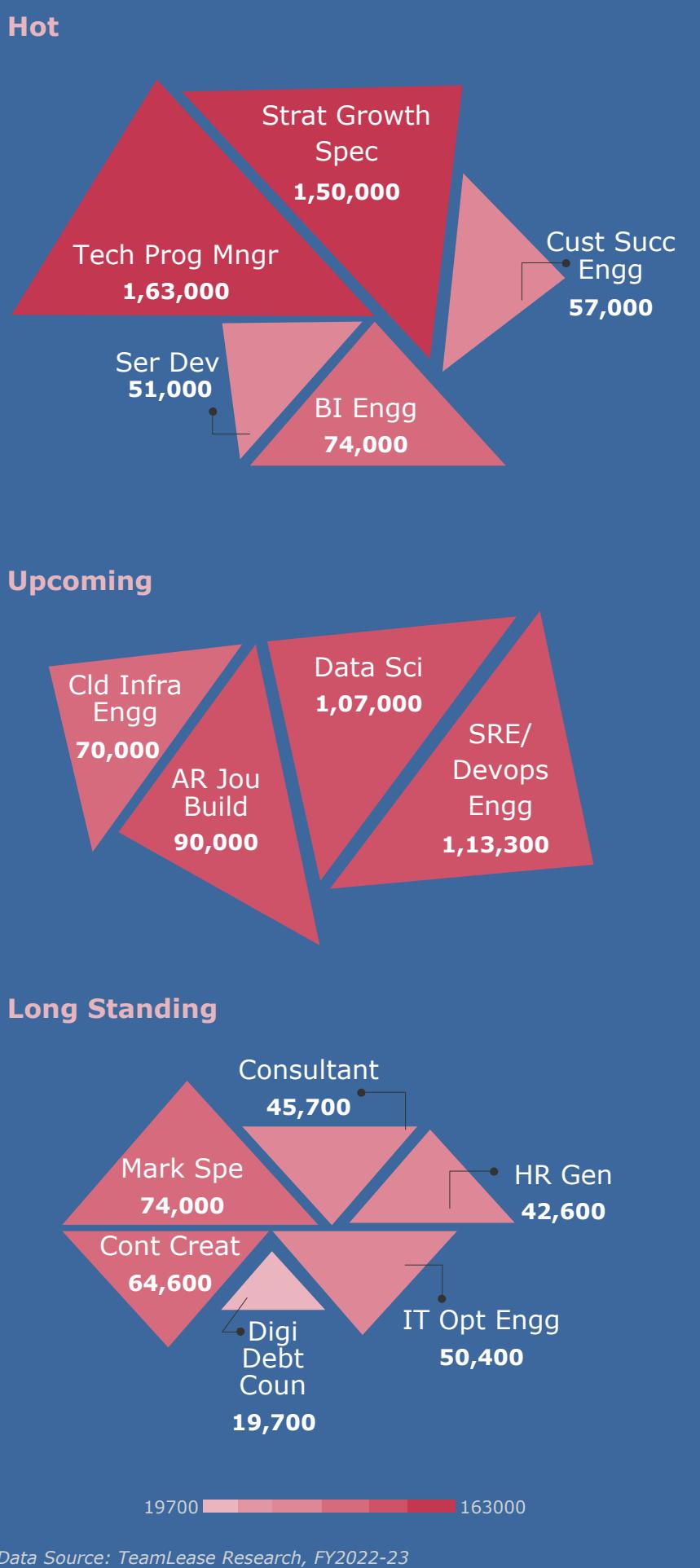
Cutting edge roles across all the three job categories in the Industrial Manufacturing and Allied industry fetch handsome payouts. The remainder of the roles are mostly non-tech and pay moderate salaries.

Short Form	Profile Name
Data Arch	Data Architect
Data Annt	Data Annotator
Sust Mngr	Sustainability Manager
Manu Pro Auto Engg	Manufacturing Process Automation Engineer
Sust Mngr	Sustainability Manager
AI Engg	AI Engineers
ESG Anl	ESG Analysts
Sfty Spe	Safety Specialists
Site Engg	Site Engineer
Des Engg	Design Engineer
Electrician	Electrician
3D Designer	3D Designer
Ele Engg	Electrical Engineer
Soft Dev	Software Developer
Inst Engg	Instrumentation Engineer

Average salary shows a smart y-o-y growth while top salaries in the industry are paid at moderate levels.



Time Period	Average Salary per Month (INR)
2017-2018	22,400
2018-2019	19,800
2019-2020	24,800
2020-2021	23,300
2021-2022	24,000

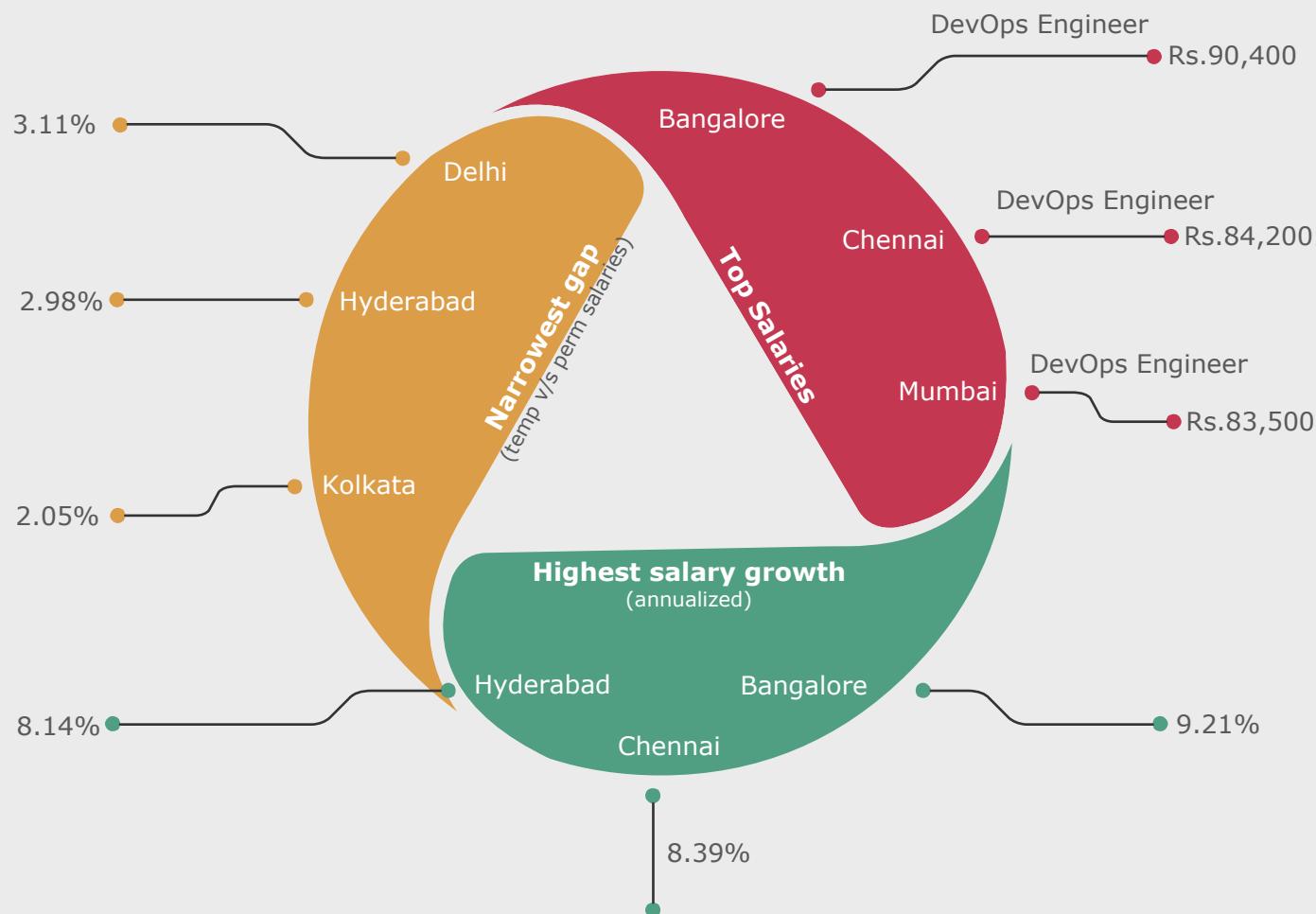


## Steady Growth

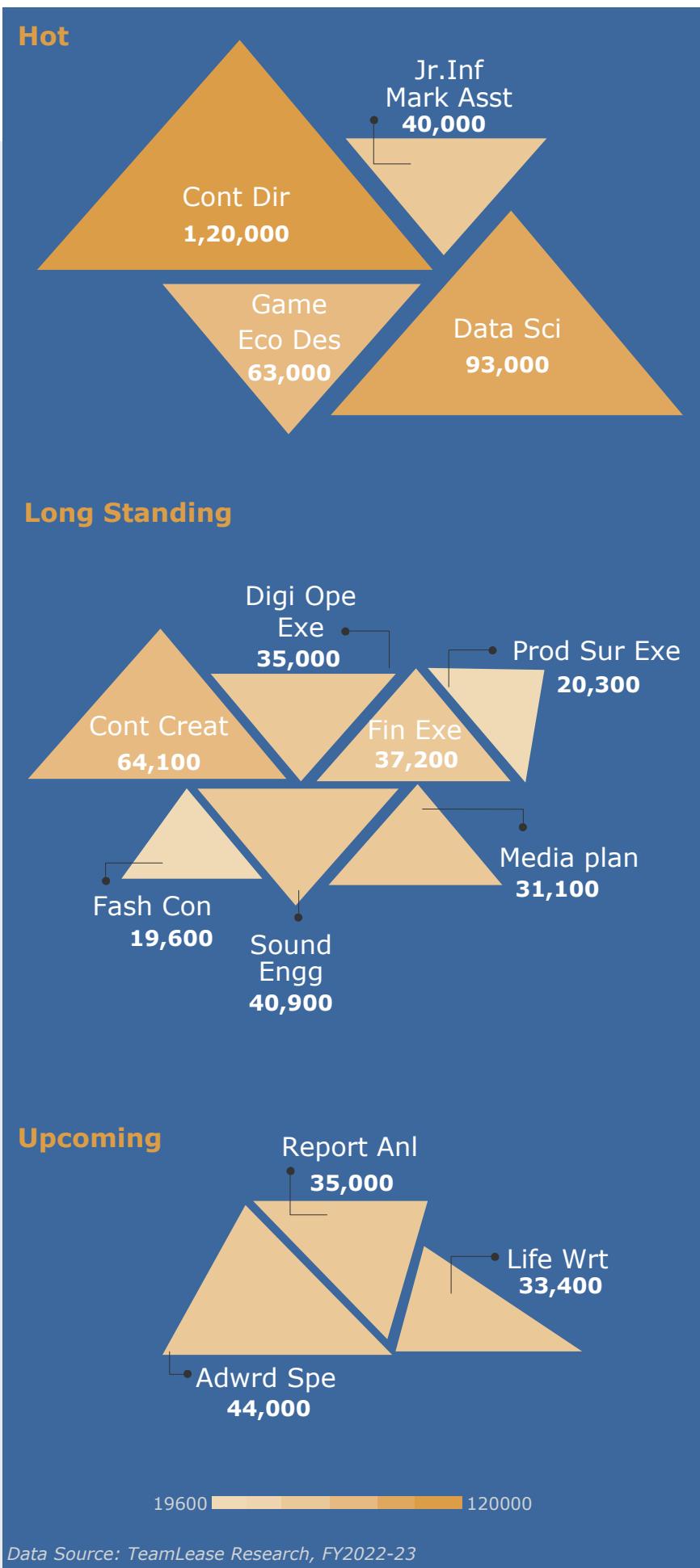
The IT and Knowledge Services industry continues to dole out handsome rewards across job categories, investing in growth-focused job roles.

Short Form	Profile Name
Strat growth Spec	Strategic Growth Specialist
Tech Prog Mngr	Technical Program Manager
Cust Succ Engg	Customer Success Engineer
Ser Dev	Servicenow Developer
BI Engg	BI Engineer
SRE/DevOps Engg	SRE/DevOps Engineer
Data Sci	Data Scientist
Cld Infra Engg	Cloud Infrastructure Engineer
AR Jou Build	Augmented Reality Journey Builder
Digi Debt Coun	Digital Debt Counsellor
IT Opt Engg	IT Operations Engineer
HR Gen	HR Generalist
Cont Creat	Content Creator
Mark Spe	Marketing Specialist
Consultant	Consultant

There is a marginal reduction in the average salary, but it stays significantly above the pandemic levels. The industry pays handsome top salaries, with the DevOps Engineer job role stealing the entire limelight.



Time Period	Average Salary per Month (INR)
2017-2018	28,200
2018-2019	24,100
2019-2020	32,300
2020-2021	36,000
2021-2022	33,900

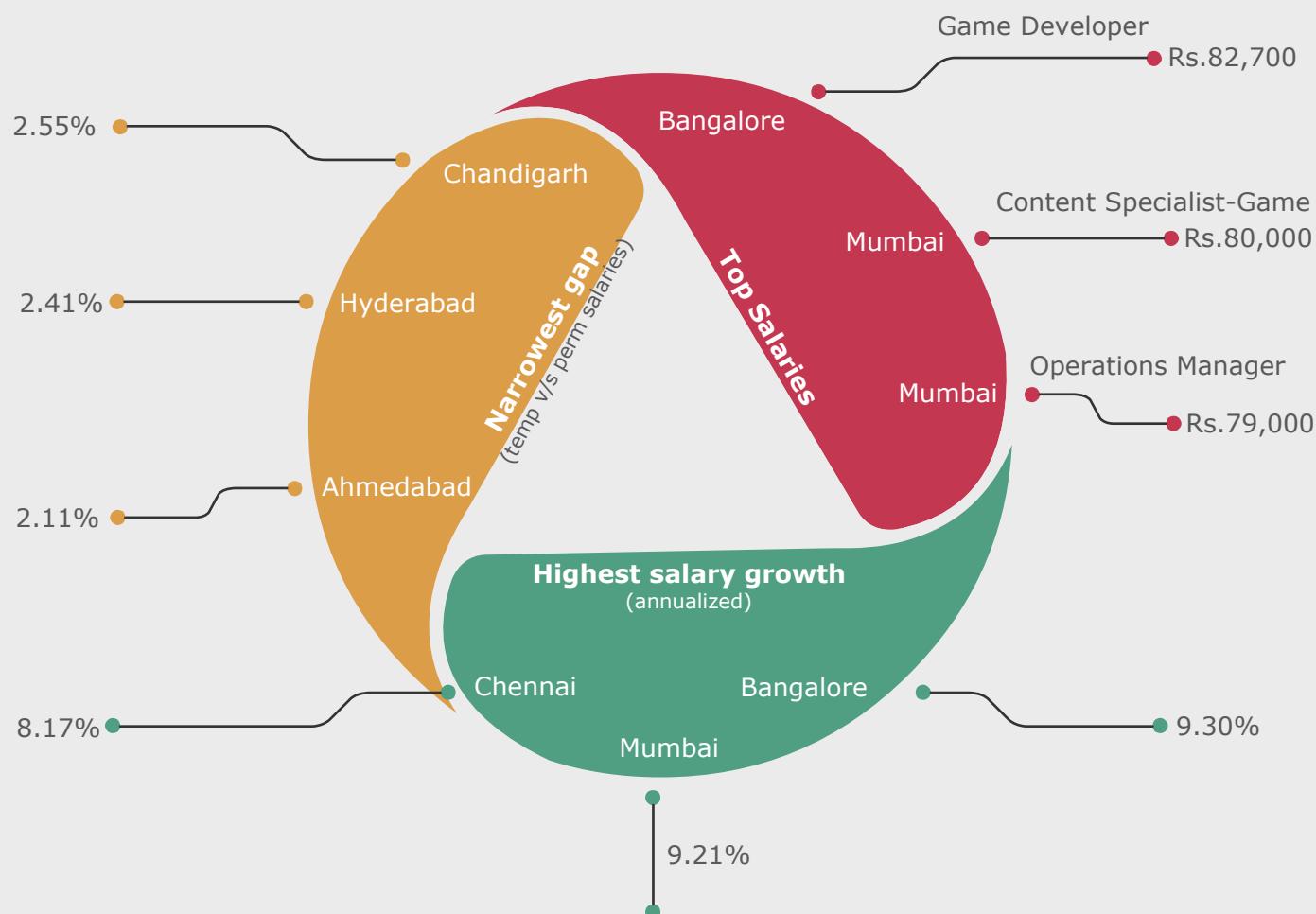


## Steady Growth

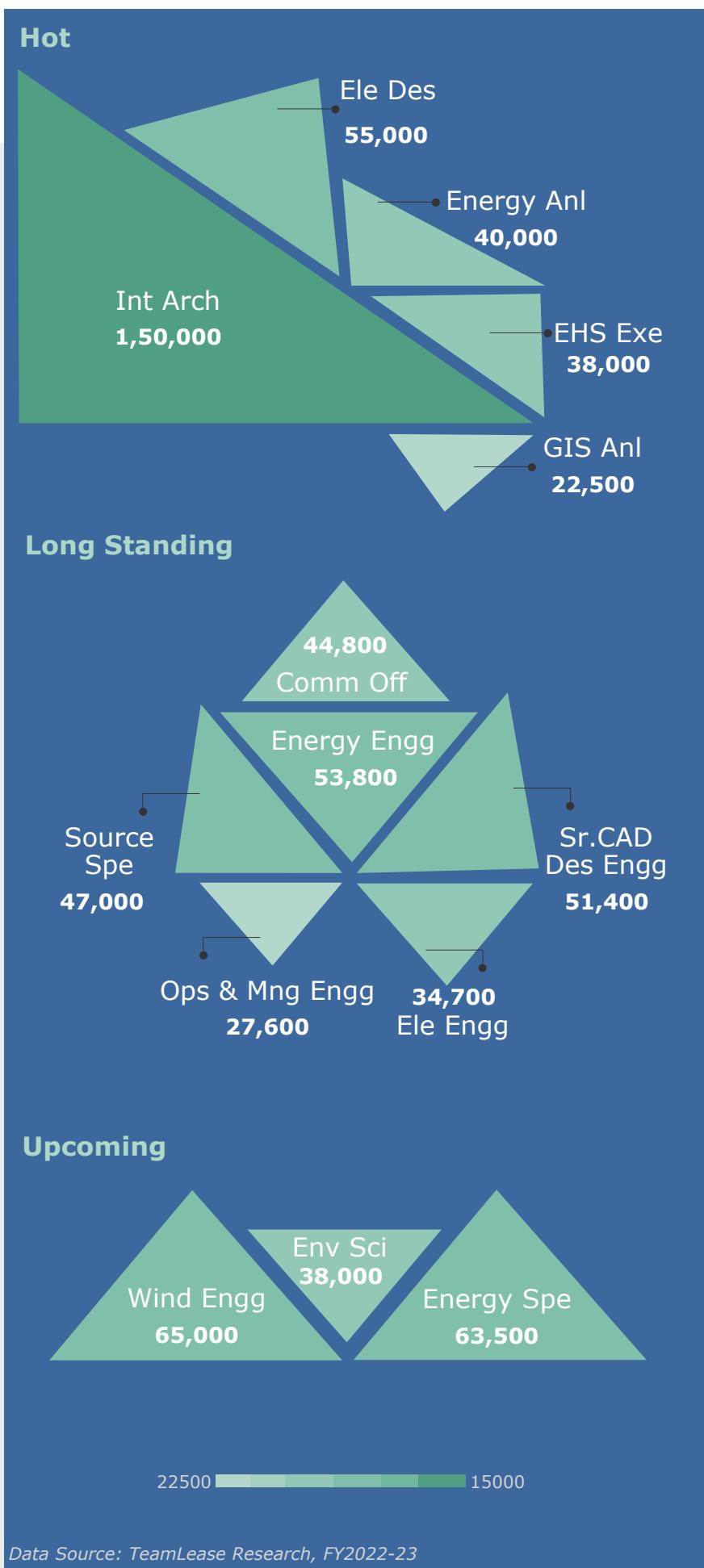
The Media and Entertainment industry creates a bunch of new-age Hot jobs which it pays smartly. However, the roles across the remaining two job categories are paid just above moderate levels.

Short Form	Profile Name
Game Eco Des	Game Economy Designer
Jr. Inf Mark Asst	Jr. Influencer Marketing Associate
Cont Dir	Content Director
Data Sci	Data Scientist
Adwrd Spe	Adwords Specialist
Life Wrt	Lifestyle Writer
Report Anl	Report Analyst
Prod Sur Exe	Product Survey Executive
Fash Con	Fashion Consultant
Media plan	Media planner Executive
Fin Exe	Finance Executive
Cont Creat	Content Creator
Digi Ope Exe	Digital Operations Executive
Sound Engg	Sound Engineer

The average salary for the industry has dropped substantially over the past two years after a healthy post-Covid rise. Top salaries reward new-age profiles smartly though.



Time Period	Average Salary per Month (INR)
2017-2018	32,000
2018-2019	24,000
2019-2020	38,700
2020-2021	33,800
2021-2022	31,700

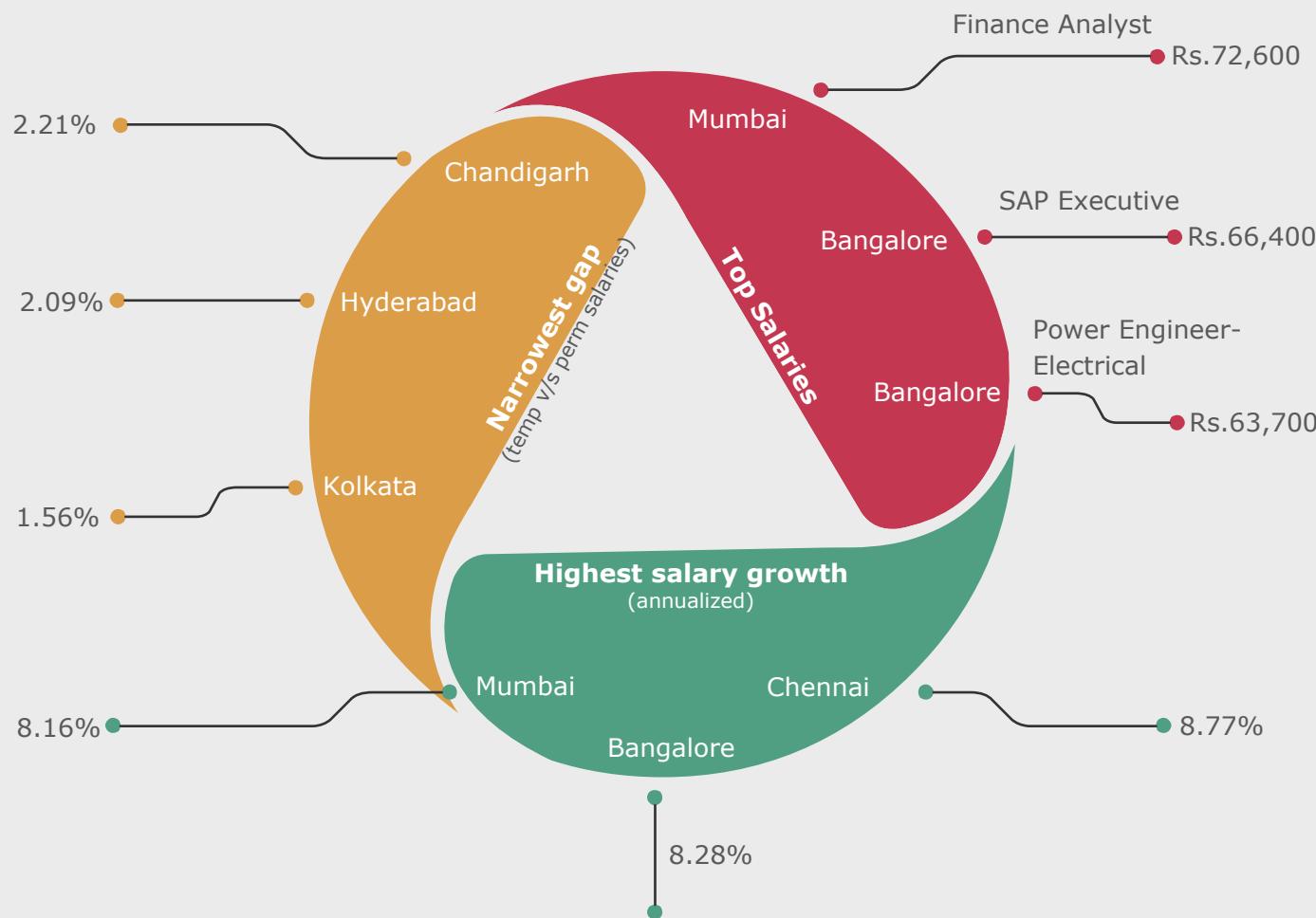


### Steady Growth

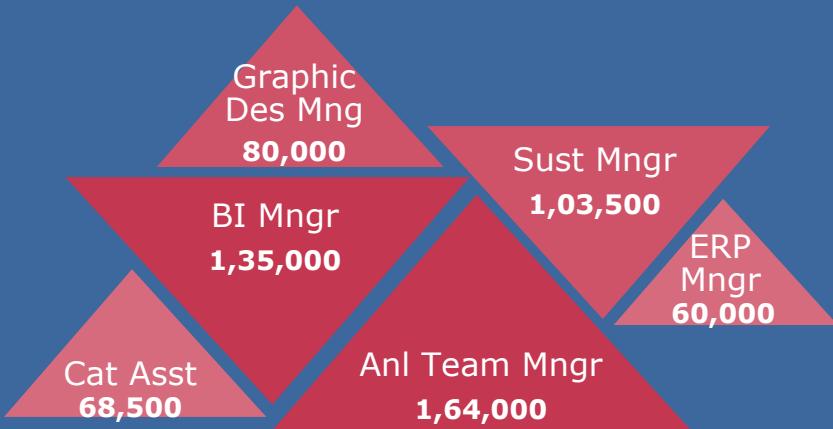
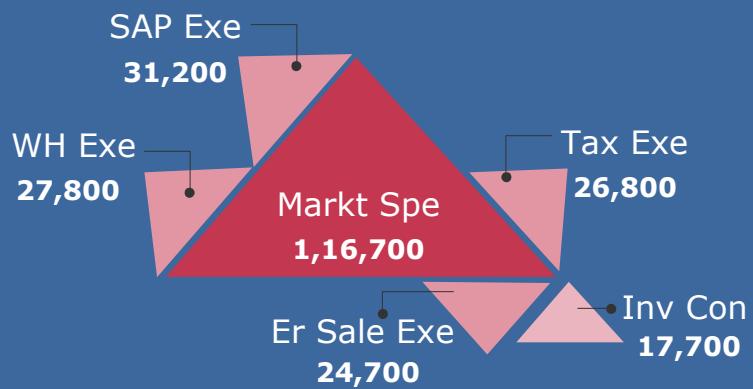
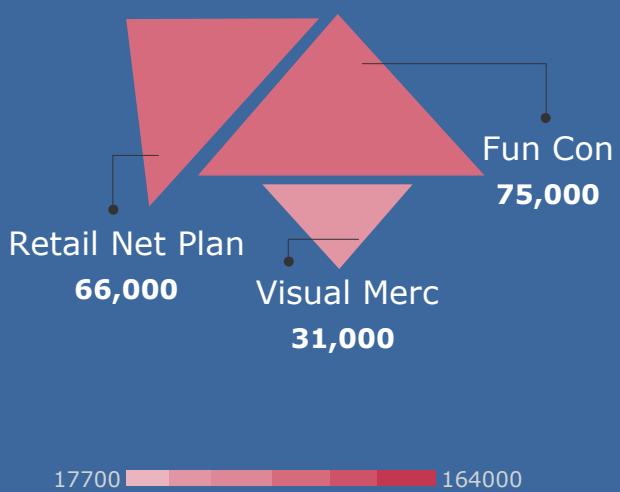
With one outstanding Hot job role (Integration Architect) reaping a high payout, and a couple of Upcoming job roles paid rather well, the Power and Energy industry does well to pay better-than-moderate salaries across the board.

Short Form	Profile Name
GIS Anl	GIS Analyst
Ele Des	Electrical Designer
EHS Exe	EHS Executive
Energy Anl	Energy Analyst
Int Arch	Integration Architect
Wind Engg	Wind Turbine Engineer
Env Sci	Environmental Scientist
Energy Spe	Energy Specialist
Ops & Mng Engg	Operations & Management Engineer
Comm Off	Commercial Officer
Ele Engg	Electrical Engineer
Energy Engg	Energy Engineer
Source Spe	Sourcing Specialist
Sr. CAD Des Engg	Sr. CAD Design Engineer

Accordingly, the average payout is at a near-5-year high. The top salaries are not entirely commensurate with the healthy payouts elsewhere though.



Time Period	Average Salary per Month (INR)
2017-2018	23,400
2018-2019	20,500
2019-2020	27,300
2020-2021	28,200
2021-2022	28,000

**Hot**

**Long Standing**

**Upcoming**


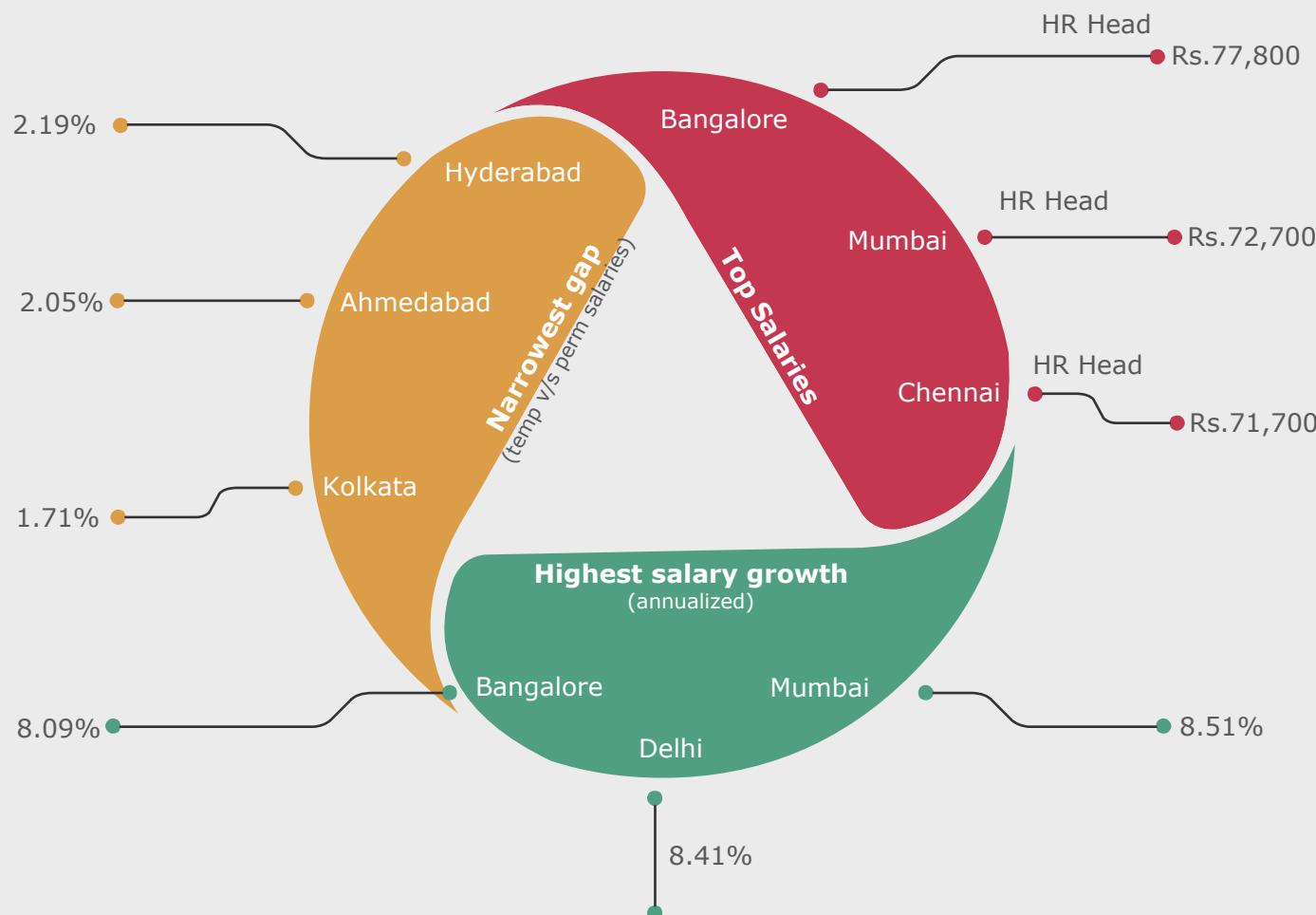
Data Source: TeamLease Research, FY2022-23

**Quick Progression**

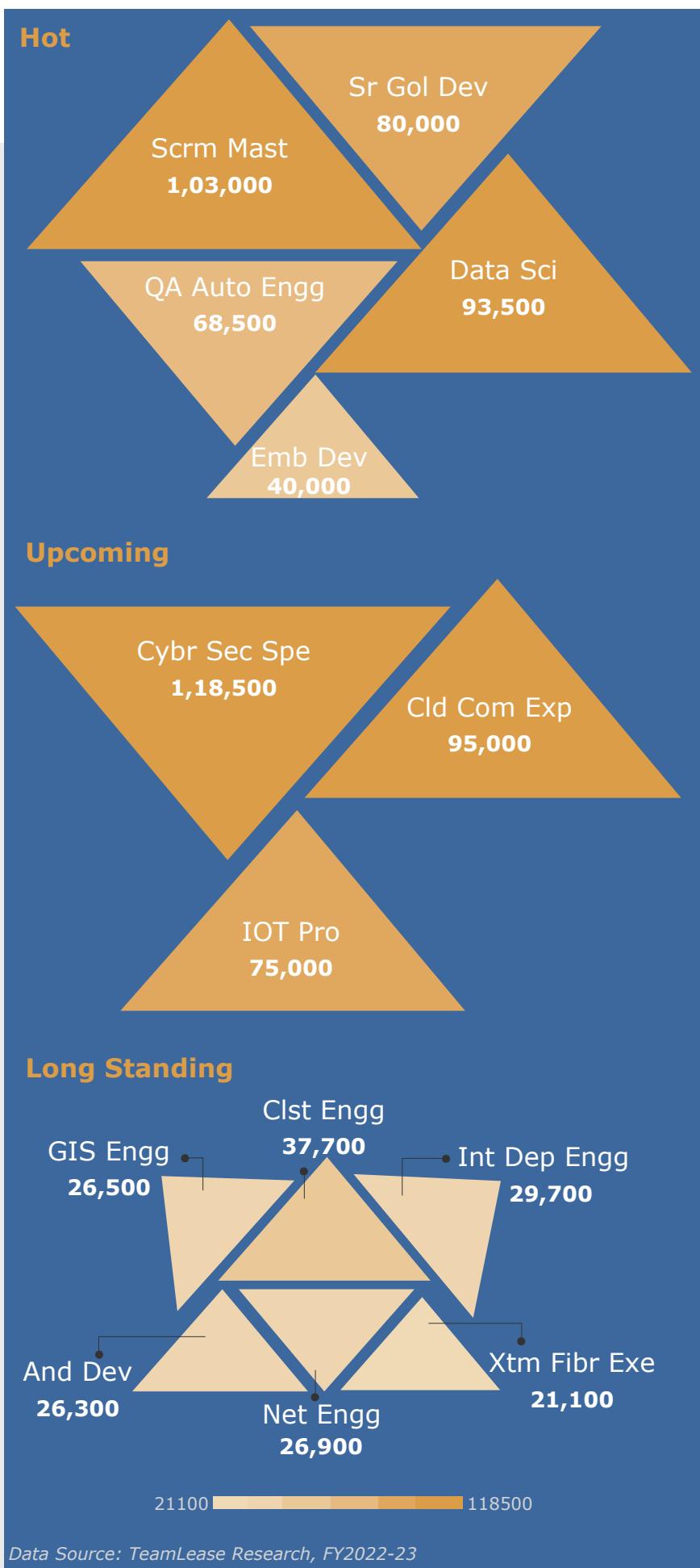
Rewarding a fair share of the Hot jobs handsomely and upcoming jobs well, the Retail industry focuses on analytical and marketing roles across categories.

Short Form	Profile Name
BI Mngr	BI Manager
Anl Team Mngr	Analytics Team Manager
ERP Mngr	Manager - ERP
Cat Asst	Category Associate
Sust Mngr	Sustainability Manager
Graphic Des Mngr	Graphic Design Manager
Visual Merc	Visual Merchandiser
Fun Con	Functional Consultant
Retail Net Plan	Retail Network Planner
Sr Sale Exe	Sr. Sales Executive
WH Exe	Warehouse Executive
Tax Exe	Taxation Executive
Inv Con	Inventory Controller
SAP Exe	SAP Executive
Markt Spe	Marketing Specialist

Average salary in the Retail industry takes a significant dip to a 3-year low. However, a renewed thrust on talent management ensures decent top salaries to the HR Head job role.



Time Period	Average Salary per Month (INR)
2017-2018	16,600
2018-2019	15,200
2019-2020	18,300
2020-2021	18,300
2021-2022	17,100

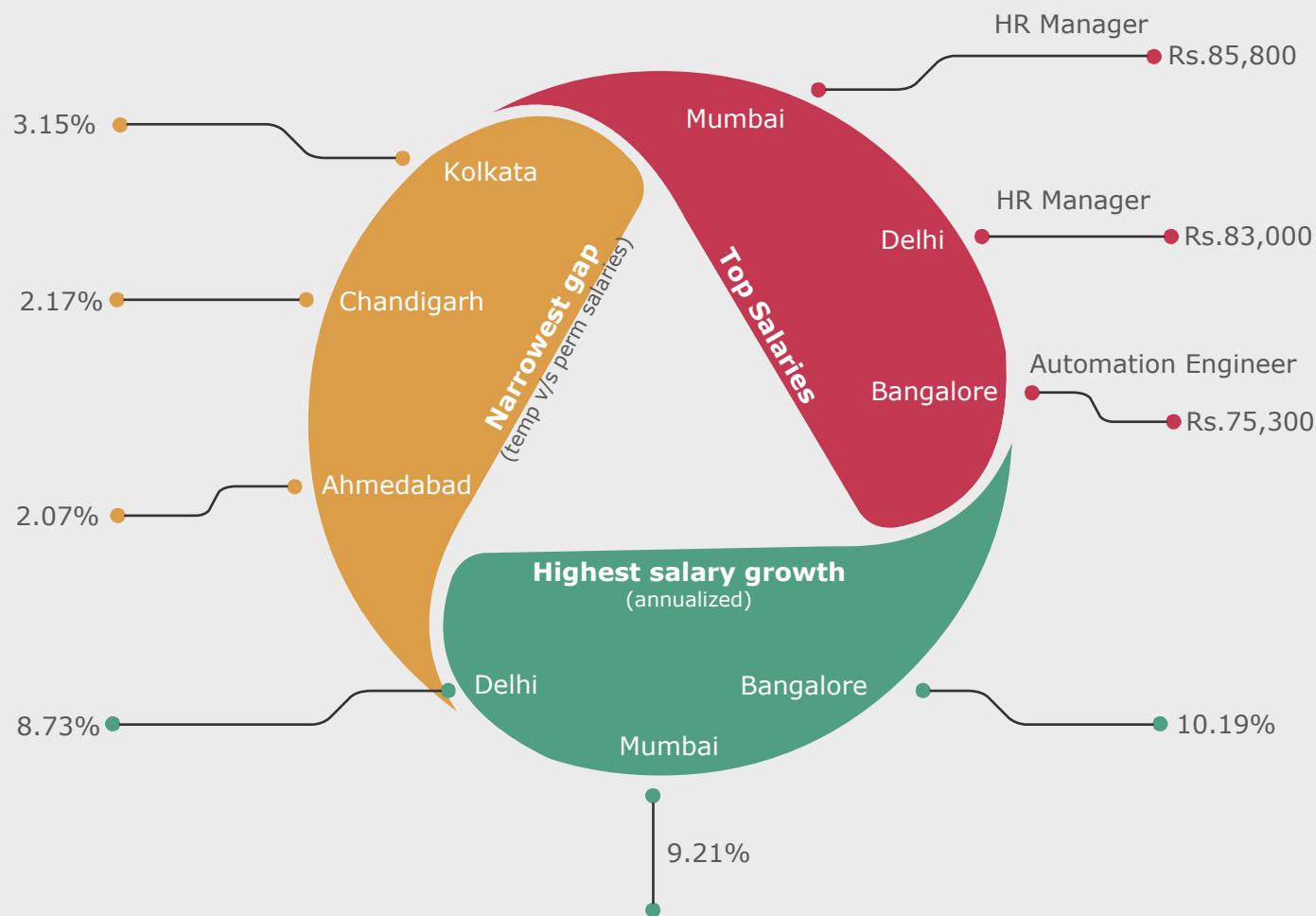


## Quick Progression

While smart-to-high payouts grace the Hot and Upcoming job categories, the Telecommunication industry seems to be rewarding the longstanding job category relatively low.

Short Form	Profile Name
Data Sci	Data Scientist
QA Auto Engg	QA Automation Engineer
Sr. Gol Dev	Sr. Golang Developer
Scrm Mast	Scrum Master
Emb Dev	Embedded Developer
Cld Com Exp	Cloud Computing Expert
Cybr Sec Spe	Cyber Security Specialist
IOT Pro	IOT Professionals
Xtm Fibr Exe	Xstream Fiber Executive
Net Engg	Network Engineer
Clst Engg	Cluster Engineer
Int Dep Engg	Intracity Deployment Engineer
And Dev	Android Developer
GIS Engg	GIS Engineer

Although average salaries dip to pre-Covid levels, the top salaries paid, especially to the HR Manager role, are fairly high.



Time Period	Average Salary per Month (INR)
2017-2018	24,400
2018-2019	19,500
2019-2020	26,800
2020-2021	29,800
2021-2022	24,700

# Unified Industry Salaries

## The Numbers

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

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	15,000	19,700	30,600	19,100	25,900	40,300	16,800	28,300	41,700	17,200	28,400	35,700	20,700	27,700	42,000
Junior Officer Accounts	4.17%			6.66%			7.29%			5.73%			6.31%		
Finance Executive	4.16%			7.29%			5.11%			6.79%			6.63%		
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

	Hyderabad			Kolkata			Mumbai			Pune					
	17,200	25,900	38,700	16,800	24,200	35,600	23,100	33,200	46,000	18,200	22,600	39,500			
Junior Officer Accounts	7.09%			6.70%			7.38%			6.27%					
Finance Executive	5.71%			3.41%			7.17%			5.14%					
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

Administration / Operations	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	16,300	17,000	17,100	19,200	21,100	24,100	15,900	18,100	21,800	18,300	19,700	23,600	19,100	21,200	23,500
Plant Operator	4.14%			5.29%			2.49%			4.21%			3.99%		
Supervisor - Seed Sales & Operations Support	5.25%			7.29%			7.71%			5.17%			6.66%		
Project Officer	2.15%			3.28%			2.01%			2.91%			2.14%		
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

	Hyderabad			Kolkata			Mumbai			Pune					
	14,700	17,800	20,800	15,000	17,800	20,900	19,500	22,800	25,100	18,200	19,100	22,900			
Plant Operator	3.03%			1.91%			4.79%			3.47%					
Supervisor - Seed Sales & Operations Support	3.39%			4.59%			5.31%			3.33%					
Project Officer	3.03%			1.12%			3.29%			2.07%					
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

Blue Collar	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	11,600	14,500	16,500	16,100	17,500	22,100	11,200	13,700	15,800	12,900	15,700	20,100	13,400	16,000	19,200
Sampling Assistant	1.28%			4.78%			2.53%			3.86%			4.64%		
Tractor Driver	2.61%			6.30%			3.35%			5.20%			5.71%		
Field Agent	3.01%			4.03%			2.14%			3.87%			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

► Salary (in INR per month) ► Var in %

<b>Blue Collar</b>	<b>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sampling Assistant</b>	13,800 3.46%	16,100 2.70%	19,000 4.30%	12,500 5.16%	14,600 5.91%	17,700 4.51%	16,200 4.51%	19,200 21,000	22,200 33,400	15,600 14,400	19,500 16,100	20,900 18,500
<b>Tractor Driver</b>	13,100 6.76%	17,400 5.16%	22,100 5.91%	13,300 2.15%	16,400 17,900	21,100 21,200	16,100 15,800	21,000 17,900	33,400 21,200	12,700 14,400	19,700 16,100	27,900 18,500
<b>Field Agent</b>	12,100 3.11%	14,500 2.15%	16,700 4.51%	11,100 2.15%	13,700 15,800	15,500 21,200	15,800 14,400	17,900 16,100	21,200 18,500	14,400 14,400	16,100 16,100	18,500 18,500
<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>Support Services</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>R&amp;D Executive</b>	20,500 2.89%	21,900 4.05%	25,200 3.66%	22,500 4.05%	24,100 4.29%	27,800 4.29%	20,900 22,400	22,400 21,100	25,800 27,700	24,500 22,500	26,200 24,100	30,200 27,700	21,100 21,700	22,600 23,300	26,000 26,800
<b>QC Chemist</b>	18,000 4.06%	18,900 5.29%	20,300 4.29%	23,700 5.29%	25,900 4.29%	28,700 4.29%	18,700 19,700	19,700 21,100	21,100 21,100	22,500 22,000	24,100 22,900	27,700 25,000	21,700 22,000	23,300 22,900	26,800 4.09%
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>				
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8		
<b>R&amp;D Executive</b>	20,800 3.02%	22,300 2.91%	25,700 3.25%	20,200 2.91%	21,600 3.25%	24,900 3.25%	23,000 3.25%	24,600 28,300	28,300 28,300	24,100 25,800	25,200 29,700	37.11%		
<b>QC Chemist</b>	21,100 3.87%	22,600 3.30%	24,900 6.41%	19,500 3.30%	20,500 4.41%	22,200 6.41%	24,700 26,500	26,500 29,900	29,900 29,900	22,000 22,000	22,900 25,000	25,000 4.09%		
<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>Engineering</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Process Engineer</b>	25,300 3.07%	26,600 5.41%	29,300 3.71%	30,700 5.41%	32,800 5.41%	37,800 5.41%	26,700 3.71%	28,600 32,400	32,400 32,400	28,800 25,000	30,800 26,800	35,500 29,500	29,500 31,600	36,400 36,400	5.11%
<b>Electrical Officer</b>	21,300 4.06%	22,400 5.02%	24,700 4.41%	25,400 5.02%	27,200 4.41%	31,300 4.41%	21,900 21,900	23,400 26,500	26,500 26,500	25,000 25,000	26,800 26,800	29,500 29,500	26,700 26,700	28,600 32,900	6.09%
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>					
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8			
<b>Process Engineer</b>	28,300 4.11%	30,300 3.87%	33,700 5.03%	26,600 3.87%	28,500 5.03%	32,800 5.03%	28,300 30,600	30,600 34,900	34,900 34,900	26,900 22,200	28,000 23,100	30,800 25,500			
<b>Electrical Officer</b>	23,300 3.09%	24,900 2.71%	27,200 5.21%	21,900 2.71%	23,400 5.21%	26,300 5.21%	27,700 29,100	29,100 31,800	31,800 31,800	22,200 22,200	23,100 23,100	25,500 25,500			
<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>			

► Salary (in INR per month) ► Var in %

HR	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sr. Executive HR</b>	27,000	31,500	33,900	36,500	40,100	48,400	30,500	33,500	37,800	33,000	38,000	45,100	32,900	37,400	42,200
	4.16%			6.64%			5.19%			6.19%			4.21%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sr. Executive HR</b>	33,300	38,500	43,800	28,300	32,400	38,400	35,400	39,300	53,000	32,100	38,100	41,300
	4.10%			4.14%			7.09%			4.33%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>IT Engineer</b>	28,400	33,200	38,600	41,300	46,300	55,700	31,500	35,600	43,800	36,400	43,800	53,000	34,500	42,700	49,300
	3.17%			6.10%			4.17%			5.19%			4.61%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>IT Engineer</b>	35,800	43,600	51,700	31,600	39,300	46,600	37,600	44,800	52,300	35,100	42,500	49,600
	4.14%			3.17%			5.11%			4.71%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Cluster development Officer</b>	29,700	31,200	34,400	33,500	36,200	40,200	28,500	30,500	35,700	35,300	37,800	41,600	29,800	31,900	36,700
	4.97%			6.09%			5.06%			7.09%			5.17%		
<b>Product Promoter</b>	13,400	18,000	30,100	16,300	24,200	46,200	19,000	30,800	46,300	16,400	30,400	44,700	18,400	27,400	43,100
	4.71%			7.79%			6.10%			7.11%			6.47%		
<b>Sales/Marketing Manager</b>	24,900	33,800	38,000	28,500	38,300	46,200	24,100	35,300	41,400	26,400	35,300	43,400	32,300	41,600	48,800
	5.11%			7.09%			5.47%			6.71%			7.57%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Cluster development Officer</b>	30,800	33,000	36,000	31,400	33,600	37,700	34,400	36,100	39,400	32,200	33,500	36,900
	5.03%			5.73%			6.63%			5.17%		
<b>Product Promoter</b>	16,700	25,700	39,200	16,800	24,900	33,800	20,600	34,500	42,400	17,100	27,600	34,000
	6.09%			4.09%			7.77%			5.19%		
<b>Sales/Marketing Manager</b>	26,400	33,900	41,400	26,500	33,800	39,100	33,500	41,000	47,100	31,200	38,500	42,400
	6.09%			3.39%			7.29%			4.37%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
	18,800	20,200	22,400	21,200	24,800	27,700	19,800	24,500	27,500	21,600	23,900	27,500	18,800	20,500	24,100
	4.19%			5.94%			5.26%			5.08%			4.20%		
Payroll Officer	21,900	23,000	25,100	24,900	26,100	28,500	23,700	24,900	27,200	23,100	24,300	26,500	22,100	23,200	25,300
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Mumbai			Pune		
	19,900	25,500	29,700	19,300	23,700	26,800
	6.29%			4.33%		
Payroll Officer	25,700	27,000	29,500	24,000	25,200	27,500
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
	14,600	15,600	18,700	16,400	18,000	22,000	15,800	16,500	19,900	15,000	17,100	20,500	15,000	15,800	17,500
	4.41%			6.06%			5.23%			5.47%			3.33%		
Associate Project Procurement	32,400	42,800	58,100	33,600	46,900	62,300	33,400	45,700	57,500	34,500	48,200	64,000	32,900	41,000	56,800
Business Operations Analyst	19,700	20,700	22,600	22,400	23,500	25,700	21,200	22,300	24,400	23,100	24,700	27,000	20,500	21,500	23,500
Material Handling Officer	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Mumbai			Pune		
	17,100	19,400	23,000	15,700	17,100	20,400
	4.27%			3.03%		
Associate Project Procurement	36,000	53,400	61,500	36,000	43,900	59,300
Business Operations Analyst	24,400	25,600	28,000	22,900	24,000	26,400
Material Handling Officer	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
	17,500	18,400	20,100	22,500	23,600	25,800	21,100	22,200	24,200	20,500	21,900	23,900	16,500	17,300	18,900
	3.09%			5.41%			5.03%			4.69%			2.71%		
Bending Operator	12,800	14,700	17,000	14,000	15,700	18,100	13,700	16,200	18,600	14,700	16,300	18,900	12,400	14,000	17,700
YEARS	0-2	2-5	5-8	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	Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8
eMobility Charging Executive	► 23,700 ► 6.09%	24,900	27,200	► 22,000 ► 5.05%	23,100	25,500
Bending Operator	► 15,100 ► 7.09%	17,000	19,500	► 13,900 ► 3.17%	14,700	17,500
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Support Services	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Delivery Consultant	► 24,100 ► 3.11%	25,300	27,600	► 26,500 ► 5.14%	28,400	32,100	► 25,300 ► 4.09%	26,600	29,000	► 26,800 ► 4.77%	28,700	31,300	► 25,800 ► 3.83%	27,100	29,600
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8
Delivery Consultant	► 28,100 ► 4.91%	29,500	32,200	► 25,700 ► 3.40%	27,000	29,700
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Engineering	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Quality Engineer	► 21,700 ► 4.14%	22,800	24,900	► 23,900 ► 5.69%	25,600	29,000	► 24,500 ► 5.03%	25,700	28,100	► 23,000 ► 4.71%	24,600	26,900	► 22,700 ► 3.73%	23,800	26,000
AutoCAD Engineer	► 21,100 ► 5.11%	27,500	32,500	► 30,400 ► 7.13%	37,500	45,200	► 27,900 ► 6.17%	35,400	43,000	► 25,300 ► 5.71%	34,100	40,300	► 22,900 ► 4.41%	29,000	33,900
Quality Resident Engineer	► 19,700 ► 2.22%	21,500	24,500	► 23,700 ► 4.39%	26,400	29,900	► 22,400 ► 3.71%	24,800	28,900	► 23,400 ► 3.09%	25,000	28,800	► 20,900 ► 2.10%	23,000	26,300
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8
Quality Engineer	► 24,100 ► 5.13%	25,300	27,600	► 22,300 ► 4.19%	23,400	25,800
AutoCAD Engineer	► 31,500 ► 6.69%	38,200	44,100	► 26,900 ► 5.14%	37,600	45,600
Quality Resident Engineer	► 24,100 ► 4.03%	26,500	30,500	► 21,700 ► 3.23%	24,200	27,800
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

HR	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Relationship Officer	► 17,200 ► 4.14%	26,000	44,800	► 22,900 ► 5.89%	33,800	54,700	► 20,700 ► 5.16%	29,300	52,100	► 21,100 ► 4.47%	30,100	55,600	► 19,600 ► 3.14%	29,200	50,100
HR Manager	► 28,300 ► 3.71%	34,400	44,000	► 33,900 ► 5.77%	42,200	53,100	► 32,900 ► 4.49%	41,100	50,300	► 32,300 ► 3.27%	40,900	50,400	► 29,900 ► 2.56%	32,000	41,600
YEARS	0-2	2-5	5-8	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	Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8
<b>Relationship Officer</b>	► 23,700 ► 7.41%	32,400 63,600		► 20,500 ► 4.61%	28,600 47,700	
<b>HR Manager</b>	► 33,900 ► 5.05%	42,300 50,700		► 33,000 ► 4.19%	39,300 49,900	
<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>

IT	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Network Service Officer</b>	► 27,100 ► 3.23%	28,500 31,100		► 33,100 ► 7.98%	35,400 41,500		► 31,700 ► 7.02%	33,300 38,000		► 30,300 ► 5.23%	32,400 35,400		► 29,400 ► 4.14%	30,900 33,700	
<b>EDP Assistant</b>	► 29,200 ► 2.37%	37,500 47,900		► 33,900 ► 5.31%	41,500 54,100		► 32,000 ► 4.17%	41,700 52,900		► 30,800 ► 3.55%	40,800 51,800		► 29,800 ► 2.23%	37,300 48,300	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8
<b>Network Service Officer</b>	► 30,800 ► 6.69%	32,300 35,300		► 30,000 ► 7.63%	32,100 37,000	
<b>EDP Assistant</b>	► 32,000 ► 4.71%	42,000 52,800		► 31,600 ► 3.32%	41,000 50,600	
<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>

Sales and Marketing	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sales Consultant</b>	► 22,200 ► 5.36%	25,300 30,600		► 23,400 ► 6.19%	28,100 35,600		► 22,900 ► 7.41%	27,600 34,300		► 22,700 ► 6.59%	28,100 35,700		► 22,400 ► 4.16%	24,500 30,000	
<b>Brand Center executive</b>	► 15,400 ► 4.01%	18,800 22,900		► 17,100 ► 5.10%	22,000 25,400		► 16,800 ► 4.46%	20,600 24,600		► 17,200 ► 4.10%	20,800 24,400		► 16,000 ► 2.11%	19,600 23,500	
<b>Marketing Officer</b>	► 34,300 ► 3.71%	36,000 39,300		► 36,700 ► 6.69%	39,300 44,500		► 34,500 ► 5.09%	36,200 40,600		► 32,200 ► 3.20%	34,500 37,700		► 30,800 ► 2.78%	32,300 35,300	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sales Consultant</b>	► 27,100 ► 7.11%	32,400 37,400		► 23,600 ► 4.41%	28,900 32,600	
<b>Brand Center executive</b>	► 17,300 ► 3.71%	21,300 26,100		► 16,700 ► 2.83%	20,300 24,200	
<b>Marketing Officer</b>	► 35,500 ► 6.31%	37,300 42,200		► 33,300 ► 5.71%	35,600 41,000	
<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>

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	14,900	16,600	22,000	18,600	21,600	28,100	17,600	19,200	25,000	18,100	20,500	26,600	18,100	21,100	27,600
	4.32%			6.41%			5.11%			4.61%			5.85%		
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

	Hyderabad			Kolkata			Mumbai			Pune					
	17,100	19,300	24,900	15,700	17,900	23,000	20,700	23,600	29,700	17,500	20,800	26,400			
	4.79%			3.51%			6.09%			4.41%					
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

Administration / Operations	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	22,100	27,000	35,500	31,500	34,600	41,500	23,600	28,700	36,100	29,600	34,100	38,400	26,700	32,500	37,700
	2.00%			4.66%			3.51%			4.69%			4.33%		
Specialist Corporate Services	26,000	35,500	47,100	34,700	55,200	66,200	28,500	36,000	49,000	33,700	52,400	53,800	43,200	51,000	57,200
Compliance Officer	14,900	15,600	17,100	22,100	23,200	26,300	15,500	16,300	17,800	20,900	22,400	24,500	20,300	21,300	23,300
Operations Executive	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
	24,700	30,500	38,300	22,700	26,800	33,200	28,600	34,100	41,100	25,600	31,800	36,600			
	3.64%			2.11%			5.11%			4.15%					
Specialist Corporate Services	24,300	38,300	52,700	31,300	42,700	55,200	34,300	51,000	60,600	38,700	47,800	61,600			
Compliance Officer	20,900	21,900	24,100	17,500	18,400	20,300	21,000	22,100	24,400	20,500	21,500	23,700			
Operations Executive	0-2	2-5	5-8	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		
	14,100	14,700	15,900	21,100	22,400	24,900	15,100	15,900	17,400	21,600	23,100	25,200	20,700	21,700	23,700
	3.11%			4.14%			2.17%			4.74%			3.66%		
Collections Recovery Officer	12,000	14,900	16,800	13,700	16,600	19,200	12,000	14,500	17,500	13,400	16,300	18,400	13,400	16,000	17,800
Documentation Assistant	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month)      ► Var in %

<b>Blue Collar</b>	<b>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Collections Recovery Officer</b>	18,000	18,900	20,800	15,600	16,400	18,100	22,300	23,400	25,800	21,700	22,800	25,100
	3.07%			1.98%			5.14%			4.71%		
<b>Documentation Assistant</b>	13,100	16,400	17,900	12,100	15,000	16,500	13,900	16,500	18,700	13,400	15,500	17,500
	3.71%			3.14%			4.76%			3.89%		
<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>Support Services</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Aadhaar Enrollment Officer</b>	17,500	19,300	22,200	18,900	21,700	25,600	16,200	17,600	21,300	17,900	20,600	24,000	21,500	24,500	27,700
	2.41%			4.19%			3.32%			4.51%			3.71%		
<b>Data Science Consultant</b>	35,000	36,400	39,400	40,500	42,900	47,700	36,100	37,900	41,400	38,500	41,200	45,000	37,500	39,400	43,000
	3.03%			6.79%			3.31%			5.14%			4.46%		
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Aadhaar Enrollment Officer</b>	18,600	20,400	23,400	17,500	19,600	22,300	22,900	25,500	29,300	17,400	18,500	22,600
	4.03%			2.07%			5.33%			3.07%		
<b>Data Science Consultant</b>	39,000	41,000	45,100	37,100	39,000	42,900	38,200	40,100	44,200	37,900	39,800	43,800
	4.97%			3.53%			4.27%			4.61%		
<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>Engineering</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Data Engineer</b>	24,800	33,300	41,800	35,700	42,200	61,100	27,300	35,700	43,100	33,900	40,300	61,400	33,000	38,400	49,300
	3.93%			7.39%			4.29%			6.69%			5.14%		
<b>Incident Management Engineer</b>	27,700	28,800	31,700	33,400	35,100	38,700	28,100	29,200	32,200	32,700	34,000	37,800	30,900	32,400	35,400
	3.05%			5.03%			3.28%			4.39%			3.11%		
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Data Engineer</b>	31,700	39,200	46,400	29,200	35,300	43,200	33,800	40,400	48,500	32,500	37,400	46,500
	4.19%			3.17%			4.47%			5.59%		
<b>Incident Management Engineer</b>	34,100	35,800	40,100	31,100	32,700	36,000	32,200	33,800	37,200	33,900	34,900	37,400
	5.47%			3.51%			4.03%			4.11%		
<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>

► Salary (in INR per month) ► Var in %

HR	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Application Curing Executive</b>	14,100	14,700	16,200	18,400	19,300	21,300	14,900	15,500	17,100	17,200	17,900	19,900	16,700	17,500	19,100
	2.11%			4.23%			2.37%			3.37%			3.12%		
<b>Recruitment officer</b>	16,300	18,500	20,600	23,000	26,000	29,400	21,100	22,500	26,000	22,200	25,300	27,900	24,100	26,100	28,400
	2.28%			4.98%			3.11%			4.21%			4.63%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Application Curing Executive</b>	15,500	16,300	18,300	14,900	15,600	17,200	16,300	17,100	18,900	15,600	16,100	17,300
	2.17%			1.29%			2.93%			2.45%		
<b>Recruitment officer</b>	21,300	24,200	26,800	19,800	22,200	23,600	21,700	24,600	28,100	20,800	23,700	26,200
	4.09%			4.10%			4.49%			3.97%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>IT Administrator</b>	14,100	15,400	17,800	18,400	19,100	20,900	14,900	15,300	16,400	17,200	18,100	19,800	16,700	17,200	18,500
	3.31%			4.55%			1.51%			4.14%			3.17%		
<b>Network Engineer</b>	21,600	26,400	33,400	27,500	33,200	39,800	19,100	24,200	32,500	25,600	31,800	39,300	29,300	34,400	42,900
	4.23%			6.74%			3.91%			6.39%			5.06%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>IT Administrator</b>	15,500	16,000	17,300	14,900	15,300	16,600	16,300	17,400	19,000	15,600	16,400	18,600
	2.74%			1.91%			4.04%			3.78%		
<b>Network Engineer</b>	23,000	31,700	37,400	22,200	32,300	38,300	28,100	33,900	40,400	21,400	31,700	37,300
	5.20%			4.11%			5.29%			3.95%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Account Manager</b>	28,700	33,800	41,500	32,500	39,700	46,300	28,400	36,200	44,000	30,400	37,600	46,500	29,200	35,400	44,300
	4.11%			7.66%			4.78%			6.21%			5.21%		
<b>Digital Publisher</b>	33,500	44,100	57,500	47,800	57,500	66,700	34,300	46,700	58,600	45,400	54,100	62,300	42,600	51,100	59,800
	2.17%			6.67%			3.13%			5.47%			3.71%		
<b>Virtual Relationship Manager</b>	25,900	31,300	34,100	29,800	35,100	42,300	25,600	32,500	37,300	27,300	34,000	42,500	28,700	34,100	40,300
	3.36%			6.15%			3.64%			5.74%			5.39%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Account Manager</b>	28,800	34,300	44,000	28,000	35,000	42,900	31,000	39,600	45,700	30,600	36,800	42,800
	5.14%			4.33%			6.62%			5.03%		
<b>Digital Publisher</b>	37,600	55,300	63,700	32,700	47,600	55,300	45,800	54,700	62,200	40,500	51,900	60,700
	6.13%			3.28%			5.13%			4.41%		
<b>Virtual Relationship Manager</b>	28,600	32,100	37,700	27,700	33,100	37,000	28,400	33,300	40,200	24,200	32,800	39,200
	3.19%			2.79%			5.14%			4.78%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	16,300	18,300	24,900	20,700	25,300	30,900	17,300	20,500	25,900	19,900	25,400	29,700	22,300	26,800	32,400
YEARS	0-2	2-5	5-8	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 Assistant	► 16,300	18,300	24,900	► 20,700	25,300	30,900	► 17,300	20,500	25,900	► 19,900	25,400	29,700	► 22,300	26,800	32,400
	► 2.14%			► 6.63%			► 2.26%			► 3.71%			► 3.23%		
Accounts Manager	► 25,800	31,700	36,300	► 27,200	33,900	40,800	► 25,700	30,500	36,700	► 27,800	35,800	41,000	► 31,100	35,600	41,500
	► 3.21%			► 4.79%			► 3.63%			► 5.97%			► 6.11%		
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

	Hyderabad			Kolkata			Mumbai			Pune					
	19,000	25,000	29,100	18,100	21,800	27,300	18,700	24,100	30,100	17,200	23,100	28,800			
YEARS	0-2	2-5	5-8	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 Assistant	► 19,000	25,000	29,100	► 18,100	21,800	27,300	► 18,700	24,100	30,100	► 17,200	23,100	28,800			
	► 7.95%			► 4.33%			► 6.85%			► 4.81%					
Accounts Manager	► 28,700	37,700	44,300	► 23,800	29,500	36,600	► 27,700	35,800	41,800	► 28,300	33,800	39,700			
	► 7.39%			► 3.69%			► 5.74%			► 4.39%					
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	18,000	20,300	22,800	21,200	22,900	28,900	19,500	21,900	23,500	20,800	23,200	27,600	23,000	25,000	29,200
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Executive - Procurement	► 18,000	20,300	22,800	► 21,200	22,900	28,900	► 19,500	21,900	23,500	► 20,800	23,200	27,600	► 23,000	25,000	29,200
	► 4.34%			► 6.57%			► 4.79%			► 5.70%			► 8.09%		
Senior Transport Executive	► 19,200	21,200	25,200	► 24,200	28,200	34,100	► 19,900	24,600	26,700	► 25,000	26,800	32,100	► 23,900	28,300	34,000
	► 3.37%			► 5.89%			► 2.54%			► 4.12%			► 5.16%		
Operations Associate	► 15,000	20,600	25,400	► 23,400	30,300	38,900	► 16,300	23,500	29,000	► 17,700	23,400	38,800	► 30,300	31,900	40,200
	► 3.78%			► 5.14%			► 2.14%			► 4.29%			► 2.17%		
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

	Hyderabad			Kolkata			Mumbai			Pune					
	20,600	22,800	25,100	17,600	20,100	23,000	23,700	26,400	30,200	22,000	24,100	26,700			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Executive - Procurement	► 20,600	22,800	25,100	► 17,600	20,100	23,000	► 23,700	26,400	30,200	► 22,000	24,100	26,700			
	► 4.91%			► 6.22%			► 6.36%			► 4.47%					
Senior Transport Executive	► 25,000	27,600	29,300	► 21,500	24,700	26,500	► 23,500	28,800	32,600	► 23,100	25,700	31,400			
	► 3.33%			► 2.14%			► 4.11%			► 3.01%					
Operations Associate	► 21,900	28,300	38,900	► 20,700	28,100	40,100	► 27,300	33,200	48,700	► 20,700	26,600	36,100			
	► 4.71%			► 2.67%			► 6.27%			► 3.67%					
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	13,900	15,300	26,300	21,600	23,900	34,400	16,300	19,900	27,300	16,800	27,000	34,800	24,100	27,800	35,500
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Security Officer	► 13,900	15,300	26,300	► 21,600	23,900	34,400	► 16,300	19,900	27,300	► 16,800	27,000	34,800	► 24,100	27,800	35,500
	► 2.95%			► 5.59%			► 3.15%			► 5.59%			► 4.33%		
Transport Coordinator	► 14,400	16,700	20,500	► 16,800	19,900	23,200	► 14,900	18,200	20,600	► 16,400	19,300	22,400	► 18,300	21,300	24,700
	► 2.51%			► 4.62%			► 2.17%			► 3.67%			► 4.67%		
Pantry Staff	► 12,200	17,900	27,300	► 16,900	26,300	33,700	► 13,300	22,100	27,800	► 17,500	25,300	30,800	► 18,600	26,100	33,500
	► 3.70%			► 6.26%			► 3.04%			► 5.07%			► 4.57%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

Blue Collar	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Security Officer	15,400	22,000	30,000	16,800	23,000	29,200	24,900	37,400	33,700	19,900	25,100	33,200
	3.88%			3.69%			5.67%			4.35%		
Transport Coordinator	16,100	18,800	23,000	15,000	16,300	19,400	16,400	21,000	25,000	15,900	19,000	22,100
	3.49%			2.37%			4.91%			3.14%		
Pantry Staff	16,500	27,300	33,700	15,200	27,000	30,600	18,100	29,500	35,100	16,400	27,200	33,000
	4.33%			3.79%			5.21%			4.14%		
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

Support Services	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Training Coordinator	13,900	16,300	20,900	16,800	19,800	23,200	14,900	18,000	20,500	16,400	19,300	22,600	18,100	21,100	24,900
	2.35%			3.71%			2.11%			3.40%			4.12%		
Telecaller Executive	14,600	17,300	22,000	18,400	21,700	24,900	15,800	18,900	22,000	17,800	21,300	24,800	19,600	22,500	26,700
	1.58%			2.39%			1.11%			2.71%			4.12%		
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

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Training Coordinator	16,000	18,700	22,700	14,700	16,000	19,600	16,100	21,500	24,800	15,800	19,300	21,700
	3.19%			1.87%			4.01%			3.31%		
Telecaller Executive	17,200	20,500	24,800	15,800	17,000	21,100	17,100	23,300	26,900	16,800	21,100	23,300
	2.09%			1.29%			4.37%			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

Engineering	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Design Engineer	27,700	31,300	37,300	37,200	43,800	49,900	33,500	37,900	45,100	36,500	42,500	48,700	36,500	42,400	46,700
	4.00%			6.29%			4.42%			5.88%			3.25%		
Consultant-Engineer	23,300	30,300	44,200	36,300	44,200	53,400	23,900	27,300	41,500	34,700	42,100	51,100	32,400	44,600	50,400
	3.39%			5.97%			3.06%			4.71%			3.69%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Design Engineer	38,000	44,300	48,700	34,000	40,100	46,700	36,300	42,500	48,300	34,500	40,700	46,700
	4.55%			3.27%			5.19%			4.67%		
Consultant-Engineer	31,100	42,700	50,800	25,900	30,400	43,900	35,700	43,100	52,100	34,400	40,300	47,800
	4.08%			2.17%			5.19%			3.04%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month)      ► Var in %

<b>HR</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Talent Acquisition Specialist</b>	21,400 2.39%	22,600	28,100	28,400 4.79%	33,600	36,600	21,800 2.06%	26,400	30,000	29,400 3.71%	31,600	35,500	27,400 2.67%	32,400	34,100
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Talent Acquisition Specialist</b>	30,000 3.88%	32,700	33,800	23,800 2.01%	28,000	29,500	27,700 4.17%	31,500	34,700	24,900 2.99%	28,600	33,300
<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>IT</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Team Lead-IT</b>	28,800 3.04%	33,100	36,000	35,900 8.30%	38,300	42,900	30,600 3.44%	34,700	37,800	34,600 7.42%	39,500	42,000	33,500 6.23%	34,700	39,200
<b>IT Engineer-Software Developer</b>	27,200 4.01%	37,200	52,000	37,400 7.17%	51,100	70,700	29,300 4.41%	41,500	57,100	35,700 5.46%	48,800	67,900	35,200 4.22%	49,500	66,800
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Team Lead-IT</b>	33,800 6.94%	37,500	40,600	30,600 4.14%	34,700	37,100	33,300 5.19%	35,200	39,600	29,700 5.25%	35,000	37,400
<b>IT Engineer-Software Developer</b>	37,000 7.91%	49,600	71,400	33,500 4.26%	45,700	65,000	35,100 5.41%	48,900	67,900	35,500 5.88%	47,600	68,300
<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>Sales and Marketing</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sr. Sales Officer</b>	25,700 3.78%	31,100	36,300	27,400 5.09%	34,300	40,500	25,700 4.02%	30,100	37,100	27,500 5.26%	36,100	42,100	31,400 4.63%	35,000	40,900
<b>Field Engineer</b>	22,200 3.86%	29,200	37,400	27,700 7.43%	36,600	46,600	24,200 5.54%	31,400	41,400	27,200 6.48%	34,800	45,000	27,900 5.25%	37,200	46,000
<b>Digital Marketing Executive</b>	20,200 3.87%	25,100	30,400	22,300 8.58%	30,500	40,400	20,600 5.63%	30,500	37,500	20,100 5.42%	28,300	37,300	19,700 4.61%	24,100	32,300
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sr. Sales Officer</b>	29,200 5.66%	37,500	43,900	24,200 3.33%	28,900	36,500	27,000 5.21%	36,200	42,800	27,300 4.37%	34,900	40,400
<b>Field Engineer</b>	27,600 5.03%	35,500	45,300	25,200 3.36%	33,200	41,400	27,700 5.04%	36,300	44,900	26,200 4.33%	34,200	42,900
<b>Digital Marketing Executive</b>	19,500 5.17%	25,100	32,900	18,300 3.39%	22,200	27,600	20,800 4.46%	29,800	36,800	20,300 4.17%	29,100	34,700
<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>

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	16,500	18,900	23,500	21,100	24,600	29,900	19,400	22,000	27,500	20,200	22,600	28,400	20,400	23,500	28,700
Scan Agent Accounts	3.35%			6.67%			4.17%			5.26%			4.71%		
Credit Associate	24,400	28,600	32,300	29,800	33,300	38,000	24,500	28,100	34,900	28,000	32,000	34,300	26,700	32,500	36,000
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
	19,600	22,600	27,800	18,600	21,200	27,100	22,600	25,000	31,800	20,300	22,900	28,400			
Scan Agent Accounts	4.34%			3.03%			7.33%			4.25%					
Credit Associate	24,700	29,100	35,200	23,500	28,200	33,700	30,500	33,600	39,500	23,400	30,000	34,900			
YEARS	0-2	2-5	5-8	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		
	19,700	25,400	31,300	23,100	30,500	38,300	21,400	28,500	35,000	22,400	29,300	35,400	22,300	29,200	35,600
Grab Operator	2.17%			4.78%			3.03%			4.33%			4.21%		
Control Room Operator	16,400	20,500	25,800	20,000	25,400	30,500	18,600	22,900	28,500	19,400	24,000	29,300	19,600	24,000	29,900
Plant Logistics Safety Officer	25,800	30,000	33,300	30,800	32,800	39,100	25,800	30,000	34,100	30,600	33,800	40,000	31,600	34,800	42,900
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
	21,000	28,100	35,400	20,800	27,500	33,100	22,500	30,300	36,200	21,400	28,800	35,700			
Grab Operator	3.36%			2.90%			4.50%			3.15%					
Control Room Operator	19,400	23,200	29,200	18,600	22,600	27,900	21,200	26,200	32,400	20,400	24,800	30,800			
Plant Logistics Safety Officer	28,700	33,300	38,700	25,800	31,600	34,200	31,100	35,100	41,300	26,600	29,400	37,300			
YEARS	0-2	2-5	5-8	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		
	16,700	20,200	23,100	18,400	23,100	26,800	18,000	22,200	25,600	18,000	22,700	26,100	18,600	23,200	25,900
Fusion Welder	3.32%			6.33%			3.81%			4.25%			6.65%		
Field Verification Executive	14,100	16,300	19,700	20,600	22,100	24,500	14,700	16,900	20,700	19,500	21,300	23,700	16,100	18,700	20,900
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

Blue Collar	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Fusion Welder</b>	► 17,600	22,300	25,700	17,200	21,300	25,000	19,600	24,700	26,700	18,400	23,000	26,400
	► 4.27%				3.71%			5.55%			5.11%	
<b>Field Verification Executive</b>	► 15,200	17,700	19,400	14,500	16,300	18,100	21,700	23,900	25,700	17,700	19,400	20,500
	► 2.69%				1.71%			4.09%			3.33%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Support Services	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Legal Consultant</b>	► 24,800	28,400	36,700	32,000	40,400	46,100	27,800	34,200	43,700	29,300	34,400	41,200	28,700	35,300	42,300
	► 4.11%				5.71%			3.85%			4.33%			4.63%	
<b>Fire Officer</b>	► 22,400	26,600	33,200	27,200	33,500	38,100	23,900	29,200	36,600	25,000	29,200	34,200	24,600	29,700	36,700
	► 3.70%				7.21%			4.19%			6.81%			6.34%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Legal Consultant</b>	► 27,700	33,200	39,700	22,100	31,800	39,700	33,200	39,100	45,300	29,700	37,300	41,500
	► 4.01%				2.46%			6.71%			5.87%	
<b>Fire Officer</b>	► 23,800	28,400	33,500	19,600	28,400	34,800	28,000	34,100	38,700	24,100	30,500	35,000
	► 6.40%				5.10%			7.92%			6.29%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Engineering	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Application Engineer</b>	► 19,400	23,500	29,500	24,900	30,100	35,300	23,000	25,600	30,700	24,100	28,800	32,500	24,600	28,800	34,400
	► 3.42%				5.62%			3.71%			4.71%			5.25%	
<b>Mobile Lab Engineer</b>	► 16,600	19,000	22,500	26,100	27,900	32,100	18,900	22,100	27,000	24,000	26,100	31,800	20,000	23,800	25,700
	► 2.56%				4.19%			2.95%			3.81%			2.77%	
<b>Electrical Engg Trainee</b>	► 20,000	25,100	27,500	24,700	32,300	35,200	22,600	29,900	31,800	22,800	30,700	33,700	23,700	30,400	32,900
	► 4.40%				7.10%			4.79%			6.21%			5.04%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Application Engineer</b>	► 23,900	28,900	32,500	20,700	22,400	27,400	25,400	32,300	37,100	22,100	27,500	33,600
	► 4.19%				306.00%			6.09%			4.41%	
<b>Mobile Lab Engineer</b>	► 19,100	22,200	25,300	17,100	19,100	22,600	29,300	31,500	32,600	23,700	26,400	27,500
	► 2.14%				1.78%			5.45%			3.87%	
<b>Electrical Engg Trainee</b>	► 22,900	29,400	32,800	22,000	28,300	30,900	24,200	32,400	35,300	23,000	29,900	33,100
	► 4.27%				2.91%			7.58%			4.78%	
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

► Salary (in INR per month) ► Var in %

HR	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>HR Support</b>	22,900 2.14%	25,900 6.80%	30,600 3.97%	31,500 5.37%	37,100 5.37%	42,000 5.37%	29,000 5.37%	33,300 5.37%	35,700 5.37%	29,900 5.37%	34,300 5.37%	38,900 5.37%	29,700 4.49%	34,200 4.49%	37,500 4.49%
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
<b>HR Support</b>	29,200 3.38%	33,400 2.17%	37,100 5.17%	28,300 5.17%	32,400 5.17%	35,700 5.17%	31,900 5.17%	35,300 5.17%	40,500 5.17%	30,500 4.21%	34,400 4.21%	39,000 4.21%
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>IT Analyst</b>	24,700 3.24%	29,800 5.11%	38,200 3.14%	33,200 3.14%	41,400 4.79%	51,200 4.79%	30,300 3.14%	36,900 4.79%	47,300 4.79%	31,300 4.79%	38,900 4.79%	50,400 4.79%	30,300 5.10%	36,400 5.10%	46,200 5.10%
<b>Sr. Project Manager</b>	43,200 4.33%	52,300 7.54%	65,200 4.71%	66,700 4.71%	70,900 6.03%	80,400 6.03%	48,500 4.71%	58,900 6.03%	69,600 6.03%	62,500 6.03%	69,000 6.03%	76,700 6.03%	63,500 5.81%	68,200 5.81%	74,300 5.81%
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
<b>IT Analyst</b>	31,000 4.07%	37,400 3.29%	47,900 4.53%	28,500 3.29%	34,600 3.29%	44,100 4.53%	31,800 4.53%	40,500 4.53%	47,800 4.53%	31,000 4.91%	38,200 4.91%	48,500 4.91%
<b>Sr. Project Manager</b>	61,000 5.25%	67,200 5.23%	73,800 8.24%	55,600 5.23%	61,500 5.23%	67,300 8.24%	68,100 8.24%	73,500 8.24%	88,600 8.24%	64,400 6.41%	69,700 6.41%	75,100 6.41%
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Commercial Advisor</b>	28,000 4.14%	32,600 6.73%	37,000 4.59%	37,100 4.59%	39,100 6.23%	47,500 6.23%	30,100 4.59%	34,800 4.59%	40,600 4.59%	35,600 4.23%	40,900 4.23%	48,200 4.23%	37,600 7.09%	40,800 7.09%	48,700 7.09%
<b>FOS Relationship Manager</b>	24,700 2.55%	34,700 6.22%	44,600 3.44%	32,600 3.44%	46,400 3.44%	56,800 3.44%	29,700 3.44%	41,800 3.44%	52,700 3.44%	30,900 4.29%	44,600 4.29%	54,300 4.29%	31,000 5.23%	43,700 5.23%	56,400 5.23%
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
<b>Commercial Advisor</b>	33,900 5.72%	40,000 4.21%	45,100 6.14%	28,500 4.21%	35,300 4.21%	37,700 6.14%	37,300 6.14%	41,500 6.14%	47,900 6.14%	32,700 5.76%	35,200 5.76%	45,800 5.76%
<b>FOS Relationship Manager</b>	31,000 3.81%	43,500 3.87%	53,700 7.38%	28,500 3.87%	40,300 3.87%	50,700 7.38%	35,800 7.38%	48,100 7.38%	60,700 7.38%	31,300 5.01%	43,300 5.01%	55,300 5.01%
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	21,500	24,600	30,400	24,600	28,200	34,000	21,900	25,000	28,300	22,300	26,600	32,400	25,200	29,300	34,600
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Accounts and OPE	► 21,500	24,600	30,400	► 24,600	28,200	34,000	► 21,900	25,000	28,300	► 22,300	26,600	32,400	► 25,200	29,300	34,600
	► 1.15%			► 3.71%			► 2.03%			► 3.64%			► 2.33%		
Finance Executive	► 17,100	19,500	25,600	► 21,100	26,400	30,400	► 17,800	20,400	26,000	► 19,400	24,600	29,300	► 22,800	27,200	33,500
	► 4.10%			► 5.05%			► 4.41%			► 3.29%			► 4.17%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
	23,200	26,800	30,800	21,700	25,200	30,700	29,200	33,000	36,600	23,500	27,900	32,700			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Accounts and OPE	► 23,200	26,800	30,800	► 21,700	25,200	30,700	► 29,200	33,000	36,600	► 23,500	27,900	32,700			
	► 2.27%			► 2.41%			► 4.39%			► 2.49%					
Finance Executive	► 18,900	25,100	29,800	► 17,800	21,900	27,100	► 19,700	24,600	31,500	► 17,600	22,800	30,700			
	► 3.15%			► 2.29%			► 4.09%			► 3.10%					
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

Administration / Operations	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	23,100	27,000	30,700	25,600	31,100	36,600	22,600	25,600	30,500	24,200	28,100	34,200	26,600	31,300	36,100
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Sr Vendor Operations Executive	► 23,100	27,000	30,700	► 25,600	31,100	36,600	► 22,600	25,600	30,500	► 24,200	28,100	34,200	► 26,600	31,300	36,100
	► 2.20%			► 4.55%			► 2.49%			► 4.25%			► 3.28%		
Catalogue Specialist	► 19,300	20,600	22,700	► 22,700	24,300	27,000	► 19,500	20,900	23,200	► 21,700	23,200	25,800	► 20,500	21,900	24,300
	► 3.06%			► 4.49%			► 3.36%			► 3.78%			► 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

	Hyderabad			Kolkata			Mumbai			Pune					
	25,600	28,900	34,100	23,300	26,800	31,300	26,800	31,100	36,200	24,400	30,400	34,300			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Sr Vendor Operations Executive	► 25,600	28,900	34,100	► 23,300	26,800	31,300	► 26,800	31,100	36,200	► 24,400	30,400	34,300			
	► 3.01%			► 2.10%			► 4.29%			► 2.78%					
Catalogue Specialist	► 20,100	21,500	23,900	► 19,900	21,300	23,600	► 21,900	23,400	26,100	► 20,900	22,400	24,900			
	► 2.17%			► 1.98%			► 4.21%			► 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

Blue Collar	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	19,500	21,400	23,500	22,100	24,300	26,700	20,800	22,700	24,900	21,700	23,800	26,300	24,400	26,700	28,300
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Barcode Printer	► 19,500	21,400	23,500	► 22,100	24,300	26,700	► 20,800	22,700	24,900	► 21,700	23,800	26,300	► 24,400	26,700	28,300
	► 2.17%			► 3.26%			► 2.41%			► 3.03%			► 2.97%		
Warehouse Executive	► 15,700	16,400	17,500	► 19,300	21,200	23,400	► 16,100	18,600	20,500	► 17,800	18,900	22,100	► 18,700	19,500	20,900
	► 2.51%			► 4.21%			► 3.15%			► 3.71%			► 3.29%		
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

	Hyderabad			Kolkata			Mumbai			Pune					
	21,500	23,400	25,400	20,500	22,400	23,600	21,900	23,700	25,900	21,100	22,900	25,500			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Barcode Printer	► 21,500	23,400	25,400	► 20,500	22,400	23,600	► 21,900	23,700	25,900	► 21,100	22,900	25,500			
	► 2.23%			► 1.77%			► 3.05%			► 2.55%					
Warehouse Executive	► 17,400	19,500	21,500	► 16,400	18,300	20,300	► 18,100	20,700	22,700	► 17,200	19,300	21,800			
	► 2.21%			► 2.03%			► 3.91%			► 2.17%					
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

► Salary (in INR per month) ► Var in %

Support Services	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Hygiene Associate	14,200	15,600	18,720	17,700	19,500	23,400	14,900	16,400	16,700	15,500	17,100	20,500	17,000	18,700	22,400
	3.03%			4.71%			3.21%			4.02%			4.39%		
Consultant Business Analyst	41,500	45,600	54,800	51,400	60,500	68,800	39,900	43,900	52,700	50,500	55,500	66,700	47,100	51,800	62,200
	4.58%			6.96%			4.97%			5.78%			4.75%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
Hygiene Associate	15,600	17,200	20,600	14,700	16,200	19,400	15,200	16,700	20,100	14,900	16,400	19,700			
	2.79%			2.17%			3.49%			3.02%					
Consultant Business Analyst	48,400	53,200	63,900	40,500	47,900	59,700	49,700	54,700	65,600	48,800	53,700	64,400			
	5.11%			4.05%			6.09%			5.07%					
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

Engineering	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Lead Engineer	19,200	23,900	29,100	25,900	33,500	36,500	19,300	24,500	28,900	22,700	28,200	32,300	22,600	27,500	32,000
	4.20%			6.66%			4.59%			5.47%			5.11%		
Sr. Graphic Designer	35,400	43,000	49,900	41,500	49,600	59,400	36,300	42,500	51,700	40,400	48,400	60,000	41,700	50,500	61,900
	4.09%			7.29%			4.78%			7.66%			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

	Hyderabad			Kolkata			Mumbai			Pune					
Lead Engineer	22,100	28,200	31,300	20,200	25,200	29,900	23,600	29,400	33,800	22,000	28,000	32,600			
	4.07%			3.75%			5.78%			5.13%					
Sr. Graphic Designer	38,600	49,700	57,300	36,200	45,200	56,100	42,000	51,800	61,700	39,600	48,300	57,000			
	4.28%			3.15%			8.07%			6.39%					
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Senior Recruiter	37,900	44,600	50,200	47,700	55,900	59,200	38,100	45,100	48,400	46,400	51,800	59,400	45,300	50,900	56,600
	3.75%			6.37%			4.07%			5.16%			3.71%		
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
	Hyderabad			Kolkata			Mumbai			Pune					
Senior Recruiter	45,100	50,800	54,900	39,200	46,200	50,800	46,600	53,700	58,700	41,900	47,200	56,500			
	4.78%			4.01%			4.78%			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

► Salary (in INR per month) ► Var in %

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Network Engineer</b>	► 27,700 3.14%	33,700 43,100	43,100	33,300 6.11%	44,200 51,400	51,400	27,500 3.70%	32,800 42,700	42,700	30,600 5.23%	39,800 50,500	50,500	29,900 4.47%	38,700 48,000	48,000
<b>IT Analyst</b>	► 33,100 2.21%	39,700 42,700	42,700	36,900 5.31%	45,500 52,100	52,100	32,600 3.08%	38,200 42,700	42,700	34,700 4.54%	40,900 49,900	49,900	34,900 4.01%	41,000 47,000	47,000
<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>

	Hyderabad			Kolkata			Mumbai			Pune					
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Network Engineer</b>	► 29,500 4.11%	37,900 46,100	46,100	27,600 3.29%	34,300 43,500	43,500	31,900 4.49%	41,800 49,900	49,900	30,200 3.40%	39,000 44,700	44,700			
<b>IT Analyst</b>	► 34,500 3.17%	40,500 45,300	45,300	32,100 2.50%	36,400 43,800	43,800	35,200 4.06%	42,200 48,500	48,500	34,200 3.67%	40,300 46,700	46,700			
<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>

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Quality Analyst</b>	► 27,500 4.01%	29,700 32,800	32,800	32,300 6.26%	34,900 38,400	38,400	28,300 4.29%	30,600 33,600	33,600	30,700 5.77%	33,200 37,300	37,300	31,100 5.09%	33,600 37,000	37,000
<b>Merchant Relationship Executive</b>	► 20,900 2.51%	26,900 37,600	37,600	24,900 4.70%	31,700 42,000	42,000	20,700 3.11%	27,000 37,400	37,400	24,700 4.02%	29,900 40,900	40,900	26,700 5.27%	32,900 44,900	44,900
<b>Sales Consultant</b>	► 33,100 3.01%	38,800 44,100	44,100	40,200 6.14%	44,000 50,300	50,300	34,300 3.41%	37,900 43,800	43,800	38,300 4.79%	43,000 47,400	47,400	39,700 6.83%	45,200 51,900	51,900
<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>

	Hyderabad			Kolkata			Mumbai			Pune					
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Quality Analyst</b>	► 29,700 3.63%	32,100 35,300	35,300	28,700 1.89%	31,000 34,100	34,100	30,300 4.55%	32,700 36,500	36,500	29,200 3.93%	31,500 35,300	35,300			
<b>Merchant Relationship Executive</b>	► 24,600 3.33%	29,700 41,100	41,100	22,500 2.29%	28,500 39,200	39,200	26,200 4.23%	31,800 42,800	42,800	24,100 2.41%	29,100 40,400	40,400			
<b>Sales Consultant</b>	► 36,700 4.76%	42,700 46,200	46,200	34,600 3.41%	40,700 43,800	43,800	39,300 7.14%	44,700 50,300	50,300	35,800 5.25%	41,100 46,900	46,900			
<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>

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Accounts Officer	26,100 29,300 36,600 3.20%	30,200 35,800 39,200 4.80%	24,400 30,900 38,300 3.74%	30,800 37,400 43,200 5.14%	25,200 35,500 40,000 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

	Ahmedabad	Kolkata	Mumbai	Pune
Accounts Officer	25,300 33,700 36,700 3.01%	24,100 31,100 34,500 2.14%	32,700 38,200 42,300 4.37%	28,300 34,600 38,100 3.87%
YEARS	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8

Administration / Operations	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Academic Advisor	21,500 27,700 33,300 3.25%	25,700 30,500 39,100 4.78%	22,500 28,900 34,700 3.70%	24,900 29,200 37,300 4.25%	26,300 31,900 42,300 3.30%
Sr. Student Engagement Executive	27,500 28,900 37,400 2.10%	33,500 42,500 50,100 4.13%	28,300 29,700 39,700 2.39%	31,700 40,500 48,600 3.03%	32,600 39,700 50,900 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

	Ahmedabad	Kolkata	Mumbai	Pune
Academic Advisor	26,900 31,300 36,200 2.14%	23,400 29,500 35,100 1.78%	25,000 31,300 38,700 4.58%	24,600 30,900 34,600 4.01%
Sr. Student Engagement Executive	29,300 37,500 46,700 3.07%	26,500 34,500 44,100 2.11%	31,700 40,800 48,900 3.58%	30,500 40,700 47,400 3.01%
YEARS	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8

Blue Collar	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Office Peon	9,700 12,800 17,700 2.66%	14,500 18,900 23,000 4.23%	10,500 13,000 17,700 2.21%	13,600 18,000 21,500 3.52%	12,900 15,600 21,200 3.04%
Helper	13,800 15,500 17,200 2.71%	15,500 17,600 20,300 4.23%	14,800 16,800 18,600 2.21%	16,700 17,600 19,600 3.79%	16,000 17,300 20,300 3.09%
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

	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Office Peon	11,900 15,200 18,600 2.19%	10,300 12,300 17,700 2.11%	16,600 18,200 23,500 4.03%	13,200 15,900 19,900 2.03%	
Helper	15,400 17,500 19,900 2.35%	14,900 17,600 19,400 2.05%	17,200 20,000 20,500 3.57%	15,800 17,600 19,800 3.10%	
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

► Salary (in INR per month) ► Var in %

Support Services		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Product Consultant		38,500 43,800 50,200 3.82%	51,300 57,500 64,800 5.91%	39,300 45,100 51,300 4.01%	49,900 56,100 62,500 5.19%	47,700 53,400 61,300 4.99%
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

		Ahmedabad	Kolkata	Mumbai	Pune
Product Consultant		44,500 49,700 55,400 3.25%	41,200 47,600 53,300 2.10%	49,400 55,300 60,700 4.41%	45,300 50,500 57,800 4.23%
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

Engineering		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Associate Programmer		50,500 55,900 61,200 4.09%	53,300 60,500 67,200 6.61%	47,700 56,100 60,200 5.14%	51,200 58,600 65,600 5.59%	50,600 57,100 63,900 6.07%
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
		Ahmedabad	Kolkata	Mumbai	Pune	
Associate Programmer		50,100 58,200 62,600 4.12%	52,300 58,400 63,100 3.14%	52,100 58,900 65,100 6.11%	51,700 57,300 62,100 5.13%	
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	

HR		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
HR Coordinator		30,200 35,700 41,000 2.33%	37,600 44,000 48,400 5.07%	32,200 36,600 41,200 3.29%	34,800 40,800 46,300 4.51%	33,100 37,400 45,400 4.03%
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
		Ahmedabad	Kolkata	Mumbai	Pune	
HR Coordinator		32,800 38,800 43,300 3.17%	32,400 38,700 43,000 2.78%	35,700 40,100 47,200 4.19%	34,600 40,500 44,800 3.96%	
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	

► Salary (in INR per month) ► Var in %

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>IT Engineer</b>	29,700	36,000	41,500	38,500	44,500	49,600	31,900	38,400	41,800	37,600	44,200	47,900	33,100	40,200	45,400
	3.14%			6.41%			3.58%			5.21%			4.27%		
<b>Technical support Engineer</b>	23,100	27,200	33,200	26,100	31,500	40,500	24,800	30,700	36,600	27,800	32,000	42,100	25,400	30,500	41,200
	4.11%			6.97%			4.82%			7.39%			6.89%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>IT Engineer</b>	36,300	41,500	45,200	31,700	37,900	44,600	38,000	43,900	51,000	36,500	42,000	49,300
	4.04%			3.07%			7.36%			6.30%		
<b>Technical support Engineer</b>	29,000	33,600	39,400	25,300	31,300	37,500	26,900	34,600	42,200	26,600	34,000	38,300
	4.10%			3.39%			7.05%			5.09%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sales Coordinator</b>	30,400	33,100	36,000	33,500	36,400	39,600	31,300	34,100	37,400	34,000	36,300	38,600	33,500	36,300	39,200
	2.33%			4.91%			3.24%			4.39%			3.01%		
<b>Customer Manager</b>	50,700	57,200	63,600	55,400	61,200	70,800	50,100	56,000	62,400	54,200	60,100	67,600	56,700	63,300	73,400
	5.19%			8.03%			5.91%			9.19%			5.03%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sales Coordinator</b>	31,800	33,800	35,500	30,000	33,400	34,900	33,200	36,500	38,300	30,000	32,000	34,400
	3.29%			2.34%			3.76%			3.03%		
<b>Customer Manager</b>	51,500	57,300	63,400	51,700	58,200	64,300	54,700	62,500	68,700	53,300	60,100	65,500
	6.18%			4.41%			6.80%			6.02%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Accounts Officer	24,300 28,900 37,600 2.78%	26,500 30,000 43,000 4.32%	24,300 29,200 37,500 3.16%	25,400 28,600 38,100 3.29%	25,400 30,000 41,300 4.02%
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

	Ahmedabad	Kolkata	Lucknow	Mumbai	Pune
Accounts Officer	27,100 30,800 41,000 3.77%	24,800 28,000 37,300 2.14%	23,200 28,300 37,100 3.33%	27,100 29,500 41,900 4.03%	25,200 31,300 40,600 3.17%
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

Administration / Operations	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Executive - Procurement	24,600 30,400 36,300 3.79%	26,700 32,800 41,600 6.14%	25,000 31,400 37,500 4.09%	26,000 30,500 38,000 5.69%	25,900 32,700 39,800 3.49%
Communications Specialist	33,500 48,100 61,500 4.26%	41,700 56,100 68,900 6.67%	34,700 49,200 59,800 3.91%	41,000 54,500 67,900 6.03%	40,700 53,300 65,800 5.14%
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

	Ahmedabad	Kolkata	Lucknow	Mumbai	Pune
Executive - Procurement	26,200 32,600 40,200 3.11%	23,800 30,700 37,500 2.30%	23,800 29,500 38,100 2.10%	27,400 33,500 41,500 5.79%	25,800 32,800 39,300 3.41%
Communications Specialist	39,700 51,200 62,600 4.19%	34,700 49,200 62,600 3.63%	33,500 44,400 55,600 3.09%	43,400 56,700 69,900 5.02%	38,700 49,700 60,700 4.69%
YEARS	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8

Blue Collar	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Repair Technician	20,100 22,200 23,800 2.12%	22,800 23,500 27,200 4.09%	21,400 22,100 23,600 2.33%	20,900 22,000 25,300 3.41%	22,200 22,700 25,800 2.66%
Store Picker	16,300 17,500 20,100 3.14%	18,200 19,300 23,000 5.37%	17,300 17,800 20,400 3.36%	16,900 17,800 21,700 2.14%	18,400 18,900 23,000 3.17%
Electrical Technician	10,800 14,500 20,700 3.23%	14,700 20,700 26,600 5.78%	11,100 15,800 21,900 3.68%	14,000 19,800 25,700 5.11%	15,500 23,100 30,700 6.37%
YEARS	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8

	Ahmedabad	Kolkata	Lucknow	Mumbai	Pune
Repair Technician	22,300 24,900 25,600 2.03%	20,700 22,800 24,000 1.77%	19,300 22,000 22,700 1.15%	23,500 25,700 29,700 4.81%	21,600 24,000 25,800 2.54%
Store Picker	17,900 19,900 22,100 2.29%	16,600 18,200 20,200 1.76%	15,600 17,000 19,500 1.22%	18,300 19,400 22,700 4.14%	17,600 19,200 22,300 2.41%
Electrical Technician	13,700 19,400 25,000 5.11%	14,200 18,700 22,900 3.23%	12,500 15,600 19,700 2.51%	16,700 22,700 28,300 6.04%	13,800 16,700 21,500 4.14%
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

► Salary (in INR per month) ► Var in %

<b>Support Services</b>	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Order Fulfillment Specialist</b>	30,500	40,800	51,100	35,000	47,900	60,700	31,300	41,900	52,400	33,800	46,100	58,200	35,700	49,100	62,500
	4.66%			5.69%			4.61%			3.90%			4.49%		
<b>Safety Officer</b>	18,000	20,200	22,400	20,900	24,200	27,200	16,700	19,000	21,600	19,600	21,700	24,800	19,800	22,300	27,100
	3.71%			5.09%			3.06%			3.79%			4.23%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
<b>Order Fulfillment Specialist</b>	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Order Fulfillment Specialist</b>	33,600	45,600	57,700	32,400	42,900	53,500	30,500	39,700	50,200	37,800	50,600	63,300	32,300	44,700	57,100
	4.23%			3.26%			2.11%			5.71%			4.23%		
<b>Safety Officer</b>	18,900	21,400	24,100	16,000	17,200	20,300	14,900	17,100	18,700	19,700	23,300	27,800	16,800	18,700	22,100
	4.33%			2.36%			1.49%			4.19%			3.33%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

<b>Engineering</b>	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Commissioning Engineer</b>	20,900	23,700	30,500	29,700	35,400	44,500	20,400	24,600	32,500	27,500	34,700	42,800	27,900	34,500	40,700
	3.99%			5.97%			3.09%			4.49%			3.71%		
<b>Validation Engineer</b>	23,100	25,900	33,000	32,800	39,400	51,100	21,900	27,000	31,100	29,800	38,500	46,700	31,000	38,100	48,300
	4.17%			6.97%			2.78%			4.69%			5.21%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
<b>Commissioning Engineer</b>	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Commissioning Engineer</b>	22,000	28,300	34,100	19,400	25,400	32,100	17,800	23,100	30,700	30,500	39,700	47,000	29,700	36,500	43,200
	3.21%			2.71%			2.09%			6.09%			5.14%		
<b>Validation Engineer</b>	24,500	32,000	38,300	21,200	27,400	34,600	18,800	25,000	32,600	34,100	44,000	49,700	32,400	39,800	47,000
	3.22%			2.17%			1.89%			6.09%			4.01%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

<b>HR</b>	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>HR Analyst</b>	38,400	45,100	50,700	46,800	52,200	59,900	40,200	47,500	54,800	41,800	49,700	57,000	43,600	47,400	54,500
	2.11%			4.39%			2.39%			3.71%			3.23%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												
<b>HR Analyst</b>	45,200	50,600	57,800	39,800	47,100	54,100	38,700	45,600	50,000	46,600	50,100	57,100	42,400	49,200	58,000
	4.21%			3.17%			2.16%			4.03%			4.69%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

► Salary (in INR per month) ► Var in %

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Resident Engineer</b>	► 18,300 ► 3.11%	23,300 5.25%	30,000 3.51%	23,500 5.07%	28,200 3.71%	35,500 3.71%	21,200 3.71%	25,300 4.22%	31,100 4.22%	23,500 4.22%	30,200 4.22%	36,600 4.22%	25,400 4.67%	30,500 4.67%	36,800 4.67%
<b>Network Engineer - IT</b>	► 39,200 ► 3.07%	45,200 5.07%	51,200 5.07%	46,600 3.03%	52,200 2.74%	59,400 2.74%	40,100 3.03%	48,500 2.74%	56,000 2.74%	42,700 4.41%	47,000 4.41%	55,200 4.41%	43,700 5.09%	46,900 5.09%	54,400 5.09%
<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>

	Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Resident Engineer</b>	► 21,800 ► 4.01%	26,200 3.35%	34,000 2.37%	19,300 3.03%	24,800 2.74%	30,400 2.74%	18,000 3.03%	21,900 2.74%	25,500 2.74%	26,800 4.41%	33,800 4.41%	43,100 4.41%	24,900 5.09%	31,500 5.09%	39,600 5.09%
<b>Network Engineer - IT</b>	► 44,500 ► 3.56%	48,800 3.03%	57,600 2.74%	40,100 3.03%	47,500 2.74%	53,500 2.74%	38,800 3.03%	45,600 2.74%	49,900 2.74%	45,700 4.41%	50,100 4.41%	58,200 4.41%	42,800 5.09%	48,800 5.09%	57,700 5.09%
<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>

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Delivery Manager-Sales</b>	► 50,500 ► 3.60%	58,700 6.69%	67,500 4.25%	57,600 6.69%	66,500 4.25%	75,400 4.25%	52,300 6.07%	60,800 6.07%	69,200 6.07%	55,400 6.07%	64,100 6.07%	72,700 6.07%	54,700 5.57%	62,400 5.57%	70,100 5.57%
<b>Merchandising Officer</b>	► 19,800 ► 3.02%	25,000 5.57%	32,000 3.71%	22,500 5.57%	27,000 3.71%	35,700 3.71%	21,100 3.71%	26,300 3.71%	32,200 3.71%	20,800 5.09%	24,900 5.09%	33,800 5.09%	21,900 3.71%	26,300 3.71%	33,400 3.71%
<b>Sales Consultant</b>	► 37,800 ► 5.08%	43,400 6.43%	48,400 5.71%	41,500 6.43%	47,300 5.71%	52,800 5.71%	38,300 5.71%	44,400 5.71%	49,400 5.71%	37,100 5.29%	44,500 5.29%	50,100 5.29%	42,000 5.63%	47,900 5.63%	52,000 5.63%
<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>

	Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Delivery Manager-Sales</b>	► 55,900 ► 5.03%	63,500 4.17%	71,100 3.91%	53,100 4.17%	64,900 3.91%	76,700 3.91%	50,500 3.91%	59,400 3.91%	69,800 3.91%	57,800 5.51%	65,800 5.51%	73,800 5.51%	55,400 5.21%	64,200 5.21%	71,500 5.21%
<b>Merchandising Officer</b>	► 22,200 ► 3.19%	26,600 2.36%	34,600 2.39%	20,000 2.36%	25,900 2.39%	33,400 2.39%	19,100 2.39%	25,100 2.39%	30,100 2.39%	21,800 6.21%	26,600 6.21%	37,800 6.21%	21,000 5.07%	27,000 5.07%	34,700 5.07%
<b>Sales Consultant</b>	► 39,000 ► 4.71%	45,700 3.30%	49,600 2.15%	38,900 3.30%	44,500 3.30%	49,700 3.30%	35,100 3.30%	37,600 3.30%	44,100 3.30%	41,300 6.19%	47,200 6.19%	52,000 6.19%	37,600 5.44%	43,500 5.44%	48,600 5.44%
<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>

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	20,600	22,200	25,100	22,700	24,200	29,200	20,500	23,300	26,500	22,000	23,900	28,700	24,000	27,600	31,000
	3.11%			4.21%			3.41%			4.13%			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
<b>Excise Assistant</b>	► 20,600	22,200	25,100	22,700	24,200	29,200	20,500	23,300	26,500	22,000	23,900	28,700	24,000	27,600	31,000
	3.11%			4.21%			3.41%			4.13%			5.41%		
<b>Trainee Accounts</b>	► 18,400	20,800	22,900	19,200	22,400	25,100	17,300	21,300	22,600	18,400	20,900	25,200	19,500	22,600	24,400
	2.74%			3.71%			3.40%			4.26%			3.91%		
<b>YEARS</b>	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
	21,800	24,000	26,800	21,500	24,100	26,900	24,700	28,200	32,100	22,300	26,100	29,400
	3.11%			2.39%			6.17%			4.14%		
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
<b>Excise Assistant</b>	► 21,800	24,000	26,800	21,500	24,100	26,900	24,700	28,200	32,100	22,300	26,100	29,400
	3.11%			2.39%			6.17%			4.14%		
<b>Trainee Accounts</b>	► 18,500	21,700	23,900	18,500	21,700	23,500	19,300	22,900	24,700	19,400	23,000	25,000
	2.39%			2.12%			4.51%			3.66%		
<b>YEARS</b>	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		
	14,700	16,300	20,500	17,800	21,300	25,200	15,100	17,300	21,400	17,100	20,800	24,600	16,600	20,500	23,700
	2.36%			5.15%			3.21%			4.29%			4.03%		
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
<b>Hub Incharge</b>	► 14,700	16,300	20,500	17,800	21,300	25,200	15,100	17,300	21,400	17,100	20,800	24,600	16,600	20,500	23,700
	2.36%			5.15%			3.21%			4.29%			4.03%		
<b>Procurement Analyst</b>	► 29,600	33,800	40,600	33,900	37,500	46,000	29,700	33,800	41,000	32,700	34,900	43,000	35,100	37,600	45,900
	3.39%			5.78%			3.97%			5.13%			5.25%		
<b>Transport Optimiser</b>	► 22,500	26,100	30,300	25,500	29,300	33,400	23,100	27,300	31,300	26,100	29,900	33,300	26,800	30,900	35,600
	2.91%			5.45%			3.36%			5.07%			6.63%		
<b>YEARS</b>	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
	15,700	18,900	21,900	15,700	19,600	22,100	19,800	23,500	26,700	17,100	20,400	23,400
	3.14%			2.12%			5.96%			4.21%		
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
<b>Hub Incharge</b>	► 15,700	18,900	21,900	15,700	19,600	22,100	19,800	23,500	26,700	17,100	20,400	23,400
	3.14%			2.12%			5.96%			4.21%		
<b>Procurement Analyst</b>	► 31,900	34,200	39,600	18,800	24,800	32,700	32,500	40,500	48,500	32,400	33,700	43,700
	4.02%			3.15%			6.11%			2.57%		
<b>Transport Optimiser</b>	► 24,200	28,600	32,700	23,500	28,100	31,900	26,300	30,500	33,900	24,100	28,500	31,600
	4.81%			3.78%			6.12%			3.22%		
<b>YEARS</b>	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		
	12,500	14,300	17,500	15,100	18,300	20,700	13,300	15,100	18,600	14,600	17,300	19,400	15,000	19,100	21,400
	2.11%			4.93%			2.39%			3.06%			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
<b>Tobacco Tester</b>	► 12,500	14,300	17,500	15,100	18,300	20,700	13,300	15,100	18,600	14,600	17,300	19,400	15,000	19,100	21,400
	2.11%			4.93%			2.39%			3.06%			4.11%		

► Salary (in INR per month)      ► Var in %

<b>Blue Collar</b>	<b>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Tobacco Tester</b>	15,500	19,800	22,900	14,800	18,900	22,100	14,400	17,200	20,500	13,900	16,800	20,500
	3.25%			2.78%			4.63%			3.17%		
<b>Forklift Operator</b>	17,900	21,100	23,100	17,100	20,400	22,400	18,500	21,600	24,400	18,800	21,900	23,700
	3.92%			2.78%			5.71%			4.17%		
<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>Support Services</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Media Operations Executive</b>	24,100	29,500	34,800	32,500	39,900	43,800	25,500	31,300	35,700	31,700	38,300	42,500	33,700	38,300	42,300
	3.33%			5.97%			3.89%			5.67%			6.25%		
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Media Operations Executive</b>	32,300	37,100	41,200	25,800	31,800	36,600	33,000	37,500	44,200	30,900	36,100	40,500
	5.22%			4.14%			6.56%			5.14%		
<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>Engineering</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Lead Planning Engineer</b>	33,800	42,300	53,300	41,100	50,200	60,500	34,900	43,300	54,700	40,500	48,800	58,600	41,900	51,000	61,300
	2.22%			4.09%			2.71%			3.17%			5.14%		
<b>MSC Technician Electrical</b>	21,200	27,100	31,100	25,100	31,600	35,400	21,700	26,900	30,100	23,500	29,400	32,900	23,900	29,000	34,100
	3.91%			6.39%			3.64%			5.15%			5.77%		
<b>Trainee Engineer</b>	20,300	22,100	24,200	22,400	24,500	26,200	19,500	21,400	23,000	21,000	23,800	25,600	20,500	23,500	26,400
	4.39%			5.17%			3.57%			4.30%			4.93%		
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Lead Planning Engineer</b>	38,500	46,300	57,400	35,500	44,600	55,800	42,900	51,700	62,500	36,100	45,600	56,700
	3.01%			2.19%			5.07%			2.11%		
<b>MSC Technician Electrical</b>	22,100	29,300	33,200	23,200	28,500	32,200	24,500	30,000	34,400	24,900	31,400	34,800
	4.81%			3.93%			5.76%			4.33%		
<b>Trainee Engineer</b>	22,000	23,000	26,100	20,900	22,800	24,800	22,400	25,000	27,000	22,500	24,900	26,500
	3.01%			2.71%			6.07%			4.25%		
<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>

► Salary (in INR per month) ► Var in %

HR	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
HR Consultant	24,500 30,400 36,300 4.14%	32,700 36,600 41,900 5.03%	25,700 31,600 37,500 4.77%	31,300 35,900 40,700 4.19%	30,900 35,100 39,600 3.69%
YEARS	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8

	Ahmedabad	Kolkata	Mumbai	Pune
HR Consultant	31,000 35,100 39,700 4.05%	26,900 32,800 39,300 3.11%	31,300 35,900 40,500 3.93%	30,400 34,200 38,300 3.47%
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

IT	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
System Validation Tester	31,900 36,400 42,300 5.24%	36,700 41,200 47,000 6.79%	30,800 36,100 41,800 4.93%	33,400 40,000 46,400 5.57%	34,000 38,200 47,300 6.13%
IT Analyst	32,500 37,400 42,600 4.14%	35,700 41,900 48,500 6.33%	33,500 37,200 42,800 4.79%	34,600 39,900 48,200 5.17%	33,300 39,100 44,700 4.67%
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

	Ahmedabad	Kolkata	Mumbai	Pune
System Validation Tester	34,900 39,500 47,000 5.33%	34,400 38,100 44,800 4.11%	35,600 40,900 48,100 7.29%	37,100 40,500 46,900 5.69%
IT Analyst	33,300 39,300 44,900 4.39%	29,800 36,600 42,400 3.14%	38,100 42,700 48,000 4.89%	33,800 41,500 49,100 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

Sales and Marketing	Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi
Product Promoter	13,300 16,400 19,700 3.39%	17,200 19,300 25,500 5.79%	14,400 17,100 21,300 3.79%	16,100 18,800 24,100 4.79%	14,700 17,600 22,900 4.17%
Business Coordinator	21,000 24,800 28,100 5.06%	23,600 27,800 32,100 7.30%	20,600 24,100 27,700 5.41%	23,300 26,900 31,100 5.57%	23,000 26,100 31,500 6.03%
Sales Consultant	31,500 36,700 41,500 4.75%	38,300 43,900 54,400 6.71%	31,700 37,300 41,300 5.01%	40,400 45,700 49,500 6.24%	42,100 48,100 53,000 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

	Ahmedabad	Kolkata	Mumbai	Pune
Product Promoter	14,900 17,600 22,100 4.01%	14,000 16,600 20,800 3.37%	16,700 18,900 24,700 5.13%	15,100 18,100 22,400 4.61%
Business Coordinator	22,400 26,400 29,300 4.11%	22,500 25,800 29,600 3.23%	23,300 26,500 31,300 6.71%	24,000 27,100 31,700 5.19%
Sales Consultant	36,400 41,500 46,300 5.77%	33,700 39,200 44,100 4.83%	43,500 48,300 59,800 7.21%	37,800 43,000 47,300 5.19%
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

► Salary (in INR per month) ► Var in %

Accounts	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	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 Consultant	33,500	38,600	50,200	30,500	35,075	45,598	34,300	39,445	51,279	32,800	37,720	49,036	31,500	36,225	47,093
	3.71%				2.47%			319.00%			3.39%			2.28%	
Taxation Executive	22,500	25,500	31,200	20,700	23,400	28,600	21,300	24,100	30,200	23,800	27,400	35,700	20,900	24,100	31,400
	4.59%				3.14%			4.13%			5.19%			4.36%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Kolkata			Mumbai				
	0-2	2-5	5-8	0-2	2-5	5-8		
Finance Consultant	30,900	35,535	46,196	32,200	37,030	48,139		
	2.11%				4.96%			
Taxation Executive	21,500	24,800	32,300	27,700	31,900	41,500		
	3.31%				4.26%			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8		

Administration / Operations	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Procurement Manager	34,900	39,200	46,900	32,100	35,600	44,100	32,500	39,200	44,200	34,300	37,900	46,800	34,400	36,700	46,100
	3.72%				2.36%			4.14%			3.44%			2.29%	
Sr Secretary	22,200	25,100	30,700	17,600	19,400	22,700	21,700	24,800	30,300	20,500	24,000	30,500	18,900	21,800	28,400
	4.88%				3.31%			4.06%			4.78%			4.01%	
Medical Information Assistant	25,500	28,900	35,300	21,500	23,700	29,000	24,700	28,200	33,900	23,600	27,700	34,400	22,300	25,700	31,700
	6.21%				2.07%			4.19%			5.17%			3.17%	
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

	Kolkata			Mumbai				
	0-2	2-5	5-8	0-2	2-5	5-8		
Procurement Manager	32,500	35,200	44,100	33,900	36,500	45,800		
	1.76%				3.06%			
Sr Secretary	17,600	19,900	24,700	20,800	24,000	31,000		
	2.14%				5.09%			
Medical Information Assistant	21,900	24,800	29,800	26,300	30,300	36,400		
	2.55%				6.66%			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8		

Blue Collar	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Staff Nurse	29,700	34,000	41,500	28,400	30,600	36,500	29,100	34,600	40,200	30,400	33,800	40,600	31,800	34,700	40,600
	5.11%				2.73%			4.17%			4.61%			3.14%	
Mobiliser	20,300	23,000	29,700	17,500	19,300	23,600	21,200	24,200	29,100	23,300	27,300	33,400	22,300	25,700	31,700
	4.21%				2.65%			3.79%			3.29%			3.01%	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar	Kolkata			Mumbai		
	0-2	2-5	5-8	0-2	2-5	5-8
<b>Staff Nurse</b>	► 28,000 ► 2.91%	31,700 38,100		30,100 6.17%	34,200 41,900	
<b>Mobiliser</b>	► 21,900 ► 2.43%	24,800 29,800		26,600 4.59%	30,600 35,900	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Support Services	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Microbiologist</b>	► 26,100 ► 5.56%	33,700 50,200		22,500 3.03%	30,400 39,500		22,700 4.12%	31,400 46,800		24,300 3.25%	33,400 48,500		24,500 2.79%	31,000 43,300	
<b>Payroll Analyst</b>	► 42,300 ► 8.15%	47,800 61,700		34,500 5.09%	39,000 46,800		40,400 7.22%	46,100 56,800		37,800 6.47%	44,300 54,100		38,700 5.93%	44,600 54,900	
<b>Physiotherapist</b>	► 28,300 ► 6.66%	31,500 39,400		25,100 3.19%	28,400 33,300		27,100 6.12%	30,900 38,100		29,500 7.09%	34,000 40,200		26,600 4.71%	30,600 36,800	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Kolkata			Mumbai		
	0-2	2-5	5-8	0-2	2-5	5-8
<b>Microbiologist</b>	► 22,200 ► 1.79%	28,900 40,200		24,400 5.34%	35,900 47,700	
<b>Payroll Analyst</b>	► 35,600 ► 5.47%	39,200 47,900		41,100 6.41%	47,300 55,400	
<b>Physiotherapist</b>	► 25,300 ► 4.13%	27,900 34,100		27,700 5.21%	31,900 37,400	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Engineering	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Project And Service Engineer</b>	► 46,500 ► 4.69%	52,300 59,400		44,900 2.87%	48,400 52,500		48,100 6.70%	53,400 62,400		48,400 4.57%	54,900 63,100		45,600 3.46%	52,200 54,500	
<b>Biomedical Engineer</b>	► 24,800 ► 7.27%	29,800 38,100		21,800 5.39%	26,600 30,300		23,000 5.17%	28,900 35,000		27,200 6.66%	33,000 38,000		24,500 4.36%	29,800 33,300	
<b>Business support engineer</b>	► 26,100 ► 6.36%	29,500 38,100		24,300 3.06%	27,500 33,000		27,900 7.09%	31,900 39,300		28,300 6.77%	33,200 40,600		26,100 5.21%	30,100 37,100	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Kolkata			Mumbai		
	0-2	2-5	5-8	0-2	2-5	5-8
<b>Project And Service Engineer</b>	► 45,700 ► 2.34%	49,000 52,000		47,200 6.07%	56,300 60,300	
<b>Biomedical Engineer</b>	► 22,900 ► 3.45%	28,300 31,300		28,100 8.36%	35,000 43,100	
<b>Business support engineer</b>	► 25,400 ► 3.39%	28,000 34,200		26,800 5.05%	30,900 36,200	
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

HR	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	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 Operations Executive	27,800	31,500	40,700	24,800	28,100	33,800	26,300	30,300	38,200	25,700	30,100	36,200	27,100	30,700	38,400
YEARS	7.26%	3.17%	5.29%							4.06%			5.11%		

	Kolkata			Mumbai		
	0-2	2-5	5-8	0-2	2-5	5-8
HR Operations Executive	25,300	27,600	33,200	26,600	30,600	35,900
YEARS	3.33%	4.71%				

IT	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Network Engineer	40,900	49,600	54,000	35,100	42,000	45,900	39,400	46,300	52,800	39,300	44,600	49,900	40,700	45,400	50,700
YEARS	7.77%	4.69%	6.81%							4.90%			5.83%		
Automation Consultant	51,200	56,400	64,900	43,400	49,100	57,000	47,800	52,600	62,600	41,200	48,700	60,400	45,500	52,400	64,500
YEARS	8.36%	4.31%	7.73%							6.06%			7.07%		

	Kolkata			Mumbai		
	0-2	2-5	5-8	0-2	2-5	5-8
Network Engineer	37,000	42,700	47,500	41,400	46,600	52,100
YEARS	5.22%	6.21%				
Automation Consultant	40,300	46,000	58,900	44,700	51,500	60,300
YEARS	5.39%	6.59%				

Sales and Marketing	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Associate Business Officer	21,900	23,700	28,100	18,500	20,600	23,500	20,100	22,100	26,600	21,100	24,900	31,300	20,400	21,900	26,400
YEARS	6.41%			4.10%			5.59%			7.39%			3.05%		
Wellness Advisor	20,200	22,600	25,700	16,300	18,100	22,300	22,300	23,600	27,700	20,000	23,100	25,500	16,700	21,400	24,800
Customer Marketing Executive	26,700	30,200	39,300	24,100	27,300	32,800	26,300	29,000	37,700	25,400	30,000	37,200	24,900	28,700	35,400
YEARS	6.11%			3.21%			5.26%			5.03%			4.55%		

	Kolkata			Mumbai		
	0-2	2-5	5-8	0-2	2-5	5-8
Associate Business Officer	18,800	23,500	26,600	19,500	25,100	29,200
YEARS	3.61%			6.31%		
Wellness Advisor	18,000	20,600	23,200	18,000	21,900	25,900
Customer Marketing Executive	23,300	25,700	31,400	27,900	32,100	37,600
YEARS	3.10%			5.17%		

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata		
	23,900	28,100	31,100	26,400	30,200	36,500	25,500	29,500	33,000	27,500	31,300	36,800	24,200	26,700	30,600
YEARS	0-2	2-5	5-8	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 Coordinator	► 23,900	► 28,100	► 31,100	► 26,400	► 30,200	► 36,500	► 25,500	► 29,500	► 33,000	► 27,500	► 31,300	► 36,800	► 24,200	► 26,700	► 30,600
	► 4.22%			► 5.71%			► 4.49%			► 6.51%			► 4.01%		
Accounts Manager	► 25,500	► 31,400	► 37,800	► 31,500	► 38,700	► 43,500	► 26,700	► 32,300	► 39,100	► 28,800	► 32,900	► 39,500	► 27,300	► 31,200	► 37,500
	► 5.09%			► 6.97%			► 5.55%			► 6.21%			► 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

## Mumbai

Finance Coordinator	► 27,500	► 30,800	► 35,600
	► 5.07%		
Accounts Manager	► 33,800	► 39,600	► 49,500
	► 7.51%		
YEARS	0-2	2-5	5-8

## Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata		
Executive - Front Office	20,600	25,100	27,200	25,700	30,000	35,100	20,800	25,700	27,600	23,700	28,400	34,000	22,300	25,700	30,500
	2.17%			4.19%		<th>3.25%</th> <td></td> <td><th>4.69%</th><td></td><td></td><th>3.39%</th><td></td><td></td></td>	3.25%		<th>4.69%</th> <td></td> <td></td> <th>3.39%</th> <td></td> <td></td>	4.69%			3.39%		
Restaurant Assistant Manager	► 28,700	► 32,800	► 39,400	► 36,700	► 41,900	► 50,300	► 32,100	► 36,600	► 44,000	► 39,300	► 44,900	► 53,900	► 37,800	► 43,100	► 51,800
Outpost Consultant	► 17,800	► 20,300	► 25,000	► 21,900	► 25,000	► 30,500	► 18,900	► 21,600	► 25,800	► 21,300	► 24,100	► 29,000	► 20,300	► 22,800	► 27,600
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

## Mumbai

Executive - Front Office	► 23,700	► 29,700	► 33,800
	► 5.14%		
Restaurant Assistant Manager	► 38,500	► 43,900	► 52,700
	► 6.24%		
Outpost Consultant	► 23,100	► 27,300	► 32,800
	► 4.81%		
YEARS	0-2	2-5	5-8

## Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata		
AC Technician	► 17,500	► 20,000	► 24,600	► 20,500	► 23,400	► 28,600	► 18,200	► 20,800	► 24,800	► 21,300	► 24,100	► 29,000	► 19,300	► 21,700	► 26,300
	2.53%			3.55%		<th>3.12%</th> <td></td> <td><th>4.02%</th><td></td><td></td><th>3.33%</th><td></td><td></td></td>	3.12%		<th>4.02%</th> <td></td> <td></td> <th>3.33%</th> <td></td> <td></td>	4.02%			3.33%		
Housekeeping Assistant	► 13,200	► 14,600	► 16,500	► 15,800	► 17,300	► 21,500	► 13,900	► 15,900	► 17,800	► 15,000	► 16,900	► 20,200	► 13,900	► 16,500	► 19,000
Laundry Associate	► 9,500	► 10,900	► 13,500	► 12,600	► 14,400	► 18,000	► 10,600	► 12,200	► 14,700	► 13,600	► 15,300	► 19,000	► 11,300	► 12,500	► 13,900
YEARS	0-2	2-5	5-8	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

Mumbai		
<b>AC Technician</b>	► 22,700	26,200
	► 4.83%	29,700
<b>Housekeeping Assistant</b>	► 15,500	18,400
	► 5.59%	21,800
<b>Laundry Associate</b>	► 14,700	17,400
	► 6.09%	20,900
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>
	<b>5-8</b>	

## Support Services

Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			
<b>Hair stylist</b>	► 17,800	20,300	25,000	22,900	28,000	33,100	19,100	22,000	26,400	23,700	27,300	34,400	20,300	23,400	28,100
	► 4.19%			► 6.06%			► 5.51%			► 7.21%			► 4.01%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

## Engineering

Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata			
<b>Deputy Manager</b>	► 30,800	35,700	43,900	34,500	41,500	51,400	32,200	38,100	47,100	34,700	42,900	50,800	34,300	39,900	45,600
	► 4.01%			► 6.17%			► 5.03%			► 5.22%			► 4.47%		
<b>Supervisor [Tech]</b>	► 32,500	35,800	38,600	38,800	44,200	50,300	34,200	38,000	41,700	37,100	43,100	46,700	35,800	40,500	43,300
	► 4.51%			► 8.28%			► 5.05%			► 6.41%			► 5.67%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

## Mumbai

Mumbai		
<b>Deputy Manager</b>	► 37,200	45,200
	► 7.66%	54,100
<b>Supervisor [Tech]</b>	► 36,900	41,100
	► 7.76%	47,500
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>
	<b>5-8</b>	

► Salary (in INR per month) ► Var in %

HR	Ahmedabad	Bangalore	Chandigarh	Delhi	Kolkata
Recruiter	32,700 36,000 40,700 4.19%	38,500 42,400 45,000 6.23%	34,000 37,600 41,800 4.71%	38,600 43,000 45,900 5.47%	33,500 37,600 40,600 3.65%
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

## Mumbai

Recruiter	40,200 44,800 47,100 6.81%
YEARS	0-2 2-5 5-8

IT	Ahmedabad	Bangalore	Chandigarh	Delhi	Kolkata
IT Consultant	31,500 36,900 46,200 3.93%	38,100 46,500 54,900 7.03%	32,300 37,200 44,700 4.19%	36,600 41,400 49,700 5.13%	31,900 36,700 44,100 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

## Mumbai

IT Consultant	35,400 42,200 52,400 6.14%
YEARS	0-2 2-5 5-8

Sales and Marketing	Ahmedabad	Bangalore	Chandigarh	Delhi	Kolkata
Telemarketing Executive	17,300 18,600 20,500 3.17%	22,500 24,800 28,300 6.31%	20,500 21,600 23,800 3.92%	23,600 26,000 29,700 6.91%	21,700 23,300 26,100 4.37%
Digital Marketing Executive	20,400 23,900 29,900 4.71%	24,100 26,600 31,400 5.36%	21,100 24,300 29,200 4.13%	22,900 25,900 30,900 5.07%	22,200 25,600 30,800 4.71%
Sales Coordinator	20,200 25,400 36,200 4.33%	28,500 37,500 46,500 7.03%	18,900 26,500 35,500 4.61%	21,700 32,700 44,800 5.63%	26,200 32,800 46,500 4.95%
YEARS	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8	0-2 2-5 5-8

## Mumbai

Telemarketing Executive	24,700 27,700 31,900 7.32%
Digital Marketing Executive	23,500 25,700 29,300 4.16%
Sales Coordinator	29,100 39,100 46,800 7.31%
YEARS	0-2 2-5 5-8

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	27,700	33,100	38,200	33,100	38,700	44,300	30,200	35,400	40,700	32,000	36,000	42,500	34,000	40,000	46,900
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Accounts Payable Specialist	► 27,700	33,100	38,200	33,100	38,700	44,300	30,200	35,400	40,700	32,000	36,000	42,500	34,000	40,000	46,900
	► 4.21%			6.37%			4.55%			5.17%			6.37%		
Finance Analyst	► 33,300	35,000	37,800	40,800	44,100	49,400	34,700	36,500	39,100	38,500	40,500	45,000	37,900	39,800	44,200
	► 5.07%			6.95%			5.39%			6.23%			5.75%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
	31,400	35,700	42,700	28,900	33,700	39,600	36,700	45,200	53,000	25,600	35,100	45,800			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Accounts Payable Specialist	► 31,400	35,700	42,700	28,900	33,700	39,600	36,700	45,200	53,000	25,600	35,100	45,800			
	► 4.08%			3.24%			5.03%			6.17%					
Finance Analyst	► 36,600	38,500	42,800	35,300	37,100	41,200	38,300	41,000	46,000	39,100	41,500	46,900			
	► 4.08%			3.24%			5.03%			6.17%					
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	25,700	29,000	36,300	29,400	36,500	45,700	27,700	31,900	41,700	29,100	33,900	45,100	29,100	35,100	43,600
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Export Commercial Associate	► 25,700	29,000	36,300	29,400	36,500	45,700	27,700	31,900	41,700	29,100	33,900	45,100	29,100	35,100	43,600
	► 2.21%			4.09%			2.82%			3.51%			3.03%		
Procurement Executive	► 19,600	21,800	26,400	22,900	24,800	29,100	20,700	21,800	23,400	21,700	22,800	25,800	24,100	25,800	30,800
	► 5.45%			5.63%			3.16%			5.09%			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

	Hyderabad			Kolkata			Mumbai			Pune					
	28,600	33,800	45,300	27,500	30,500	40,600	31,600	37,400	49,600	31,800	37,500	47,000			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Export Commercial Associate	► 28,600	33,800	45,300	27,500	30,500	40,600	31,600	37,400	49,600	31,800	37,500	47,000			
	► 3.31%			2.71%			5.55%			5.87%					
Procurement Executive	► 21,300	22,400	24,900	20,900	22,000	24,500	23,500	25,700	30,100	21,900	23,300	27,300			
	► 4.73%			4.21%			7.02%			5.37%					
YEARS	0-2	2-5	5-8	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		
	15,000	16,100	17,900	18,800	20,300	23,600	16,100	16,900	19,400	17,100	18,600	22,300	20,300	21,400	25,200
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Shade Matcher	► 15,000	16,100	17,900	18,800	20,300	23,600	16,100	16,900	19,400	17,100	18,600	22,300	20,300	21,400	25,200
	► 2.93%			5.34%			3.63%			4.23%			5.06%		
Maintenance Foreman	► 15,300	18,100	21,100	22,700	26,100	29,900	16,500	19,100	22,800	21,400	24,500	28,200	23,800	25,900	30,600
	► 5.24%			7.45%			6.58%			6.49%			7.48%		
Safety Welding Specialist	► 17,500	19,500	22,700	21,300	23,100	26,600	18,300	19,900	23,300	20,900	22,000	24,900	21,000	22,500	26,800
	► 2.15%			4.59%			3.31%			4.03%			5.31%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

<b>Blue Collar</b>		<b>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
		16,600	18,600	20,500	15,000	17,400	19,400	17,600	21,500	23,800	17,400	18,200	20,200
<b>Shade Matcher</b>		3.11%			2.41%			5.79%			4.01%		
<b>Maintenance Foreman</b>		20,900	23,900	27,100	18,100	21,400	24,800	24,700	27,800	32,000	23,400	27,400	30,400
<b>Safety Welding Specialist</b>		5.47%			4.15%			6.11%			5.23%		
		18,900	19,900	22,100	18,500	19,500	21,700	22,100	24,100	28,200	20,100	21,400	24,200
		3.04%			2.93%			5.75%			3.73%		
<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>Support Services</b>		<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
		23,800	26,500	30,800	26,300	28,700	33,600	24,500	26,600	31,200	27,700	30,000	35,700	26,600	28,500	34,800
<b>Contractor Relationship Officer</b>		4.25%			6.41%			5.07%			7.50%			5.45%		
<b>Colour consultant</b>		22,600	25,100	29,200	24,500	26,800	31,400	23,700	25,800	30,200	22,300	24,100	28,700	24,800	26,600	32,500
<b>Data Annotator</b>		5.23%			7.41%			5.88%			6.51%			5.44%		
		17,500	19,500	22,700	23,900	26,100	30,600	18,300	19,900	23,300	21,700	23,500	28,000	20,900	22,400	27,400
		5.26%			8.38%			7.15%			7.47%			5.49%		
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
		26,200	27,600	30,700	23,700	24,900	27,700	27,100	29,600	34,100	21,100	22,400	25,400
<b>Contractor Relationship Officer</b>		4.67%			4.20%			7.13%			5.68%		
<b>Colour consultant</b>		23,700	24,900	27,700	20,100	21,200	23,600	31,100	33,300	37,300	24,100	25,600	29,000
<b>Data Annotator</b>		4.18%			3.17%			7.16%			5.27%		
		21,900	23,000	26,000	19,500	20,500	22,800	23,100	24,800	27,800	22,800	23,800	28,600
		7.33%			5.06%			6.19%			6.91%		
<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>Engineering</b>		<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
		26,300	29,200	33,900	27,900	29,900	34,700	27,500	29,200	32,800	30,800	33,300	39,700	28,400	30,400	37,100
<b>Deployment Engineer</b>		5.29%			7.36%			4.63%			7.53%			7.94%		
<b>Turbine Engineer</b>		20,300	22,600	26,300	26,600	28,500	32,500	21,100	22,400	25,100	25,900	27,500	31,100	24,300	26,100	31,900
<b>Signalling System Engineer</b>		4.18%			7.28%			3.97%			5.25%			7.75%		
		25,100	27,900	32,400	29,100	31,200	35,600	26,300	27,900	31,300	28,500	30,300	34,300	27,300	29,300	35,800
		4.18%			7.28%			3.97%			5.25%			7.75%		
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
		27,200	28,600	31,800	26,600	28,000	31,100	29,300	31,400	35,200	28,500	30,300	34,300
<b>Deployment Engineer</b>		5.47%			4.20%			8.13%			6.28%		
<b>Turbine Engineer</b>		23,400	24,600	27,400	22,700	23,900	26,600	27,800	29,800	34,300	25,400	28,000	33,400
<b>Signalling System Engineer</b>		4.15%			3.16%			7.25%			6.93%		
		27,000	28,400	31,600	25,400	26,700	29,700	28,300	30,300	34,900	27,900	30,700	36,600
		4.15%			3.16%			6.41%			7.59%		
<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>

► Salary (in INR per month) ► Var in %

HR	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>HR-Shared Support</b>	33,700	40,700	46,600	42,200	51,900	65,200	39,800	46,400	54,700	40,800	51,200	60,300	39,900	51,700	59,900
	4.09%			8.53%			5.70%			7.83%			5.53%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
<b>HR-Shared Support</b>	40,800	50,700	63,200	37,500	46,000	58,000	41,800	52,500	63,600	41,500	52,100	61,900
	7.41%			4.71%			6.49%			6.68%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Engineer-Software Web Testing</b>	35,500	40,600	42,300	47,200	54,200	61,200	43,400	49,500	53,500	43,900	51,300	58,200	42,400	48,800	54,300
	4.14%			6.82%			4.71%			6.27%			5.37%		
<b>UX Researcher</b>	37,800	42,000	48,800	49,300	52,800	60,200	41,300	43,800	49,100	45,300	48,500	59,200	47,300	50,200	56,800
	5.42%			7.16%			5.70%			7.62%			6.48%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
<b>Engineer-Software Web Testing</b>	43,900	51,000	56,800	41,200	48,100	54,900	46,800	54,800	60,200	48,200	51,800	59,500
	6.30%			3.21%			6.30%			5.34%		
<b>UX Researcher</b>	46,400	48,800	54,200	42,500	44,700	49,700	42,300	45,300	52,100	43,500	47,900	57,100
	5.68%			4.22%			5.22%			7.17%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sales Analyst</b>	41,300	45,900	53,300	48,900	52,400	59,800	43,600	46,300	51,900	46,600	49,400	55,900	47,800	51,200	62,500
	4.84%			7.75%			5.17%			6.07%			6.74%		
<b>Territory Sales Officer</b>	21,300	25,000	28,800	24,800	27,100	33,800	22,600	26,100	30,600	23,300	26,600	31,900	24,400	29,700	34,900
	3.33%			5.49%			3.67%			5.21%			6.33%		
<b>Sales Campaigner</b>	15,700	18,300	20,200	19,700	22,900	26,600	17,300	21,400	22,300	18,000	21,300	23,200	18,300	21,100	23,700
	4.07%			5.67%			4.33%			5.09%			6.16%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
<b>Sales Analyst</b>	44,800	47,100	52,300	43,700	45,900	51,000	50,200	53,800	61,900	45,200	49,800	59,300
	4.67%			4.06%			6.13%			5.93%		
<b>Territory Sales Officer</b>	22,900	26,000	30,300	22,600	26,100	30,900	25,700	30,700	33,700	23,500	26,500	31,900
	4.31%			4.01%			5.69%			4.88%		
<b>Sales Campaigner</b>	17,800	21,100	22,700	16,900	18,100	21,700	17,900	22,600	26,400	19,500	22,000	24,500
	4.79%			3.11%			6.33%			4.67%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	23,900	31,200	39,800	30,700	39,800	49,800	29,300	36,900	46,700	29,800	37,200	46,400	27,200	37,100	45,900
YEARS	0-2	2-5	5-8	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 Processor	► 23,900	31,200	39,800	30,700	39,800	49,800	29,300	36,900	46,700	29,800	37,200	46,400	27,200	37,100	45,900
	► 4.18%			5.77%			4.70%			4.37%			6.57%		
Digital Debt Counsellor	► 17,300	18,200	19,700	23,500	25,400	28,500	18,100	19,100	20,500	22,100	23,300	25,900	18,700	19,700	21,900
	► 3.39%			6.74%			4.39%			5.31%			4.60%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
	26,100	37,400	44,100	25,400	33,000	40,800	31,500	41,400	51,800	28,200	36,900	47,300			
YEARS	0-2	2-5	5-8	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 Processor	► 26,100	37,400	44,100	25,400	33,000	40,800	31,500	41,400	51,800	28,200	36,900	47,300			
	► 5.39%			4.49%			7.54%			5.76%					
Digital Debt Counsellor	► 20,500	21,600	24,000	19,400	20,400	22,700	21,900	23,500	26,400	20,800	22,100	25,000			
	► 3.98%			3.14%			6.01%			5.04%					
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	41,400	44,300	52,600	45,600	49,900	61,200	43,400	47,200	56,000	44,300	56,800		43,100	46,000	55,500
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Procurement Specialist	► 41,400	44,300	52,600	45,600	49,900	61,200	43,400	47,200	56,000	44,300	56,800		43,100	46,000	55,500
	► 5.14%			7.39%			5.60%			7.01%			5.71%		
Consultant Administrator	► 37,500	39,400	42,600	46,800	50,600	56,700	38,300	40,300	43,200	45,500	47,800	53,100	44,200	46,500	51,700
	► 7.17%			7.76%			6.64%			7.38%			6.76%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
	45,000	47,300	56,500	43,500	47,700	55,400	45,700	46,700	56,000	44,000	47,900	55,100			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Procurement Specialist	► 45,000	47,300	56,500	43,500	47,700	55,400	45,700	46,700	56,000	44,000	47,900	55,100			
	► 6.29%			5.63%			6.11%			6.54%					
Consultant Administrator	► 43,600	45,800	50,900	40,500	42,600	47,300	43,300	46,400	52,000	42,100	44,700	50,600			
	► 8.02%			7.69%			7.52%			7.49%					
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

Blue Collar	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	18,100	20,300	23,400	20,800	25,500	26,700	19,200	20,900	24,700	19,900	24,500	26,500	21,700	25,100	27,500
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Cleaning Staff	► 18,100	20,300	23,400	20,800	25,500	26,700	19,200	20,900	24,700	19,900	24,500	26,500	21,700	25,100	27,500
	► 5.32%			7.68%			5.79%			7.22%			6.78%		
Facility Executive	► 21,800	28,900	31,900	23,700	33,600	41,000	24,100	28,100	32,000	21,800	27,900	39,100	26,000	32,000	38,700
	► 5.30%			6.67%			5.46%			6.55%			6.29%		
Office Assistant Support	► 16,200	17,100	18,500	20,500	22,200	24,900	15,500	16,300	17,500	18,200	19,200	21,400	17,100	18,000	20,000
	► 3.30%			3.67%			3.79%			3.18%			3.11%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
	21,400	25,600	27,800	20,900	22,200	25,500	22,100	27,300	29,100	20,500	25,500	28,000			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Cleaning Staff	► 21,400	25,600	27,800	20,900	22,200	25,500	22,100	27,300	29,100	20,500	25,500	28,000			
	► 5.78%			4.93%			6.37%			6.51%					
Facility Executive	► 24,700	30,800	38,800	23,100	29,700	33,100	24,600	28,200	42,000	24,600	32,100	37,000			

► Salary (in INR per month) ► Var in %

Support Services		Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
YEARS		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Learning Specialist		48,100	50,600	54,700	60,300	65,200	73,100	52,300	55,000	58,900	58,100	61,100	67,900	63,700	66,900	74,300
	►	5.17%			7.49%			5.97%			7.12%			7.79%		
Data Science Consultant		55,500	58,300	63,000	62,500	67,500	75,600	56,300	59,200	63,400	60,700	63,800	70,900	58,300	61,300	68,100
	►	5.71%			8.29%			6.02%			7.10%			6.92%		
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

		Hyderabad			Kolkata			Mumbai			Pune					
		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
YEARS		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Learning Specialist		56,100	59,000	65,500	54,300	57,100	63,400	57,500	61,600	69,000	56,500	59,900	67,700	55,570	59,900	67,21%
	►	5.57%			4.22%			6.38%			7.21%					
Data Science Consultant		58,800	61,800	68,600	57,600	60,500	67,200	60,100	64,400	72,200	59,000	62,600	70,800	58,800	61,300	68,100
	►	8.14%			7.94%			7.35%			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

Engineering		Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
YEARS		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Sr Server Management Engineer		50,500	53,100	57,400	56,900	61,500	68,900	52,100	54,800	58,700	55,700	58,500	65,000	53,200	55,900	62,100
	►	4.19%			6.75%			4.64%			6.18%			5.63%		
Technical Analyst		29,100	30,600	33,100	36,900	39,900	44,700	24,600	25,900	27,800	35,500	37,300	41,500	30,500	32,100	35,700
	►	6.41%			8.19%			5.41%			6.92%			5.49%		
Automation Engineer		30,800	37,700	49,500	41,600	53,000	62,400	32,300	39,500	51,900	37,600	48,600	60,200	31,900	44,900	55,500
	►	6.77%			9.21%			5.79%			7.21%			6.17%		
YEARS		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

		Hyderabad			Kolkata			Mumbai			Pune					
		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
YEARS		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Sr Server Management Engineer		54,300	57,100	63,400	52,600	55,300	61,400	50,500	54,100	60,600	54,700	58,000	65,600	53,570	59,900	67,21%
	►	4.76%			3.90%			5.20%			6.25%					
Technical Analyst		32,700	34,400	38,200	29,700	31,200	34,700	31,500	33,800	37,900	33,400	35,500	40,200	30,500	32,100	35,700
	►	6.38%			4.28%			5.71%			7.09%			6.64%		
Automation Engineer		34,300	45,500	56,300	32,300	39,600	51,600	38,200	48,900	59,000	34,600	45,400	54,900	31,900	44,900	55,500
	►	7.03%			5.18%			7.51%			6.09%					
YEARS		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR		Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
YEARS		0-2	2-5	5-8	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 Specialist		38,000	41,800	51,100	43,000	49,400	57,500	40,700	45,300	53,500	40,100	47,800	54,700	41,400	44,500	52,500
	►	3.64%			5.77%			4.93%			5.37%			4.57%		
Recruitment Consultant		32,100	39,200	44,800	43,400	47,900	57,500	34,000	41,000	48,100	45,600	50,200	62,000	42,900	48,300	59,100
	►	6.17%			7.82%			6.68%			8.39%			6.64%		
YEARS		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
		Hyderabad			Kolkata			Mumbai			Pune					
		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
YEARS		0-2	2-5	5-8	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 Specialist		42,300	47,100	52,500	42,000	46,100	51,000	42,600	49,600	58,100	41,700	47,200	53,200	41,200	46,700	52,200
	►	3.94%			3.13%			5.47%			4.67%			4.57%		
Recruitment Consultant		35,600	46,700	54,400	33,800	41,400	50,400	41,000	50,300	56,800	38,400	48,300	57,000	37,900	46,600	53,900
	►	5.95%			4.50%			7.57%			7.49%			6.64%		
YEARS		0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8						

► Salary (in INR per month) ► Var in %

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Software Test Specialist</b>	33,400	40,000	52,600	39,800	49,800	60,800	37,600	44,600	56,800	39,300	48,600	60,000	37,900	47,000	56,100
	5.16%			7.76%			5.63%			7.31%			5.72%		
<b>Technical Support Consultant</b>	22,500	23,700	25,600	28,700	31,000	34,800	24,100	25,400	27,200	27,200	28,600	31,800	25,500	26,800	29,800
	6.22%			8.71%			6.71%			7.49%			6.77%		
<b>DevOps Engineer</b>	56,300	59,200	64,000	74,700	80,700	90,400	57,900	60,800	65,100	72,100	75,800	84,200	62,500	65,700	73,000
	5.25%			8.93%			6.15%			8.03%			6.89%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Software Test Specialist</b>	39,600	51,100	61,900	37,700	45,500	56,700	37,200	48,200	59,600	38,200	45,500	55,500
	7.87%			5.66%			6.74%			5.41%		
<b>Technical Support Consultant</b>	26,300	27,700	30,800	25,300	26,600	29,600	26,900	28,800	32,300	26,100	27,700	31,400
	8.01%			7.69%			7.31%			7.07%		
<b>DevOps Engineer</b>	67,200	70,600	78,400	60,500	63,600	70,600	69,600	74,500	83,500	68,200	72,300	81,700
	7.36%			6.69%			7.79%			7.03%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sales Consultant</b>	27,500	28,900	31,300	33,500	36,200	40,600	28,300	29,800	31,900	31,500	33,100	36,800	31,100	32,700	36,300
	6.74%			7.82%			7.13%			6.91%			6.77%		
<b>Marketing Specialist</b>	33,700	41,300	50,100	38,000	48,200	56,100	36,000	44,300	52,600	39,100	47,700	56,300	38,200	45,700	53,800
	5.13%			7.79%			6.09%			8.03%			6.74%		
<b>Executive Digital Marketing</b>	33,100	37,600	44,200	37,400	41,500	52,200	33,200	38,200	44,800	35,900	41,000	47,900	35,200	40,600	46,600
	4.62%			6.53%			4.93%			5.93%			5.33%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Sales Consultant</b>	30,800	32,400	36,000	29,500	31,000	34,500	32,200	34,500	38,700	30,600	32,500	36,800
	5.29%			4.77%			7.35%			6.61%		
<b>Marketing Specialist</b>	38,300	44,600	56,100	34,800	44,700	52,000	36,900	48,700	56,700	37,000	46,300	54,800
	6.03%			5.90%			7.44%			6.39%		
<b>Executive Digital Marketing</b>	35,700	41,000	47,000	34,100	39,900	45,000	40,000	44,500	50,200	37,000	43,200	49,400
	5.06%			4.11%			5.93%			4.59%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Senior Accounts Executive	42,800	48,700	57,200	46,300	54,800	63,700	45,300	50,100	60,700	43,700	50,800	60,800	44,400	49,300	62,100
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Senior Accounts Executive	41,300	45,900	55,300	44,700	49,100	59,900	44,800	51,600	61,400	45,100	52,500	60,500
YEARS	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		
Operations Manager	22,000	30,400	41,800	23,700	45,300	67,000	17,000	25,600	39,100	21,100	42,900	52,100	32,200	59,200	73,600
Ecommerce Executive	26,600	28,000	30,300	33,300	36,000	40,400	27,800	29,200	31,300	31,100	32,700	36,300	30,000	31,500	35,000
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Operations Manager	24,100	35,100	52,000	16,200	29,800	48,000	27,500	42,100	79,000	19,800	33,900	67,400
Ecommerce Executive	29,500	31,000	34,500	28,100	29,600	32,900	32,100	34,400	38,600	31,700	33,700	38,100
YEARS	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		
Technician	20,900	24,800	35,800	23,300	30,800	35,900	22,200	32,700	36,700	24,700	31,700	41,400	21,600	36,000	39,600
Beauty Advisor	22,900	25,800	39,100	34,100	50,200	66,900	17,000	23,700	37,300	22,400	34,300	48,600	21,300	29,000	53,700
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Technician	23,500	30,800	36,700	21,900	24,800	35,500	22,400	28,200	43,000	21,500	30,300	38,500
Beauty Advisor	22,700	33,500	44,300	18,100	26,000	42,800	19,300	39,700	50,700	21,900	35,300	49,500
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

Support Services	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Content Specialist-Game</b>	55,400	58,200	62,900	62,100	67,100	75,200	57,800	60,700	65,000	61,000	64,100	71,200	65,400	68,700	76,300
	2.20%			3.24%			2.55%			3.30%			3.89%		
<b>Data Analyst</b>	30,600	32,200	34,800	36,600	39,600	44,400	31,500	33,100	35,500	35,900	37,700	41,900	35,600	37,400	41,600
	4.23%			6.79%			5.41%			6.23%			7.98%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune					
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8			
<b>Content Specialist-Game</b>	64,700	68,000	75,500	60,500	63,600	70,600	66,700	71,400	80,000	65,900	69,900	79,000			
	3.42%			2.38%			4.78%			4.22%					
<b>Data Analyst</b>	34,800	36,600	40,700	33,100	34,800	38,700	37,500	40,200	45,100	35,300	37,500	42,400			
	7.13%			6.05%			9.21%			7.71%					
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

Engineering	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Audio Engineer</b>	42,700	44,900	48,500	46,300	50,100	55,700	44,500	46,800	50,100	46,100	48,500	53,900	47,200	50,600	56,200
	3.70%			6.66%			4.07%			6.11%			7.14%		
<b>Game Developer</b>	34,600	45,400	52,400	45,600	62,200	82,700	35,200	45,600	55,200	43,900	54,900	77,500	54,300	65,100	75,900
	3.42%			9.30%			4.17%			8.17%			7.39%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Hyderabad			Kolkata			Mumbai			Pune					
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8			
<b>Audio Engineer</b>	48,700	51,200	57,900	45,600	47,900	53,200	50,500	54,100	62,300	49,300	52,300	60,200			
	4.20%			3.17%			8.15%			6.78%					
<b>Game Developer</b>	40,700	53,400	63,500	38,200	47,900	55,700	53,800	69,500	73,600	38,500	48,200	61,000			
	6.18%			4.26%			6.71%			6.79%					
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

HR	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>HR Manager</b>	45,300	48,400	56,600	53,300	58,200	68,300	48,300	54,800	59,200	51,700	59,300	66,300	50,200	56,000	62,800
	4.24%			7.71%			4.71%			6.01%			5.38%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												
	Hyderabad			Kolkata			Mumbai			Pune					
<b>HR Manager</b>	50,100	54,900	57,800	41,100	48,600	56,300	50,200	57,500	67,600	49,700	56,600	64,200			
	4.81%			5.79%			6.19%			5.41%					
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

► Salary (in INR per month) ► Var in %

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	
<b>IT Manager</b>	50,300	52,900	57,200	54,500	58,900	66,000	51,700	54,300	58,200	53,100	55,800	62,000	57,200	61,300	68,700	
	► 5.20%		7.26%		5.49%		6.09%		6.36%							
<b>Lead Animator</b>	54,300	56,000	61,100	60,300	65,200	76,300	55,600	57,900	63,200	57,200	60,100	66,800	56,300	59,200	65,200	
	► 5.97%		8.92%		6.28%		7.03%		6.93%							
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>													

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>IT Manager</b>	56,300	59,200	65,800	52,700	55,400	61,500	59,700	63,300	72,200	58,300	61,300	70,500
	► 5.71%		4.29%		8.09%		7.66%					
<b>Lead Animator</b>	57,800	60,700	68,600	56,400	59,300	64,700	63,300	67,800	78,700	61,500	65,200	73,700
	► 7.13%		4.32%		8.15%		7.79%					
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi			
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	
<b>Digital communication Associate</b>	26,700	28,100	30,400	30,500	33,000	37,000	27,800	29,200	31,300	29,400	30,900	34,300	32,300	34,000	37,800	
	► 4.17%		6.91%		5.50%		6.23%		7.81%							
<b>Affiliate Territory Sales Incharge</b>	36,000	41,800	50,500	40,300	48,500	56,700	38,300	44,800	51,700	41,800	51,500	58,800	39,700	47,800	54,700	
	► 6.01%		7.25%		6.36%		8.02%		5.97%							
<b>Marketing Officer</b>	27,800	35,400	43,500	33,000	41,400	48,300	29,000	38,000	46,300	33,300	39,900	47,600	34,200	41,500	47,700	
	► 5.19%		6.23%		5.51%		6.80%		6.04%							
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>													

	Hyderabad			Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Digital communication Associate</b>	31,100	32,700	36,300	28,600	30,100	33,500	33,300	35,700	40,000	29,500	31,300	35,400
	► 5.14%		4.33%		8.22%		5.98%					
<b>Affiliate Territory Sales Incharge</b>	34,800	42,500	51,300	37,400	46,600	52,900	42,000	51,100	57,800	40,400	49,500	55,200
	► 6.37%		4.23%		7.45%		6.71%					
<b>Marketing Officer</b>	34,500	40,500	47,500	31,200	38,600	43,100	32,400	38,300	46,800	32,700	39,900	46,500
	► 5.20%		4.23%		5.29%		4.75%					
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>									

► Salary (in INR per month) ► Var in %

Accounts	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	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 Officer	30,600	36,300	41,200	20,200	23,500	28,000	27,900	33,300	38,100	31,700	36,500	40,200	29,000	34,700	37,900
	4.71%			3.12%			4.14%			4.66%			3.10%		
Finance Analyst	42,300	52,200	59,600	36,300	43,500	52,500	41,000	47,400	53,600	43,600	52,100	62,400	41,200	47,300	55,900
	6.36%			5.18%			6.23%			7.14%			5.01%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Finance Officer	25,400	29,400	33,000	34,100	38,400	42,600	30,100	34,400	38,300
	2.53%			4.90%			4.10%		
Finance Analyst	40,800	49,300	57,700	45,400	59,800	72,600	39,100	48,200	56,700
	4.14%			8.16%			7.36%		
YEARS	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		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Sourcing and Procurement Assistant	31,500	39,800	47,200	29,100	38,200	43,800	30,800	39,700	43,400	29,400	38,000	44,600	28,800	35,200	41,800
	5.36%			3.07%			4.39%			4.22%			2.44%		
Senior Operations Executive	23,400	28,100	34,000	19,900	24,800	30,500	22,700	27,300	33,900	26,000	31,300	37,200	24,600	29,800	35,600
	4.29%			2.39%			4.01%			5.19%			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

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Sourcing and Procurement Assistant	26,400	32,300	41,200	31,000	40,100	46,900	29,900	40,100	47,000
	1.81%			5.01%			4.14%		
Senior Operations Executive	23,400	26,600	33,000	27,600	32,400	35,400	2,400	27,000	33,700
	2.33%			4.25%			3.33%		
YEARS	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		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Crane Operator	24,700	28,500	35,000	22,400	25,600	31,500	22,800	27,500	31,800	24,100	28,800	33,900	23,500	27,500	32,000
	4.98%			3.19%			4.04%			5.31%			3.86%		
Electrician	24,000	34,900	43,500	14,700	23,300	38,100	22,900	33,800	42,700	16,300	25,400	45,000	22,000	32,400	41,700
	6.06%			4.04%			5.07%			7.43%			5.39%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Crane Operator	21,900	25,500	31,400	25,300	29,200	33,800	24,800	27,900	34,600
	2.89%			6.39%			4.92%		
Electrician	21,500	29,900	39,700	23,800	40,400	47,300	22,200	28,400	42,600
	3.17%			7.89%			4.19%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

Support Services	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Logistics Analyst	47,900	50,300	54,400	41,200	44,500	49,900	44,500	46,800	50,100	43,500	45,700	50,800	45,200	47,500	52,800
	7.93%			4.36%			6.23%			5.17%			4.39%		
Depot Assistant	26,100	32,100	34,900	25,600	28,900	31,900	26,100	31,000	35,700	25,400	29,800	34,200	25,600	28,900	33,100
	4.79%			3.09%			3.88%			3.14%			2.09%		
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

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Logistics Analyst	42,700	44,900	49,900	44,700	47,000	52,200	43,800	46,900	52,600
	3.81%			7.17%			6.28%		
Depot Assistant	22,500	27,500	31,800	26,900	32,100	38,200	25,900	31,500	35,800
	1.56%			5.41%			5.33%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Engineering	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Contract Trainer	34,600	39,900	45,000	31,900	36,600	39,600	33,700	37,400	43,900	33,100	37,100	41,800	31,700	35,200	40,100
	5.82%			3.20%			4.79%			4.22%			3.17%		
Sourcing Engineer	30,600	36,500	45,000	18,500	21,600	26,600	32,700	36,400	47,500	27,000	31,700	40,000	26,200	30,700	39,900
	8.28%			5.39%			8.77%			5.19%			4.59%		
Power Engineer-Electrical	45,300	52,300	63,700	40,500	44,200	51,800	42,200	48,600	61,800	41,100	47,300	59,700	39,100	45,200	50,200
	7.47%			3.59%			6.11%			5.09%			3.29%		
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

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Contract Trainer	30,200	33,600	40,400	35,800	39,400	43,800	34,600	40,100	43,200
	2.14%			4.53%			4.11%		
Sourcing Engineer	22,300	26,400	32,100	25,600	33,100	44,000	25,600	30,500	39,100
	4.06%			7.56%			4.82%		
Power Engineer-Electrical	42,300	47,500	57,500	44,100	50,800	61,900	42,800	48,900	60,900
	4.52%			6.93%			5.77%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

HR	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
	0-2	2-5	5-8	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 Analyst	38,200	44,600	56,200	31,200	34,800	41,700	37,000	43,500	53,500	37,400	41,800	47,500	30,900	36,500	45,100
	7.11%			4.39%			5.61%			4.73%			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

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
HR Analyst	27,700	32,000	37,000	32,500	38,600	49,700	29,700	36,600	46,900
	3.94%			5.49%			4.21%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>SAP Executive</b>	56,900 7.09%	59,800 5.14%	66,400 6.66%	48,700 5.14%	52,600 5.14%	59,000 5.86%	53,700 5.86%	57,500 5.86%	63,400 5.86%	50,500 5.86%	53,100 5.86%	59,000 5.86%	50,400 6.61%	53,000 6.61%	59,900 6.61%
<b>IT Assistant</b>	35,700 5.11%	41,200 2.21%	46,500 4.71%	28,700 4.71%	32,900 4.71%	38,900 4.71%	32,400 4.71%	38,700 4.71%	43,800 4.71%	29,100 4.07%	35,200 4.07%	40,900 4.07%	30,600 3.72%	37,100 3.72%	44,700 3.72%
<b>Network Engineer</b>	40,000 7.37%	48,700 3.67%	61,900 5.77%	30,600 5.77%	35,500 5.77%	42,600 5.77%	36,900 5.77%	44,400 5.77%	56,400 5.77%	35,500 4.91%	41,600 4.91%	50,900 4.91%	35,900 4.73%	41,500 4.73%	50,500 4.73%
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>SAP Executive</b>	49,200 5.32%	51,700 6.73%	57,400 5.59%	52,100 6.73%	56,300 6.73%	64,200 6.73%	51,900 5.59%	55,600 5.59%	62,300 5.59%
<b>IT Assistant</b>	26,400 2.79%	32,400 4.39%	37,200 4.88%	32,100 4.88%	38,000 4.88%	42,600 4.88%	33,300 4.88%	38,600 4.88%	42,900 4.88%
<b>Network Engineer</b>	33,300 4.61%	37,000 6.49%	43,300 6.09%	38,600 6.09%	45,700 6.09%	58,400 6.09%	36,400 6.09%	44,100 6.09%	57,700 6.09%
<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>

Sales and Marketing	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Team Leader</b>	29,200 7.04%	34,000 4.13%	42,400 6.03%	24,500 4.13%	27,300 4.13%	33,300 4.13%	27,300 6.03%	30,700 6.03%	38,600 6.03%	30,200 7.73%	35,100 7.73%	43,300 7.73%	30,300 6.39%	32,500 6.39%	39,700 6.39%
<b>Sales Officer-IWS</b>	27,000 5.93%	33,400 3.19%	39,800 4.71%	22,800 4.71%	28,800 4.71%	34,100 4.71%	23,700 4.71%	31,000 4.71%	36,600 4.71%	24,500 4.23%	30,500 4.23%	36,700 4.23%	24,300 5.14%	31,500 5.14%	37,100 5.14%
<b>Marketing Research Associate</b>	20,600 6.23%	21,700 5.17%	23,500 5.80%	16,600 5.80%	18,000 5.80%	20,200 5.80%	19,100 5.80%	20,100 5.80%	21,600 5.80%	17,300 5.40%	18,200 5.40%	20,300 5.40%	18,300 6.43%	19,300 6.43%	21,500 6.43%
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Team Leader</b>	27,900 5.21%	29,400 7.17%	33,400 5.90%	29,900 7.17%	34,200 7.17%	42,900 7.17%	26,000 5.90%	29,900 5.90%	36,800 5.90%
<b>Sales Officer-IWS</b>	22,900 2.19%	28,000 7.82%	35,500 5.09%	27,800 7.82%	35,500 7.82%	41,100 7.82%	25,600 5.09%	33,800 5.09%	35,200 5.09%
<b>Marketing Research Associate</b>	17,500 4.54%	18,400 6.50%	20,500 6.21%	23,400 6.50%	24,600 6.50%	27,400 6.50%	21,600 6.21%	23,200 6.21%	26,000 6.21%
<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>

► Salary (in INR per month) ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	21,700	23,600	25,900	28,800	31,500	35,800	25,300	26,600	29,400	24,600	27,600	31,100	25,700	27,900	30,500
YEARS	0-2	2-5	5-8	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 Officer	► 21,700	23,600	25,900	► 28,800	31,500	35,800	► 25,300	26,600	29,400	► 24,600	27,600	31,100	► 25,700	27,900	30,500
	► 4.39%			► 7.37%			► 5.47%			► 6.63%			► 5.09%		
Account Coordinator	► 21,000	25,600	29,500	► 28,700	32,900	38,000	► 24,700	28,100	32,400	► 25,500	30,600	35,400	► 26,800	31,800	37,300
	► 3.07%			► 5.61%			► 3.71%			► 4.14%			► 5.97%		
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

	Hyderabad			Kolkata			Mumbai			Pune					
	22,200	24,200	28,200	26,900	29,200	34,100	31,000	32,300	37,400	23,900	26,700	31,300			
YEARS	0-2	2-5	5-8	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 Officer	► 22,200	24,200	28,200	► 26,900	29,200	34,100	► 31,000	32,300	37,400	► 23,900	26,700	31,300			
	► 4.76%			► 4.02%			► 7.89%			► 7.03%					
Account Coordinator	► 27,100	30,600	35,200	► 25,100	29,600	34,600	► 28,700	32,400	37,400	► 27,700	30,900	35,500			
	► 4.09%			► 3.51%			► 5.09%			► 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

Administration / Operations	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	26,800	30,100	32,800	32,600	37,400	42,900	29,700	32,600	37,200	31,000	35,500	38,200	31,100	35,400	40,600
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Guest Relation Officer	► 26,800	30,100	32,800	► 32,600	37,400	42,900	► 29,700	32,600	37,200	► 31,000	35,500	38,200	► 31,100	35,400	40,600
	► 2.05%			► 4.73%			► 2.34%			► 3.34%			► 4.03%		
Operations Manager	► 47,800	50,200	54,300	► 53,200	57,500	64,400	► 48,500	51,000	54,600	► 50,500	53,100	59,000	► 52,100	54,800	60,900
	► 5.04%			► 8.07%			► 5.39%			► 7.09%			► 6.39%		
Purchase Engineer	► 22,300	26,800	31,400	► 25,600	30,300	37,400	► 23,700	26,300	31,300	► 27,100	31,300	35,200	► 29,600	33,100	42,900
	► 4.62%			► 6.71%			► 4.36%			► 5.71%			► 5.63%		
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

	Hyderabad			Kolkata			Mumbai			Pune					
	29,100	34,600	38,500	30,100	34,500	37,200	33,200	38,200	45,300	32,500	36,600	39,900			
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Guest Relation Officer	► 29,100	34,600	38,500	► 30,100	34,500	37,200	► 33,200	38,200	45,300	► 32,500	36,600	39,900			
	► 2.81%			► 1.79%			► 4.43%			► 3.14%					
Operations Manager	► 49,900	52,400	58,200	► 48,800	51,300	57,000	► 54,700	58,600	65,700	► 52,500	56,200	63,000			
	► 5.49%			► 4.04%			► 8.51%			► 6.33%					
Purchase Engineer	► 27,700	29,000	35,900	► 25,400	27,000	31,800	► 29,400	34,400	42,300	► 27,200	29,900	34,500			
	► 6.61%			► 4.10%			► 7.22%			► 4.93%					
YEARS	0-2	2-5	5-8	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		
	18,300	19,300	20,900	23,500	25,400	28,500	19,400	20,400	21,900	22,300	23,500	26,100	21,900	23,000	25,600
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Machine Operator	► 18,300	19,300	20,900	► 23,500	25,400	28,500	► 19,400	20,400	21,900	► 22,300	23,500	26,100	► 21,900	23,000	25,600
	► 3.09%			► 5.21%			► 3.32%			► 5.19%			► 5.37%		
Warehouse Officer	► 21,500	26,200	32,600	► 27,500	33,400	42,800	► 24,800	30,000	37,600	► 24,800	31,300	40,400	► 26,000	31,700	39,800
	► 3.77%			► 5.29%			► 4.39%			► 5.09%			► 4.44%		
Parking Assistant	► 15,400	16,200	17,500	► 18,900	20,500	23,000	► 16,600	17,500	18,800	► 17,300	18,200	20,300	► 19,800	20,800	23,100
	► 2.21%			► 3.62%			► 2.53%			► 3.31%			► 4.01%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

<b>Blue Collar</b>	<b>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Machine Operator</b>	► 19,900 ► 4.09%	20,900 3.29%	23,200 6.21%	21,200 3.14%	22,300 5.73%	24,800 4.19%	21,500 4.19%	23,100 5.73%	25,900 4.19%	18,700 3.84%	20,100 4.13%	22,600 4.13%
<b>Warehouse Officer</b>	► 23,900 ► 3.79%	32,300 3.14%	40,700 5.73%	25,000 3.07%	30,000 2.07%	38,000 4.19%	27,500 4.19%	34,700 5.73%	43,500 4.19%	26,200 3.84%	31,300 4.91%	39,300 4.91%
<b>Parking Assistant</b>	► 17,100 ► 2.53%	18,000 2.07%	20,000 4.19%	16,300 2.07%	17,200 4.19%	19,100 4.19%	19,200 4.19%	20,600 5.73%	23,100 4.19%	17,800 3.84%	19,100 4.13%	21,400 4.13%
<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>Support Services</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Facilitator</b>	► 16,700 ► 4.29%	18,100 6.23%	18,800 4.79%	18,500 7.60%	20,600 5.12%	23,200 21,000	17,700 19,400	19,400 5.12%	21,000 6.41%	18,700 30,400	19,800 32,000	21,000 35,600	19,000 31,100	22,700 32,700	24,000 36,300
<b>Catalogue Specialist</b>	► 28,100 ► 4.93%	29,600 7.60%	32,000 5.12%	32,700 28,900	35,400 32,100	39,700 35,900	28,800 29,900	30,300 32,000	32,500 35,900	30,400 27,600	32,000 29,600	35,600 33,200	31,100 27,600	32,700 33,200	36,300 5.43%
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>					
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8			
<b>Facilitator</b>	► 18,200 ► 4.53%	20,000 4.11%	23,500 6.78%	17,400 4.27%	19,800 6.91%	21,700 6.91%	19,500 23,100	22,100 23,100	25,100 4.19%	19,300 27,600	20,600 29,600	22,700 33,200	19,000 27,600	22,700 33,200	24,000 5.43%
<b>Catalogue Specialist</b>	► 30,500 ► 5.13%	32,100 4.27%	35,700 6.91%	27,500 28,900	32,200 32,100	32,100 35,900	29,900 29,900	32,000 32,000	35,900 35,900	23,800 23,800	30,000 41,400	41,400 41,400	25,100 23,800	32,200 41,400	42,500 7.21%
<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>Engineering</b>	<b>Ahmedabad</b>			<b>Bangalore</b>			<b>Chandigarh</b>			<b>Chennai</b>			<b>Delhi</b>			
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	
<b>Quality Engineer</b>	► 31,300 ► 4.21%	32,900 5.81%	35,600 4.73%	40,700 4.11%	44,000 4.11%	49,300 6.78%	32,500 4.27%	34,200 6.91%	36,600 6.91%	43,900 33,200	46,100 35,900	51,200 35,900	42,100 23,800	44,300 30,000	49,200 41,400	42,500 7.21%
<b>Trainee Engineer</b>	► 23,000 ► 3.03%	28,300 4.11%	39,300 3.31%	24,800 4.11%	32,200 3.31%	42,900 3.31%	23,900 23,800	31,400 30,000	42,700 41,400	23,800 23,800	30,000 41,400	41,400 41,400	25,100 23,800	32,200 41,400	42,500 7.21%	
<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>Hyderabad</b>			<b>Kolkata</b>			<b>Mumbai</b>			<b>Pune</b>					
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8			
<b>Quality Engineer</b>	► 37,500 ► 3.12%	39,400 2.21%	43,800 5.59%	36,900 1.71%	38,800 5.42%	43,100 44,100	41,300 44,200	44,200 44,100	49,600 47,400	39,500 26,000	42,300 34,600	47,400 45,300	42,100 23,800	44,300 34,600	49,200 45,300
<b>Trainee Engineer</b>	► 23,100 ► 2.19%	30,900 1.71%	37,800 5.42%	23,900 23,800	32,100 32,100	42,200 44,100	24,400 24,400	33,600 33,600	44,100 44,100	26,000 26,000	34,600 34,600	45,300 45,300	25,100 23,800	32,200 34,600	42,500 3.20%
<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>

► Salary (in INR per month) ► Var in %

HR	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	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 Head	44,100	54,300	64,500	52,900	67,400	77,800	46,500	56,400	68,000	47,500	61,100	71,700	46,000	57,500	67,700
	5.22%			7.91%			5.93%			6.71%			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

	Hyderabad			Kolkata			Mumbai			Pune					
HR Head	50,700	61,900	69,900	46,100	58,300	68,800	49,400	59,900	72,700	47,000	57,700	69,700			
YEARS	0-2	2-5	5-8	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 Head	50,700	61,900	69,900	46,100	58,300	68,800	49,400	59,900	72,700	47,000	57,700	69,700			
	5.11%			4.83%			7.33%			5.90%					
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	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 Officer	22,400	30,000	39,900	30,700	41,400	55,000	24,600	32,400	46,600	27,700	37,200	52,700	31,000	40,700	54,100
	4.46%			6.92%			4.71%			5.71%			6.53%		
Sr. SCADA Engineer	30,500	32,100	34,700	38,800	42,000	48,300	32,200	33,900	36,300	37,500	39,400	43,800	35,400	37,200	41,300
	3.22%			6.93%			4.30%			5.71%			5.04%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune					
IT Officer	26,500	36,900	51,100	29,200	39,200	53,100	32,100	41,400	55,200	31,300	40,700	52,600			
Sr. SCADA Engineer	36,700	38,600	42,900	34,700	36,500	40,600	37,700	40,400	45,300	36,600	39,200	44,000			
IT Officer	26,500	36,900	51,100	29,200	39,200	53,100	32,100	41,400	55,200	31,300	40,700	52,600			
	5.36%			5.07%			7.21%			5.66%					
Sr. SCADA Engineer	36,700	38,600	42,900	34,700	36,500	40,600	37,700	40,400	45,300	36,600	39,200	44,000			
	4.71%			4.29%			6.21%			5.94%					
YEARS	0-2	2-5	5-8	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		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Senior Fashion Assistant	26,500	28,300	33,800	36,100	40,700	48,200	27,600	30,300	36,400	34,700	39,700	44,800	32,700	40,300	48,900
	4.52%			7.11%			4.83%			6.39%			7.71%		
Sales and Marketing Manager	46,100	48,500	52,400	52,100	56,300	64,800	46,700	49,100	52,600	50,500	53,100	59,000	53,500	57,800	66,500
	5.40%			8.09%			5.14%			7.81%			8.41%		
Retail Executive	23,900	28,000	33,400	27,900	32,300	41,100	25,100	30,500	38,000	26,600	32,300	39,100	27,800	33,400	41,700
	3.79%			6.21%			4.21%			5.71%			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

	Hyderabad			Kolkata			Mumbai			Pune					
Senior Fashion Assistant	30,700	35,900	45,800	28,300	32,800	40,800	37,500	41,800	48,900	34,400	37,600	44,900			
Sales and Marketing Manager	48,200	50,700	56,300	47,500	49,900	55,400	51,900	55,600	62,300	49,600	53,100	59,500			
Senior Fashion Assistant	30,700	35,900	45,800	28,300	32,800	40,800	37,500	41,800	48,900	34,400	37,600	44,900			
	6.66%			5.83%			7.39%			5.36%					
Sales and Marketing Manager	48,200	50,700	56,300	47,500	49,900	55,400	51,900	55,600	62,300	49,600	53,100	59,500			
	6.33%			5.53%			7.73%			8.09%					
Retail Executive	26,300	32,400	40,700	27,000	31,100	37,600	27,800	33,400	40,000	27,900	33,800	41,400			
	5.17%			4.13%			5.93%			6.78%					
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month)      ► Var in %

Accounts	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Accounts Officer	► 19,500	22,700	27,000	► 24,200	27,700	35,200	► 21,200	23,800	26,000	► 21,500	24,300	28,100	► 25,400	28,900	36,800
	► 5.09%			► 6.70%			► 5.40%			► 6.38%			► 5.14%		
Finance Specialist	► 31,300	32,600	35,600	► 37,300	40,700	45,600	► 32,300	34,300	37,100	► 34,900	36,700	40,800	► 39,100	40,700	46,000
	► 5.03%			► 6.54%			► 5.39%			► 5.33%			► 7.36%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Accounts Officer	► 21,300	23,600	28,200	► 26,800	31,600	37,700	► 25,000	28,300	35,100
	► 3.52%			► 7.09%			► 5.14%		
Finance Specialist	► 32,800	34,500	38,300	► 36,700	39,300	44,500	► 33,600	36,300	41,100
	► 3.91%			► 6.07%			► 5.11%		
YEARS	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		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
SME Material Procurement	► 29,100	31,700	40,600	► 35,100	40,200	53,200	► 31,600	36,200	45,200	► 33,000	38,100	50,200	► 32,100	36,500	45,500
	► 2.07%			► 5.33%			► 2.79%			► 4.22%			► 3.97%		
Telecom Operations Manager	► 40,500	46,000	55,300	► 53,300	60,900	70,100	► 43,400	49,800	59,900	► 49,000	53,600	63,100	► 46,800	52,200	60,000
	► 5.15%			► 8.89%			► 5.71%			► 6.76%			► 5.92%		
Litigation Executive	► 24,900	25,900	28,300	► 32,700	35,700	40,000	► 27,800	29,500	31,900	► 31,900	33,500	37,200	► 33,500	34,900	39,500
	► 3.44%			► 5.79%			► 3.71%			► 5.21%			► 5.63%		
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

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
SME Material Procurement	► 33,600	36,400	47,300	► 34,400	40,000	51,300	► 37,100	40,300	54,400
	► 3.21%			► 4.96%			► 3.93%		
Telecom Operations Manager	► 44,500	50,500	57,800	► 49,800	55,100	66,800	► 48,100	54,900	62,500
	► 5.03%			► 7.71%			► 6.20%		
Litigation Executive	► 28,700	30,200	33,600	► 34,500	37,000	41,900	► 29,400	31,800	36,000
	► 4.18%			► 6.09%			► 5.07%		
YEARS	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		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
PMS Operator	► 21,500	23,300	25,200	► 26,200	28,800	32,300	► 20,600	22,500	25,000	► 22,000	24,200	28,000	► 23,300	26,800	31,100
	► 2.35%			► 4.21%			► 2.17%			► 3.47%			► 3.99%		
Wireman	► 15,100	20,400	24,900	► 17,900	25,300	32,300	► 17,200	23,000	29,000	► 17,400	24,000	31,400	► 16,400	23,200	29,200
	► 3.29%			► 6.02%			► 4.28%			► 5.35%			► 4.77%		
Lab Technician	► 17,200	17,900	19,400	► 23,300	25,400	28,500	► 19,200	20,400	22,500	► 21,200	22,300	24,800	► 24,700	25,700	29,100
	► 4.11%			► 6.17%			► 4.39%			► 4.13%			► 6.36%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

► Salary (in INR per month) ► Var in %

Blue Collar	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>PMS Operator</b>	24,900	27,600	31,700	24,300	26,800	32,600	24,200	27,400	31,400
	3.40%			4.53%			3.39%		
<b>Wireman</b>	16,200	22,500	29,900	18,000	25,000	31,800	18,600	24,600	31,800
	3.15%			5.61%			4.16%		
<b>Lab Technician</b>	20,700	21,800	24,200	22,500	24,100	27,300	21,900	23,500	26,800
	3.39%			5.79%			5.21%		
<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>

Support Services	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Content Writer</b>	31,100	32,400	35,400	38,700	42,200	47,300	33,200	35,200	38,400	36,900	39,500	45,500	35,600	38,500	45,100
	4.63%			8.12%			5.12%			7.23%			6.71%		
<b>Infrastructure Operations Analyst</b>	32,300	35,600	42,700	43,300	49,300	58,800	33,900	37,700	44,600	39,400	45,300	52,100	36,800	41,500	47,100
	6.30%			10.06%			7.99%			8.54%			6.33%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Content Writer</b>	34,700	36,500	40,600	36,100	38,700	43,800	35,300	38,200	43,600
	4.14%			6.14%			5.25%		
<b>Infrastructure Operations Analyst</b>	34,900	37,000	41,400	40,200	44,800	54,500	37,700	43,900	48,500
	7.03%			9.21%			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>

Engineering	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Automation Engineer</b>	38,400	45,200	55,200	50,700	63,200	75,300	40,900	45,900	53,400	49,200	59,000	70,500	46,400	54,600	66,100
	6.42%			8.89%			6.81%			8.35%			6.74%		
<b>Intracity Deployment Engineer</b>	26,400	28,600	32,400	30,300	33,100	38,800	31,500	33,400	36,100	32,700	34,400	38,200	30,600	31,900	36,100
	5.13%			6.93%			5.62%			8.29%			7.21%		
<b>YEARS</b>	<b>0-2</b>	<b>2-5</b>	<b>5-8</b>												

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
<b>Automation Engineer</b>	44,300	50,700	59,700	50,700	58,000	71,600	48,700	57,000	67,200
	5.57%			8.21%			7.50%		
<b>Intracity Deployment Engineer</b>	29,900	31,400	34,900	30,800	33,000	37,300	32,600	34,000	37,100
	5.07%			6.47%			6.29%		
<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>

► Salary (in INR per month) ► Var in %

HR	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	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 Manager	27,800	35,700	57,000	43,500	59,800	79,800	33,800	54,600	72,100	34,700	60,500	75,400	42,900	61,800	83,000
	3.56%			7.86%			5.12%			7.23%			8.29%		
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

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
HR Manager	30,300	41,100	61,200	43,800	59,800	85,800	40,800	65,300	77,500
	4.03%			9.14%			7.21%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
	0-2	2-5	5-8	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 Engineer	28,400	38,400	51,700	33,800	57,900	69,300	33,400	48,200	59,200	34,700	49,500	68,500	32,900	46,000	63,200
	5.71%			8.37%			6.05%			7.65%			6.55%		
Android Developer	35,700	37,200	40,600	45,800	50,000	57,500	39,900	42,300	46,200	43,500	46,600	53,600	41,200	44,100	50,800
	6.06%			7.51%			6.47%			6.83%			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

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
IT Engineer	29,700	40,300	58,100	36,700	47,200	63,400	32,900	44,000	64,500
	5.36%			6.79%			7.23%		
Android Developer	40,800	42,900	48,100	44,900	49,000	56,400	42,600	45,600	52,500
	6.35%			6.27%			6.11%		
YEARS	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		
	0-2	2-5	5-8	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 Officer	21,400	25,400	35,600	27,300	34,400	46,800	25,000	31,300	43,600	26,900	32,800	47,000	26,100	31,500	43,800
	4.01%			5.23%			4.39%			5.71%			4.75%		
Relationship Manager	33,500	37,800	43,200	35,300	44,200	56,200	34,500	39,800	45,300	34,400	42,800	50,300	36,800	45,200	51,800
	6.22%			10.19%			6.87%			8.05%			8.73%		
Product Specialist	27,500	28,600	31,200	33,300	36,300	41,800	28,900	30,700	33,500	30,500	32,700	37,700	31,700	34,000	39,100
	4.20%			6.41%			4.97%			5.35%			4.08%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Kolkata			Mumbai			Pune		
	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8
Sales Officer	24,600	31,000	43,200	26,000	33,600	46,300	27,500	32,000	45,000
	3.84%			5.07%			4.67%		
Relationship Manager	31,400	40,600	46,400	39,000	49,800	54,800	32,900	38,400	47,900
	4.55%			9.13%			7.29%		
Product Specialist	29,700	31,200	35,000	34,800	38,000	43,700	31,700	34,000	39,100
	4.50%			7.09%			6.08%		
YEARS	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.

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
<b>Agriculture &amp; Agrochemicals</b>				
<b>Driver</b>	Rs.19,000 - Rs.21,000 pm	Basic vehicle maintenance skills, Knowledge of Routes & geographies	Heavy vehicle driving experience, farm machinery operation & maintenance.	Expertise in handling specialized agricultural equipment
<b>Field Assistant</b>	Rs.18,000 - Rs.20,000 pm	knowledge of farming practices, Basic computer skills, Team player	Agriculture Equipment proficiency, Soil & crop management knowledge	Analytical skills, Knowledge of Modern agronomy practices
<b>Sales Executive</b>	Rs.17,000 - Rs.19,000 pm	Interpersonal skills, Communication skills	Product knowledge, Sales and Marketing skills	Strategic thinking, Negotiation skills
<b>Weigh Bridge Operator</b>	Rs.15,000 - Rs.18,000 pm	Basic computer skills, Communication skills, Proficiency in Mathematics	Maintain weighing equipment	Analytical and problem-solving skills, Reporting skills
<b>Construction and Real Estate</b>				
<b>Electrician</b>	Rs.16,000 - Rs.18,000 pm	Physical Strength, Communication Skills, Tools and accessories	Maintain, troubleshoot and repair all power related equipment's	Study and understand electrical schematics.
<b>Service Technician</b>	Rs.18,000 - Rs.20,000 pm	Communication skills, Physical ability, Mechanical Skills	Problem-solving skills, Experience with power tools and heavy machinery	Technical expertise
<b>Welder</b>	Rs.16,000 - Rs.19,000 pm	Physical Strength, Attention to detail, Mental Focus	Proficiency in welding techniques	Safety guidelines, Use of Automatic, semi-automatic welding machines
<b>Foreman</b>	Rs.28,000 - Rs.30,000 pm	Physical Strength, Attention to detail, Mental Focus	Construction tools & equipment expertise	People Interactions, Leadership and management

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
<b>Fast Moving Consumer Durables</b>				
<b>AC Technician</b>	Rs.20,000 - Rs.23,000 pm	Reading blueprints, Effective communication, Customer service	Hand and power tool experience, Mechanical skills	Critical thinking, Knowledge of advanced refrigeration technology and techniques
<b>Carpenter</b>	Rs.25,000 - Rs.28,000 pm	Attention to detail, Basic math skills, Physical strength	Knowledge of hand and power tools, Proficiency in measuring and cutting	Knowledge of advanced carpentry techniques
<b>Store Keeper</b>	Rs.20,000 - Rs.22,000 pm	Inventory management, communication skills	Accurate mathematical computations	Interpersonal skills, Data entry skills
<b>Tailor</b>	Rs.15,000 - Rs.17,000 pm	Pattern-cutting skills, Accuracy and attention to detail	Knowledge of fabric types and their properties	Good in Textiles, fashion, design and trends
<b>Industrial Manufacturing and Allied</b>				
<b>Fitter</b>	Rs.14,000 - Rs.16,000 pm	Knowledge of basic hand and power tools, Knowledge of mechanical drawings and schematics	Proficiency in welding and fabrication techniques, Able to operate and maintain machinery and equipment	Welding and fabrication techniques expertise, Knowledge of advanced machinery and equipment
<b>Batcher</b>	Rs.22,000 - Rs.24,000 pm	Basic math skills, Good communication skills, Basic computer skills	Knowledge on industrial equipment and machinery, Experience in quality control processes	Problem-solving skills, Leadership and supervisory skill, Inventory management techniques
<b>Mechanic</b>	Rs.21,000 - Rs.23,000 pm	Critical Thinking, Time Management, Physical fit	Complex Problem Solving, Tool Operation	Expertise in diagnostic and troubleshooting techniques, knowledge of CAD software
<b>Forklift Operator</b>	Rs.16,000 - Rs.18,000 pm	Forklift control & function familiarity, Forklift maintenance Skills	Inventory management knowledge, Safety compliance	Advanced forklift attachment and accessory operation.

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
<b>Tourism &amp; Hospitality</b>				
<b>Guest Room Attendant</b>	Rs.15,000 - Rs.17,000 pm	Time management, Communication skills, Physical stamina	Guest service skills, Cleaning equipment expertise, Standards & Procedures of hotels	Leadership and management skills, Quality control, Conflict resolution
<b>Steward</b>	Rs.14,000 - Rs.16,000 pm	Customer Service, Communication skills, Attention to Detail	Inventory Management, Cleaning Techniques, Food and Beverage Knowledge	Leadership, Time Management, Equipment Maintenance, Problem-Solving
<b>Supervisor</b>	Rs.21,000 - Rs.23,000 pm	Communication skills, Analytical thinking	Leadership, Financial management skills, Team-building skills	Strategic Thinking, Performance Management, Marketing and sales skills
<b>Tele caller Executive</b>	Rs.15,000 - Rs.18,000 pm	Communication skills, Active listening, Basic computer skills	Initiative and problem-solving abilities, interpersonal skills	Multilingual proficiency, Technical Skills [Knowledge on CRM tools]

# The National Industry Salary Index

## The data

Detailed summary of median salaries across prominent job profiles across India

*This section serves as an index of salaries paid to representative job roles across functional areas that are universal for most industries covered and tracks the median salaries paid to these job roles every year.*

<b>FUNCTIONAL AREAS</b>		<b>Unified Industry Salaries (Rs. p.m.)</b>		
		<b>0 - 2 years</b>	<b>2 - 5 years</b>	<b>5 - 8 years</b>
<b>SALES</b>				
SOF	Sales Officer	27,100	37,800	41,100
QAE	Merchandiser	14,700	21,200	27,800
PCO	Product Consultant	45,800	59,100	65,600
SUP	Supervisor	26,400	37,300	49,500
<b>MARKETING</b>				
MAC	Market Growth Representative	19,300	24,500	33,700
DCA	Digital Communication Associate	20,400	23,900	31,600
MAA	Marketing Analyst	43,600	56,400	67,900
FIE	Field Executive	13,300	16,500	20,300
<b>SUPPORT SERVICES</b>				
TLO	Telesales Officer	17,100	20,900	26,600
CLP	Claims Processor	22,700	27,300	35,400
COD	Content Developer	19,800	24,900	31,900
SSO	Student Support Co-ordinator	19,100	23,200	29,500
<b>ADMINISTRATION / OPERATIONS</b>				
BOC	Back Office Coordinator	16,500	19,600	24,100
TTI	Transport Incharge	19,400	24,500	32,900
EXC	Examination Coordinator	29,200	34,700	42,500
MIS	MIS Executive	27,300	32,900	38,800
<b>ENGINEERING</b>				
DEE	Design Engineer	30,400	36,700	43,600
PRE	Production Engineer	26,600	30,900	34,800
TSE	Technical Support Engineer	25,300	29,500	35,700
ASP	Associate Programmer	36,700	46,300	55,200

# Annexure

- Research / Analysis Methodology**
- Other Data / Information Sources**
- Sample Design**
- New Profiles**
- Glossary**
- Bibliography**
- Disclaimer**

## Steps in salary computation

Salary payouts in 2021-22 to about 160,000 temp associates across 1000+ locations and 17 Industries

### 1. Temp Salary Aggregation

Public salary data from job sites –about 310,000 records for 2021-22 across 1000+ locations and 17 Industries

### 2. Perm Salary Aggregation

Comparison, unification and computation of variance

Data Timeline: Analysis of earnings between Nov 2021 and Nov 2022 across temp and perm salaries and salary data sources

### 3. Pooling Temp and Perm Salaries

Note: Salary Aggregation and Analysis are carried out following a proprietary methodology

The report aggregates discrete job locations into catchments represented by a "Hub City" to which they are geographically close. This implies that the salaries attributed to a Hub City are salaries paid at any of the individual job locations as listed alongside on this page.

► **Metro City\***

Metro Cities with a population of more than 4 million. [as per 2001 Census]. Bangalore and Hyderabad status was updated in 2007]

► **Tier-I City\*\***

Tier-I Cities stand for a population of more than 1 million.

Hub City * <b>Ahmedabad</b>	Job Location
Jamnagar	
Surat	
Ahmedabad	
Idar	
Palanpur	
Bhavnagar	
Anand	
Namakkal	
Vapi	
Bhuj	
Rajkot	
Mahesana	
Vadodara	
Amreli	
Gandhidham	

Hub City * <b>Bangalore</b>	Job Location
Hubli	
Mangalore	
Bangalore	
Bijapur	
Belgaum	
Ganjam	
Shimoga	
Tumkur	
Dharmapuri	
Mysore	
Davanagere	
Bellary	
Peenya	
Mandya	
Gulbarga	

Hub City * <b>Chandigarh</b>	Job Location
Bhatinda	
Chandigarh	
Pinjore	
Mohali	
Rewari	
Jalandhar	
Rohtak	
Patiala	
Ludhiana	
Hissar	
Ambala	
Palwal	
Bathinda	
Amritsar	
Panipat	

## Hub & Spoke Model

Definition & Geographic Classification

Hub City * <b>Chennai</b>	Job Location
Tuticorn	
Coimbatore	
Madurai	
Ballia	
Tiruvannamalai	
Pondicherry	
Salem	
Erode	
Virudhunagar	
Vellore	
Tirunelveli	
Tirupur	
Nagercoil	
Kanchipuram	
Trichy	

Hub City * <b>Delhi</b>	Job Location
Srinagar	
Noida	
New Delhi	
Malviya Nagar	
Kalkaji	
Rajouri Garden	
Gurgaon	
Ghaziabad	
Faridabad	
Gurugram	
Ashok Vihar	
Roorkee	
Dilshad Garden	
Dehradun	
Delhi NCR	

Hub City * <b>Hyderabad</b>	Job Location
Warangal	
Ongole	
Kadapa	
Guntur	
Barrackpore	
Nellore	
Buldana	
Malkajgiri	
Uppal	
Vijayawada	
Kurnool	
Karimnagar	
Secunderabad	
Kothagudem	
Tirupati	

Hub City * <b>Kolkata</b>	Job Location
Patna	
Siliguri	
Bhubaneswar	
Muzaffarpur	
Baharampore	
Rourkela	
Contai	
Bongaon	
Hooghly	
Behala	
Sambalpur	
Malda	
Cooch Behar	
Sasaram	
Cuttack	

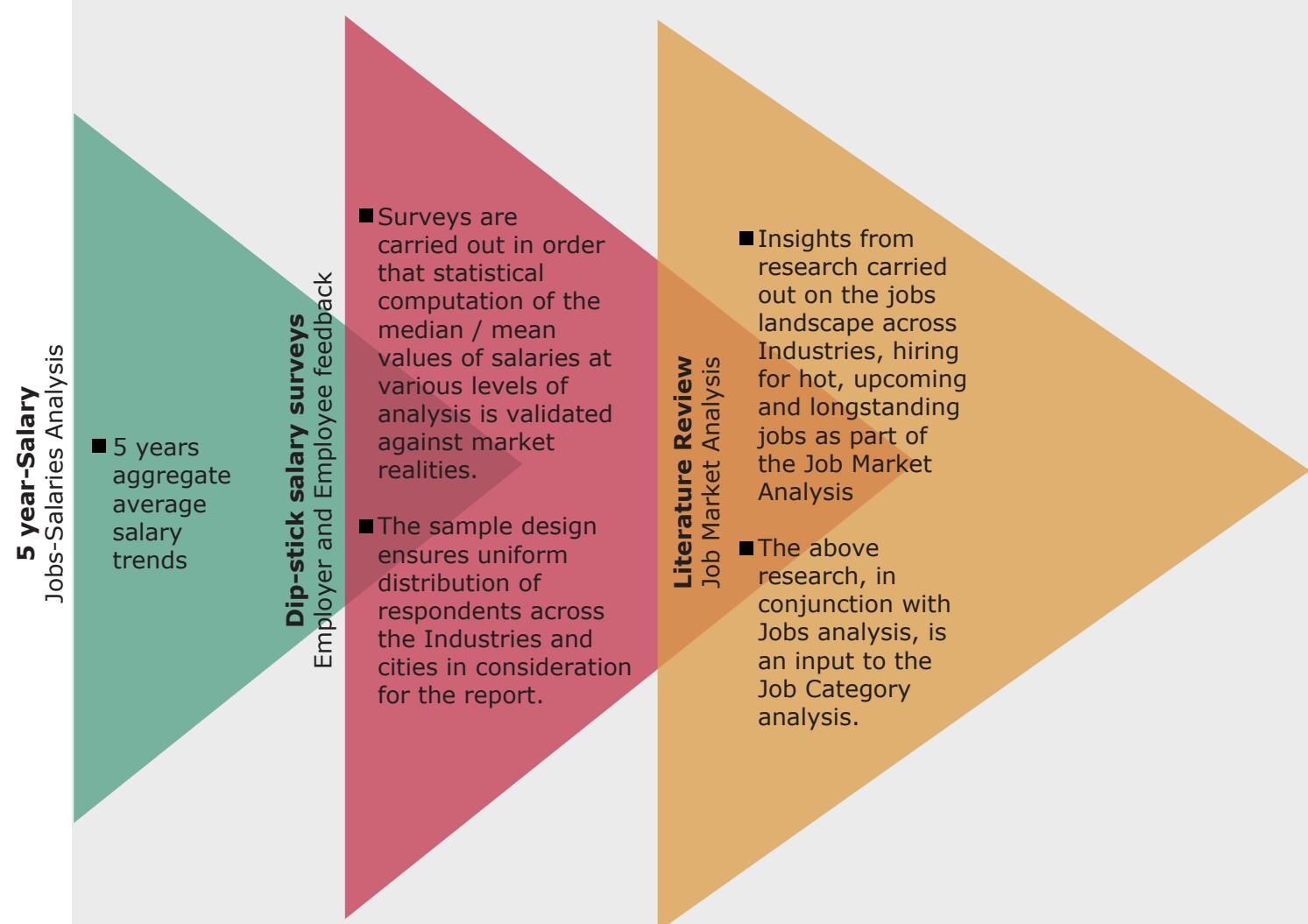
Hub City * <b>Mumbai</b>	Job Location
Solapur	
Mumbai	
Nagpur	
Belapur	
Sujangarh	
Aurangabad	
Thane	
Sion	
Kolhapur	
Kurla	
Nanded	
Nasik	
Bhayandar	
Dombivali	
Chandrapur	

Hub City * <b>Pune</b>	Job Location
Supa	
Baramati	
Pune	
Satara	
Nagpur	
Banda	
Udgir	
Hadapsar	
Anjar	
Nashik	
Pusad	
Ichalkaranji	
Wardha	
Chakan	
Rahuri	

## Other Data / Information Sources

The report also utilized information / data from the following sources



Timeframe of the dip-stick study:  
Dec 2022 to Jan 2023

Sample Size: Number of employers surveyed: 403;  
Number of employees / candidates surveyed: 357

Category of Respondents: Employers

Industry	Total No. of Respondents
Agriculture and Agrochemicals	24
Automobile and Allied Industries	19
Banking, Financial Services and Insurance	31
BPO and IT Enabled Services	21
Construction and Real Estate	26
Ecommerce and Tech Start-ups	21
Educational Services	25
Fast Moving Consumer Durables	16
Fast Moving Consumer Goods	24
Healthcare and Allied Industries	26
Hospitality	19
Industrial Manufacturing and Allied	26

Category of Respondents: Employers

Industry	Total No. of Respondents
Information Technology and Knowledge Services	34
Media and Entertainment	23
Power and Energy	13
Retail	25
Telecommunication	30

Total Employer Respondents: **403**

Category of Respondents: Employees / Candidates

Industry	Total No. of Respondents
Ahmedabad	29
Bangalore	65
Chandigarh	23
Chennai	57
Delhi	39
Hyderabad	29
Kolkata	25
Mumbai	53
Pune	37

Total Employee / Candidate Respondents: **357**

### Agriculture and Agrochemicals

Finance Executive  
Project Officer  
Field Agent  
R&D Executive  
QC Chemist  
Process Engineer  
Electrical Officer  
Cluster Development Officer

### Automobile & Allied Industry

Payroll Officer  
Material Handling Officer  
eMobility Charging Executive  
Delivery Consultant  
Quality Engineer  
Network Service Officer  
Marketing Officer

### Banking, Financial Services and Insurance

Operations Executive  
Collections Recovery Officer  
Data Science Consultant  
Incident Management Engineer  
Application Curing Executive  
IT Administrator  
Digital Publisher

### BPO & IT Enabled Services

Senior Transport Executive  
Training Coordinator  
Telecaller Executive  
Consultant-Engineer  
Talent Acquisition Specialist  
Sr. Sales Officer

### Construction & Real Estate

Field Verification Executive  
Legal Consultant  
Application Engineer  
Mobile Lab Engineer  
IT Analyst  
Commercial Advisor

### E-Commerce & Tech Startups

Finance Executive  
Catalogue Specialist  
Barcode Printer  
Warehouse Executive  
Hygiene Associate  
Consultant Business Analyst  
Quality Analyst

### Educational Services

Academic Advisor  
Sr. Student Engagement Executive  
Product Consultant  
Associate Programmer  
Technical support Engineer  
Customer Manager

### Fast Moving Consumer Goods

Hub Incharge  
Transport Optimizer  
Tobacco Tester  
Media Operations Executive  
Lead Planning Engineer  
HR Consultant  
Product Promoter

### Industrial Manufacturing and Allied

Finance Analyst  
Procurement Executive  
Safety Welding Specialist  
Contractor Relationship Officer  
Colour consultant  
Data Annotator  
Deployment Engineer  
Turbine Engineer  
Signalling System Engineer  
UX Researcher  
Sales Analyst

### Fast Moving Consumer Durables

Communications Specialist  
Electrical Technician  
Order Fulfillment Specialist  
Commissioning Engineer  
Validation Engineer  
HR Analyst  
Delivery Manager-Sales

### Healthcare and Allied Industries

Finance Consultant  
Taxation Executive  
Procurement Manager  
Sr Secretary  
Medical Information Assistant  
Mobiliser  
Payroll Analyst  
Physiotherapist  
Project And Service Engineer  
Business support engineer  
HR Operations Executive  
Automation Consultant  
Customer Marketing Executive

### Hospitality

Accounts Manager  
Restaurant Assistant Manager  
Outpost Consultant  
AC Technician  
Laundry Associate  
Hair stylist  
IT Consultant  
Telemarketing Executive  
Digital Marketing Executive

### Information Technology and Knowledge Services

Consultant Administrator  
Office Assistant Support  
Learning Specialist  
Data Science Consultant  
Sr Server Management Engineer  
Technical Analyst  
Technical Support Consultant  
DevOps Engineer  
Sales Consultant

### Media & Entertainment

Ecommerce Executive  
Content Specialist-Game  
Data Analyst  
Audio Engineer  
IT Manager  
Lead Animator  
Digital communication Associate

### Power & Energy

Logistics Analyst  
Power Engineer-Electrical  
SAP Executive  
Marketing Research Associate

### Retail

Operations Manager  
Machine Operator  
Parking Assistant  
Catalogue Specialist  
Quality Engineer  
Sr. SCADA Engineer  
Sales and Marketing Manager

### Telecommunication

Finance Specialist  
Litigation Executive  
Lab Technician  
Content Writer  
Intracity Deployment Engineer  
Android Developer  
Product Specialist

### ► 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 Industries. These form the conventional choices each of the Industries 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'. Hired for over the past one year. As noted in the analysis 'Hot' jobs are not necessarily the most rewarding of the three categories.
- **Upcoming jobs:** By definition, these are relatively more futuristic, feature newer skill attributes or are more skill-intensive, and often characterize new-age industries. Hired for over the past one year in minimal numbers but expected to pick up pace over the next year

### ► Unified salaries

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

### ► Variance

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

Computation: Salary Variance (%) for a given profile at the industry/city level =  
(Median Perm Salary  $\text{minus}$  Median Temp Salary)  $\text{divided by}$  Median Perm Salary

## Definitions –Blue Collar / Vocational Skills

- ▶ **Blue Collar:** is a working class populated by people who perform manual labor. Blue-collar work involves semi-skilled or unskilled labor. The type of work may involve manufacturing, warehousing, excavation and power plant operations, electrical construction and maintenance, farming, food processing, driving, trucking, and many other types of physical work.
- ▶ **Vocational Skills:** are skills designated mostly for industrial or commercial employment. They can be acquired either formally in trade schools, technical secondary schools, or in on-the-job training programs or, more informally, by picking up the necessary skills on the job.

## Definition: The National Industry Salary Index

The National Salary Index is an index of salaries paid to representative job roles across functional areas that are universal for most industries covered and tracks the median salaries paid to these job roles every year.

Computation: For a given job profile and a given experience level, the Unified Industry Salary is computed as below:

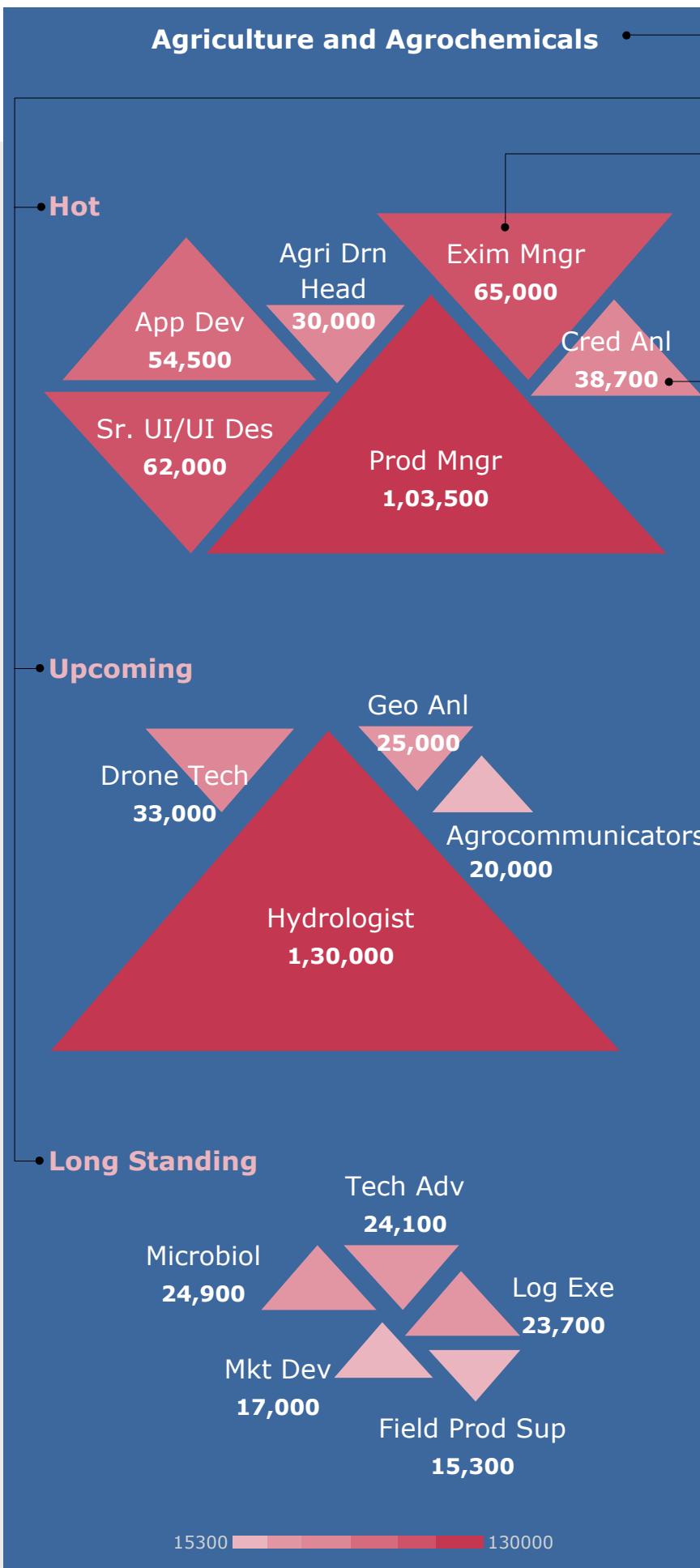
Mean {Median salary for industry-1/city-1 ... Median salary for industry-n/city-n}

## Abbreviations

- ▶ Temp –Temporary
- ▶ Perm -Permanent
- ▶ IT –Information Technology
- ▶ BPO –Business Process Outsourcing
- ▶ Tech –Technology
- ▶ BFSI -Banking, Financial Services and Insurance
- ▶ FMCD –Fast Moving Consumer Durables
- ▶ FMCG –Fast Moving Consumer Goods
- ▶ HR –Human Resources
- ▶ Sr. -Senior
- ▶ DevOps -Development' and 'Operations

## Glossary

### Definitions – Job Categories



Industry Name

Job Categories

Job Profile abbreviation  
[expanded in a separate table alongside the chart]

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

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.

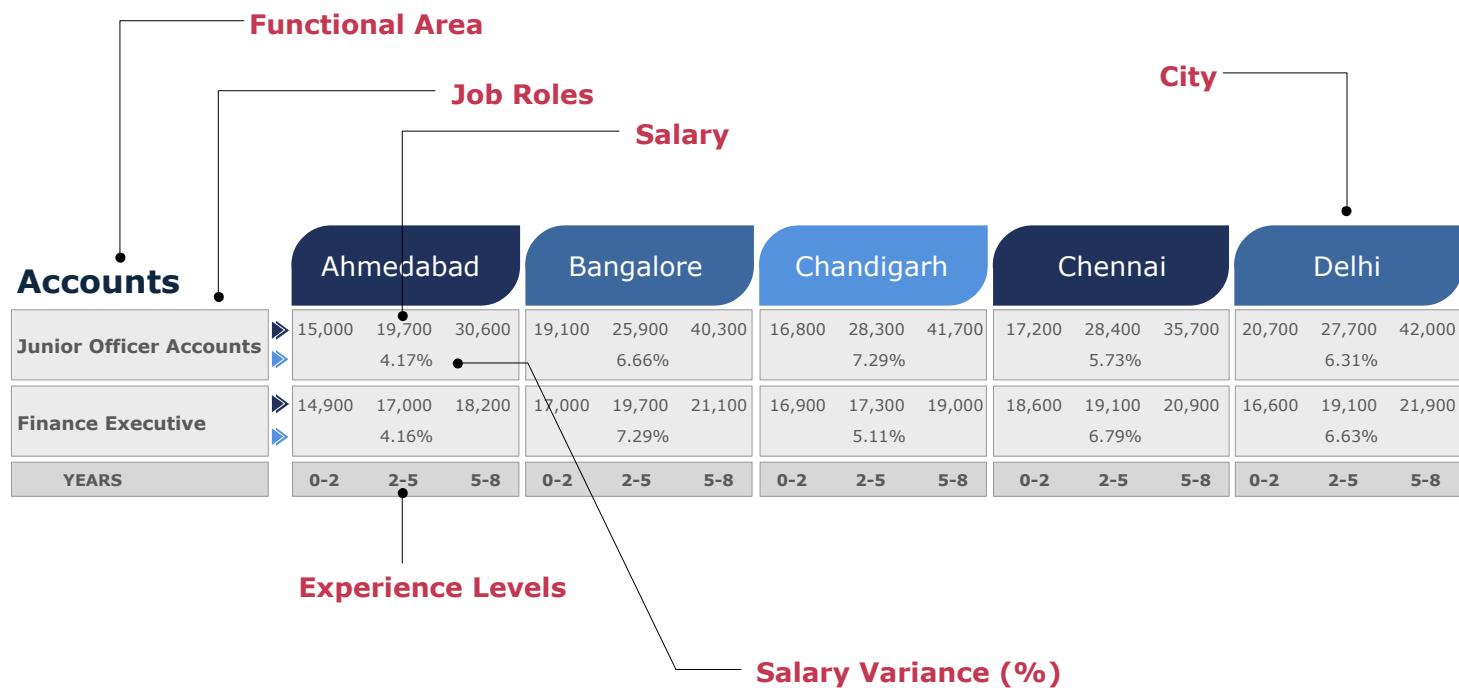
**This section illustrates 5 years aggregate average salary trends from the period from 2017-2018 to 2021-2022 and across the Industries.**

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

Time Period	Average Salary per Month (INR)
2017-2018	15,400
2018-2019	14,700
2019-2020	17,100
2020-2021	18,500
2021-2022	16,200

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

## Agriculture and Agrochemicals • Industry Name



- '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 Left hand side image):

A 4.17% variance for 'Junior Officer Accounts' with a 2 – 5 years' experience and a median salary of Rs.19,700 means that the salaries for this profile may vary between Rs.18,900 and Rs.20,500.

### Government data sources

Indian Brand Equity Foundation

### Third-party data sources

### Research Journals

Economic and Political Weekly

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## Constraints

The document has the following constraints on data:

- This analysis does not include Senior and CXO level profiles in most parts.
- Results are based on the earnings between November 2021 and November 2022 across 4,70,000 associates employed in the organized job market.
- Salaries benchmarked in this document are mostly those pertaining to junior to mid-level profiles.
- Figures are close to accurate. The earnings include regular salaries and do not include taxes / regulatory payouts, incentives, allowances, bonus, over-time, one-time or unusual representative amounts.
- The information provided does not reflect level of responsibility of the job seekers.
- The analysis and modeling are a work-in-progress and not purporting to be a complete descriptor of market phenomena
- The vacant slots may represent unavailability or lack of significant, current staffing activity.
- This Primer is subject to limitations and only intended as a guide.



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