

A collage of business-related images is positioned on the left side of the cover. It includes a group of people in an office setting, hands holding Indian currency notes, a person pointing at a chart on a laptop screen, a close-up of a resume with the word "RESUME" visible, a handshake, and a man in a suit holding stacks of money.

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

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)



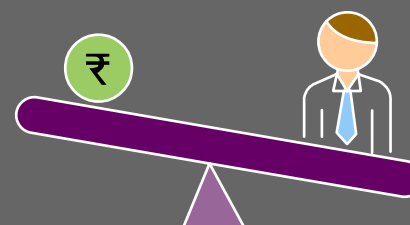
Slower Salary Growth and Job Creation:

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

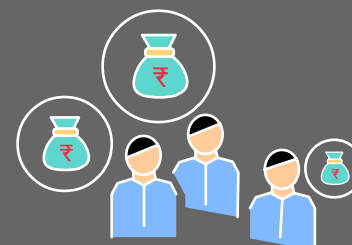
Sales and IT roles continue to be in demand:

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.

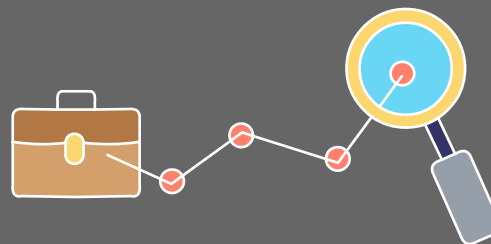
Top profiles (and related Industries):

- 
- ▶ 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)

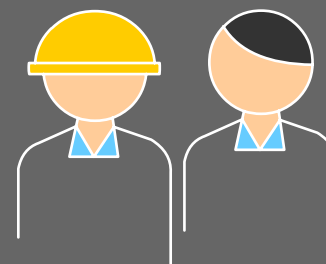
- ▶ Customer Manager (Educational Services | 9.19%)
- ▶ DevOps Engineer (Information Technology and Knowledge Services | 8.93%)
- ▶ Turbine Engineer (Industrial Manufacturing and Allied | 8.83%)
- ▶ Intracity Deployment Engineer (Telecommunication | 8.29%)
- ▶ Sales and Marketing Manager (Retail | 8.09%)



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

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
1	Double Digit Salary Growth	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 & 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, Media and Entertainment & 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 & Information Technology and Knowledge Services</p> <p>The bottom 14: Agriculture and Agrochemicals, Automobile & Allied, Banking, Financial Services and Insurance, BPO and IT Enabled Services, Construction & Real Estate, Educational Services, Fast Moving Consumer Durables, Fast Moving Consumer Goods, Hospitality, Industrial Manufacturing and Allied, Media and Entertainment, Power and Energy, Retail, Telecommunication</p> <p>Top Industry-Cities: Information Technology and Knowledge Services –Bangalore [maximum 10.47%] and Healthcare and Allied Industries -Delhi [maximum 10.07%]</p>
2	Less than 5% variance	More than 41% of the job profiles in across all 17 Industries	More than 37% of the job profiles in across all 17 Industries	10 Industries: 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	10 Industries: Agriculture and Agrochemicals, Automobile and Allied Industries, FMCD, FMCG, Healthcare and Allied Industries, Hospitality, Industrial Manufacturing & Allied, Media & Entertainment, Power & Energy, Retail

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
3	Salary Increment	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]
4	Top profiles from Industry			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
5	Top paymasters [Greater than 10% salary growth]	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
6	Hot and Upcoming jobs	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	Popular Blue Collar Profiles			Sales Executive, Electrician, AC Technician, Forklift Operator	Logistic Executive, Sales Promoter, Rigger, Warehouse Executive, Tele Caller
8	Top cities			Bangalore, Chennai, Delhi, Hyderabad and Mumbai	Ahmedabad, Bangalore, Chennai, Delhi, Hyderabad, Mumbai and Pune
9	Top profiles			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

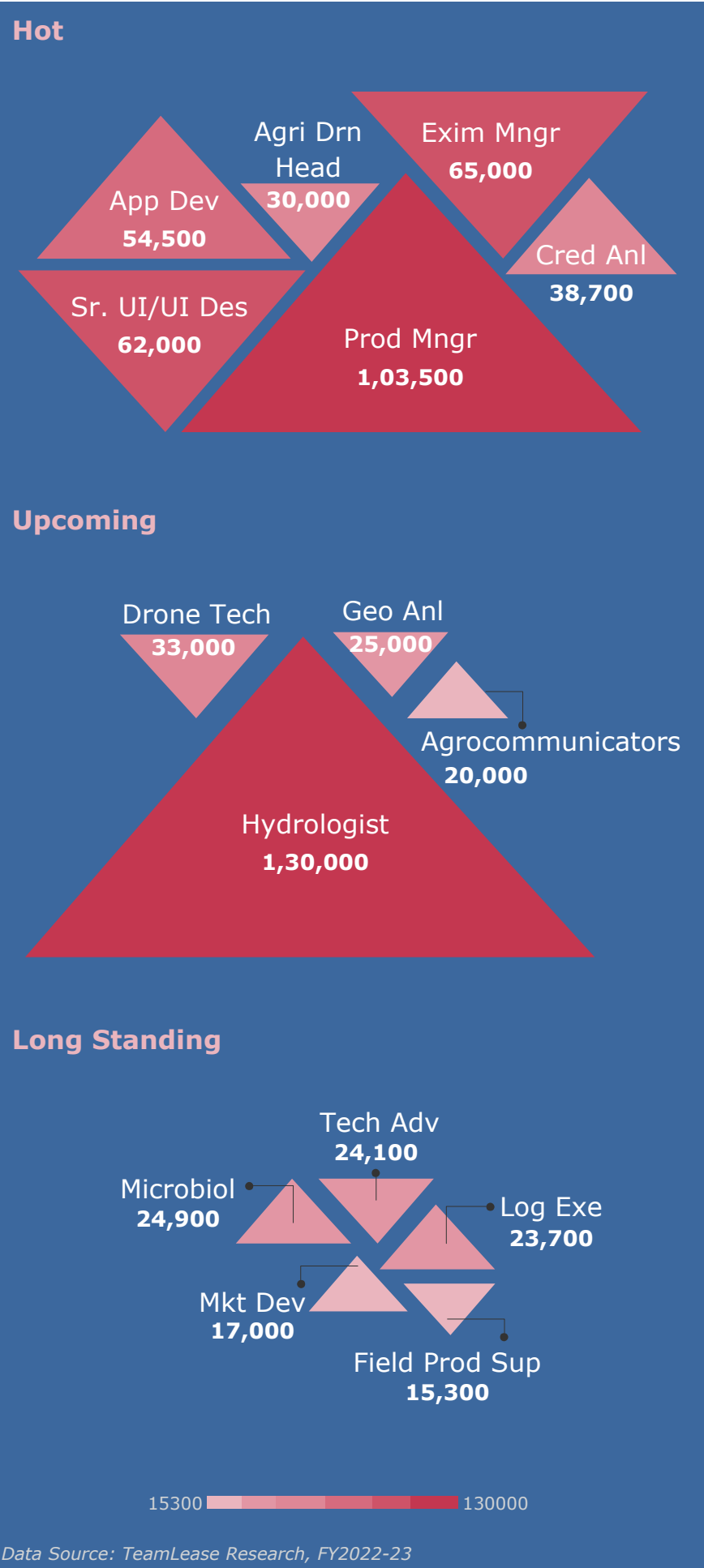
Industries			Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
1	FMCG	FY2022-23		✓		✓	✓		✓		✓
		FY2021-22	✓		✓		✓	✓			✓
1	Healthcare & Pharmaceuticals	FY2022-23		✓		✓		✓	✓		✓
		FY2021-22		✓		✓	✓			✓	✓
1	Hospitality	FY2022-23	✓	✓	✓		✓			✓	
		FY2021-22	✓		✓	✓	✓	✓	✓		
1	Industrial 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

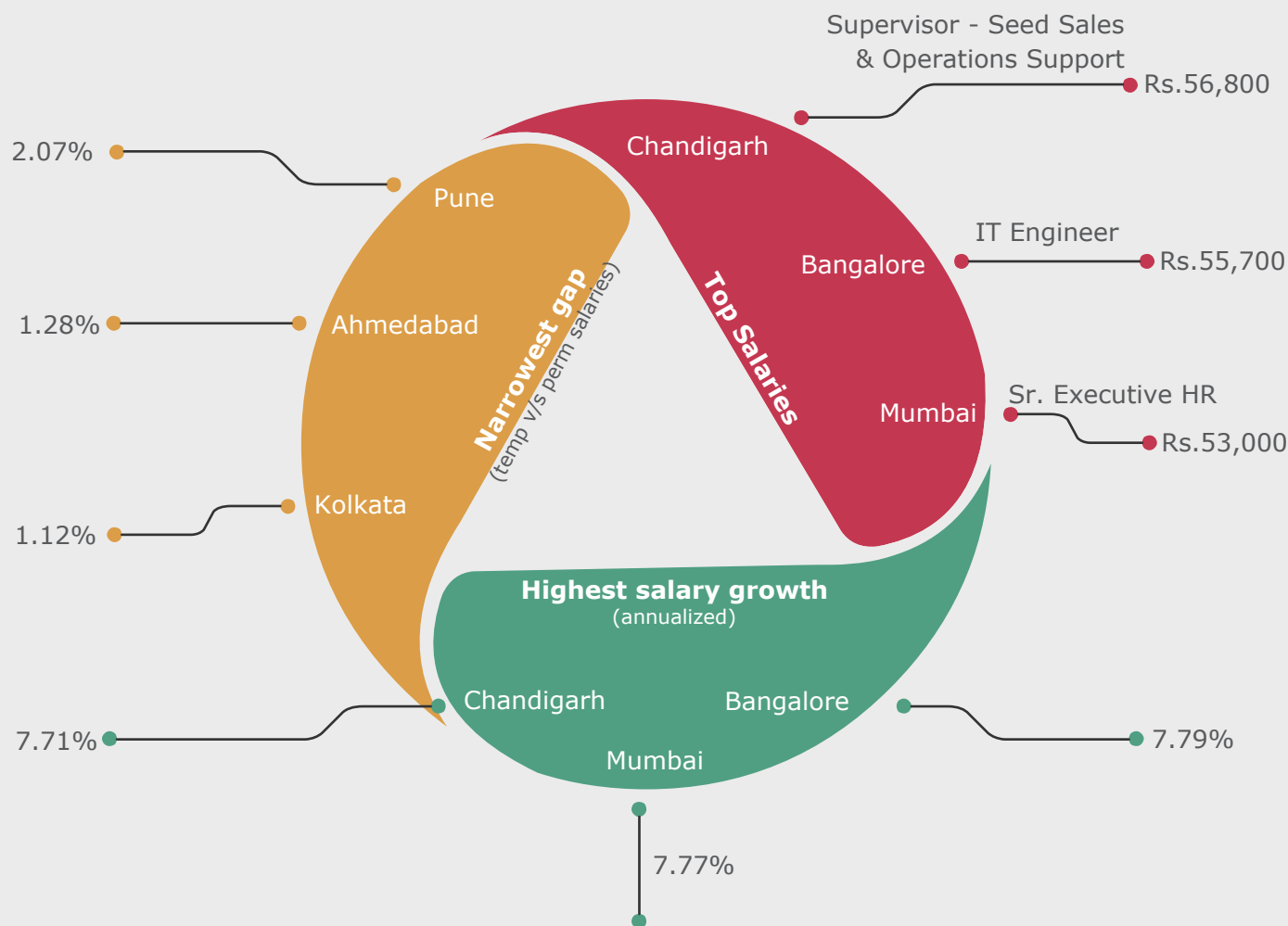


Steady Growth

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
Agrocommuni-cators	Agrocommunicators
Field Prod Sup	Field Production Supervisor
Tech Adv	Technical Advisor
Mkt Dev Off	Market Development Officer
Log Exe	Logistics Executive
Microbiologist	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

Data Source: TeamLease Research, FY2022-23

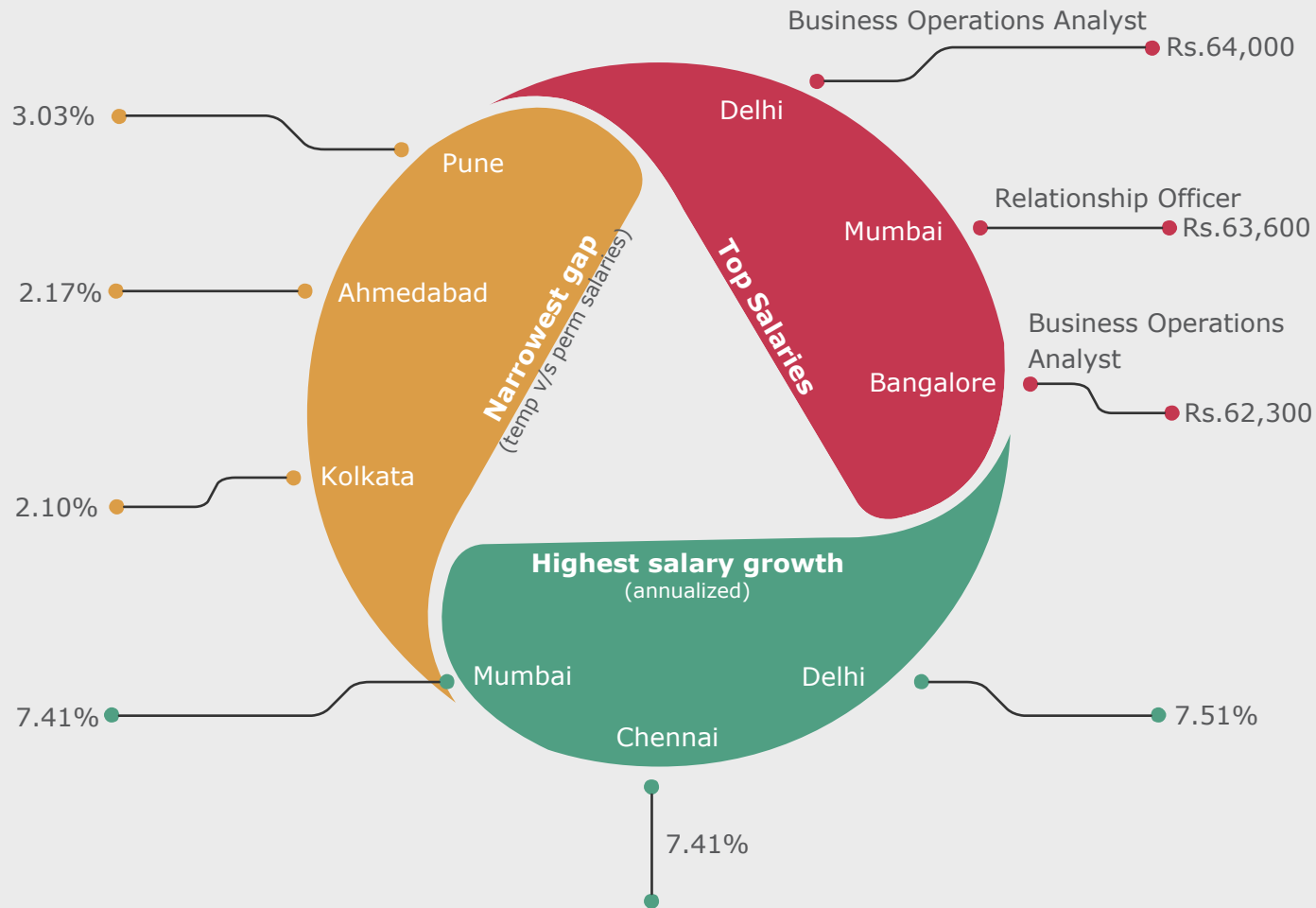


Quick Progression

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.

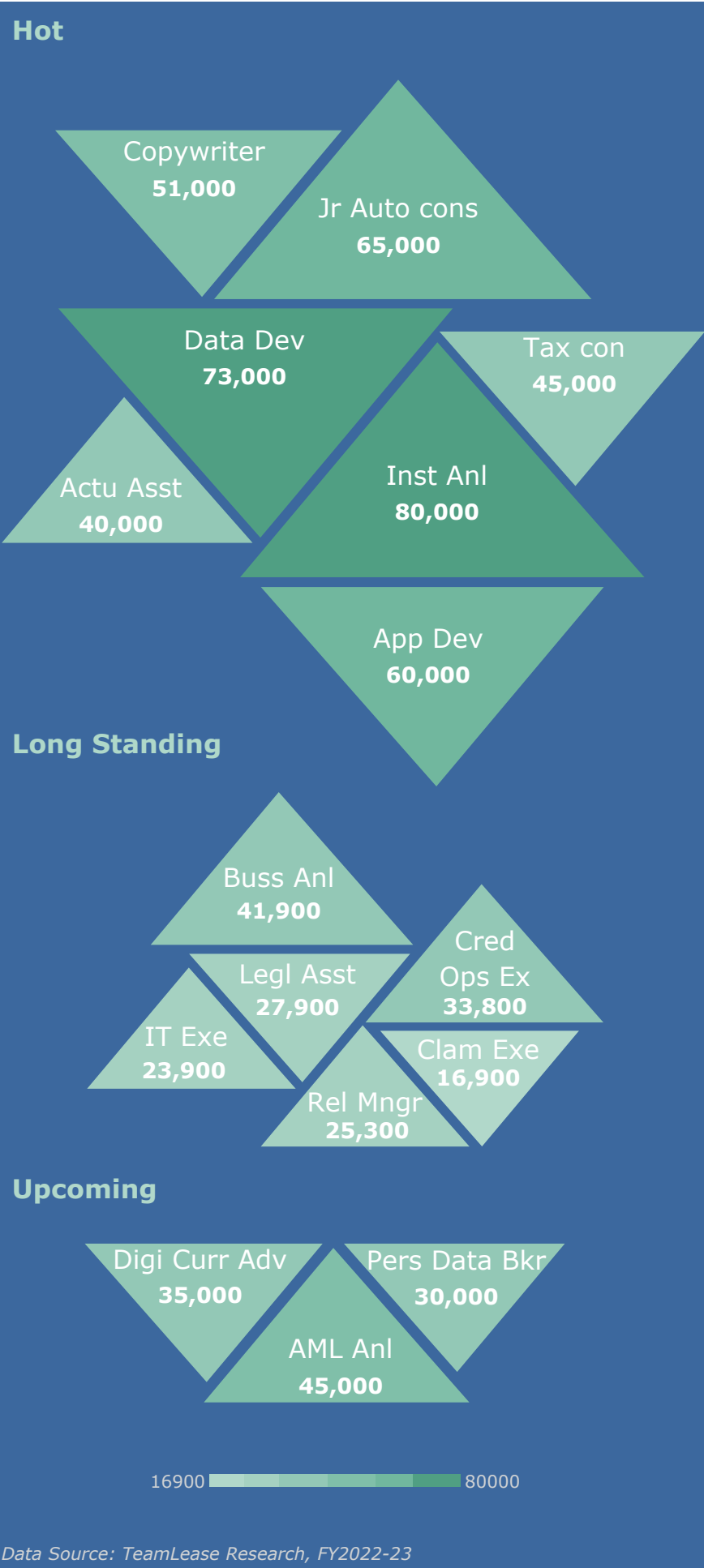
Short Form	Profile Name
Lead EWS App Engg	Lead ESW Application Engineer
CAE Anl	CAE Analyst
Batt Test Engg	Battery Testing Engineer
Prod Cyb Sec Mngr	Product CyberSecurity Manager
Auto Vhl Engg	Autonomous Vehicle Engineer
3D prnt Engg	3D Printing Engineer
Alt Prop Engg	Alternative Propulsion Engineer
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

Data Source: TeamLease Research, FY2022-23

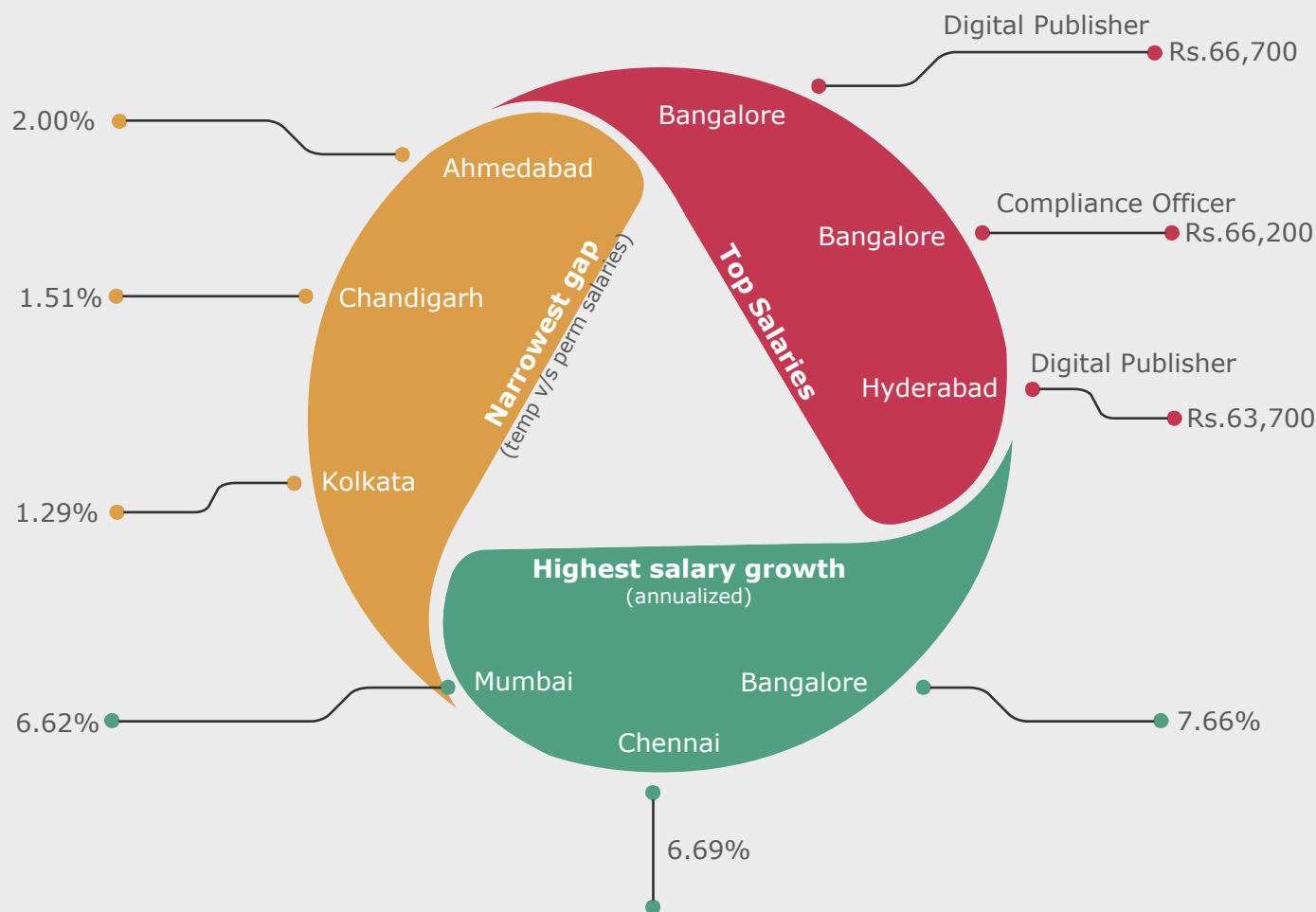


Quick Progression

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.

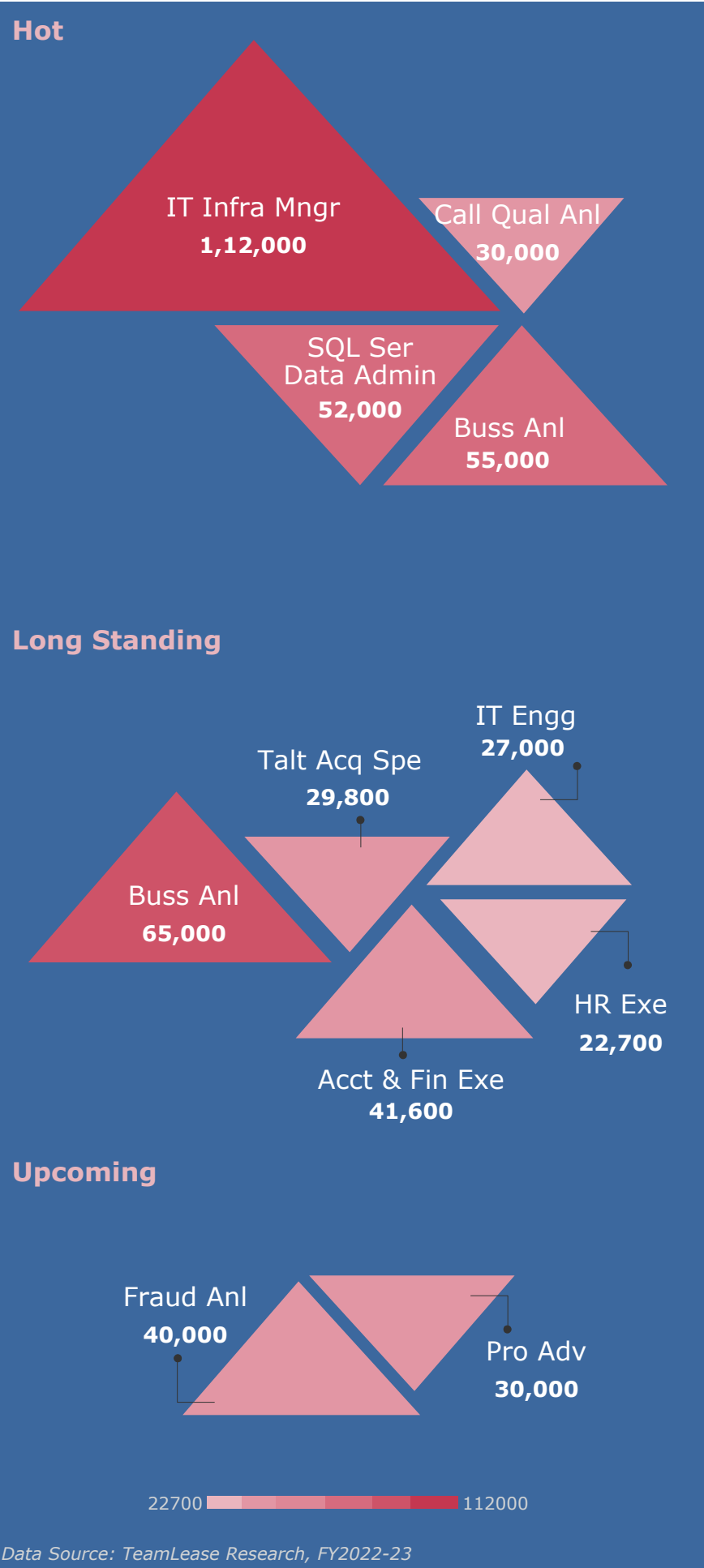
Short Form	Profile Name
Tax con	Tax consultant
Copywriter	Copywriter
Data Dev	Database Developer
App Dev	App Developer
Actu Asst	Actuarial Associate
Inst Anl	Insights Analyst
Jr Auto cons	Jr Automation Consultant
Pers Data Bkr	Personal Data Broker
Digi Curr Adv	Digital Currency Advisor
AML Anl	AML Analyst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



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

Data Source: TeamLease Research, FY2022-23

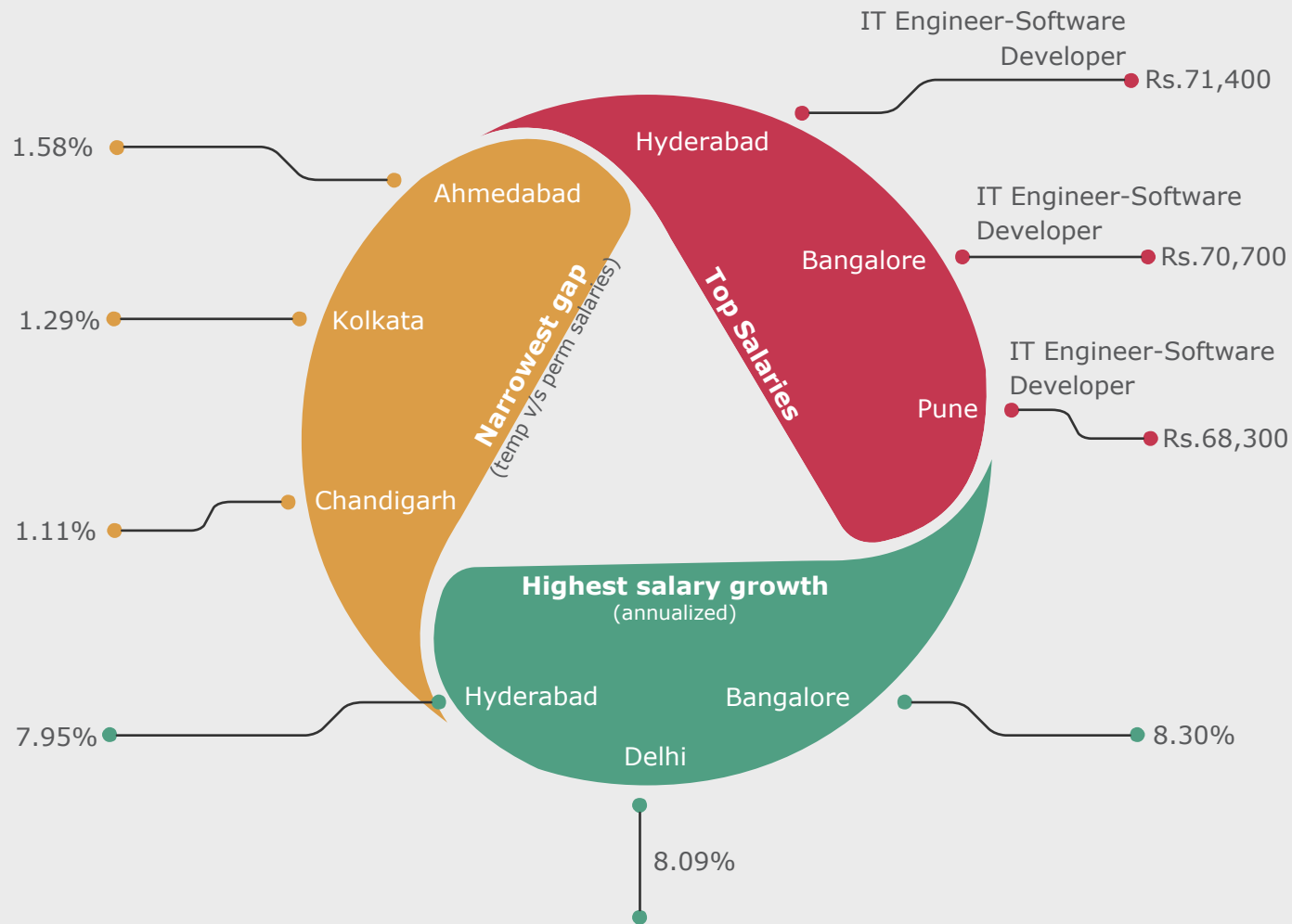


Steady Growth

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

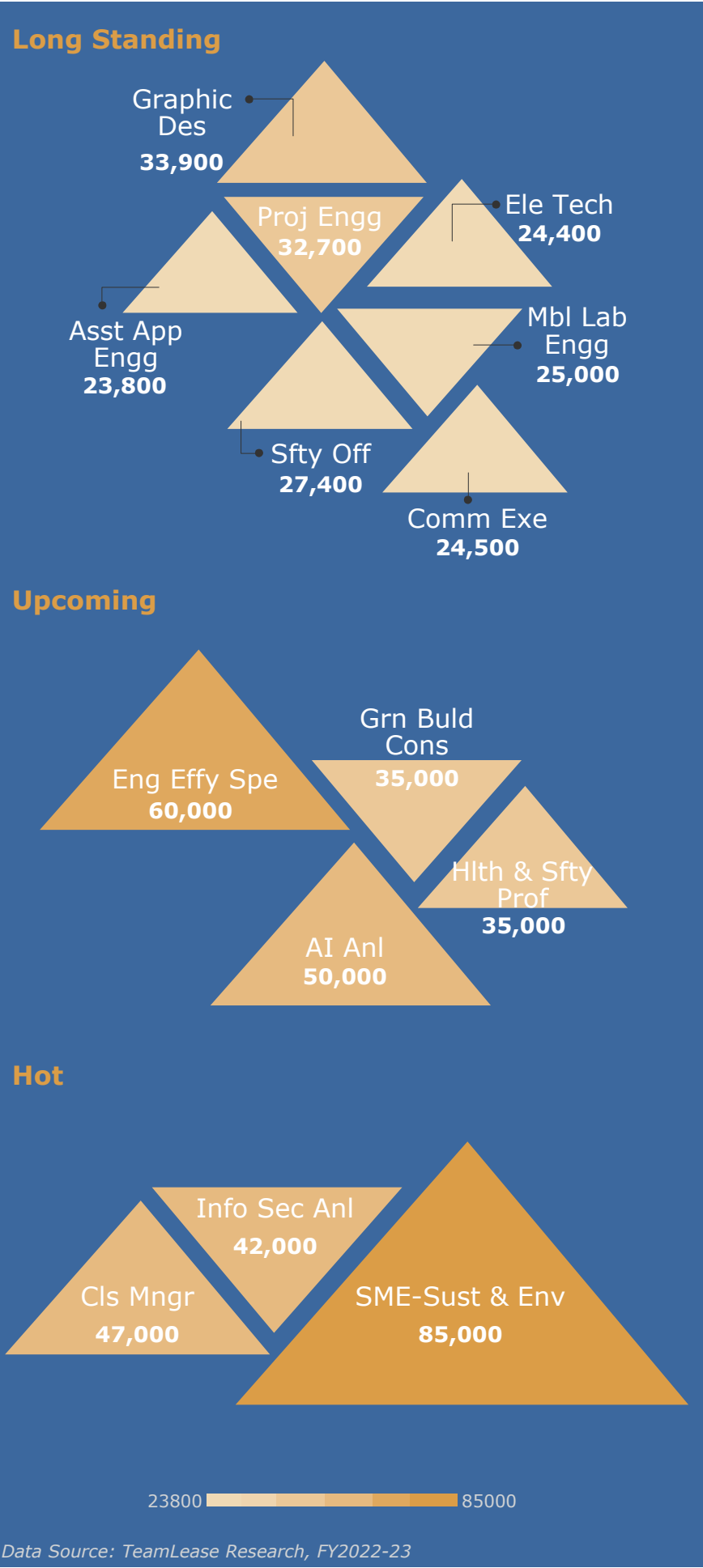
Short Form	Profile Name
IT Infra Mngr	IT Infrastructure Manager
Buss Anl	Business Analyst
Call Qual Anl	Call Quality Analyst
SQL Ser Data Admin	SQL Server Database Administrator
Frud Anl	Fraud Analyst
Pro Adv	Process Advisor
HR Exe	HR Executive
Talt Acq Spe	Talent Acquisition Specialist
Buss Anl	Business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

Data Source: TeamLease Research, FY2020-21

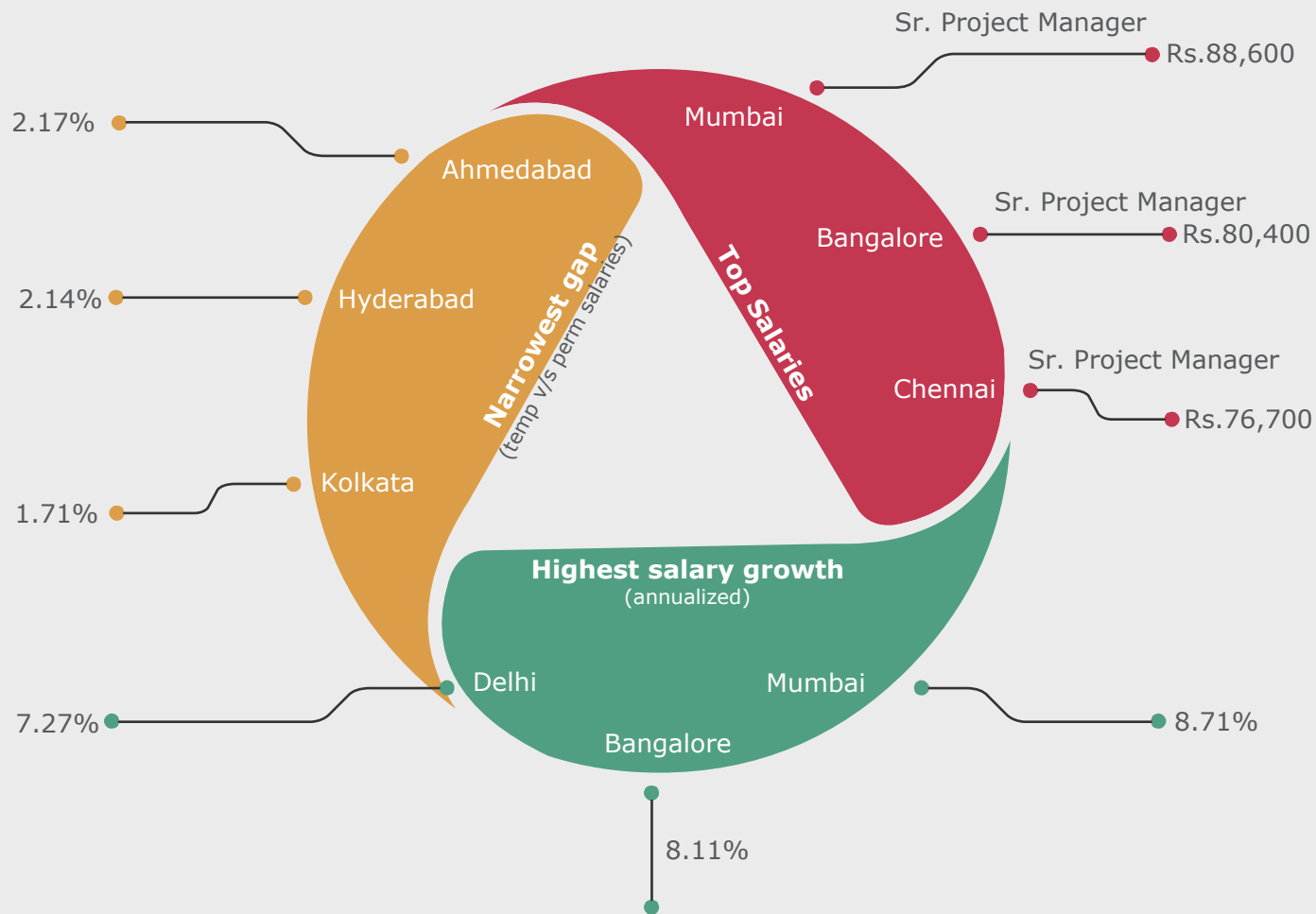


Steady Growth

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.

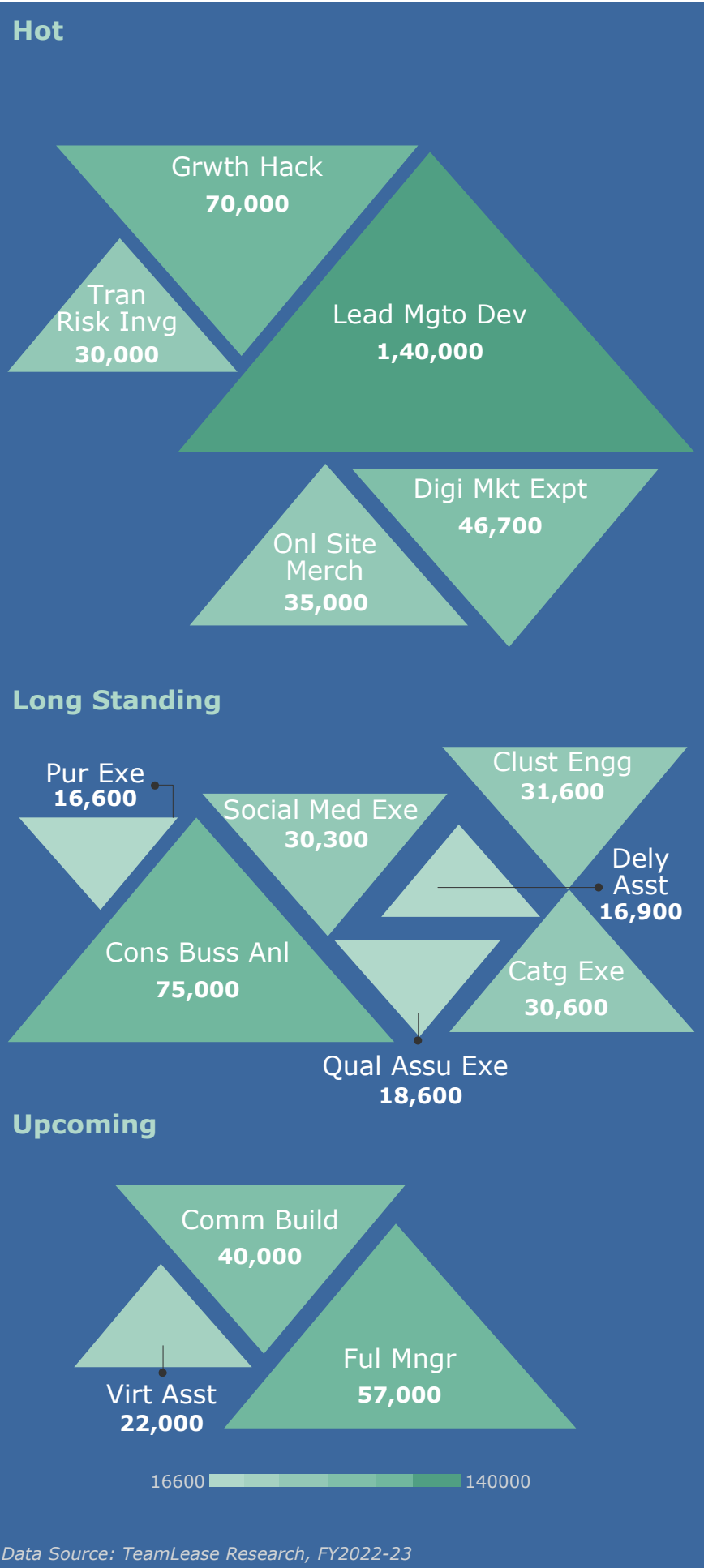
Short Form	Profile Name
Info Sec Anl	Information Security Analyst
SME- Sust & Env	SME- Sustainability & Environment
Cls Mngr	Closing Manager
AI Anl	AI Analyst
Grn Buld Cons	Green Building Consultant
Eng Effy Spe	Energy Efficiency Specialist
Hlth & Sfty Prof	Health & Safety Professional
Asst App Engg	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

Data Source: TeamLease Research, FY2022-23

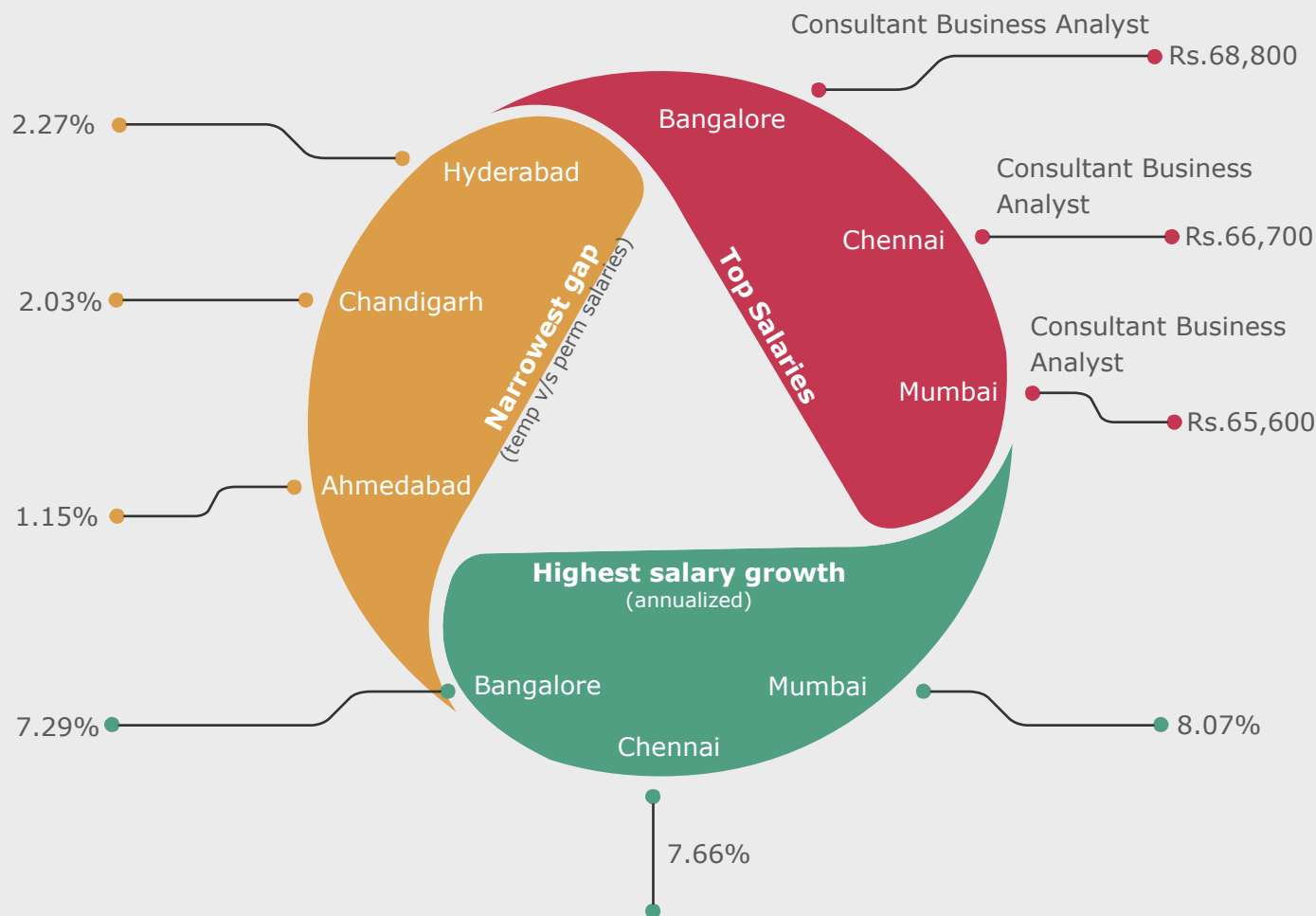


Quick Progression

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.

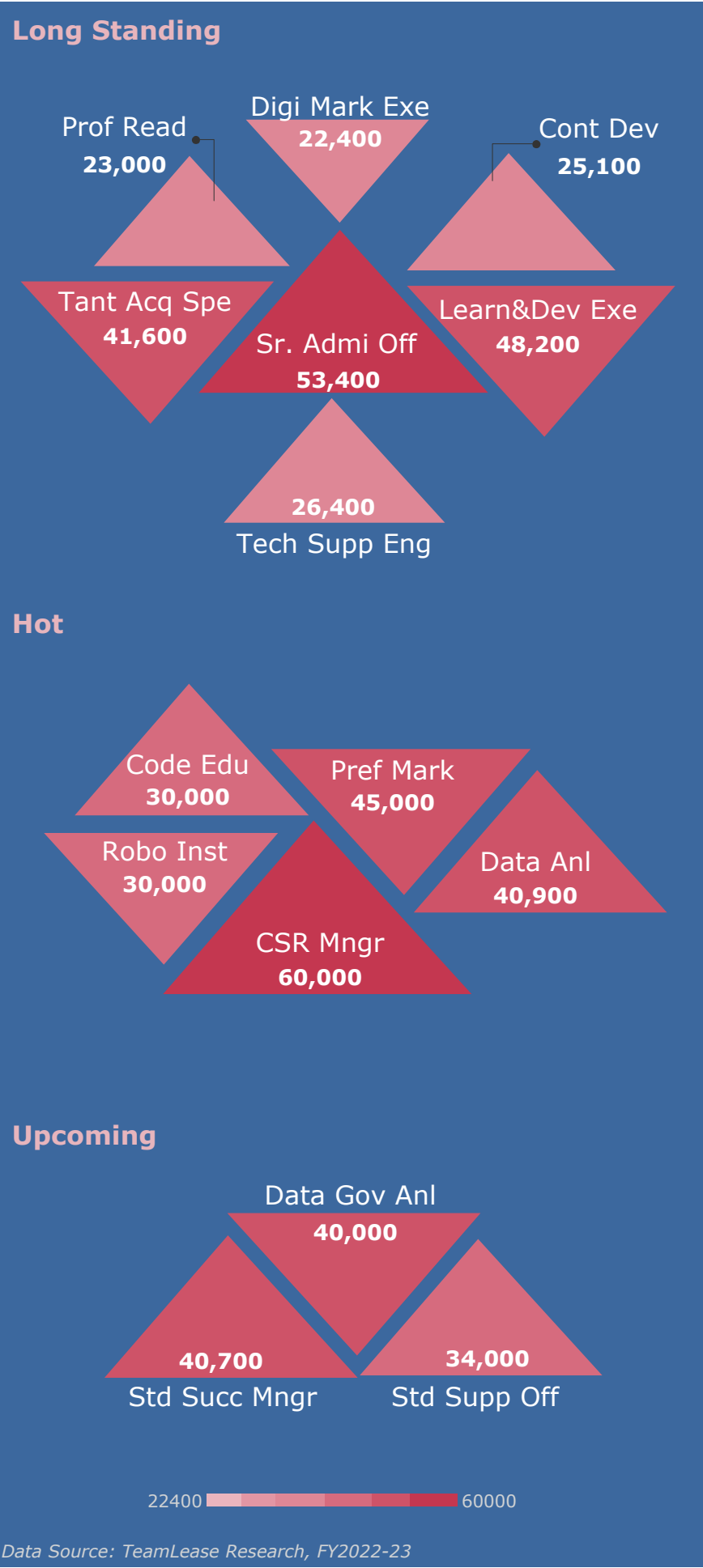
Short Form	Profile Name
Digi Mkt Expt	Digital Marketing Expert
Onl Site Merch	Online Site Merchandiser
Grwth Hack	Growth Hacker
Lead Mgto Dev	Lead Magento Developer
Tran Risk Invlg	Transaction Risk Investigator
Virt Asst	Virtual Assistant
Comm Build	Community Builder
Ful Mngr	Fulfillment Manager
Dely 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

Data Source: TeamLease Research, FY2022-23



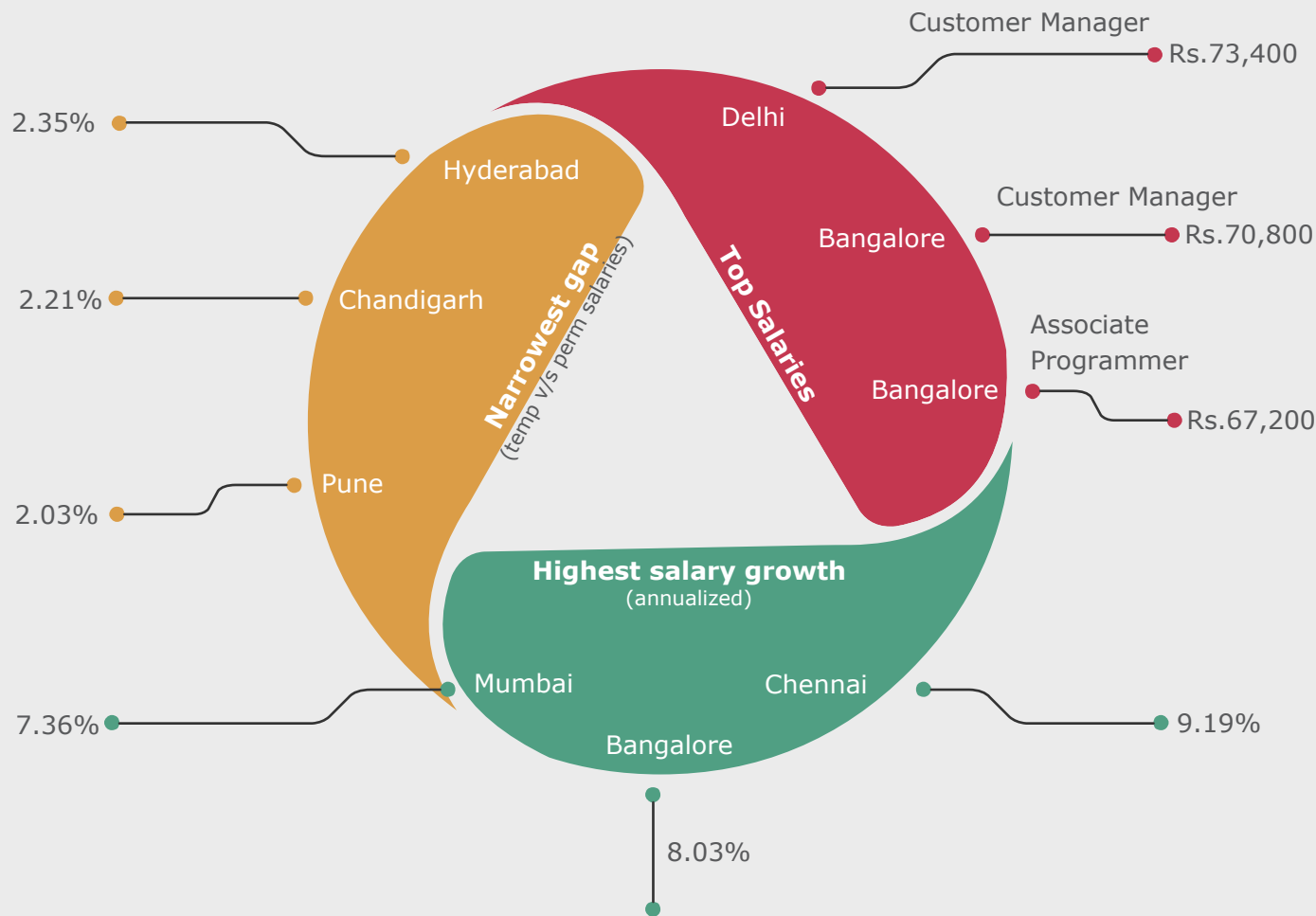
Data Source: TeamLease Research, FY2022-23

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

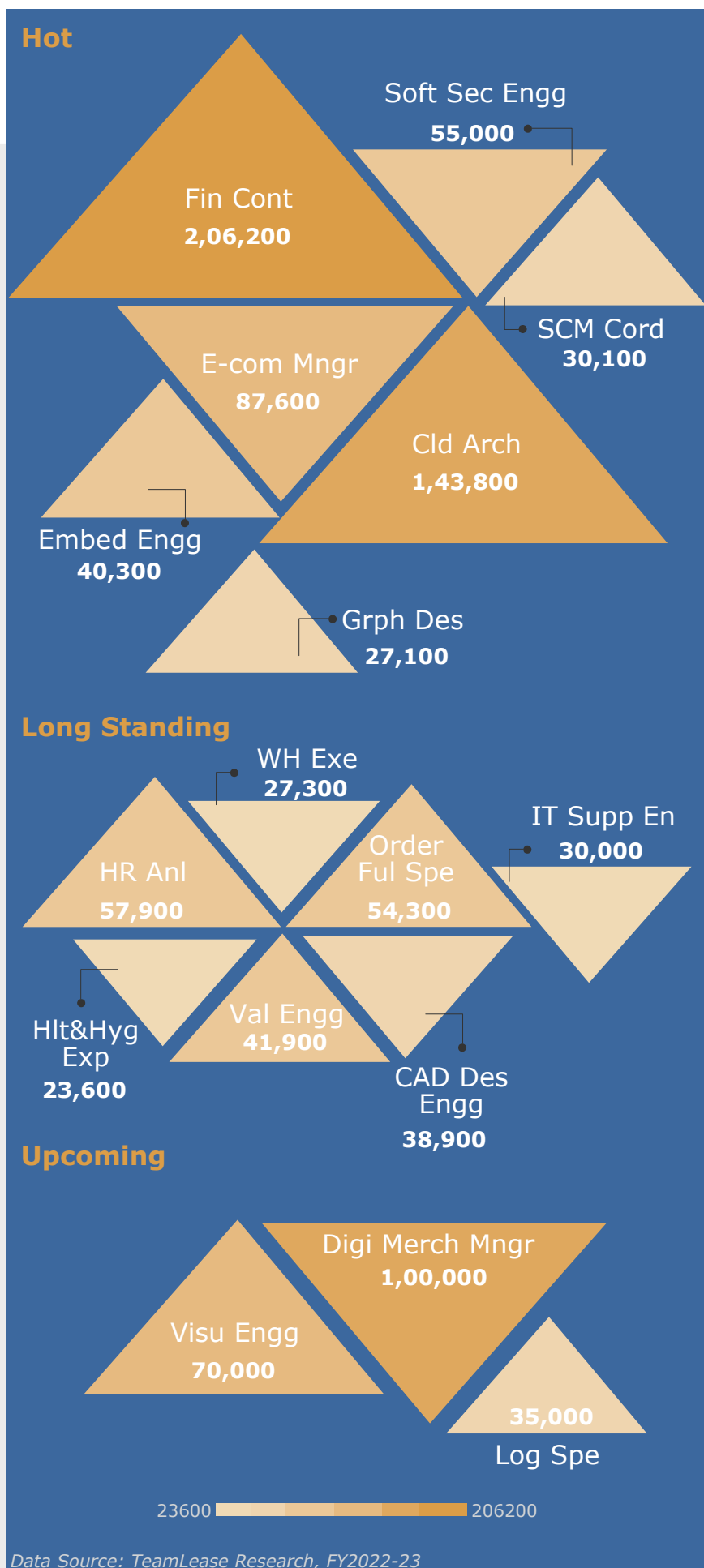
Despite the domino effect from the Edtech segment, the industry payouts are handsome and hold steady for both the average and top salary categories.



Time Period	Average Salary per Month (INR)
2017-2018	21,800
2018-2019	17,800
2019-2020	33,300
2020-2021	35,200
2021-2022	33,100

Data Source: TeamLease Research, FY2022-23

Fast Moving Consumer Durables

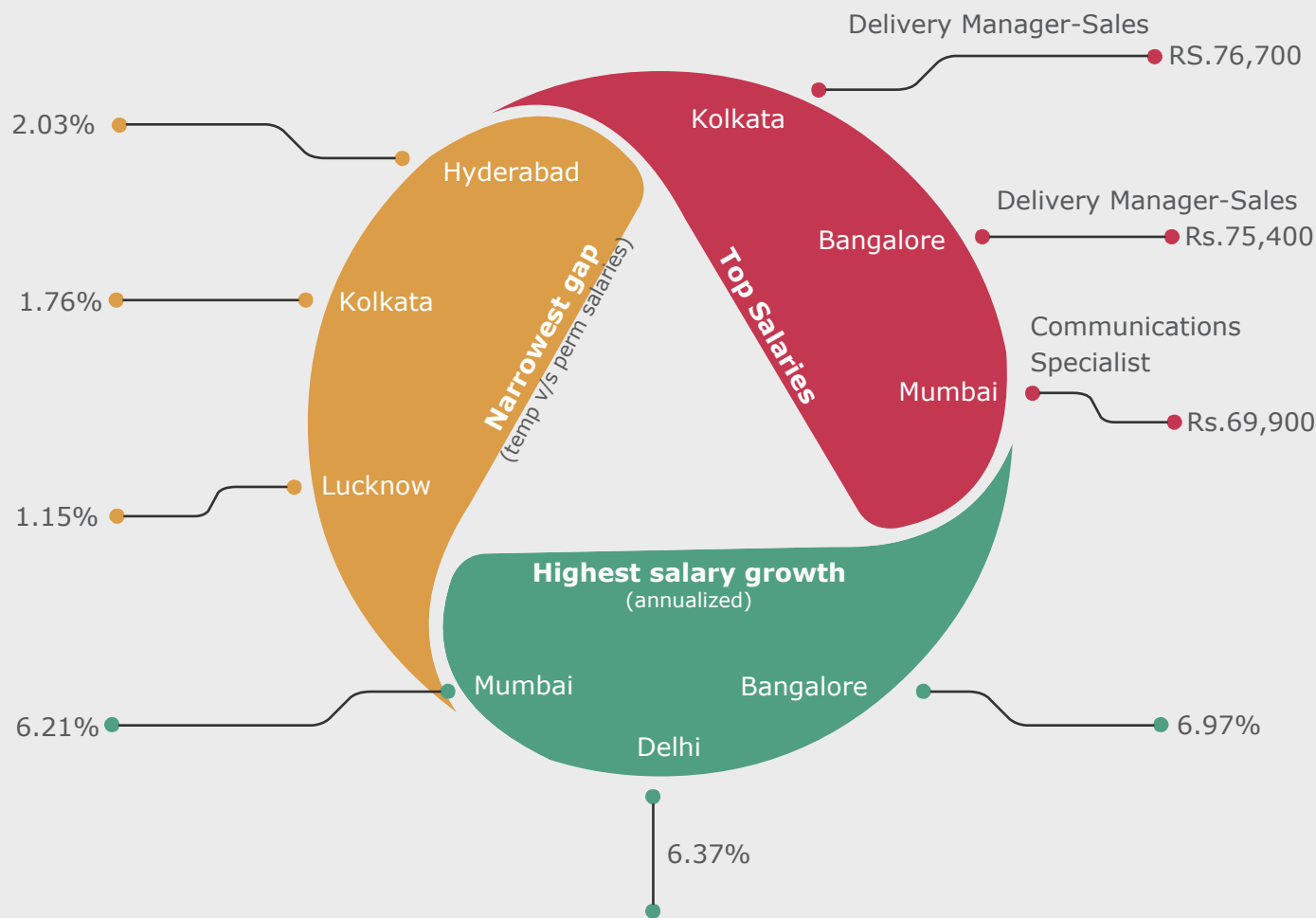


Steady Growth

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

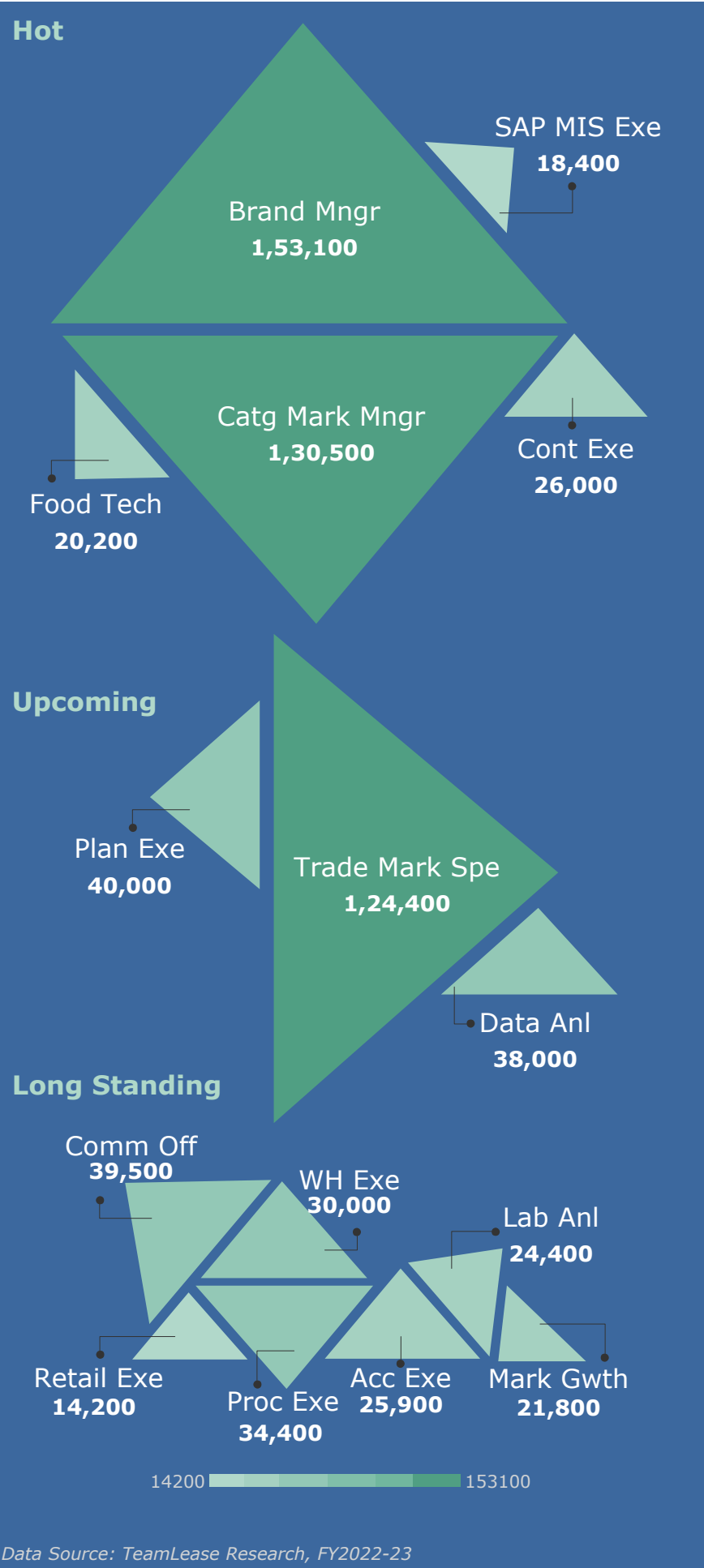
Short Form	Profile Name
Soft Sec Engg	Software Security Engineer
Fin Cont	Financial Controller
Embed Engg	Embedded Engineers
Cld Arch	Cloud Architect
Grph Des	Graphic Designer
E-com Mngr	E Commerce Manager
SCM Cord	SCM Coordinator
Visu Engg	Visualization Engineer
Digi Merch Mngr	Digital Merchandising 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

Data Source: TeamLease Research, FY2022-23



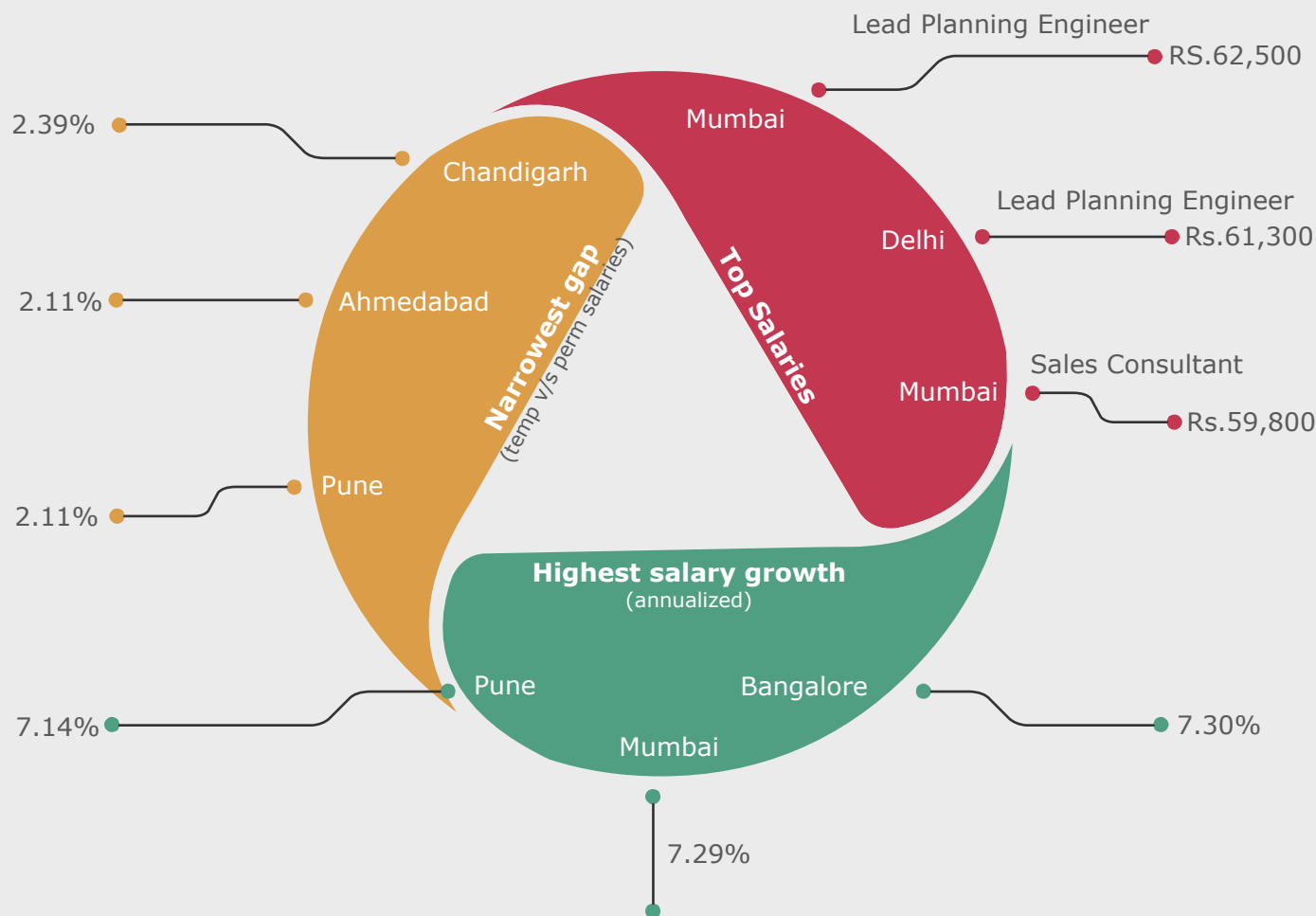
Data Source: TeamLease Research, FY2022-23

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.

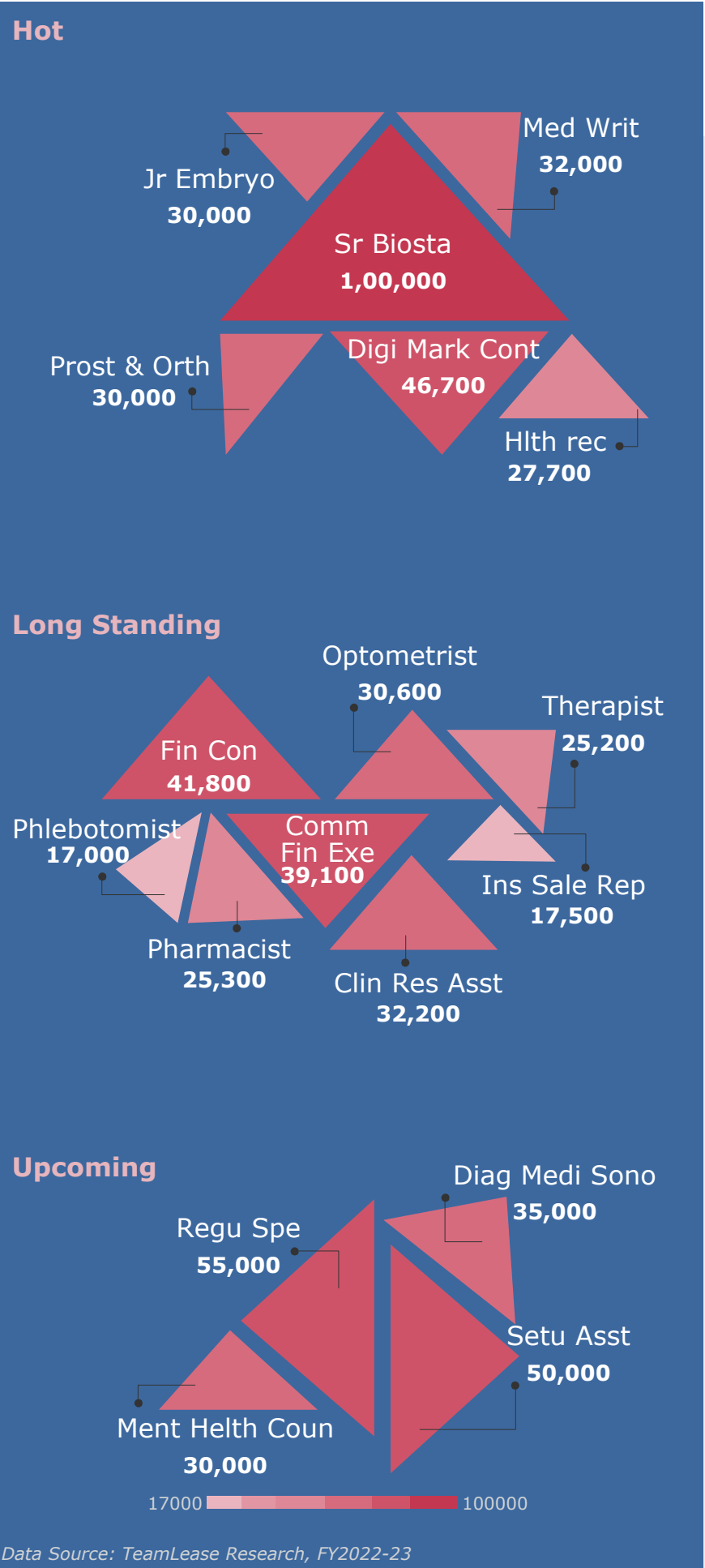
Short Form	Profile Name
Catg Mark Mngr	Category Marketing Manager
Food Tech	Food Technologist
SAP MIS Exe	SAP MIS Executive
Cont Exe	Content Executive
Brand Mngr	Brand Manager
Trade Mark Spe	Trade Marketing Specialist
Data Anl	Data Analyst
Plan Exe	Planning Executive
Mark Gwth Rep	Market Growth Representative
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

Data Source: TeamLease Research, FY2022-23

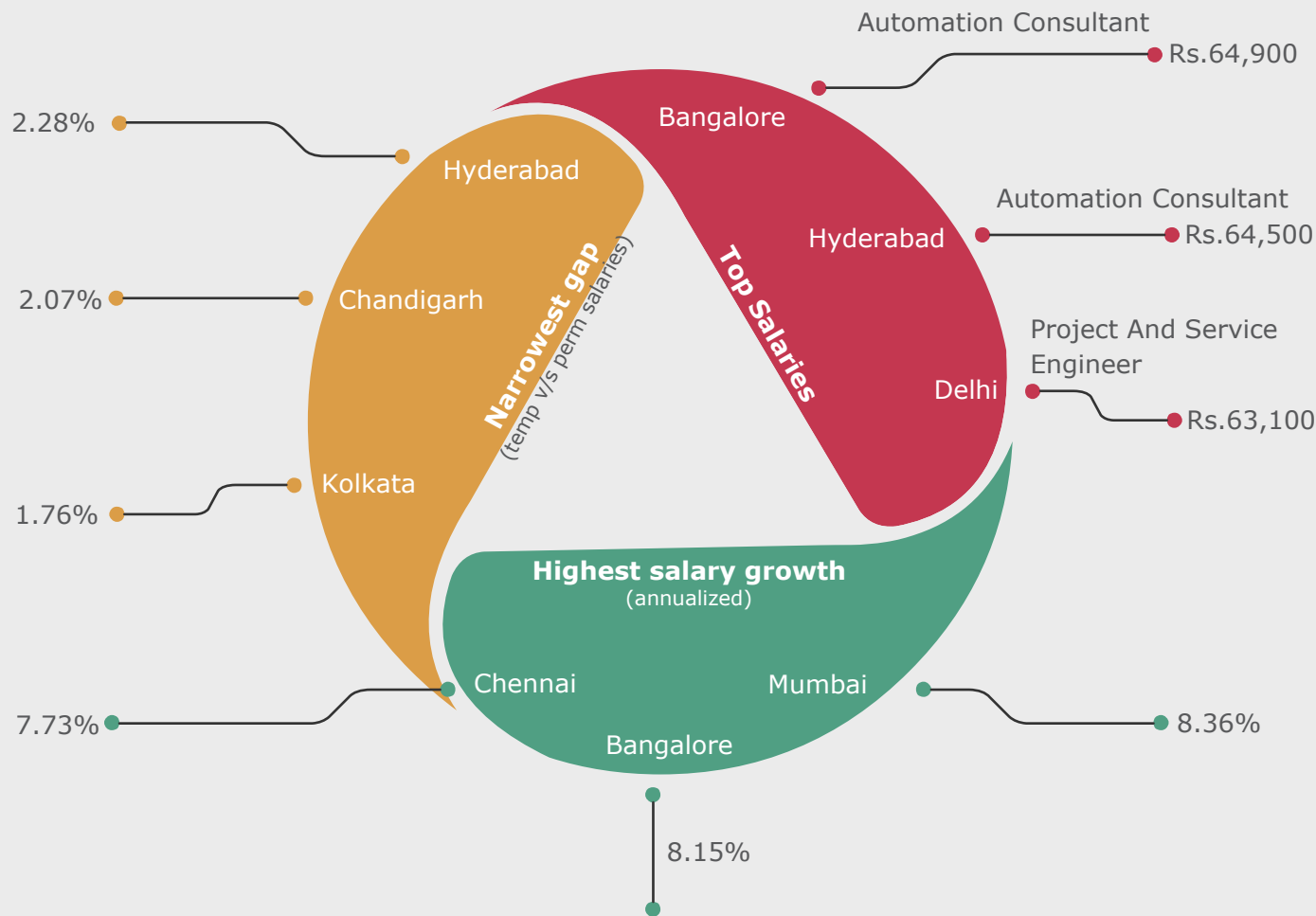


Quick Progression

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

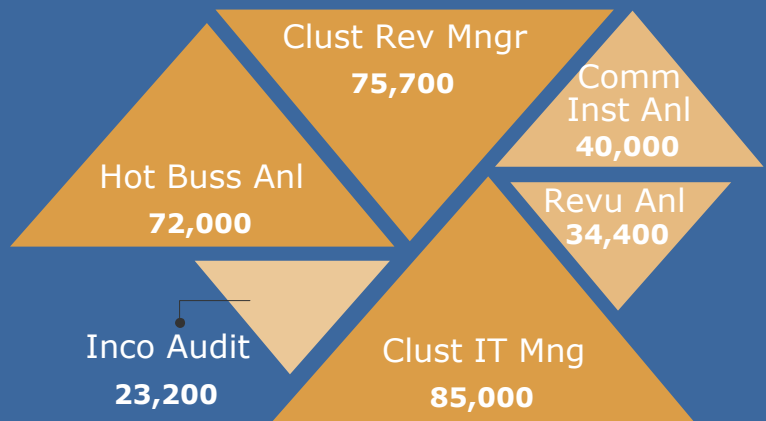
Average salary for the year dipped, but is significantly below pandemic levels.
Top salaries are moderate, keeping with the levels paid across job categories.



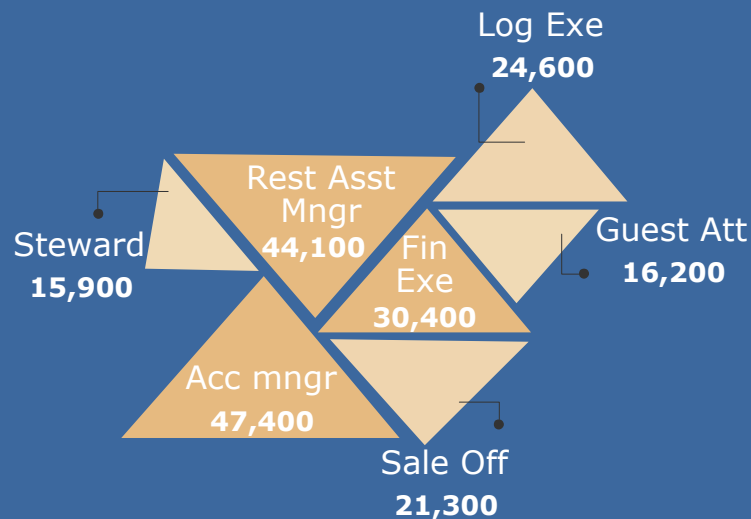
Time Period	Average Salary per Month (INR)
2017-2018	21,500
2018-2019	19,400
2019-2020	27,600
2020-2021	28,000
2021-2022	25,900

Data Source: TeamLease Research, FY2022-23

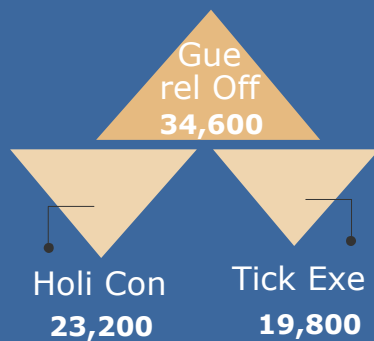
Hot



Long Standing



Upcoming



15900 85000

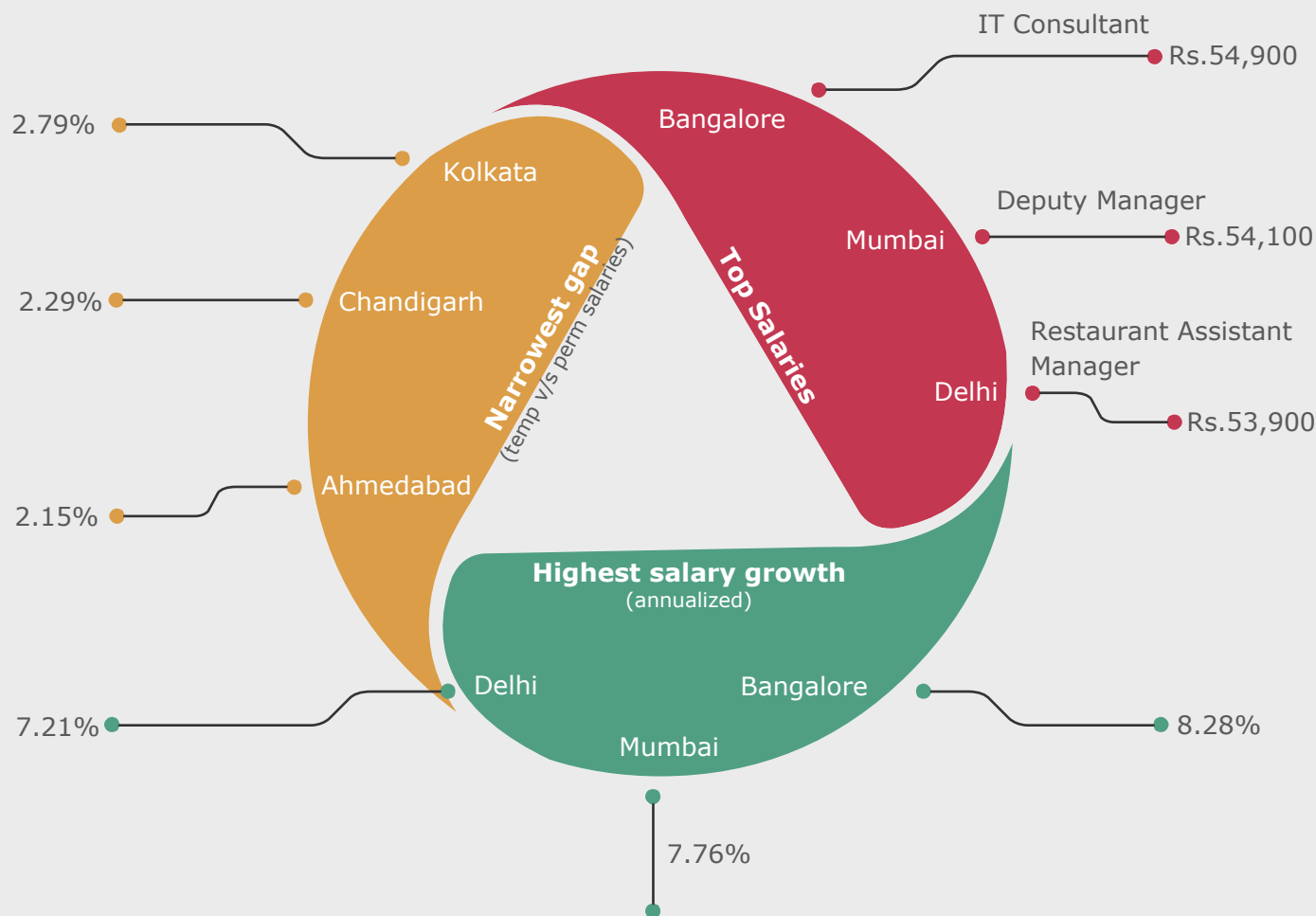
Data Source: TeamLease Research, FY2022-23

Quick Progression

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

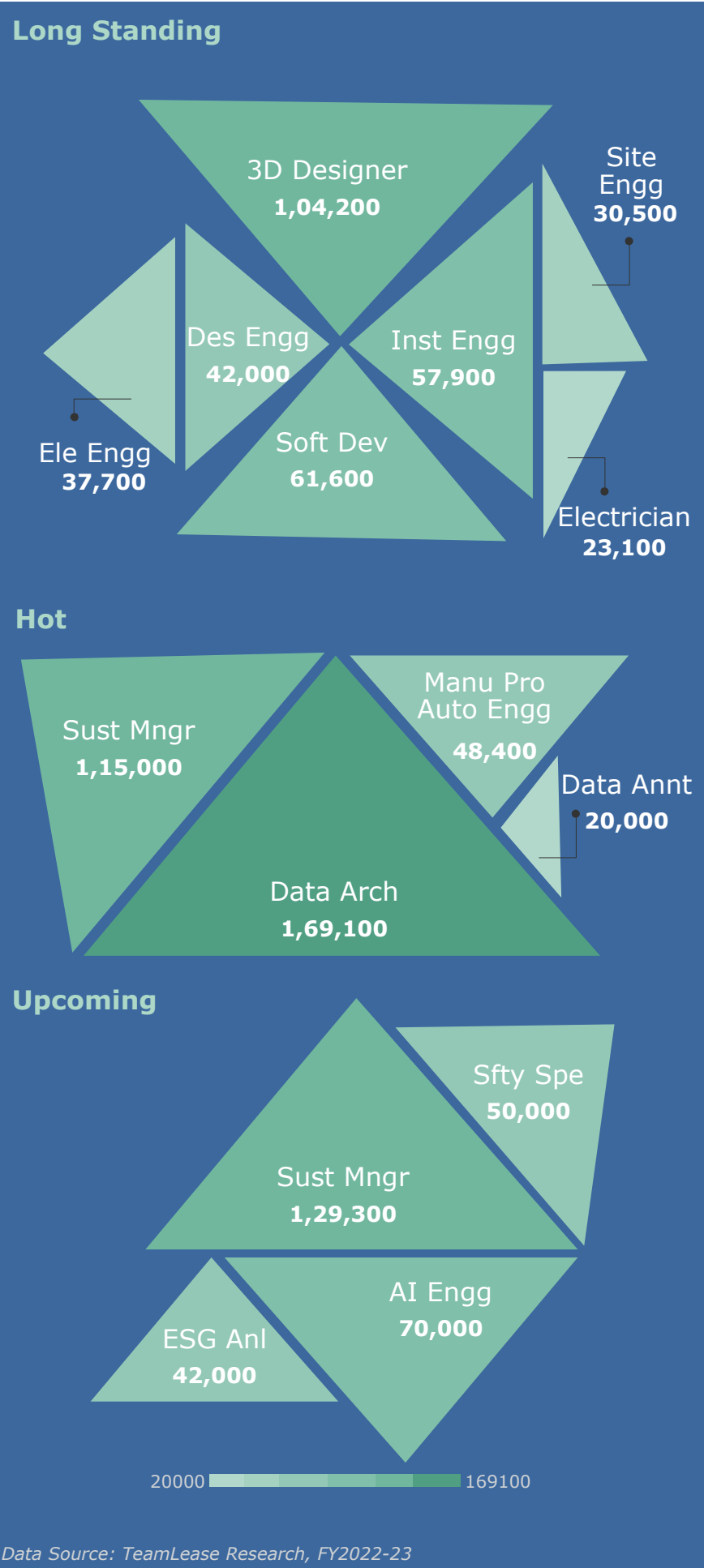
Short Form	Profile Name
Clust Rev Mngr	Cluster Revenue Manager
Comm Inst Anl	Commercial Insights Analyst
Revu Anl	Revenue Analyst
Hot Buss Anl	Hotel Business Analyst
Clust IT Mng	Cluster IT Manager
Inco Audit	Income Auditor
Gue rel Off	Guest relations officer
Holi Con	Holiday Consultant
Tick Exe	Ticketing 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

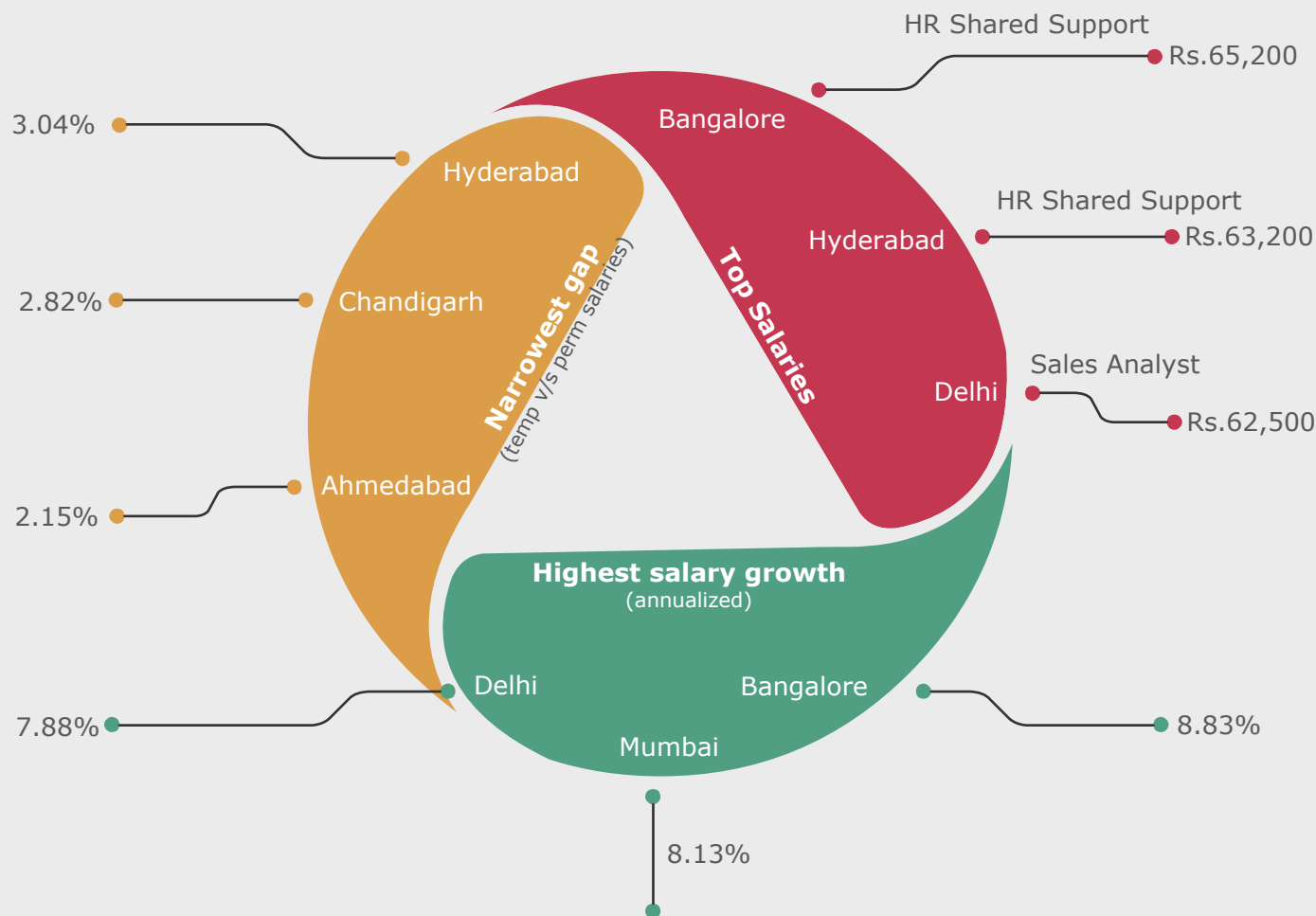


Quick Progression

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.

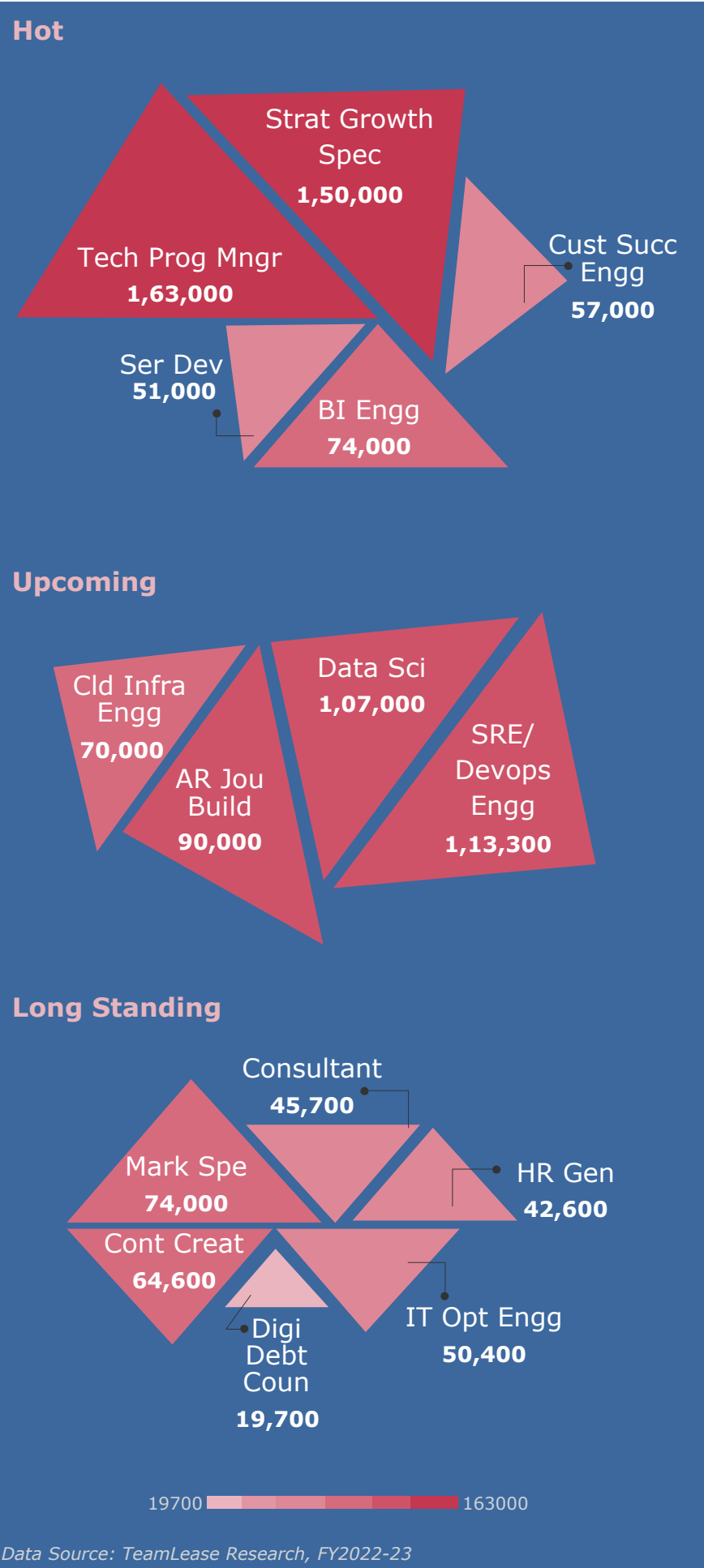
Short Form	Profile Name
Data Arch	Data Architect
Data Annt	Data Annotator
Sust Mngr	Sustainability Manager
Manu Pro Auto Engg	Manufacturing Process Automation Engineer
Sust Mngr	Sustainability Manager
AI Engg	AI Engineers
ESG Anl	ESG Analysts
Sfty Spe	Safety Specialists
Site Engg	Site Engineer
Des Engg	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

Data Source: TeamLease Research, FY2022-23

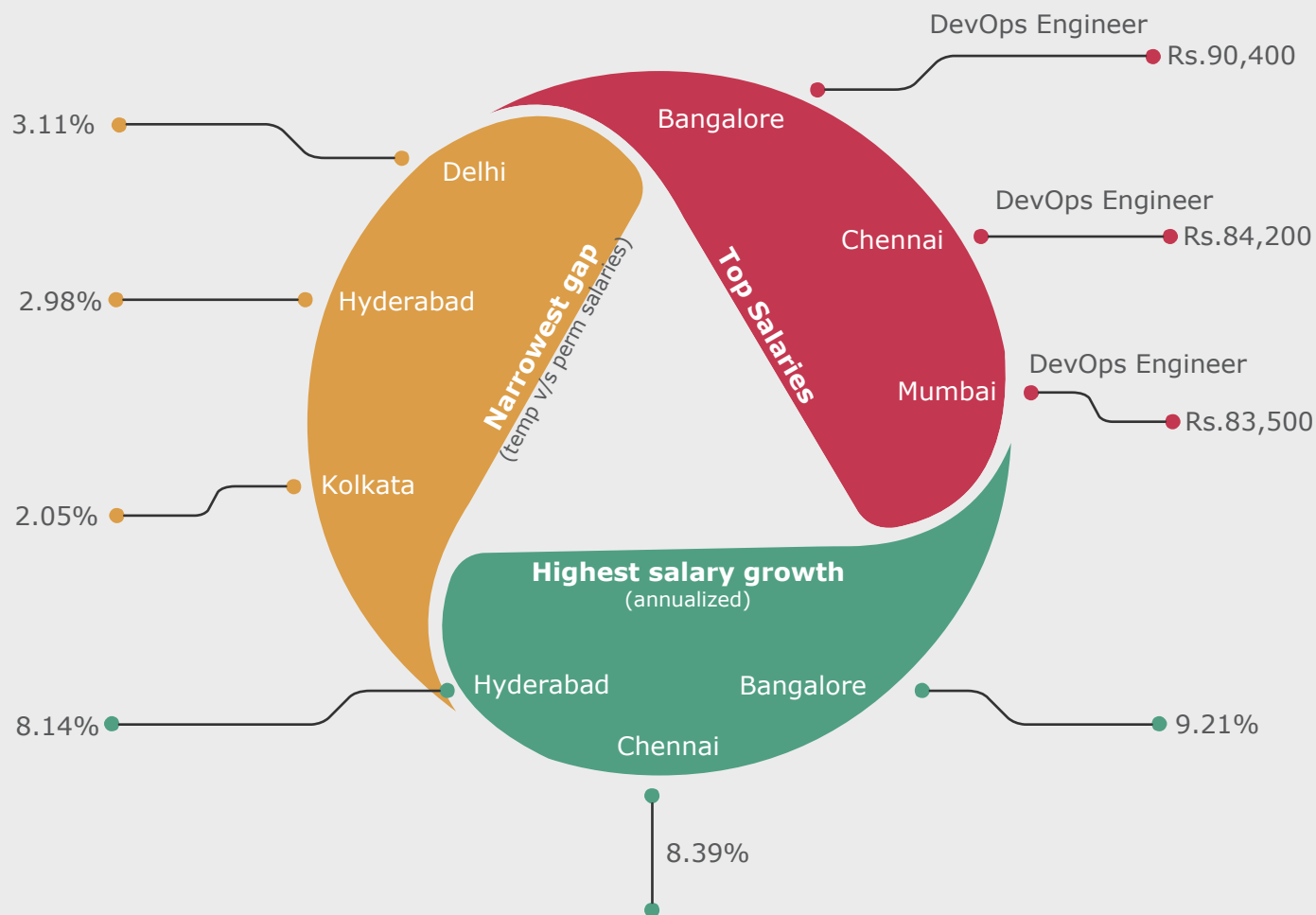


Steady Growth

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

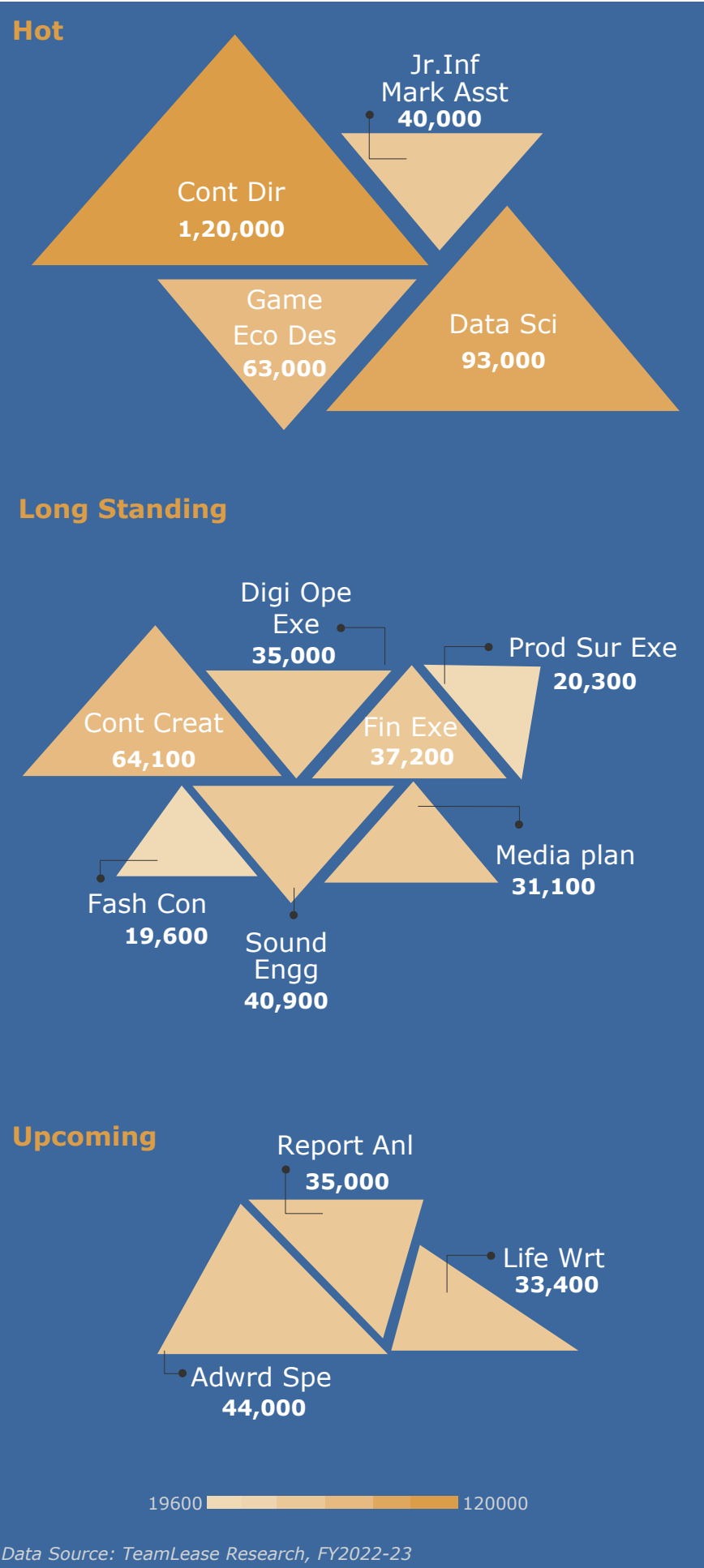
Short Form	Profile Name
Strat growth Spec	Strategic Growth Specialist
Tech Prog Mngr	Technical Program Manager
Cust Succ Engg	Customer Success Engineer
Ser Dev	Servicenow Developer
BI Engg	BI Engineer
SRE/DevOps Engg	SRE/DevOps Engineer
Data Sci	Data Scientist
Cld Infra Engg	Cloud Infrastructure Engineer
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

Data Source: TeamLease Research, FY2022-23

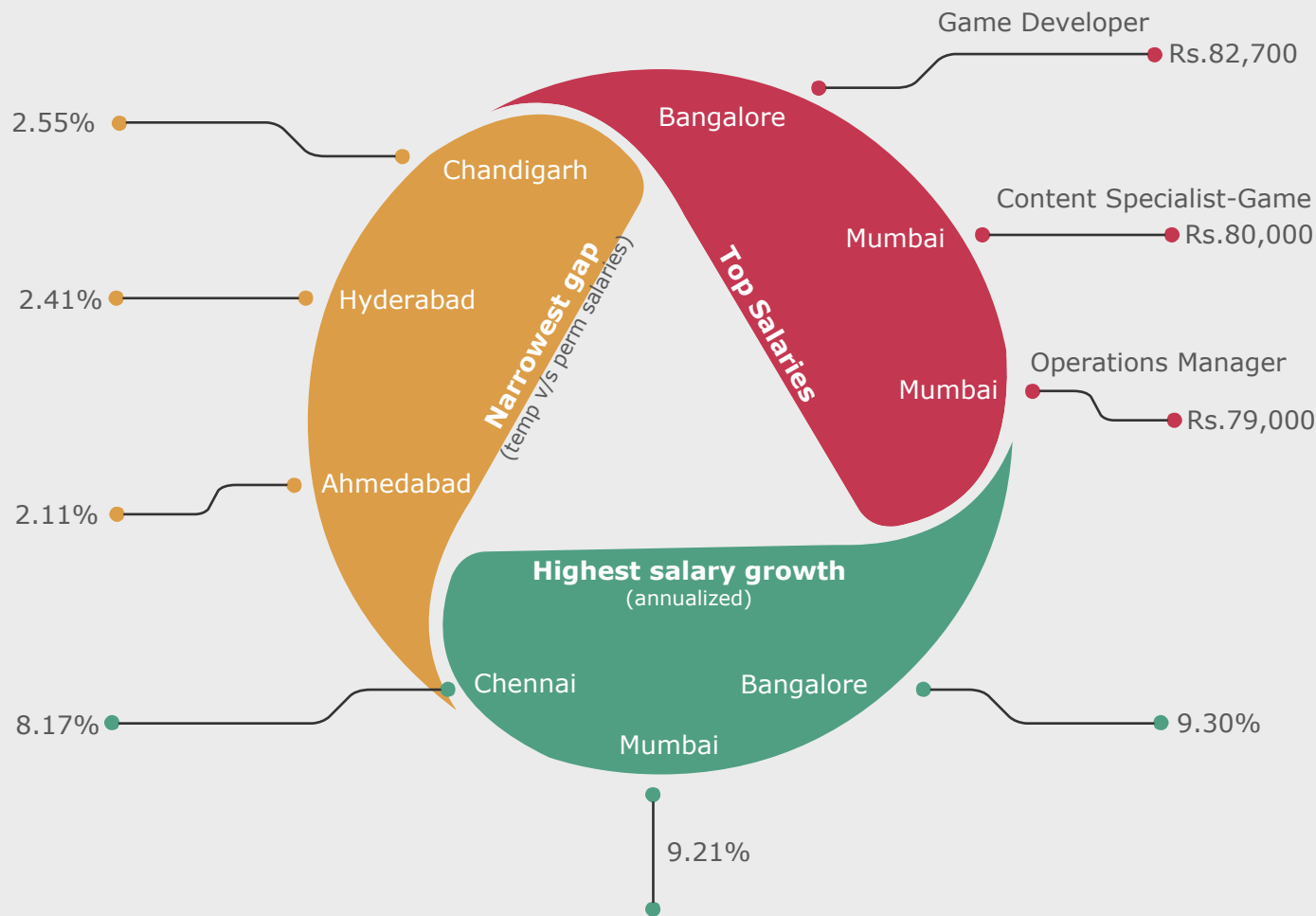


Steady Growth

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.

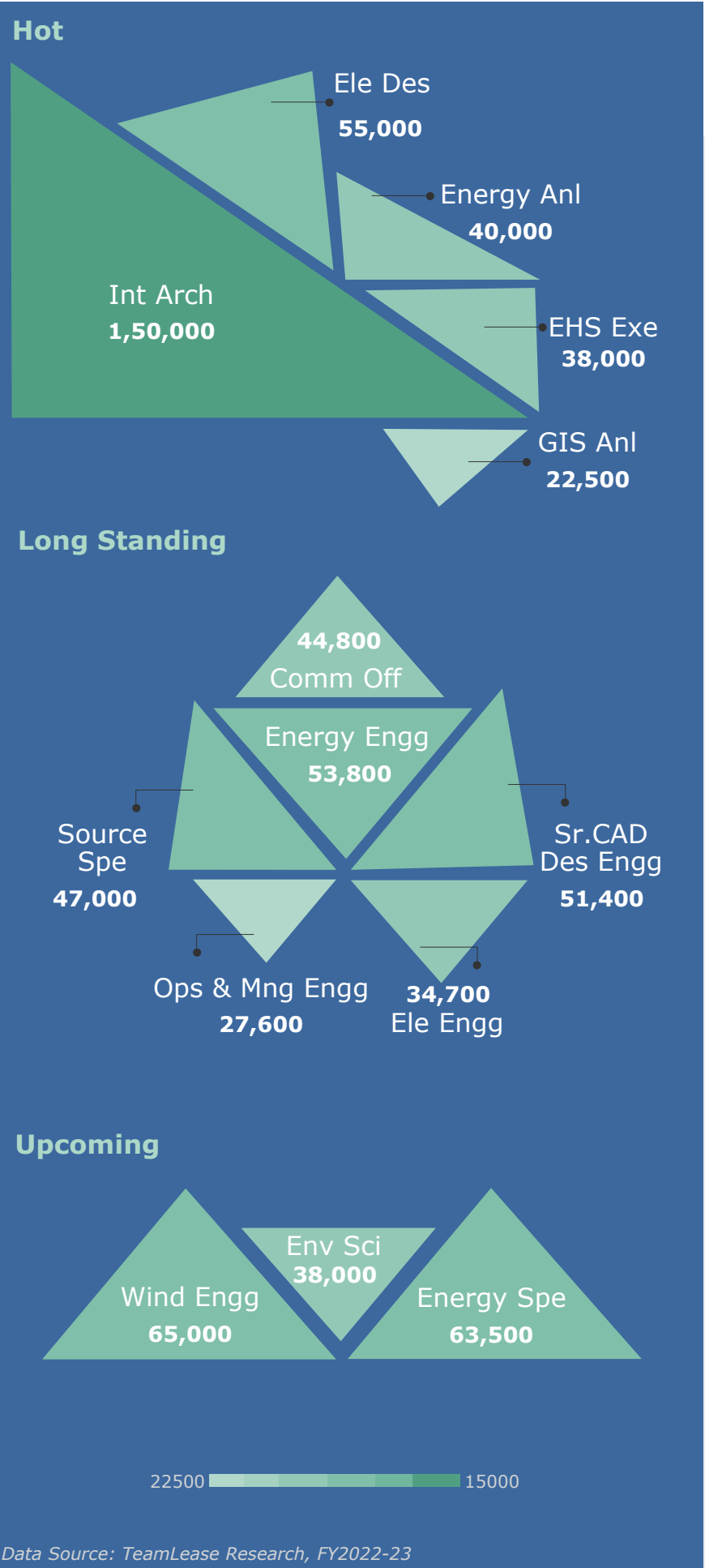
Short Form	Profile Name
Game Eco Des	Game Economy Designer
Jr. Inf Mark Asst	Jr. Influencer MarketingAssociate
Cont Dir	Content Director
Data Sci	Data Scientist
Adwrd Spe	Adwords Specialist
Life Wrt	Lifestyle Writer
Report Anl	Report Analyst
Prod Sur Exe	Product Survey Executive
Fash Con	Fashion Consultant
Media plan Exe	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

Data Source: TeamLease Research, FY2022-23

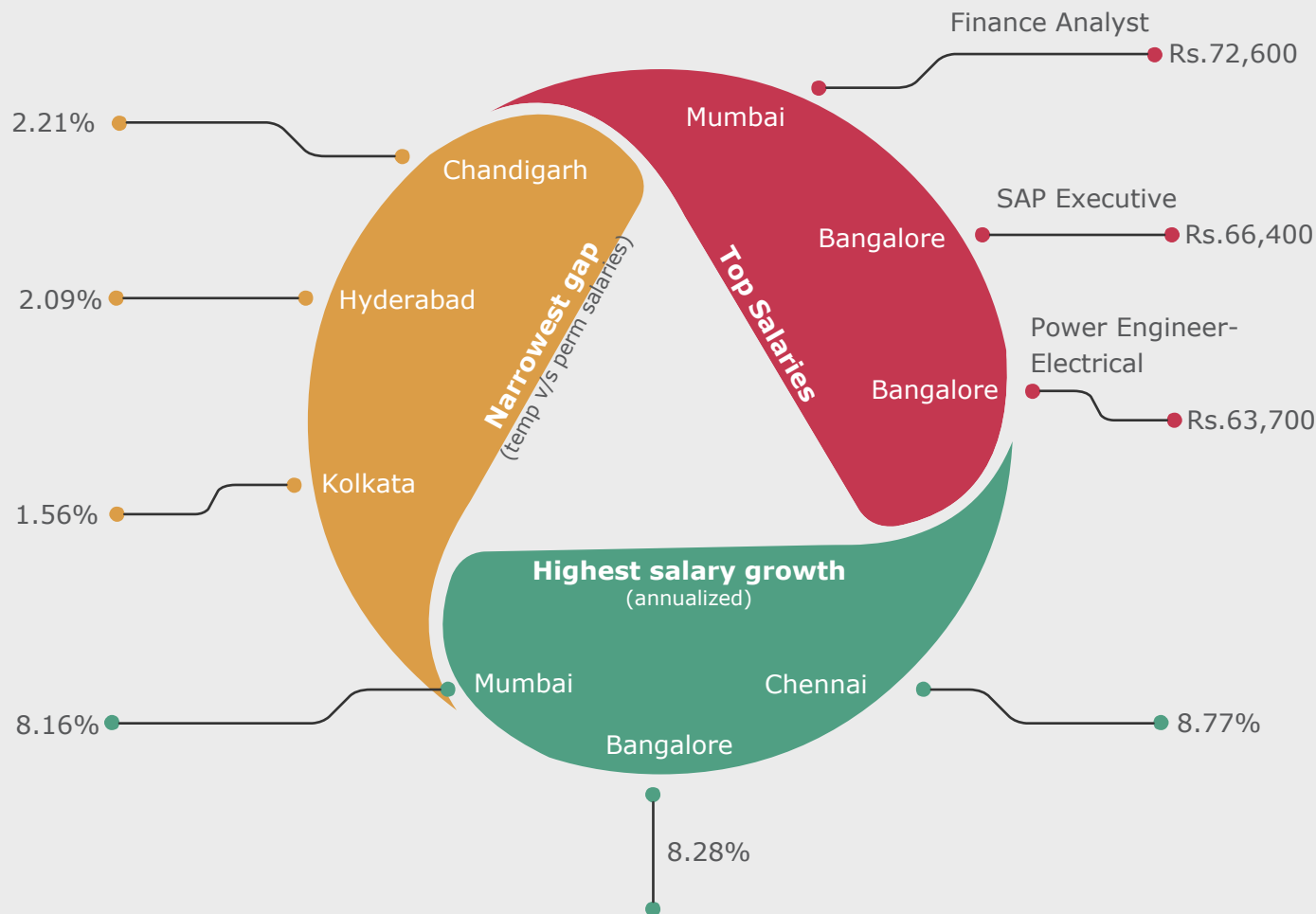


Steady Growth

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.

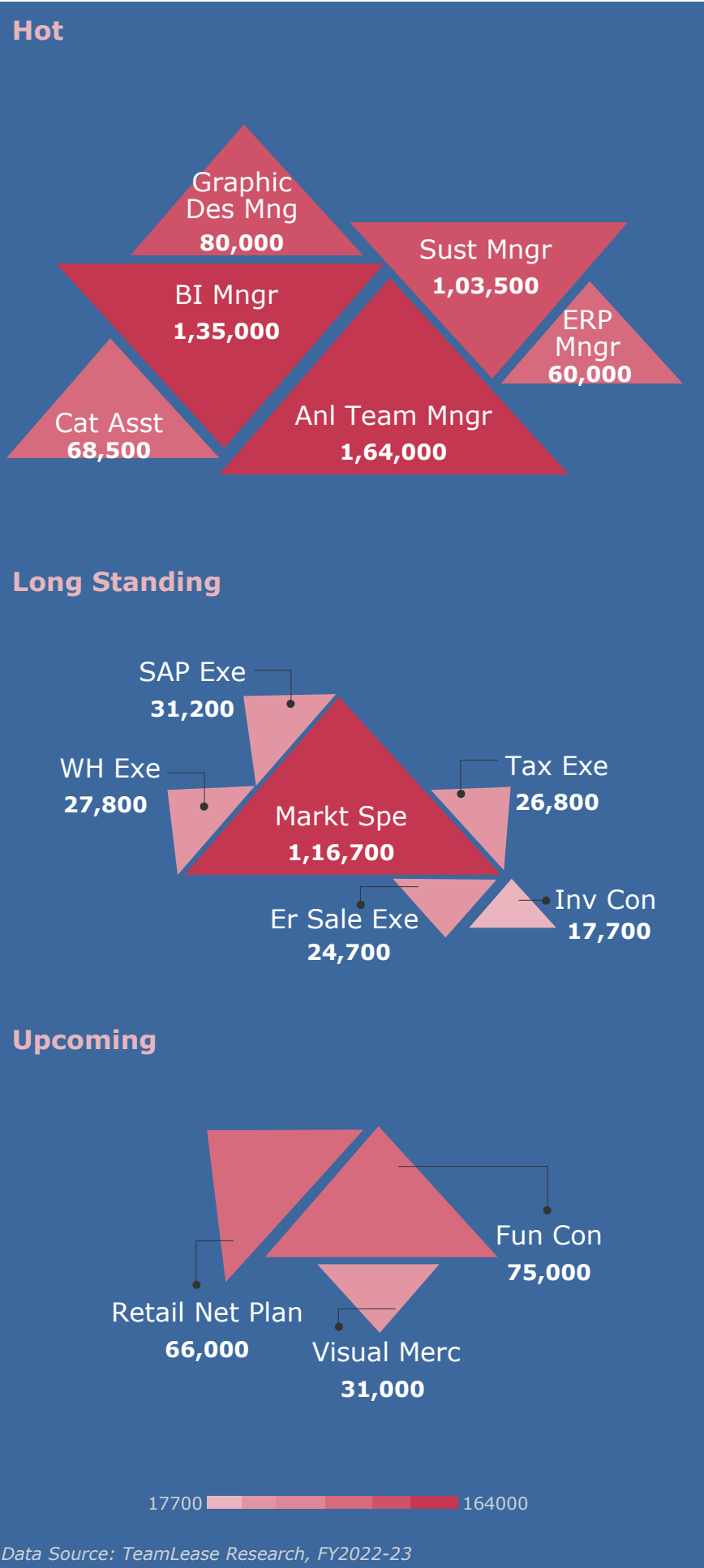
Short Form	Profile Name
GIS Anl	GIS Analyst
Ele Des	Electrical Designer
EHS Exe	EHS Executive
Energy Anl	Energy Analyst
Int Arch	Integration Architect
Wind Engg	Wind Turbine Engineer
Env Sci	Environmental Scientist
Energy Spe	Energy Specialist
Ops & Mng Engg	Operations & Managment Engineer
Comm Off	Commercial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

Data Source: TeamLease Research, FY2022-23

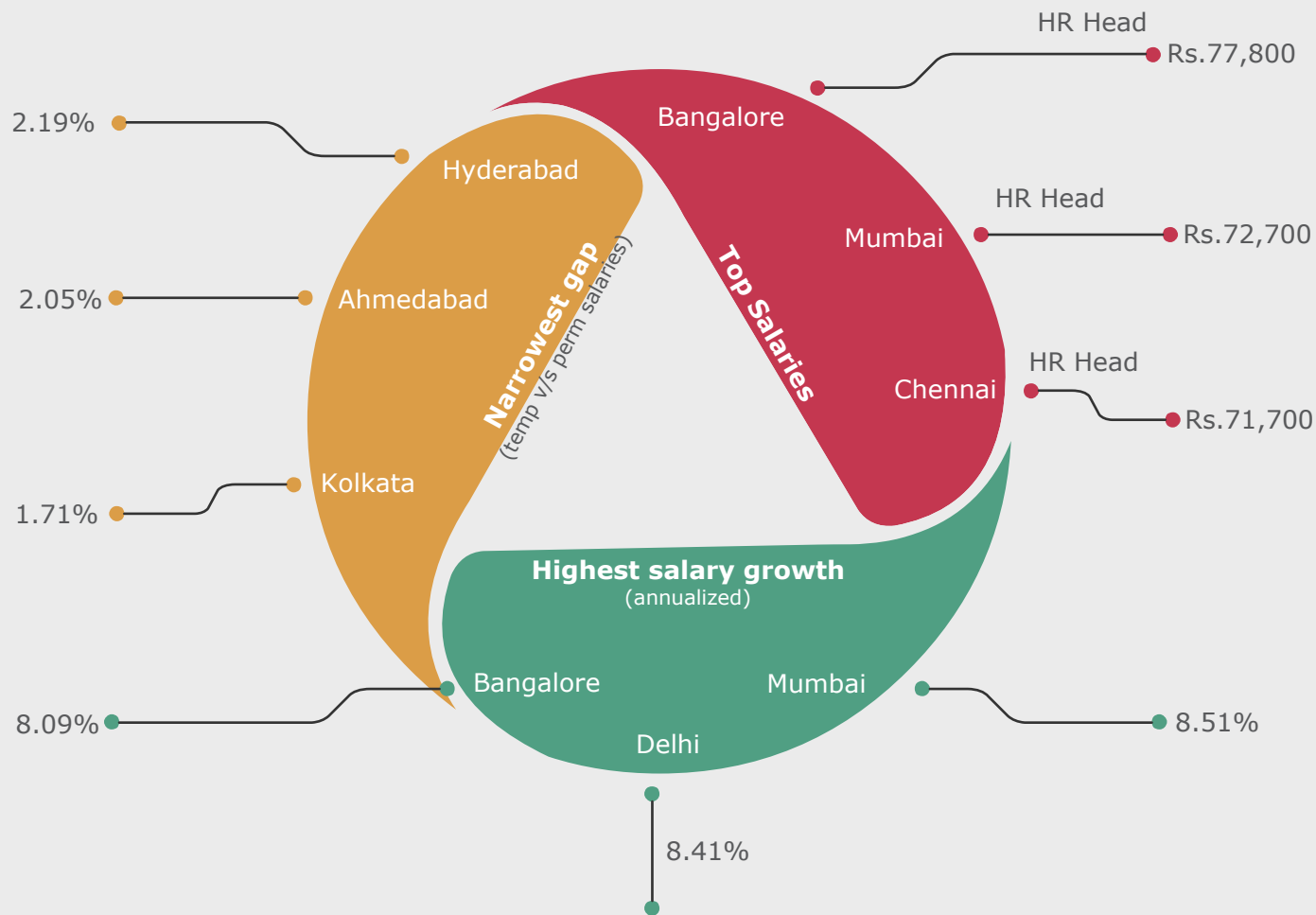


Quick Progression

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

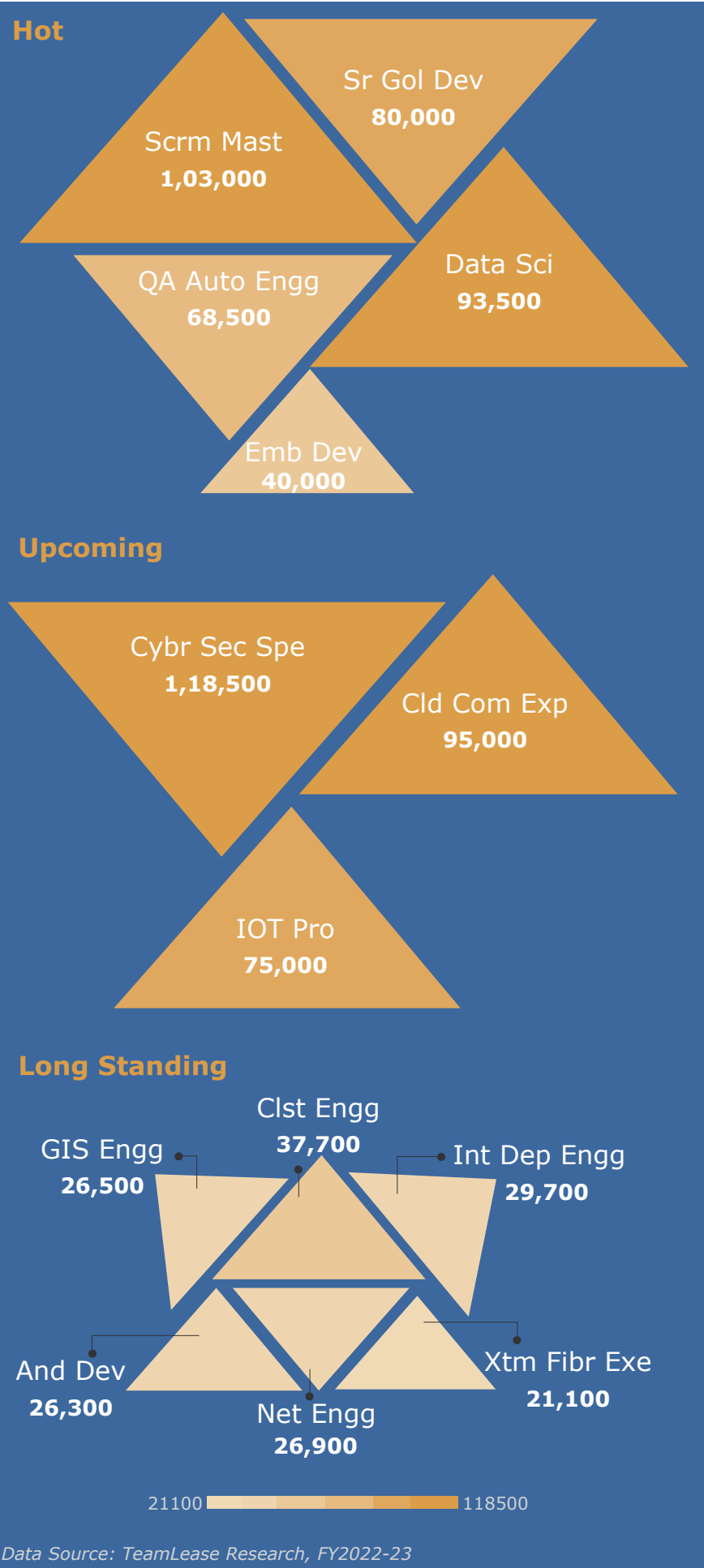
Short Form	Profile Name
BI Mngr	BI Manager
Anl Team Mngr	Analytics Team Manager
ERP Mngr	Manager - ERP
Cat Asst	Category Associate
Sust Mngr	Sustainability Manager
Graphic Des Mngr	Graphic Design Manager
Visual Merc	Visual Merchandiser
Fun Con	Functional Consultant
Retail Net Plan	Retail Network Planner
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

Data Source: TeamLease Research, FY2022-23

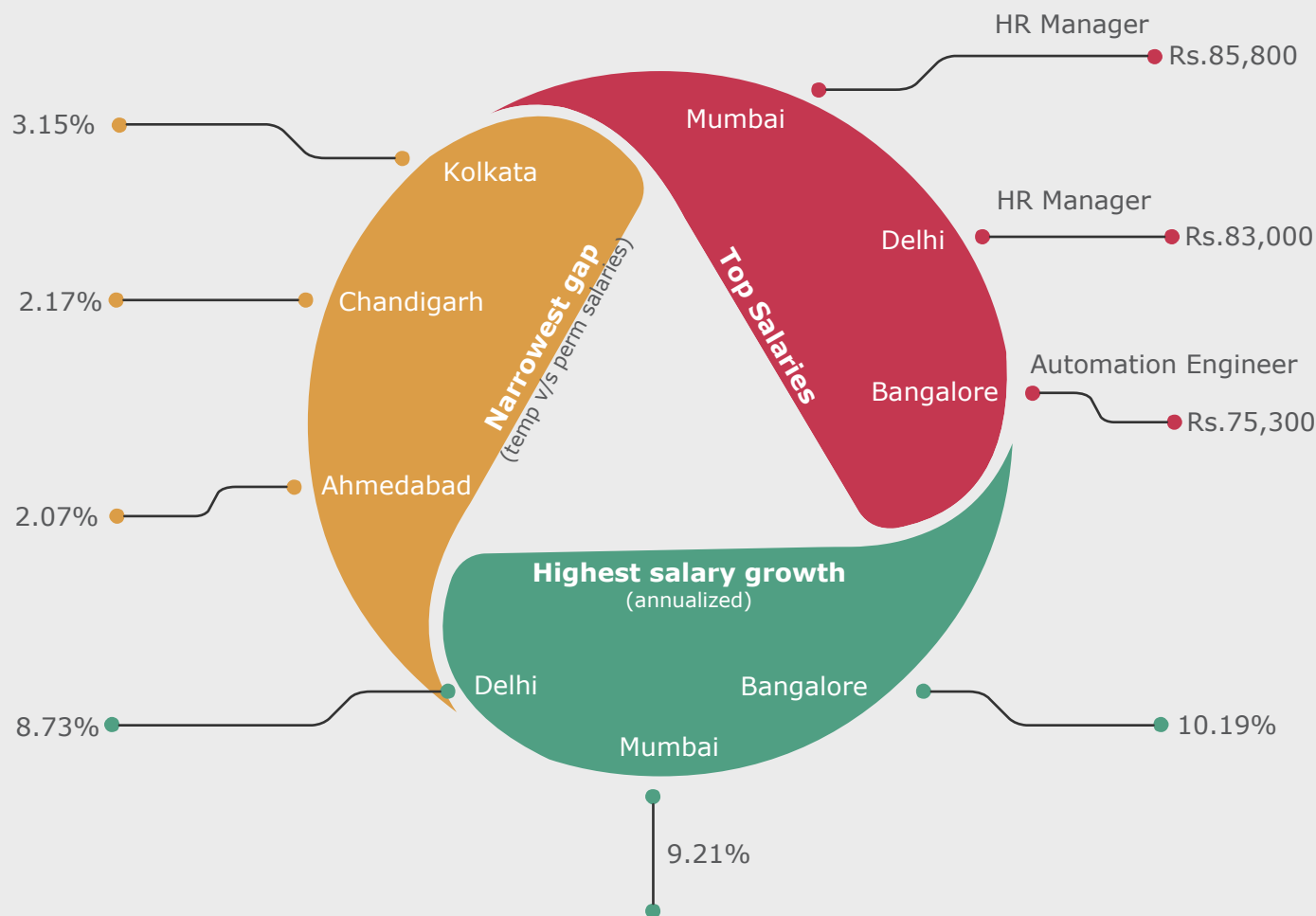


Quick Progression

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

Data Source: TeamLease Research, FY2022-23

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		
Junior Officer Accounts	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
	4.17%			6.66%			7.29%			5.73%			6.31%		
Finance Executive	14,900	17,000	18,200	17,000	19,700	21,100	16,900	17,300	19,000	18,600	19,100	20,900	16,600	19,100	21,900
	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		
Junior Officer Accounts	17,200	25,900	38,700	16,800	24,200	35,600	23,100	33,200	46,000	18,200	22,600	39,500
	7.09%			6.70%			7.38%			6.27%		
Finance Executive	15,500	17,600	19,500	15,900	17,400	18,500	18,500	20,300	22,800	17,100	18,600	21,000
	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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Plant Operator	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
	4.14%			5.29%			2.49%			4.21%			3.99%		
Supervisor - Seed Sales & Operations Support	27,200	35,100	45,600	32,300	40,200	52,700	28,100	39,000	56,800	29,500	34,500	48,600	29,400	32,800	52,400
	5.25%			7.29%			7.71%			5.17%			6.66%		
Project Officer	12,300	15,600	17,500	17,700	19,300	22,400	12,600	16,300	18,100	14,500	17,800	20,500	12,600	14,700	18,300
	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		
Plant Operator	14,700	17,800	20,800	15,000	17,800	20,900	19,500	22,800	25,100	18,200	19,100	22,900
	3.03%			1.91%			4.79%			3.47%		
Supervisor - Seed Sales & Operations Support	27,800	34,000	45,200	24,800	33,200	40,500	25,500	33,000	49,100	27,000	30,300	40,900
	3.39%			4.59%			5.31%			3.33%		
Project Officer	14,500	16,600	21,200	13,200	15,700	18,400	14,100	18,900	22,400	14,100	17,500	21,900
	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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Sampling Assistant	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
	1.28%			4.78%			2.53%			3.86%			4.64%		
Tractor Driver	13,100	16,000	20,400	17,200	19,000	30,400	14,800	20,700	26,500	11,400	13,500	25,700	15,500	22,900	29,800
	2.61%			6.30%			3.35%			5.20%			5.71%		
Field Agent	12,700	14,100	16,300	14,100	16,100	18,400	11,800	13,500	15,700	13,200	15,700	17,400	12,900	15,300	16,800
	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 %

Blue Collar

	Hyderabad			Kolkata			Mumbai			Pune		
Sampling Assistant	13,800	16,100	19,000	12,500	14,600	17,700	16,200	19,200	22,200	15,600	19,500	20,900
	3.46%			2.70%			4.30%			3.86%		
Tractor Driver	13,100	17,400	22,100	13,300	16,400	21,100	16,100	21,000	33,400	12,700	19,700	27,900
	6.76%			5.16%			5.91%			4.67%		
Field Agent	12,100	14,500	16,700	11,100	13,700	15,500	15,800	17,900	21,200	14,400	16,100	18,500
	3.11%			2.15%			4.51%			2.29%		
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

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
R&D Executive	20,500	21,900	25,200	22,500	24,100	27,800	20,900	22,400	25,800	24,500	26,200	30,200	21,100	22,600	26,000
	2.89%			4.05%			3.66%			4.28%			3.29%		
QC Chemist	18,000	18,900	20,300	23,700	25,900	28,700	18,700	19,700	21,100	22,500	24,100	27,700	21,700	23,300	26,800
	4.06%			5.29%			4.29%			4.71%			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

	Hyderabad			Kolkata			Mumbai			Pune		
R&D Executive	20,800	22,300	25,700	20,200	21,600	24,900	23,000	24,600	28,300	24,100	25,800	29,700
	3.02%			2.91%			3.25%			3.71%		
QC Chemist	21,100	22,600	24,900	19,500	20,500	22,200	24,700	26,500	29,900	22,000	22,900	25,000
	3.87%			3.30%			6.41%			4.09%		
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

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Process Engineer	25,300	26,600	29,300	30,700	32,800	37,800	26,700	28,600	32,400	28,800	30,800	35,500	29,500	31,600	36,400
	3.07%			5.41%			3.71%			4.79%			5.11%		
Electrical Officer	21,300	22,400	24,700	25,400	27,200	31,300	21,900	23,400	26,500	25,000	26,800	29,500	26,700	28,600	32,900
	4.06%			5.02%			4.41%			5.14%			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

	Hyderabad			Kolkata			Mumbai			Pune		
Process Engineer	28,300	30,300	33,700	26,600	28,500	32,800	28,300	30,600	34,900	26,900	28,000	30,800
	4.11%			3.87%			5.03%			4.41%		
Electrical Officer	23,300	24,900	27,200	21,900	23,400	26,300	27,700	29,100	31,800	22,200	23,100	25,500
	3.09%			2.71%			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

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

HR

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

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

IT

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

	Hyderabad	Kolkata	Mumbai	Pune
IT Engineer	35,800 43,600 51,700 4.14%	31,600 39,300 46,600 3.17%	37,600 44,800 52,300 5.11%	35,100 42,500 49,600 4.71%
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

Sales and Marketing

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

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

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

Accounts

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
Associate-Finance and Accounts	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
	2.39%			5.11%			4.17%			3.89%			2.11%		
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

	Mumbai			Pune		
Associate-Finance and Accounts	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
	6.25%			4.79%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Administration / Operations

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
Associate Project Procurement	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%		
Business Operations Analyst	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
	3.11%			7.09%			6.25%			7.51%			4.53%		
Material Handling Officer	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
	2.17%			3.63%			3.03%			4.51%			3.13%		
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

	Mumbai			Pune		
Associate Project Procurement	17,100	19,400	23,000	15,700	17,100	20,400
	4.27%			3.03%		
Business Operations Analyst	36,000	53,400	61,500	36,000	43,900	59,300
	6.21%			5.14%		
Material Handling Officer	24,400	25,600	28,000	22,900	24,000	26,400
	5.21%			3.83%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Blue Collar

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
eMobility Charging Executive	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
	2.27%			5.03%			3.19%			3.55%			2.63%		
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

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

Blue Collar

	Mumbai			Pune		
eMobility Charging Executive	23,700	24,900	27,200	22,000	23,100	25,500
	6.09%			5.05%		
Bending Operator	15,100	17,000	19,500	13,900	14,700	17,500
	7.09%			3.17%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
Delivery Consultanxt	24,100	25,300	27,600	26,500	28,400	32,100	25,300	26,600	29,000	26,800	28,700	31,300	25,800	27,100	29,600
	3.11%			5.14%			4.09%			4.77%			3.83%		
YEARS	0-2	2-5	5-8	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		
Delivery Consultanxt	28,100	29,500	32,200	25,700	27,000	29,700
	4.91%			3.40%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

Engineering

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

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

HR

	Ahmedabad			Bangalore			Chennai			Delhi			Kolkata		
Relationship Officer	17,200	26,000	44,800	22,900	33,800	54,700	20,700	29,300	52,100	21,100	30,100	55,600	19,600	29,200	50,100
	4.14%			5.89%			5.16%			4.47%			3.14%		
HR Manager	28,300	34,400	44,000	33,900	42,200	53,100	32,900	41,100	50,300	32,300	40,900	50,400	29,900	32,000	41,600
	3.71%			5.77%			4.49%			3.27%			2.56%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

HR

	Mumbai			Pune		
Relationship Officer	23,700	32,400	63,600	20,500	28,600	47,700
	7.41%			4.61%		
HR Manager	33,900	42,300	50,700	33,000	39,300	49,900
	5.05%			4.19%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

IT

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

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

Sales and Marketing

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

	Mumbai			Pune		
Sales Consultant	27,100	32,400	37,400	23,600	28,900	32,600
	7.11%			4.41%		
Brand Center executive	17,300	21,300	26,100	16,700	20,300	24,200
	3.71%			2.83%		
Marketing Officer	35,500	37,300	42,200	33,300	35,600	41,000
	6.31%			5.71%		
YEARS	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		
Credit Processing Associate	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%		
Taxation Executive	19,300	25,500	31,500	23,600	30,700	37,900	21,000	27,700	33,800	22,300	30,000	37,400	23,100	31,200	38,700
	3.13%			4.51%			2.19%			4.15%			5.72%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Credit Processing Associate	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%		
Taxation Executive	21,800	29,200	35,300	20,300	26,900	32,500	23,800	32,600	38,900	21,100	29,500	33,000
	4.37%			3.14%			6.29%			4.47%		
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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Specialist Corporate Services	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%		
Compliance Officer	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
	3.27%			6.97%			4.59%			3.26%			5.41%		
Operations Executive	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
	1.58%			4.43%			2.12%			4.14%			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		
Specialist Corporate Services	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%		
Compliance Officer	24,300	38,300	52,700	31,300	42,700	55,200	34,300	51,000	60,600	38,700	47,800	61,600
	3.30%			5.22%			4.17%			5.39%		
Operations Executive	20,900	21,900	24,100	17,500	18,400	20,300	21,000	22,100	24,400	20,500	21,500	23,700
	4.37%			2.04%			3.51%			2.47%		
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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Collections Recovery Officer	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%		
Documentation Assistant	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
	2.79%			5.33%			4.65%			5.10%			3.30%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

Blue Collar

	Hyderabad			Kolkata			Mumbai			Pune		
Collections Recovery Officer	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%		
Documentation Assistant	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%		
YEARS	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		
Aadhaar Enrollment Officer	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%		
Data Science Consultant	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%		
YEARS	0-2	2-5	5-8	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		
Aadhaar Enrollment Officer	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%		
Data Science Consultant	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%		
YEARS	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		
Data Engineer	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%		
Incident Management Engineer	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%		
YEARS	0-2	2-5	5-8	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		
Data Engineer	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%		
Incident Management Engineer	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%		
YEARS	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 %

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Application Curing Executive	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%		
Recruitment officer	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%		
YEARS	0-2	2-5	5-8	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		
Application Curing Executive	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%		
Recruitment officer	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%		
YEARS	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		
IT Administrator	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%		
Network Engineer	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%		
YEARS	0-2	2-5	5-8	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 Administrator	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%		
Network Engineer	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%		
YEARS	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		
Account Manager	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%		
Digital Publisher	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%		
Virtual Relationship Manager	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%		
YEARS	0-2	2-5	5-8	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		
Account Manager	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%		
Digital Publisher	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%		
Virtual Relationship Manager	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%		
YEARS	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		
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		
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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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		
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		
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		
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		
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 %

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Talent Acquisition Specialist	21,400	22,600	28,100	28,400	33,600	36,600	21,800	26,400	30,000	29,400	31,600	35,500	27,400	32,400	34,100
	2.39%			4.79%			2.06%			3.71%			2.67%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Talent Acquisition Specialist	30,000	32,700	33,800	23,800	28,000	29,500	27,700	31,500	34,700	24,900	28,600	33,300
	3.88%			2.01%			4.17%			2.99%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Team Lead-IT	28,800	33,100	36,000	35,900	38,300	42,900	30,600	34,700	37,800	34,600	39,500	42,000	33,500	34,700	39,200
	3.04%			8.30%			3.44%			7.42%			6.23%		
IT Engineer-Software Developer	27,200	37,200	52,000	37,400	51,100	70,700	29,300	41,500	57,100	35,700	48,800	67,900	35,200	49,500	66,800
	4.01%			7.17%			4.41%			5.46%			4.22%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Team Lead-IT	33,800	37,500	40,600	30,600	34,700	37,100	33,300	35,200	39,600	29,700	35,000	37,400
	6.94%			4.14%			5.19%			5.25%		
IT Engineer-Software Developer	37,000	49,600	71,400	33,500	45,700	65,000	35,100	48,900	67,900	35,500	47,600	68,300
	7.91%			4.26%			5.41%			5.88%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Sr. Sales Officer	25,700	31,100	36,300	27,400	34,300	40,500	25,700	30,100	37,100	27,500	36,100	42,100	31,400	35,000	40,900
	3.78%			5.09%			4.02%			5.26%			4.63%		
Field Engineer	22,200	29,200	37,400	27,700	36,600	46,600	24,200	31,400	41,400	27,200	34,800	45,000	27,900	37,200	46,000
	3.86%			7.43%			5.54%			6.48%			5.25%		
Digital Marketing Executive	20,200	25,100	30,400	22,300	30,500	40,400	20,600	30,500	37,500	20,100	28,300	37,300	19,700	24,100	32,300
	3.87%			8.58%			5.63%			5.42%			4.61%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Sr. Sales Officer	29,200	37,500	43,900	24,200	28,900	36,500	27,000	36,200	42,800	27,300	34,900	40,400
	5.66%			3.33%			5.21%			4.37%		
Field Engineer	27,600	35,500	45,300	25,200	33,200	41,400	27,700	36,300	44,900	26,200	34,200	42,900
	5.03%			3.36%			5.04%			4.33%		
Digital Marketing Executive	19,500	25,100	32,900	18,300	22,200	27,600	20,800	29,800	36,800	20,300	29,100	34,700
	5.17%			3.39%			4.46%			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

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

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Scan Agent Accounts	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
	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
	4.80%			8.11%			6.31%			5.33%			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

	Hyderabad			Kolkata			Mumbai			Pune		
Scan Agent Accounts	19,600	22,600	27,800	18,600	21,200	27,100	22,600	25,000	31,800	20,300	22,900	28,400
	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
	4.02%			3.67%			8.71%			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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Grab Operator	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
	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
	4.26%			5.57%			3.15%			5.23%			5.78%		
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
	4.76%			5.37%			4.33%			5.94%			7.27%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Grab Operator	21,000	28,100	35,400	20,800	27,500	33,100	22,500	30,300	36,200	21,400	28,800	35,700
	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
	4.27%			3.11%			6.14%			4.71%		
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
	4.14%			3.95%			6.38%			4.79%		
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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Fusion Welder	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
	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
	2.19%			4.79%			2.91%			3.73%			3.19%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

Blue Collar

	Hyderabad			Kolkata			Mumbai			Pune		
Fusion Welder	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%		
Field Verification Executive	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%		
YEARS	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		
Legal Consultant	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%		
Fire Officer	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%		
YEARS	0-2	2-5	5-8	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		
Legal Consultant	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%		
Fire Officer	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%		
YEARS	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		
Application Engineer	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%		
Mobile Lab Engineer	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%		
Electrical Engg Trainee	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%		
YEARS	0-2	2-5	5-8	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		
Application Engineer	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%		
Mobile Lab Engineer	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%		
Electrical Engg Trainee	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%		
YEARS	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 %

HR

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

	Hyderabad			Kolkata			Mumbai			Pune		
HR Support	29,200	33,400	37,100	28,300	32,400	35,700	31,900	35,300	40,500	30,500	34,400	39,000
	3.38%			2.17%			5.17%			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

IT

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

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

Sales and Marketing

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

	Hyderabad			Kolkata			Mumbai			Pune		
Commercial Advisor	33,900	40,000	45,100	28,500	35,300	37,700	37,300	41,500	47,900	32,700	35,200	45,800
	5.72%			4.21%			6.14%			5.76%		
FOS Relationship Manager	31,000	43,500	53,700	28,500	40,300	50,700	35,800	48,100	60,700	31,300	43,300	55,300
	3.81%			3.87%			7.38%			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

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

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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

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

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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

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

IT

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

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

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Quality Analyst	27,500	29,700	32,800	32,300	34,900	38,400	28,300	30,600	33,600	30,700	33,200	37,300	31,100	33,600	37,000
	4.01%			6.26%			4.29%			5.77%			5.09%		
Merchant Relationship Executive	20,900	26,900	37,600	24,900	31,700	42,000	20,700	27,000	37,400	24,700	29,900	40,900	26,700	32,900	44,900
	2.51%			4.70%			3.11%			4.02%			5.27%		
Sales Consultant	33,100	38,800	44,100	40,200	44,000	50,300	34,300	37,900	43,800	38,300	43,000	47,400	39,700	45,200	51,900
	3.01%			6.14%			3.41%			4.79%			6.83%		
YEARS	0-2	2-5	5-8	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		
Quality Analyst	29,700	32,100	35,300	28,700	31,000	34,100	30,300	32,700	36,500	29,200	31,500	35,300
	3.63%			1.89%			4.55%			3.93%		
Merchant Relationship Executive	24,600	29,700	41,100	22,500	28,500	39,200	26,200	31,800	42,800	24,100	29,100	40,400
	3.33%			2.29%			4.23%			2.41%		
Sales Consultant	36,700	42,700	46,200	34,600	40,700	43,800	39,300	44,700	50,300	35,800	41,100	46,900
	4.76%			3.41%			7.14%			5.25%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

Accounts

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

	Hyderabad			Kolkata			Mumbai			Pune		
Accounts Officer	25,300	33,700	36,700	24,100	31,100	34,500	32,700	38,200	42,300	28,300	34,600	38,100
	3.01%			2.14%			4.37%			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	25,700	30,500	39,100	22,500	28,900	34,700	24,900	29,200	37,300	26,300	31,900	42,300
	3.25%			4.78%			3.70%			4.25%			3.30%		
Sr. Student Engagement Executive	27,500	28,900	37,400	33,500	42,500	50,100	28,300	29,700	39,700	31,700	40,500	48,600	32,600	39,700	50,900
	2.10%			4.13%			2.39%			3.03%			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

	Hyderabad			Kolkata			Mumbai			Pune		
Academic Advisor	26,900	31,300	36,200	23,400	29,500	35,100	25,000	31,300	38,700	24,600	30,900	34,600
	2.14%			1.78%			4.58%			4.01%		
Sr. Student Engagement Executive	29,300	37,500	46,700	26,500	34,500	44,100	31,700	40,800	48,900	30,500	40,700	47,400
	3.07%			2.11%			3.58%			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	14,500	18,900	23,000	10,500	13,000	17,700	13,600	18,000	21,500	12,900	15,600	21,200
	2.66%			4.23%			2.21%			3.52%			3.04%		
Helper	13,800	15,500	17,200	15,500	17,600	20,300	14,800	16,800	18,600	16,700	17,600	19,600	16,000	17,300	20,300
	2.71%			4.23%			2.21%			3.79%			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

	Hyderabad			Kolkata			Mumbai			Pune		
Office Peon	11,900	15,200	18,600	10,300	12,300	17,700	16,600	18,200	23,500	13,200	15,900	19,900
	2.19%			2.11%			4.03%			2.03%		
Helper	15,400	17,500	19,900	14,900	17,600	19,400	17,200	20,000	20,500	15,800	17,600	19,800
	2.35%			2.05%			3.57%			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

► 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

	Hyderabad	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

	Hyderabad	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

	Hyderabad	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		
IT Engineer	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%		
Technical support Engineer	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%		
YEARS	0-2	2-5	5-8	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 Engineer	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%		
Technical support Engineer	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%		
YEARS	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		
Sales Coordinator	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%		
Customer Manager	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%		
YEARS	0-2	2-5	5-8	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		
Sales Coordinator	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%		
Customer Manager	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%		
YEARS	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		
Accounts Officer	24,300	28,900	37,600	26,500	30,000	43,000	24,300	29,200	37,500	25,400	28,600	38,100	25,400	30,000	41,300
	2.78%			4.32%			3.16%			3.29%			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

	Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Accounts Officer	27,100	30,800	41,000	24,800	28,000	37,300	23,200	28,300	37,100	27,100	29,500	41,900	25,200	31,300	40,600
	3.77%			2.14%			3.33%			4.03%			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	26,700	32,800	41,600	25,000	31,400	37,500	26,000	30,500	38,000	25,900	32,700	39,800
	3.79%			6.14%			4.09%			5.69%			3.49%		
Communications Specialist	33,500	48,100	61,500	41,700	56,100	68,900	34,700	49,200	59,800	41,000	54,500	67,900	40,700	53,300	65,800
	4.26%			6.67%			3.91%			6.03%			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

	Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Executive - Procurement	26,200	32,600	40,200	23,800	30,700	37,500	23,800	29,500	38,100	27,400	33,500	41,500	25,800	32,800	39,300
	3.11%			2.30%			2.10%			5.79%			3.41%		
Communications Specialist	39,700	51,200	62,600	34,700	49,200	62,600	33,500	44,400	55,600	43,400	56,700	69,900	38,700	49,700	60,700
	4.19%			3.63%			3.09%			5.02%			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	22,800	23,500	27,200	21,400	22,100	23,600	20,900	22,000	25,300	22,200	22,700	25,800
	2.12%			4.09%			2.33%			3.41%			2.66%		
Store Picker	16,300	17,500	20,100	18,200	19,300	23,000	17,300	17,800	20,400	16,900	17,800	21,700	18,400	18,900	23,000
	3.14%			5.37%			3.36%			2.14%			3.17%		
Electrical Technician	10,800	14,500	20,700	14,700	20,700	26,600	11,100	15,800	21,900	14,000	19,800	25,700	15,500	23,100	30,700
	3.23%			5.78%			3.68%			5.11%			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

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

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Order Fulfillment Specialist	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%		
Safety Officer	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%		
YEARS	0-2	2-5	5-8	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			Lucknow			Mumbai			Pune		
Order Fulfillment Specialist	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%		
Safety Officer	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%		
YEARS	0-2	2-5	5-8	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		
Commissioning Engineer	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%		
Validation Engineer	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%		
YEARS	0-2	2-5	5-8	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			Lucknow			Mumbai			Pune		
Commissioning Engineer	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%		
Validation Engineer	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%		
YEARS	0-2	2-5	5-8	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 Analyst	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%		
YEARS	0-2	2-5	5-8	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			Lucknow			Mumbai			Pune		
HR Analyst	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%		
YEARS	0-2	2-5	5-8	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		
Resident Engineer	18,300	23,300	30,000	23,500	28,200	35,500	21,200	25,300	31,100	23,500	30,200	36,600	25,400	30,500	36,800
	3.11%			5.25%			3.51%			6.11%			4.16%		
Network Engineer - IT	39,200	45,200	51,200	46,600	52,200	59,400	40,100	48,500	56,000	42,700	47,000	55,200	43,700	46,900	54,400
	3.07%			5.07%			3.71%			4.22%			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

	Hyderabad			Kolkata			Lucknow			Mumbai			Pune		
Resident Engineer	21,800	26,200	34,000	19,300	24,800	30,400	18,000	21,900	25,500	26,800	33,800	43,100	24,900	31,500	39,600
	4.01%			3.35%			2.37%			4.07%			5.66%		
Network Engineer - IT	44,500	48,800	57,600	40,100	47,500	53,500	38,800	45,600	49,900	45,700	50,100	58,200	42,800	48,800	57,700
	3.56%			3.03%			2.74%			4.41%			5.09%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Delivery Manager-Sales	50,500	58,700	67,500	57,600	66,500	75,400	52,300	60,800	69,200	55,400	64,100	72,700	54,700	62,400	70,100
	3.60%			6.69%			4.25%			6.07%			5.57%		
Merchandising Officer	19,800	25,000	32,000	22,500	27,000	35,700	21,100	26,300	32,200	20,800	24,900	33,800	21,900	26,300	33,400
	3.02%			5.57%			3.71%			5.09%			3.71%		
Sales Consultant	37,800	43,400	48,400	41,500	47,300	52,800	38,300	44,400	49,400	37,100	44,500	50,100	42,000	47,900	52,000
	5.08%			6.43%			5.71%			5.29%			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			Lucknow			Mumbai			Pune		
Delivery Manager-Sales	55,900	63,500	71,100	53,100	64,900	76,700	50,500	59,400	69,800	57,800	65,800	73,800	55,400	64,200	71,500
	5.03%			4.17%			3.91%			5.51%			5.21%		
Merchandising Officer	22,200	26,600	34,600	20,000	25,900	33,400	19,100	25,100	30,100	21,800	26,600	37,800	21,000	27,000	34,700
	3.19%			2.36%			2.39%			6.21%			5.07%		
Sales Consultant	39,000	45,700	49,600	38,900	44,500	49,700	35,100	37,600	44,100	41,300	47,200	52,000	37,600	43,500	48,600
	4.71%			3.30%			2.15%			6.19%			5.44%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Excise Assistant	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%		
Trainee Accounts	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%		
YEARS	0-2	2-5	5-8	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		
Excise Assistant	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%		
Trainee Accounts	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%		
YEARS	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		
Hub Incharge	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%		
Procurement Analyst	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%		
Transport Optimiser	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%		
YEARS	0-2	2-5	5-8	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		
Hub Incharge	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%		
Procurement Analyst	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%		
Transport Optimiser	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%		
YEARS	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		
Tobacco Tester	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%		
Forklift Operator	17,000	20,300	21,900	18,600	22,100	24,700	16,400	19,400	20,700	17,500	20,700	22,800	18,700	20,700	22,700
	3.25%			6.17%			3.73%			4.93%			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

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

Blue Collar

	Hyderabad			Kolkata			Mumbai			Pune		
Tobacco Tester	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%		
Forklift Operator	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%		
YEARS	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		
Media Operations Executive	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%		
YEARS	0-2	2-5	5-8	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		
Media Operations Executive	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%		
YEARS	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		
Lead Planning Engineer	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%		
MSC Technician Electrical	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%		
Trainee Engineer	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%		
YEARS	0-2	2-5	5-8	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 Planning Engineer	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%		
MSC Technician Electrical	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%		
Trainee Engineer	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%		
YEARS	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 %

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
HR Consultant	24,500	30,400	36,300	32,700	36,600	41,900	25,700	31,600	37,500	31,300	35,900	40,700	30,900	35,100	39,600
	4.14%			5.03%			4.77%			4.19%			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		
HR Consultant	31,000	35,100	39,700	26,900	32,800	39,300	31,300	35,900	40,500	30,400	34,200	38,300
	4.05%			3.11%			3.93%			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	36,700	41,200	47,000	30,800	36,100	41,800	33,400	40,000	46,400	34,000	38,200	47,300
	5.24%			6.79%			4.93%			5.57%			6.13%		
IT Analyst	32,500	37,400	42,600	35,700	41,900	48,500	33,500	37,200	42,800	34,600	39,900	48,200	33,300	39,100	44,700
	4.14%			6.33%			4.79%			5.17%			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

	Hyderabad			Kolkata			Mumbai			Pune		
System Validation Tester	34,900	39,500	47,000	34,400	38,100	44,800	35,600	40,900	48,100	37,100	40,500	46,900
	5.33%			4.11%			7.29%			5.69%		
IT Analyst	33,300	39,300	44,900	29,800	36,600	42,400	38,100	42,700	48,000	33,800	41,500	49,100
	4.39%			3.14%			4.89%			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	17,200	19,300	25,500	14,400	17,100	21,300	16,100	18,800	24,100	14,700	17,600	22,900
	3.39%			5.79%			3.79%			4.79%			4.17%		
Business Coordinator	21,000	24,800	28,100	23,600	27,800	32,100	20,600	24,100	27,700	23,300	26,900	31,100	23,000	26,100	31,500
	5.06%			7.30%			5.41%			5.57%			6.03%		
Sales Consultant	31,500	36,700	41,500	38,300	43,900	54,400	31,700	37,300	41,300	40,400	45,700	49,500	42,100	48,100	53,000
	4.75%			6.71%			5.01%			6.24%			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

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

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

Blue Collar

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

Support Services

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

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

Engineering

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
Project And Service Engineer	46,500	52,300	59,400	44,900	48,400	52,500	48,100	53,400	62,400	48,400	54,900	63,100	45,600	52,200	54,500
	4.69%			2.87%			6.70%			4.57%			3.46%		
Biomedical Engineer	24,800	29,800	38,100	21,800	26,600	30,300	23,000	28,900	35,000	27,200	33,000	38,000	24,500	29,800	33,300
	7.27%			5.39%			5.17%			6.66%			4.36%		
Business support engineer	26,100	29,500	38,100	24,300	27,500	33,000	27,900	31,900	39,300	28,300	33,200	40,600	26,100	30,100	37,100
	6.36%			3.06%			7.09%			6.77%			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		
Project And Service Engineer	45,700	49,000	52,000	47,200	56,300	60,300
	2.34%			6.07%		
Biomedical Engineer	22,900	28,300	31,300	28,100	35,000	43,100
	3.45%			8.36%		
Business support engineer	25,400	28,000	34,200	26,800	30,900	36,200
	3.39%			5.05%		
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		
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
	7.26%			3.17%			5.29%			4.06%			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		
HR Operations Executive	25,300	27,600	33,200	26,600	30,600	35,900
	3.33%			4.71%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

IT

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
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
	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
	8.36%			4.31%			7.73%			6.06%			7.07%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

Sales and Marketing

	Bangalore			Chandigarh			Chennai			Delhi			Hyderabad		
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
	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
	5.55%			4.36%			6.71%			4.76%			4.67%		
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
	6.11%			3.21%			5.26%			5.03%			4.55%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Kolkata			Mumbai		
Associate Business Officer	18,800	23,500	26,600	19,500	25,100	29,200
	3.61%			6.31%		
Wellness Advisor	18,000	20,600	23,200	18,000	21,900	25,900
	4.36%			6.09%		
Customer Marketing Executive	23,300	25,700	31,400	27,900	32,100	37,600
	3.10%			5.17%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8

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

Accounts

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata		
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%			3.25%			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
	3.44%			5.37%			4.29%			5.81%			3.49%		
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
	2.22%			4.41%			3.25%			4.09%			3.23%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	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%			3.12%			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
	3.57%			4.78%			4.09%			5.06%			3.11%		
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
	3.34%			5.49%			4.14%			5.71%			3.89%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

Blue Collar

Mumbai

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

Support Services

Ahmedabad

Bangalore

Chandigarh

Delhi

Kolkata

Hair stylist	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%	
YEARS	0-2	2-5	5-8	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

Hair stylist	23,100	27,300	32,800
		6.73%	
YEARS	0-2	2-5	5-8

Engineering

Ahmedabad

Bangalore

Chandigarh

Delhi

Kolkata

Deputy Manager	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%	
Supervisor [Tech]	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%	
YEARS	0-2	2-5	5-8	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

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

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

HR

	Ahmedabad			Bangalore			Chandigarh			Delhi			Kolkata		
Recruiter	32,700	36,000	40,700	38,500	42,400	45,000	34,000	37,600	41,800	38,600	43,000	45,900	33,500	37,600	40,600
	4.19%			6.23%			4.71%			5.47%			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	38,100	46,500	54,900	32,300	37,200	44,700	36,600	41,400	49,700	31,900	36,700	44,100
	3.93%			7.03%			4.19%			5.13%			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	22,500	24,800	28,300	20,500	21,600	23,800	23,600	26,000	29,700	21,700	23,300	26,100
	3.17%			6.31%			3.92%			6.91%			4.37%		
Digital Marketing Executive	20,400	23,900	29,900	24,100	26,600	31,400	21,100	24,300	29,200	22,900	25,900	30,900	22,200	25,600	30,800
	4.71%			5.36%			4.13%			5.07%			4.71%		
Sales Coordinator	20,200	25,400	36,200	28,500	37,500	46,500	18,900	26,500	35,500	21,700	32,700	44,800	26,200	32,800	46,500
	4.33%			7.03%			4.61%			5.63%			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		
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		
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
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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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 %

Blue Collar

	Hyderabad			Kolkata			Mumbai			Pune		
Shade Matcher	16,600	18,600	20,500	15,000	17,400	19,400	17,600	21,500	23,800	17,400	18,200	20,200
	3.11%			2.41%			5.79%			4.01%		
Maintenance Foreman	20,900	23,900	27,100	18,100	21,400	24,800	24,700	27,800	32,000	23,400	27,400	30,400
	5.47%			4.15%			6.11%			5.23%		
Safety Welding Specialist	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%		
YEARS	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		
Contractor Relationship Officer	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
	4.25%			6.41%			5.07%			7.50%			5.45%		
Colour consultant	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
	5.23%			7.41%			5.88%			6.51%			5.44%		
Data Annotator	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%		
YEARS	0-2	2-5	5-8	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		
Contractor Relationship Officer	26,200	27,600	30,700	23,700	24,900	27,700	27,100	29,600	34,100	21,100	22,400	25,400
	4.67%			4.20%			7.13%			5.68%		
Colour consultant	23,700	24,900	27,700	20,100	21,200	23,600	31,100	33,300	37,300	24,100	25,600	29,000
	4.18%			3.17%			7.16%			5.27%		
Data Annotator	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%		
YEARS	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		
Deployment Engineer	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
	5.29%			7.36%			4.63%			7.53%			7.94%		
Turbine Engineer	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
	5.84%			8.83%			5.07%			7.05%			7.88%		
Signalling System Engineer	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%		
YEARS	0-2	2-5	5-8	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		
Deployment Engineer	27,200	28,600	31,800	26,600	28,000	31,100	29,300	31,400	35,200	28,500	30,300	34,300
	5.47%			4.20%			8.13%			6.28%		
Turbine Engineer	23,400	24,600	27,400	22,700	23,900	26,600	27,800	29,800	34,300	25,400	28,000	33,400
	5.25%			4.21%			7.25%			6.93%		
Signalling System Engineer	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%		
YEARS	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 %

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
HR-Shared Support	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%		
YEARS	0-2	2-5	5-8	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-Shared Support	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%		
YEARS	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		
Engineer-Software Web Testing	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%		
UX Researcher	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%		
YEARS	0-2	2-5	5-8	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		
Engineer-Software Web Testing	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%		
UX Researcher	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%		
YEARS	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		
Sales Analyst	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%		
Territory Sales Officer	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%		
Sales Campaigner	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%		
YEARS	0-2	2-5	5-8	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		
Sales Analyst	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%		
Territory Sales Officer	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%		
Sales Campaigner	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%		
YEARS	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		
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		
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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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
	4.98%			3.86%			7.36%			5.78%		
Office Assistant Support	16,900	17,800	19,800	15,800	16,600	18,500	20,200	21,700	24,400	21,300	22,600	25,600
	2.98%			2.05%			5.42%			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

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

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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
	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
	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

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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
	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
	6.38%			4.28%			5.71%			7.09%		
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
	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

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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
	3.94%			3.13%			5.47%			4.67%		
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
	5.95%			4.50%			7.57%			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

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

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Software Test Specialist	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%		
Technical Support Consultant	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%		
DevOps Engineer	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%		
YEARS	0-2	2-5	5-8	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		
Software Test Specialist	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%		
Technical Support Consultant	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%		
DevOps Engineer	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%		
YEARS	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		
Sales Consultant	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%		
Marketing Specialist	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%		
Executive Digital Marketing	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%		
YEARS	0-2	2-5	5-8	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		
Sales Consultant	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%		
Marketing Specialist	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%		
Executive Digital Marketing	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%		
YEARS	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		
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
	3.11%			6.71%			4.25%			5.54%			5.60%		
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		
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
	4.69%			4.03%			5.55%			4.07%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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
	4.03%			7.36%			3.71%			5.01%			7.97%		
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
	2.11%			4.15%			3.36%			31,100			4.20%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	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
	5.09%			3.36%			8.39%			5.66%		
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
	2.41%			2.75%			4.17%			3.79%		
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

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
	3.30%			5.66%			3.71%			6.15%			4.43%		
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
	4.12%			7.17%			4.03%			5.44%			6.79%		
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		
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
	3.84%			2.73%			5.28%			4.31%		
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
	4.22%			3.08%			6.17%			5.33%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Content Specialist-Game	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%		
Data Analyst	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%		
YEARS	0-2	2-5	5-8	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		
Content Specialist-Game	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%		
Data Analyst	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%		
YEARS	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		
Audio Engineer	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%		
Game Developer	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%		
YEARS	0-2	2-5	5-8	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		
Audio Engineer	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%		
Game Developer	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%		
YEARS	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 Manager	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%		
YEARS	0-2	2-5	5-8	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 Manager	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%		
YEARS	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		
IT Manager	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%		
Lead Animator	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%		
YEARS	0-2	2-5	5-8	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 Manager	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%		
Lead Animator	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%		
YEARS	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		
Digital communication Associate	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%		
Affiliate Territory Sales Incharge	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%		
Marketing Officer	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%		
YEARS	0-2	2-5	5-8	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		
Digital communication Associate	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%		
Affiliate Territory Sales Incharge	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%		
Marketing Officer	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%		
YEARS	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		
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		
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		
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		
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		
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		
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		
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		
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		
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		
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		
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		
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		
SAP Executive	56,900	59,800	66,400	48,700	52,600	59,000	53,700	57,500	63,400	50,500	53,100	59,000	50,400	53,000	59,900
	7.09%			5.14%			6.66%			5.86%			6.61%		
IT Assistant	35,700	41,200	46,500	28,700	32,900	38,900	32,400	38,700	43,800	29,100	35,200	40,900	30,600	37,100	44,700
	5.11%			2.21%			4.71%			4.07%			3.72%		
Network Engineer	40,000	48,700	61,900	30,600	35,500	42,600	36,900	44,400	56,400	35,500	41,600	50,900	35,900	41,500	50,500
	7.37%			3.67%			5.77%			4.91%			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		
SAP Executive	49,200	51,700	57,400	52,100	56,300	64,200	51,900	55,600	62,300
	5.32%			6.73%			5.59%		
IT Assistant	26,400	32,400	37,200	32,100	38,000	42,600	33,300	38,600	42,900
	2.79%			4.39%			4.88%		
Network Engineer	33,300	37,000	43,300	38,600	45,700	58,400	36,400	44,100	57,700
	4.61%			6.49%			6.09%		
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		
Team Leader	29,200	34,000	42,400	24,500	27,300	33,300	27,300	30,700	38,600	30,200	35,100	43,300	30,300	32,500	39,700
	7.04%			4.13%			6.03%			7.73%			6.39%		
Sales Officer-IWS	27,000	33,400	39,800	22,800	28,800	34,100	23,700	31,000	36,600	24,500	30,500	36,700	24,300	31,500	37,100
	5.93%			3.19%			4.71%			4.23%			5.14%		
Marketing Research Associate	20,600	21,700	23,500	16,600	18,000	20,200	19,100	20,100	21,600	17,300	18,200	20,300	18,300	19,300	21,500
	6.23%			5.17%			5.80%			5.40%			6.43%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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

Administration / Operations

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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

Blue Collar

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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 %

Blue Collar

	Hyderabad			Kolkata			Mumbai			Pune		
Machine Operator	19,900	20,900	23,200	21,200	22,300	24,800	21,500	23,100	25,900	18,700	20,100	22,600
	4.09%			3.29%			6.21%			4.13%		
Warehouse Officer	23,900	32,300	40,700	25,000	30,000	38,000	27,500	34,700	43,500	26,200	31,300	39,300
	3.79%			3.14%			5.73%			4.91%		
Parking Assistant	17,100	18,000	20,000	16,300	17,200	19,100	19,200	20,600	23,100	17,800	19,100	21,400
	2.53%			2.07%			4.19%			3.84%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Support Services

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Facilitator	16,700	18,100	18,800	18,500	20,600	23,200	17,700	19,400	21,000	18,700	19,800	21,000	19,000	22,700	24,000
	4.29%			6.23%			4.79%			5.09%			5.43%		
Catalogue Specialist	28,100	29,600	32,000	32,700	35,400	39,700	28,800	30,300	32,500	30,400	32,000	35,600	31,100	32,700	36,300
	4.93%			7.60%			5.12%			6.41%			7.21%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

	Hyderabad			Kolkata			Mumbai			Pune		
Facilitator	18,200	20,000	23,500	17,400	19,800	21,700	19,500	22,100	25,100	19,300	20,600	22,700
	4.53%			4.11%			6.78%			5.11%		
Catalogue Specialist	30,500	32,100	35,700	27,500	28,900	32,100	29,900	32,000	35,900	27,600	29,600	33,200
	5.13%			4.27%			6.91%			5.43%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Quality Engineer	31,300	32,900	35,600	40,700	44,000	49,300	32,500	34,200	36,600	43,900	46,100	51,200	42,100	44,300	49,200
	4.21%			5.81%			4.73%			6.13%			4.27%		
Trainee Engineer	23,000	28,300	39,300	24,800	32,200	42,900	23,900	31,400	42,700	23,800	30,000	41,400	25,100	32,200	42,500
	3.03%			4.11%			3.31%			3.79%			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

	Hyderabad			Kolkata			Mumbai			Pune		
Quality Engineer	37,500	39,400	43,800	36,900	38,800	43,100	41,300	44,200	49,600	39,500	42,300	47,400
	3.12%			2.21%			5.59%			3.11%		
Trainee Engineer	23,100	30,900	37,800	23,900	32,100	42,200	24,400	33,600	44,100	26,000	34,600	45,300
	2.19%			1.71%			5.42%			3.20%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

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

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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
	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

IT

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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
	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

Sales and Marketing

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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
	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

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

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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		
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		
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		
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		
PMS Operator	24,900	27,600	31,700	24,300	26,800	32,600	24,200	27,400	31,400
	3.40%			4.53%			3.39%		
Wireman	16,200	22,500	29,900	18,000	25,000	31,800	18,600	24,600	31,800
	3.15%			5.61%			4.16%		
Lab Technician	20,700	21,800	24,200	22,500	24,100	27,300	21,900	23,500	26,800
	3.39%			5.79%			5.21%		
YEARS	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		
Content Writer	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%		
Infrastructure Operations Analyst	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%		
YEARS	0-2	2-5	5-8	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		
Content Writer	34,700	36,500	40,600	36,100	38,700	43,800	35,300	38,200	43,600
	4.14%			6.14%			5.25%		
Infrastructure Operations Analyst	34,900	37,000	41,400	40,200	44,800	54,500	37,700	43,900	48,500
	7.03%			9.21%			7.71%		
YEARS	0-2	2-5	5-8	0-2	2-5	5-8	0-2	2-5	5-8

Engineering

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Automation Engineer	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%		
Intracity Deployment Engineer	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%		
YEARS	0-2	2-5	5-8	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		
Automation Engineer	44,300	50,700	59,700	50,700	58,000	71,600	48,700	57,000	67,200
	5.57%			8.21%			7.50%		
Intracity Deployment Engineer	29,900	31,400	34,900	30,800	33,000	37,300	32,600	34,000	37,100
	5.07%			6.47%			6.29%		
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 %

HR

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
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		
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		
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		
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		
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		
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	
Agriculture & Agrochemicals	Rs.19,000 - Rs.21,000 pm	Agriculture & Agrochemicals			
		Driver	Basic vehicle maintenance skills, Knowledge of Routes & geographies	Heavy vehicle driving experience, farm machinery operation & maintenance.	Expertise in handling specialized agricultural equipment
		Field Assistant	knowledge of farming practices, Basic computer skills, Team player	Agriculture Equipment proficiency, Soil & crop management knowledge	Analytical skills, Knowledge of Modern agronomy practices
		Sales Executive	Interpersonal skills, Communication skills	Product knowledge, Sales and Marketing skills	Strategic thinking, Negotiation skills
		Weigh Bridge Operator	Basic computer skills, Communication skills, Proficiency in Mathematics	Maintain weighing equipment	Analytical and problem-solving skills, Reporting skills
		Construction and Real Estate			
		Electrician	Physical Strength, Communication Skills, Tools and accessories	Maintain, troubleshoot and repair all power related equipment's	Study and understand electrical schematics.
		Service Technician	Communication skills, Physical ability, Mechanical Skills	Problem-solving skills, Experience with power tools and heavy machinery	Technical expertise
		Welder	Physical Strength, Attention to detail, Mental Focus	Proficiency in welding techniques	Safety guidelines, Use of Automatic, semi-automatic welding machines
		Foreman	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
AC Technician	Rs.20,000 - Rs.23,000 pm	Fast Moving Consumer Durables		
		Reading blueprints, Effective communication, Customer service	Hand and power tool experience, Mechanical skills	Critical thinking, Knowledge of advanced refrigeration technology and techniques
		Attention to detail, Basic math skills, Physical strength	Knowledge of hand and power tools, Proficiency in measuring and cutting	Knowledge of advanced carpentry techniques
		Inventory management, communication skills	Accurate mathematical computations	Interpersonal skills, Data entry skills
		Pattern-cutting skills, Accuracy and attention to detail	Knowledge of fabric types and their properties	Good in Textiles, fashion, design and trends
Fitter	Rs.14,000 - Rs.16,000 pm	Industrial Manufacturing and Allied		
		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
		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
		Critical Thinking, TimeManagement, Physical fit	Complex Problem Solving, Tool Operation	Expertise in diagnostic and troubleshooting techniques, knowledge of CAD software
		Forklift control & function familiarity, Forklift maintenance Skills	Inventory management knowledge, Safety compliance	Advanced forklift attachment and accessory operation.
Carpenter	Rs.25,000 - Rs.28,000 pm			
Store Keeper	Rs.20,000 - Rs.22,000 pm			
Tailor	Rs.15,000 - Rs.17,000 pm			
Batcher	Rs.22,000 - Rs.24,000 pm			
Mechanic	Rs.21,000 - Rs.23,000 pm			
Forklift Operator	Rs.16,000 - Rs.18,000 pm			

Job Profile	Median Salary (per month)	Skills Sought		
		Basic	Intermediate	Advanced
Tourism & Hospitality				
Guest Room Attendant	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
Steward	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
Supervisor	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
Tele caller Executive	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.

FUNCTIONAL AREAS		Unified Industry Salaries (Rs. p.m.)		
		0 -2 years	2 - 5 years	5 -8 years
SALES				
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
MARKETING				
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
SUPPORT SERVICES				
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
ADMINISTRATION / OPERATIONS				
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
ENGINEERING				
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

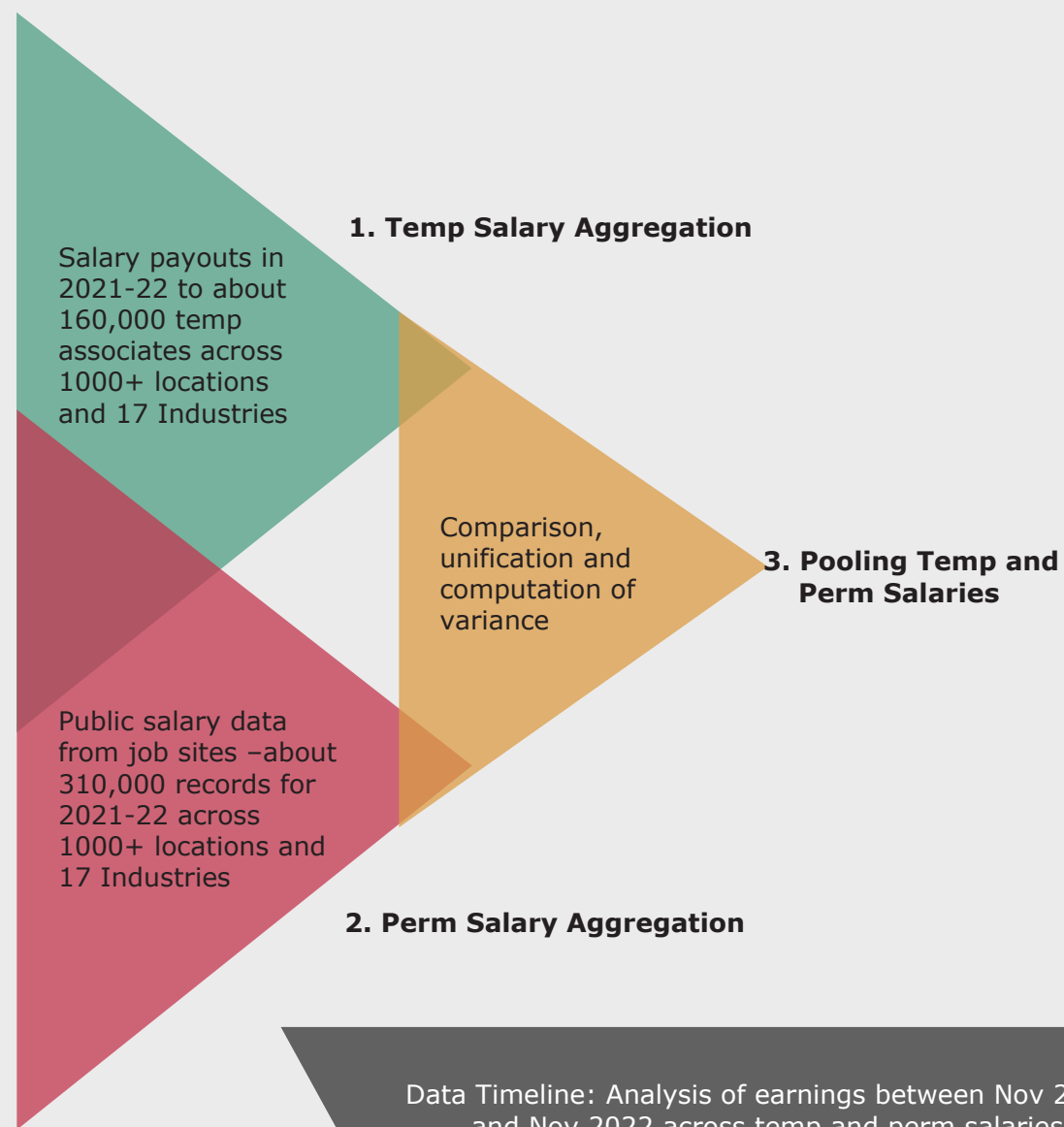
New Profiles

Glossary

Bibliography

Disclaimer

Steps in salary computation



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

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

Hub & Spoke Model

Definition & Geographic Classification

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 *** Ahmedabad	Job Location
	Jamnagar
	Surat
	Ahmedabad
	Idar
	Palanpur
	Bhavnagar
	Anand
	Namakkal
	Vapi
	Bhuj
	Rajkot
	Mahesana
	Vadodara
Amreli	
Gandhidham	

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

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

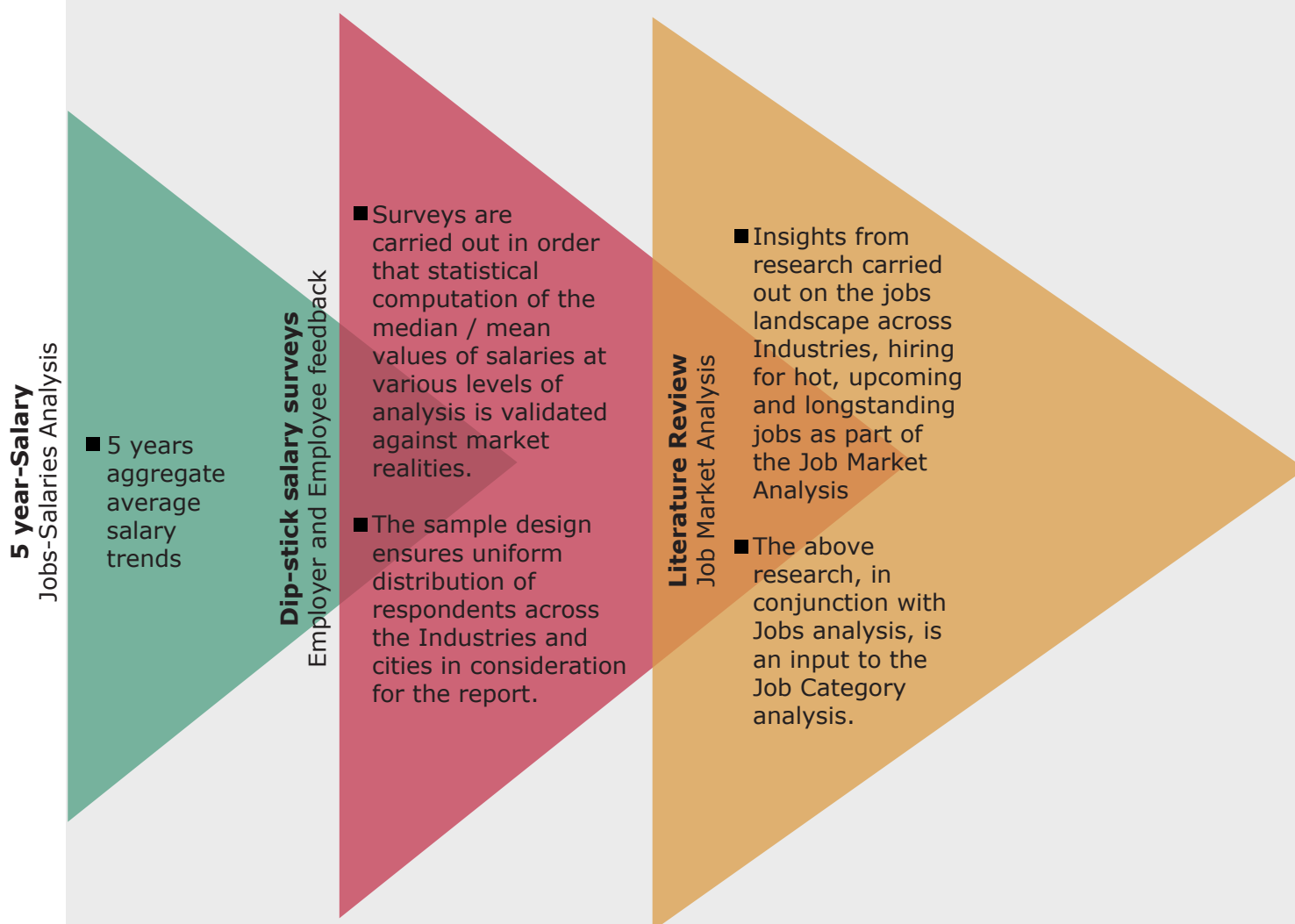
Hub & Spoke Model

Definition & Geographic Classification

Hub City * Chennai	Job Location
	Tuticorn
	Coimbatore
	Madurai
	Ballia
	Tiruvannamalai
	Pondicherry
	Salem
	Erode
	Virudhunagar
	Vellore
	Tirunelveli
	Tirupur
	Nagercoil
	Kanchipuram
	Trichy
Hub City * Delhi	Job Location
	Srinagar
	Noida
	New Delhi
	Malviya Nagar
	Kalkaji
	Rajouri Garden
	Gurgaon
	Ghaziabad
	Faridabad
	Gurugram
	Ashok Vihar
	Roorkee
	Dilshad Garden
Hub City * Hyderabad	Job Location
	Warangal
	Ongole
	Kadapa
	Guntur
	Barrackpore
	Nellore
	Buldana
	Malkajgiri
	Uppal
	Vijayawada
	Kurnool
	Karimnagar
	Secunderabad
Hub City * Kolkata	Job Location
	Patna
	Siliguri
	Bhubaneswar
	Muzaffarpur
	Bahrampore
	Rourkela
	Contai
	Bongaon
	Hooghly
	Behala
	Sambalpur
	Malda
	Cooch Behar
	Sasaram
	Cuttack
Hub City * Mumbai	Job Location
	Solapur
	Mumbai
	Nagpur
	Belapur
	Sujargarh
	Aurangabad
	Thane
	Sion
	Kolhapur
	Kurla
	Nanded
	Nasik
	Bhayandar
Hub City ** Pune	Job Location
	Supa
	Baramati
	Pune
	Satara
	Nagpur
	Banda
	Udgir
	Hadapsar
	Anjar
	Nashik
	Pusad
	Ichalkaranji
	Wardha
Hub City ** Pune	Job Location
	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 <minus> Median Temp Salary) <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:

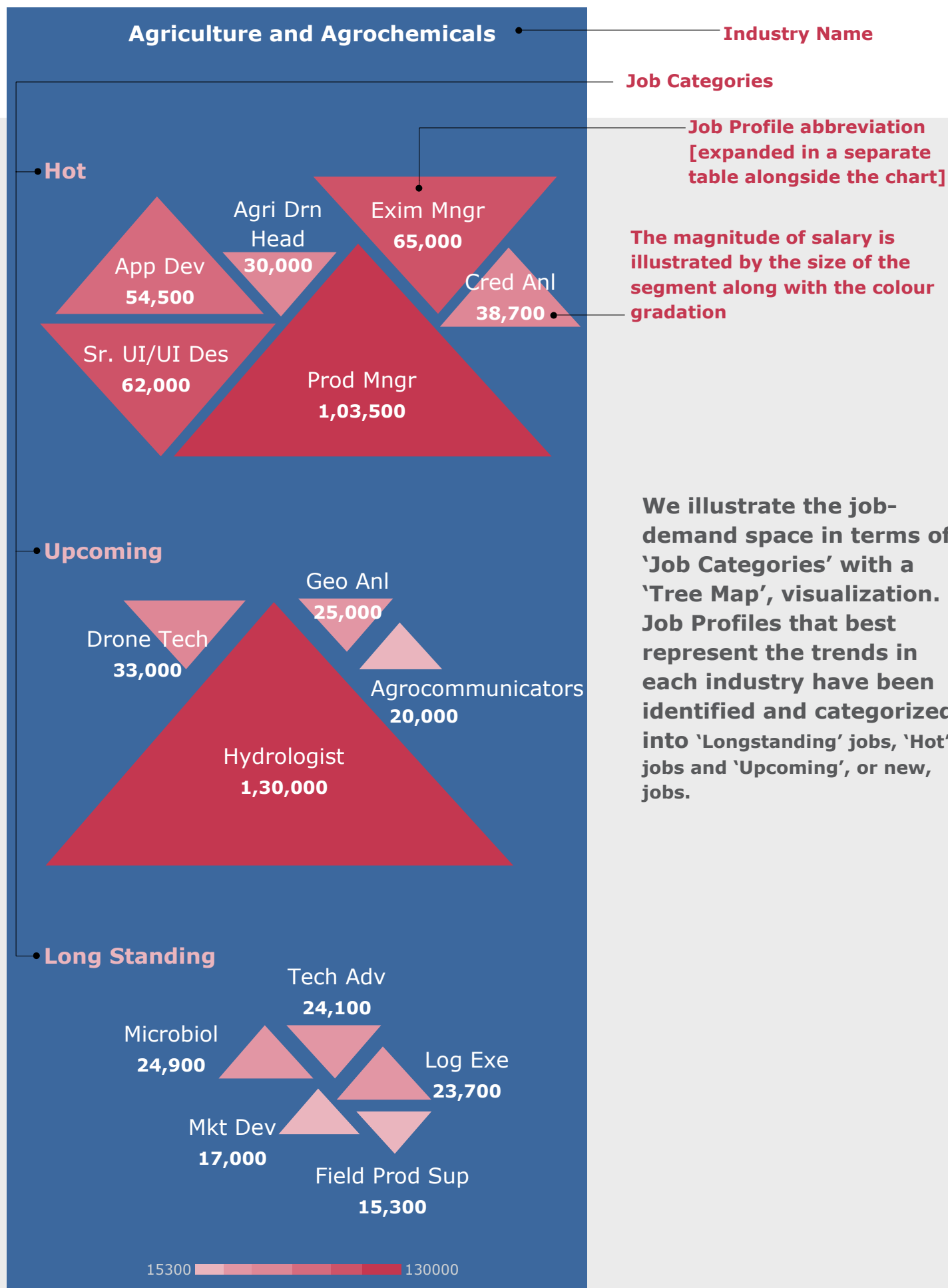
Mean {Median salary for industry-1/city-1 ... Median salary for industry-n/city-n}

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



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

Functional Area

Job Roles

Salary

City

Accounts

	Ahmedabad			Bangalore			Chandigarh			Chennai			Delhi		
Junior Officer Accounts	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
	4.17%			6.66%			7.29%			5.73%			6.31%		
Finance Executive	14,900	17,000	18,200	17,000	19,700	21,100	16,900	17,300	19,000	18,600	19,100	20,900	16,600	19,100	21,900
	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

Experience Levels

Salary Variance (%)

- '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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