

2021

annual salary trends report

core sector





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the randstad salary trends report 2021

a brief overview

The Randstad Salary Trends Report is an annual analysis of the constantly evolving Indian job market. Coming as it does in the aftermath of a highly challenging and transformative year, the 2021 report has attempted to capture the upheavals and trends of a reimagined future, and provide a comprehensive view of current and emerging salary trends - across a spectrum of industries, functions and cities in the country.

This report has been compiled to serve as a reference point for employers, employees, job seekers, investors and other stakeholders to understand the salary market and make informed career and hiring decisions. Exclusively based on Randstad's hiring information and experience, the report has been validated through a series of client and candidate interactions.

what this report covers

understanding the deeper dimensions of salaries in India

Based on Randstad's internal data on recruitment, the 2021 Salary Trends Report examines and analyzes compensation and benefit trends across the following three key parameters



Job roles



Industries



Cities

The report covers participants spread over eight Tier-1 cities (Table 1) and 10 Tier-2 cities (Table 2). The Tier-2 cities are a first-time addition this year, considering that they are emerging as future talent hubs and job creation centers.

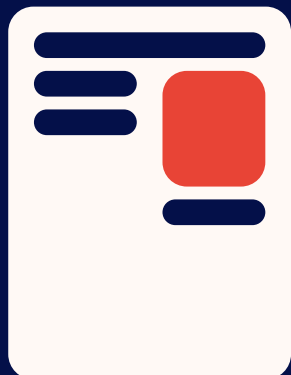


Table 1

Tier-1 cities covered in the 2021 Salary Trends Report

1. Bengaluru
2. Hyderabad
3. Chennai
4. Mumbai
5. NCR
6. Kolkata
7. Ahmedabad
8. Pune

Table 2

Tier-2 cities covered in the 2021 Salary Trends Report

1. Chandigarh
2. Thiruvananthapuram
3. Kochi
4. Jaipur
5. Nagpur
6. Lucknow
7. Bhubaneswar
8. Indore
9. Coimbatore
10. Vadodara

The report also provides a detailed analysis on the average salaries across industries and the top industry-specific skills that are sought by recruiters in each of these cities. Organizations continued to adapt to the changes and economic impact of the pandemic on the recruitment labor market, such as variances

across industries, levels and locations. This report reflects these changes, and highlights the industries that have triumphed over challenging market conditions to herald India Inc.'s recovery and march to growth.



insights you can find in this report

Highest average salary paid and variance across

- Cities
- Industries
- Job hierarchies (junior, middle and senior)

Top paying industries across various cities and job role hierarchies

Function-wise salaries across cities and job role hierarchies

key definitions

senior management

Managers of one or several key functions who directly report to top management and/or geographical / function-wise business heads.

Experience: ≥ 15 Yrs

middle management

Executives who hold ownership for a sub-function in an organization and report directly to senior management.

Experience: 6 - 14 Yrs

junior management











Employees at the entry level of the corporate job hierarchy, usually involved in the day-to-day functioning of their teams.

Experience: 0 - 5 Yrs

All CTC details represented in the report are in INR lakhs per annum.

hot jobs 2021

top paying jobs for mid-level professionals with 6-10 years experience

Rank	Job Title	Average annual salary CTC in INR lakhs
1	 Hadoop Specialist	24.81
2	 Testing Practitioner (Other)*	22.89
3	 Speciality Doctors	22.50
4	 AWS Specialist	21.73
5	 Manual Testing Practitioner	20.86
6	 Java Professional	20.78
7	 Pre-Sales Consultant	20.34
8	 Big Data Engineer	20.23
9	 JavaScript Developer	20.11
10	 Devops Engineer	19.82

*Testing Practitioners other than Automation Testing and Manual Testing

looking ahead at unfolding opportunities

an optimistic recovery path for the Indian economy

Covid-19 notwithstanding, the International Monetary Fund has projected that India's economy is expected to grow by 9.5 percent in 2021 and 8.5 percent in 2022¹, thereby retaining the tag of the fastest growing economy in the world (the World Economic Outlook forecasts that the world will grow at 5.9 percent in 2021 and 4.9 percent in 2022). The GDP growth in FY 2022 could stand even higher at 9.5 percent, says ICRA (Information and Credit Rating Agency), an Indian independent and professional investment information and credit rating agency, if India accelerates its vaccine coverage.

According to the Indian Government's Finance Ministry report, the structural reforms laid out in 'Aatmanirbhar Bharat Mission' will play a critical role in shaping India's economic recovery, by opening business opportunities and expanding spending channels. Additionally, World Trade Organization's outlook of favorable trade prospects based on a resurgence in global economic activity augurs well for India's export performance. Agricultural sector continues to contribute to the economic recovery and agri-exports grew 22 percent year-on-year for the period April-August 2021².

India's capital market is also growing aggressively, and this indicates that global corporations have looked at India as an investment destination to diversify the supply chain. India's market-capitalization is expected to reach \$5 trillion by 2024, making it the fifth largest market by capitalization³.

Improved demand conditions and easing of local COVID-19 restrictions saw India's manufacturing sector post the strongest rate of growth in three months in July 2021. This sector also registered its first rise in employment (albeit marginal) in 15 months since COVID-19 made its presence felt. The services sector also recorded a significant pace of expansion since February 2020 and a marginal rise in hiring in September 2021. The global brokerage player Goldman Sachs predicts that the Indian IT industry will grow at 9.1 percent in 2022 against the growth of 8 percent it posted in 2021. India's 'unicorn' count rose to 51 as of August 2021, and the Hurun India Future Unicorn list pegs the number of 'gazelles' at 32 (valued over \$500 million, which can turn unicorn in two years), and the number of 'cheetahs' at 54 (valued as USD 200 million and more, which can become unicorns in four years)⁴.

¹ <https://timesofindia.indiatimes.com/business/india-business/india-to-grow-at-8-5-in-2022-will-retain-fastest-growing-economy-tag-imf/articleshow/86973062.cms>

² <https://www.newindianexpress.com/business/2021/nov/10/india-on-way-to-becoming-fastest-growing-economy-in-world-finance-ministry-report-2381836.html>

³ <https://www.news18.com/news/business/from-markets-to-maharaja-indian-economy-finally-over-the-pandemic-hump-4324754.html>

⁴ <https://www.hurunindia.net/hurun-india-future-unicorn-list-2021>

Rate of unemployment declined to 6.9 percent in September 2021, according to the Centre for Monitoring Indian Economy (CMIE), and this saw a revival in the job market. Employment increased by 8.5 million in September 2021, led by the salaried jobs category, which rose by 6.9 million⁵. This sets a very optimistic note for the coming months and our report dissects this impact by location, industries and functions. An additional note of cheer comes from Deloitte's findings

(Workforce and Increment Trends survey 2021) that India Inc will most likely pay out an average salary hike of 8.6 percent in 2022, on par with the 2019 levels.

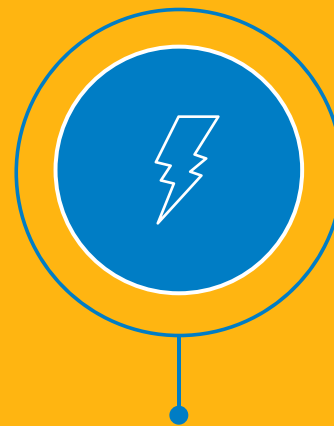
The Indian economy is poised today at an optimistic inflection point of growth that is supported by resilient indices of consumption, productivity, employment, demographics, and globalization.

India – economic highlights



India is expected to be one of the 'Top 3' economic powers in the world over the next 10-15 years
(Source: IBEF)

India is expected to have ~100 unicorns by 2025 and will create ~1.1 million direct jobs
(Source: Nasscom-Zinnov Report, Indian Tech Startup')



India is planning to achieve 40% of its energy from non-fossil sources by 2030
(Source: IBEF)

India expected to attract foreign direct investments of USD 120-160 billion per year by 2025
(Source: CII & EY report, 'Now, Next and Beyond')



India's technology services expected to touch annual revenue of USD 300-350 billion by 2025
(Source: NASSCOM)

⁵ <https://www.news18.com/news/business/from-markets-to-maharaja-indian-economy-finally-over-the-pandemic-hump-4324754.html>

salary trends across locations

how salaries compare between tier-1 & 2 cities and job role hierarchies

tier-1 cities

Bengaluru ranks #1 among the Tier-1 cities in salary pay-scales across the junior and mid-levels in job level hierarchies, but plays second to Mumbai when it comes to senior levels. On an average, junior executives in Bengaluru draw 11.6 percent higher than the second Tier-1 city, Hyderabad, and an average of 17.8 percent higher than all its Tier-1 counterparts. Bengaluru's undisputed position as India's IT capital most probably explains this trend. These margins are however significantly reduced in the mid-level job levels – Bengaluru is just 2 percent higher than its next city Hyderabad, and an average of 4.5 percent higher than all the Tier-1 as per our findings.

“Bengaluru ranks #1 among the Tier-1 cities in salary pay-scales across the junior and mid-levels in job level hierarchies”

At the senior job levels, Mumbai stands at the top of the table with its salaries 3.4 percent higher than Bengaluru, and an average of 8.8 percent higher than the Tier1 cities in general. Mumbai, being a very sector-niche location for banks, investment companies, consulting firms and analytics operations, commands higher salaries for senior executives. Plus, its higher cost of living has pushed the salaries of analytics professionals in these niche sectors northward as compared to all the Tier-1 cities.

Hyderabad, a strong IT hub, occupies the second place in the junior- and mid-level job brackets. While the variance at junior levels is significant at 11.6 percent, it is a close second in the mid-level segment at a mere 2 percent. However, at the senior level, the differential against Bengaluru is high at 16.5 percent. It slides down to the sixth position and ranks below Pune and Ahmedabad.

Ahmedabad has shown a strong surge upwards in the 2021 Salary Trends Report as compared to the 2020 report across all levels. One of the fastest-growing cities in the country, and is among the best to live in, Ahmedabad has extended its economy base from its traditional textile, chemicals and pharmaceutical industries to IT and healthcare. IT major IBM has committed to setting up its fifth software lab in Ahmedabad for sophisticated technologies, state-of-the-art product engineering, design and development. This move will usher in the next generation of global innovation centers for software portfolios and cloud services.

“Ahmedabad has shown a strong surge upwards in the 2021 Salary Trends Report as compared to the 2020 report across all levels.”

Kolkata occupies the bottom rung for salaries at all levels by a wide margin from the highest – 39.5 percent for junior levels, 26.3 percent for mid-levels, and 19.9 percent for senior levels. The fact that Kolkata has far lesser sector-niche industries explains this trend, along with its additional attribute of having a significantly lower cost of living.

“A significant jump in average salaries of the three job role hierarchies shows the premium places on seniority of job levels.”

NCR ranks third in salaries at the senior job level, but moves between the fifth and sixth positions at the junior and mid-levels. There is a marked decrease in variance between the junior and mid-levels – 18.4 percent and 7.9 percent respectively. Chennai shows an opposite trend – it ranks third at the junior levels with a variance of 16.1 percent from that of Bengaluru, but moves to the second-last position in the mid- and senior-level positions with higher variances of 20.1 and 19.8 percent respectively.

Across the board, we see a significant jump in average salaries of the three job role hierarchies. On a national scale, the mid-level salaries are more than three times that of the junior levels (INR 17.26 and 5.52 lakhs respectively), while the senior level salaries are close to twice that of the mid-levels (INR 32.54 and 17.26 lakhs respectively). This trend spans all locations, which shows that a high premium is placed on seniority of job levels.

salary trends across tier - 1 cities and job role hierarchies

		Avg CTC	Variance
junior level (0-5 years)	Bengaluru	6.71	
	Hyderabad	5.93	-11.6%
	Chennai	5.63	-16.1%
	Mumbai	5.51	-17.9%
	NCR	5.47	-18.4%
	Pune	5.44	-18.9%
	Ahmedabad	4.72	-29.7%
	Kolkata	4.06	-39.5%
	National Average	5.52	-17.8%
	mid level (6-14 years)	Bengaluru	18.06
Hyderabad		17.71	-2.0%
Mumbai		17.25	-4.5%
Pune		17.20	-4.8%
Ahmedabad		16.73	-7.4%
NCR		16.64	-7.9%
Chennai		14.43	-20.1%
Kolkata		13.32	-26.3%
National Average		17.26	-4.5%
senior level (>=15 years)		Mumbai	35.68
	Bengaluru	34.47	-3.4%
	NCR	32.74	-8.2%
	Pune	32.39	-9.2%
	Ahmedabad	31.94	-10.5%
	Hyderabad	29.78	-16.5%
	Chennai	28.61	-19.8%
	Kolkata	28.58	-19.9%
	National Average	32.54	-8.8%

(Avg CTC is in lakhs per annum)

tier-2 cities

Whether due to the fact that Tier-2 cities are settling in with the boom in employment, or due to COVID-19's impact, patterns in Tier-2 cities vary widely.

Chandigarh tops the chart in salaries paid at the junior and mid-levels. Thiruvananthapuram comes a close second, with a variance of 3.5 and 1.9 percent respectively. However, the variance is considerable when compared to the other Tier-2 cities and the average variance stands at 22.1 percent. At the senior level, however, Chandigarh stands third, behind Bhubaneshwar and Kochi.

At the senior level, Bhubaneshwar leads the table with an average CTC that is on par with the median level of Tier-1 cities. A host of mining and steel manufacturing companies dot this city, and the IT/ITes sector is also gaining prominence with leaders in this industry setting up their presence here.

Kochi ranks third in salaries in the junior-level, fourth in the mid-level, and second in the senior level – underscoring its

“Chandigarh comes at the top in salaries paid at the junior and mid-levels while Thiruvananthapuram comes a close second”

“Bhubaneshwar leads Tier-2 cities with an average CTC that is on par with the median level of Tier-1 cities.”

importance in the years to come. Vadodara shows an interesting trend in progressively increasing salaries as the job level increases. With the increasing push being given for its real estate, healthcare and educational infrastructure, we should see it moving up in the future.

In all the other cities – Jaipur, Nagpur, Lucknow, Indore and Coimbatore – as they move between different ranks at different levels - we see that the variances are higher in the junior and senior levels. This could be due to the predominance of non-IT industries in these cities, such as manufacturing, engineering and textiles. Crime rates in these cities are also higher than the national average.

As in Tier-1 cities, we see a premium for seniority of job levels. On a national scale, and across individual Tier-2 cities, the average mid-level salaries are approximately 2.5 times that of the junior levels (INR 11.02 and 4.42 lakhs respectively), while the senior level salaries are twice that of the mid-levels (INR 22.89 and 11.02 lacs respectively).

salary trends across tier-2 cities and job role hierarchies



junior level

(0-5 years)

	Avg CTC	Variance
Chandigarh	5.67	
Thiruvananthapuram	5.47	-3.5%
Kochi	5.03	-11.3%
Jaipur	4.39	-22.5%
Nagpur	4.21	-25.7%
Lucknow	4.20	-25.8%
Bhubaneswar	4.11	-27.6%
Indore	3.88	-31.6%
Coimbatore	3.87	-31.7%
Vadodara	3.84	-32.2%
National Average	4.42	-22.1%

mid level

(6-14 years)

Chandigarh	13.70	
Thiruvananthapuram	13.44	-1.9%
Nagpur	12.71	-7.2%
Kochi	12.08	-11.9%
Jaipur	12.00	-12.4%
Vadodara	11.50	-16.1%
Indore	10.89	-20.5%
Lucknow	10.67	-22.1%
Bhubaneswar	10.48	-23.5%
Coimbatore	10.01	-26.9%
National Average	11.02	-19.6%

senior level

(>=15 years)

Bhubaneswar	31.15	
Kochi	28.82	-7.5%
Chandigarh	26.47	-15.0%
Vadodara	23.72	-23.8%
Indore	23.02	-26.1%
Coimbatore	22.41	-28.1%
Lucknow	21.97	-29.5%
Nagpur	20.94	-32.8%
Jaipur	18.22	-41.5%
Thiruvananthapuram	-	-
National Average	22.89	-26.5%

(Avg CTC is in lakhs per annum)

salary trends across industries

how salaries compare between different industries

“The Pharma, Healthcare and Life Sciences industry stands at the top of the chart in the junior level, with a 7.2 percent variance against IT and Professional Services who tie for the second spot.”

The advancement of different industries to the top of the salary table at different levels - junior, mid and senior - tells a positive story of varied progress. The Pharma, Healthcare and Life Sciences industry stands at the top of the chart in the junior level, with a 7.2 percent variance against IT and Professional Services who tie for the second spot. Over the last decade, fresher salaries in the IT industry has stagnated, as companies find that a good part of the 10-15 lakh engineers who graduate each year are not employable⁶. This could well be a wake-up call for academia and the IT industry for closer collaboration in improving the employability quotient of graduates. COVID-19

has accelerated the pace of digitization, and digital and emerging technologies are the growth engines of India's new age economy – for large enterprises, small and medium business and for start-ups. It is therefore critical that talent building at the junior level is given utmost importance to radiate upwards.

It is not surprising that Pharma, Healthcare and Life Sciences have emerged as the top industry in the junior level. Better healthcare awareness and access to insurance, plus rise in incomes have boosted India's healthcare market, which is expected to touch USD372 billion by 2022⁷. Additionally, the Indian government has announced its intention of increasing the healthcare spending to 2.5 percent of the GDP by 2025⁸.

In the mid-level jobs, Professional Services tops other industries, followed by the IT, and Internet and e-Commerce industries. In fact, Professional Services ranks a very close second in the other job level segments (junior and senior), and this is strongly indicative of the critical role it plays in the post-COVID era of business.

⁶ <https://www.moneycontrol.com/news/business/it-fresher-salaries-stagnates-even-as-war-for-tech-talent-intensifies-in-india-7666831.html>

⁷ <https://www.livemint.com/news/india/indian-healthcare-industry-to-touch-372-billion-in-2022-niti-aayog-11617106178465.html>

⁸ https://www.business-standard.com/article/health/committed-to-raise-health-expenditure-to-2-5-of-gdp-harsh-varadhan-120092701027_1.html

The pandemic has left a long-lasting and disruptive impact on the service delivery approach in IT services, engineering services, consulting, and media/marketing. Businesses will be looking for best-in-class professional services executives to apply out-of-the-box expertise to transform operating models for sustainability and profitability through digitization, smart pricing, resource optimization, and next-gen client management.

ITES takes the honors in the senior level jobs, followed closely by Professional Services. The IT services segment is projected to touch USD1.2 trillion in 2021, which is an increase of 9.8 percent from 2020⁹. With significant digital investments forecasted for pharma, healthcare, financial services, education, online retail and government, the need for senior ITeS professionals who can apply their domain and technology strengths across industries will increase considerably.

Advertising, marketing and public relations enters as one of the 'Top 6' industries in our 2021 Salary Trends Report. While it stands sixth in the junior and mid-level roles, it is a strong third in the senior level roles. There is a strong reason for this.

According to Dentsu survey findings¹⁰, ad spend in the APAC region will grow by 8 percent (of this, digital will comprise 54 percent of the total ad spend), and global spend is set to grow at 10.4 percent. Remote commerce with the right mix of omni-channel effectiveness has spurred digital marketing to never-before levels of agility in the wake of the Covid-19

“Advertising, marketing and public relations enters as one of the 'Top 6' industries in our 2021 Salary Trends Report.”

pandemic, and is expected to continue to grow. In addition to being technology-adept, marketers for tomorrow and the day after must also be quick to adapt to changing consumer sentiments. Transformation in digital marketing is lightning quick, and businesses need marketers who have to be looking further ahead than any other strategists. Senior executives are looked upon to combine traditional marketing knowledge with digital strategies and hence are paid handsomely.

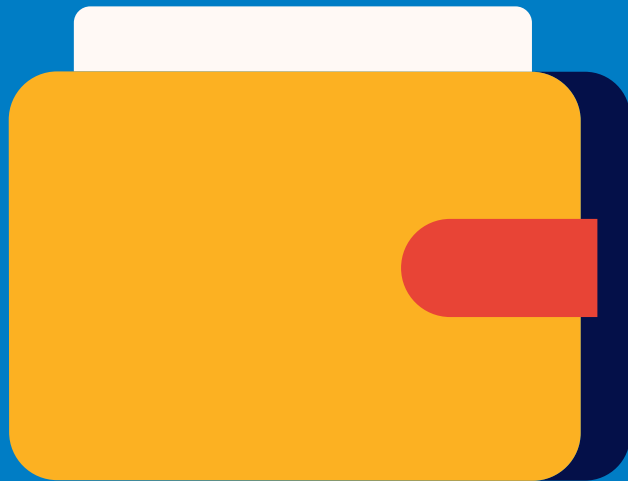
At the senior level, industries such as Media & Entertainment, and Banking & Financial Services find a place among the top industries. This is indicative of the value and importance of seniors with niche expertise in these industries. For the same reasons, IT, Internet and e-Commerce offer competitive salaries in the senior segment.

There is a clear and uniform distinction between junior, mid-level and senior professionals across industries that speak of a motivated and aspirational path to growth.

⁹ <https://economictimes.indiatimes.com/tech/information-tech/gartner-forecasts-india-it-spending-to-grow-8-in-2021/articleshow/84408423.cms?from=mdr>

¹⁰ <https://www.livemint.com/industry/advertising/advertising-in-india-to-touch-pre-pandemic-levels-by-2022-report-11626167672257.html>

salary trends across industries



junior level (0-5 years)

	Avg CTC	Variance
PHL	6.63	
Professional services	6.15	-7.2%
IT	6.15	-7.2%
Telecom	5.42	-18.3%
Tourism & Hospitality	5.30	-20.0%
Advertising, MR, PR	5.10	-23.0%

mid level (6-14 years)

Professional services	20.47	
IT	16.14	-21.2%
Internet & Ecommerce	15.80	-22.8%
ITES	14.14	-30.9%
Telecom	13.92	-32.0%
Advertising, MR, PR	13.75	-32.9%

senior level (>=15 years)

ITES	39.37	
Professional services	37.76	-4.1%
Advertising, MR, PR	35.83	-9.0%
IT	34.18	-13.2%
Internet & Ecommerce	29.25	-25.7%
Media & Entertainment	26.99	-31.4%

(Avg CTC is in lakhs per annum)

salary trends across functions

how salaries compare between different functions

Healthcare functions commanded the highest salaries in the junior level, with a high variance over the other functions, due to the pressing need for junior healthcare workers during the pandemic. This has led to a bright future for this function. Covid-19 has awakened the need and shown the vital importance of connected healthcare powered by digitization and technology. The creation of tele-medicine guidelines and the introduction of National Digital Health Mission (NDHM) have sparked the emergence of health-tech startups that are bound to build an inclusive, efficient and stronger healthcare system. Into the future, we will see this function occupy higher ranks in salaries at mid- and senior-level professionals.

Functions such as IT-Tech and Operations-Tech take the second and third place at junior levels. In the IT industry, they build and support the technology behind the business, using the latest applications in applied science, business intelligence, data engineering, data science, design, infrastructure, product and program management, software development, etc. In the non-IT industry, they are responsible for the technical processes in engineering and industrial units to ensure optimal performance.

Operations Tech professionals stand on the cutting edge of IT and Engineering, and will become more important with the rise of automation of industrial processes and the transformation of

manufacturing through the Internet of Things (IoT). And that is why Operations Tech is the best paying function in the mid-level job segment, and in the fourth position in the senior level in our 2021 Salary Trends Report.

“Healthcare functions commanded the highest salaries in the junior level”



Senior professionals in the IT/ITES function are the highest paid, and quite understandably so. With digital transformation being a priority for most organizations, senior level executives with deep understanding of industries and emerging technologies will be the right people to strategize on and enable their clients' digitization initiatives.

Functions such as Finance & Accounting and Legal & Compliance move progressively higher through the junior and mid-level to stand second and third respectively in senior positions. Employment of accountants and auditors is projected to grow 7 percent from 2020 to 2030¹¹, and their strategic importance for organizations will grow multifold. Senior finance and legal professionals are expected to multiply value through strategic thinking and use of cutting-edge tools and platforms.

If IT-Tech dominates the junior-level function, IT-Functional takes over in the mid-level and senior levels. IT-Functional professionals bring a unique combination of one or more of the following skillsets - analytics, design, testing, project and program management, digital transformation, etc. Integrating the best of functional and technical knowledge, they make an impactful contribution to business growth.

“With digital transformation being a priority for most organizations, senior IT/ITES professionals with deep understanding of industries and emerging technologies are the highest paid”



¹¹ <https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors.htm#:~:text=in%20May%202020.,Job%20Outlook,on%20average%2C%20over%20the%20decade.>

salary trends across functions



junior level (0-5 years)

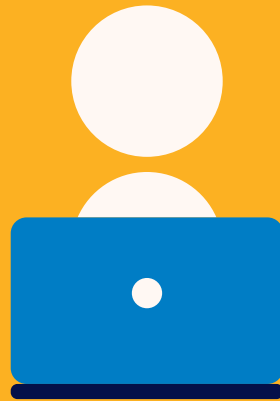
		Avg CTC	Variance
Healthcare		10.43	
IT-Tech		8.11	-22.2%
Operations-Tech		6.28	-39.8%
Legal & Compliance		5.75	-44.8%
Finance & Accounts		5.23	-49.8%
Hospitality and Travel		5.13	-50.8%

mid level (6-14 years)

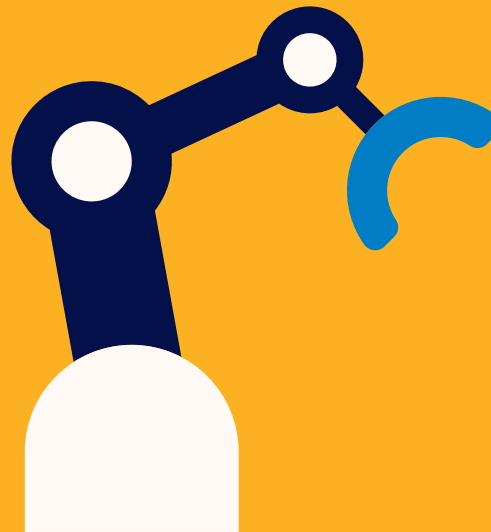
Operations-Tech		18.24	
IT-Functional		17.22	-5.6%
Strategy & Consulting		16.97	-6.9%
Finance & Accounts		16.48	-9.6%
HR		15.85	-13.1%
Legal & Compliance		15.13	-17.0%

senior level (>=15 years)

ITES/BPO		37.40	
Finance & Accounts		34.01	-9.1%
Legal & Compliance		32.95	-11.9%
Operations-Tech		32.62	-12.8%
Operations-Management		30.12	-19.5%
IT-Functional		27.51	-26.4%



deep dive industry



BFSI



skills-wise salary breakup for profiles in the BFSI

Account Executive

Location	Junior	Mid	Senior
ahmedabad	2.26	8.00	15.27
bengaluru	2.68	7.23	13.79
chennai	2.19	5.61	11.12
hyderabad	2.65	7.92	13.32
kolkata	3.89	12.74	27.34
mumbai	2.98	9.33	19.29
ncr	2.84	8.64	17.01
pune	2.51	7.94	14.94

Branch Manager

Location	Junior	Mid	Senior
ahmedabad	3.46	12.26	23.40
bengaluru	5.36	14.44	27.55
chennai	5.64	15.90	31.52
hyderabad	5.01	14.95	25.14
kolkata	4.97	17.94	41.80
mumbai	6.15	21.19	43.83
ncr	5.38	14.91	29.33
pune	5.22	16.51	31.09

Business Operations

Location	Junior	Mid	Senior
ahmedabad	4.10	14.55	27.78
bengaluru	5.48	16.20	-
chennai	4.41	12.88	25.54
hyderabad	4.19	11.08	18.63
kolkata	4.35	12.47	26.76
mumbai	4.90	17.18	35.53
ncr	4.15	14.87	29.25
pune	4.45	16.26	30.62

Collection Manager

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	5.40	16.00	33.15
chennai	3.67	10.36	22.29
hyderabad	5.26	17.28	31.55
kolkata	6.38	20.93	44.91
mumbai	6.52	22.47	50.46
ncr	4.99	19.79	38.93
pune	6.19	19.57	36.85

skills-wise salary breakup for profiles in the BFSI

Credit Manager

Location	Junior	Mid	Senior
ahmedabad	2.88	10.20	19.47
bengaluru	4.20	-	-
chennai	4.78	13.48	29.01
hyderabad	3.49	11.47	19.30
kolkata	2.91	9.54	20.47
mumbai	5.10	17.55	39.40
ncr	4.34	15.74	30.96
pune	4.06	14.12	26.58

Data Analyst

Location	Junior	Mid	Senior
ahmedabad	2.23	7.90	15.08
bengaluru	3.28	8.82	16.84
chennai	2.68	6.88	13.63
hyderabad	2.54	7.59	12.77
kolkata	2.90	9.49	20.37
mumbai	2.38	8.20	18.41
ncr	2.97	9.04	17.78
pune	2.62	8.27	15.57

Investment Banking

Location	Junior	Mid	Senior
ahmedabad	4.78	16.93	32.33
bengaluru	6.79	20.40	42.28
chennai	5.02	16.83	36.23
hyderabad	4.65	15.29	27.93
kolkata	4.66	19.21	41.22
mumbai	7.49	19.31	39.94
ncr	6.02	18.50	36.39
pune	5.35	17.89	33.67

Relationship Manager

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	3.51	9.45	18.04
chennai	-	-	-
hyderabad	3.23	9.64	16.21
kolkata	3.14	10.31	22.12
mumbai	3.99	12.49	25.83
ncr	3.58	10.88	21.41
pune	2.84	8.96	16.88

construction &
infrastructure



skills-wise salary breakup for profiles in the infra

Architect

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	8.08	18.41	35.12
chennai	-	-	-
hyderabad	7.24	21.61	36.35
kolkata	7.10	23.28	49.95
mumbai	-	18.28	37.80
ncr	6.79	15.49	30.46
pune	4.32	15.02	30.72

Civil Engineer

Location	Junior	Mid	Senior
ahmedabad	3.45	12.23	23.35
bengaluru	5.24	-	-
chennai	5.21	14.71	31.66
hyderabad	3.85	11.49	19.33
kolkata	5.62	18.41	39.51
mumbai	4.87	16.76	34.65
ncr	5.02	10.29	20.24
pune	4.36	15.15	28.53

Procurement

Location	Junior	Mid	Senior
ahmedabad	4.27	15.13	28.89
bengaluru	6.16	14.36	27.39
chennai	4.53	12.78	27.52
hyderabad	4.75	11.36	19.11
kolkata	4.67	11.01	23.63
mumbai	5.02	14.57	32.72
ncr	5.35	13.97	29.85
pune	3.83	11.82	22.26

Project Manager

Location	Junior	Mid	Senior
ahmedabad	-	20.82	43.17
bengaluru	7.83	23.18	44.23
chennai	4.33	11.10	22.00
hyderabad	6.33	18.89	31.77
kolkata	5.45	17.86	38.32
mumbai	5.97	13.91	28.76
ncr	5.51	13.91	27.36
pune	4.50	15.64	31.97

skills-wise salary breakup for profiles in the infra

Site Engineer

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	4.89	14.49	30.02
chennai	5.07	13.01	25.79
hyderabad	-	-	-
kolkata	4.88	15.99	34.30
mumbai	4.50	15.50	34.81
ncr	5.03	16.83	33.11
pune	4.31	13.63	25.65

energy & utilities



skills-wise salary breakup for profiles in the energy & utilities

Other Technical Roles: T&D

Location	Junior	Mid	Senior
ahmedabad	3.17	11.25	21.47
bengaluru	4.36	11.73	22.39
chennai	3.69	10.42	22.43
hyderabad	3.48	10.41	17.50
kolkata	4.83	15.84	34.00
mumbai	4.06	10.29	21.29
ncr	4.64	13.42	26.40
pune	3.86	13.40	25.24

Plant/Factory Manager

Location	Junior	Mid	Senior
ahmedabad	5.50	19.52	37.26
bengaluru	5.77	17.07	35.38
chennai	-	-	-
hyderabad	5.10	15.24	25.63
kolkata	5.56	20.07	46.77
mumbai	7.28	22.79	47.13
ncr	6.64	20.17	39.69
pune	5.33	16.85	-

Supply/Production/Space Planning

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	6.52	19.32	36.85
chennai	-	-	-
hyderabad	4.43	14.56	24.49
kolkata	5.61	18.38	39.44
mumbai	6.12	19.15	39.61
ncr	6.43	21.51	45.95
pune	7.04	22.25	45.50

Technical Engineer

Location	Junior	Mid	Senior
ahmedabad	3.43	12.17	23.24
bengaluru	5.15	-	-
chennai	3.23	9.11	19.61
hyderabad	-	-	-
kolkata	5.46	17.89	38.39
mumbai	4.56	15.71	35.28
ncr	4.66	14.85	29.21
pune	4.56	-	-

FMCG & retail



skills-wise salary breakup for profiles in the fmcg & retail

Fashion/Graphic/Accessory Designers

Location	Junior	Mid	Senior
ahmedabad	4.09	14.51	27.71
bengaluru	-	17.46	33.31
chennai	4.84	13.66	29.41
hyderabad	5.87	19.30	35.24
kolkata	3.85	12.63	27.10
mumbai	5.38	18.54	41.63
ncr	5.55	18.56	36.51
pune	3.96	-	-

Retail/Visual Merchandising

Location	Junior	Mid	Senior
ahmedabad	3.62	14.11	29.25
bengaluru	5.80	15.70	29.96
chennai	4.92	13.89	29.89
hyderabad	4.27	12.75	21.44
kolkata	4.75	15.56	33.40
mumbai	7.04	24.24	50.13
ncr	5.54	18.51	36.41
pune	6.59	20.83	39.22

Store Manager

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	3.69	9.94	18.97
chennai	-	-	-
hyderabad	3.47	11.39	20.80
kolkata	4.08	14.71	31.57
mumbai	5.95	18.62	38.50
ncr	4.59	13.96	27.47
pune	3.36	11.68	21.99

information
technology



skills-wise salary breakup for profiles in the IT industry

.net

Location	Junior	Mid	Senior
ahmedabad	5.14	18.21	34.78
bengaluru	8.83	26.14	49.88
chennai	6.07	17.12	33.94
hyderabad	7.72	25.37	42.66
kolkata	5.91	19.37	41.57
mumbai	5.94	20.44	42.27
ncr	6.51	13.83	27.21
pune	7.89	24.94	46.95

Agile

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	11.15	19.62	37.44
chennai	7.33	20.69	44.53
hyderabad	8.90	29.25	49.19
kolkata	7.03	23.04	49.44
mumbai	7.26	22.72	46.99
ncr	10.34	22.04	43.37
pune	9.59	33.35	62.79

Android Developer

Location	Junior	Mid	Senior
ahmedabad	3.69	13.08	27.12
bengaluru	10.32	19.66	37.51
chennai	5.88	15.07	29.87
hyderabad	7.19	23.64	43.17
kolkata	7.08	23.21	49.81
mumbai	5.84	18.27	37.79
ncr	8.11	27.10	53.32
pune	7.53	23.81	44.82

Angular JS

Location	Junior	Mid	Senior
ahmedabad	5.37	19.04	36.36
bengaluru	11.19	18.30	34.92
chennai	7.06	18.11	35.89
hyderabad	7.72	15.85	26.66
kolkata	6.37	20.88	44.81
mumbai	7.73	24.19	50.03
ncr	8.67	29.00	57.06
pune	7.97	18.73	35.26

skills-wise salary breakup for profiles in the IT industry

Animation/Graphics

Location	Junior	Mid	Senior
ahmedabad	3.53	12.51	23.88
bengaluru	6.84	17.20	32.82
chennai	4.68	12.00	23.78
hyderabad	5.10	16.76	30.61
kolkata	4.09	13.40	28.75
mumbai	4.57	15.73	35.32
ncr	4.65	13.17	25.92
pune	5.00	15.81	29.77

Automation Testing

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	9.18	15.50	29.58
chennai	7.20	18.46	36.58
hyderabad	-	24.79	45.27
kolkata	7.40	24.27	52.07
mumbai	7.52	23.55	48.71
ncr	8.46	20.77	40.86
pune	8.26	26.10	49.14

AWS

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	11.48	34.00	64.87
chennai	-	-	-
hyderabad	10.16	33.39	60.98
kolkata	8.05	26.39	56.63
mumbai	10.96	34.31	70.94
ncr	11.48	25.19	49.56
pune	11.86	37.47	70.55

Big Data

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	11.17	33.07	63.10
chennai	8.16	23.03	45.64
hyderabad	8.66	25.85	43.47
kolkata	8.89	29.16	62.57
mumbai	7.98	24.97	51.63
ncr	11.37	34.57	68.00
pune	7.88	24.90	46.88

skills-wise salary breakup for profiles in the IT industry

Build Tools

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	10.48	19.96	38.09
chennai	7.74	19.86	39.36
hyderabad	8.81	18.85	31.70
kolkata	8.06	26.42	56.70
mumbai	6.88	18.81	38.90
ncr	8.59	18.61	36.61
pune	9.02	28.50	53.66

Business Analyst

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	10.24	20.73	39.55
chennai	5.08	13.02	25.81
hyderabad		19.41	35.45
kolkata	5.83	19.12	41.02
mumbai	6.41	20.08	41.52
ncr	8.05	26.91	52.95
pune	7.24	22.89	43.09

Business Intelligence

Location	Junior	Mid	Senior
ahmedabad	5.71	20.23	38.63
bengaluru	8.31	18.03	34.39
chennai	6.20	15.91	31.54
hyderabad	5.97	19.60	35.80
kolkata	6.24	20.45	43.89
mumbai	7.24	14.83	30.66
ncr	7.61	18.30	36.01
pune	6.66	21.05	39.63

C Sharp

Location	Junior	Mid	Senior
ahmedabad	5.63	19.96	38.11
bengaluru	11.56	34.24	70.96
chennai	7.87	22.21	47.81
hyderabad	9.61	31.56	53.08
kolkata	7.26	23.81	51.08
mumbai	7.53	25.94	58.25
ncr	9.97	33.33	71.21
pune	9.77	33.97	69.46

skills-wise salary breakup for profiles in the IT industry

C++

Location	Junior	Mid	Senior
ahmedabad	5.72	20.28	38.72
bengaluru	9.87	22.38	42.69
chennai	7.04	18.06	35.80
hyderabad	7.77	25.51	42.90
kolkata	5.92	19.41	41.66
mumbai	7.43	23.27	48.12
ncr	7.57	16.71	32.86
pune	7.81	24.68	46.47

Cloud Architect/Computing

Location	Junior	Mid	Senior
ahmedabad	3.97	14.07	26.86
bengaluru	11.40	33.77	64.43
chennai	8.70	24.56	48.68
hyderabad	10.02	32.91	55.35
kolkata	7.60	17.62	37.81
mumbai	8.39	20.64	42.69
ncr	9.79	21.34	41.98
pune	9.51	17.92	33.74

Content Management

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	7.97	21.45	40.92
chennai	5.76	16.26	32.23
hyderabad	6.40	19.13	32.17
kolkata	4.05	13.26	28.46
mumbai	4.88	16.82	34.78
ncr	4.65	14.14	27.82
pune	8.27	26.15	49.23

Customer Service Executive (Voice)

Location	Junior	Mid	Senior
ahmedabad	2.07	7.34	14.01
bengaluru	2.71	7.30	13.93
chennai	3.13	8.03	15.91
hyderabad	3.25	9.69	16.30
kolkata	3.00	9.82	21.08
mumbai	3.65	11.43	23.63
ncr	3.10	9.42	18.54
pune	2.96	9.35	17.60

skills-wise salary breakup for profiles in the IT industry

Data Scientist

Location	Junior	Mid	Senior
ahmedabad	5.65	20.03	38.25
bengaluru	11.42	20.53	39.17
chennai	7.44	19.07	37.80
hyderabad	8.65	28.41	47.78
kolkata	8.09	26.52	56.90
mumbai	9.12	28.54	59.03
ncr	8.45	28.26	55.59
pune	7.78	27.05	55.31

Database Administrator

Location	Junior	Mid	Senior
ahmedabad	4.82	17.10	32.66
bengaluru	8.59	18.73	35.74
chennai	6.22	17.54	34.77
hyderabad	6.91	22.71	38.20
kolkata	5.61	18.38	39.44
mumbai	5.94	20.47	42.32
ncr	6.15	14.85	29.21
pune	5.52	17.33	32.62

Devops Engineer

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	12.90	34.74	66.28
chennai	-	-	-
hyderabad	7.86	23.48	39.48
kolkata	-	-	-
mumbai	9.90	30.98	64.06
ncr	12.02	36.53	71.86
pune	9.91	31.33	58.98

Front End

Location	Junior	Mid	Senior
ahmedabad	5.51	19.53	37.28
bengaluru	10.79	31.94	60.95
chennai	5.80	14.87	29.48
hyderabad	7.24	21.61	36.35
kolkata	6.20	14.18	30.44
mumbai	5.95	18.64	38.54
ncr	7.63	16.81	33.08
pune	7.63	24.12	45.40

skills-wise salary breakup for profiles in the IT industry

Full Stack Developer

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	11.53	31.04	59.22
chennai	8.23	21.11	41.85
hyderabad	10.57	31.57	53.08
kolkata	-	-	-
mumbai	8.64	27.04	55.93
ncr	10.15	30.86	60.71
pune	8.41	26.59	50.06

Functional Consultant

Location	Junior	Mid	Senior
ahmedabad	3.49	12.36	23.60
bengaluru	7.83	-	-
chennai	3.75	10.57	20.96
hyderabad	7.07	21.13	35.53
kolkata	3.77	12.36	26.53
mumbai	5.80	19.97	41.30
ncr	5.37	19.01	37.41
pune	5.43	17.15	32.28

Hardware Engineer

Location	Junior	Mid	Senior
ahmedabad	3.42	12.12	23.15
bengaluru	6.34	17.97	34.29
chennai	4.19	11.82	25.45
hyderabad	5.08	-	-
kolkata	5.32	17.43	37.41
mumbai	4.53	15.59	32.24
ncr	5.45	18.22	35.84
pune	4.71	17.71	36.22

Information Security

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	6.81	18.71	35.69
chennai	6.42	-	-
hyderabad	7.00	23.01	42.03
kolkata	5.15	16.88	36.23
mumbai	6.20	15.59	32.24
ncr	7.20	18.55	36.50
pune	7.51	23.73	44.67

skills-wise salary breakup for profiles in the IT industry

IOS

Location	Junior	Mid	Senior
ahmedabad	4.55	16.12	30.77
bengaluru	10.75	28.95	55.24
chennai	8.19	21.00	41.62
hyderabad	7.54	22.52	37.87
kolkata	5.00	16.41	35.21
mumbai	6.66	20.86	43.13
ncr	9.10	27.66	54.41
pune	7.22	22.83	42.99

J2EE

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	10.30	17.19	32.80
chennai	7.75	21.87	47.09
hyderabad	10.15	30.32	51.00
kolkata	7.61	27.43	58.87
mumbai	-	-	-
ncr	11.18	33.99	66.87
pune	-	-	-

Java

Location	Junior	Mid	Senior
ahmedabad	6.93	24.58	46.94
bengaluru	11.78	24.33	50.42
chennai	8.50	16.62	32.94
hyderabad	9.64	31.67	53.27
kolkata	8.25	18.45	39.58
mumbai	8.01	27.60	57.07
ncr	9.60	22.94	26.68
pune	9.20	32.00	60.25

Java Script

Location	Junior	Mid	Senior
ahmedabad	7.22	25.59	48.86
bengaluru	11.08	20.79	39.67
chennai	7.43	14.53	28.79
hyderabad	8.52	16.92	28.46
kolkata	6.96	22.81	48.95
mumbai	7.78	19.03	39.36
ncr	9.16	19.13	37.63
pune	7.64	18.31	34.46

skills-wise salary breakup for profiles in the IT industry

Machine Learning

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	9.50	28.13	58.29
chennai	5.87	16.56	32.82
hyderabad	7.85	23.45	39.44
kolkata	-	-	-
mumbai	6.53	20.44	42.27
ncr	7.87	23.93	47.07
pune	5.55	19.28	36.31

Manual Testing

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	7.97	16.89	32.23
chennai	5.53	15.59	30.91
hyderabad	7.27	23.90	40.19
kolkata	6.45	23.26	54.19
mumbai	6.60	20.66	42.73
ncr	6.79	20.62	40.58
pune	5.93	18.74	35.28

Networking

Location	Junior	Mid	Senior
ahmedabad	4.54	16.11	30.75
bengaluru	6.32	16.82	34.85
chennai	4.41	18.38	36.42
hyderabad	5.50	18.06	32.98
kolkata	5.35	17.53	37.61
mumbai	4.72	15.47	32.00
ncr	5.70	16.02	31.52
pune	5.88	14.61	27.51

Oracle

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	9.21	15.52	29.61
chennai	7.17	18.38	36.43
hyderabad	8.75	15.21	25.58
kolkata	7.63	27.53	64.15
mumbai	5.89	18.43	38.10
ncr	7.90	26.42	51.98
pune	8.64	16.96	31.93

skills-wise salary breakup for profiles in the IT industry

Other Testing

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	9.95	26.77	51.09
chennai	7.40	18.99	37.64
hyderabad	9.68	28.91	48.63
kolkata	5.94	19.46	41.76
mumbai	7.72	26.59	54.99
ncr	8.16	24.80	48.80
pune	10.33	35.93	67.65

PHP

Location	Junior	Mid	Senior
ahmedabad	5.71	20.26	38.67
bengaluru	9.14	16.59	31.65
chennai	5.82	16.41	35.32
hyderabad	8.79	26.26	44.16
kolkata	6.54	21.44	46.02
mumbai	5.80	18.16	37.55
ncr	6.74	17.89	35.20
pune	6.69	21.14	39.80

Project Management

Location	Junior	Mid	Senior
ahmedabad	-	11.55	22.05
bengaluru	7.66	23.53	44.90
chennai	5.45	15.38	30.49
hyderabad	6.45	21.20	35.65
kolkata	5.90	19.33	41.48
mumbai	5.86	17.04	35.23
ncr	6.90	18.79	36.96
pune	5.67	16.83	31.69

Python

Location	Junior	Mid	Senior
ahmedabad	6.38	22.63	43.20
bengaluru	12.22	20.77	39.62
chennai	8.46	17.01	33.72
hyderabad	10.28	33.76	56.78
kolkata	9.05	29.66	63.64
mumbai	7.69	24.08	49.79
ncr	9.71	32.48	63.89
pune	9.81	34.10	64.20

skills-wise salary breakup for profiles in the IT industry

Quality Analyst/Assurance

Location	Junior	Mid	Senior
ahmedabad	4.46	15.80	30.18
bengaluru	8.61	15.85	30.25
chennai	5.76	14.20	28.15
hyderabad	6.79	22.31	40.75
kolkata	5.58	18.31	39.29
mumbai	5.60	13.72	28.36
ncr	6.95	14.63	28.77
pune	5.91	14.40	27.10

Salesforce

Location	Junior	Mid	Senior
ahmedabad	4.06	15.84	32.85
bengaluru	5.67	16.79	32.03
chennai	4.08	13.23	26.23
hyderabad	4.06	14.08	25.72
kolkata	4.05	10.64	22.83
mumbai	4.75	14.01	37.02
ncr	4.64	15.53	33.18
pune	4.67	11.96	24.46

SAP

Location	Junior	Mid	Senior
ahmedabad	4.84	17.17	32.78
bengaluru	9.31	15.83	30.21
chennai	6.69	18.88	37.42
hyderabad	7.46	24.50	41.20
kolkata	5.84	15.08	32.37
mumbai	6.30	21.69	44.85
ncr	7.26	16.02	31.51
pune	6.50	22.61	42.56

SQL

Location	Junior	Mid	Senior
ahmedabad	6.32	22.41	42.80
bengaluru	9.00	26.66	50.87
chennai	6.40	16.42	32.54
hyderabad	7.88	25.88	43.53
kolkata	6.12	20.06	43.04
mumbai	6.15	19.27	39.85
ncr	7.60	17.01	33.46
pune	6.93	24.10	45.37

skills-wise salary breakup for profiles in the IT industry

Software Developer

Location	Junior	Mid	Senior
ahmedabad	5.63	19.96	38.11
bengaluru	9.82	17.09	32.60
chennai	7.49	19.21	38.07
hyderabad	7.29	21.76	36.60
kolkata	6.30	20.64	44.29
mumbai	5.82	18.23	37.71
ncr	7.45	22.65	44.56
pune	6.69	21.15	39.83

Software Engineer

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	9.21	24.80	47.31
chennai	8.08	20.73	41.08
hyderabad	6.49	19.40	32.62
kolkata	-	-	-
mumbai	8.91	27.90	57.69
ncr	9.06	27.53	54.16
pune	6.69	21.14	39.81

Software Test Engineer

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	7.15	19.24	36.72
chennai	7.41	19.01	37.67
hyderabad	5.58	16.66	28.01
kolkata	-	-	-
mumbai	-	-	-
ncr	5.91	17.96	35.32
pune	5.92	18.71	35.23

System Administrator

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	6.73	18.11	34.56
chennai	6.27	16.08	31.88
hyderabad	7.71	23.03	38.73
kolkata	-	-	-
mumbai	6.47	20.24	41.86
ncr	6.98	21.21	41.73
pune	5.35	16.91	31.84

skills-wise salary breakup for profiles in the IT industry

Unix

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	9.26	17.96	34.26
chennai	7.10	18.22	36.11
hyderabad	7.68	22.93	38.55
kolkata	6.03	19.78	42.44
mumbai	7.10	22.23	45.98
ncr	8.06	24.49	48.19
pune	7.76	24.53	46.18

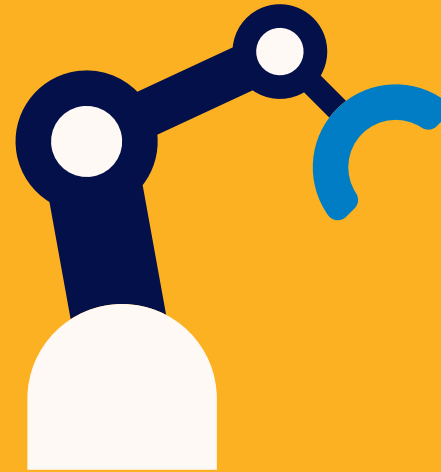
VB

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	4.59	13.61	28.20
chennai	2.65	7.48	16.10
hyderabad	4.31	14.17	25.89
kolkata	-	-	-
mumbai	3.18	10.95	24.59
ncr	5.93	18.02	35.45
pune	-	-	-

Windows

Location	Junior	Mid	Senior
ahmedabad	2.98	11.63	22.21
bengaluru	5.23	15.50	29.57
chennai	4.27	10.95	21.71
hyderabad	4.48	14.73	24.77
kolkata	4.05	13.28	28.49
mumbai	4.51	9.41	19.46
ncr	3.94	13.17	25.92
pune	4.64	14.68	27.64

manufacturing



skills-wise salary breakup for profiles in the manufacturing

Design Engineer

Location	Junior	Mid	Senior
ahmedabad	3.79	13.43	25.64
bengaluru	7.50	22.20	45.99
chennai	4.97	14.02	30.17
hyderabad	5.76	18.91	34.54
kolkata	4.24	20.37	43.70
mumbai	5.60	18.88	39.04
ncr	6.11	20.42	40.17
pune	4.87	13.75	25.89

Graphic Designer

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	4.30	11.57	22.07
chennai	2.85	7.30	14.48
hyderabad	2.82	8.43	14.17
kolkata	4.11	13.47	28.91
mumbai	3.55	11.11	22.97
ncr	3.39	10.29	20.25
pune	3.07	9.69	18.25

Mechanical Engineer

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	5.40	14.53	27.72
chennai	4.75	12.18	24.14
hyderabad	-	-	-
kolkata	6.87	22.54	48.36
mumbai	3.61	11.32	23.40
ncr	6.94	21.09	41.50
pune	4.12	13.03	24.52

Operations Management

Location	Junior	Mid	Senior
ahmedabad	4.35	15.41	29.42
bengaluru	6.09	15.45	29.47
chennai	3.82	12.79	25.35
hyderabad	4.37	-	24.12
kolkata	5.25	17.21	36.92
mumbai	5.31	15.86	35.62
ncr	5.44	18.20	35.80
pune	3.97	13.80	25.98

skills-wise salary breakup for profiles in the manufacturing

Plant/Factory Manager

Location	Junior	Mid	Senior
ahmedabad	2.83	11.02	21.04
bengaluru	-	-	-
chennai	5.64	14.47	28.69
hyderabad	-	-	-
kolkata	6.12	20.07	43.07
mumbai	4.34	13.58	28.09
ncr	5.94	13.82	29.53
pune	4.29	14.91	28.06

Process Engineer

Location	Junior	Mid	Senior
ahmedabad	3.93	13.92	28.86
bengaluru	5.69	16.50	31.48
chennai	4.25	12.00	25.83
hyderabad	-	-	-
kolkata	5.77	18.92	40.59
mumbai	5.37	18.49	41.53
ncr	5.69	10.86	21.37
pune	3.61	12.54	25.64

Production Manager

Location	Junior	Mid	Senior
ahmedabad	4.66	16.51	31.53
bengaluru	7.93	23.49	44.81
chennai	4.50	14.29	30.75
hyderabad	4.94	15.91	26.76
kolkata	4.84	13.04	27.99
mumbai	6.74	23.22	31.91
ncr	6.54	15.66	27.85
pune	4.22	13.17	26.94

Quality Manager

Location	Junior	Mid	Senior
ahmedabad	4.41	15.64	29.86
bengaluru	5.81	12.70	24.24
chennai	3.42	9.65	20.77
hyderabad	4.58	15.03	27.45
kolkata	5.30	17.37	37.27
mumbai	4.48	14.74	30.49
ncr	5.14	11.07	23.65
pune	3.38	-	-

skills-wise salary breakup for profiles in the manufacturing

R&D

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	5.32	14.33	27.35
chennai	-	-	-
hyderabad	6.11	18.25	30.69
kolkata	3.41	11.19	24.00
mumbai	6.69	20.95	43.33
ncr	6.13	18.64	36.67
pune	4.25	13.44	25.31

Service Management

Location	Junior	Mid	Senior
ahmedabad	5.23	18.53	35.37
bengaluru	3.88	11.90	24.66
chennai	-	-	-
hyderabad	4.14	12.38	20.82
kolkata	4.99	16.37	35.12
mumbai	4.75	16.34	33.80
ncr	5.10	17.06	33.56
pune	3.75	13.05	26.69

Supplychain/Logistics

Location	Junior	Mid	Senior
ahmedabad	3.40	12.05	23.01
bengaluru	5.95	13.57	28.12
chennai	4.66	13.14	26.04
hyderabad	4.64	15.25	27.84
kolkata	5.31	17.96	38.55
mumbai	4.73	16.28	33.67
ncr	5.02	16.80	33.04
pune	3.63	9.40	17.70

pharma,
healthcare &
lifesciences



skills-wise salary breakup for profiles in the PHL

API

Location	Junior	Mid	Senior
ahmedabad	3.65	14.22	27.16
bengaluru	5.96	16.04	30.61
chennai	4.43	12.49	26.89
hyderabad	5.34	15.96	26.85
kolkata	4.66	15.27	32.77
mumbai	5.48	17.92	37.06
ncr	8.11	27.11	53.34
pune	5.53	17.48	32.91

Production

Location	Junior	Mid	Senior
ahmedabad	3.44	12.19	23.28
bengaluru	4.84	13.04	27.03
chennai	3.70	10.44	22.46
hyderabad	4.75	14.19	23.86
kolkata	6.04	19.81	42.51
mumbai	4.90	16.86	34.87
ncr	4.42	14.78	-
pune	4.03	14.01	26.37

Research Analyst

Location	Junior	Mid	Senior
ahmedabad	4.05	14.37	27.44
bengaluru	5.83	17.27	35.78
chennai	3.60	10.16	21.88
hyderabad	4.85	14.48	24.35
kolkata	6.63	21.75	46.67
mumbai	6.93	23.87	49.37
ncr	6.66	22.28	43.84
pune	5.48	17.31	32.59

Speciality Doctors

Location	Junior	Mid	Senior
ahmedabad	7.96	28.21	53.86
bengaluru	7.16	21.21	43.95
chennai	7.19	18.43	36.53
hyderabad	14.44	43.13	72.53
kolkata	9.90	32.47	69.68
mumbai	7.79	26.81	55.45
ncr	15.07	20.80	40.92
pune	7.68	24.26	45.68

telecom



skills-wise salary breakup for profiles in the telecom

Application Development

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	10.46	18.29	34.90
chennai	7.08	18.15	35.98
hyderabad	9.40	28.06	47.19
kolkata	5.34	17.51	37.58
mumbai	7.92	24.80	51.29
ncr	7.56	22.99	45.23
pune	8.34	26.36	49.63

Infrastructure Monitoring

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	-	-	-
chennai	3.24	9.15	19.70
hyderabad	-	-	-
kolkata	5.31	17.41	37.35
mumbai	-	-	-
ncr	4.16	12.66	24.90
pune	2.95	9.32	17.55

Mis Analyst

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	5.23	15.48	32.07
chennai	-	-	-
hyderabad	-	-	-
kolkata	3.50	11.46	24.60
mumbai	4.57	15.75	35.38
ncr	4.04	12.29	24.17
pune	4.00	12.66	23.83

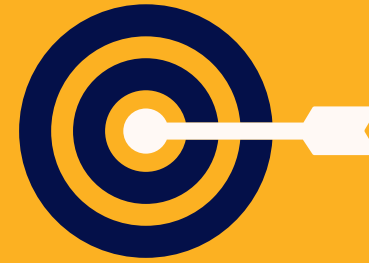
Networking

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	7.66	18.17	34.68
chennai	4.15	11.70	25.18
hyderabad	4.90	14.62	24.59
kolkata	4.72	15.48	33.22
mumbai	7.01	21.95	45.39
ncr	5.09	17.88	35.18
pune	3.46	12.04	24.62

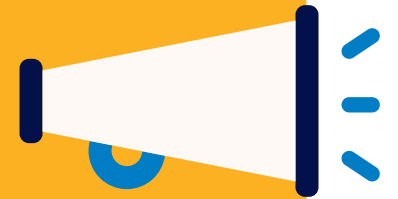
skills-wise salary breakup for profiles in the telecom

Technical Specialist

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	4.45	13.18	27.30
chennai	3.20	-	-
hyderabad	3.68	-	-
kolkata	4.82	15.81	33.92
mumbai	3.98	13.71	28.34
ncr	4.41	13.40	26.35
pune	4.63	16.09	32.89



deep dive function



finance



skills-wise salary breakup for profiles in the finance function

Accounting

Location	Junior	Mid	Senior
ahmedabad	3.85	15.03	31.17
bengaluru	4.95	16.80	32.06
chennai	3.82	13.94	30.01
hyderabad	5.18	17.01	28.61
kolkata	4.19	13.84	29.70
mumbai	5.63	19.38	29.79
ncr	5.12	16.19	31.89
pune	4.25	14.76	30.18

Audit

Location	Junior	Mid	Senior
ahmedabad	4.92	17.45	33.31
bengaluru	6.49	20.43	38.97
chennai	5.90	16.64	32.99
hyderabad	7.00	20.92	35.18
kolkata	5.68	18.63	39.98
mumbai	7.36	25.36	52.44
ncr	6.31	21.10	45.09
pune	5.72	16.46	31.00

Banking

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	5.79	15.60	29.76
chennai	4.41	12.44	26.79
hyderabad	-	14.54	26.56
kolkata	4.99	16.37	35.13
mumbai	7.15	22.40	46.32
ncr	5.21	17.43	37.24
pune	4.56	14.41	27.13

Costing

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	7.00	20.74	42.98
chennai	-	-	-
hyderabad	-	-	-
kolkata	-	-	-
mumbai	6.72	21.05	43.53
ncr	5.62	17.07	33.58
pune	-	16.94	31.88

skills-wise salary breakup for profiles in the finance function

Credit Manager

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	5.78	17.13	35.50
chennai	5.49	15.48	33.33
hyderabad	-	-	-
kolkata	6.35	20.83	44.70
mumbai	6.64	20.78	42.97
ncr	5.28	17.67	37.75
pune	5.33	16.85	31.73

Taxation

Location	Junior	Mid	Senior
ahmedabad	3.96	14.03	29.09
bengaluru	5.98	17.72	33.82
chennai	4.21	11.87	23.53
hyderabad	4.62	13.79	23.20
kolkata	6.36	17.45	37.44
mumbai	5.02	13.23	27.36
ncr	4.82	16.11	34.41
pune	4.08	14.20	29.03

human
resources



skills-wise salary breakup for profiles in the HR function

Employee Engagement

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	7.28	21.56	44.67
chennai	-	-	-
hyderabad	-	-	-
kolkata	4.32	15.59	36.33
mumbai	7.17	22.44	46.41
ncr	7.29	24.29	47.79
pune	-	-	-

HR Business Partner

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	4.93	14.60	27.86
chennai	-	-	-
hyderabad	-	13.77	25.15
kolkata	-	-	-
mumbai	6.39	20.00	41.36
ncr	5.34	17.85	38.13
pune	4.54	15.77	32.24

HR Generalist

Location	Junior	Mid	Senior
ahmedabad	3.98	14.12	26.97
bengaluru	5.35	16.83	34.87
chennai	4.19	11.46	22.72
hyderabad	4.88	16.02	26.94
kolkata	4.79	12.71	27.26
mumbai	5.40	14.17	31.83
ncr	4.76	14.36	28.24
pune	4.31	14.52	27.33

Learning and Development

Location	Junior	Mid	Senior
ahmedabad	3.58	12.69	24.23
bengaluru	5.15	22.19	42.33
chennai	3.45	-	-
hyderabad	4.29	12.82	21.56
kolkata	3.96	13.00	27.89
mumbai	4.68	16.11	36.17
ncr	4.40	14.08	27.70
pune	4.34	13.72	25.83

skills-wise salary breakup for profiles in the HR function

Payroll

Location	Junior	Mid	Senior
ahmedabad	3.75	14.63	27.94
bengaluru	4.74	12.75	24.34
chennai	3.13	8.84	19.03
hyderabad	3.96	11.82	19.88
kolkata	4.27	13.99	30.02
mumbai	4.42	17.54	36.28
ncr	3.83	12.89	27.54
pune	3.72	12.95	26.48

Recruitment Operations

Location	Junior	Mid	Senior
ahmedabad	2.90	11.29	23.41
bengaluru	4.10	15.14	31.37
chennai	3.28	-	-
hyderabad	3.55	-	21.29
kolkata	2.92	9.56	20.52
mumbai	3.92	12.66	26.17
ncr	3.66	14.36	28.25
pune	3.33	12.75	26.07

Staffing

Location	Junior	Mid	Senior
ahmedabad	3.28	11.65	22.23
bengaluru	4.09	16.47	31.43
chennai	3.43	10.20	21.96
hyderabad	3.66	12.50	22.83
kolkata	4.22	14.50	31.12
mumbai	5.06	14.43	29.84
ncr	3.97	13.29	24.84
pune	3.50	12.93	24.34

Talent Acquisition

Location	Junior	Mid	Senior
ahmedabad	2.61	9.25	17.66
bengaluru	3.63	16.71	31.88
chennai	3.10	-	-
hyderabad	3.46	-	20.74
kolkata	3.26	10.68	22.92
mumbai	3.74	13.89	31.19
ncr	3.69	16.07	31.62
pune	2.83	9.83	20.10

skills-wise salary breakup for profiles in the HR function

Training

Location	Junior	Mid	Senior
ahmedabad	4.81	17.04	32.53
bengaluru	4.37	14.83	30.72
chennai	3.12	-	18.95
hyderabad	4.28	12.96	21.80
kolkata	4.10	10.30	22.10
mumbai	5.72	17.90	37.02
ncr	4.27	12.70	24.99
pune	3.84	12.69	23.90

legal



skills-wise salary breakup for profiles in the legal function

Company Secretary

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	4.94	14.62	30.30
chennai	-	-	-
hyderabad	-	-	-
kolkata	4.89	16.02	34.37
mumbai	5.73	22.47	46.46
ncr	4.68	15.66	33.47
pune	-	-	-

Compliance

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	7.10	18.18	34.68
chennai	-	-	-
hyderabad	5.15	-	-
kolkata	-	-	-
mumbai	6.20	21.34	47.92
ncr	6.42	15.10	29.70
pune	6.37	20.13	37.90

Legal Advisor

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	6.65	19.70	40.82
chennai	-	-	-
hyderabad	6.28	20.64	37.69
kolkata	5.02	16.47	35.34
mumbai	7.28	17.06	35.27
ncr	5.29	17.69	34.80
pune	-	-	-

Regulatory Affairs

Location	Junior	Mid	Senior
ahmedabad	4.96	19.33	40.09
bengaluru	5.64	16.70	31.87
chennai	4.70	12.06	23.90
hyderabad	3.90	11.65	19.59
kolkata	4.57	16.47	38.38
mumbai	5.31	18.30	41.10
ncr	5.51	18.41	36.21
pune	4.81	15.21	28.63

marketing



skills-wise salary breakup for profiles in the marketing

Advertising

Location	Junior	Mid	Senior
ahmedabad	2.99	10.61	20.26
bengaluru	4.83	18.14	34.61
chennai	3.51	9.91	21.34
hyderabad	3.82	11.40	19.17
kolkata	4.33	15.62	33.51
mumbai	5.16	17.52	36.23
ncr	4.33	15.51	30.51
pune	4.27	14.85	30.35

Branding

Location	Junior	Mid	Senior
ahmedabad	3.28	11.63	24.11
bengaluru	7.98	23.62	45.06
chennai	-	-	-
hyderabad	5.97	19.61	35.81
kolkata	5.74	18.82	40.38
mumbai	6.71	20.69	46.48
ncr	5.45	19.51	38.38
pune	4.45	14.06	26.47

Campaign Management

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	7.46	20.08	38.31
chennai	-	-	-
hyderabad	6.30	18.81	31.63
kolkata	5.58	18.28	39.23
mumbai	6.72	23.14	47.85
ncr	5.50	19.37	38.10
pune	-	-	-

Communications

Location	Junior	Mid	Senior
ahmedabad	3.12	12.17	25.23
bengaluru	3.90	15.50	29.57
chennai	2.98	11.21	24.14
hyderabad	3.63	11.91	21.76
kolkata	3.72	13.41	28.78
mumbai	3.70	14.12	29.19
ncr	3.53	-	-
pune	3.44	12.63	23.78

skills-wise salary breakup for profiles in the marketing

Content Writing/Blogs

Location	Junior	Mid	Senior
ahmedabad	3.61	14.08	26.88
bengaluru	5.14	15.22	31.53
chennai	3.38	9.55	18.93
hyderabad	-	-	-
kolkata	3.21	10.51	22.55
mumbai	4.08	14.07	29.09
ncr	4.60	15.37	30.24
pune	4.88	15.42	29.03

Digital Marketing

Location	Junior	Mid	Senior
ahmedabad	4.41	15.62	29.83
bengaluru	6.71	19.93	41.82
chennai	4.26	-	-
hyderabad	5.08	15.18	25.53
kolkata	4.85	-	-
mumbai	5.28	15.96	36.30
ncr	5.08	17.48	34.39
pune	4.11	12.99	24.46

Market Research

Location	Junior	Mid	Senior
ahmedabad	3.53	13.76	28.54
bengaluru	7.10	21.70	44.97
chennai	5.25	13.47	26.70
hyderabad	4.80	-	-
kolkata	4.74	15.56	33.38
mumbai	6.74	19.51	40.34
ncr	6.67	22.30	43.88
pune	4.23	14.71	27.70

PPC

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	5.65	16.72	34.65
chennai	4.74	13.36	28.76
hyderabad	-	-	-
kolkata	3.68	13.27	28.48
mumbai	4.63	14.51	30.01
ncr	4.35	13.23	26.03
pune	5.27	18.34	34.53

skills-wise salary breakup for profiles in the marketing

PR

Location	Junior	Mid	Senior
ahmedabad	-	-	-
bengaluru	4.74	14.03	26.77
chennai	-	-	-
hyderabad	-	-	-
kolkata	6.64	21.78	46.74
mumbai	9.23	28.89	59.75
ncr	5.15	15.64	30.77
pune	-	-	-

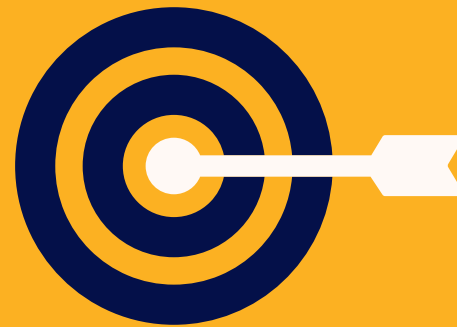
Promotion

Location	Junior	Mid	Senior
ahmedabad	3.11	12.14	25.16
bengaluru	5.41	-	33.21
chennai	4.42	11.33	22.45
hyderabad	4.36	-	26.18
kolkata	5.41	17.74	38.07
mumbai	5.22	16.36	33.83
ncr	4.45	17.85	35.12
pune	3.68	11.63	21.90

Social Media

Location	Junior	Mid	Senior
ahmedabad	3.79	13.44	27.87
bengaluru	5.64	15.19	28.99
chennai	-	-	-
hyderabad	4.34	12.97	21.81
kolkata	3.36	11.01	23.62
mumbai	4.88	15.29	31.62
ncr	4.36	15.43	30.35
pune	4.42	-	-

sales & business
development



skills-wise salary breakup for profiles in the sales & business development

BFSI

Location	Junior	Mid	Senior
ahmedabad	3.66	12.97	26.89
bengaluru	4.89	14.83	28.29
chennai	4.54	12.81	27.57
hyderabad	3.87	10.58	17.79
kolkata	4.16	12.43	26.66
mumbai	5.07	14.18	31.85
ncr	4.42	13.69	26.93
pune	3.81	13.24	27.08

FMCG & Retail

Location	Junior	Mid	Senior
ahmedabad	3.32	11.02	21.05
bengaluru	3.96	14.46	27.59
chennai	3.78	11.77	23.33
hyderabad	3.65	12.55	21.10
kolkata	4.07	13.22	28.37
mumbai	4.29	15.52	32.09
ncr	4.07	13.40	25.69
pune	3.75	11.87	22.34

Infrastructure

Location	Junior	Mid	Senior
ahmedabad	3.98	14.11	26.94
bengaluru	5.67	16.80	32.06
chennai	4.63	11.92	23.63
hyderabad	5.00	14.94	25.12
kolkata	4.52	14.80	31.77
mumbai	5.32	15.12	31.27
ncr	5.91	13.09	-
pune	4.71	14.88	28.02

Internet & Ecommerce

Location	Junior	Mid	Senior
ahmedabad	3.78	13.38	25.56
bengaluru	5.56	20.96	43.44
chennai	4.39	12.39	26.67
hyderabad	4.27	-	-
kolkata	4.45	-	-
mumbai	4.31	15.18	34.09
ncr	4.16	17.68	37.77
pune	4.18	13.20	24.86

skills-wise salary breakup for profiles in the sales & business development

IT

Location	Junior	Mid	Senior
ahmedabad	2.55	11.21	23.25
bengaluru	3.32	16.79	34.79
chennai	2.88	12.95	25.67
hyderabad	3.24	12.39	22.64
kolkata	3.02	11.65	27.15
mumbai	3.55	15.00	32.37
ncr	3.32	14.98	33.07
pune	2.99	13.57	27.75

Manufacturing

Location	Junior	Mid	Senior
ahmedabad	4.93	17.50	33.41
bengaluru	6.04	15.78	32.71
chennai	4.71	16.75	33.21
hyderabad	4.47	14.67	26.80
kolkata	4.89	13.03	27.96
mumbai	6.29	17.20	35.58
ncr	5.78	19.27	37.91
pune	5.36	16.48	31.02

Telecom

Location	Junior	Mid	Senior
ahmedabad	2.78	10.84	22.47
bengaluru	3.36	14.27	27.23
chennai	3.12	-	-
hyderabad	2.98	-	-
kolkata	3.77	13.59	29.16
mumbai	4.76	15.49	34.79
ncr	3.32	15.33	32.75
pune	3.22	11.21	22.92

about Randstad India

Randstad India offers the broadest HR services portfolio ranging from Staffing, Search & Selection to Recruitment Process Outsourcing (RPO). The organization has a vast network of offices across the country to be within the reach of clients, candidates and flexi workers. The company, previously called Ma Foi is a leader in the HR services industry in India for more than 25 years and became part of Randstad through its global acquisition of Vedior in 2008. The Randstad Group is the global leader in the HR services industry, active in 38 countries across the globe. Randstad India continues to focus on developing customized and innovative HR services, leveraging on its unique strengths of geographical presence and end-to-end capability across all HR service functions.

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about Randstad

Randstad is the global leader in the HR services industry. We support people and organizations in realizing their true potential by combining the power of today's technology with our passion for people. We call it Human Forward. In 2020, we helped nearly two million candidates find a meaningful job with more than 236,000 clients. Furthermore, we trained close to 350,000 people. Randstad is active in 38 markets around the world and has a top-three position in almost half of these. In 2020, Randstad had on average 34,680 corporate employees and generated revenue of €20.7 billion. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad N.V. is listed on the NYSE Euronext.

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