

# COMPENSATION TRENDS

2021-22

# The median, the maximum, the minimum, and the range



# Salary Range

- Salaries in India range from 8,080 INR per month (minimum salary) to 143,000 INR per month (maximum average salary, actual maximum is higher).
- Median Salary
- 25% of the population are earning less than 16,900 INR while 75% of them are earning more than 16,900 INR. Also from the diagram, 75% of the population are earning less than 79,100 INR while 25% are earning more than 79,100 INR.

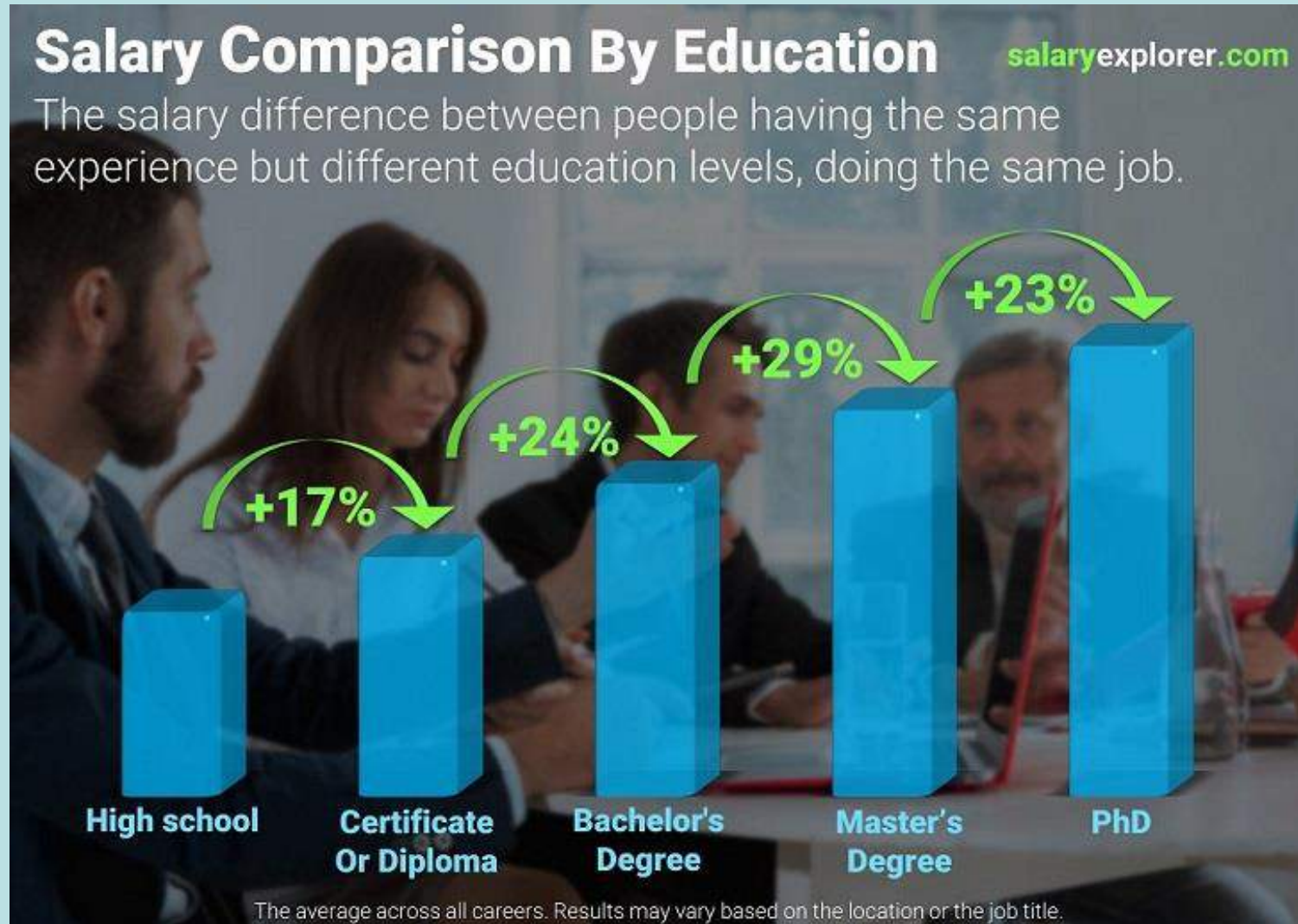
# Experience level in determining the salary

“ On average, a person's salary doubles their starting salary by the time they cross the 10 years\* experience mark. ”

\* Based on the average change in salary over time. Salary variations differ from person to person.



# Education level in determining the salary



# Desired Skills

- Effective Communication Skills
- Sound Technical Knowledge
- Strong Commitment Level
- Strong Analytical Skills
- Ability to meet deadlines

# Gender and salary



“The average salary increase in one year (12 months) in India is **7%.**”





### Annual Increment Rate By Industry 2021

<b>Banking</b>	<b>1%</b>
<b>Energy</b>	<b>2%</b>
<b>Information Technology</b>	<b>3%</b>
<b>Healthcare</b>	<b>4%</b>
<b>Travel</b>	<b>5%</b>
<b>Construction</b>	<b>6%</b>
<b>Education</b>	<b>7%</b>

### Average Salary Increase Rate by Experience Level

<b>Junior Level</b>	<b>3% - 5%</b>
<b>Mid-Career</b>	<b>6% - 9%</b>
<b>Senior Level</b>	<b>10% - 15%</b>
<b>Top Management</b>	<b>15% - 20%</b>

# Salary Comparison By City

<a href="#"><u>Ahmadabad</u></a>	36,000 INR
<a href="#"><u>Bangalore</u></a>	34,500 INR
<a href="#"><u>Bhopal</u></a>	31,600 INR
<a href="#"><u>Chennai</u></a>	33,800 INR
<a href="#"><u>Delhi</u></a>	36,400 INR
<a href="#"><u>Ghaziabad</u></a>	30,500 INR
<a href="#"><u>Hyderabad</u></a>	37,400 INR
<a href="#"><u>Indore</u></a>	31,900 INR
<a href="#"><u>Jaipur</u></a>	35,400 INR
<a href="#"><u>Kanpur</u></a>	32,700 INR
<a href="#"><u>Kolkata</u></a>	35,000 INR
<a href="#"><u>Lucknow</u></a>	33,000 INR
<a href="#"><u>Ludhiana</u></a>	31,600 INR
<a href="#"><u>Mumbai</u></a>	36,600 INR
<a href="#"><u>Nagpur</u></a>	32,700 INR
<a href="#"><u>Pimpri-Chinchwad</u></a>	31,800 INR
<a href="#"><u>Pune</u></a>	34,000 INR
<a href="#"><u>Surat</u></a>	35,000 INR
<a href="#"><u>Vadodara</u></a>	30,300 INR
<a href="#"><u>Visakhapatnam</u></a>	30,100 INR

# Salary Comparison By State

<b>State</b>	<b>Average Salary</b>
• Andhra Pradesh	35,300 INR
• Bihar	38,100 INR
• Gujarat	36,000 INR
• Jharkhand	35,200 INR
• Karnataka	36,600 INR
• Madhya Pradesh	37,700 INR
• Maharashtra	38,400 INR
• Orissa	35,900 INR
• Rajasthan	37,700 INR
• Tamil Nadu	37,400 INR
• Uttar Pradesh	39,600 INR
• West Bengal	38,600 INR

# Government vs Private Sector Salary Comparison

- Public sector employees in India earn 5% more than their private sector counterparts on average across all sectors.
- Private Sector                      31,000 INR
- Public Sector                        32,700 INR

Percentage increase and decrease are relative to the previous value

# TOP PAYING SECTORS

Top 10 highest paid industries	Average total compensation (Rs)
Hardware & networking	14,72,671
Software & IT services	12,05,341
Consumer goods	9,95,161
Healthcare	9,59,789
Finance	9,47,339
Corporate services	9,37,583
Construction	8,30,285
Manufacturing	8,14,588
Real estate	7,82,871
Media & communications	7,15,148



“ Just two years ago, their (physical chip design engineers) salaries were 3-times their years of experience, today it is 4.5 to 5 times the experience **Shivananda Koteswar |** HEAD OF DESIGN R&D AT SYNOPSYS INDIA

Source: LinkedIn

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# Salaries for popular jobs

## Accounting and Finance

- Accountant 21,900 INR
- Accounting Assistant 17,100 INR
- Accounting Manager 47,500 INR
- Bookkeeper 14,700 INR
- Chartered Accountant 28,500 INR
- Corporate Treasurer 42,800 INR
- Financial Analyst 40,400 INR
- Financial Manager 62,700 INR
- Internal Auditor 29,900 INR

## Advertising / Graphic Design / Events

- Art Director 31,400 INR
- Creative Director 31,400 INR
- Graphic Designer 20,000 INR
- Photographer 17,600 INR

## Business Planning

- Business Analyst 39,400 INR
- Business Development Manager 49,900 INR
- Project Manager 40,400 INR

## Sales Retail and Wholesale

- Cashier 11,900 INR
- Sales Manager 54,600 INR
- Sales Representative 20,600 INR

## Executive and Management

- Chief Executive Officer 71,300 INR
- Chief Financial Officer 65,600 INR
- General Manager 55,400 INR
- Project Manager 35,600 INR

## Food / Hospitality / Tourism / Catering

- Chef 19,700 INR
- Executive Chef 22,800 INR
- Hotel Manager 57,000 INR
- Receptionist 11,900 INR
- Travel Agent 20,000 INR
- Waiter / Waitress 9,980 INR

## Human Resources

- Human Resources Manager 47,500 INR
- Human Resources Officer 19,000 INR
- Media / Broadcasting / Arts / Entertainment
- Journalist 35,600 INR

The End