



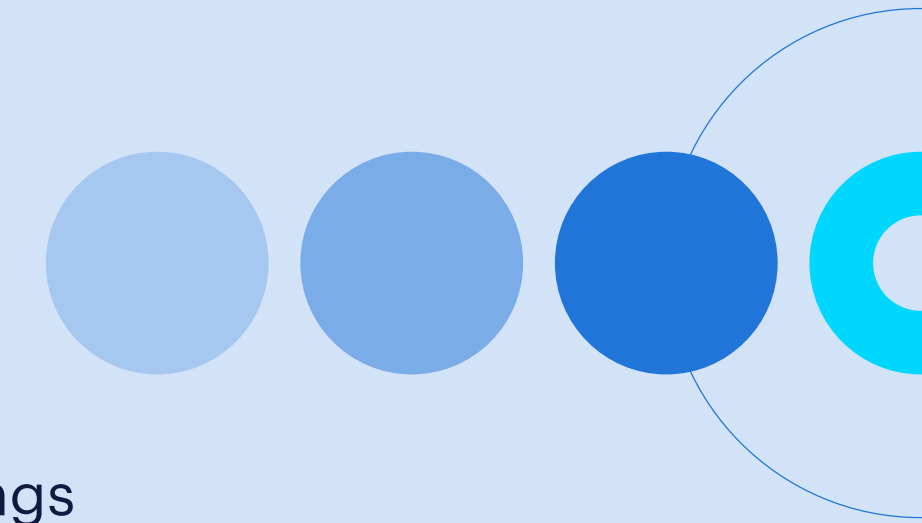
annual salary
trends report 2025 - 26.

contents.



executive summary	03
key highlights	04
about the 2025-26 Randstad salary trends report	05
hot jobs 2025-26	09
aligning to an AI-led era of talent dynamics	10
salary trends across locations	12
salary trends across industries	23
salary trends across functions	26
deep dive	
• by industries	29
• by functions	50

executive summary.



There is an exciting trend that has emerged in the future of pay models. Responding to the rapid transformation of the job market, and stretching beyond mere salary hikes, organizations are designing holistic and sustainable total rewards. These are oriented towards work flexibility, wellness, and data- and AI-powered insights, with an aim to attract and retain talent.

As in the past years, the 2025-26 Randstad Salary Trends Report unfolds some interesting findings across locations, industries and functions.

Firstly, we see a fair stability in average salaries in both tier-1 and tier-2 cities, across hierarchical levels. As in the previous year, average salaries remain competitive among the Top 8 tier-1 cities - with not much variance across levels. This provides a positive fillip for both employers to attract talent, and for job aspirants to expand their search. We have expanded the tier-2 locations list with the addition of two new cities - Aurangabad and Gandhinagar - and they rank creditably in the junior level. The near parity of senior level salaries between tier-1 and tier-2 cities is especially impressive - as it provides the promise of career development opportunities in tier-2 locations. It also sets a strong blueprint for the development of tier-3 cities in the future as employment hubs.

Among industries, IT rises impressively to lead the salary rankings across all levels. Energy & utilities, and infrastructure, real estate & construction, which made an impressive debut last year among the top-paying six industries, consolidate their positions at different levels. Professional services and media & entertainment retain their positions in the top six at the junior and middle levels. Notable industry entrants in the top six are telecom (in the junior level) and ITES and BFSI (in the senior level).

Operations-technical and IT-tech features among the top three functions in salaries across all levels. This is further reinforced by the finding that the top 10 hot jobs are all technology-driven. HR; finance and accounting; and sales, business development & relationship building, continue to creditably list in the top six functions.

In 2026, organizations will make a definite strategic shift from traditional compensation structures to a personalized and data-driven approach to total rewards - with a blend of wellbeing, work flexibility, personalized benefits, and long-term incentives.

key highlights.



about the 2025-26 Randstad salary trends report.

setting the stage for enhanced rewards value proposition in talent building



Amidst a rapidly evolving economic and geopolitical landscape, Randstad India stands firm in its commitment to purposefully analyze the existing and emerging talent and salary trends - for both job aspirants and job creators. Our annual Randstad Salary Trends Report stands testimony to this promise. Every year, it provides data-driven insights on market trends and business intent across locations, industries and functions - and deciphers them into actual impact on compensation and rewards.

The 2025-26 Randstad Salary Trends Report does this once again as India Inc. strides with determination into an AI-driven digital era with depth and width. On the foundation of a growing domestic demand, a booming digital economy, a path-breaking Union Budget (that bats for workforce productivity, financial security, healthcare and well-being, and job security), Indian business have shown strategic foresight in reimagining work and compensation.

Against this backdrop, we are confident that the 2025-26 Randstad Salary Trends Report will provide effective and relevant inputs for organizations, the talent force and investors to make the right decisions and take bold actions to achieve success.

This report is compiled exclusively with Randstad's hiring information and experience, plus interactions with clients and candidates.

what this report covers.

The 2025-26 Randstad salary trends report analyzes compensation and benefits data and patterns across locations, industries and functions.



locations

8 tier-1 cities
& 24 tier-2 cities



industries

top 6 industries
across levels



functions

top 6 functions
across levels

Encompassing more than 100,000 jobs across eight Tier-1 cities and 24 Tier-2 cities, this report analyzes average salaries at the junior, middle and senior management levels across the top six industries and functions.

tier1- cities

ahmedabad
bengaluru
chennai
hyderabad
kolkata
mumbai
delhi-ncr
pune

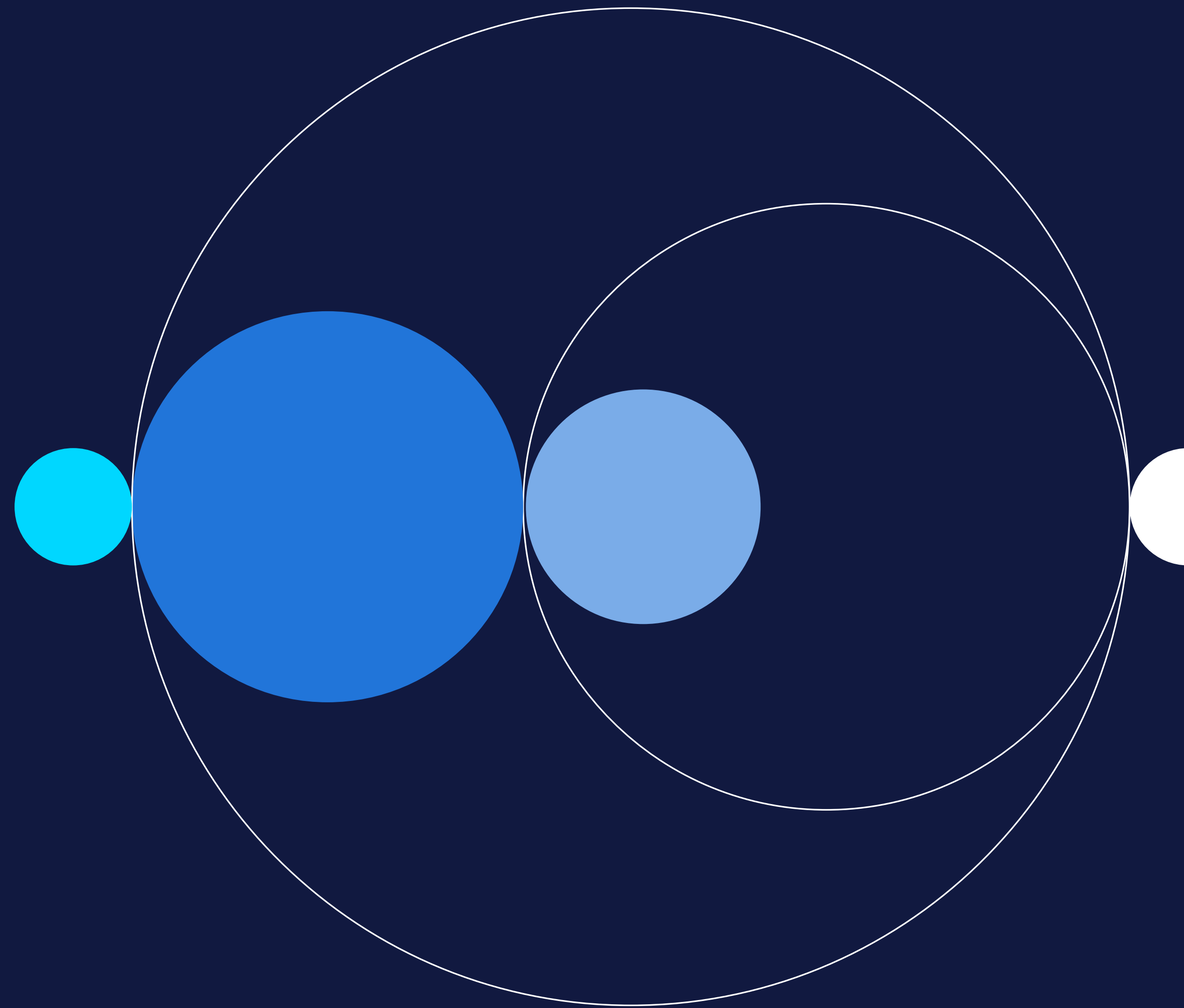
tier-2 cities

aurangabad
bhopal
bhubaneshwar
chandigarh
coimbatore
gandhinagar
goa
guwahati
indore
jaipur
kanpur
kochi
lucknow
ludhiana
mohali
mysore

nagpur
nashik
surat
thane
thiruvananthapuram
trichy
vadodara
visakhapatnam



key definitions.





senior management

- Experience of 15 years and above
- Managers of one or more key functions reporting directly to top management
- Geo/function-wise business heads.



middle management

- Experience of 6-14 years
- Executives holding ownership for a sub-function in an organization, reporting directly to senior management



junior management

- Experience of 0-5 years
- Entry level employees in the corporate job hierarchy, usually involved in the day-to-day functioning of their teams

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

hot jobs 2025-26.

top 10 paying jobs for mid-level professionals
(6-10 years' experience)



software developer
17.27

php developer
16.86

javascript developer
16.72

product manager
16.25

java professional
16.06

cloud architect/computing
16.03

.net developer
15.81

c++ developer
15.70

python specialist
15.30

big data engineer
15.17

Avg. CTC is in lakhs per annum



aligning to an AI-led era of talent dynamics.

leading with strategic foresight,
adaptability and resilience

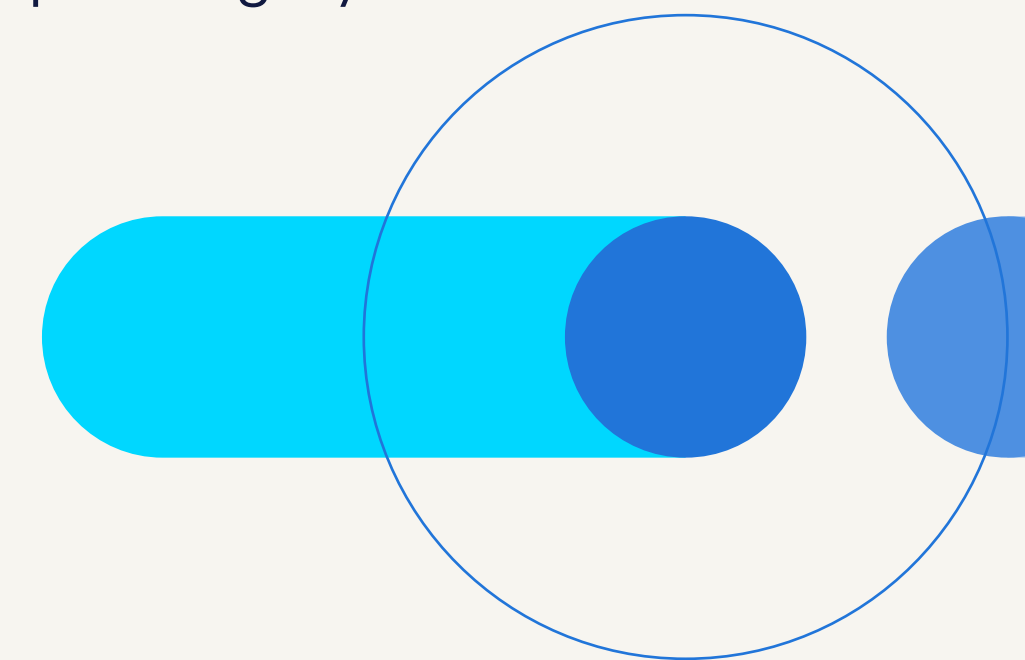
Digital transformation in the Human Resources function of Indian business has shown an exciting acceleration, with an enthusiastic adoption of AI-driven tools in strategizing for and implementing compensation strategies. Total rewards strategy has, in most organizations, shifted from being a mere transactional function to a competitive enabler of talent transformation.

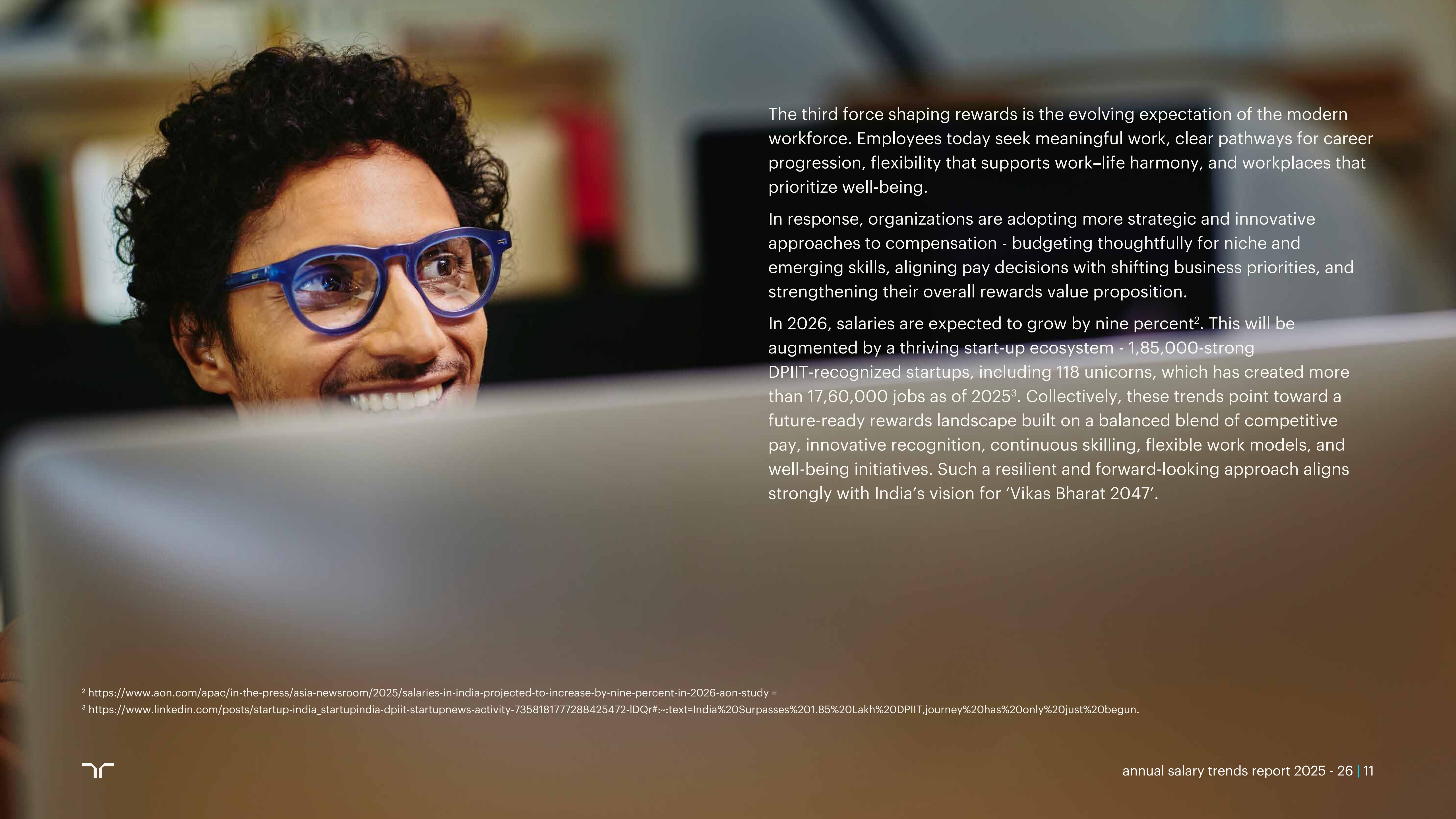
Three key trends are shaping the approach to talent and rewards in Indian business. The first is the immense promise and potential of India as a talent and innovation hub for the world. The India Skills Report 2025 projects India as an emerging key supplier of skilled professionals in IT, GenAI, cybersecurity, and renewable energy - with more than 55 percent of graduates being globally employable¹. The phenomenal rise of Global Capability Centers (GCC) from efficient and cost-saving centers to bold hubs that shape innovation for the world has given rise to dynamic, agile and smart talent and compensation models.

¹ https://wheebox.com/assets/pdf/ISR_Report_2025.pdf



The second is the positive push by the Government of India to realize this vision. The Union Budget 2025, especially, has acted as a positive catalyst for financial security and workforce productivity. The raising of income tax exemption threshold serves to enhance disposable income for the junior to mid-level tier workforce. The formalization of government-backed healthcare and welfare programs for gig workers, will increase job security and stability. The significant investment in skill enhancement across multiple industries (notably IT, manufacturing and energy) is aimed to bridge the talent gap with agility for an AI era.





The third force shaping rewards is the evolving expectation of the modern workforce. Employees today seek meaningful work, clear pathways for career progression, flexibility that supports work-life harmony, and workplaces that prioritize well-being.

In response, organizations are adopting more strategic and innovative approaches to compensation - budgeting thoughtfully for niche and emerging skills, aligning pay decisions with shifting business priorities, and strengthening their overall rewards value proposition.

In 2026, salaries are expected to grow by nine percent². This will be augmented by a thriving start-up ecosystem - 1,85,000-strong DPIIT-recognized startups, including 118 unicorns, which has created more than 17,60,000 jobs as of 2025³. Collectively, these trends point toward a future-ready rewards landscape built on a balanced blend of competitive pay, innovative recognition, continuous skilling, flexible work models, and well-being initiatives. Such a resilient and forward-looking approach aligns strongly with India's vision for 'Vikas Bharat 2047'.

² <https://www.aon.com/apac/in-the-press/asia-newsroom/2025/salaries-in-india-projected-to-increase-by-nine-percent-in-2026-aon-study> =

³ https://www.linkedin.com/posts/startup-india_startupindia-dpiit-startupnews-activity-7358181777288425472-IDQr#:~:text=India%20Surpasses%201.85%20Lakh%20DPIIT,journey%20has%20only%20just%20begun.

salary trends across locations.

salaries across tier-1 & 2 cities, and job role hierarchies

tier 1 cities

The national average across tier-1 cities in the junior (INR 5.92 lakhs) level is marginally higher than last year. In the middle level (INR 16.70 lakhs) and senior level (INR 32.40 lakhs), it registers a slight decrease over last year.

This shows a promising stability of salaries across levels, despite the multidimensional challenges faced by business in the past year.

Plus, organizations have made a conscious shift to a smart blend of salary, recognition programs, learning skilling initiatives, work flexibility and well-being measures. This is being done to align rewards to workforce expectations, and this reflects in the decrease in India Inc.'s attrition levels (from 18.3 percent in 2023 to 17.5 percent in 2024)⁴.

Mumbai leads in the average salary ranking for middle and senior level professionals (INR 18.48 lakhs and INR 40.04 lakhs, respectively)

Mumbai is a powerful talent magnet across industries - and a pivotal driver of the country's economy and commerce. The need for strong

middle and senior level professionals is thus critical and this translates into high compensation packages. The six top functions we see in this edition of the salary report at the middle and senior levels (BFSI, IT/ITES, energy & utilities, professional services, internet and e-commerce, media and entertainment, infra & construction, advertising, market research and PR) are all firmly rooted in Mumbai.

With the recent approval of the MH GCC Policy, Mumbai is all set to further rise as a knowledge, technology and innovation hub.

⁴ https://www.ey.com/en_in/insights/workforce/the-future-of-pay-holistic-rewards-redefining-talent-strategies

Bengaluru leads in the junior level average salaries (INR 7.16 lakhs), and stands a close second in the middle level (INR 18.90 lakhs) and a closer fourth in the senior level (INR 33.55 lakhs).

With more than 875 GCCs (and comprising 42 percent in India's GCC offices)⁵, Bengaluru is veritably a powerhouse of skilled talent that commands premium salaries across all levels.

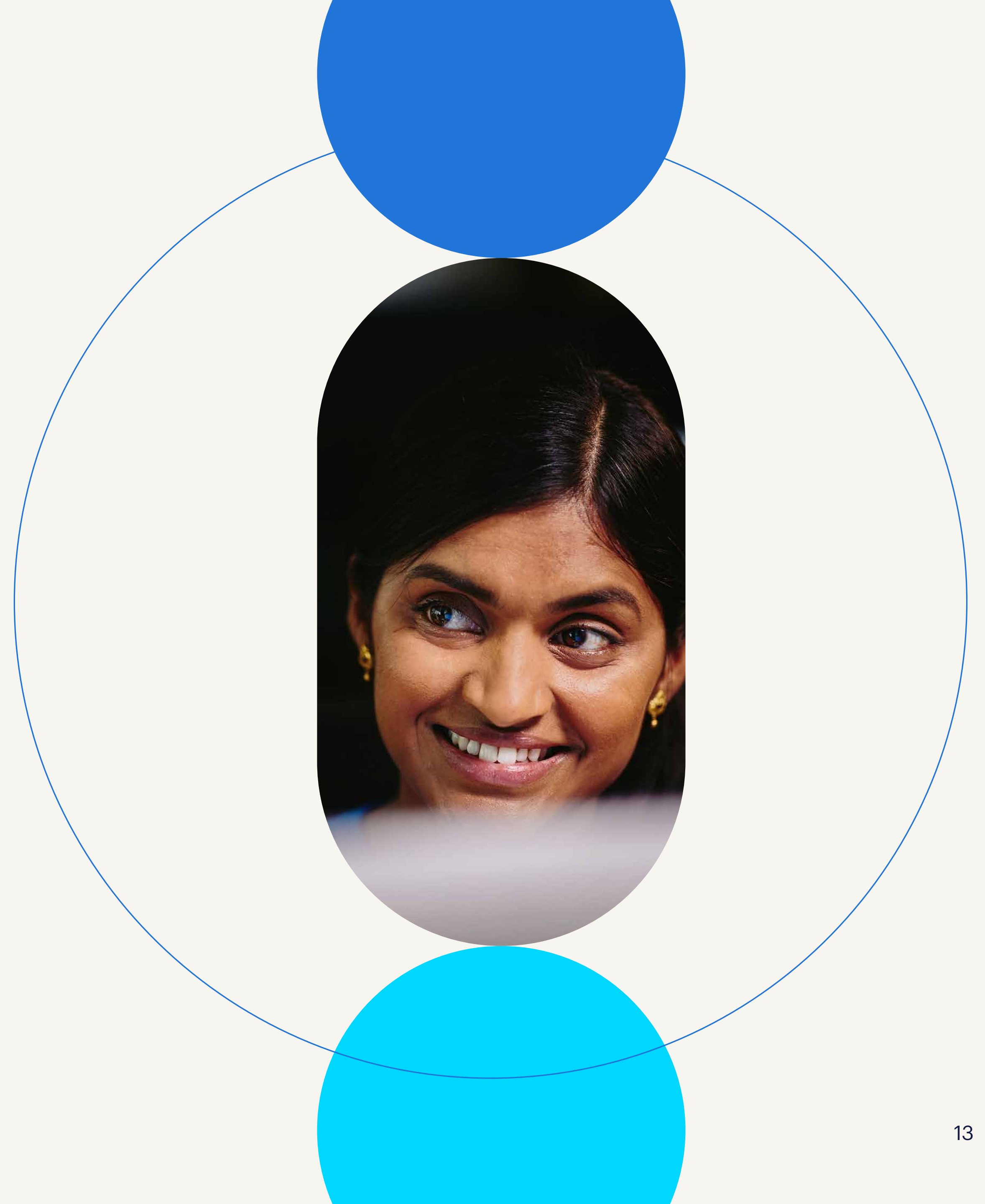
This tier-1 city is home to 40 percent of India's engineering research and development (ER&D) expertise, 25 percent of the IT workforce, and more than 3200 tech startups. Bengaluru's expertise in cutting-edge product development, AI, and data analytics straddles all major industries and functions.

Chennai jumps up the tables in the middle (INR 17.89 lakhs, ranked third) and senior levels (INR 34.72 lakhs, ranked second). It maintains its fourth position in the junior level rankings (INR 5.91 lakhs).

Buoyed by the state government's future-led policies - such as the Tamil Nadu Startup and Innovation Policy 2023, and Semiconductor and Advanced Electronics Policy 2024 - Chennai has spread its wings beyond its traditional strengths in manufacturing, automobile and IT. Today, it has emerged as a strong contender for innovation-led services, and has doubled the number of GCCs in the last four years.

Demand for talent thus covers the gamut of all the top industries and functions listed in this report - which, in turn, translates to attractive and competitive salaries across all levels.

⁵ <https://addressadvisors.com/blog/top-cities-for-establishing-global-capability-centers-gccs-in-india#:~:text=While%20salary%20and%20real%20estate,and%20a%20crowded%20talent%20market.>



Hyderabad rises to the third position in the senior level with an average CTC of INR 33.56 lakhs, a marginal increase over last year's average figure. It retains its second spot in the junior level (INR 6.23 lakhs) and moves up to the fifth position in the middle level.

With a net gain of 6,400 professionals in the GCC ecosystem, Telangana (of which Hyderabad is the capital) ranks as one of the three Indian states with a 'positive talent balance'. With about 2.7 lakh professionals employed in more than 360 GCC units, the state has significantly enhanced its appeal as a destination for GCCs⁶.

In 2025, Hyderabad witnessed the opening of a number of GCCs - by JAGGAER, McDonald's, Vanguard, Heineken, Costco Wholesale, to name a few. It reaffirms why this tier-1 city is a hotspot for highly compensated talent at all levels. Learning and skilling initiatives, a strong startup culture and industry-academia collaboration have given rise to the presence of top-tier talent here.

Pune maintains its competitive position in the Top 5 across the junior (INR 6.07 lakhs), and middle (INR 17.72 lakhs) levels.

Pune has risen to become a preferred choice for organizations to build reliable, scalable, and technology-driven capability centers for engineering, product development and research services. Such requirements call for niche specialists across all levels, and thus they command attractive salaries. As our 2025 Talent Insights Report shows, Pune is a strong talent hub for most industries that feature as the Top 6 in this report - IT/ITES, professional services, energy & utilities, BFSI, to name a few.

Sandvik India, The Standard, Sonny's Enterprises, Medtronics are some of the recent GCCs set up in Pune. Poised to accelerate innovation in diverse segments, they attract skilled and high-salaried professionals. Pune also hosts close to 537 startups, which comprise five percent of India's startup ecosystem⁷.

Despite a dip in the rankings from last year, Ahmedabad holds steady as a significant tier-1 location across all levels - junior (INR 5.42 lakhs), middle (INR 15.96 lakhs), and senior (INR 31.53 lakhs).

Ahmedabad, long known for its strong textile and pharmaceutical industries, is now rapidly expanding into IT/ITES, semiconductors, EV, and renewable energy. With the rise of GIFT City - India's first international financial services center - the city has also become a magnet for high-value global fintech and IT operations. Its growing network of advanced R&D centers has further positioned it as a major innovation hub. The strong demand for skilled talent across levels, coupled with competitive compensation packages, underlines its strong ranking in this report.

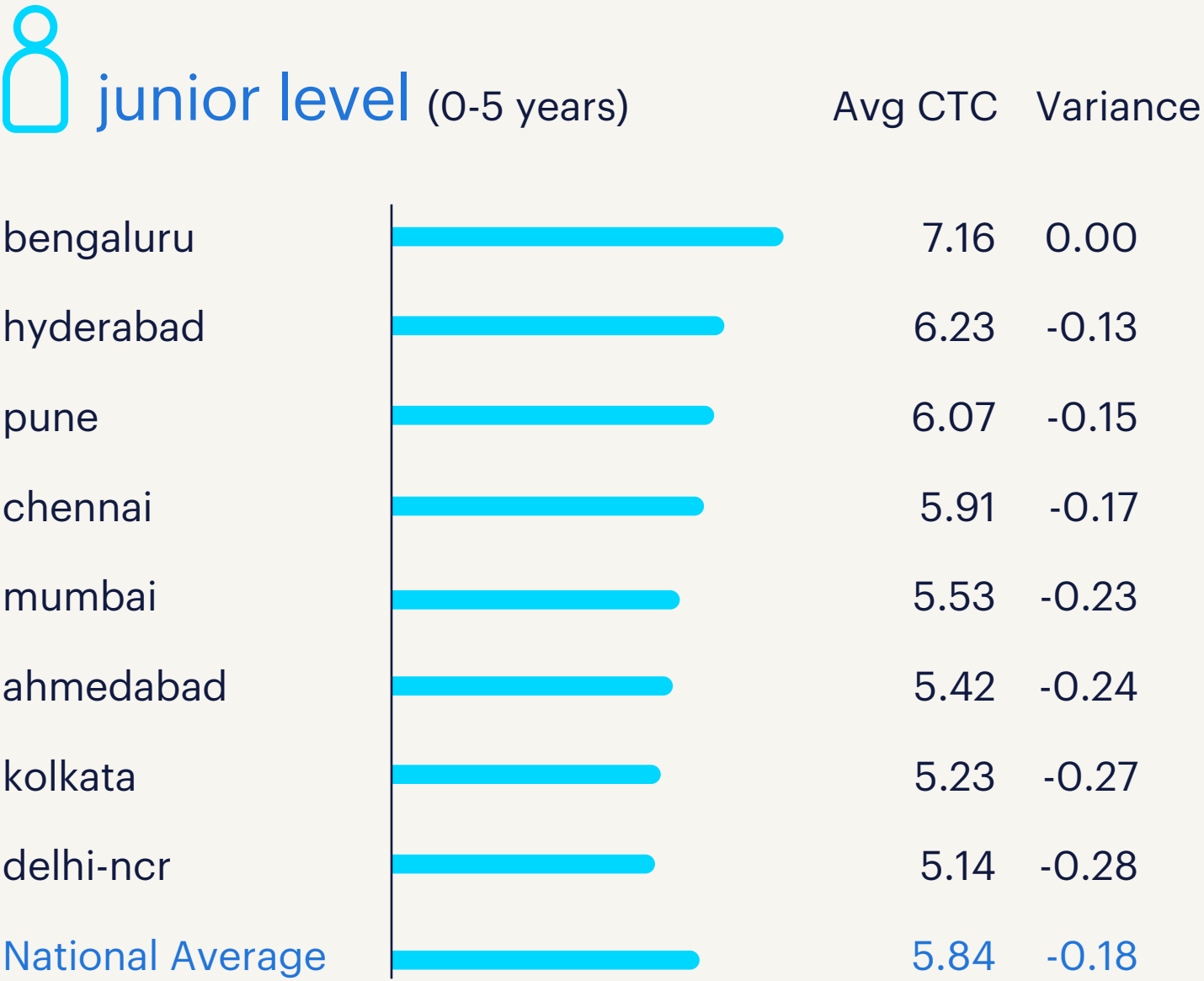
Looking ahead, the Gujarat GCC Policy (2025-2030) is set to enable the launch more than 250 new GCCs, create 50,000+ additional jobs, and attract investments of more than INR10,000 crore⁸.

⁶ <https://www.newindianexpress.com/states/telangana/2025/Oct/10/telangana-emerges-as-talent-hub-pulls-professionals-from-across-india>

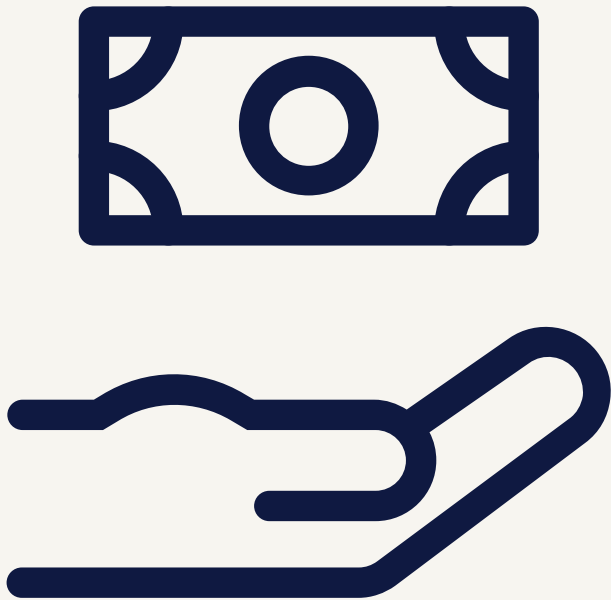
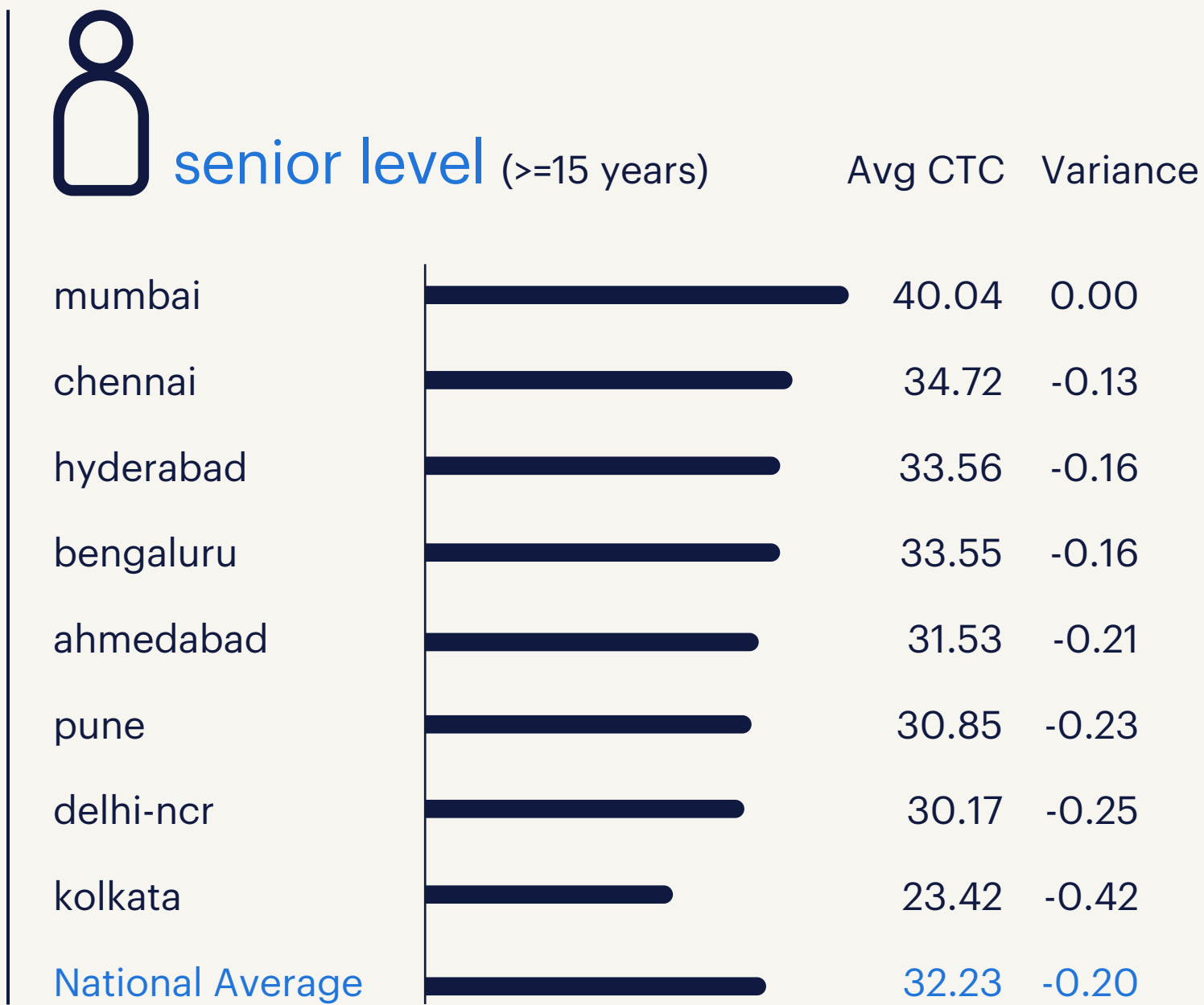
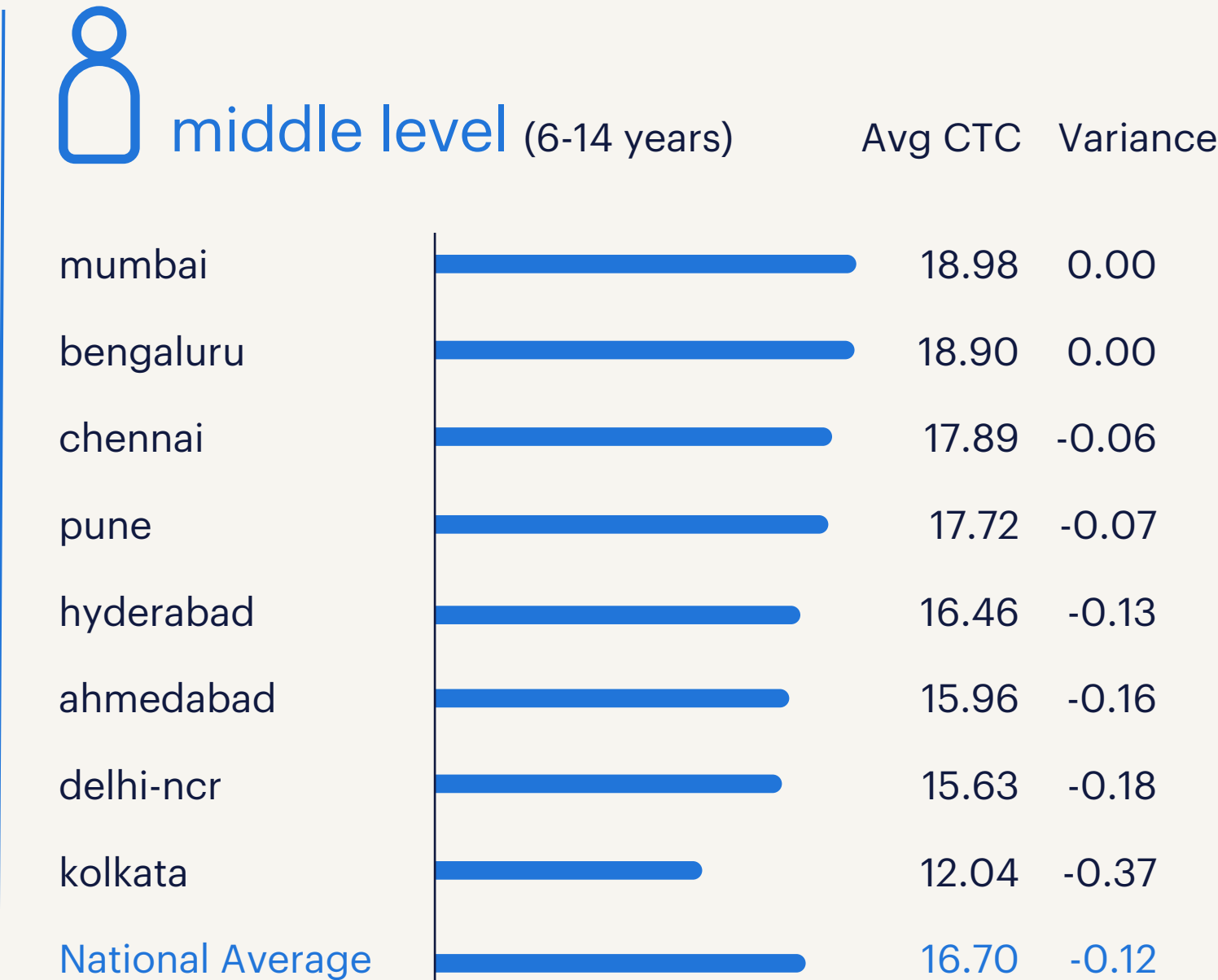
⁷ <https://datamites.com/blog/why-pune-is-the-next-big-startup-hub-in-india/?srsltid=AfmBOoozMgvTtT38SVfnlUBqFhfEdNjkF7embjFtDOTknrCnGKGDp4sM>

⁸ <https://www.rkhrm.com/blog/how-ahmedabad-is-outshining-metros-in-2025/>

salary trends across tier-1 cites and job hierarchies



Avg. CTC is in lakhs per annum



tier-2 cities

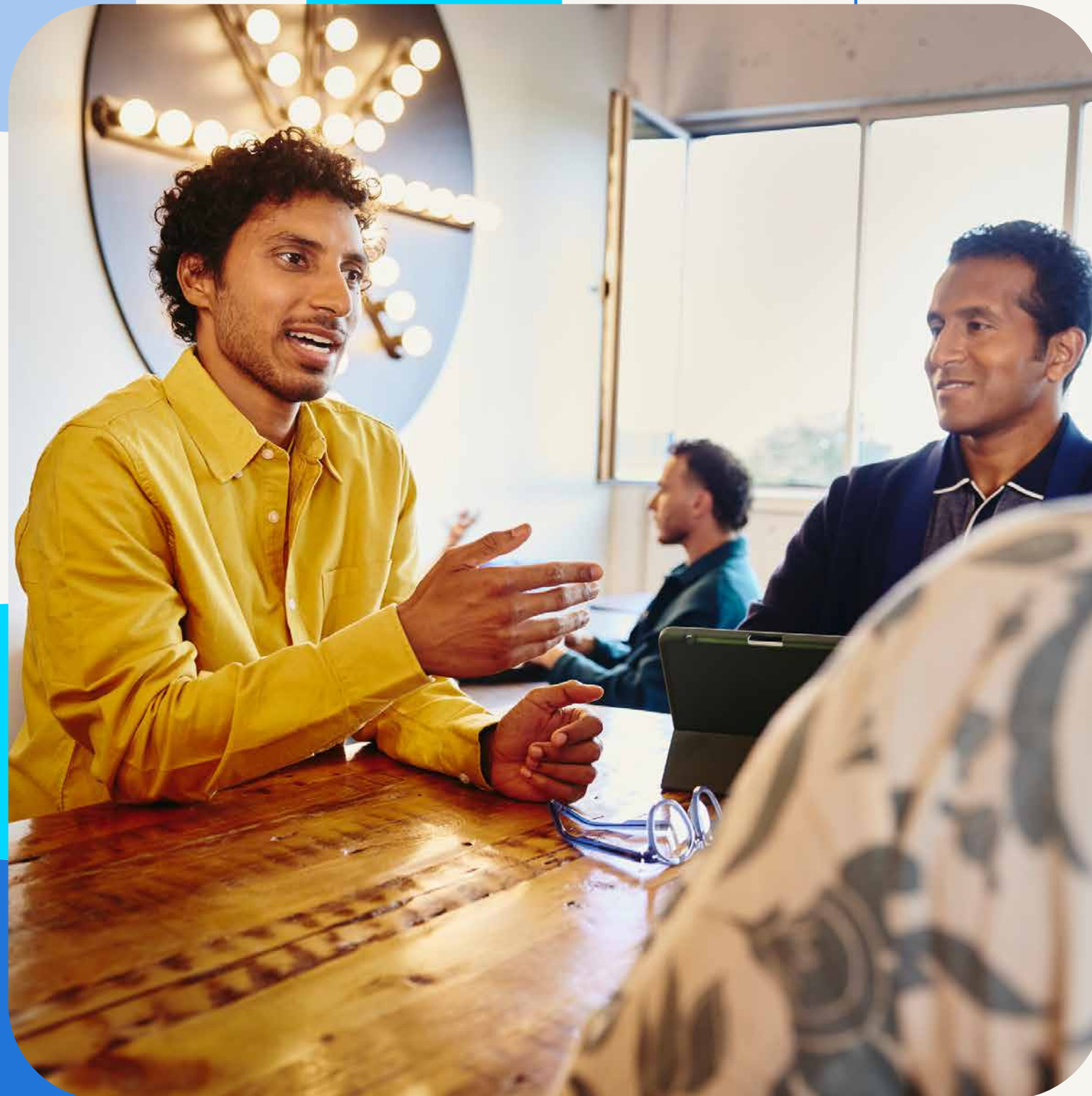
The average CTC at the senior level (INR 28.38 lakhs) in tier-2 cities has witnessed a significant increase over the previous year. The Top 2 ranks in average senior level salaries in tier-2 cities are comparable to that in tier-1 cities.

Almost all the Top 12 tier-2 cities show a significant rise in average senior level salaries over the previous year. Tier-2 cities are emerging as strong GCC hubs, especially for domain- and industry-specific talent, and this explains the average salary increase in the senior levels. A recent study forecasts a 60 percent contribution by tier-2 cities in the creation of new jobs by 2026⁹ - especially in niche sectors such as clean technology, advanced manufacturing, and digital healthcare, all of which call for strategic leadership.

As an emerging innovation hub, Kochi ascends to the top slot in the average salary table rankings in the middle level (INR 16.81 lakhs) and the second position in senior level (INR 34.72 lakhs, with a significant rise of five percent over the previous year's average). The average CTC in the junior level (INR 5.52 lakhs) shows a marginal decline over the previous year, but has risen to the third spot.

With a firm blueprint and policies to become a powerful hub for GCCs, Kerala has unveiled firm collaboration plans between global corporations and its thriving startup ecosystem. From digital parks to investments in the domains of AI and semiconductors, Kochi has surged ahead from providing efficiency-driven operations to innovation-powered growth to global enterprises. It has thus created strong employment opportunities with attractive salaries across all levels.

⁹ <https://www.pplacd.com/blog/the-rise-of-indias-tier-2-cities-emerging-job-markets-reshaping-career-opportunities-in-2025>



Thiruvananthapuram demonstrates the impact of Kerala's accelerated push for GCC-led growth as it vaults to the top of the table in junior level average salaries (INR 5.85 lakhs), and a close second in the middle level (INR 16.26 lakhs).

Evidence of this growth are seen with global organizations such as Allianz Services, who have set up their GCC in this tier-2 city, focusing on automation, AI, and platform transformation.

Demand for skilled talent is matched by high salaries, as projects such as Adani Vizhinjam Port, the Coastal Highway, and the Outer Area Growth Corridor are poised to establish Thiruvananthapuram firmly on the map of future-ready locations. As the first Indian city to win the UN-Habitat's Global Award for Sustainable Development, this tier-2 city is poised to rise higher in the talent and salary ladders.

Riding on the wave of purposeful infrastructure improvement, Thane has become a powerful talent magnet as it jumps to the first position in senior level salaries (INR 40.85 lakhs) with a phenomenal increase of close to 25 percent over the previous year.

Thane checks every box for businesses in terms of modern infrastructure, access to skilled talent, and cost efficiency. Its transportation facilities including new highways enhance the advantage of proximity to Mumbai - while the emergence of tech parks, and premium commercial hubs have attracted global enterprises in IT, automotive and manufacturing, logistics, pharma and healthcare, and financial services. The demand for senior professionals in these critical domains is thus matched by their willingness to compensate them attractively.

Surat's strategic strides to position itself as a global IT hub ranks it among the Top 3 in average salaries at the senior level (INR 32.16 lakhs) - and significantly higher than the national average at this level. It also ranks among the Top 15 in middle level salaries.

Surat has expanded beyond its traditional domains in diamonds and textiles to IT, petrochemicals, healthcare and education. The Surat IT Hub, which was established in 2023, has raced ahead with purpose to make this tier-2 city a global hub of IT through innovation and collaboration. Lending muscle to this goal is the recent launch of the Surat Startup Centre that aims to transform Surat to a location of digital leadership. Realization of such a vision needs senior and middle level professionals, and we see a serious intent to attractively compensate them.

Vadodara shows a 11 percent jump in the average senior level salary (INR 30.19 lakhs) over the previous year - and a five percent rise in the middle level (INR 13.11 lakhs)

A booming energy and utilities industry (with public sector heavyweights such as ONGC, GAIL, Indian Oil), an emerging technology hub, a thriving start-up ecosystem, and a strong education and research - Vadodara's strong business ecosystem seeks out middle and senior level talent with attractive salaries.



Bhopal makes a phenomenal leap in both rankings and average salaries at the senior level (INR 27.41 Lakhs), and the middle level (INR 14.01 lakhs).

With a surging growth of cutting-edge centers and industry collaboration in niche areas such as drone technology, and AVGC-XR (Animation, Visual Effects, Gaming, Comics, and Extended Reality), green data infrastructure - besides electronics manufacturing - Bhopal has emerged as a preferred destination for high-tech industries. This tier-2 city's ascent as an innovation hub is a result of purposeful infrastructure development, and supportive policy-making and ecosystem.

Niche industries demand niche senior and middle level specialists - and we thus see a positive intent to amply compensate such talent.

As a rapidly emerging hub for automation and AI innovation, Indore strikes an impressive presence in the Top 10 list of senior level salaries (INR 27.22 lakhs), and ranks third in middle level salaries

Indore's growth as a technology hub has been phenomenal, riding on the commitment of the Madhya Pradesh Government to make the state an attractive destination for establishing GCCs. The inauguration of its fifth IT Services (ITS) center in Indore by the DHL Group is affirmation of Indore's rise in digital innovation. Demand for middle and senior level professionals at attractive salaries is therefore not surprising. Plus, the development of innovation clusters at Indore have encouraged startups and research-based companies.

Jaipur makes an impressive leap into the Top 10 lists in average salaries in the middle (INR 12.70 lakhs) and senior (INR 29.60 lakhs) levels.

Rajasthan's GCC Policy has been designed to position the state as a major strategic hub in attracting global enterprises to set up centers of excellence in operations, R&D, and digital transformation - with specific focus on niche segments such as AI, semiconductors, aerospace, and advanced IT services. Jaipur, as the state's capital, stands in the forefront of advancing its knowledge economy and generating high-value employment opportunities in the BFSI tech, credit risk and e-commerce-driven space.

Gandhinagar and Aurangabad make their debut in the tier-2 list - featuring among the Top 20 at the junior and middle levels.

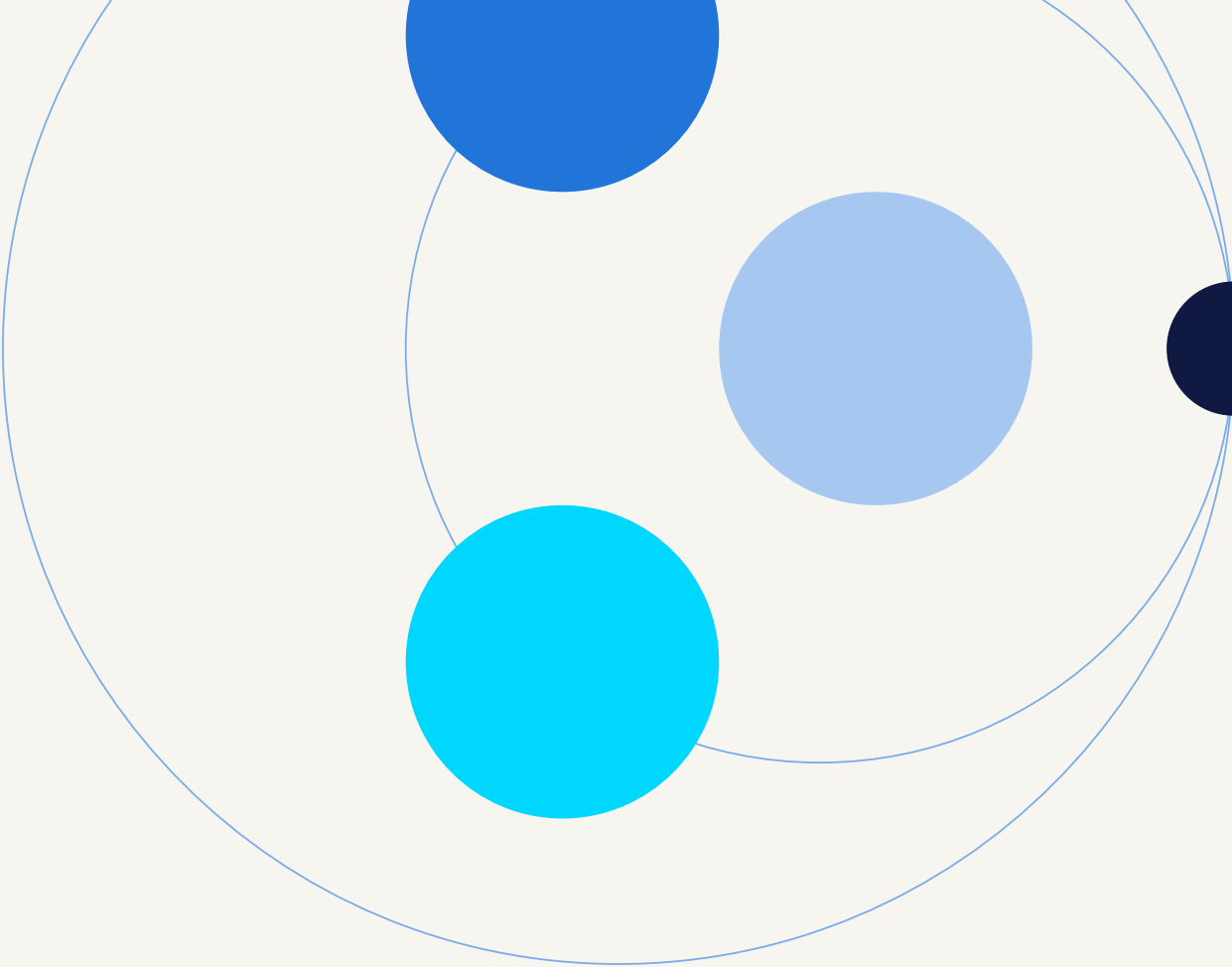
Spurred by the development of the Gujarat International Finance Tec-City (GIFT), Gandhinagar has transformed itself into an attractive destination for innovation among financial institutions and technology enterprises.

Aurangabad has impressively expanded its industrial base in the segments of electric vehicles and advanced manufacturing. Additionally, it has emerged as a promising data analytics hub and seen significant growth in the IT sector.

Chandigarh, Lucknow, Ludhiana, Nagpur and Coimbatore have shown an increase over last year in average salaries at the senior level, and continue to hold steady among the Top 15 at this level.



salary trends across tier-2 cites and job hierarchies



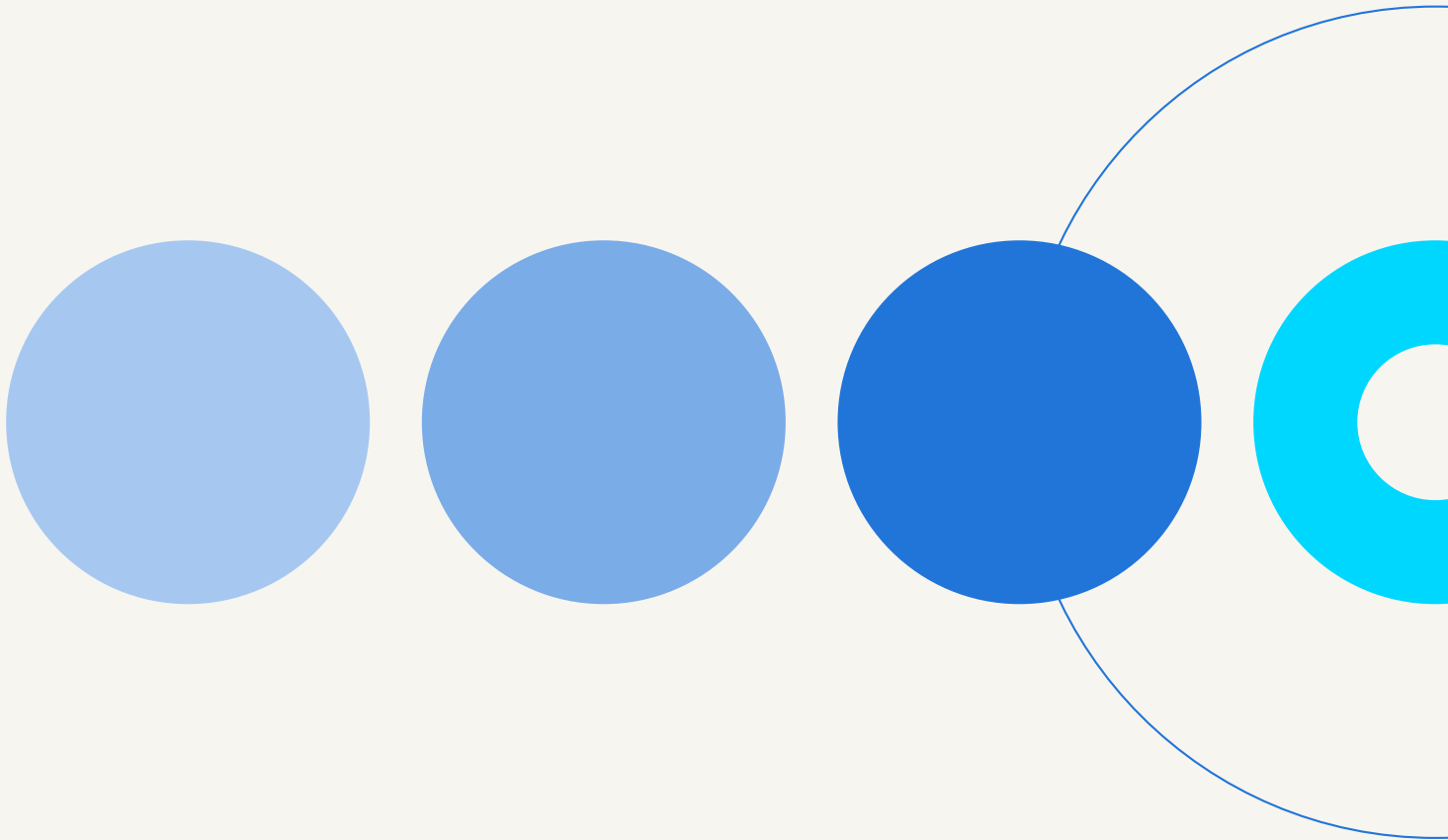
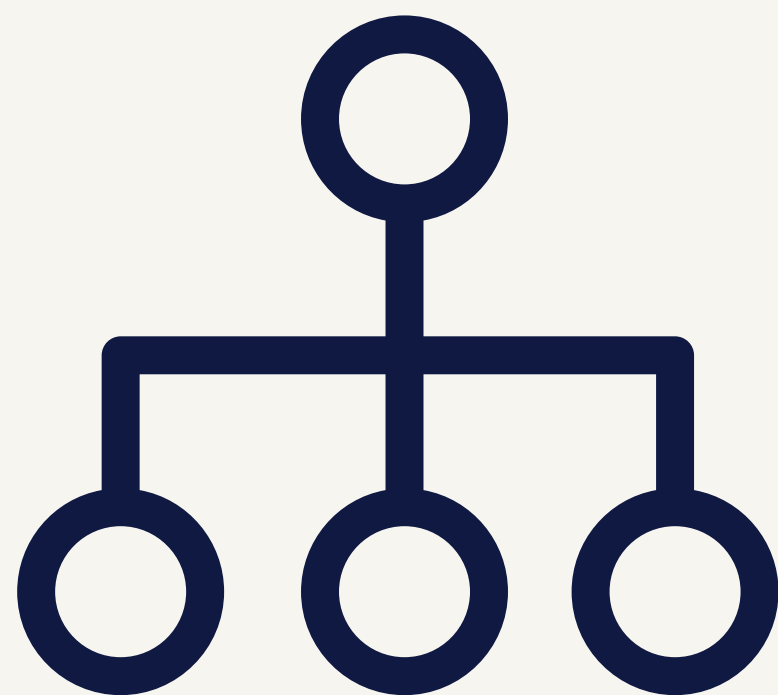
 junior level (0-5 years)	Avg CTC	Variance
thiruvananthapuram	5.85	0.00
trichy	5.81	-0.01
kochi	5.52	-0.06
mysore	5.41	-0.08
gandhinagar	5.39	-0.08
goa	5.07	-0.13
bhubaneshwar	5.05	-0.14
chandigarh	5.01	-0.14
coimbatore	4.97	-0.15
visakhapatnam	4.93	-0.16
kanpur	4.92	-0.16
vadodara	4.92	-0.16
indore	4.91	-0.16
nagpur	4.91	-0.16

thane	4.87	-0.17
aurangabad	4.83	-0.17
guwahati	4.80	-0.18
jaipur	4.80	-0.18
nashik	4.79	-0.18
surat	4.69	-0.20
mohali	4.64	-0.21
bhopal	4.61	-0.21
ludhiana	4.59	-0.22
lucknow	4.42	-0.24
National Average	4.96	-0.15

- Avg CTC is in lakhs per annum
- Salaries have been reported for cities which have sufficient sample data



salary trends across tier-2 cites and job hierarchies



middle level (6-14 years) Avg CTC Variance

kochi		16.81	0.00
thiruvananthapuram		16.26	-0.03
indore		15.58	-0.07
thane		14.98	-0.11
mohali		14.20	-0.16
bhopal		14.01	-0.17
chandigarh		13.35	-0.21
vadodara		13.11	-0.22
coimbatore		13.00	-0.23
jaipur		12.70	-0.24
visakhapatnam		12.57	-0.25
guwahati		12.41	-0.26
surat		12.32	-0.27
goa		12.31	-0.27

nagpur		12.18	-0.28
lucknow		11.95	-0.29
mysore		11.38	-0.32
kanpur		11.36	-0.32
aurangabad		11.11	-0.34
ludhiana		10.94	-0.35
gandhinagar		10.06	-0.40
National Average		14.74	-0.12

• Avg CTC is in lakhs per annum
• Salaries have been reported for cities which have sufficient sample data

salary trends across tier-2 cites and job hierarchies



senior level (>=15 years)

Avg CTC Variance

thane		40.85	0.00
kochi		34.72	-0.15
surat		32.16	-0.21
vadodara		30.19	-0.26
jaipur		29.60	-0.28
bhopal		27.41	-0.33
indore		27.22	-0.33
chandigarh		27.16	-0.34
lucknow		26.63	-0.35
ludhiana		26.12	-0.36
nagpur		24.88	-0.39
coimbatore		24.27	-0.41
National Average		28.38	-0.31

- Avg CTC is in lakhs per annum
- Salaries have been reported for cities which have sufficient sample data



salary trends across industries

how salaries compare between different industries

IT leaps to the top of the table at all levels with sizeable increases over last year in the average CTCs across all levels - junior (INR 6.65 lakhs) middle (INR 20.75 lakhs), and senior (INR 32.66 lakhs).

This resurgence in salary levels for IT is driven by the high demand for advanced skills and specialized roles in cloud computing, AI/ML, security, data, and DevOps. The demand for roles such as software developers and engineers, tech support specialists, and system analysts also continue to be high.

This industry has moved to performance-linked incentives (PLIs) and skills-based pay models to attract and retain in-demand talent - for who they are willing to compensate handsomely.

Average salaries for professional services, while showing a marginal dip compared to the previous year, continue to remain competitive and steady across all levels - junior (INR 5.42 lakhs), middle (INR 16.92 lakhs) and senior (INR 34.32 lakhs, ranked second).

The Indian professional services industry continues to be the primary driver of employment. Spread predominantly over the trade, transport,

education, finance, and healthcare sectors, it is reported to currently employ about 182 million people¹⁰.

It has opened niche employment avenues in the areas of digital transformation and technology consulting, finance and accounting, healthcare and life sciences - with attractive compensation and pay models.



¹⁰ <https://www.ibef.org/industry/services#:~:text=Global%20agencies%20have%20recognized%20India's,education%2C%20finance%2C%20and%20healthcare.>

Driven by the acceleration in the renewable energy sector, the energy and utilities industry shows an impressive Top 5 positioning in average salary across all levels - junior (INR 5.89 lakhs), middle (INR 18.38 lakhs), and senior (INR 24 lakhs).

This industry is seeing a strong demand for high-skilled specialists in engineering, project management, and data analytics. Specific expertise areas in high demand include solar EPC (Engineering, Procurement, and Construction), wind turbine technology, energy trading analytics, and data analytics. Due to challenges in finding skilled workers, organizations are willing to compensate them handsomely - both in full-time and contract employment.

IT-enabled services (ITES) make an impressive entry in the Top 3 at the senior level (average CTC INR 24.70 lakhs).

Projected to show a growth of 20 percent in 2025¹¹, the ITES market is driven by strong demand for niche senior professionals in AI, cybersecurity, and cloud computing - especially as technology hubs are emerging in tier-2 locations. With a talent shortage in these areas, this industry is willing to pay attractive compensation packages for qualified specialists.

Average salaries for senior level in the Infra, RE and construction industry (INR 24.11 lakhs) remain stable, while we see its impressive entry into the Top 5 at the junior level (INR 5.64 lakhs)

Forecasted to grow to INR 39.10 trillion by 2029¹², the Indian construction market is projected to be the world's third-largest construction market¹³. This growth is fueled by government initiatives (such as the National Infrastructure Pipeline) and significant capital expenditure allocations in the Union Budget 2025-26.

Equally significant is the rapid pace of urbanisation, which is pushing development beyond metro cities. Tier-2 and tier-3 cities are emerging as key hubs for infrastructure expansion - attracting investment, improving connectivity, and offering strong returns, better talent availability, and an enhanced quality of life.

Media & entertainment (M&E) maintains its competitive positioning in middle level salaries (average CTC INR 17.03 lakhs), and features in the Top 5 at the junior level.

The M&E market is expected to reach INR 3.1 trillion by 2027¹⁴, buoyed by significant growth in digital media and online gaming. This has opened up significant demand for specialist roles (such as AI content creator, video content strategist, digital ethics officer), as well as niche tech talent (such as XR developer, UX designer, digital media analyst) at the junior and middle levels - with companies willing to compensate them well.

Average salaries in the internet and e-commerce and advertising, MR and PR at the middle level, telecom in the junior level, and BFSI in the senior level feature among the Top 6 industries.

¹¹ <https://www.ibef.org/news/jobs-in-india-s-information-technology-and-enabled-services-ites-sector-likely-to-grow-by-20-in-2025-report>

¹² <https://www.businesswire.com/news/home/20250506976475/en/India-Construction-Industry-Databook-2025-Forecasted-8.8-CAGR-During-2025-2029-with-Indian-Construction-Market-Set-to-Reach-INR-39.10-Trillion-by-2029---ResearchAndMarkets.com>

¹³ <https://www.pib.gov.in/PressReleaseDetailm.aspx?PRID=2007086>

¹⁴ https://www.ey.com/en_in/insights/media-entertainment/shape-the-future-the-revolution-in-indian-media-and-entertainment-sector

salary trends across industries



middle level (6-14 years)

	Avg CTC	Variance
it	20.75	0.00
energy & utilities	18.38	-0.11
media & entertainment	17.03	-0.18
professional services	16.92	-0.18
internet & ecommerce	16.22	-0.22
advertising, mr, pr	15.52	-0.25



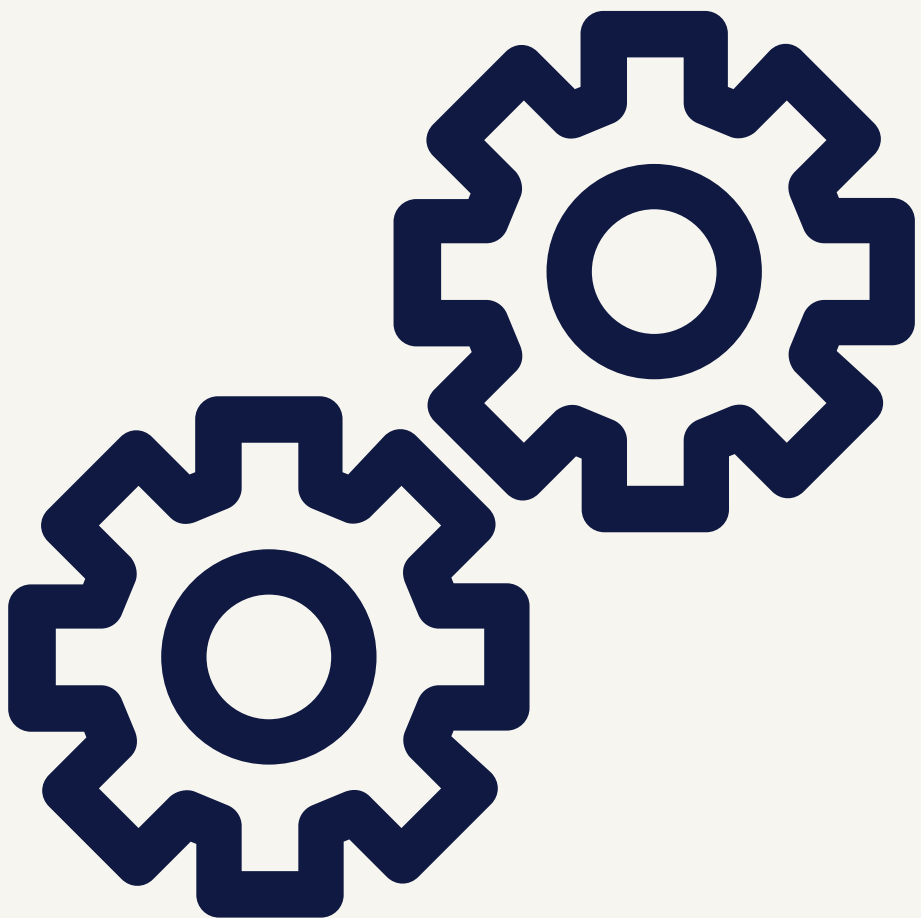
senior level (>=15 years)

	Avg CTC	Variance
it	35.66	0.00
professional services	34.32	-0.04
ites	24.70	-0.31
infra, re & constr	24.11	-0.32
energy & utilities	24.00	-0.33
bfsi	22.26	-0.38



junior level (0-5 years)

	Avg CTC	Variance
it	6.65	0.00
telecom	6.04	-0.09
energy & utilities	5.89	-0.11
infra, re & constr	5.64	-0.15
media & entertainment	5.46	-0.18
professional services	5.42	-0.18



salary trends across functions.

how salaries compare between different functions

Operations – technical makes a significant jump in both ranking and average CTC from the previous year in the middle level (INR 22.35, ranked first). It retains its top spot in the junior level (INR 7.16 lakhs) and maintains its fourth spot in the senior level (INR 29.82 lakhs).

There continues to be a strong demand for roles in technical operations at all levels - and more so in the junior and middle levels. Such roles cover the areas of design and process engineers, hardware engineers, network maintenance, and specialists in the design and maintenance of technical infrastructure and networks. With their critical role in ensuring smooth and reliable operations, organizations are demonstrating a clear intent to compensate them well, and provide attractive career development opportunities.

IT-tech jumps to lead the average salary table in the senior level (INR 32.39 lakhs). It also rises in rankings and average CTC in the middle level (almost tying for the top slot at INR 22.33 lakhs). At the junior level, it ties for the first position (average CTC 7.16 lakhs).

Indian IT companies are significantly increasing their investment in talent acquisition for specialist skills such as Java and Salesforce developers,

cloud architects, blockchain developers, devOps data scientists, AI/ML engineers, AI model trainer, prompt engineer and cybersecurity engineer - and this is corroborated by our 2025 Talent Insights Report. Besides the IT industry, IT-tech roles are also in great demand across retail and e-Commerce, telecom, healthcare and manufacturing - where digitization is an irreversible commitment. IT-tech roles are thus in great demand, and command high salaries.

Average salaries for the Legal & Compliance function remain steady and competitive at the third spot in junior and middle levels (INR 6.40 lakhs and INR 19.96 lakhs, respectively).

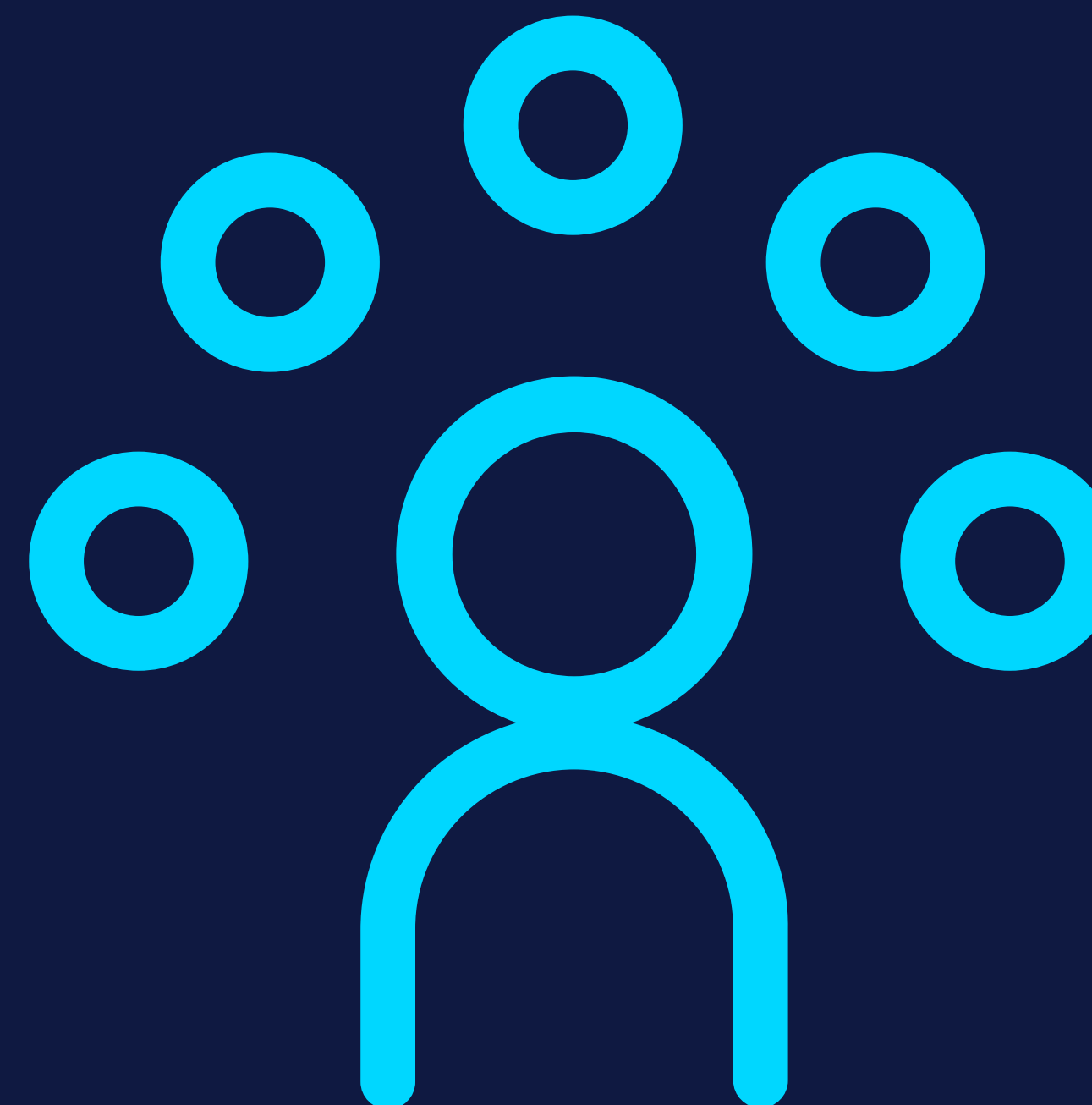
Driven by the growth of niche practices such as AI governance, ESG, and M&A, the demand for talent in the Legal & Compliance function continues to be high across industries. Roles in this function have significantly risen in strategic importance for risk analysis, regulatory compliance, and detection and prevention of financial crimes - and therefore attracts premium salaries.

IT-functional salaries maintain their fourth ranking in the junior level (average CTC, INR 5.81 lakhs) and middle level (average CTC, INR 18.14 lakhs).

The rapid growth in the IT-enabled industry (as evidenced by the surge of GCCs) have brought the critical need for IT-functional roles to the fore. These professionals are in great demand at the junior and middle levels, especially in the areas of AI, machine learning, cybersecurity, robotic process automation, IoT, blockchain, and data analytics. With technology being ubiquitously embedded by businesses across industries, they have shown a strong inclination to provide attractive salaries for the right-skilled people in this function.

Driven by a critical need for strategic leadership in digital talent management, and workforce future-proofing, the strong demand for senior HR professionals is reflected in the rise of the function's average salaries to the second position (INR 30.32 lakhs).

Healthcare, operations management, finance & accounts, and sales, BD & RM continue to feature in the Top 6 functions with respect to average salary levels.



salary trends across functions



middle level (6-14 years)

		Avg CTC	Variance
operations-technical		22.35	0.00
it-tech		22.33	0.00
legal & compliance		19.96	-0.11
it-functional		18.14	-0.19
healthcare		17.29	-0.23
operations-management		17.21	-0.23



senior level (>=15 years)

		Avg CTC	Variance
It-tech		32.39	0.00
hr		30.32	-0.06
healthcare		30.26	-0.07
operations-technical		29.82	-0.08
finance & accounts		28.92	-0.11
sales, bd & rm		28.85	-0.11



junior level (0-5 years)

		Avg CTC	Variance
operations-technical		7.16	0.00
it-tech		7.16	0.00
legal & compliance		6.40	-0.11
it-functional		5.81	-0.19
healthcare		5.54	-0.23
operations-management		5.52	-0.23



deep dive by industry





banking financial services & insurance

banking financial services & insurance

branch manager

city/state	junior	middle	senior
ahmedabad	5.64	16.59	32.79
bengaluru	5.72	15.10	26.81
chennai	5.66	17.16	33.29
hyderabad	-	-	-
kolkata	-	-	-
mumbai	4.85	18.29	38.24
delhi-ncr	4.18	12.70	24.52
pune	-	-	-

business operations

city/state	junior	middle	senior
ahmedabad	4.65	15.07	29.51
bengaluru	5.77	16.74	29.46
chennai	4.67	14.16	27.46
hyderabad	5.60	16.26	30.13
kolkata	4.42	11.18	21.55
mumbai	5.36	20.21	38.77
delhi-ncr	4.52	15.13	28.94
pune	5.18	16.64	28.72

collection manager

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	5.18	13.68	24.30
chennai	-	-	-
hyderabad	6.45	17.03	34.72
kolkata	-	-	-
mumbai	5.95	20.42	43.09
delhi-ncr	4.37	14.63	27.99
pune	-	-	-

compliance manager

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	6.95	20.18	35.50
chennai	6.66	22.20	42.68
hyderabad	6.68	12.99	26.47
kolkata	-	-	-
mumbai	6.43	22.05	46.53
delhi-ncr	-	-	-
pune	6.29	18.37	31.99

credit manager

city/state	junior	middle	senior
ahmedabad	4.52	13.32	26.33
bengaluru	5.38	15.62	27.49
chennai	5.29	16.02	31.09
hyderabad	-	-	-
kolkata	-	-	-
mumbai	5.76	19.76	41.69
delhi-ncr	4.86	14.77	28.53
pune	5.08	14.83	25.83

investment banking

city/state	junior	middle	senior
ahmedabad	6.68	20.72	40.94
bengaluru	5.87	17.06	30.02
chennai	5.46	16.54	32.09
hyderabad	5.40	15.68	29.06
kolkata	6.53	16.51	31.82
mumbai	7.55	25.89	54.64
delhi-ncr	5.82	17.68	34.14
pune	5.82	17.00	32.27

banking financial services & insurance

portfolio manager

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	5.87	17.06	30.01
chennai	-	-	-
hyderabad	4.80	12.66	25.81
kolkata	-	-	-
mumbai	6.44	22.09	46.61
delhi-ncr	5.41	16.44	31.75
pune	-	-	-

business analyst

city/state	junior	middle	senior
ahmedabad	6.11	17.99	35.55
bengaluru	8.34	22.00	39.07
chennai	5.83	17.65	34.25
hyderabad	5.94	17.26	34.87
kolkata	-	-	-
mumbai	7.03	24.11	50.87
delhi-ncr	-	-	-
pune	6.94	22.28	38.44

data analyst

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	8.98	23.70	42.08
chennai	9.61	29.11	56.46
hyderabad	6.78	17.90	36.49
kolkata	-	-	-
mumbai	7.17	24.58	51.86
delhi-ncr	-	-	-
pune	6.93	20.23	35.23

relationship manager

city/state	junior	middle	senior
ahmedabad	3.72	12.05	23.59
bengaluru	4.01	11.64	20.47
chennai	3.85	11.67	22.64
hyderabad	4.22	11.14	22.71
kolkata	3.57	9.03	17.40
mumbai	4.54	15.56	32.84
delhi-ncr	15.45	16.57	31.98
pune	3.48	10.18	17.72

sales professionals

city/state	junior	middle	senior
ahmedabad	5.45	16.03	31.68
bengaluru	4.94	13.04	25.24
chennai	4.39	13.30	25.81
hyderabad	5.04	13.31	27.13
kolkata	4.90	11.26	21.90
mumbai	5.77	19.81	41.79
delhi-ncr	4.56	13.85	26.74
pune	4.80	14.03	24.43



energy & utilities

energy & utilities

other technical roles: t&d

city/state	junior	middle	senior
ahmedabad	4.62	14.97	29.31
bengaluru	5.43	14.34	25.46
chennai	5.09	15.44	29.95
hyderabad	5.19	15.09	30.48
kolkata	-	-	-
mumbai	3.86	13.22	27.90
delhi-ncr	4.23	12.86	24.83
pune	4.48	13.09	22.80

supply/production/space planning

city/state	junior	middle	senior
ahmedabad	7.59	24.59	48.14
bengaluru	6.40	18.58	32.70
chennai	7.31	22.14	42.96
hyderabad	7.82	20.64	42.07
kolkata	-	-	-
mumbai	6.63	22.73	47.96
delhi-ncr	7.15	21.73	41.96
pune	7.25	21.16	36.84

technical engineer

city/state	junior	middle	senior
ahmedabad	4.32	13.98	27.38
bengaluru	6.94	20.14	35.44
chennai	5.51	18.35	35.28
hyderabad	6.29	18.27	33.86
kolkata	-	-	-
mumbai	5.71	19.57	41.29
delhi-ncr	6.67	20.29	39.17
pune	5.82	15.61	29.64



retail, FMCG & FMCD

retail, FMCG & FMCD

fashion/graphic/accessory designers

city/state	junior	middle	senior
ahmedabad	3.67	10.81	21.36
bengaluru	7.42	19.58	34.77
chennai	6.23	20.77	39.92
hyderabad	7.26	19.18	39.10
kolkata	-	-	-
mumbai	5.22	15.41	32.52
delhi-ncr	6.65	20.21	39.02
pune	7.74	22.60	42.89

retail/visual merchandising

city/state	junior	middle	senior
ahmedabad	4.98	16.12	31.56
bengaluru	5.24	13.84	24.58
chennai	4.38	14.60	28.06
hyderabad	6.19	17.97	33.31
kolkata	-	-	-
mumbai	4.55	15.62	32.95
delhi-ncr	4.93	14.99	28.94
pune	5.42	17.42	30.05

store manager

city/state	junior	middle	senior
ahmedabad	5.46	17.70	34.66
bengaluru	5.54	16.10	28.33
chennai	4.46	13.50	26.19
hyderabad	5.21	15.13	30.56
kolkata	-	-	-
mumbai	4.40	16.58	34.67
delhi-ncr	4.24	12.88	24.86
pune	4.26	12.44	21.67

sales professionals

city/state	junior	middle	senior
ahmedabad	3.10	11.40	22.32
bengaluru	3.92	9.65	17.13
chennai	3.44	10.38	20.14
hyderabad	3.42	10.22	20.83
kolkata	3.52	7.14	13.88
mumbai	3.65	13.45	28.38
delhi-ncr	3.43	10.45	20.19
pune	3.87	9.98	18.94



information
technology

information technology

.net

city/state	junior	middle	senior
ahmedabad	7.47	22.00	43.47
bengaluru	9.12	24.09	42.77
chennai	8.97	27.18	52.72
hyderabad	8.87	23.42	47.74
kolkata	-	-	-
mumbai	8.49	29.13	61.46
delhi-ncr	9.49	28.84	55.68
pune	9.69	28.30	49.28

agile

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	7.44	21.62	38.04
chennai	7.38	24.59	47.27
hyderabad	7.00	20.32	41.04
kolkata	-	-	-
mumbai	7.96	30.03	62.78
delhi-ncr	6.47	21.62	41.36
pune	8.26	26.54	45.80

android developer

city/state	junior	middle	senior
ahmedabad	6.60	19.42	38.37
bengaluru	7.64	22.19	39.04
chennai	6.52	19.76	38.33
hyderabad	7.53	19.87	40.51
kolkata	6.30	14.48	28.17
mumbai	6.57	24.80	51.86
delhi-ncr	6.43	19.53	37.72
pune	7.70	22.47	39.13

angular js

city/state	junior	middle	senior
ahmedabad	8.05	26.07	46.82
bengaluru	7.62	22.13	38.93
chennai	6.90	20.91	40.56
hyderabad	6.83	19.84	40.09
kolkata	6.67	16.87	32.52
mumbai	6.57	24.78	51.80
delhi-ncr	7.12	23.81	45.55
pune	7.71	22.51	39.20

animation/graphics

city/state	junior	middle	senior
ahmedabad	4.62	13.59	26.85
bengaluru	7.43	21.59	37.99
chennai	5.18	15.69	30.44
hyderabad	6.57	19.07	35.35
kolkata	5.24	12.05	23.45
mumbai	5.16	17.69	37.32
delhi-ncr	4.83	16.15	30.89
pune	6.26	14.99	28.45

automation testing

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	7.81	25.16	44.27
chennai	7.16	23.87	45.89
hyderabad	6.59	19.14	38.66
kolkata	6.62	16.75	32.29
mumbai	6.79	25.61	53.55
delhi-ncr	7.08	23.67	45.28
pune	7.14	22.92	39.56

information technology

aws

city/state	junior	middle	senior
ahmedabad	11.78	-	-
bengaluru	8.84	25.67	45.16
chennai	9.15	30.51	58.65
hyderabad	6.77	19.66	39.72
kolkata	6.52	16.50	31.81
mumbai	7.66	28.90	60.43
delhi-ncr	8.67	28.99	55.46
pune	9.05	29.06	50.15

big data

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	8.11	26.13	45.97
chennai	9.30	28.19	54.69
hyderabad	7.52	21.83	44.10
kolkata	-	-	-
mumbai	7.12	26.85	56.14
delhi-ncr	9.38	22.62	43.27
pune	8.84	28.39	48.99

build tools

city/state	junior	middle	senior
ahmedabad	9.07	26.69	52.75
bengaluru	7.87	25.36	44.62
chennai	8.26	27.53	52.92
hyderabad	8.02	25.86	52.24
kolkata	6.53	16.51	31.82
mumbai	7.16	27.01	56.47
delhi-ncr	6.17	18.74	36.19
pune	8.27	26.56	45.84

business analyst

city/state	junior	middle	senior
ahmedabad	5.08	14.97	29.58
bengaluru	6.52	21.03	37.00
chennai	7.14	23.80	45.75
hyderabad	6.52	18.93	35.08
kolkata	4.40	11.13	21.46
mumbai	5.59	23.39	48.91
delhi-ncr	5.45	18.23	32.00
pune	7.28	13.78	23.99

business intelligence

city/state	junior	middle	senior
ahmedabad	7.52	22.14	43.75
bengaluru	7.60	24.50	43.11
chennai	6.55	21.82	41.95
hyderabad	6.26	18.18	33.69
kolkata	6.54	15.05	29.27
mumbai	6.95	23.82	50.27
delhi-ncr	6.78	20.63	39.82
pune	6.63	21.30	36.76

c sharp

city/state	junior	middle	senior
ahmedabad	8.96	29.03	56.84
bengaluru	9.01	29.06	51.12
chennai	7.43	24.78	47.63
hyderabad	8.09	23.49	43.53
kolkata	-	-	-
mumbai	7.25	27.35	57.18
delhi-ncr	8.95	29.93	52.54
pune	8.38	24.48	42.63

information technology

c++

city/state	junior	middle	senior
ahmedabad	6.90	20.33	40.18
bengaluru	7.74	24.96	43.91
chennai	7.51	25.05	48.15
hyderabad	6.74	19.57	39.53
kolkata	-	-	-
mumbai	6.56	24.74	47.45
delhi-ncr	6.66	20.24	39.07
pune	7.72	24.80	42.79

cloud architect/computing

city/state	junior	middle	senior
ahmedabad	8.42	25.75	50.88
bengaluru	8.97	26.05	45.83
chennai	8.50	28.35	54.49
hyderabad	7.84	22.76	42.19
kolkata	7.15	18.08	34.85
mumbai	7.06	26.63	55.68
delhi-ncr	7.39	24.70	47.26
pune	7.56	24.27	41.89

content management

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	7.21	20.93	36.83
chennai	5.79	17.55	34.05
hyderabad	5.66	16.43	33.20
kolkata	-	-	-
mumbai	5.87	20.14	42.50
delhi-ncr	6.28	21.00	36.86
pune	5.85	17.08	29.74

data scientist

city/state	junior	middle	senior
ahmedabad	8.68	19.48	38.48
bengaluru	8.61	25.01	44.00
chennai	8.09	24.50	47.54
hyderabad	7.30	21.19	42.80
kolkata	8.44	19.42	37.77
mumbai	7.04	24.14	50.94
delhi-ncr	7.93	24.11	46.55
pune	8.03	23.43	40.78

database administrator

city/state	junior	middle	senior
ahmedabad	6.88	20.26	40.03
bengaluru	7.87	20.77	36.88
chennai	7.37	20.32	39.05
hyderabad	7.07	18.67	38.07
kolkata	6.65	16.34	31.80
mumbai	5.92	21.90	46.20
delhi-ncr	5.90	18.31	35.35
pune	6.85	20.00	34.83

front end

city/state	junior	middle	senior
ahmedabad	5.59	16.47	32.54
bengaluru	8.17	23.73	41.74
chennai	6.08	20.27	38.96
hyderabad	6.79	19.73	39.85
kolkata	-	-	-
mumbai	6.14	21.05	44.42
delhi-ncr	5.67	18.96	36.28
pune	7.04	20.55	35.79

information technology

functional consultant

city/state	junior	middle	senior
ahmedabad	5.60	18.15	35.53
bengaluru	7.07	18.67	33.14
chennai	5.83	19.43	37.36
hyderabad	6.38	16.84	34.33
kolkata	5.71	14.44	25.54
mumbai	5.67	21.38	44.70
delhi-ncr	5.65	17.18	33.17
pune	6.32	18.46	32.15

hardware engineer

city/state	junior	middle	senior
ahmedabad	5.71	16.82	33.23
bengaluru	7.20	19.01	36.79
chennai	6.68	20.25	39.29
hyderabad	7.19	18.97	38.68
kolkata	5.90	13.56	26.38
mumbai	5.81	19.93	42.06
delhi-ncr	5.91	17.96	34.68
pune	6.42	18.73	32.62

information security

city/state	junior	middle	senior
ahmedabad	9.71	28.58	56.48
bengaluru	8.64	25.10	44.15
chennai	7.34	24.45	47.00
hyderabad	6.93	20.13	37.30
kolkata	7.78	19.68	34.80
mumbai	7.03	26.53	55.48
delhi-ncr	7.22	24.13	46.17
pune	8.19	23.93	41.67

ios

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	8.19	23.79	41.86
chennai	6.71	22.35	42.97
hyderabad	7.70	22.36	45.18
kolkata	-	-	-
mumbai	7.26	24.89	52.52
delhi-ncr	7.83	23.80	45.95
pune	8.12	23.70	44.99

java

city/state	junior	middle	senior
ahmedabad	8.78	22.88	45.21
bengaluru	9.88	26.08	42.06
chennai	9.65	29.24	56.73
hyderabad	7.94	20.96	32.30
kolkata	7.18	18.16	35.00
mumbai	8.65	29.68	62.63
delhi-ncr	7.76	23.58	45.53
pune	9.50	27.74	48.31

java script

city/state	junior	middle	senior
ahmedabad	7.38	23.91	46.81
bengaluru	8.27	21.83	38.75
chennai	8.21	27.37	52.62
hyderabad	7.62	20.12	41.02
kolkata	6.64	15.28	29.72
mumbai	8.32	28.54	60.23
delhi-ncr	8.31	27.80	53.19
pune	8.22	26.40	45.55

information technology

machine learning

city/state	junior	middle	senior
ahmedabad	6.46	20.91	40.95
bengaluru	8.05	23.39	41.15
chennai	8.42	15.74	30.26
hyderabad	7.25	21.04	42.51
kolkata	-	-	-
mumbai	7.68	28.98	60.58
delhi-ncr	7.20	24.06	46.04
pune	6.86	20.04	34.89

manual testing

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	7.31	23.56	41.45
chennai	7.09	21.48	41.67
hyderabad	7.24	21.04	38.99
kolkata	-	-	-
mumbai	6.20	23.37	48.87
delhi-ncr	-	-	-
pune	6.97	22.38	38.62

networking

city/state	junior	middle	senior
ahmedabad	5.69	18.44	36.10
bengaluru	6.89	20.02	35.22
chennai	6.53	19.79	38.39
hyderabad	7.55	19.93	40.63
kolkata	5.74	14.53	28.01
mumbai	6.08	20.84	43.98
delhi-ncr	5.73	17.41	33.61
pune	6.70	21.51	37.11

oracle

city/state	junior	middle	senior
ahmedabad	6.68	21.65	42.39
bengaluru	7.87	23.06	40.95
chennai	8.43	25.55	49.57
hyderabad	7.97	23.34	47.59
kolkata	6.61	16.72	32.22
mumbai	7.02	29.42	61.51
delhi-ncr	8.48	25.77	49.75
pune	8.44	27.12	46.80

other testing

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	8.31	24.14	42.47
chennai	7.09	23.62	45.40
hyderabad	7.57	22.00	44.44
kolkata	-	-	-
mumbai	7.13	26.91	56.26
delhi-ncr	5.81	19.44	37.20
pune	7.18	23.07	39.81

project management

city/state	junior	middle	senior
ahmedabad	5.67	16.69	32.97
bengaluru	6.50	18.88	33.22
chennai	6.67	20.22	39.23
hyderabad	6.09	17.68	35.71
kolkata	5.46	13.81	26.61
mumbai	5.57	19.10	40.29
delhi-ncr	5.48	16.63	32.11
pune	7.27	21.23	40.30

information technology

python

city/state	junior	middle	senior
ahmedabad	9.95	29.31	57.91
bengaluru	7.87	25.35	44.61
chennai	9.37	28.40	55.10
hyderabad	6.78	21.85	44.14
kolkata	7.42	17.07	33.21
mumbai	7.41	27.97	58.49
delhi-ncr	7.20	24.06	46.04
pune	8.64	27.76	47.91

quality analyst/assurance

city/state	junior	middle	senior
ahmedabad	6.79	19.99	39.49
bengaluru	6.38	18.53	32.61
chennai	5.72	17.33	33.62
hyderabad	6.37	18.50	34.29
kolkata	5.63	14.23	27.43
mumbai	5.16	19.46	40.69
delhi-ncr	5.66	18.94	36.23
pune	6.47	20.79	35.88

salesforce

city/state	junior	middle	senior
ahmedabad	4.73	15.32	30.00
bengaluru	5.46	15.87	27.92
chennai	4.70	14.25	27.65
hyderabad	5.89	15.56	31.72
kolkata	4.79	15.56	30.28
mumbai	4.97	17.04	35.95
delhi-ncr	4.82	13.18	25.45
pune	5.38	15.71	29.83

sap

city/state	junior	middle	senior
ahmedabad	6.61	21.42	41.94
bengaluru	8.24	21.74	38.60
chennai	8.11	27.04	51.97
hyderabad	8.23	23.89	48.26
kolkata	7.59	19.19	37.00
mumbai	7.28	24.97	52.69
delhi-ncr	6.44	21.53	41.19
pune	7.99	23.32	44.27

sql

city/state	junior	middle	senior
ahmedabad	10.24	-	-
bengaluru	7.46	21.66	38.12
chennai	7.36	24.52	47.14
hyderabad	6.74	19.58	39.55
kolkata	6.77	17.12	33.00
mumbai	7.57	25.96	54.78
delhi-ncr	7.19	21.86	46.01
pune	7.63	22.27	42.27

unix

city/state	junior	middle	senior
ahmedabad	11.15	-	-
bengaluru	7.86	22.84	40.18
chennai	7.33	22.20	43.07
hyderabad	7.39	21.45	43.33
kolkata	-	-	-
mumbai	6.98	23.94	50.52
delhi-ncr	6.58	20.02	38.64
pune	7.33	23.54	40.63

information technology

windows

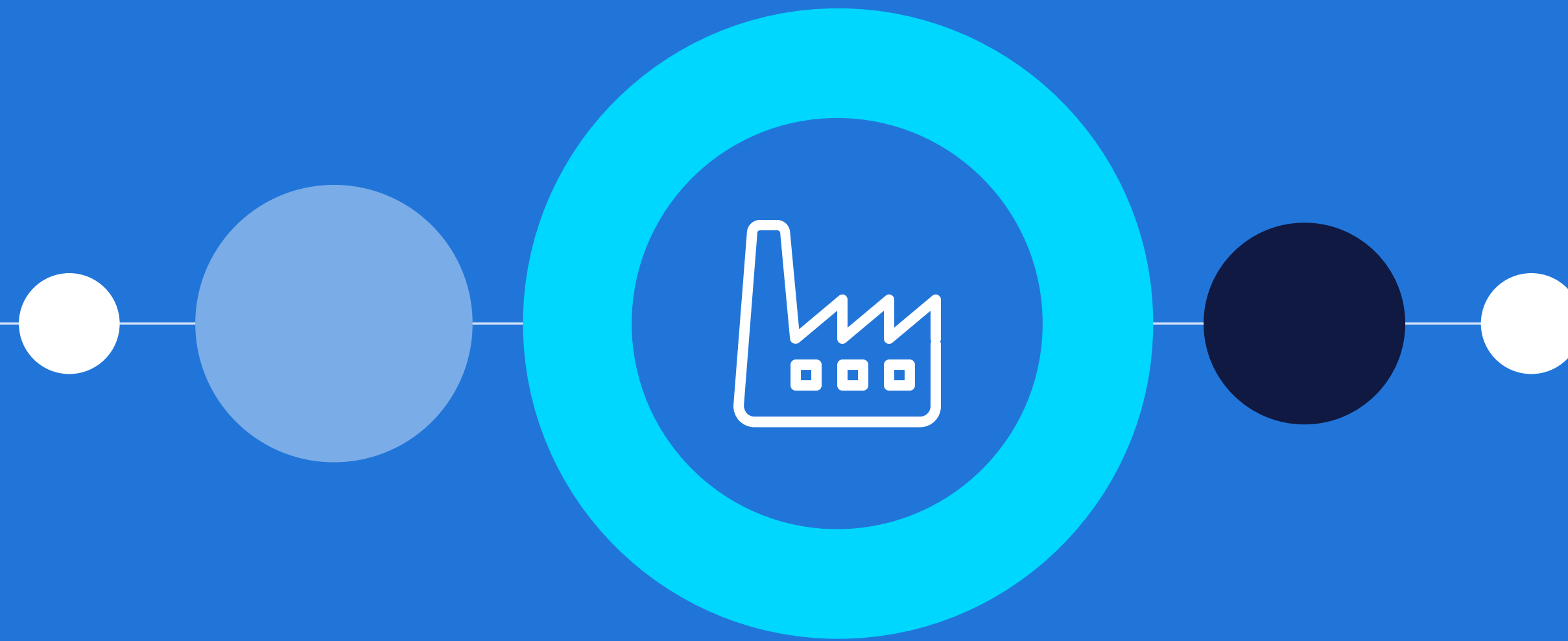
city/state	junior	middle	senior
ahmedabad	4.99	14.69	29.03
bengaluru	6.11	16.12	31.21
chennai	5.27	10.87	21.09
hyderabad	6.11	16.13	32.88
kolkata	6.01	13.81	26.87
mumbai	5.07	17.38	36.68
delhi-ncr	5.35	16.26	31.39
pune	5.79	16.90	29.43

devops engineer

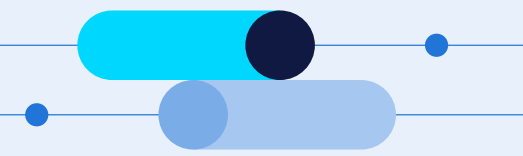
city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	7.74	22.49	39.57
chennai	9.88	32.94	63.32
hyderabad	7.22	20.97	42.36
kolkata	-	-	-
mumbai	9.22	31.62	66.71
delhi-ncr	-	-	-
pune	8.52	24.86	43.30

software engineer

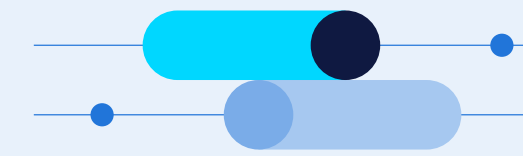
city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	9.97	28.95	50.93
chennai	8.75	29.16	56.05
hyderabad	7.98	17.29	35.25
kolkata	-	-	-
mumbai	7.31	27.57	57.64
delhi-ncr	9.06	27.55	53.19
pune	8.09	25.98	44.83



manufacturing & automotive



manufacturing & automotive



design engineer

city/state	junior	middle	senior
ahmedabad	5.19	16.81	32.91
bengaluru	7.18	20.86	36.70
chennai	5.80	17.56	34.06
hyderabad	7.20	19.01	38.76
kolkata	4.84	12.24	21.65
mumbai	5.45	18.70	39.47
delhi-ncr	5.30	16.12	31.11
pune	5.72	16.70	29.08

operations management

city/state	junior	middle	senior
ahmedabad	4.89	15.84	31.02
bengaluru	6.37	18.51	29.87
chennai	4.92	14.91	28.92
hyderabad	4.92	14.30	28.89
kolkata	4.99	12.61	24.31
mumbai	5.90	22.27	42.71
delhi-ncr	5.76	19.27	36.86
pune	5.31	15.51	27.01

process engineer

city/state	junior	middle	senior
ahmedabad	4.74	15.35	30.05
bengaluru	6.66	19.35	31.23
chennai	5.97	19.90	38.26
hyderabad	6.78	19.69	36.50
kolkata	-	-	-
mumbai	5.73	19.66	41.49
delhi-ncr	5.42	18.11	34.66
pune	5.80	16.93	29.48

production manager

city/state	junior	middle	senior
ahmedabad	6.31	20.45	40.04
bengaluru	7.08	20.55	36.16
chennai	5.95	18.04	35.00
hyderabad	6.93	18.30	37.30
kolkata	5.35	13.54	23.95
mumbai	6.65	22.80	48.11
delhi-ncr	6.23	18.93	36.55
pune	5.73	16.73	29.14

quality manager

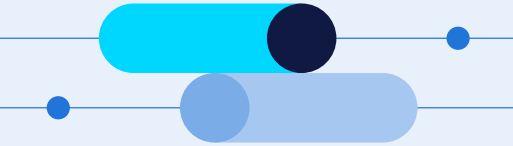
city/state	junior	middle	senior
ahmedabad	5.06	16.40	32.12
bengaluru	5.62	16.31	28.69
chennai	5.13	15.54	30.15
hyderabad	5.62	16.31	30.23
kolkata	5.37	13.59	26.20
mumbai	5.34	18.31	38.62
delhi-ncr	4.45	15.89	30.68
pune	5.05	14.73	25.66

service management

city/state	junior	middle	senior
ahmedabad	6.07	19.67	38.51
bengaluru	5.43	15.76	27.73
chennai	4.72	15.74	30.26
hyderabad	6.06	17.59	35.53
kolkata	5.01	12.68	24.43
mumbai	4.43	15.19	32.06
delhi-ncr	5.68	17.27	33.34
pune	4.81	14.07	24.50



manufacturing/automotive

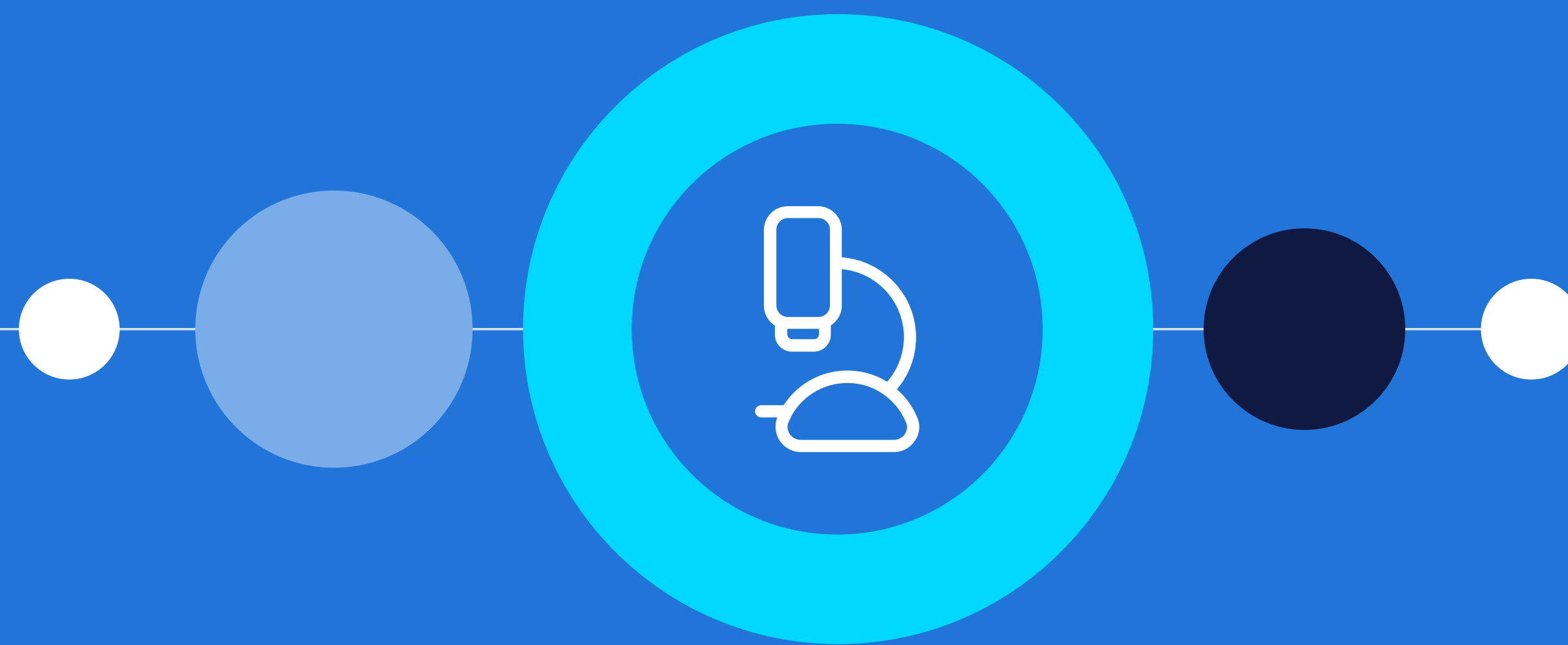


supplychain/logistics

city/state	junior	middle	senior
ahmedabad	5.45	17.65	34.55
bengaluru	6.60	19.17	33.73
chennai	6.00	19.99	38.43
hyderabad	7.33	19.36	39.47
kolkata	5.86	13.48	26.22
mumbai	5.36	18.37	38.77
delhi-ncr	5.07	15.41	29.76
pune	5.91	17.26	30.06

graphic designer

city/state	junior	middle	senior
ahmedabad	3.77	11.11	21.95
bengaluru	4.84	12.79	22.70
chennai	-	-	-
hyderabad	5.18	13.67	27.87
kolkata	-	-	-
mumbai	4.75	16.30	34.40
delhi-ncr	3.83	11.65	22.49
pune	3.78	11.03	19.22



pharma healthcare & lifescience

pharma healthcare & lifescience

api

city/state	junior	middle	senior
ahmedabad	5.35	15.77	31.15
bengaluru	5.43	15.77	27.75
chennai	4.70	14.25	27.64
hyderabad	5.68	16.48	33.30
kolkata	4.53	10.41	20.26
mumbai	5.46	18.72	39.51
delhi-ncr	4.65	15.54	29.73
pune	5.92	19.02	32.83

production

city/state	junior	middle	senior
ahmedabad	3.82	12.38	24.23
bengaluru	5.53	16.05	28.24
chennai	4.30	14.32	27.53
hyderabad	5.41	15.70	31.72
kolkata	3.65	9.24	17.80
mumbai	4.86	18.32	38.31
delhi-ncr	4.80	14.60	28.19
pune	6.00	19.26	33.24

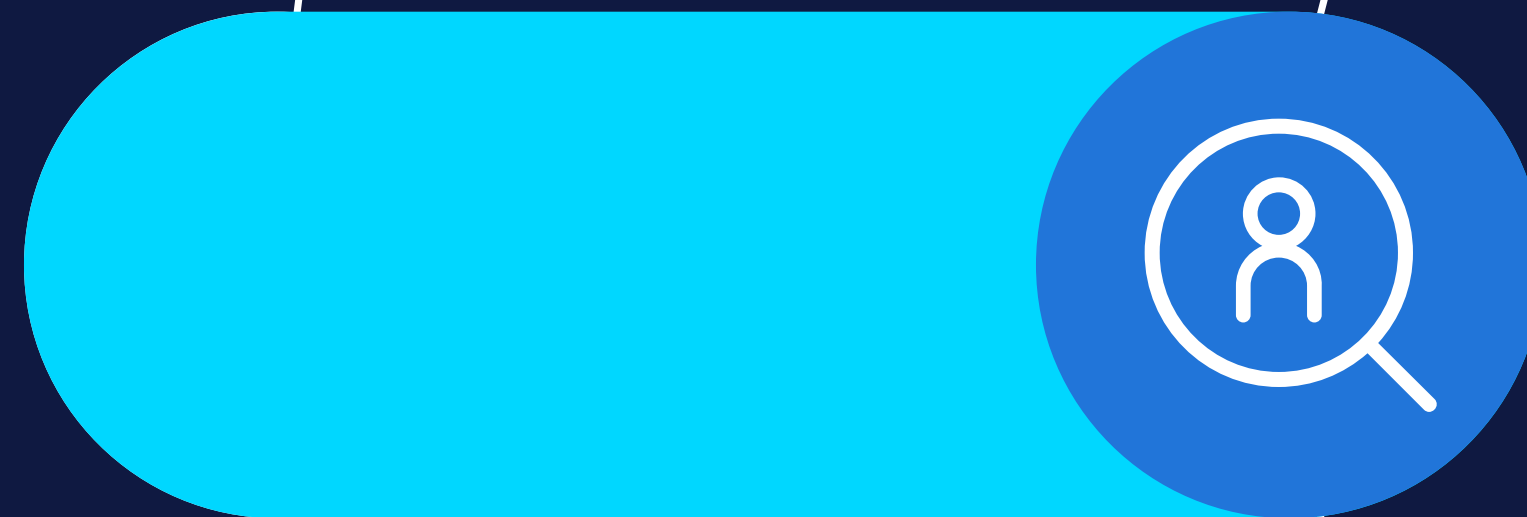
research analyst

city/state	junior	middle	senior
ahmedabad	5.67	18.37	35.98
bengaluru	5.94	12.09	23.40
chennai	5.40	16.35	31.73
hyderabad	6.10	17.72	35.79
kolkata	4.63	11.72	22.59
mumbai	5.53	20.88	43.65
delhi-ncr	6.47	19.67	37.99
pune	5.72	16.70	29.09

speciality doctors

city/state	junior	middle	senior
ahmedabad	4.37	14.16	27.72
bengaluru	5.93	17.23	30.31
chennai	5.66	18.86	36.26
hyderabad	5.67	16.47	33.28
kolkata	4.60	11.65	22.45
mumbai	6.18	23.32	48.75
delhi-ncr	6.95	23.25	44.49
pune	5.97	17.42	30.34

deep dive by function



finance





accounting

city/state	junior	middle	senior
ahmedabad	5.42	17.57	-
bengaluru	5.69	16.53	31.92
chennai	4.87	14.75	28.61
hyderabad	5.64	14.89	30.37
kolkata	4.79	12.41	24.14
mumbai	5.45	18.69	26.78
delhi-ncr	4.92	14.96	28.89
pune	5.76	16.82	29.28

audit

city/state	junior	middle	senior
ahmedabad	6.52	21.13	41.36
bengaluru	6.78	19.68	34.62
chennai	5.70	17.81	34.55
hyderabad	5.78	16.79	31.11
kolkata	4.82	12.20	23.52
mumbai	7.02	26.50	55.41
delhi-ncr	6.52	21.80	41.71
pune	6.24	18.23	34.60

banking

city/state	junior	middle	senior
ahmedabad	4.69	15.18	29.72
bengaluru	5.62	13.20	23.44
chennai	4.59	13.91	26.99
hyderabad	7.12	18.81	38.35
kolkata	-	-	-
mumbai	4.85	16.62	35.08
delhi-ncr	4.52	15.11	28.91
pune	5.51	16.09	28.02

budgeting

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	5.83	16.92	29.77
chennai	5.57	18.57	35.70
hyderabad	6.26	12.65	25.80
kolkata	-	-	-
mumbai	6.78	25.60	53.52
delhi-ncr	-	-	-
pune	8.00	25.71	44.36

costing

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	6.84	19.86	34.94
chennai	7.92	23.99	46.54
hyderabad	-	-	-
kolkata	-	-	-
mumbai	7.77	29.33	61.32
delhi-ncr	6.45	19.62	37.88
pune	7.46	21.78	37.93

credit manager

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	5.95	15.70	27.88
chennai	5.07	16.91	29.82
hyderabad	-	-	-
kolkata	-	-	-
mumbai	7.52	25.78	54.39
delhi-ncr	7.10	21.58	41.66
pune	6.44	18.80	32.74

risk management

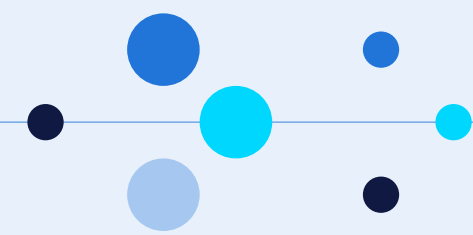
city/state	junior	middle	senior
ahmedabad	6.77	21.94	42.96
bengaluru	6.13	17.80	31.32
chennai	5.53	18.44	35.44
hyderabad	6.75	19.60	39.60
kolkata	-	-	-
mumbai	7.33	27.64	57.80
delhi-ncr	8.30	25.23	48.71
pune	6.36	13.06	22.74

taxation

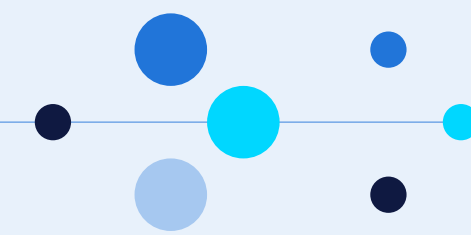
city/state	junior	middle	senior
ahmedabad	6.31	20.45	40.03
bengaluru	6.78	19.70	34.66
chennai	5.29	16.04	31.11
hyderabad	5.77	16.76	33.85
kolkata	-	-	-
mumbai	6.43	22.04	46.51
delhi-ncr	5.16	15.70	30.30
pune	5.58	16.29	28.37

human
resources





human resources



hr generalist

city/state	junior	middle	senior
ahmedabad	5.28	21.14	41.77
bengaluru	5.46	14.41	27.88
chennai	5.41	16.40	31.81
hyderabad	6.05	17.56	32.54
kolkata	5.34	13.51	26.05
mumbai	5.32	18.25	38.52
delhi-ncr	5.29	14.16	27.34
pune	5.83	17.03	29.66

payroll

city/state	junior	middle	senior
ahmedabad	3.89	12.61	24.69
bengaluru	5.51	14.55	25.83
chennai	4.89	14.80	28.72
hyderabad	6.85	14.14	28.83
kolkata	-	-	-
mumbai	5.07	19.14	40.01
delhi-ncr	4.25	14.22	27.21
pune	5.61	16.37	28.51

recruitment operations

city/state	junior	middle	senior
ahmedabad	4.32	14.00	27.42
bengaluru	5.01	14.86	28.76
chennai	4.08	12.36	23.98
hyderabad	5.04	12.64	25.77
kolkata	4.22	9.71	18.88
mumbai	4.21	14.45	30.50
delhi-ncr	3.94	19.38	37.41
pune	5.12	14.94	26.02

staffing

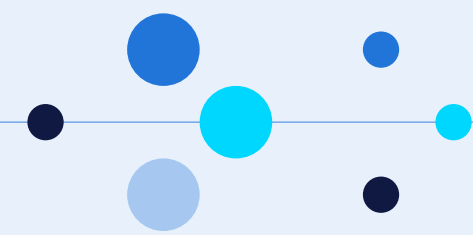
city/state	junior	middle	senior
ahmedabad	4.29	13.88	27.19
bengaluru	5.07	14.73	25.92
chennai	4.38	11.91	23.11
hyderabad	4.78	12.16	24.79
kolkata	4.96	11.40	22.17
mumbai	4.67	16.01	33.78
delhi-ncr	4.27	14.27	25.05
pune	4.44	12.96	22.57

talent acquisition

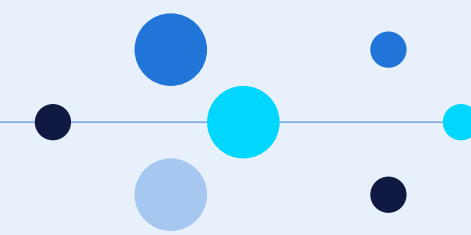
city/state	junior	middle	senior
ahmedabad	4.47	14.46	28.32
bengaluru	5.05	13.34	23.68
chennai	4.63	14.02	27.20
hyderabad	5.10	12.16	24.78
kolkata	4.60	10.57	20.56
mumbai	4.73	16.24	34.26
delhi-ncr	4.17	12.69	24.50
pune	4.89	14.26	24.84

training

city/state	junior	middle	senior
ahmedabad	4.09	13.25	25.95
bengaluru	4.72	12.47	22.13
chennai	5.25	15.92	30.88
hyderabad	6.64	17.52	35.72
kolkata	5.44	13.77	26.55
mumbai	4.80	16.46	34.73
delhi-ncr	4.26	12.94	24.98
pune	4.95	15.90	27.44



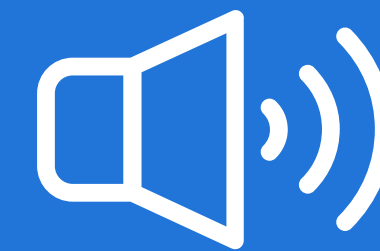
human resources

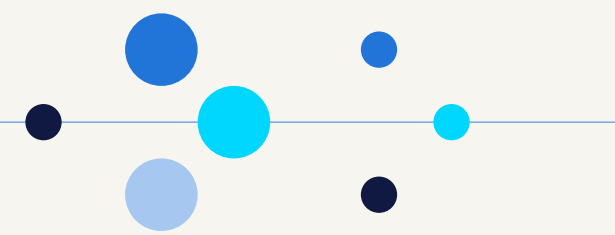


learning and development

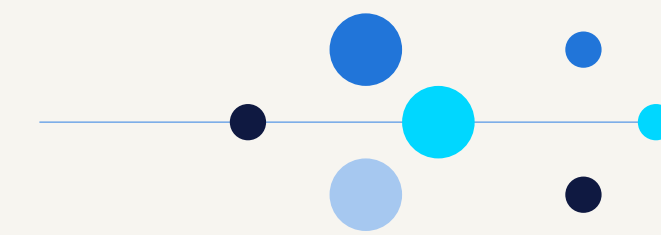
city/state	junior	middle	senior
ahmedabad	5.46	17.67	34.60
bengaluru	6.27	18.21	32.03
chennai	6.03	20.09	38.62
hyderabad	6.46	13.12	26.74
kolkata	6.84	15.72	30.58
mumbai	5.59	19.19	40.49
delhi-ncr	5.61	17.06	32.95
pune	6.29	18.22	31.72

marketing





marketing



advertising

city/state	junior	middle	senior
ahmedabad	4.74	13.95	27.56
bengaluru	6.68	19.35	34.36
chennai	4.55	13.79	26.75
hyderabad	5.05	11.90	24.27
kolkata	4.31	9.90	21.00
mumbai	4.86	12.89	27.20
delhi-ncr	4.46	13.56	26.19
pune	4.76	13.91	24.23

campaign management

city/state	junior	middle	senior
ahmedabad	-	-	-
bengaluru	4.96	14.40	25.34
chennai	5.15	15.61	30.29
hyderabad	5.45	14.38	29.31
kolkata	-	-	-
mumbai	4.80	16.46	34.74
delhi-ncr	5.12	17.11	30.03
pune	5.02	28.80	50.15

communications

city/state	junior	middle	senior
ahmedabad	3.62	11.74	22.98
bengaluru	4.84	12.63	22.42
chennai	3.92	11.35	22.02
hyderabad	4.78	11.42	23.28
kolkata	3.78	9.55	18.42
mumbai	4.11	14.11	29.77
delhi-ncr	3.91	11.87	22.92
pune	4.24	22.84	39.77

content writing/blogs

city/state	junior	middle	senior
ahmedabad	4.54	14.70	28.79
bengaluru	4.91	12.97	23.02
chennai	4.33	13.11	25.44
hyderabad	4.82	14.01	28.30
kolkata	-	-	-
mumbai	4.99	17.11	36.10
delhi-ncr	4.31	13.11	25.32
pune	4.26	13.69	23.62

digital marketing

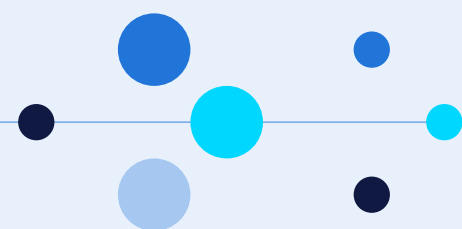
city/state	junior	middle	senior
ahmedabad	4.72	15.28	29.93
bengaluru	5.79	16.83	29.61
chennai	6.84	20.73	40.21
hyderabad	5.40	14.27	29.09
kolkata	3.83	9.68	18.67
mumbai	6.04	20.73	43.73
delhi-ncr	5.01	15.24	32.08
pune	4.18	12.21	21.26

market research

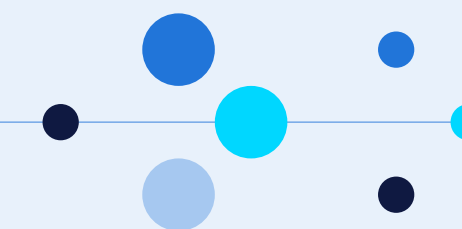
city/state	junior	middle	senior
ahmedabad	5.43	17.58	34.43
bengaluru	7.18	20.86	36.70
chennai	5.42	16.43	31.87
hyderabad	6.28	18.25	33.82
kolkata	4.69	11.87	22.88
mumbai	6.96	23.89	50.40
delhi-ncr	5.31	17.77	33.99
pune	6.88	22.09	38.12

sales & business
development





sales & business development



bfsi

city/state	junior	middle	senior
ahmedabad	4.49	14.53	28.45
bengaluru	4.77	13.86	24.39
chennai	4.71	14.26	27.67
hyderabad	5.72	15.10	30.78
kolkata	4.63	11.72	22.58
mumbai	5.47	18.75	39.57
delhi-ncr	4.99	13.84	26.72
pune	5.14	16.52	28.51

fmcg & retail

city/state	junior	middle	senior
ahmedabad	4.74	15.35	30.05
bengaluru	5.07	13.39	31.95
chennai	4.65	14.09	27.33
hyderabad	4.86	12.84	26.18
kolkata	4.26	10.76	20.75
mumbai	4.60	13.68	28.87
delhi-ncr	4.20	14.04	24.65
pune	4.40	12.84	24.38

infrastructure

city/state	junior	middle	senior
ahmedabad	6.18	20.03	39.22
bengaluru	6.48	17.12	33.13
chennai	5.55	18.48	35.53
hyderabad	6.52	17.22	35.11
kolkata	4.96	12.54	24.17
mumbai	5.71	19.60	41.35
delhi-ncr	5.09	15.48	29.90
pune	5.36	17.22	29.71

it

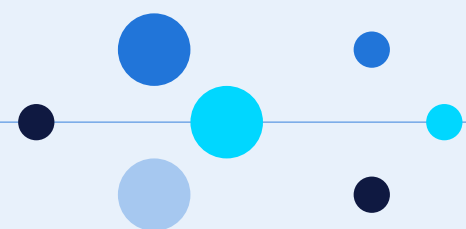
city/state	junior	middle	senior
ahmedabad	4.84	14.51	28.67
bengaluru	4.95	14.38	25.30
chennai	4.81	14.63	28.38
hyderabad	5.05	12.13	24.73
kolkata	4.36	11.03	21.27
mumbai	4.47	13.65	28.79
delhi-ncr	4.26	14.24	24.99
pune	4.83	14.11	24.57

manufacturing/automotive

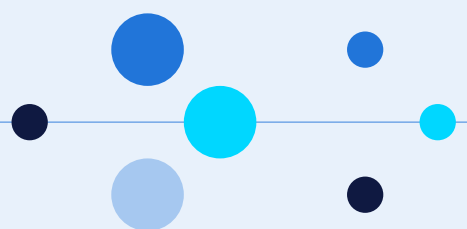
city/state	junior	middle	senior
ahmedabad	5.11	16.55	32.40
bengaluru	5.68	15.00	26.63
chennai	5.19	11.15	21.63
hyderabad	5.53	14.60	29.76
kolkata	4.98	12.59	24.27
mumbai	5.79	19.87	41.93
delhi-ncr	5.12	17.12	30.05
pune	5.63	16.44	28.64

telecom

city/state	junior	middle	senior
ahmedabad	3.97	11.70	23.12
bengaluru	4.06	10.71	20.72
chennai	3.30	11.01	21.16
hyderabad	3.94	10.40	21.20
kolkata	3.18	8.05	15.52
mumbai	3.70	12.71	26.81
delhi-ncr	4.19	14.01	24.59
pune	3.80	11.10	19.34



sales & business development



internet & ecommerce

city/state	junior	middle	senior
ahmedabad	5.56	18.02	35.27
bengaluru	5.61	14.81	28.67
chennai	4.94	14.97	29.04
hyderabad	5.97	15.76	32.13
kolkata	4.60	11.63	22.41
mumbai	5.73	19.65	41.47
delhi-ncr	4.14	12.60	24.32
pune	5.28	15.43	26.87

about Randstad

Randstad is a global talent leader with the vision to be the world's most equitable and specialized talent company. As a partner for talent and through our four specializations -Operational, Professional, Digital and Enterprise -we provide clients with the high-quality, diverse and agile workforces that they need to succeed in a talent scarce world. We help people secure meaningful roles, develop relevant skills and find purpose and belonging in their workplace. Through the value we create, we are committed to a better and more sustainable future for all.

Headquartered in the Netherlands, Randstad operates in 39 markets and has approximately 40,000 employees. In 2024, we supported over 1.7 million talent to find work and generated a revenue of €24.1 billion. Randstad N.V. is listed on the Euronext Amsterdam. For more information, see www.randstad.com.

about Randstad India

Randstad India is a leading talent company providing services across four key specializations -operational talent solutions, professional talent solutions, digital talent solutions, and enterprise talent solutions. The organization is committed to providing equitable opportunities to people from all backgrounds and helping them remain relevant in the rapidly changing world of work. Randstad India has a deep understanding of the labourmarket to help clients create high-quality, diverse, and agile workforces they need to succeed. In the process, the organization helps talent secure meaningful roles, develop relevant skills, and find purpose and belonging in their workplace.

Randstad India has been a leading player in the industry for more than 30 years and continues to deliver innovative and specialized talent solutions to clients across sectors. Randstad is a global talent leader with the vision to be the world's most equitable and specialized talent company, active in 39 markets across the globe. For more information, see: www.randstad.in.

disclaimer

Randstad has taken due care in compiling and processing the data for the annual salary trends report 2025-26, but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action / decision taken or for the results obtained from the use of such information.

partner for talent.

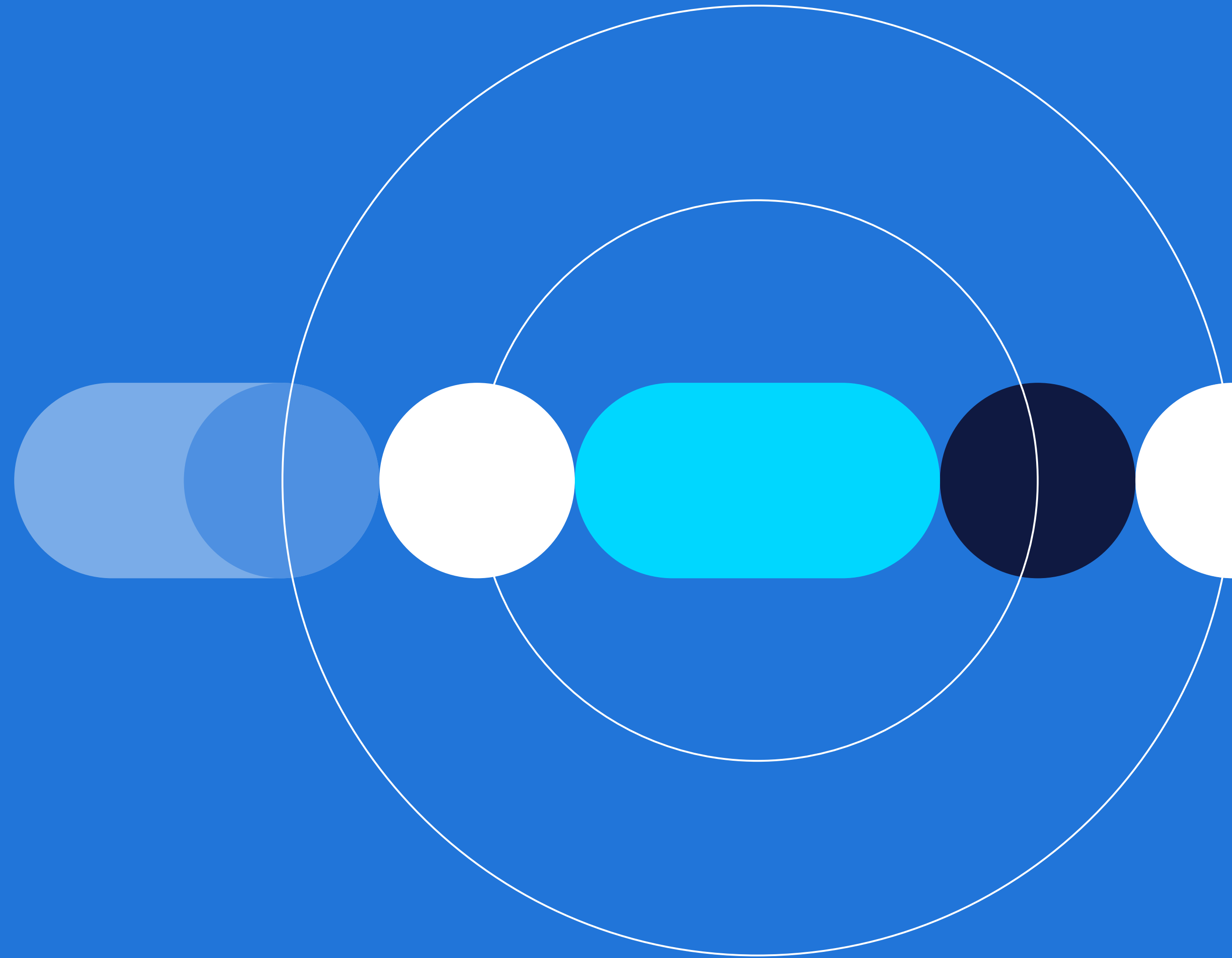
For over 3 decades, Randstad India has been delivering innovative and specialized talent services across four key specializations - operational talent solutions, professional talent solutions, digital talent solutions, and enterprise talent solutions.

Randstad India has a deep understanding of the labour market to help clients create high-quality, diverse, and agile workforces they need to succeed.

for more information
website: www.randstad.in



access our latest thought
leadership reports



randstad

partner for talent.