# annual salary trends report 2024 - 25.

randstad

partner for talent.

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# executive summary.

## Weaving a smart tapestry of rewards with talent aspirations and enterprise goals.

Amidst global challenges of geopolitical tensions and rising inflation, Indian companies continue to show intelligent intent and efforts to design innovative and comprehensive rewards programs that balance costs with the imperative to acquire and retain skilled and niche talent.

Every year, the Randstad Salary Trends Report analyses the dynamic business landscape in India — across locations, industries and functions — to serve as an 'impact barometer' of India Inc.'s business performance on workforce compensation. The findings of our 2024-25 Randstad Salary Trends Report show a fair stability in average salaries at different hierarchical levels. Among the Top 8 tier-1 cities, we see average salaries being closely competitive. Of the six additional tier-2 cities featured in this report, Bhopal, Mysore and Kanpur take the #2, #3, and #4 positions in junior level salaries. These are positive indicators of India Inc.'s intent of improving inclusive employment opportunities across both tier-1 and tier-2 cities.

While advertising, market research & PR, internet & e-commerce, and professional services continue to lead among industries, BFSI, energy & utilities, and infrastructure, real estate & construction stand out as some of the top-paying industries across various levels. This indicates the critical role that these industries play in the nation's economic march.

We also see a sharp focus on niche skills with premium compensation. For example, healthcare salaries make a phenomenal leap in rankings at the middle and senior levels driven by demand for research analysts, specialty doctors, API experts, pharmacovigilance scientists and others. We see a similar trend in the senior level in Finance & Accounting roles — with a high demand for investment banking specialists, banking operational professionals, and business analysts.

Looking ahead to 2025, we expect continued strategic moves to nurture and retain talent in a competitive job market through innovative and evolving compensation strategies. Clearly, exciting times lie ahead.

# key highlights.

In tier-1 cities, Bengaluru ranks #1 in salaries in the junior and middle levels; Mumbai ranks #1 in senior level

Among tier-2 cities, Surat, Nashik and Bhubaneshwar show a phenomenal leap to take the #1 position in the senior, middle and junior level

Among industries, advertising, MR and PR command the highest salaries at the junior and middle levels; internet & e-commerce at the senior level

Operations-tech commands the highest salary among functions at the junior level; healthcare leads at the middle and senior levels

Bhopal, Mysore and Kanpur, among tier-2 cities, make a powerful debut — taking the #2. #3, and #4 spots in junior level salaries

# about the 2024-25 randstad salary trends report.

## An insightful dive into the Indian rewards and compensation scene.

At Randstad India, monitoring, analyzing and sharing evolving talent and salary trends is more than our business — it is our passionate commitment to job aspirants and job creating organizations. Through our annual Randstad Salary Trends Report, we have consistently provided — across locations, industries and functions — data-driven insights into market realities, employer intent, and their impact on salary and rewards.

The 2024-25 Randstad Salary Trends Report insightfully showcases India Inc.'s salary-related strategies and decisions as the country strides ahead to move into the 'Top 3' nations of the world in terms of GDP. As a transformed work landscape gears up to address the challenges of geopolitical volatility and surging demand for specialized talent, we are confident that this report will provide relevant inputs for employers, aspiring talent and investors to make insights-driven decisions and actions to enable success.

This report is compiled exclusively with Randstad's hiring information and experience, which have been validated through extensive client and candidate interactions.

# what this report covers.

The 2024-25 Randstad salary trends report analyzes compensation and benefits data and patterns across locations, industries and functions.

**locations**
8 tier-1 cities & 22 tier-2 cities

**industries**
top 6 industries across levels

**functions**
top 6 functions across levels

This year's study spans more than 100,000 jobs across eight Tier-1 cities and 22 Tier-2 cities. Covering the top six industries and functions, this report analyzes average salaries at the junior, middle and senior management levels.

### tier-1 cities

- Ahmedabad
- Bengaluru
- Chennai
- Hyderabad
- Kolkata
- Mumbai
- Delhi-ncr
- Pune

### tier-2 cities

- Bhubaneshwar
- Bhopal
- Chandigarh
- Coimbatore
- 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 2024-25.

## Top 10 paying jobs for mid-level professionals (6-10 years' experience).

| | |
|---|---|
| aws specialist | 22.09 |
| architect | 21.92 |
| project management | 21.64 |
| c++ developer | 20.93 |
| python specialist | 20.44 |
| cloud architect/computing | 20.37 |
| agile specialist | 19.96 |
| javascript developer | 19.94 |
| business analyst | 19.61 |
| java developer | 19.35 |

Avg. CTC is in lakhs per annum

# marching to 'Viksit Bharat 2047'.

## Building workforce stability for growth with resilience.

India's transformative journey to 'Viksit Bharat 2047' (that aims to launch the nation into a developed entity status by 2047) continues to be marked by resilient growth — in fact, Moody's November 2024 projections estimates the country's GDP to grow at 7.2% in 2024[1], driven by a recovery in consumption and easing of inflation. India has also shown positive signs of long-term investment and job opportunities, as multinational companies turn to this country to achieve growth through cost-optimal operational efficiency.

According to the 2023-24 Periodic Labour Force Survey (PLFS) report, the share of salaried workers with higher qualifications has increased marginally by 0.8 percentage points to 21.7%. The survey also shows that female participation in the labour force has improved, especially in rural areas. The government's strong focus and initiatives on the following areas is likely to form the bedrock of India's future economic growth and creation of high-quality employment, which call for advanced education and specialized skills:

- Infrastructure initiatives
- Manufacturing and emerging industries (for example, semiconductors and electronics)
- Transitioning to clean-energy alternatives
- Skilling youth and education loans for higher education
- Paid internship programs (which will improve employability)

The 2024-25 Randstad salary trends report looks at how these developments have impacted job opportunities and salaries. There are strong indicators that India Inc. will, on an average, raise salaries by 9.5% into 2025[2]- led by engineering, manufacturing, financial services, retail, global capability centres (GCC), and technology services. As in the past few years, businesses will continue to reimagine and align salary designs that will innovatively address the realities of flexible and digital work practices, performance-based pay differentiation, and comprehensive workforce well-being. Willis Towers Watson's latest Salary Budget Planning Report (October 2024) suggests about 28% of companies plan to increase headcount in the next six months, while 68% of companies would maintain their headcount in 2025[3].

This is indeed a clear and confident intent to infuse all-round workforce stability for future growth.

[1] https://timesofindia.indiatimes.com/business/india-business/indian-economy-in-sweet-spot-moodys-projects-indias-gdp-to-grow-at-7-2-in-2024/articleshow/115337560.cms
[2] https://www.business-standard.com/industry/news/salaries-in-india-to-rise-9-5-in-2025-led-by-engineering-mfg-hikes-aon-124100300445_1.html
[3] https://hr.economictimes.indiatimes.com/news/trends/corporate-india-to-maintain-9-5-pc-salary-increase-in-2025-wtw-survey/114267264

# India's economic growth:
## paving positive opportunities for employment and salaries.

- According to CRISIL, the Indian economy could well cross the $5 trillion mark and inch closer to $7 trillion in the next seven fiscals[4]
- India projected to surpass Germany and Japan to be the world's third-largest consumer market by 2026[5]
- Net foreign direct investment (FDI) more than doubled during the period April–August 2024 USD 6.62 billion (from $3.26 billion in the same period in the previous year[6]
- Energy, healthcare, manufacturing, fast moving consumer goods (FMCG), information technology, and infrastructure are poised to drive the Indian economy and employment opportunities in the coming years
- Salary increases in India continue to be the highest across the Asia-Pacific region, and the median salary increase in 2025 is forecasted to rise by 9.5%[7]
- India's micro, small, or medium enterprises (MSMEs), which currently employs about 12 crore people, is expected to generate more than 2 lakh new jobs by 2025[8]
- A CII-McKinsey report 'Unicorn 2.0: Adding the Next Trillion' predicts the possibility of Indian startups to create 50 million new jobs and add $1 trillion to the economy by FY30[9]

[4] https://www.crisil.com/en/home/our-analysis/reports/2024/03/india-outlook-2024-report/growth-marathon.html
[5] https://ddnews.gov.in/en/india-poised-to-become-worlds-third-largest-consumer-market-by-2026-outpacing-germany-japan/
[6] https://www.business-standard.com/economy/news/net-fdi-in-india-more-than-doubles-in-apr-aug-2024-shows-rbi-data-124102101239_1.html
[7] https://www.wtwco.com/en-in/news/2024/10/india-to-maintain-9-point-5-percent-salary-increase-in-2025-wtw-survey-finds#:~:text=Salary%20increases%20across%20industries%20such,projected%20below%20the%20general%20industry
[8] https://manufacturing.economictimes.indiatimes.com/news/industry/indian-msmes-to-create-2-lakh-new-jobs-by-2025-report/111305389
[9] https://www.business-standard.com/companies/start-ups/indian-startups-may-add-1-trillion-to-indian-economy-by-fy30-cii-report-124031400950_1.html

# salary trends across locations.

## Salaries across tier-1 & 2 cities, and job role hierarchies.

### tier 1 cities.

Bengaluru leads other tier-1 cities in salary pay-scales for junior and middle levels, with an average CTC of INR 7.22 lakhs and INR 19.04 lakhs, respectively. It ranks a close second in the senior level with an average CTC of INR 36.46 lakhs.

Overall, Bengaluru seems to have held steady on its average CTC across all levels when compared to the previous year. At the junior level, the average CTC is higher by ~23% than the national average of tier-1 cities at the junior level, ~9% at the middle level, and ~6.5% at the senior level.

Our findings in the second edition of our 2024 Talent Insights Report places Bengaluru as the number one talent hotspot across all levels in the BFSI, manufacturing & automotive, retail, fmcg & fmcd, and IT sectors. It also ranks among the Top 3 in the PHL and energy & utilities sectors.

Technology and innovation are integral imperatives in all industries today. As the technology hub of the nation, it is not surprising that Bengaluru attracts highly skilled talent at all levels with the most attractive compensation packages.

Mumbai leads the tier-1 cities in the salary table for senior level professionals with average CTC of INR 38.85 lakhs — and ranks second in the average CTC for middle level professionals (INR 18.37 lakhs).

At the senior level, Mumbai has seen more than 4% increase in the average CTC over the previous year — and is about 12% higher than the national average.

As a powerful talent hub across industries — and especially for the banking and financial services, retail, FMCG and FMCD, and the energy and utilities sectors — Mumbai is a key driver of the country’s economy and commerce, attracting major multinational corporations. It is this strong commercial positioning that translates to competitive compensation packages at the middle and senior levels, and for niche professionals.

Ahmedabad retains its third position in the senior level salaries with an average CTC of INR 35.12 lakhs. It ranks a close fourth in the middle level with an average CTC of 18.29 lakhs.

Ahmedabad is a major hub for advanced research and development across industries, making it a growing center for innovation. It hosts the Physical Research Laboratory (for the pharmaceutical industry), Indian Space Research Organization’s Space Applications Center, and a multitude of R&D facilities of private enterprises (for example, Triton EV, a path-breaker in the EV sector has its largest global R&D centre here). This calls for experienced senior professionals with niche skills and deep expertise, and they thus command higher salaries.

Pune has risen to the third position in middle level salaries with an average CTC of INR 18.37 lakhs. It also ranks a competitive third in the junior level (average CTC INR 6.30 lakhs) and fifth in the senior level (average CTC INR 33.32 lakhs).

Pune continues to show a strong and steady demand for talent across all levels for multiple industries. With its state-of-the-art IT infrastructure, Pune is now regarded as a premier outsourcing location for engineering and product development and research services, and attracts specialists and management professionals with good compensation packages. In the second edition of our 2024 Talent Insights Report, it features among the Top 5 in all experience levels for the BFSI, manufacturing and auto, IT, and energy and utilities sectors.

Chennai maintains its steady position among the Top 5 in salaries across all levels — fourth in junior and senior (average CTC of INR 5.91 lakhs and INR 34.76 lakhs, respectively) and a close fifth in the middle level (average CTC of INR 17.92 lakhs).

Chennai is home to large domestic and multinational corporations in the BFSI sector, one-third of India's automobile manufacturing industry, IT companies specializing in digital products and services and product engineering, medical institutions and large power projects. This tier-1 city thus scores well, both in demand for talent, and its intent to provide competitive compensation for specialist skills at all levels.

Hyderabad rises to the second position in the junior level with an average CTC of 6.72 lakhs. At the middle and senior levels, it stands at a competitive sixth with average CTC of 17.74 lakhs and 32.84 lakhs, respectively.

Besides its continued dominant role in the IT and PHL industries, Hyderabad has made significant strides in the BFSI, manufacturing and automotive, and retail, FMCG and FMCD sectors. There is thus a healthy demand for talent across all levels, and particularly in the junior level — with attractive salaries.

With its rapid expansion in life science parks (Genome Valley, Medtech Park and Pharma City), Hyderabad’s rise in the research and development arena is expected to create a greater talent demand at competitive salaries.

# salary trends across tier - 1 cites and job hierarchies.

## junior level (0-5 years)

| | Avg CTC | Variance |
|---|---|---|
| Bengaluru | 7.22 | |
| Hyderabad | 6.72 | -0.07 |
| Pune | 6.30 | -0.13 |
| Chennai | 5.91 | -0.18 |
| Delhi-ncr | 5.61 | -0.22 |
| Mumbai | 5.36 | -0.26 |
| Ahmedabad | 5.19 | -0.28 |
| Kolkata | 5.09 | -0.29 |
| National Average | 5.55 | -0.23 |

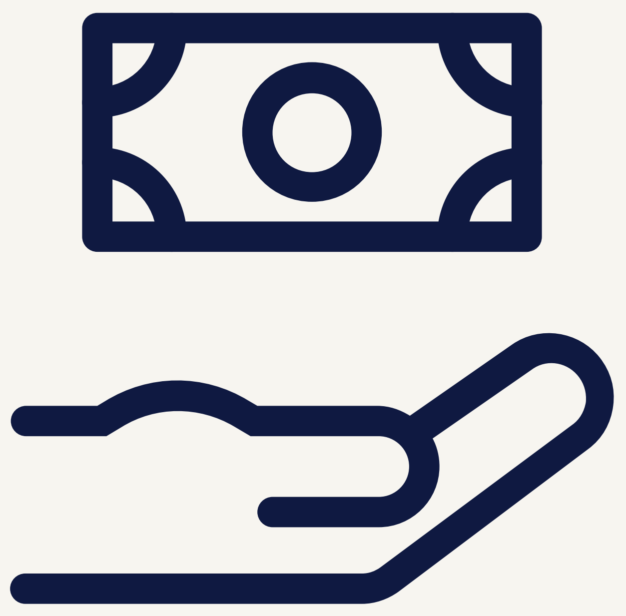
Avg. CTC is in lakhs per annum

## middle level (6-14 years)

| | Avg CTC | Variance |
|---|---|---|
| Bengaluru | 19.04 | |
| Mumbai | 18.37 | -0.04 |
| Pune | 18.37 | -0.04 |
| Ahmedabad | 18.29 | -0.04 |
| Chennai | 17.92 | -0.06 |
| Hyderabad | 17.74 | -0.07 |
| Delhi-ncr | 17.06 | -0.10 |
| Kolkata | 13.18 | -0.31 |
| National Average | 17.29 | -0.09 |

## senior level (>=15 years)

| | Avg CTC | Variance |
|---|---|---|
| Mumbai | 38.85 | |
| Bengaluru | 36.46 | -0.06 |
| Ahmedabad | 35.12 | -0.10 |
| Chennai | 34.76 | -0.11 |
| Pune | 33.32 | -0.14 |
| Hyderabad | 32.84 | -0.15 |
| Delhi-ncr | 31.22 | -0.20 |
| Kolkata | 25.03 | -0.36 |
| National Average | 34.11 | -0.12 |



## tier-2 cities.

Surat makes a big jump to the #1 spot in the senior level with an average CTC of INR 34.22 lakhs – which is ~35% higher than the national average. It also surges ahead to the ninth position in middle level salaries, with an average CTC of INR 13.51 lakhs.

Surat has made impressive strides as a strong business and financial hub and as an IT hub in the areas of ERP, application and software development, and connectivity solutions. Its intent to handsomely compensate senior and middle level professionals indicates its seriousness to rise as major tier-2 location.

Nashik jumps to the first place in middle level salaries with an average CTC of INR 18.99 lakhs; this is ~21% higher than the national average. It also ranks a competitive fifth in the junior level, with an average CTC of INR 6.61 lakhs.

Nashik's economy has surged, thanks to growing investments in the defense, automotive manufacturing, and energy and utilities sectors. Such developments call for well-paid and strong middle management professionals — and a sustainable talent pipeline with junior hires.

Bhubaneshwar surges to the top slot in junior level salaries, and its average CTC, INR 6.89 lakhs is ~11% higher than the national average, and about 24% higher than in 2023. It also jumps to the fifth place in middle level with an average CTC of INR 14.03 lakhs.

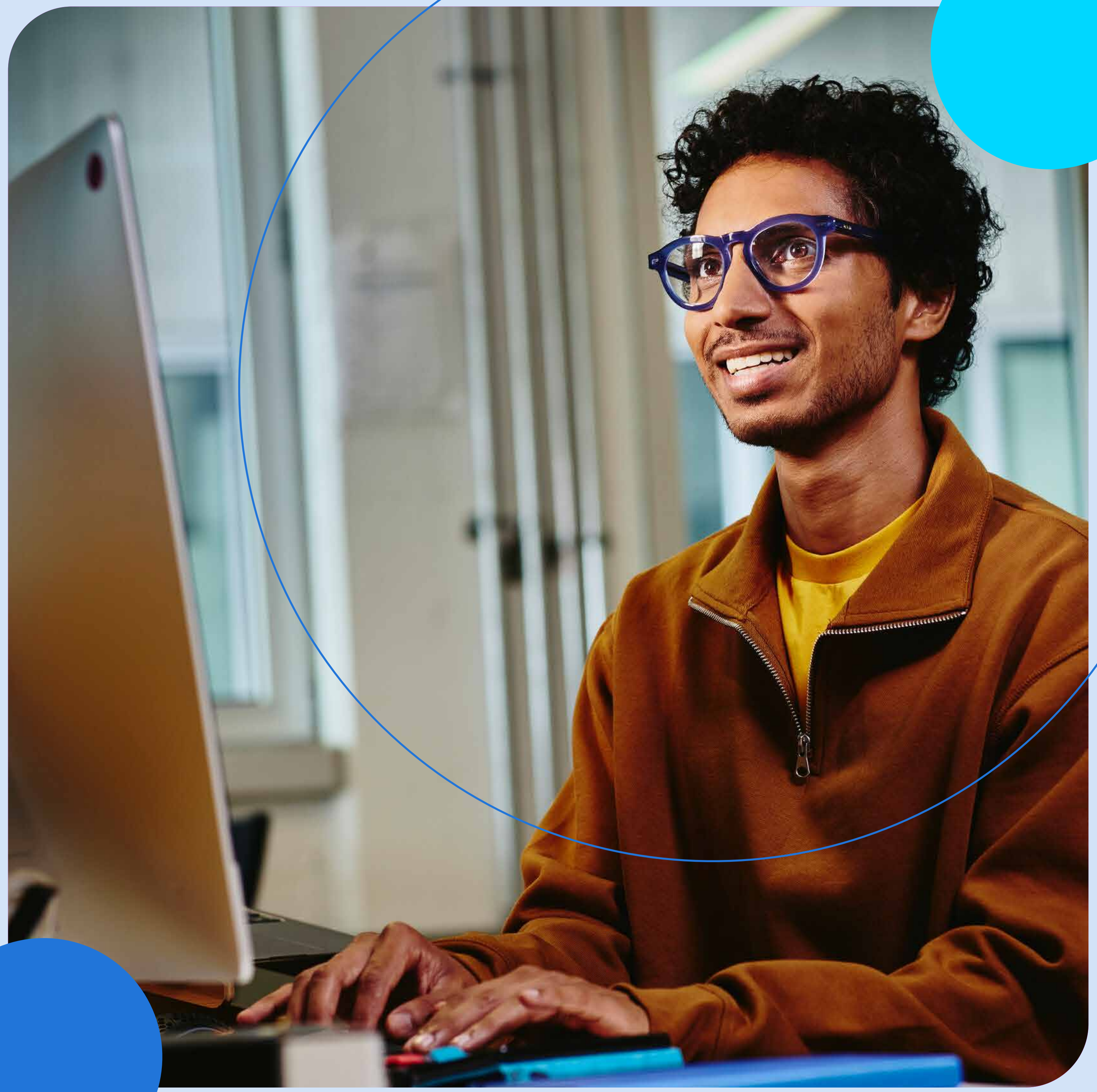
Odisha has made an impressive transition to industry and services. It has steadily risen as a technology hub, besides its traditional strengths in steel, aluminum, paper and cement. As the state's capital, Bhubaneshwar is at the forefront of creating attractive employment opportunities in IT, manufacturing, finance, healthcare, and education.

Kochi rises to the second position in senior level salaries (average CTC of INR 33.02 lakhs) — with a significant rise of 12% over the previous year's average. In the middle level too, its average CTC (INR 16.49 lakhs) shows a 12% increase over the previous year, even as it maintains its third rank.

Kochi has emerged as one of the fastest growing tier-2 cities in India, providing very good employment opportunities across multiple industries — and specifically in the IT, energy and utilities, and retail, FMCG and FMCD sectors. It is also a significant start-up destination, enabling job creation at the middle and senior levels.

Mysore has made a very powerful entry across all levels — third in junior (average CTC, INR 6.68 lakhs), fourth in senior (average CTC INR 28.53 lakh) and among the Top 10 in the middle level (13.49 lakh).

Driven by tourism, IT and electronics, Mysore's economy is poised to climb greater heights in the years to come. This tier-2 city has a number of IT parks — Mysore IT Park, Software Technology Parks of India (STPI) Mysore, Nesara Tech Park, Silver Spirit Tech Park, Leaf Code and Smart Cubicles to name a few. STPI Mysore's new incubation centre is also expected to boost the IT industry in this city.



With the government of Karnataka identifying 235.5 acres to set up an electronics manufacturing cluster for production of semi-conductors, there is great potential for creation of jobs at all levels.

Bhopal (ranked second with average CTC of INR 6.71 lakhs) and Kanpur (ranked fourth with an average CTC of INR 6.67 lakhs) make an impressive debut in the junior level salaries.

Madhya Pradesh (of which Bhopal is the capital), has garnered investment commitments of nearly INR 1 trillion over the next few years — including from the Adani Group, Pepsico India and L&T Mindtree. Apart from significantly boosting compensation levels, this is also expected to generate tremendous employment opportunities in the coming years[10].

Kanpur accounts for 20% of India's leather production, and plans are under way to develop this tier-2 city as a hub for electric vehicles. Additionally, the Lucknow-Kanpur industrial corridor will provide a significant impetus to employment creation and attractive salaries.

Thane comes a very close third in average salary at the senior level (average CTC INR 32.79 lakhs), and seventh at the middle level (average CTC INR 13.75 lakhs).

Building on its proximity to Mumbai, Thane continues to successfully develop its business landscape with a host of diverse industries such as BFSI, manufacture of machine tools and industrial machinery, pharmaceuticals, chemicals, textiles and fertilizers — and also as an emerging IT hub. Well-compensated middle and senior level professionals are thus critical to Thane's continued growth.

Vadodara ranks fifth in the senior level with an average CTC of INR 27.14 lakhs.

Smart city. A technology hub. Home to many large-scale industries and public sector units. A thriving retail sector — Vadodara's ascent among tier-2 cities as a hub for niche senior professionals is a result of its plans to attract new business through additional industrial zones.

Thiruvananthapuram ranks second in average salary paid to middle level professionals (average CTC INR 16.77 lakhs).

Thiruvananthapuram is today a major tier-2 IT destination — besides a growing presence in the biotechnology, healthcare and real estate sectors. Vizhinjam International Seaport Limited in Thiruvananthapuram is expected to generate significant economic and job opportunities across logistics and transportation.

Trichy makes a great upward shift to the sixth position in salaries at the senior level with an average CTC of INR 26.86 lakhs. It also features among the Top 15 in the middle level.

With its strong engineering industry, Trichy has established itself in defence manufacturing (including the Ordnance Factory and Heavy Alloy Penetrator Project). A master plan, 'CHIRA 2041', lays out plans for five sectors for the city's economic development and four high-density development corridors — all of which promises good job opportunities and competitive salaries.

Indore moves up to the fourth position in middle level salaries with an average CTC of INR 16.04 lakhs — and ranks among the Top 15 in the junior level.

[10] https://www.business-standard.com/economy/news/mp-aims-to-double-share-in-gdp-with-rs-1-trn-investment-drive-mohan-yadav-124030200584_1.html

Indore has leveraged its traditional strengths in manufacturing, textiles, metals, and automobiles, with a remarkable ascent in information technology. As a business and trading capital of Madhya Pradesh, Indore thus attracts skilled talent and employers who are willing to compensate them well. With a significant outlay for infrastructure development in its current budget, we can hope to see it rise in standing across all levels.

Chandigarh ranks sixth in middle salaries (average CTC of INR 13.86 lakhs) and ninth in a closely competitive senior level cluster (average CTC of INR 23.00 lakhs).

Chandigarh has seen tremendous employment opportunities with competitive salaries in IT, manufacturing, healthcare and pharmaceuticals, e-commerce and retail, renewable energy and food processing. This tier-2 city thus shows a strong intent to hire middle and senior level professionals at competitive salaries. It has also developed a thriving start-up ecosystem, which has resulted in significant job growth.

Coimbatore ranks among the top 10 tier-2 cities with the highest salaries for middle and senior-level positions (with average CTCs of INR 13.53 lakhs and INR 23.12 lakhs, respectively).

Besides being a traditional stronghold in textiles and textile machinery, Coimbatore's master plan has identified eight manufacturing growth hubs (including automotive, food processing, motors, electrical automation, and more). Its significant growth in the information technology sector, plus its thriving start-up ecosystem have ensured that it provides great opportunities at the middle and senior levels.

Ludhiana, Mohali and Goa have made impressive entries across the three levels and we hope to see them rise in the coming years.

# salary trends across tier - 2 cites and job hierarchies.

## junior level (0-5 years)

| City | Avg CTC | Variance |
|---|---|---|
| Bhubaneshwar | 6.89 | |
| Bhopal | 6.71 | -0.03 |
| Mysore | 6.68 | -0.03 |
| Kanpur | 6.67 | -0.03 |
| Nashik | 6.61 | -0.04 |
| Lucknow | 6.52 | -0.05 |
| Guwahati | 6.43 | -0.07 |
| Ludhiana | 6.40 | -0.07 |
| Thiruvananthapuram | 6.39 | -0.07 |
| Trichy | 6.35 | -0.08 |
| Indore | 6.20 | -0.10 |
| Kochi | 6.12 | -0.11 |
| Vadodara | 6.05 | -0.12 |
| Chandigarh | 5.85 | -0.15 |
| Mohali | 5.62 | -0.18 |
| Nagpur | 5.51 | -0.20 |
| Jaipur | 5.36 | -0.22 |
| Surat | 5.16 | -0.25 |
| Visakhapatnam | 5.10 | -0.26 |
| Thane | 5.09 | -0.26 |
| Goa | 5.08 | -0.26 |
| Coimbatore | 5.05 | -0.27 |
| National Average | 6.15 | -0.11 |

- 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)

| City | Avg CTC | Variance |
|---|---|---|
| Nashik | 18.99 | |
| Thiruvananthapuram | 16.77 | -0.12 |
| Kochi | 16.49 | -0.13 |
| Indore | 16.04 | -0.16 |
| Bhubaneshwar | 14.03 | -0.26 |
| Chandigarh | 13.86 | -0.27 |
| Thane | 13.75 | -0.28 |
| Coimbatore | 13.53 | -0.29 |
| Surat | 13.51 | -0.29 |
| Mysore | 13.49 | -0.29 |
| Guwahati | 13.07 | -0.31 |
| Nagpur | 12.74 | -0.33 |
| Trichy | 12.60 | -0.34 |
| Vadodara | 12.46 | -0.34 |
| Kanpur | 12.42 | -0.35 |
| Visakhapatnam | 12.34 | -0.35 |
| Mohali | 12.11 | -0.36 |
| Bhopal | 12.01 | -0.37 |
| Jaipur | 11.18 | -0.41 |
| Goa | 10.17 | -0.46 |
| Lucknow | 9.67 | -0.49 |
| Ludhiana | 9.12 | -0.52 |
| National Average | 14.98 | -0.21 |

- 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)

| City | Avg CTC | Variance |
|---|---|---|
| Surat | 34.22 | |
| Kochi | 33.02 | -0.04 |
| Thane | 32.79 | -0.04 |
| Mysore | 28.53 | -0.17 |
| Vadodara | 27.14 | -0.21 |
| Trichy | 26.86 | -0.22 |
| Coimbatore | 23.12 | -0.32 |
| Nagpur | 23.11 | -0.32 |
| Chandigarh | 23.00 | -0.33 |
| Goa | 22.30 | -0.35 |
| Ludhiana | 21.96 | -0.36 |
| Jaipur | 21.58 | -0.37 |
| Kanpur | 21.04 | -0.39 |
| Bhubaneshwar | 20.17 | -0.41 |
| Lucknow | 17.23 | -0.50 |
| Visakhapatnam | 15.95 | -0.53 |
| Bhopal | 14.54 | -0.58 |
| Guwahati | 13.51 | -0.61 |
| National Average | 22.08 | -0.35 |

- 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.

Advertising, market research and public relations jumps phenomenally to the first position in the middle level with an average CTC of INR 21.94 lakhs — a 26% increase over the 2023 average. Besides, it also retains its top slot in the junior level (average CTC, INR 7.04 lakhs).

With companies prioritizing advanced market research to extract insights on customer trends and behavior, PR for brand management and crisis communication, and advertising for expanded consumer reach, this industry has shown phenomenal growth — aided by digitalization, AI integration, and the dominance of social media. Specifically, in market research, India has emerged as a favorable outsourcing destination with superior study methodologies, data processing, analysis, and reporting. This has led to an increased demand for tech-savvy professionals in digital marketing and advertising, social media marketing, market research and PR strategies — and organizations are willing to pay handsome salaries for them.

With a projected growth of about 11.8% in 2024[11] for this industry, prospects are bright for professionals with the right blend of domain and technology capabilities.

Internet and e-commerce dominate across levels as attractive paymasters. It moves up to the first position in salaries in the senior level (average CTC, INR 36.89 lakhs), and ranks second in the middle level (average CTC, INR 18.70 lakhs),and a close third in the junior level (average CTC, INR 6.00 lakhs).

The e-commerce market is poised to register a 23.8% surge in 2024, and grow at a CAGR of 18.7% by 2028[12]. Rising penetration of the internet and smartphone usage, the entry of small and medium sized enterprises into this space, growing consumer preference for online shopping, and the increasing dominance of alternate payment methods are fueling this surge. This industry is creating huge opportunities for businesses and consumers alike, and job aspirants can look forward to attractively compensated job opportunities at all levels.

[11] https://economictimes.indiatimes.com/industry/services/advertising/digital-media-growth-to-take-indian-ad-market-size-to-rs-1-2-lk-cr-in-2024/articleshow/111212266.cms?from=mdr

[12] https://economictimes.indiatimes.com/tech/technology/indias-ecommerce-payments-to-surge-by-23-8-in-2024-globaldata/articleshow/112890860.cms?from=mdr

Professional services rank a close second in junior level (average CTC, INR 6.27 lakhs) and senior level salaries (average CTC, INR 36.46 lakhs) — and a very close third in the middle level (average CTC, INR 18.48 lakhs).

The Indian professional services market is projected to grow at a CAGR of 10.89% in 2024[13], driven by significant demand in the areas of business consulting, risk advisory, technology services, telemedicine and ESG consulting. Opportunities for niche specialists across all levels in this industry will therefore surge in the coming years and professional services firms will continue to offer competitive salaries to attract right talent.

IT stands fourth in salaries at the junior and senior levels (average CTC of INR 5.51 lakhs and INR 32.54 lakhs, respectively), and fifth in the middle level (average CTC of INR 16.49 lakhs).

The IT industry employs a strategic approach to hiring, focusing on junior engineers to build a strong foundation of digital talent, while targeting mid- and senior-level professionals with expertise in specialized technologies such as Salesforce development, Agile methodologies, project management, animation and graphics, and more. Furthermore, roles such as AI/ML engineers, AI model trainers, prompt engineers, and cybersecurity specialists are in high demand, with competitive salaries, reflecting the growing emphasis on specialized skills.

Media and entertainment surge phenomenally across all levels — third in senior level salaries with an average CTC of INR 35.12 lakhs, fourth in the middle level with an average CTC of INR 17.80 lakhs and sixth in the junior level with an average CTC of INR 5.09 lakhs.

With India spending 78% of its time on media and entertainment on mobile phone apps, it is not surprising that the Indian media & entertainment industry registered a growth surge of 8.1% (to touch INR 2.3 trillion) in 2023[14].

Driven by digital media, regional and local content, music, and animation, visual effects, gaming (AVGC), the Indian media and entertainment sector is projected to register a CAGR of 10% for the period 2023-26[15]. The industry's diversification and increasing digitization, and their positive intent to provide attractive salaries at all levels is good news for job aspirants in this industry.

BFSI (in the junior level), energy & utilities (in the middle level) and infrastructure, real estate and construction (in the senior level) stand out among the Top 6 industries with most attractive salaries.

All three industries have emerged as vital cogs in India's march to 'Viksit Bharat' (India as a developed nation) by 2047. The second edition of our 2024 Talent Insights Report shows a strong demand for investment banking, banking operations and business analyst skills in BFSI and for technical engineers, technical roles in transmission and distribution, supply/production/space planning in energy & utilities. As specialized skills continue to emerge across these industries, organizations are increasingly inclined to offer competitive salaries to attract top talent.

[13] https://www.statista.com/outlook/tmo/cybersecurity/security-services/professional-services/india#:~:text=Revenue%20in%20the%20Professional%20Services,US%241.71bn%20by%202029.
[14] https://www.investindia.gov.in/sector/media
[15] https://www.linkedin.com/pulse/indias-media-entertainment-industry-digital-age-tejimandiapp-5q7yf/

# salary trends across industries.

## senior level (>=15 years)

| Industry | Avg CTC | Variance |
|---|---|---|
| Internet & Ecommerce | 36.89 | |
| Professional Services | 36.46 | -0.01 |
| Media & Entertainment | 35.12 | -0.05 |
| IT | 32.54 | -0.12 |
| Telecom | 27.58 | -0.25 |
| Infra., Real Estate & Construction | 25.85 | -0.30 |

## middle level (6-14 years)

| Industry | Avg CTC | Variance |
|---|---|---|
| Advertising, MR, PR | 21.94 | |
| Internet & Ecommerce | 18.70 | -0.15 |
| Professional Services | 18.48 | -0.16 |
| Media & Entertainment | 17.80 | -0.19 |
| IT | 16.49 | -0.25 |
| Energy & Utilities | 14.57 | -0.34 |

## junior level (0-5 years)

| Industry | Avg CTC | Variance |
|---|---|---|
| Advertising, MR, PR | 7.04 | |
| Professional Services | 6.27 | -0.11 |
| Internet & Ecommerce | 6.00 | -0.15 |
| IT | 5.51 | -0.22 |
| BFSI | 5.26 | -0.25 |
| Media & Entertainment | 5.09 | -0.28 |

# salary trends across functions.

## How salaries compare between different functions.

Healthcare makes a phenomenal leap to the first position in middle and senior level salaries with average CTC of INR 28.43 lakhs and INR 43.95 lakhs, respectively.

With the Indian healthcare industry integrating digital technologies and data analytics across research, drug discovery, diagnostics, and manufacturing, there is a surge in job opportunities with competitive salaries. A significant rise in medical tourism, government funding for healthcare infrastructure, and private equity and venture capital investments have also added to burgeoning opportunities. Value-driven innovation leads the industry, and companies are offering high compensation to specialists, especially in areas such as Abbreviated New Drug Application (ANDA). The second edition of the 2024 Randstad Talent Insights Report also highlights a growing demand for pharmacovigilance analysts to ensure medication safety and regulatory compliance.

Operations – technical moves up to the first spot in junior level salaries with an average CTC of INR 8.14 lakhs. It ranks fourth in the senior level (average CTC, INR 34.86 lakhs) and a close fifth in the middle level (average CTC, INR 17.71 lakhs).

With a strong focus on Industry 4.0, the demand and compensation levels for operations technology roles has surged tremendously across industries, specifically manufacturing, energy and utilities, and infrastructure. These niche roles in the design and maintenance of the company's technical infrastructure — such as automation engineers, system engineers, cybersecurity professionals, design engineers, process engineers, and performance and capacity management specialists — are well-compensated and offer good career development opportunities.

IT-tech continues its strong positioning across junior and middle level salaries. It comes a close second in the junior level (average CTC, INR 7.85 lakhs), and a close third in the middle level (average CTC, INR 18.35 lakhs).

With technology comprehensively pervading business, IT-tech roles are critical to achieve innovation, digital transformation, total customer engagement, enhanced operational efficiency for organizations to remain competitive in the global market. Key industries such as retail and e-commerce, telecom, healthcare and manufacturing are committed to digitizing their services — and hence IT-tech roles (such as java and salesforce developers, cloud architects, blockchain developers, devOps engineers, and data scientists, to name a few) offer tremendous scope with attractive salaries and career progression— especially at the junior and middle levels. Rising in demand in the near future are IT-tech roles such as the AI/ML engineer, AI model trainer, prompt engineer and cybersecurity engineer.

Finance & Accounts (F&A) salaries rise to the second spot in the senior level with a higher average CTC of INR 36.17 lakhs over the previous year.

In the senior level, we see an increased importance to strategic and niche F&A roles such as financial analysts, forensic accountants, treasury analysts, managerial accountants, investment and private equity analysts. These roles demand nuanced expertise in specific areas of financial analysis, auditing, tax strategy and treasury operations and are therefore highly compensated. Job aspirants can look to upskilling themselves for successful upward career mobility in F&A.

IT-functional salaries rank a healthy fourth in the junior level (average CTC, INR 5.85 lakhs) and middle level (average CTC, INR 17.89 lakhs).

More than ever before, the IT-enabled industry sees a vital need for strategic leadership to address digital transformation, innovation and cost optimization. IT functional roles provide both strong technical skills and in-depth understanding of business needs to achieve this end. Key IT-functional roles that are in demand and command high salaries include business and data analysts, ERP functional consultants, project management, etc.

Legal & Compliance salaries rise to the second spot in middle level hiring with an average CTC of INR 18.89 lakhs (a 30% jump over the average CTC for this level in 2023). In the junior level, it ranks third with an average CTC of INR 6.41 lakhs.

Across industries, the demand for legal and compliance specialists have increased, and today, it is recognized as a strategic function that demands niche expertise in the areas of regulatory compliance, risk management, risk analytics, financial crime and anti-money laundering specialists, to name a few.

Sales, business development and relationship management salaries rank fifth at both the junior (average CTC, INR 5.59 lakhs) and senior levels (average CTC, INR 31.27 lakhs).

As traditional a role this is across industries for growth and expansion, today's sales, business development and relationship management professionals must be adept at data-driven market insights and decision making, leveraging marketing automation, and understanding customer experience through technology-driven personalization. Such professionals can expect attractive career progression opportunities.

# salary trends across functions.

## senior level (>=15 years)

| | Avg CTC | Variance |
|---|---|---|
| Healthcare | 43.95 | |
| Finance & Accounts | 36.17 | -0.18 |
| HR | 35.89 | -0.18 |
| Operations-technical | 34.86 | -0.21 |
| Sales, BD & RM | 31.27 | -0.29 |
| IT-Tech | 31.26 | -0.29 |

## middle level (6-14 years)

| | Avg CTC | Variance |
|---|---|---|
| Healthcare | 28.43 | |
| Legal & Compliance | 18.89 | -0.34 |
| IT-Tech | 18.35 | -0.35 |
| IT-Functional | 17.89 | -0.37 |
| Operations-technical | 17.71 | -0.38 |
| Operations-management | 16.47 | -0.42 |

## junior level (0-5 years)

| | Avg CTC | Variance |
|---|---|---|
| Operations-technical | 8.14 | |
| IT-Tech | 7.85 | -0.04 |
| Legal & Compliance | 6.41 | -0.21 |
| IT-Functional | 5.85 | -0.28 |
| Sales, BD & RM | 5.59 | -0.31 |
| Finance & Accounts | 4.92 | -0.40 |

# deep dive by industry.

# banking financial services & insurance.

# banking financial services & insurance.

## branch manager

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 5.23 | 15.30 | 28.91 |
| Chennai | 4.32 | 14.54 | 27.82 |
| Hyderabad | - | - | - |
| Kolkata | 5.89 | 16.94 | 31.74 |
| Mumbai | 5.54 | 18.99 | 40.17 |
| Delhi-ncr | - | - | - |
| Pune | - | - | - |

## business operations

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 6.09 | 21.45 | 41.19 |
| Bengaluru | 5.23 | 16.94 | 31.99 |
| Chennai | 4.32 | 14.99 | 29.07 |
| Hyderabad | 5.40 | 17.57 | 32.53 |
| Kolkata | 5.89 | 15.94 | 30.29 |
| Mumbai | 5.54 | 21.35 | 40.68 |
| Delhi-ncr | 4.25 | 18.44 | 33.75 |
| Pune | 4.50 | 22.16 | 40.20 |

## credit manager

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 5.36 | 15.69 | 29.65 |
| Chennai | - | - | - |
| Hyderabad | 4.72 | 12.47 | 23.08 |
| Kolkata | - | - | - |
| Mumbai | 4.53 | 17.23 | 35.94 |
| Delhi-ncr | 4.25 | 14.35 | 25.91 |
| Pune | - | - | - |

## investment banking

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 6.41 | 18.77 | 35.46 |
| Chennai | - | - | - |
| Hyderabad | - | - | - |
| Kolkata | 6.81 | 19.58 | 36.70 |
| Mumbai | 8.04 | 27.54 | 58.24 |
| Delhi-ncr | 6.13 | 18.64 | 34.12 |
| Pune | - | - | - |

## relationship manager

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.04 | 14.25 | 27.37 |
| Bengaluru | 4.03 | 11.79 | 22.28 |
| Chennai | 4.09 | 12.38 | 24.02 |
| Hyderabad | - | - | - |
| Kolkata | - | - | - |
| Mumbai | 4.32 | 14.81 | 31.33 |
| Delhi-ncr | - | - | - |
| Pune | - | - | - |

## sales professionals

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.28 | 16.75 | 31.72 |
| Bengaluru | 4.77 | 13.96 | 26.37 |
| Chennai | - | - | - |
| Hyderabad | - | - | - |
| Kolkata | - | - | - |
| Mumbai | 5.73 | 19.62 | 41.50 |
| Delhi-ncr | 4.81 | 14.65 | 29.36 |
| Pune | - | - | - |

# energy & utilities.

# energy & utilities.

## technical engineer

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 5.81 | 20.47 | 39.31 |
| Bengaluru | 7.17 | 21.00 | 39.66 |
| Chennai | 5.73 | 19.27 | 36.87 |
| Hyderabad | - | - | - |
| Kolkata | 5.85 | 16.81 | 31.52 |
| Mumbai | 5.80 | 19.89 | 42.05 |
| Delhi-ncr | - | - | - |
| Pune | 5.27 | 15.36 | 30.51 |

# information technology.

# information technology.

## .net

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 6.06 | 23.72 | 44.94 |
| Bengaluru | 11.33 | 21.74 | 41.63 |
| Chennai | 10.06 | 21.19 | 40.55 |
| Hyderabad | 8.83 | 23.30 | 43.14 |
| Kolkata | - | - | - |
| Mumbai | 8.93 | - | - |
| Delhi-ncr | - | - | - |
| Pune | 8.07 | 23.54 | 46.76 |

## animation/graphics

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.10 | 14.47 | 27.78 |
| Bengaluru | 8.26 | 21.80 | 41.74 |
| Chennai | - | - | - |
| Hyderabad | 5.49 | 21.51 | 35.87 |
| Kolkata | - | - | - |
| Mumbai | 4.77 | 16.35 | 34.58 |
| Delhi-ncr | 6.22 | 18.92 | 34.63 |
| Pune | 5.56 | 16.22 | 29.43 |

## cloud architect/computing

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 13.05 | 34.41 | 65.89 |
| Chennai | 11.10 | 37.34 | |
| hyderabad | 9.38 | 24.77 | 45.85 |
| Kolkata | - | - | - |
| Mumbai | 8.54 | 29.28 | 61.93 |
| Delhi-ncr | - | - | - |
| Pune | - | - | - |

## data scientist

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 5.14 | 20.11 | 38.10 |
| Bengaluru | 10.30 | 30.14 | 56.94 |
| Chennai | - | - | - |
| Hyderabad | 8.84 | 25.90 | 47.30 |
| Kolkata | - | - | - |
| Mumbai | - | - | - |
| Delhi-ncr | 6.74 | 22.76 | 41.09 |
| Pune | 4.88 | 22.82 | 40.84 |

## database administrator

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.74 | 16.70 | 32.06 |
| Bengaluru | 9.04 | 19.68 | 37.69 |
| Chennai | 7.67 | 23.25 | 45.11 |
| Hyderabad | 7.12 | 18.81 | 34.81 |
| Kolkata | 6.03 | 17.31 | 32.45 |
| Mumbai | 5.98 | 20.50 | 43.35 |
| Delhi-ncr | 5.89 | 19.89 | 35.90 |
| Pune | - | - | - |

## front end

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 9.15 | 24.13 | 46.21 |
| Chennai | - | - | - |
| Hyderabad | 9.01 | 26.39 | 48.20 |
| Kolkata | - | - | - |
| Mumbai | 5.49 | 20.88 | 39.79 |
| Delhi-ncr | 6.02 | 20.34 | 36.71 |
| Pune | - | - | - |

# information technology.

## functional consultant

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 6.48 | 22.83 | 43.84 |
| Bengaluru | 7.07 | 18.66 | 35.72 |
| Chennai | 6.57 | 19.91 | 38.63 |
| Hyderabad | 6.98 | 18.42 | 34.10 |
| Kolkata | 5.70 | 14.77 | 28.06 |
| Mumbai | 6.70 | 18.40 | 35.06 |
| Delhi-ncr | 5.17 | 15.72 | 31.50 |
| Pune | 5.38 | 15.70 | 28.47 |

## hardware engineer

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.91 | 17.31 | 33.24 |
| Bengaluru | 4.51 | 19.65 | 37.62 |
| Chennai | 7.07 | 21.43 | 41.57 |
| Hyderabad | 7.13 | 18.83 | 34.85 |
| Kolkata | - | - | - |
| Mumbai | 4.95 | 16.98 | 35.90 |
| Delhi-ncr | 5.68 | 17.29 | 34.65 |
| Pune | 6.03 | 17.59 | 34.94 |

## information security

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 8.75 | 30.84 | 59.21 |
| Bengaluru | 12.14 | 32.02 | 61.31 |
| Chennai | - | - | - |
| Hyderabad | 7.22 | 21.16 | 38.64 |
| Kolkata | - | - | - |
| Mumbai | - | - | - |
| Delhi-ncr | 9.25 | 28.16 | 51.53 |
| Pune | - | - | - |

## java

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.70 | 18.38 | 34.81 |
| Bengaluru | 10.00 | 26.37 | 50.50 |
| Chennai | 9.66 | 20.50 | 39.23 |
| Hyderabad | 6.83 | 20.00 | 36.53 |
| Kolkata | - | - | - |
| Mumbai | 10.27 | 24.31 | 50.71 |
| Delhi-ncr | 5.39 | 20.32 | 36.69 |
| Pune | 9.79 | 28.56 | 51.80 |

## java script

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 11.44 | 20.55 | 39.36 |
| Chennai | 12.25 | - | - |
| Hyderabad | 11.23 | 18.36 | 33.98 |
| Kolkata | - | - | - |
| Mumbai | 8.91 | 30.54 | 64.60 |
| Delhi-ncr | 10.77 | 32.78 | 59.99 |
| Pune | 8.73 | 28.26 | 50.57 |

## networking

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 6.11 | 20.15 | 38.59 |
| Chennai | 6.89 | 20.88 | 40.51 |
| Hyderabad | 6.12 | 16.16 | 29.92 |
| Kolkata | - | - | - |
| Mumbai | 6.40 | 21.93 | 46.37 |
| Delhi-ncr | 6.07 | 18.46 | 33.78 |
| Pune | - | - | - |

# information technology.

## project management

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 5.16 | 18.18 | 34.90 |
| Bengaluru | 7.03 | 22.56 | 43.20 |
| Chennai | 7.11 | 21.55 | 41.81 |
| Hyderabad | 5.05 | - | - |
| Kolkata | 7.82 | 20.26 | 38.49 |
| Mumbai | 5.95 | 20.40 | 43.14 |
| Delhi-ncr | 4.69 | 15.84 | 28.60 |
| Pune | 7.69 | 22.44 | 40.70 |

## salesforce

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 5.50 | 19.37 | 37.19 |
| Bengaluru | 4.76 | 19.10 | 36.57 |
| Chennai | 5.15 | 15.60 | 30.25 |
| Hyderabad | 5.85 | 15.44 | 28.58 |
| Kolkata | 5.31 | 13.76 | 28.62 |
| Mumbai | 5.17 | 17.71 | 37.45 |
| Delhi-ncr | 5.20 | 14.44 | 26.43 |
| Pune | 5.87 | 17.11 | 31.04 |

## sap

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 10.39 | 18.26 | 34.97 |
| Chennai | 9.59 | 29.05 | 56.35 |
| Hyderabad | 9.98 | 26.35 | 48.78 |
| Kolkata | 7.65 | 21.98 | 41.20 |
| Mumbai | 7.77 | 19.38 | 40.99 |
| Delhi-ncr | 6.91 | 23.33 | 42.12 |
| Pune | 8.79 | 25.62 | 46.48 |

## windows

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 3.83 | 14.97 | 28.36 |
| Bengaluru | 6.70 | 17.68 | 33.85 |
| Chennai | - | - | - |
| Hyderabad | 6.53 | 17.23 | 31.90 |
| Kolkata | 3.29 | 9.44 | 17.70 |
| Mumbai | 4.93 | 18.74 | 39.10 |
| Delhi-ncr | 5.18 | 15.75 | 28.83 |
| Pune | 5.19 | 15.15 | 27.47 |

# manufacturing & automotive.

# manufacturing & automotive.

## design engineer

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 5.68 | 20.01 | 38.42 |
| Bengaluru | 8.71 | 22.97 | 43.99 |
| Chennai | - | - | - |
| Hyderabad | 7.31 | 19.30 | 35.72 |
| Kolkata | - | - | - |
| Mumbai | 4.46 | 16.95 | 32.30 |
| Delhi-ncr | 5.65 | 17.20 | 31.47 |
| Pune | 4.97 | 14.50 | 26.30 |

## operations management

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 6.36 | 18.62 | 32.11 |
| Chennai | 4.92 | 14.90 | 28.91 |
| Hyderabad | - | - | - |
| Kolkata | - | - | - |
| Mumbai | 5.89 | 22.39 | 46.72 |
| Delhi-ncr | 6.94 | 21.12 | 38.65 |
| Pune | 5.02 | 16.24 | 29.05 |

## production manager

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 7.42 | 26.15 | 50.20 |
| Bengaluru | 7.96 | 23.29 | 40.19 |
| Chennai | 6.04 | 18.31 | 35.52 |
| Hyderabad | 7.16 | 18.89 | 34.97 |
| Kolkata | 4.87 | 13.99 | 26.22 |
| Mumbai | 6.63 | 22.73 | 48.08 |
| Delhi-ncr | 6.27 | 19.08 | 34.92 |
| Pune | 4.66 | 15.08 | 26.98 |

## service management

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 8.10 | 28.56 | 54.83 |
| Bengaluru | 7.50 | 19.79 | 37.90 |
| Chennai | 5.23 | 15.83 | 30.72 |
| Hyderabad | 7.65 | 20.20 | 37.39 |
| Kolkata | - | - | - |
| Mumbai | 4.51 | 15.45 | 32.67 |
| Delhi-ncr | 5.64 | 17.16 | 31.41 |
| Pune | - | - | - |

## supplychain/logistics

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 6.31 | 24.67 | 46.73 |
| Bengaluru | 7.61 | 20.07 | 38.43 |
| Chennai | 7.27 | 22.03 | 42.73 |
| Hyderabad | 7.88 | 20.81 | 38.53 |
| Kolkata | 4.78 | 13.74 | 25.76 |
| Mumbai | 5.42 | 18.58 | 39.29 |
| Delhi-ncr | 4.44 | 14.99 | 27.06 |
| Pune | 6.19 | 18.04 | 32.72 |

# pharma healthcare & lifescience.

# pharma healthcare & lifescience.

## speciality doctors

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 9.17 | 31.97 | 60.39 |
| Chennai | 7.98 | 26.86 | 51.40 |
| Hyderabad | 10.77 | 28.43 | 52.63 |
| Kolkata | - | - | - |
| Mumbai | 8.24 | 31.34 | 65.39 |
| Delhi-ncr | 9.49 | 32.04 | 57.84 |
| Pune | - | - | - |

# deep dive by function.

# finance.

# finance.

## accounting

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 5.65 | 19.93 | 38.26 |
| Bengaluru | 5.23 | 20.50 | 39.25 |
| Chennai | 4.43 | 14.89 | 28.49 |
| Hyderabad | 5.78 | 15.25 | 28.23 |
| Kolkata | 4.46 | 12.83 | 24.04 |
| Mumbai | 5.39 | 18.47 | 39.05 |
| Delhi-ncr | 4.49 | 15.17 | 27.38 |
| Pune | 5.54 | 16.17 | 29.32 |

## audit

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 6.33 | 22.31 | 42.83 |
| Bengaluru | 8.06 | 23.61 | 44.60 |
| Chennai | - | 16.37 | 31.33 |
| Hyderabad | 6.11 | 17.91 | 32.71 |
| Kolkata | - | - | - |
| Mumbai | 7.91 | 27.12 | 57.35 |
| Delhi-ncr | 7.03 | 23.74 | 42.85 |
| Pune | 6.58 | 19.19 | 38.10 |

## banking

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.69 | 18.35 | 34.76 |
| Bengaluru | 4.02 | 11.77 | 22.24 |
| Chennai | 4.48 | 13.58 | 26.35 |
| Hyderabad | - | - | - |
| Kolkata | - | - | - |
| Mumbai | 5.32 | 18.24 | 38.58 |
| Delhi-ncr | - | - | - |
| Pune | - | - | - |

## taxation

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 6.17 | 21.76 | 41.77 |
| Bengaluru | 8.12 | 23.78 | 44.93 |
| Chennai | - | - | - |
| Hyderabad | - | - | - |
| Kolkata | - | - | - |
| Mumbai | 5.84 | 20.02 | 42.33 |
| Delhi-ncr | 5.23 | 15.93 | 29.15 |
| Pune | - | - | - |

# human resources.

# human resources.

## hr generalist

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 6.76 | - | - |
| Bengaluru | 5.33 | 15.61 | 29.48 |
| Chennai | 5.42 | 16.42 | 31.86 |
| Hyderabad | 6.81 | 17.98 | 33.29 |
| Kolkata | 6.58 | 17.02 | |
| mumbai | 5.18 | 17.75 | 37.55 |
| Delhi-ncr | 4.47 | 13.59 | 27.24 |
| Pune | 5.85 | 17.05 | 30.93 |

## payroll

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.18 | 14.73 | 28.28 |
| Bengaluru | 4.88 | 14.29 | 24.65 |
| Chennai | - | - | - |
| Hyderabad | 4.53 | 11.95 | 22.12 |
| Kolkata | 4.41 | 11.42 | 21.70 |
| Mumbai | 5.24 | 19.94 | 41.59 |
| Delhi-ncr | - | - | - |
| Pune | - | - | - |

## recruitment operations

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.91 | 17.30 | 33.22 |
| Bengaluru | 4.95 | 15.83 | 30.31 |
| Chennai | 3.53 | 10.70 | 20.75 |
| Hyderabad | 5.16 | 13.63 | 25.24 |
| Kolkata | 3.69 | 9.56 | 19.89 |
| Mumbai | 3.89 | 13.35 | 28.22 |
| Delhi-ncr | 3.72 | 12.57 | 22.68 |
| Pune | 5.40 | 15.74 | 28.55 |

## staffing

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.71 | 16.59 | - |
| Bengaluru | 4.56 | 16.62 | 31.82 |
| Chennai | 4.20 | 12.72 | 24.68 |
| Hyderabad | 5.05 | 13.34 | 24.70 |
| Kolkata | 4.49 | 11.63 | 22.09 |
| Mumbai | 4.12 | 14.11 | 29.85 |
| Delhi-ncr | 4.35 | 14.41 | 26.38 |
| Pune | 4.37 | 12.74 | 23.11 |

## talent acquisition

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 4.61 | 13.51 | 25.51 |
| Chennai | 3.53 | 10.71 | 20.77 |
| Hyderabad | 4.15 | 10.96 | 22.22 |
| Kolkata | - | - | - |
| Mumbai | 3.53 | 13.44 | 28.05 |
| Delhi-ncr | 3.81 | 12.88 | 23.26 |
| Pune | - | - | - |

## training

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.39 | 15.49 | 29.74 |
| Bengaluru | 4.37 | 12.79 | 24.15 |
| Chennai | 5.03 | 15.25 | 29.58 |
| Hyderabad | 7.15 | 18.88 | 34.95 |
| Kolkata | 5.86 | 15.16 | 28.81 |
| Mumbai | 5.12 | 17.55 | 37.12 |
| Delhi-ncr | 4.53 | 13.78 | 25.22 |
| Pune | 6.51 | 21.06 | 37.69 |

# marketing.

# marketing.

## advertising

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.21 | 14.83 | 28.48 |
| Bengaluru | 4.33 | 12.69 | 23.97 |
| Chennai | 3.18 | 9.64 | 18.71 |
| Hyderabad | 4.22 | 11.14 | 20.62 |
| Kolkata | 3.95 | 10.22 | 21.25 |
| Mumbai | 3.71 | 14.12 | 29.45 |
| Delhi-ncr | 3.85 | 13.01 | 23.49 |
| Pune | 4.90 | 14.29 | 25.93 |

## communications

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 3.73 | 14.60 | 27.65 |
| Bengaluru | 4.15 | 15.56 | 29.80 |
| Chennai | 3.94 | 11.94 | 23.16 |
| Hyderabad | 4.27 | 11.27 | 20.86 |
| Kolkata | 3.91 | 10.11 | 19.21 |
| Mumbai | 3.53 | 13.43 | 28.01 |
| Delhi-ncr | 3.80 | 11.56 | 21.15 |
| Pune | 3.28 | 10.63 | 19.02 |

## digital marketing

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.75 | 18.58 | 35.18 |
| Bengaluru | 5.82 | 17.03 | 32.18 |
| Chennai | - | - | - |
| Hyderabad | 5.01 | 14.69 | 26.83 |
| Kolkata | - | - | - |
| Mumbai | 5.45 | 18.68 | 39.51 |
| Delhi-ncr | 5.32 | 16.19 | 32.45 |
| Pune | - | - | - |

## seo/sem

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | - | - | - |
| Bengaluru | 6.50 | 17.16 | 32.85 |
| Chennai | - | - | - |
| Hyderabad | 4.77 | 13.98 | 25.52 |
| Kolkata | - | - | - |
| Mumbai | 4.03 | 15.34 | 29.23 |
| Delhi-ncr | 4.36 | 13.28 | 26.60 |
| Pune | - | - | - |

# sales & business development.

# sales & business development.

## bfsi

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.71 | 16.61 | 31.89 |
| Bengaluru | 4.82 | 22.84 | 43.73 |
| Chennai | 4.83 | 14.62 | 28.37 |
| Hyderabad | 6.22 | 16.43 | 30.42 |
| Kolkata | 5.59 | 14.47 | 30.11 |
| Mumbai | 5.24 | 17.96 | 37.99 |
| Delhi-ncr | 5.00 | 15.22 | 27.86 |
| Pune | 5.95 | 17.36 | 31.49 |

## fmcg & retail

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 5.01 | 17.66 | 33.90 |
| Bengaluru | 4.66 | 13.63 | 25.75 |
| Chennai | 4.24 | 14.27 | 27.32 |
| Hyderabad | 4.29 | 12.56 | 22.93 |
| Kolkata | 4.28 | 12.29 | 23.03 |
| Mumbai | 4.31 | 14.76 | 31.22 |
| Delhi-ncr | 4.30 | 14.52 | 26.21 |
| Pune | 4.80 | 13.99 | 25.38 |

## it

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 4.84 | 14.64 | 28.11 |
| Bengaluru | 3.93 | 15.96 | 30.57 |
| Chennai | 4.30 | 14.48 | 27.71 |
| Hyderabad | 3.91 | 12.66 | 23.43 |
| Kolkata | 4.50 | 11.65 | 22.13 |
| Mumbai | 4.27 | 14.62 | 30.91 |
| Delhi-ncr | 4.29 | 14.48 | 26.14 |
| Pune | 4.28 | 13.84 | 24.76 |

## manufacturing/automotive

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 5.16 | 18.19 | 34.93 |
| Bengaluru | 5.29 | 15.49 | 29.26 |
| Chennai | 3.56 | 11.98 | 22.93 |
| Hyderabad | 5.99 | 15.81 | 29.27 |
| Kolkata | 5.30 | 15.24 | 28.56 |
| Mumbai | 5.48 | 18.80 | 39.75 |
| Delhi-ncr | 5.35 | 18.07 | 32.63 |
| Pune | 4.47 | 14.47 | 25.89 |

## internet & ecommerce

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 6.14 | 21.62 | 41.52 |
| Bengaluru | 5.26 | 15.39 | 29.07 |
| Chennai | 5.14 | 15.58 | 30.23 |
| Hyderabad | 5.40 | 14.26 | 26.40 |
| Kolkata | - | - | - |
| Mumbai | 6.29 | 21.55 | 45.58 |
| Delhi-ncr | 4.49 | 13.66 | 24.99 |
| Pune | 5.25 | 15.30 | 27.76 |

## telecom

| city/state | junior | middle | senior |
|---|---|---|---|
| Ahmedabad | 3.19 | 11.26 | 21.62 |
| Bengaluru | 3.99 | 11.68 | 22.07 |
| Chennai | 3.43 | 11.54 | 22.08 |
| Hyderabad | 3.87 | 10.20 | 18.89 |
| Kolkata | - | - | - |
| Mumbai | 4.00 | 13.72 | 29.02 |
| Delhi-ncr | 4.75 | 14.46 | 26.47 |
| Pune | 3.90 | 11.38 | 20.65 |

## 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 labour market 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

## 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 2023, we supported 2 million talent to find work and generated a revenue of €25.4 billion. Randstad N.V. is listed on the Euronext Amsterdam.

For more information, see www.randstad.com


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
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# your thoughts.

## let's start a conversation.

Our research has many insightful, but complex insights so we'd love the opportunity to walk you through this document, share our thoughts and answer any questions you might have.


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