

ADECCO INDIA SALARY GUIDE 2026



Adecco

Message from the Country Manager

As we unveil the Adecco India 2026 Salary Guide, we continue to witness the dynamic evolution of India's employment landscape. The market is characterized by accelerating digital transformation, heightened talent mobility, and evolving workforce expectations that are reshaping how organizations approach talent acquisition and retention.

India's economic momentum remains strong, with persistent demand for specialized skills across technology, engineering, manufacturing, and business services sectors. Our 2026 salary survey reveals that professionals are increasingly seeking roles that offer not just competitive compensation, but also meaningful work, clear career progression, and flexibility in work arrangements. Organizations are responding by adopting more sophisticated talent strategies that emphasize skills-based hiring, flexible working models, and investment in employee development.

The integration of Artificial Intelligence in recruitment and business operations is becoming mainstream, with 42% of professionals in India viewing AI as a growth enabler. However, concerns about fairness, bias mitigation, and ethical deployment of AI tools remain critical considerations for both employers and employees. Additionally, the emphasis on Diversity, Equity, and Inclusion (DEI) initiatives is strengthening, with organizations prioritizing flexible work policies, pay equity reviews, and inclusive hiring practices.

As we look ahead to 2026, three key themes emerge:

1. The continued importance of competitive salaries paired with non-monetary benefits, The critical need for skills development and upskilling programs, and
3. the imperative to create inclusive, purpose-driven workplaces that appeal to a multigenerational workforce.

Our 2026 Salary Guide provides essential benchmarks and actionable insights into these trends, equipping HR leaders and talent professionals with the data needed to navigate the complexities of talent acquisition, compensation strategy, and retention in India's competitive market.

Sunil C.
Country Manager
Adecco India



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SURVEY RESULTS OVERVIEW

About the Research

The Adecco India Salary Guide 2026 is built upon comprehensive data collected through a detailed survey conducted between October and November 2025. This survey involved a wide range of professionals, including both employees and hiring managers/employers, representing diverse employment statuses, job levels, and industry sectors across India.

Key Survey Demographics

Respondent Types Employees across various seniority levels, HR recruiters, and hiring managers

Industries Covered IT, Banking and Financial Services, Manufacturing, HR and Personnel, Consulting, E-Commerce, Engineering, Logistics, Insurance, Telecommunications, Retail, Healthcare, Education, Travel and Tourism, and more

Geographic Coverage All major cities and regions across India

Income Bands Represented ₹12.3L & below to ₹1.06Cr+

Employer Types International/Multi-national companies and Local/Domestic companies

Tenure Range Less than 2 years to 10+ years with current employers

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Key Highlights of the 2026 Survey

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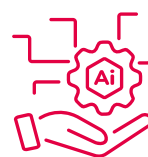
Salary Growth Expectations

Majority of professionals expect salary increases ranging from 6-10% to >10%, with the highest expectations in AI/Digital Technology, EV, and specialized technical roles



Diverse Work Arrangements:

43% of employees work in hybrid arrangements, 35% fully remote, and 22% in office. Flexible working policies are now standard across organizations



AI Adoption & Concerns

42% of professionals view AI as a growth enabler; however, 65%+ have concerns about bias and fairness in AI-powered recruitment and hiring processes



Career Priorities

Compensation and benefits (71-92% depending on sector), professional development (62%), and work-life balance (63%) remain top priorities



Skill Development Focus

Leadership and management (22%), AI and Machine Learning (16%), and Project Management (15%) are the most sought-after skills for the next 5 years



Retention Drivers:

Beyond salary, work-life balance (25%), professional development opportunities (23%), and brand reputation (16%) significantly influence retention

Executive Summary

India's Workforce in 2026: Talent, Technology, and Transformation

India's job market in 2026 is characterized by robust hiring intent, evolving compensation expectations, and fundamental shifts in how professionals view work. Organizations are navigating a complex landscape marked by:

- **Competitive Salary Expectations** Professionals across sectors expect meaningful salary increments (6-10% to >10%), particularly in high-demand areas like AI/ML, Cloud Computing, and specialized engineering roles.
- **Flexible Work as Standard** The transition to hybrid and remote work is complete. 78% of organizations now offer flexible working arrangements, with this being a non-negotiable expectation for talent retention.
- **AI Integration & Workforce Concerns** While AI is viewed as a productivity tool and growth enabler by organizations, employees remain cautious about fairness, bias, and job security implications. Investment in AI literacy and transparent communication is critical.
- **Skills Shortage** Persistent skill gaps in emerging technologies, digital transformation, and specialized roles continue to drive demand and compensation growth.
- **DEI as Priority** Organizations are investing in flexible work policies (46%), pay equity reviews (39%), and diversity training programs (38%) as key retention strategies.
- **Learning & Development** 23% of organizations prioritize personalized career development plans as the most effective retention tool, followed by technical upskilling (19%) and leadership development (18%).
- **Multigenerational Workforce Dynamics** Managing Gen Z, Millennials, Gen X, and Baby Boomers effectively requires tailored engagement and retention strategies; this is viewed as both a challenge and opportunity.

Key Takeaways for Organizations

- 1 Compensation must remain competitive, but non-monetary benefits—flexibility, development, culture, purpose—are now equally important
- 2 Upskilling and reskilling are no longer optional; they are essential for retaining talent and staying relevant
- 3 Transparent, equitable, and inclusive practices build trust and strengthen employer brand
- 4 The use of technology (including AI) must be human-centric, with clear communication about implementation, safeguards, and impact
- 5 Career progression pathways and mentorship opportunities are critical for attracting and retaining top talent

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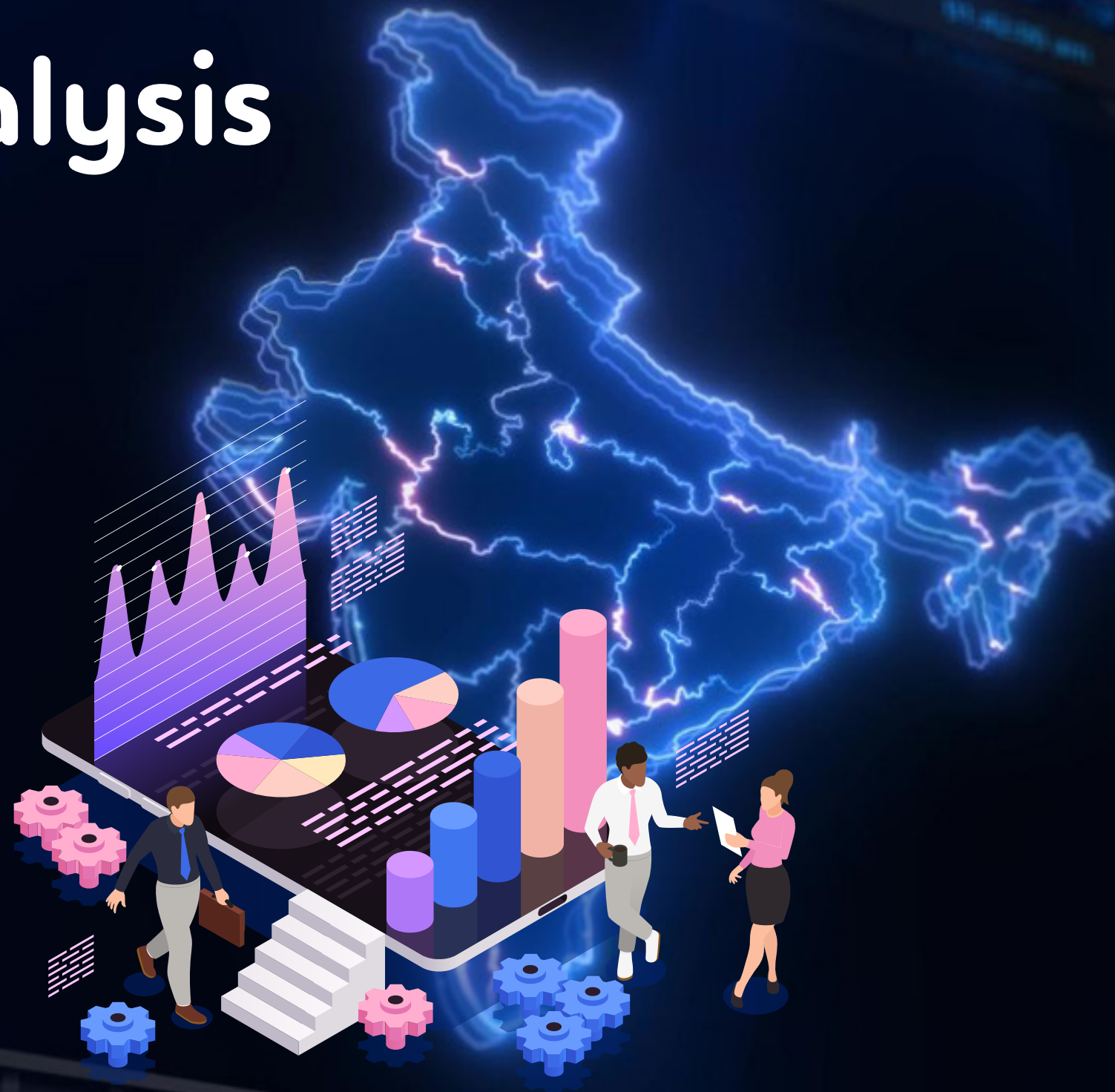
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Market Overview

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Key Market Trends

- **Digital Transformation Acceleration** 64% of professionals cite digitization as a megatrend influencing their work, driving demand for cloud, data analytics, automation, and cybersecurity professionals.

Digital Transformation Acceleration  64%

- **Flexible Working Adoption** 61% of companies now offer flexible working arrangements, with hybrid models becoming the default in urban centers.

Flexible Working Adoption  61%

- **AI & Automation Impact** 42% of professionals acknowledge AI as a significant workplace trend; organizations are investing in AI adoption to enhance productivity and decision-making.

AI & Automation Impact  42%

Sectoral Performance

- **Strong Growth** IT, Banking/Financial Services, E-Commerce, Manufacturing (especially EVs and electronics), Healthcare
- **Moderate Growth** Consulting, FMCG, Engineering
- **Emerging Opportunities** Sustainability/ESG, Digital Transformation, Cloud Computing, Renewable Energy

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Recruitment Challenges (as reported by employers)

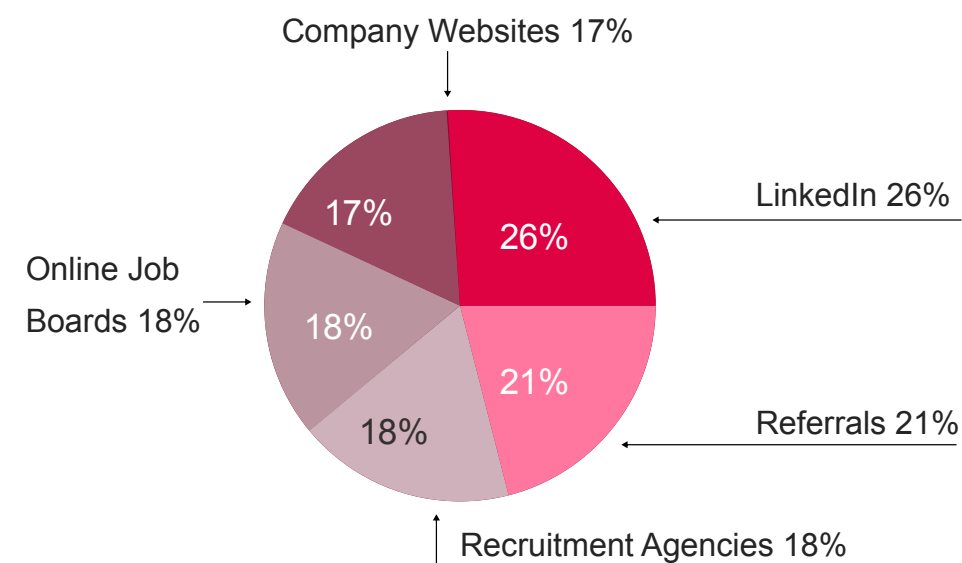
- Shortage of skilled professionals in niche areas
- High salary expectations, especially for specialized roles
- Talent retention difficulties due to increased job mobility
- Difficulty in recruiting management-level candidates
- Aging workforce in certain sectors requiring succession planning
- Need for rapid upskilling to meet digital transformation demands

Labor Market Dynamics

- **Job Mobility** 42% of professionals are actively looking for new opportunities, with 47% open but not actively searching, indicating a dynamic, competitive market.
- **Preferred Job Search Channels** LinkedIn (26%), Referrals (21%), Online Job Boards (18%), Recruitment Agencies (18%), Company Websites (17%).
- **Overseas Mobility** Growing interest in international opportunities, particularly among younger professionals
- **Contract & Gig Workers** Increasing reliance on contract and temporary staffing to manage workforce flexibility and skill needs

Open but not actively searching 47%

Professionals are actively looking for new opportunities 42%



India Salary Trends & Survey Results

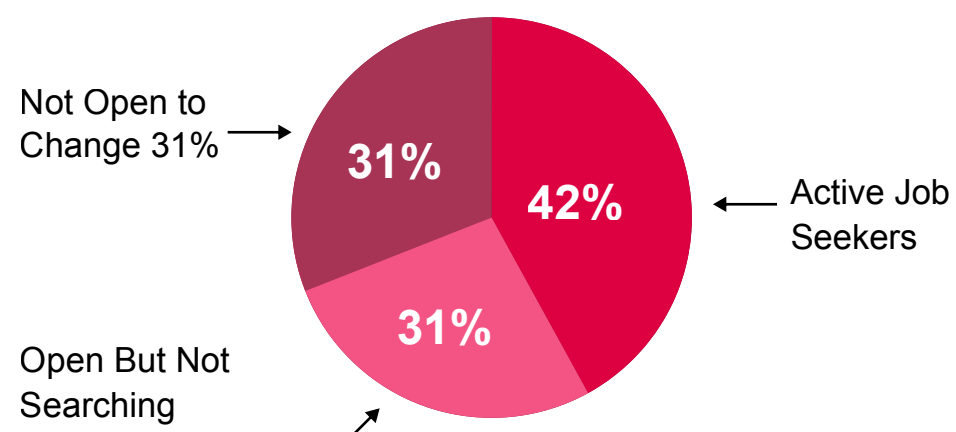
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Career Aspirations & Mobility

The 2026 survey reveals a workforce that is cautiously optimistic but selective about career moves:

- **Active Job Seekers** 42% are actively looking for new opportunities
- **Open But Not Searching** 31% are open to new roles but not actively searching
- **Not Open to Change** 31% are open to new roles but not actively searching



Primary Career Plans (Next 12 Months)

- 1 Promotion or new role within current organization (most common)
- 2 Change organization but stay within same role/industry
- 3 Seek complete career change or new field
- 4 Set up own business/become self-employed
- 5 Pick up additional jobs alongside primary job

Recent Salary Trends and Growth Expectations

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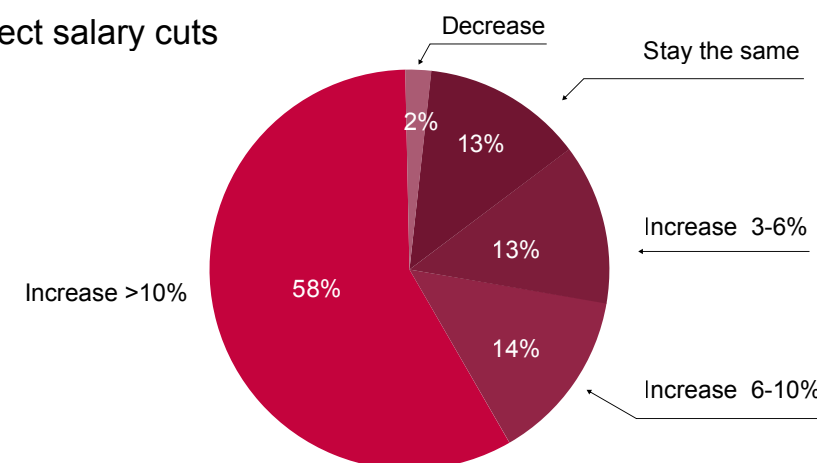
Recent Salary History (Last 12 Months)

The majority of professionals reported receiving a pay rise in the past 12 months, with reasons including:

- Performance appraisal/annual increment
- Promotion or role change
- Company performance bonuses
- Market adjustment/competitive pressure to retain talent

Salary Change Expectations (Next 12 Months)

- Increase >10%: 58% of professionals expect substantial salary growth
- Increase 6-10%: 14% expect moderate growth
- Increase 3-6%: 13% expect incremental growth
- Stay the Same: 13% expect no change
- Decrease: 2% expect salary cuts



Sectoral Salary Growth Variations

Highest Expectations in

- AI and Digital Technology
- Electric Vehicles
- Cloud Computing and emerging tech roles
- Specialized engineering and manufacturing

Moderate Expectations in

- Banking and Financial Services
- IT (general roles)
- Healthcare

Key Priorities When Considering a Job Change

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Compensation & Benefits (71-92% depending on sector)

- Competitive base salary
- Performance bonuses
- Health insurance and benefits packages
- Flexible allowances (housing, meal vouchers, etc.)

Work-Life Balance (63%)

- Flexible working arrangements
- Mental and physical well-being programs
- Reasonable workload and hours
- Parental/childcare support

Professional Development & Growth (62%)

- Clear career progression pathways
- Learning and development programs
- Mentorship and coaching
- Skill development opportunities

Company Culture & Values (40%+)

- Alignment with personal values
- Diversity, Equity, & Inclusion practices
- Purpose-driven work
- Supportive management culture

Job Security & Stability (25-35%)

- Stable organizational environment
- Clear job role and responsibilities
- Transparent communication

Retention Drivers and Non-Financial Benefits

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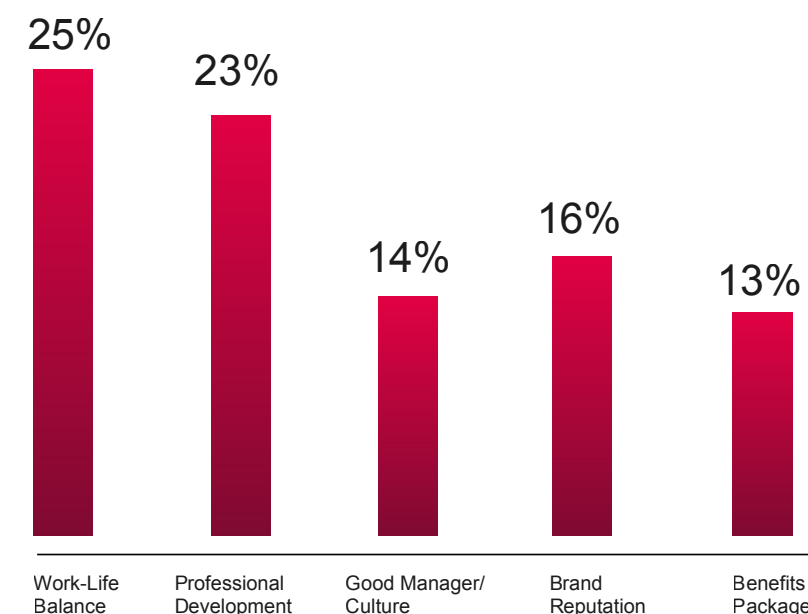
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Why Employees Stay (Beyond Salary)

- Work-Life Balance (25%) - Flexible working, reasonable hours, wellness support
- Professional Development (23%) - Career growth, training, skill development
- Good Manager/Culture (14%) - Supportive management, team fit, company culture
- Brand Reputation (16%) - Strong employer brand, company prestige
- Benefits Package (13%) - Comprehensive health, leave, allowances



Most Valued Non-Financial Benefits:

- 1 Flexible Working - Remote, hybrid, flexible hours
- 2 Health Insurance & Wellness - Comprehensive medical coverage, mental health support
- 3 Learning & Development Programs - Certifications, online courses, executive coaching
- 4 Paid Leave - Over 20 days annual leave, special occasion leave
- 5 Career Progression Opportunities - Clear advancement pathways
- 6 Housing/Meal Allowances
- 7 Childcare & Family Benefits - Maternity/paternity leave, childcare support
- 8 Mental & Physical Wellbeing Programs - Gym subsidies, counseling, wellness initiatives

Workplace Dynamics and Work Arrangements

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Current Work Arrangements

- 1 Hybrid Models (43%) - Most common: 1-5 days in office per week
- 2 Fully Remote (35%) - Growing trend, especially in IT, consulting, and professional services
- 3 Fully In-Office (22%) - Decreasing; primarily in manufacturing, healthcare, logistics

Hybrid Models  43%

Fully Remote  35%

Fully In-Office  22%

Key Drivers Behind Flexible Work Policies (Employer Perspective)

- 1 Leadership prioritized flexibility for retention/hiring
- 2 Better utilization of office space and cost justification
- 3 Leadership believed flexible work enables productivity
- 4 Cultural and team morale considerations (emphasis on in-person interaction)

Acceptance & Disagreement Levels

- Perceived decrease in team collaboration and spontaneous innovation
- Leadership's belief that face-to-face interaction is necessary for culture
- Productivity concerns (though largely unfounded in data)
- Transition challenges for some roles (e.g., site-based manufacturing, logistics)

AI Integration in Workplace

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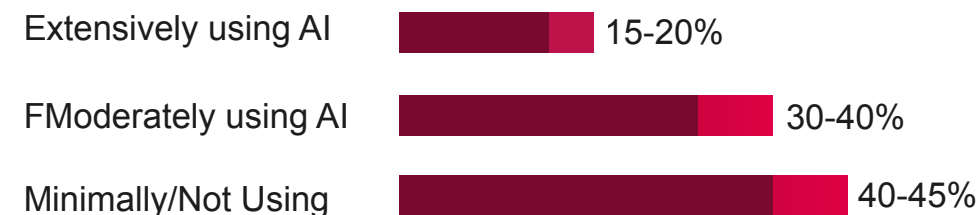
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AI Adoption by Organizations:

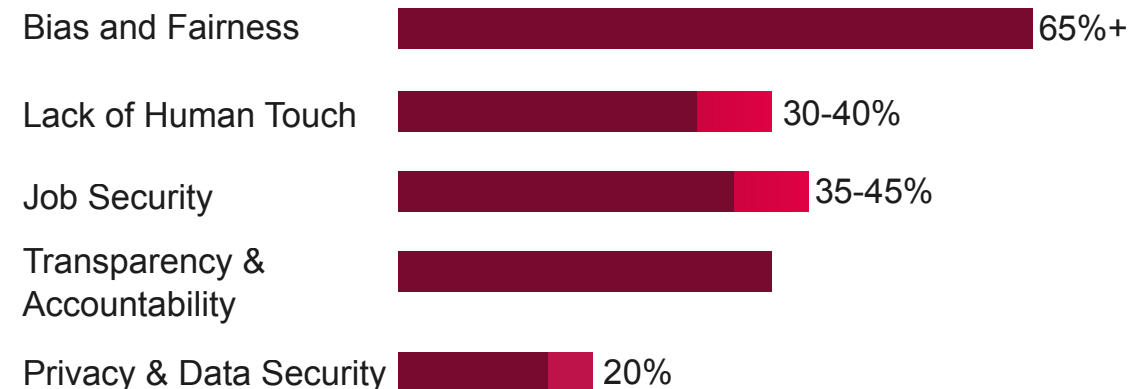
- 1 Extensively using AI: 15-20% of organizations heavily integrate AI in recruitment and operations
- 2 Moderately using AI: 30-40% use AI in specific stages (screening, scheduling, assessment)
- 3 Minimally/Not Using: 40-50% use AI sparingly or not at all, but planning exploration



Professional Concerns About AI:

Despite viewing AI as a growth enabler, professionals express significant concerns:

- 1 Bias and Fairness (65%+) - Concerns that AI screening may unfairly exclude qualified candidates
- 2 Lack of Human Touch (30-40%) - Over-reliance on AI reduces personalization and human connection
- 3 Job Security (35-45%) - Anxiety about automation reducing job opportunities
- 4 Transparency & Accountability (40%) - Need for clear policies and explanation of AI usage decisions
- 4 Privacy & Data Security (20%) - Concerns about data handling and misuse



AI Integration in Workplace

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AI in Recruitment - Employer Perspective:

- 1 Resume Screening & Shortlisting - Most common application
- 2 Interview Scheduling & Coordination - Second most common
- 3 Candidate Assessment & Ranking - Increasingly popular
- 4 Predictive Analytics for Fit - Growing use
- 5 Onboarding Automation - Emerging practice

Fairness & Bias Mitigation Efforts:

- 1 Regular Audits & Human Oversight (30-40%) Most organizations relying on continuous monitoring
- 2 Continuous Improvement: Organizations acknowledge need for better bias detection and mitigation
- 3 Lack of Structured Approach (30%): Many organizations have not systematically addressed AI bias concerns

Regular Audits &
Human Oversight

30-40%

Regular Audits &
Human Oversight

30%

Skill Development and Future Workforce Needs

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Most Critical Skills for the Next 5 Years (Employee Perspective)

- 1 Leadership & Management (22%) Essential for career advancement
- 2 AI & Machine Learning (16%) Highest growth demand
- 3 Project Management (15%) Universally valued
- 4 Data Analysis (14%) Driving business decision-making
- 5 Customer Relationship Management (9%)**
- 6 Cybersecurity (6%) Growing critical need
- 7 Financial Literacy (6%) Emerging importance
- 8 Digital Marketing (4%)
- 9 Product Management (4%)
- 10 Environmental Sustainability Knowledge (3%)

Emerging Technologies Expected to Influence Industry (Next 5 Years)

- 1 Generative AI - Widespread adoption across functions
- 2 Advanced Technical - Skills Data science, cloud architecture, cybersecurity
- 3 Blockchain - Growing but still emerging
- 4 5G Connectivity - Infrastructure advancement
- 5 Internet of Things - Industrial IoT applications
- 6 Quantum Computing - Long-term strategic importance
- 7 Virtual/Augmented Reality - Niche but growing

Learning & Development Initiatives

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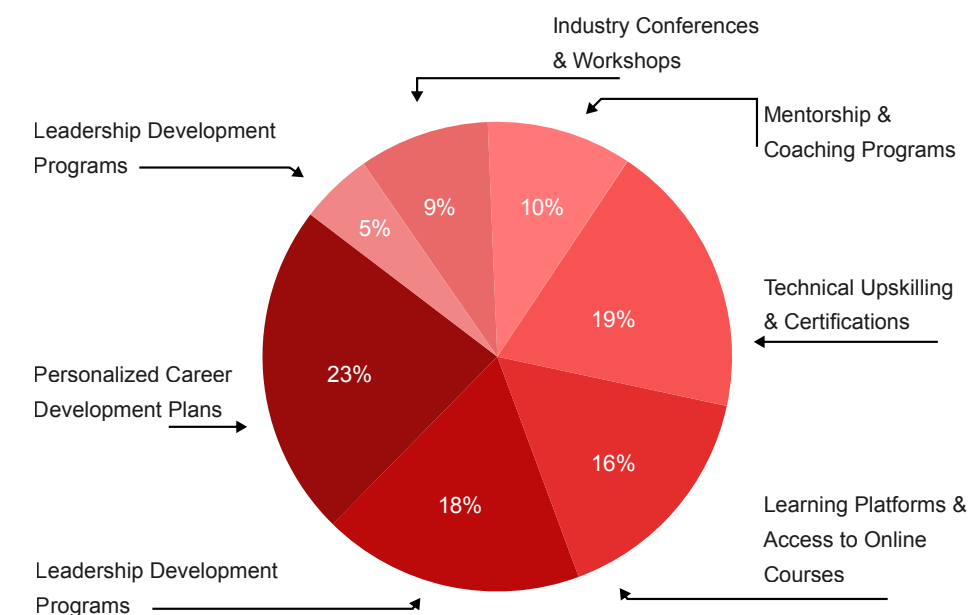
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Most Effective L&D Approaches for Retention:

- 1 Personalized Career Development Plans (23%)
- 2 Leadership Development Programs (18%)
- 3 Learning Platforms & Access to Online Courses (16%)
- 4 Technical Upskilling & Certifications (19%)
- 5 Mentorship & Coaching Programs (10%)
- 6 Cross-Functional Training (9%)
- 7 Industry Conferences & Workshops (5%)



Current Implementation Gaps:

- 1 Only 30-40% of organizations have structured, personalized career development
- 2 Many offer online learning platforms but low engagement without structure
- 3 Mentorship programs exist but are informal and inconsistent
- 4 Limited resources for executive coaching and specialized certifications

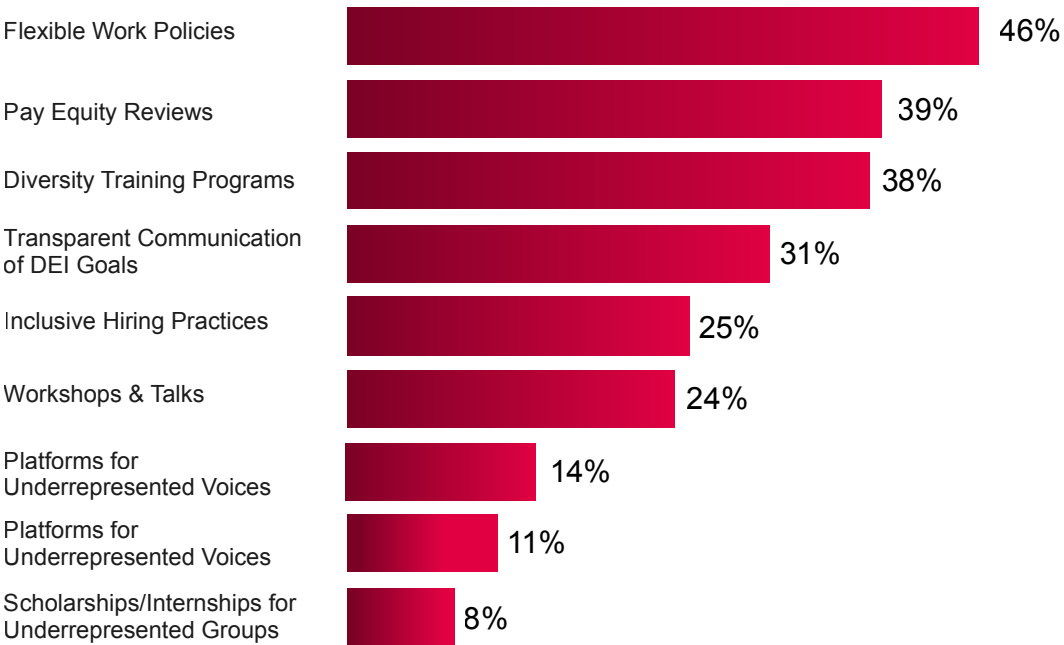
Diversity, Equity, and Inclusion (DEI) Initiatives

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DEI Priorities (Employer Perspective):

- 1 Flexible Work Policies (46%)
- 2 Pay Equity Reviews (39%)
- 3 Diversity Training Programs (38%)
- 4 Transparent Communication of DEI Goals (31%)
- 5 Inclusive Hiring Practices (25%)
- 6 Workshops & Talks (24%)
- 7 Platforms for Underrepresented Voices (14%)
- 8 Cultural Celebrations & Recognition (11%)
- 9 Scholarships/Internships for Underrepresented Groups (8%)



Current DEI Landscape

- 1 Strong emphasis on flexible work and pay equity as foundational DEI strategies
- 2 Growing awareness of need for training and transparent communication
- 3 Varied levels of implementation, with many organizations still in early stages
- 4 Younger cohorts (Gen Z, early Millennials) significantly more engaged with DEI concerns

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- 1** The salary figures in the 2026 Salary Guide are based on Adecco India's comprehensive market data, client feedback, and survey insights. These figures represent gross monthly salaries in INR and are applicable across India, with adjustments for:
- 2 Geographic Location** Metros (Delhi, Mumbai, Bangalore, Hyderabad, Pune, Chennai) typically command 10-20% higher salaries than Tier 2/Tier 3 cities
- 3 Company Size** Large enterprises often pay 15-25% more than SMEs for equivalent roles

- 4 Industry Sector.** Demand-supply dynamics vary significantly across sectors
- 5 Experience Level** Progression follows the experience brackets: 0-3 years, 3-7 years, 7-10 years, 10-15 years
- 6 Skill Specialization** Niche skills (AI/ML, Cloud, Cybersecurity, etc.) command 20-40% premiums

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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp. 15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Acquisition Manager - Corporate Salary	500,000	800,000	1,500,000	3,200,000	3,200,000	5,500,000	5,500,000	8,000,000	6,500,000	9,000,000
Relationship Manager	500,000	800,000	1,200,000	2,400,000	2,400,000	4,500,000	4,500,000	6,500,000	5,500,000	8,500,000
Portfolio Manager	800,000	1,500,000	1,500,000	3,000,000	3,000,000	5,000,000	5,000,000	7,500,000	6,000,000	9,500,000
Key Account Manager	700,000	800,000	1,300,000	2,700,000	2,700,000	4,500,000	4,500,000	6,800,000	5,500,000	8,800,000
Area Manager	700,000	1,400,000	1,400,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	6,500,000	8,500,000
Branch Manager	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,200,000	4,200,000	6,200,000	6,500,000	8,500,000
Regional Head	1,000,000	2,200,000	2,200,000	4,500,000	4,500,000	7,000,000	7,000,000	10,500,000	8,000,000	11,500,000
Zonal Head	1,200,000	2,400,000	2,400,000	5,000,000	5,000,000	7,500,000	7,500,000	11,000,000	8,000,000	11,500,000
National Head	1,500,000	3,000,000	3,000,000	6,000,000	6,000,000	9,500,000	9,500,000	12,500,000	10,500,000	15,500,000
Business Head	1,600,000	3,500,000	3,500,000	7,000,000	7,000,000	10,500,000	10,500,000	14,000,000	10,500,000	15,500,000

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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp. 15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Systems Analyst	500,000	1,000,000	1,000,000	2,200,000	2,200,000	3,500,000	3,500,000	5,000,000	6,500,000	7,000,000
Technical Support	450,000	600,000	600,000	1,200,000	1,200,000	2,000,000	2,000,000	3,000,000	5,000,000	7,500,000
Software Engineer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	5,000,000	7,500,000
Web Developer	500,000	1,000,000	1,000,000	2,200,000	2,200,000	3,500,000	3,500,000	5,000,000	5,000,000	7,500,000
Analytics Manager	1,000,000	2,000,000	2,000,000	4,200,000	4,200,000	6,500,000	6,500,000	9,000,000	5,000,000	7,500,000
Cloud Engineer	700,000	1,400,000	1,400,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	5,000,000	7,500,000
Database Administrator	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	5,000,000	7,500,000
Information Assurance Analyst	700,000	1,400,000	1,400,000	3,000,000	3,000,000	5,000,000	5,000,000	7,500,000	5,000,000	7,500,000
Network Administrator	500,000	1,000,000	1,000,000	2,200,000	2,200,000	3,500,000	3,500,000	5,000,000	5,000,000	7,500,000
Process Associate	450,000	600,000	500,000	1,000,000	1,000,000	1,500,000	1,500,000	2,000,000	2,000,000	6,500,000
User Experience Designer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	2,000,000	6,500,000
Voice Process Executive	450,000	600,000	500,000	1,000,000	1,000,000	1,500,000	1,500,000	2,000,000	2,000,000	6,500,000

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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp. 15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Analyst-Tax (Direct/ Indirect/Corporate/US)	400,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	4,000,000	4,500,000	5,000,000
Data Analyst	400,000	800,000	800,000	1,600,000	1,600,000	2,800,000	2,800,000	4,500,000	4,000,000	5,500,000
Executive Accounts Payable	350,000	800,000	800,000	1,400,000	1,400,000	2,300,000	2,300,000	3,500,000	3,000,000	4,500,000
Accounts Receivable	350,000	800,000	800,000	1,400,000	1,400,000	2,300,000	2,300,000	3,500,000	3,000,000	4,500,000
R2R	450,000	850,000	850,000	1,800,000	1,800,000	2,900,000	2,900,000	4,200,000	3,000,000	4,500,000
Customer Support Executive	350,000	600,000	600,000	1,200,000	1,200,000	2,000,000	2,000,000	3,200,000	3,000,000	4,000,000
Inside Sales	350,000	800,000	800,000	1,400,000	1,400,000	2,300,000	2,300,000	3,500,000	3,000,000	4,500,000
Financial Analyst	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,200,000	3,200,000	4,500,000	4,000,000	5,500,000
Research Analyst	400,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	3,800,000	4,000,000	5,500,000
Analyst-Bankruptcy/ Payroll	400,000	800,000	800,000	1,600,000	1,600,000	2,500,000	2,500,000	3,800,000	3,000,000	4,500,000
User Experience Designer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	5,500,000	4,500,000	5,500,000
Voice Process Executive	350,000	600,000	600,000	1,200,000	1,200,000	2,000,000	2,000,000	3,200,000	3,000,000	4,500,000

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	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Design Engineer	450,000	900,000	900,000	1,800,000	1,800,000	3,200,000	3,200,000	4,500,000	4,700,000	5,500,000
Design Manager	600,000	1,200,000	1,200,000	1,500,000	1,500,000	35,500,000	3,500,000	4,500,000	4,700,000	5,500,000
Procurement Specialist	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,200,000	3,200,000	4,500,000	4,500,000	6,000,000
Maintenance Engineer	400,000	800,000	800,000	1,600,000	1,600,000	2,800,000	2,800,000	4,000,000	4,700,000	5,500,000
Maintenance Sr Manager	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,200,000	4,200,000	5,800,000	5,800,000	6,500,000
Quality Engineer	400,000	800,000	800,000	1,600,000	1,600,000	2,800,000	2,800,000	4,000,000	4,000,000	4,800,000
Quality Manager	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,200,000	4,200,000	5,800,000	5,800,000	6,500,000
Production/ Shift Engineer	450,000	600,000	900,000	1,800,000	1,800,000	3,000,000	3,000,000	4,500,000	4,700,000	5,500,000
Production Manager	700,000	1,500,000	1,500,000	3,200,000	3,200,000	5,000,000	5,000,000	6,800,000	6,800,000	7,000,000
Sales Engineer	500,000	1,000,000	1,000,000	2,200,000	2,200,000	3,500,000	3,500,000	5,000,000	5,000,000	6,000,000
Sales Manager	700,000	1,500,000	1,500,000	3,200,000	3,200,000	5,200,000	5,200,000	7,000,000	7,000,000	7,500,000
Accounts Executive	300,000	600,000	600,000	1,200,000	1,200,000	1,800,000	1,800,000	2,400,000	2,400,000	3,000,000
Finance Manager	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,200,000	4,200,000	5,500,000	5,500,000	6,000,000
Finance Controller	1,000,000	2,000,000	2,000,000	4,000,000	4,000,000	6,000,000	6,000,000	8,000,000	8,000,000	9,500,000

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Electric Vehicles Sector

Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp. 15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Battery Technology & Powertrain	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,500,000	4,500,000	6,500,000	6,500,000	7,500,000
Manufacturing & Automation	700,000	1,200,000	1,200,000	2,400,000	2,400,000	4,000,000	4,000,000	5,800,000	6,000,000	7,800,000
Charging Infrastructure & Grid Integration	700,000	1,500,000	1,500,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	7,200,000	8,000,000
Market Research Analyst	500,000	1,000,000	1,000,000	2,200,000	2,200,000	3,500,000	3,500,000	5,000,000	5,000,000	6,000,000
EV Sales Specialist	600,000	800,000	800,000	1,500,000	1,500,000	2,800,000	2,800,000	4,000,000	4,000,000	5,500,000
Customer Service Representative	300,000	600,000	600,000	1,200,000	1,200,000	2,000,000	2,000,000	3,000,000	3,000,000	3,800,000
Legal & Regulatory Specialist	800,000	1,500,000	1,500,000	3,000,000	3,000,000	4,500,000	4,500,000	6,500,000	6,500,000	7,500,000
Sustainability Specialist	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,500,000	4,500,000	6,500,000	6,500,000	8,000,000
Data Scientist	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,500,000	6,500,000	7,800,000
Financial Analyst	500,000	1,000,000	1,000,000	2,200,000	2,200,000	3,500,000	3,500,000	5,000,000	5,000,000	6,500,000
Public Relations Specialist	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,200,000	3,200,000	4,500,000	4,700,000	5,500,000
Sales Manager	800,000	1,600,000	1,600,000	3,200,000	3,200,000	5,000,000	5,000,000	7,000,000	7,000,000	8,200,000
Accounts Executive	500,000	600,000	600,000	1,200,000	1,200,000	2,000,000	2,000,000	3,000,000	3,000,000	4,000,000
Finance Manager	1,000,000	2,000,000	2,000,000	4,000,000	4,000,000	6,000,000	6,000,000	8,500,000	8,500,000	9,000,000
Finance Controller	1,200,000	2,400,000	2,400,000	4,500,000	4,500,000	7,000,000	7,000,000	10,000,000	10,000,000	12,000,000

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	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Sales Officer	350,000	700,000	700,000	1,200,000	1,200,000	1,800,000	1,800,000	2,400,000	20,00,000	25,00,000
Area Sales Manager	600,000	1,200,000	1,200,000	2,000,000	2,000,000	3,200,000	3,200,000	4,500,000	3,200,000	4,500,000
Finance Manager	700,000	1,500,000	1,500,000	2,800,000	2,800,000	4,200,000	4,200,000	6,000,000	50,00,000	9,000,000
Senior Finance Manager	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,200,000	5,200,000	7,000,000	50,00,000	1250,000
Manager Procurement	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,200,000	4,200,000	6,000,000	4,200,000	70.00,000
Marketing Manager	700,000	1,500,000	1,500,000	2,800,000	2,800,000	4,200,000	4,200,000	6,000,000	4,200,000	70.00,000
Category Lead	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,500,000	5,500,000	7,500,000	5,500,000	80,00,000
AM-Taxation	700,000	1,500,000	1,500,000	2,800,000	2,800,000	4,200,000	4,200,000	6,000,000	4,200,000	6,500,000
National Sales Manager	1,200,000	2,500,000	2,500,000	4,200,000	4,200,000	6,000,000	6,000,000	8,000,000	6,000,000	9,000,000
Marketing Director	1,500,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	7,000,000	9,000,000	8,000,000	125,0,000
Manager Scientific Services	800,000	1,600,000	1,600,000	3,200,000	3,200,000	5,000,000	5,000,000	7,000,000	5,000,000	7,500,000
Market Analyst	600,000	800,000	800,000	1,500,000	1,500,000	2,200,000	2,200,000	3,000,000	2,200,000	3,000,000
Accounts Executive	400,000	600,000	600,000	1,000,000	1,000,000	1,500,000	1,500,000	2,000,000	1,500,000	2,500,000
HR Manager	600,000	1,200,000	1,200,000	2,200,000	2,200,000	3,200,000	3,200,000	4,500,000	3,200,000	5500,000
Finance Controller	1,200,000	2,500,000	2,500,000	4,200,000	4,200,000	6,000,000	6,000,000	8,500,000	8,000,000	1500,000

Healthcare & Life Sciences



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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp. 15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Quality Officer	350,000	700,000	700,000	1,400,000	1,400,000	2,500,000	2,500,000	3,500,000	3,500,000	5,500,000
Sr. Quality Executive	400,000	800,000	800,000	1,600,000	1,600,000	2,800,000	2,800,000	4,000,000	4,000,000	6,000,000
Quality Manager	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	5,000,000	5,000,000	7,000,000
Procurement Specialist	400,000	800,000	800,000	1,600,000	1,600,000	2,800,000	2,800,000	4,000,000	4,000,000	6,000,000
Procurement Manager	700,000	1,500,000	1,500,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	7,000,000	9,000,000
Medical Representative	300,000	600,000	600,000	1,200,000	1,200,000	2,000,000	2,000,000	3,000,000	3,000,000	5,000,000
Sales (TSE/ASE)	350,000	700,000	700,000	1,400,000	1,400,000	2,500,000	2,500,000	3,500,000	3,500,000	55,00,000
Sales (TSM)	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,500,00	3,500,00	5,000,000	5,000,000	7,000,000
Sales (RSM/ZSM/NSM)	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,500,000	4,500,000	6,500,000	6,500,000	9,000,000
Production/Shift Engineer	400,000	800,000	800,000	1,600,000	1,600,000	2,800,000	2,800,000	4,000,000	4,000,000	6,000,000
Production Manager	700,000	1,500,000	1,500,000	25,00,000	25,00,000	3,500,000	3,500,000	5,000,000	5,000,000	7,000,000
Accounts Executive	300,000	600,000	600,000	1,200,000	1,200,000	2,000,000	22,00,000	35,00,000	35,00,000	55,00,000
Finance Manager	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,500,000	4,500,000	6,500,000	6,500,000	85,00,000
Finance Controller	1,000,000	2,000,000	2,000,000	4,000,000	4,000,000	6,500,000	6,500,000	75,00,000	75,00,000	9,000,000
Regulatory Officer	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,000,000	5,000,000	7,000,000

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Information technology

Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp. 15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Software Engineer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	3000,000	5000,000	4,500,000	6,000,000
Senior Software Engineer	800,000	1,600,000	1,600,000	3,200,000	3,200,000	5,500,000	3,500,000	6500,000	5,800,000	7,000,000
Lead Engineer-Development	1,000,000	2,000,000	2,000,000	4,000,000	4,000,000	6,000,000	4,000,000	6,000,000	4,300,000	8,500,000
Test Engineer	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,500,000	2800,000	4500,000	3,000,000	5,000,000
Sr Test Engineer	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,500,000	3,500,000	5000,000	4,000,000	5,500,000
Lead Engineer-Testing	1,000,000	2,000,000	2,000,000	4,000,000	4,000,000	6,500,000	4000,000	5500,000	4,500,000	6,300,000
Technical Architect	1,200,000	2,400,000	2,400,000	4,800,000	3,800,000	5000,000	4500,000	7500,000	5,000,000	8,000,000
Solution Architect	1,200,000	2,400,000	2,400,000	4,800,000	4,800,000	7,500,000	4500,000	7000,000	5,000,000	8,000,000
Product Owner	1,000,000	2,000,000	2,000,000	4,000,000	4,000,000	6,000,000	4500,000	6500,000	4,000,000	6,000,000
Product Manager	1,200,00	2,400,000	2,400,000	4,800,000	4,800,000	7,500,000	5,000,000	6,800,000	4,000,000	8,000,000
Scrum Master	800,000	1,600,000	1,600,000	3,200,000	3,200,000	5,000,000	5,000,000	7,500,000	5,000,000	8,500,000
Project Manager	900,000	1,800,000	1,800,000	3,500,000	3,500,000	5,500,000	5,500,000	7,000,000	5,000,000	8,000,000
Sr Project Manager	1,200,000	2,400,000	2,400,000	4,500,000	4,500,000	7,000,000	5,000,000	8,500,000	7,000, 000	9,500,000

Job Role

Exp. 0-3 yrs

Exp. 3-7 yrs

Exp. 7-10 yrs

Exp. 10-15 yrs

Exp. 15+ yrs

Min(₹)

Max(₹)

Min(₹)

Max(₹)

Min(₹)

Max(₹)

Min(₹)

Max(₹)

Min(₹)

Max(₹)

Software Engineer

600,000

1,200,000

1,200,000

2,500,000

2,500,000

4,000,000

3000,000

5000,000

4,500,000

6,000,000

Senior Software Engineer

800,000

1,600,000

1,600,000

3,200,000

3,200,000

5,500,000

3,500,000

6500,000

5,800,000

7,000,000

Lead Engineer-Development

1,000,000

2,000,000

2,000,000

4,000,000

4,000,000

6,000,000

4,000,000

6,000,000

4,300,000

8,500,000

Test Engineer

500,000

1,000,000

1,000,000

2,000,000

2,000,000

3,500,000

2800,000

4500,000

3,000,000

5,000,000

Sr Test Engineer

700,000

1,400,000

1,400,000

2,800,000

2,800,000

4,500,000

3,500,000

5000,000

4,000,000

5,500,000

Lead Engineer-Testing

1,000,000

2,000,000

2,000,000

4,000,000

4,000,000

6,500,000

4000,000

5500,000

4,500,000

6,300,000

Technical Architect

1,200,000

2,400,000

2,400,000

4,800,000

3,800,000

5000,000

4500,000

7500,000

5,000,000

8,000,000

Solution Architect

1,200,000

2,400,000

2,400,000

4,800,000

4,800,000

7,500,000

4500,000

7000,000

5,000,000

8,000,000

Product Owner

1,000,000

2,000,000

2,000,000

4,000,000

4,000,000

6,000,000

4500,000

6500,000

4,000,000

6,000,000

Product Manager

1,200,00

2,400,000

2,400,000

4,800,000

4,800,000

7,500,000

5,000,000

6,800,000

4,000,000

8,000,000

Scrum Master

800,000

1,600,000

1,600,000

3,200,000

3,200,000

5,000,000

5,000,000

7,500,000

5,000,000

8,500,000

Project Manager

900,000

1,800,000

1,800,000

3,500,000

3,500,000

5,500,000

5,500,000

7,000,000

5,000,000

8,000,000

Sr Project Manager

1,200,000

2,400,000

2,400,000

4,500,000

4,500,000

7,000,000

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8,500,000

7,000, 000

9,500,000

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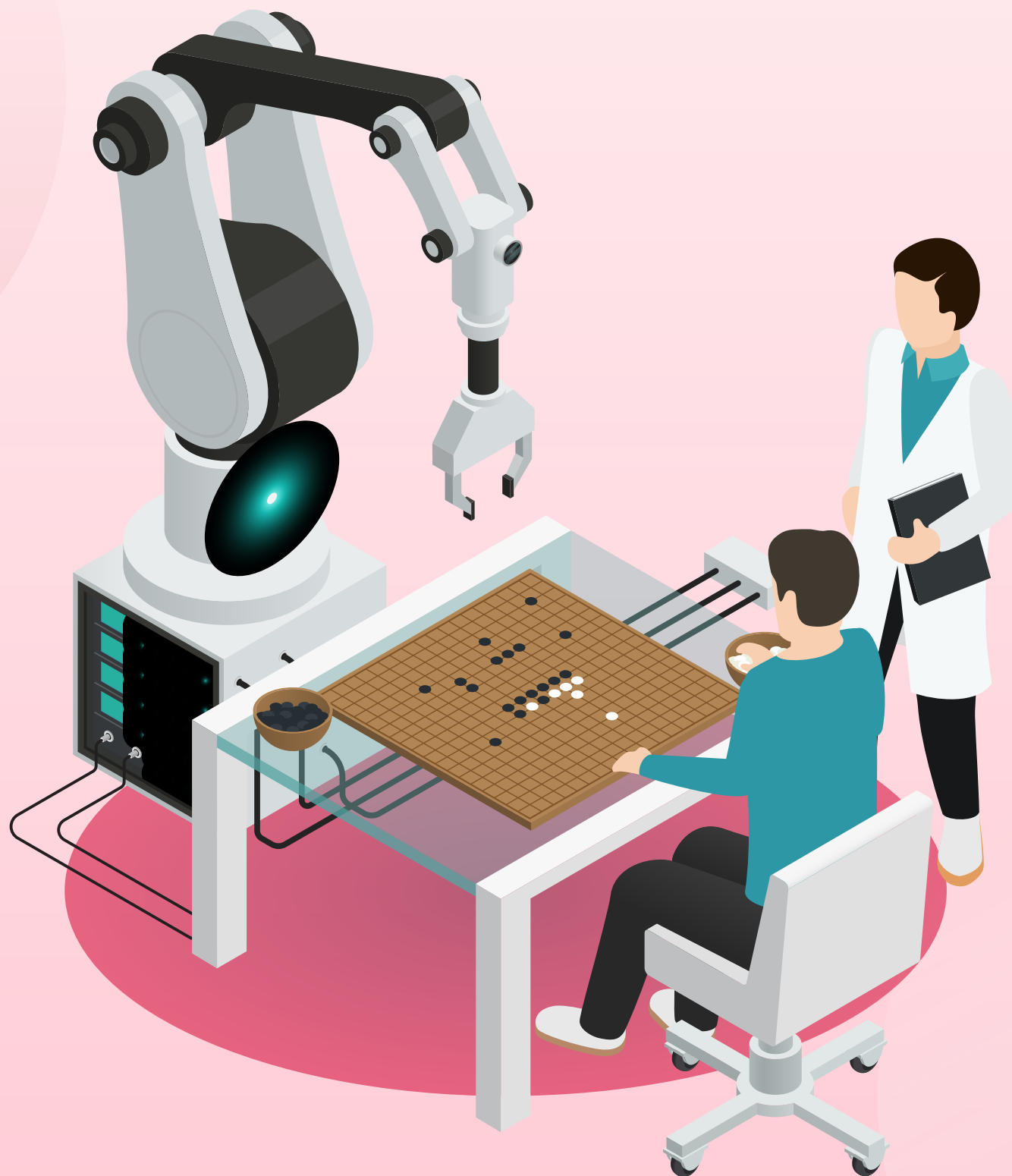
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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp.15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Mechanical Engineer	400,000	800,000	800,000	1,600,000	1,600,000	2,500,000	2,500,000	3,500,000	3,500,000	5,500,000
Electrical Engineer	400,000	800,000	800,000	1,600,000	1,600,000	2,500,000	2,500,000	3,500,000	3,500,000	5,500,000
Manufacturing Engineer	400,000	800,000	800,000	1,600,000	1,600,000	2,500,000	2,500,000	3,500,000	3,500,000	5,500,000
Quality Engineer	400,000	800,000	800,000	1,600,000	1,600,000	2,500,000	2,500,000	3,500,000	2,500,000	4,000,000
Product Engineer	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,000,000	3,000,000	4,000,000	3,500,000	5,500,000
Project Manager	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,000,000	4,000,000	5,500,000	3,500,000	60,00,000
Supply Chain Manager	600,000	1,200,000	1,200,000	2,500,000	2,500,000	3,500,000	3,500,000	5,000,000	2,500,000	40,00,000
Data Analyst	400,000	800,000	800,000	1,600,000	1,600,000	2,500,000	2,500,000	3,500,000	2,500,000	40,00,000
Welder	20,000	30,000	32,000	40,000	45,000	60,000	45,000	60,000	45,000	6,000,000
Product Manager	1,200,00	2,400,000	2,400,000	4,800,000	4,800,000	7,500,000	5,000,000	6,800,000	4,000,000	60,000
Fitter	18,000	25,000	28,000	35,000	40,000	55,000	40,000	55,000	40,000	55,000

AI & Digital Technology

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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp. 15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Software Engineer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	3,000,000	4,000,000	6,000,000	4,800,000	7,000,000
Front-End Developer	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,500,000	4,000,000	7,300,000
Back-End Developer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	4,000,000	7,300,000
Mobile App Developer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	4,500,000	7,500,000
Full-Stack Developer	700,000	1,400,000	1,400,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	5,500,000	8,000,000
Machine Learning Engineer	700,000	1,500,000	1,500,000	3,000,000	3,000,000	5,500,000	5,500,000	8,000,000	6,000,000	9,000,000
Data Scientist	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,500,000	4,500,000	7,500,000
Natural Language Processing (NLP) Engineer	800,000	1,600,000	1,600,000	3,200,000	3,200,000	5,500,000	5,500,000	7,500,000	5,900,000	7,000,000
Computer Vision Engineer	800,000	1,600,000	1,600,000	3,200,000	3,200,000	5,500,000	5,500,000	7,500,000	5,000,000	6,800,000
Cloud Engineer	700,000	1,400,000	1,400,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	5,500,000	7,500,000
DevOps Engineer	700,000	1,400,000	1,400,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	5,500,000	7,500,000
Cybersecurity Analyst	700,000	1,400,000	1,400,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000	5,500,000	8,500,000
Blockchain Developer	800,000	1,600,000	1,600,000	3,200,000	3,200,000	5,500,000	5,500,000	7,500,000	9,000,000	8,500,000
User Experience (UX) Designer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	4,500,000	7,000,000
Product Manager (Tech)	1,000,000	2,000,000	2,000,000	4,000,000	4,000,000	6,000,000	4,000,000	8,500,000	5,000,000	9,000,000

Finance and Accounting



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	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Financial Analyst	400,000	700,000	700,000	1,500,000	1,500,000	2,500,000	2,500,000	4,000,000	4,500,000	6,000,000
Accountant	300,000	500,000	500,000	1,200,000	1,200,000	2,000,000	2,000,000	3,000,000	4,000,000	6,000,000
Auditor	400,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	4,000,000	3,500,000	7,000,000
Tax Advisor	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	5,000,000	8,000,000
Investment Banker	1,200,000	2,500,000	2,500,000	4,500,000	4,500,000	7,000,000	7,000,000	10,000,000	7,000,000	12,000,000
Financial Controller	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,500,000	5,500,000	8,000,000	6,500,000	10,000,000
Treasury Analyst	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	6,000,000	8,000,000
Risk Analyst	800,000	1,600,000	1,600,000	3,200,000	3,200,000	5,500,000	5,500,000	7,500,000	5,900,000	7,000,000
Management Accountant	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	6,000,000	8,000,000
Internal Auditor	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,000,000	5,500,000	8,000,000
Corporate Finance Manager	1,200,000	2,500,000	2,500,000	4,500,000	4,500,000	7,000,000	7,000,000	10,000,000	8,000,000	12,000,000
Chief Financial Officer (CFO)	3,000,000	6,000,000	6,000,000	12,000,000	12,000,000	18,000,000	18,000,000	30,000,000	20,000,000	50,000,000

Human Resources



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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp.15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Recruitment Specialist	400,000	700,000	700,000	1,400,000	1,400,000	2,500,000	2,500,000	4,000,000	3,500,000	5,000,000
Talent Acquisition Manager	800,000	1,600,000	1,600,000	3,000,000	3,000,000	4,500,000	4,500,000	6,500,000	5,500,000	8,500,000
Compensation Analyst	500,000	900,000	900,000	1,800,000	1,800,000	2,700,000	2,700,000	4,000,000	3,700,000	6,000,000
Benefits Administrator	400,000	800,000	800,000	1,500,000	1,500,000	2,400,000	2,400,000	3,500,000	4,400,000	6,500,000
Rewards & Recognition Specialist	500,000	900,000	900,000	1,800,000	1,800,000	2,800,000	2,800,000	4,200,000	4,800,000	8,200,000
Employee Relations Specialist	600,000	1,100,000	1,100,000	2,200,000	2,200,000	3,500,000	3,500,000	5,000,000	4,500,000	7,000,000
Training & Development Specialist	500,000	900,000	900,000	1,800,000	1,800,000	2,700,000	2,700,000	4,200,000	3,700,000	6,200,000
HR Data Analyst	600,000	1,100,000	1,100,000	2,200,000	2,200,000	3,500,000	3,500,000	5,000,000	4,500,000	7,000,000
Diversity, Equity & Inclusion Specialist	600,000	1,200,000	1,200,000	2,400,000	2,400,000	3,600,000	3,600,000	5,200,000	4,600,000	7,200,000

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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Associate (Law Firm)	500,000	1,200,000	1,200,000	2,500,000	2,500,000	2,500,000	4,500,000	7,000,000
Associate (In-House)	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,500,000	4,500,000	6,500,000
Compliance Analyst	400,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	3,500,000
Compliance Officer	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000
Chief Compliance Officer (CCO)	2,000,000	3,500,000	3,500,000	6,000,000	6,000,000	10,000,000	10,000,000	14,000,000
Corporate Secretary	800,000	1,500,000	1,500,000	3,000,000	3,000,000	5,000,000	5,000,000	7,500,000
Data Privacy Specialist	800,000	1,500,000	1,500,000	3,000,000	3,000,000	5,000,000	5,000,000	7,000,000
ESG Specialist	700,000	1,400,000	1,400,000	2,800,000	2,800,000	4,500,000	4,500,000	6,500,000
In-House Counsel (Generalist)	900,000	1,800,000	1,800,000	3,500,000	3,500,000	6,000,000	6,000,000	8,500,000
In-House Counsel (Specialized)	1,200,000	2,500,000	2,500,000	4,500,000	4,500,000	7,500,000	7,500,000	10,000,000
In-House Counsel (Specialized)	1,200,000	2,500,000	2,500,000	4,500,000	4,500,000	7,500,000	7,500,000	10,000,000
Regulatory Affairs Specialist	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000
Risk Management Specialist	800,000	1,500,000	1,500,000	3,000,000	3,000,000	5,000,000	5,000,000	7,500,000
Legal Technology Specialist	900,000	1,800,000	1,800,000	3,500,000	3,500,000	5,500,000	5,500,000	8,000,000

Procurement & Supply Chain

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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp.15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Procurement Analyst	400,000	700,000	700,000	1,500,000	1,500,000	2,500,000	2,500,000	4,000,000	3,000,000	4,000,000
Supply Chain Manager	900,000	1,800,000	1,800,000	3,500,000	3,500,000	5,500,000	5,500,000	8,000,000	6,000,000	8,500,000
Supply Chain Analyst	500,000	900,000	900,000	1,800,000	1,800,000	3,000,000	3,000,000	4,500,000	3,500,000	5,000,000
Sourcing Specialist	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	2,500,000	4,000,000	3,000,000	4,500,000
Administration Manager (Procurement/Supply Chain)	700,000	1,500,000	1,500,000	3,000,000	3,000,000	4,500,000	4,500,000	6,500,000	3,000,000	4,500,000
Quality Control Inspector	400,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	3,500,000	3,000,000	4,500,000
Procurement Manager	900,000	1,800,000	1,800,000	3,500,000	3,500,000	5,500,000	5,500,000	8,000,000	6,000,000	8,000,000

Sales & Marketing



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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp. 15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Sales Development Representative (SDR)	500,000	900,000	900,000	1,800,000	1,800,000	3,000,000	3,000,000	4,500,000	4,000,000	5,500,000
Account Executive (AE)	700,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	5,000,000	6,500,000
Sales Manager	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,500,000	5,500,000	8,000,000	6,500,000	8,500,000
Head of Sales/ Sales Director	2,500,000	4,000,000	4,000,000	6,500,000	6,500,000	10,000,000	10,000,000	15,000,000	13,000,000	16,000,000
Marketing Assistant/ Coordinator	400,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	3,500,000	3,500,000	4,500,000
Content Marketing Specialist	500,000	1,000,000	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,000,000	3,500,000	4,500,000
Social Media Manager	600,000	1,200,000	1,200,000	2,400,000	2,400,000	4,000,000	4,000,000	6,000,000	5,000,000	6,500,000
Digital Marketing Specialist	600,000	1,200,000	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,000,000	5,000,000	6,500,000
Marketing Manager	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,500,000	5,500,000	8,000,000	6,500,000	8,000,000
Product Marketing Manager	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,500,000	6,500,000	9,000,000	7,500,000	9,000,000
Brand Manager	1,200,000	2,500,000	2,500,000	4,000,000	4,000,000	6,500,000	6,500,000	9,000,000	7,500,000	9,000,000
Demand Generation Specialist	800,000	1,500,000	1,500,000	3,000,000	3,000,000	5,000,000	5,000,000	7,500,000	6,000,000	8,000,000
Marketing Technologist	900,000	1,800,000	1,800,000	3,200,000	3,200,000	5,500,000	5,500,000	8,000,000	6,000,000	8,000,000
Account-Based Marketing (ABM) Specialist	1,000,000	2,000,000	2,000,000	3,500,000	3,500,000	5,500,000	5,500,000	8,000,000	6,000,000	8,500,000

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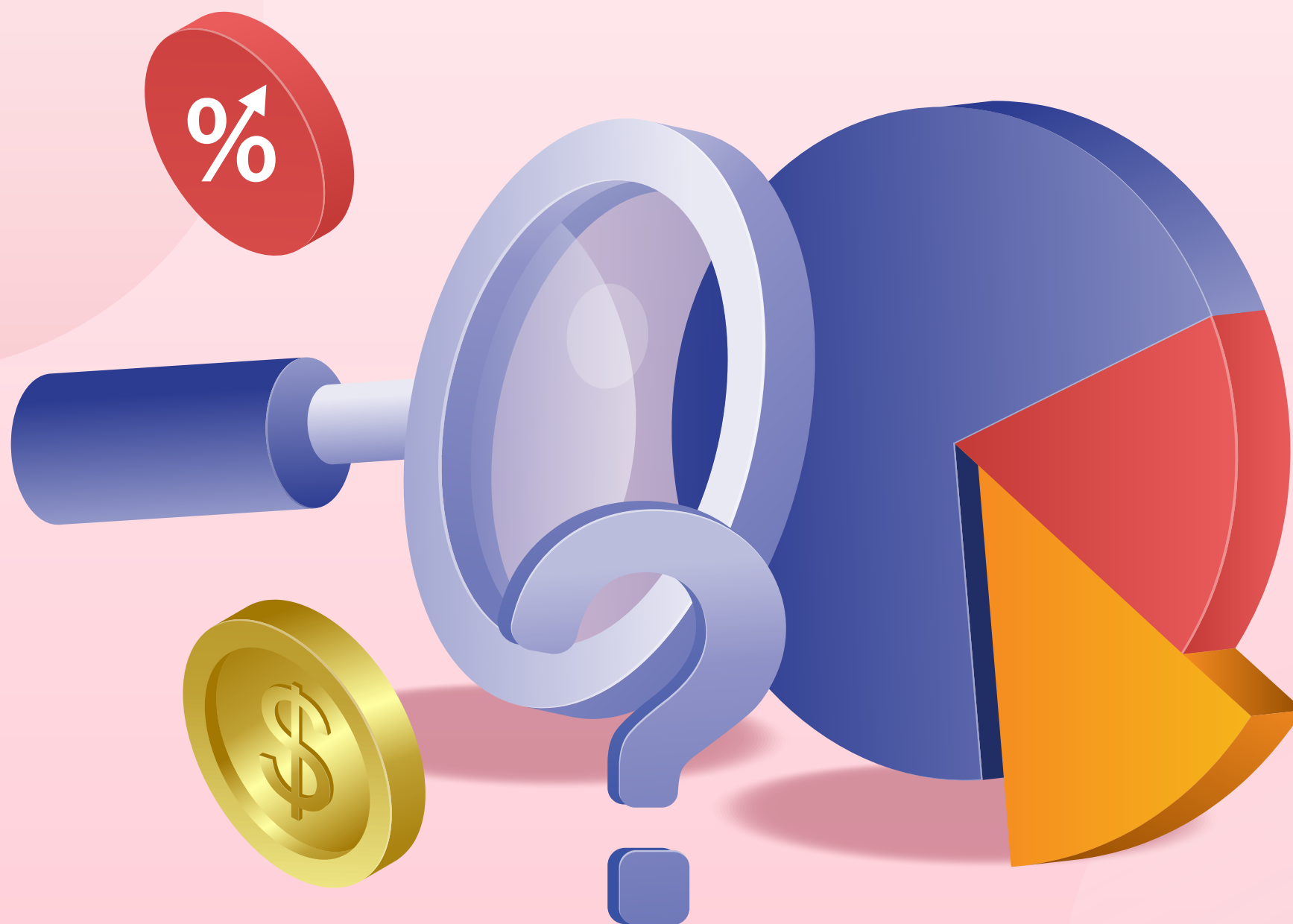
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Job Role	Exp. 0-3 yrs		Exp. 3-7 yrs		Exp. 7-10 yrs		Exp. 10-15 yrs		Exp.15+ yrs	
	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)	Min(₹)	Max(₹)
Data Scientist	600,000	1,500,000	1,500,000	3,500,000	3,500,000	5,000,000	4,000,000	7,000,000	4,500,000	7,500,000
Cloud Architect	2,000,000	3,000,000	3,000,000	4,500,000	4,500,000	6,000,000	5,000,000	8,000,000	5,500,000	8,500,000
Full Stack Developer	800,000	1,500,000	1,500,000	2,500,000	2,500,000	4,000,000	3,000,000	4,500,000	3,500,000	7,000,000
AI/ML Engineer	650,000	950,000	950,000	2,400,000	2,400,000	3,500,000	10,000,000	15,000,000	13,000,000	16,000,000
Cybersecurity Expert	800,000	1,200,000	1,200,000	2,000,000	2,000,000	3,500,000	3,500,000	5,000,000	4,000,000	7,000,000
DevOps Engineer	550,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	4,000,000	4,500,000	7,500,000
Data Analyst	400,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	3,500,000	3,000,000	4,500,000
Software Development Engineer	600,000	1,200,000	1,200,000	2,000,000	2,000,000	3,500,000	3,500,000	5,000,000	4,000,000	6,000,000
Blockchain Developer	500,000	800,000	800,000	1,500,000	1,500,000	2,500,000	2,500,000	3,500,000	3,000,000	6,500,000
IoT Specialist	600,000	1,000,000	1,000,000	1,800,000	1,800,000	2,800,000	2,800,000	4,000,000	3,500,000	6,000,000

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Estimated Appraisal

Sector	Min (%)	Max (%)
Banking and Financial Services	8%	10%
ITES	7%	9%
Consulting	8%	10%
Engineering	9%	11%
EV	15%	20%
FMCG and Consumer Durable	8%	10%
Healthcare and life sciences	10%	12%
Information Technology	7%	9%
Manufacturing	8%	10%
AI and Digital Technology	12%	15%
Finance and Accounting	8%	10%
Human Resources	7%	9%
Legal, CS and Compliance	8%	10%
Procurement & Supply Chain	9%	11%
Sales and Marketing	8%	10%
Global Capability Centres (GCC)	10%	12%

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The Adecco Group

Adecco AKKODIS LHH

The Adecco Group is the world's leading HR solutions company

We believe in making the future work for everyone, and every day enable more than 3.5 million careers. We skill, develop, and hire talent in over 60 countries, enabling organizations to embrace the future of work. As a Fortune Global 500 company, we lead by example, creating shared value that fuels economies and builds better societies.

Our culture of inclusivity, entrepreneurship, and teamwork empowers our 35,000 employees. We are proud to have been consistently ranked one of the 'World's Best Workplaces' by Great Place to Work®.

The Adecco Group AG is headquartered in Zurich, Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN). The Group is powered by three global business units: Adecco, LHH, and Akkodis.

Adecco India

Adecco India is shaping the future of work by delivering agile, tech-enabled workforce solutions that empower businesses and individuals to thrive in a rapidly evolving employment landscape. As part of The Adecco Group—the world's leading talent and technology expertise company—our purpose is to make the future work for everyone.

We combine global scale with deep local expertise to solve today's most pressing workforce challenges—from talent shortages and AI disruption to evolving work models and compliance complexity. As a trusted partner to over 100,000 organizations worldwide and a leader in India's staffing and skilling ecosystem, Adecco India supports GCCs, tech firms, and high-growth sectors with tailored hiring strategies, executive search, and scalable staffing models.

Our Skills Academy, backed by our role as a licensed TPA for NATS and NAPS, bridges the employability gap through structured skilling and apprenticeship programs across the country. With a strong focus on inclusion, innovation, and lifelong employability, Adecco India is not just filling roles—it's building resilient, future-ready teams and unlocking long-term value for clients, candidates, and society – Making future work for everyone.

Adecco India is where talent meets technology, and purpose meets performance.

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