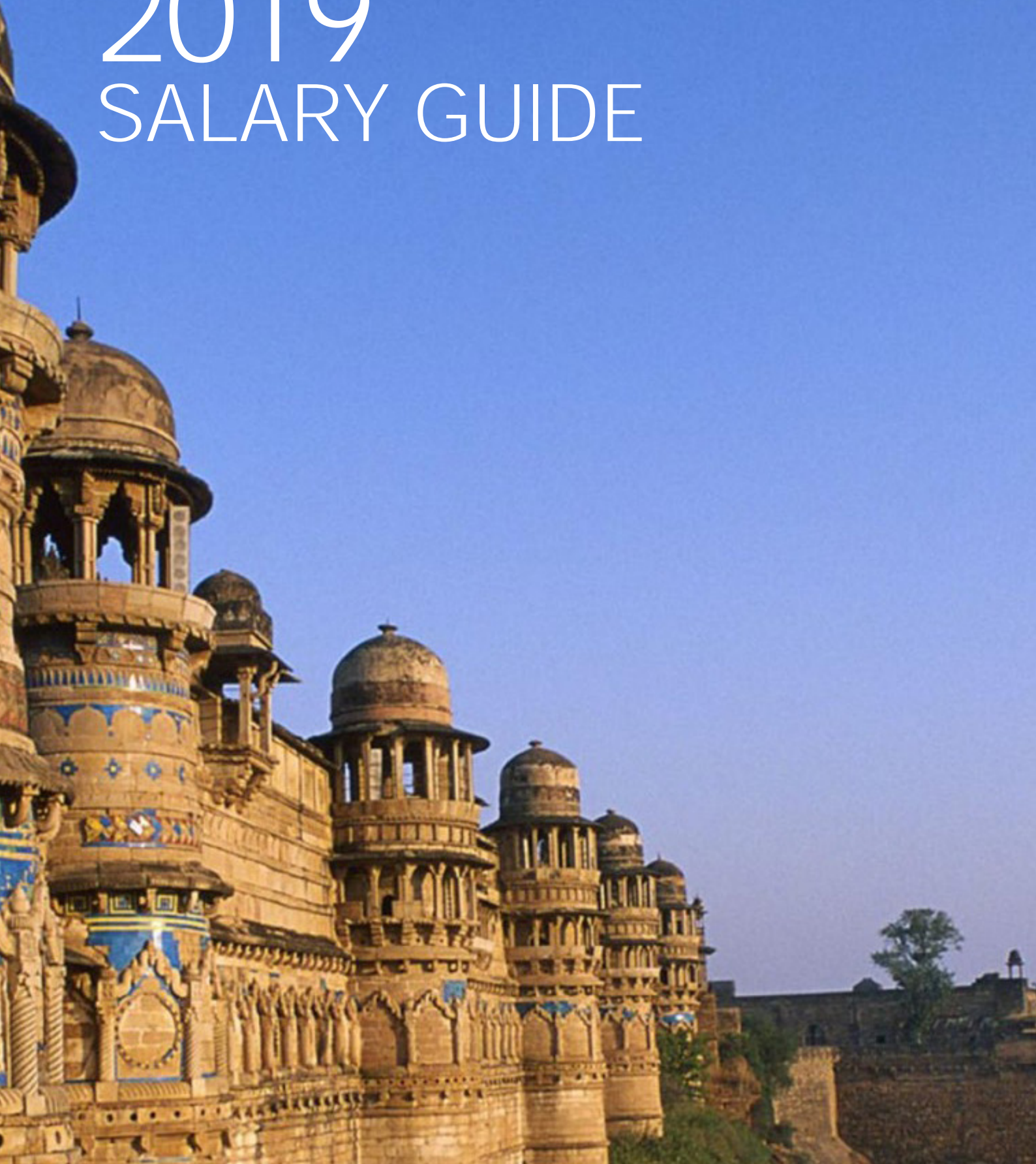


INDIA

2019

SALARY GUIDE





CONTENTS

4
OUR EXPERTISE

5
EXECUTIVE OVERVIEW

7
INDIA LABOUR MARKET
OUTLOOK

SALARIES

8
BANKING, FINANCIAL
SERVICES AND INSURANCE
(BFSI)

10
START-UPS AND
E-COMMERCE

14
ENGINEERING

24
FAST-MOVING CONSUMER
GOODS & CONSUMER
RETAIL

28
INFORMATION
TECHNOLOGY (IT)

36
INFORMATION
TECHNOLOGY ENABLED
SERVICES (ITES)

46
PHARMACEUTICALS /
LIFE SCIENCES /
HEALTHCARE

52
TEMP HIRING - IT SECTOR

56
TEMP HIRING - NON - IT
SECTORS

WHO ARE WE?

As a global leader in providing workforce solutions, Kelly Services, Inc. (Nasdaq: KELYA, KELYB) and its subsidiaries, offer a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, temporary-to-hire, and direct-hire basis. Kelly® directly employs nearly 500,000 people around the world in addition to having a role in connecting thousands more with work through its global network of talent suppliers and partners. Revenue in 2017 was \$5.4 billion.

Visit kellyservices.co.in and connect with us on Facebook, LinkedIn, & Twitter.

OUR EXPERTISE



WORKFORCE SOLUTIONS

- Temporary and Contract Placement
- Permanent Placement
- Leadership Hiring



AREAS OF EXPERTISE

- IT
- ITES
- Engineering
- BFSI
- Consumer Services
- Science

TRANSITION SERVICES

We have a team of experts who support clients evaluating a staffing vendor change. We administer a series of measures to ensure we transit the customer from their existing Temp & Contract vendor to us with minimum impact to business, lesser time and with minimum wastage of resources and cost spent. We have developed this special program only towards transitions. What do you get?

- Scope Analysis
- Existing Gap Analysis
- Stakeholder Intervention/Program Administration
- Technology Intervention
- Contractual & Documentation Delivery
- Governance & Compliance
- Analytics & Dashboard Delivery
- Account Management with Regular Statutory/Compliance updates

EXECUTIVE OVERVIEW



We are pleased to present the 2019 India Salary Guide. The guide gives an overview of salaries (Permanent and Temporary employment) drawn across different skillsets and experience levels in sectors including BFSI, E-commerce, Engineering, FMCG & Consumer Retail, IT, ITES and Pharmaceuticals/Life Sciences/Healthcare. The salaries listed are based on the placements made by Kelly Services, India and is an indicator of current market salaries drawn for said skillsets and experience levels.

At Kelly, we continue to see demand for talents from our client organisations with a few sectors being more bullish. We are also seeing as indicated in some of our research reports, the rise of the gig economy with many of our clients experimenting hybrid hiring models. This is to suit their talent strategies and to align better with candidate's expectations. With every passing year, we are also seeing HR and hiring managers seeking better predictability of their talent supply chain with Automation, talent analytics and AI making inroads to solve some of the existing gaps.

Skills are changing fast with the plain vanilla skills making way for more specialisations. Some of the roles that we are seeing today did not exist a few years back and might transform in the next few years. At least 70% of the candidates placed by Kelly have in the past been part of an upskilling program. This shows the importance organisations are placing on skill development.

For organisations to retain good talent, there is a serious need to also relook at some of the talent engagement programs that exist to ensure good talent doesn't get disengaged quickly. As indicated earlier, the rise of the gig economy means that organisations today should not just worry about their talent being poached by competition, but also by online talent communities/portals that offer greater flexibility and variety of work.

It would be interesting to see how the talent ecosystem will transform and how organisations employ talent. Will we see less of Permanent staff and more of Temp and Contract staff? Will we also see salaries transforming with an outcome based salary structure taking precedence and more companies increasing the variable component and curtailing the fixed income?

On this note, I am delighted to present the 2019 Kelly India Salary Guide, which offers a look at our business landscape, market insights and trends of key industries that are currently driving the nation's economy. I hope this guide will serve as an useful tool for your talent compensation planning.

My team and I are ready to assist you with specific queries you may have on our sectors of specialisations within India. There are many aspects which make an employee productive; a competitive salary is one of them. I hope our efforts provide you that crucial input.

Thammaiah BN
Managing Director, Kelly Services India

GICs, Automobile & Auto Ancillary, Consumer Durables, Retail and Start-up sectors are positive on the hiring front.

In 2018, the Temp and Contract staffing space in India got a major boost with the government opening hiring of workers on fixed-term employment for all sectors.

The Asia-Pacific region is forecasted to add **23 million** jobs between **2017 - 19.**

By 2019, India will also have **18.9 million** unemployed people, or **9.7%** of such population worldwide.

INDIA LABOUR MARKET OUTLOOK

The Indian economy saw a GDP growth of around 7% during 2018 and is forecasted to grow at 7.5% in 2019, with the core sectors performing well. We are currently seeing sectors such as GICs, Automobile and Auto Ancillary, Consumer Durables, Retail and Start-ups being positive on the hiring front. Unlike last year when the market had paused due to the after-effects of demonetisation and glitches related to Goods and Services Tax (GST) implementation, the hiring in 2018 picked up across a few sectors. We are likely to see the hiring momentum continue in 2019. India Inc. is keeping a close watch on the upcoming 2019 elections which may have an impact on certain senior level hiring.

In 2018, the Temp and Contract staffing in India got a major boost with the government opening hiring of workers on fixed-term employment for all sectors. This move aims to improve the ease of doing business for organisations intending to hire professionals for completing specified projects. The government is also working on bringing in reforms for the betterment of the staffing market in India. This will in the long-term safeguard interests of both the employees and employers.

India currently has 1.6 million engineers, 5 million graduates and 0.3 million MBA graduates added to the workforce every year. How many of them are employed with jobs of their choice? Also, how will organisations employ this workforce in the future? Will we see the rise of the gig economy with critical jobs being managed directly by organisations and others being outsourced to external freelancers, independent consultants and contractors?

As per International Labour Organization (ILO), the Asia-Pacific region is forecasted to add 23 million jobs between 2017 - 19, aided by employment growth in South Asian nations, including India. As per ILO, by 2019, India will also have 18.9 million unemployed people, or 9.7% of such population worldwide. This calls for a deeper look at skilling, upskilling and reskilling of professionals and providing better access to education and employment markets. Skilling is especially vital in sectors like IT, manufacturing, banking, engineering and automobile industries, which are impacted by the advent of automation on the shop floor. The mid level in services companies also need to find new value in the work they do as organisations move towards a flatter mid-level structure.

As the generation Z begins to enter the workforce, it will be interesting to see how the different generations work together towards a common goal. Employment engagement needs to constantly evolve to accommodate different talent types, both internal and external. The role of AI and automation will come to the fore, especially while managing a diverse workforce. Technology also has a role to play in performance management.

Today, HiPo (High Potential) employees are getting larger salary hikes (double digits), while average performers are looking at single digit hikes. However, while changing jobs, salaries at mid and senior levels are rising faster in India due to the onslaught of new projects in key sectors and increased foreign investment inflows. Hiring at mid to senior levels too is expected to pick up in 2019. But at entry level, the salaries continue to remain dismal across sectors.

The most important trend is that HR is moving closer to business and organisations are aligning their business and talent strategies leading to increased pressure to hire candidates with the right fit and with the right skills. While organisations are struggling to find the right talent, candidates are staring at a resume blackhole in the job market.



BANKING, FINANCIAL SERVICES AND INSURANCE (BFSI)

The Indian banking sector is one of the most regulated banking sectors in the world. However, the sector continues to struggle with gross non-performing assets (GNPAs), or bad loans, of scheduled commercial banks. This is worrying as it is projected to increase further in the years to come.

Having said this, the Indian banking industry has also witnessed the roll out of innovative banking models like payments and small finance banks, which will go a long way in helping the restructuring of the domestic banking industry. In India, banks employ maximum workforce followed by IT, mining, healthcare and textiles. These sectors collectively account for nearly 60 percent of the total employment.

On the jobs front, around 25 percent of existing jobs in BFSI space are expected to face existential threat by 2022, as the sector is witnessing rising adoption of automation to increase efficiency. The BFSI sector has been seeing an increase in adoption of Robotic Process Automation to increase productivity in day-to-day processes.

The sector overall is seeing an increase in demand for cyber security specialists, RPA experts, AI specialists, block chain architects, risk analysts, process modellers, data specialists and digital officers. Sales and marketing roles will continue to be in demand as there's always a dearth of good professionals who can acquire more customers.

Many of the biggest banks in the world have setup their Global In-house Centers (GICs) here as India moves towards being an IT outsourcing and analytics hub. Candidates from eminent institutions in India are known for their mathematics and statistics prowess. These GICs are more like knowledge centers delivering high-end work in risk assessment, analytics, digital to name a few. Not just retail and corporate banking players but, investment banks too have established their GICs in India to leverage lower cost to serve extend coverage of services.

Appraisals are expected to be around 7 - 10% with good performers being given 12 - 15% hikes in 2019.

IN INDIA, BANKS EMPLOY MAXIMUM WORKFORCE FOLLOWED BY IT, MINING, HEALTHCARE AND TEXTILES.

THESE SECTORS COLLECTIVELY ACCOUNT FOR NEARLY

60%

OF THE TOTAL EMPLOYMENT.

ON THE JOBS FRONT, AROUND

25%

OF EXISTING JOBS IN BFSI SPACE ARE EXPECTED TO FACE EXISTENTIAL THREAT BY

2022.

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
JUNIOR					
	Banking Operations	0-2	Any Graduate	3,50,000	5,50,000
	Corporate Banking	0-2	Finance Graduate	3,50,000	5,50,000
	HNI Banking	1-3	MBA	5,50,000	10,80,000
	Risk Advisory	2-4	MBA/ CA/ CFA	8,80,000	18,00,000
	Compliance	2-4	Certified Professionals	5,50,000	12,00,000
	Mergers & Acquisitions	2-4	MBA/ CA/ CFA	9,00,000	18,00,000
	Fund Management	2-4	MBA/ CA/ CFA	9,00,000	18,00,000
	Treasury Operations	2-4	Masters/ MBA	5,50,000	12,00,000
	Relationship Management	2-4	MBA	4,40,000	8,40,000
	Training	2-4	Any Graduate	4,40,000	7,20,000
	Human Resources	2-4	MBA	4,40,000	7,20,000
	Loan	2-4	MBA	4,40,000	7,20,000
MIDDLE					
	Sales	2-6	MBA	6,60,000	14,40,000
	Banking Operations	2-6	Any Graduate	6,60,000	12,00,000
	Corporate Banking	2-6	Finance Graduate	7,70,000	14,40,000
	HNI Banking	4-8	MBA	6,60,000	14,40,000
	Risk Advisory	5-9	MBA/ CA/ CFA	11,00,000	23,00,000
	Compliance	5-9	Certified Professionals	11,00,000	23,00,000
	Mergers & Acquisitions	5-9	MBA/ CA/ CFA	22,00,000	40,00,000
	Fund Management	5-9	MBA/ CA/ CFA	17,60,000	28,80,000
	Treasury Operations	5-9	Masters/ MBA	6,60,000	16,00,000
	Relationship Management	5-9	MBA	9,00,000	16,00,000
	Training	5-9	Any Graduate	9,00,000	16,00,000
	Human Resources	5-9	MBA	9,00,000	16,00,000
	Loan	5-9	MBA	9,00,000	16,00,000
SENIOR					
	Sales	10-15	MBA	17,00,000	40,00,000
	Banking Operations	10-15	Any Graduate	14,00,000	25,00,000
	Corporate Banking	10-15	Finance Graduate	16,50,000	40,00,000
	HNI Banking	10-15	MBA	16,50,000	40,00,000
	Risk Advisory	10-15	MBA/ CA/ CFA	33,00,000	72,00,000
	Compliance	10-15	Certified Professionals	22,00,000	42,00,000
	Mergers & Acquisitions	10-15	MBA/ CA/ CFA	33,00,000	72,00,000
	Fund Management	10-15	MBA/ CA/ CFA	22,00,000	42,00,000
	Treasury Operations	10-15	Masters/ MBA	16,50,000	40,00,000
	Relationship Management	10-15	MBA	16,50,000	45,00,000
	Training	10-15	Any Graduate	16,50,000	50,00,000
	Human Resources	10-15	MBA	16,50,000	50,00,000
	Loan	10-15	MBA	16,50,000	30,00,000



START-UPS & E-COMMERCE

Start-up hiring is likely to increase by 20 - 25% in 2019. We believe the overall sector is far more positive than last year as realism seems to have set in the ecosystem, where investors are largely investing in businesses they see long term sustainability and businesses that are differentiated. AI and automation is something start-ups are excited about as it opens up different ways of approaching the market and servicing customers. Over the last one year, we've seen new start-ups emerging in these areas with demand for niche skills around AI, Machine Learning, RPA, NLP, IoT, AoT (Analysis of Things), Data Specialists and Analytics. India is the youngest start-up nation with 72% founders below 35 years old. We are pegged at third place behind US and Britain in terms of the number of start-ups.

We are also seeing the B2B start-up space doing very well with some of them having stabilized their operations now. We believe the B2B space will thrive as lots of them are directly addressing some of the existing inefficiencies in the way businesses run. A lot of the start-ups are also focussing on building operational excellence, better collaboration and platforms to better engage with employees and customers.

In the B2C space, Fintech and Edutech continue to do well. In Fintech, we are seeing start-ups leveraging on Machine Learning and AI platforms to address challenges and opportunities in areas such as fraud detection and making customer experience more enriching. Over the last two years, we have seen the growing number of start-ups in the Fintech space with analysts predicting this sector to grow even more aggressively.

Edutech start-ups will thrive as they are addressing a huge gap in the education system in India. Start-ups are experimenting a variety of offerings around online courses - delivered through pre-recorded videos and curated content paired with study materials, online assessments, test preparation, edutainment and many more. AI and Machine Learning technologies are being used extensively here too.

As per recent research by Morgan Stanley, online retail in India is estimated to grow over 1,200% to \$200 billion (Rs13,30,550 crore) by 2026, up from \$15 billion in 2016. E-commerce in the FMCG (fast-moving consumer goods) space can potentially grow to up to \$6 billion by 2020, from less than \$1 billion now, with a tremendous potential to create more jobs. All of this and many more reasons, including the governments intent to encourage, provide subsidies and guidance to budding entrepreneurs, usher good for the start-up and e-commerce sector.

More importantly, there has been a maturing of the ecosystem and a realisation that most start-ups are bound to fail leading to job losses. The initial culture shock over layoffs and deferred campus hiring has given way to an urge among candidates particularly freshers to work with start-ups as they want to learn the ropes in a fast-paced and innovative environment. These days, candidates proudly describe themselves as failed entrepreneurs on LinkedIn and other social forums. Organisations also value the learning and multi-tasking abilities of failed entrepreneurs and employees from such start-ups. Successful start-ups also prefer to hire employees from failed ones. In fact, acqui-hiring has been on the rise for this exact reason.

Talents in this space can expect a 10 - 15% appraisal hike with good candidates also getting 16 - 24% hikes.

START-UP HIRING
PICKED UP IN

2018

WITH A

20-25%
INCREASE IN DEMAND
WHEN COMPARED TO
PREVIOUS YEAR. THIS
WILL CONTINUE IN

2019.

INDIA IS THE
YOUNGEST
START-UP NATION
WITH
72%
FOUNDERS BELOW
35 YEARS OLD.
WE ARE PEGGED AT
THIRD PLACE BEHIND
US AND BRITAIN IN
TERMS OF
THE NUMBER OF
START-UPS.

ONLINE RETAIL IN
INDIA IS ESTIMATED
TO GROW OVER
1,200%
TO
\$200
BILLION (RS13,30,550
CRORE) BY
2026,
UP FROM
\$15
BILLION IN
2016.

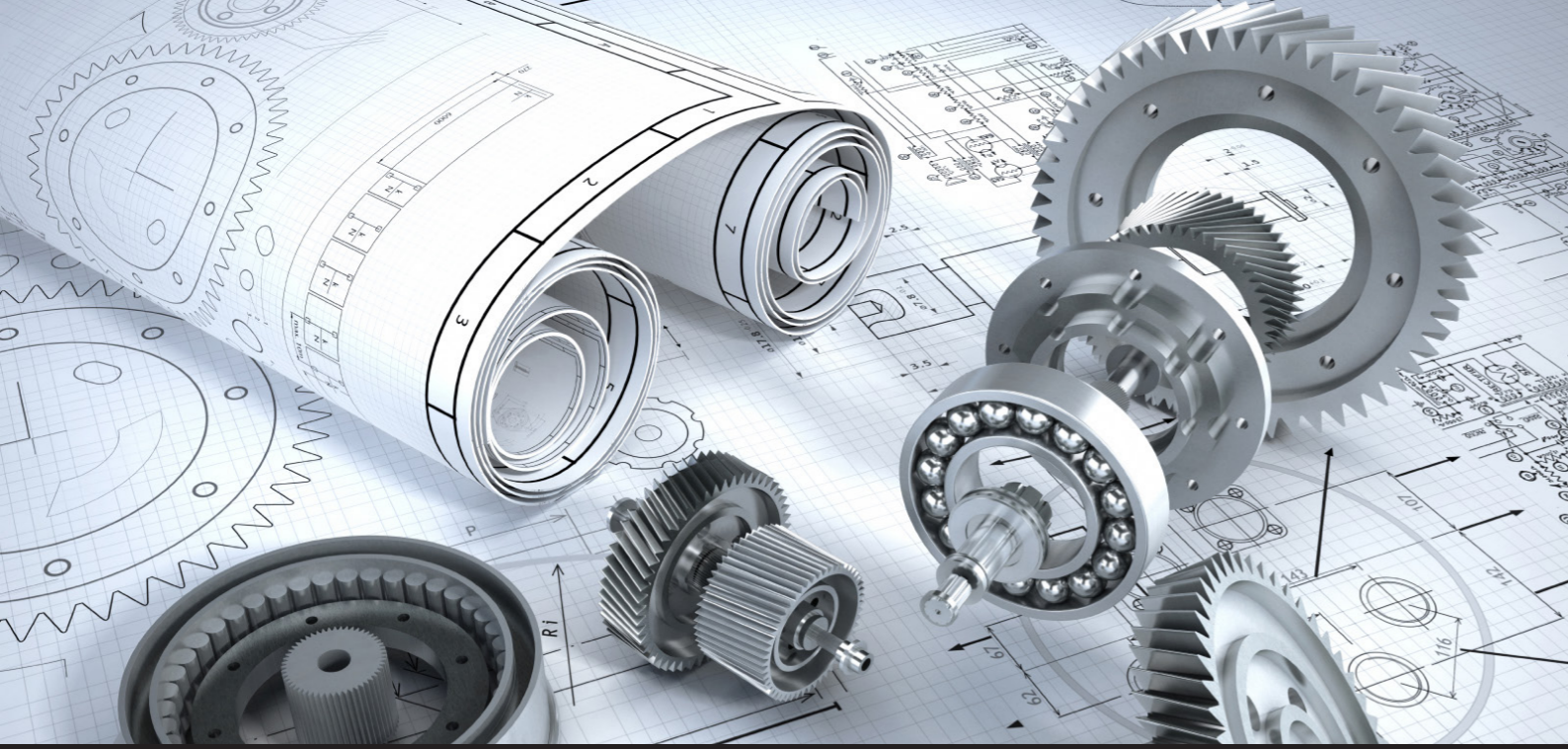
START-UPS & E-COMMERCE

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
JUNIOR					
	Digital Marketing Executive	1-3	Grad/ MBA	6,00,000	8,00,000
	Content Writer	1-4	Grad	4,50,000	7,00,000
	Copywriter	1-4	Grad/Masters	5,00,000	7,50,000
	Social Media Marketing Executive	1-4	Grad/ MBA	6,00,000	8,00,000
	Graphic Designer	1-4	Dip/Grad	4,50,000	8,00,000
	Business Development Executive	1-4	Grad/ MBA	4,00,000	8,00,000
	Data Analyst	1-2	Grad/ MBA	5,00,000	7,00,000
	Business Analyst	1-4	Grad/ MBA	7,00,000	12,00,000
	Finance Executive	2-5	Grad/ Masters	4,00,000	7,00,000
	HR Executive	2-5	MBA	4,00,000	7,00,000
	QA - Testing	2-4	BE/MCA	6,50,000	10,00,000
	Backend Developer	1-3	BE/ Btech (Tier II or III)	8,00,000	12,00,000
	Frontend Developer	1-3	BE/ Btech (Tier II or III)	7,00,000	10,00,000
	Android Developer	1-3	BE/ Btech (Tier II or III)	7,00,000	10,00,000
	iOS Developer	1-3	BE/ Btech (Tier II or III)	7,00,000	10,00,000
	UX Designer	1-3	BE/ Btech (Tier II or III)	7,00,000	10,00,000
	Asst. Category Manager	2-5	Grad/ MBA	5,00,000	12,00,000

MIDDLE					
	Digital Marketing Manager	3-6	Grad/ MBA	10,00,000	35,00,000
	Content Writer	5-9	Grad/ MBA	9,00,000	14,00,000
	Copywriter	4-8	Grad/Masters	10,00,000	16,00,000
	Operations Manager	4-7	Grad/ MBA (Tier I/II/III)	14,00,000	25,00,000
	Customer Success Manager	4-8	Grad/ MBA (Tier I/II/III)	12,00,000	20,00,000
	SEO Manager	5-9	Grad/ MBA (Tier I/II/III)	12,00,000	18,00,000
	SEM Manager	5-9	Grad/ MBA (Tier I/II/III)	14,00,000	18,00,000
	Social Media Marketing Manager	4-7	Grad/ MBA	9,50,000	14,00,000
	UI Designer	3-6	BE/Btech	8,00,000	15,00,000
	Key Account Manager	2-4	MBA (Tier-I)	12,00,000	16,00,000
	Category Manager	3-7	MBA (Tier-I/II)	15,00,000	30,00,000
	City Head	4-7	MBA (Tier-I/II)	15,00,000	35,00,000
	Data Scientist	1-4	BE/Btech (Tier-I)	18,00,000	35,00,000
	Sr. Business Analyst	1-4	BE/Btech (Tier-I)	12,00,000	16,00,000
	Finance Manager	3-7	Masters/CA	10,00,000	25,00,000
	HR Manager	3-7	MBA (Tier-I/ II)	13,00,000	30,00,000
	QA - Testing	3-5	BE/Btech	10,00,000	15,00,000

START-UPS & E-COMMERCE

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
MIDDLE					
	Backend Developer	3-5	BE/Btech (Tier-I/II)	15,00,000	30,00,000
	Frontend Developer	3-5	BE/Btech (Tier-I/II)	15,00,000	30,00,000
	Android Developer	3-6	BE/Btech (Tier-I/II)	15,00,000	30,00,000
	iOS Developer	3-6	BE/Btech (Tier-I/II)	15,00,000	25,00,000
	Tech Lead	5-8	BE/Btech (Tier-I/II)	25,00,000	45,00,000
	Dev Ops	3-5	BE/ Btech (tier II or III)	12,00,000	17,00,000
	Product Manager	3-7	MBA/BE/Btech (Tier-I/II)	15,00,000	35,00,000
	UX Designer	3-5	BE/ Btech (tier II or III)	15,00,000	18,00,000
SENIOR					
	Head - Performance Marketing	5-10	MBA (Tier-I)	35,00,000	50,00,000
	Digital Marketing Head	5-10	MBA (Tier-I)	35,00,000	50,00,000
	Head - Operations	7-10	MBA (Tier-I/II)	28,00,000	40,00,000
	Sr. Category Manager	6-10	MBA (Tier-I/II)	35,00,000	60,00,000
	Business Head	8-15	MBA (Tier-I/II)	30,00,000	45,00,000
	Sales Head/BD Head	7-15	MBA (Tier-I/II)	30,00,000	60,00,000
	HR Head	7-15	MBA (Tier-I/II)	30,00,000	70,00,000
	CPO	7-10	MBA/BE/Btech (Tier-I)	45,00,000	80,00,000
	CFO	10-15	CA	35,00,000	60,00,000
	Engineering Manager	8-15	BE/Btech (Tier-I/II)	35,00,000	80,00,000
	Head - Engineering	8-15	BE/Btech (Tier-I)	40,00,000	80,00,000
	CTO	10-18	BE/Btech (Tier-I)	45,00,000	1,00,00,000



ENGINEERING

The Engineering sector in India is growing at a fast pace through investments garnered in the infrastructure and industrial production area. The capital goods and engineering turnover in India is estimated to have reached US\$125.4 billion by FY17.

The sector has also been seeing interest from foreign players enjoying a competitive advantage from a cost, innovation and technology standpoint. With the aim to boost the manufacturing sector, the government has relaxed the excise duties on factory gate tax, capital goods, consumer durables and vehicles. The Union Government of India has also exhorted the industry and various government departments for USD One trillion spend on infrastructure between 2017 and 2022. In fact, PwC estimates that the infrastructure market in India will reach USD 6.6 trillion by 2025.

The manufacturing sector has emerged as one of the top growing sectors with the Cumulative Foreign Direct Investment (FDI) in India's manufacturing sector reaching USD 73.70 billion during April 2000 - December 2017. Several mobile phone, luxury and automobile brands, among others, have set up or are looking to establish their manufacturing bases in the country.

We are also seeing a shift amongst the student community towards pursuing traditional engineering subjects like mechanical, electrical, civil, instrumentation and automobile engineering, with many opting out of IT. However, a lot of sectors in the Engineering and Manufacturing have been impacted by the onslaught of automation that has made thousands of jobs especially on the shop floor redundant. For large construction projects, the labour-intensive model is gradually giving way to technology driven approach – from planning, budgeting to execution which is creating new roles.

Further, as the global auto industry embarks on ambitious plans on the Electric Vehicles front, MNC players are outsourcing R&D functions to India GICs of auto companies, due to cost arbitrage and availability of the right talents.

Talents in this space can expect a 6 - 10% appraisal hike and good talents can also expect 13 - 15% hikes.

THE INFRASTRUCTURE MARKET IN INDIA WILL REACH
USD 6.6 TRILLION BY 2025.
 THIS SPACE HAS IMMENSE POTENTIAL TO CREATE JOBS.

THERE'S A SHIFT AMONGST THE STUDENT COMMUNITY TOWARDS PURSUING TRADITIONAL ENGINEERING SUBJECTS LIKE MECHANICAL, ELECTRICAL, CIVIL, INSTRUMENTATION AND AUTOMOBILE ENGINEERING, WITH MANY OPTING OUT OF IT.

SKILL SET YEARS EDUCATION MIN. SALARY (INR per annum) MAX. SALARY (INR per annum)

OIL & GAS

JUNIOR

SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
Drillers	3-5	B.Tech/ Diploma	8,00,000	18,00,000
Directional Driller	3-5	B.Tech/ Diploma	10,00,000	18,00,000
Tool Pushers	7-10	B.Tech/ Diploma	16,00,000	28,00,000
Mud Loggers	2-5	B.Tech/ M.Tech/ M.Sc	8,80,000	15,40,000
Wire line Logging	5-7	B.Tech/ Diploma	8,80,000	13,20,000
MWD/LWD	3-5	B.Tech/ Diploma	8,80,000	13,20,000
Mud Engineer	3-5	B.Tech/ Diploma	8,80,000	13,20,000
Coil Tubing	5-8	B.Tech/ Diploma	16,00,000	30,00,000
Sales & Application	3-5	B.Tech/ M.Tech/ M.Sc	17,60,000	30,80,000
Tech Support Real Time Operation	3-5	B.Tech/ M.Tech/ M.Sc	5,50,000	9,90,000
Testing & Subsea (Drill Stem Test)	5-8	B.Tech/ M.Tech/ M.Sc	11,50,000	16,50,000
Well Completion	5-8	B.Tech/ Diploma	9,00,000	16,80,000
Geophysicist	5-12	M.Tech/M.Sc.- Petrophysics/Physics	16,50,000	38,50,000
Geologists	5-12	M.Tech/M.Sc.- Geology/Petroleum Tech	16,50,000	40,00,000
Petrophysicist	5-12	M.Tech/M.Sc.- Petrophysics/Physics	16,50,000	40,00,000
Petroleum Engineer	5-12	B.Tech/ M.Tech- Petroleum/Gas	16,50,000	40,00,000
Reservoir Engineer	5-12	M.SC-M.Tech	16,50,000	40,00,000
Surveyors	5-12	B.Tech/ Diploma	13,20,000	26,40,000
Production Engineers	3-5	B.Tech/ Diploma	5,50,000	13,20,000
Mechanical / Electrical / Instrumentation / Civil	3-5	B.Tech/ Diploma	5,50,000	14,00,000
HSE	3-5	B.Tech/ Diploma	5,50,000	14,00,000
Fire & Safety	3-5	B.Tech/ Diploma	5,50,000	14,00,000
Terminal Operations	3-5	B.Tech/ Diploma	5,50,000	14,00,000
Quality Assurance	3-5	B.Tech/ Diploma	5,50,000	14,00,000
Process Engineers	4-10	BE/ B. Tech (Chemical)	7,70,000	30,80,000
Civil & Structural Engineers	4-10	BE/ B. Tech (Civil)	8,80,000	27,50,000
Instrumentation	4-10	BE/ B. Tech (Instrumentation)	8,80,000	22,00,000
Piping	4-10	BE/ B. Tech (Mechanical)	8,80,000	24,20,000
Pipe Stress	4-10	BE/ B. Tech (Mechanical)	8,80,000	24,20,000
Rotating / Static Equipment	4-10	BE/ B. Tech (Mechanical)	8,80,000	27,50,000
Projects	4-10	BE/B.Tech (Mechanical/ Instrumentation/Civil/ Chemical)	6,60,000	24,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
OIL & GAS					
MIDDLE					
	Drillers	5-10	B.Tech/ Diploma	11,00,000	22,00,000
	Directional Driller	5-7	B.Tech/ Diploma	18,00,000	30,00,000
	Tool Pushers	10-15	B.Tech/ Diploma	33,00,000	39,60,000
	Mud Loggers	5-7	B.Tech/ M.Tech/ M.Sc	16,50,000	22,00,000
	Wire line Logging Engineer	7-10	B.Tech/ Diploma	16,50,000	22,00,000
	MWD/LWD Engineer	5-8	B.Tech/ Diploma	16,50,000	22,00,000
	Mud Engineer	5-10	B.Tech/ Diploma	19,80,000	26,40,000
	Offshore Installation	15-20	B.Tech/ Diploma	55,00,000	66,00,000
	Coil Tubing	8-10	B.Tech/ Diploma	26,40,000	33,00,000
	Sales & Application Engineer	5-8	B.Tech/ M.Tech/ M.Sc	26,40,000	39,60,000
	Tech Support Real Time Operation	5-8	B.Tech/ M.Tech/ M.Sc	11,00,000	16,50,000
	Testing & Subsea Engineer (Drill Stem Test)	8-10	B.Tech/ M.Tech/ M.Sc	19,80,000	26,40,000
	Well Completion Engineer	8-10	B.Tech/ Diploma	19,80,000	26,40,000
	Geophysicist	15-18	MTech/M.Sc.Petrophysics, Physics	40,00,000	66,00,000
	Geologists	15-18	MTech/M.Sc.Geology/PetroleumTech	40,00,000	66,00,000
	Petrophysicist	15-18	MTech/M.Sc.Petrophysics/Physics	40,00,000	66,00,000
	Petroleum Engineer	15-18	B.Tech/ MTech- Petroleum/ Gas	40,00,000	66,00,000
	Reservoir Engineer	15-18	M.SC-MTech	40,00,000	66,00,000
	Surveyors	12-15	B.Tech/ Diploma	20,00,000	40,00,000
	Production Engineers	12-15	B.Tech/ Diploma	22,00,000	33,00,000
	Mechanical / Electrical / Instrumentation /Civil	12-15	B.Tech/ Diploma	22,00,000	33,00,000
	HSE	12-15	B.Tech/ Diploma	22,00,000	33,00,000
	Fire & Safety	12-15	B.Tech/ Diploma	22,00,000	33,00,000
	Terminal Operations	12-15	B.Tech/ Diploma	22,00,000	33,00,000
	Quality Assurance	12-15	B.Tech/ Diploma	22,00,000	35,00,000
	Process Engineers	12-18	BE/ B. Tech (Chemical)	17,60,000	49,50,000
	Civil & Structural Engineers	12-18	BE/ B. Tech (Civil)	17,60,000	38,50,000
	Instrumentation Engineers	12-18	BE/ B. Tech (Instrumentation)	13,20,000	30,80,000
	Piping Engineers	12-18	BE/ B. Tech (Mechanical)	17,60,000	33,00,000
	Pipe Stress	12-18	BE/ B. Tech (Mechanical)	17,60,000	38,50,000
	Rotating / Static Equipment Engineers	12-18	BE/ B. Tech (Mechanical)	17,60,000	35,00,000
	Projects	12-18	BE/ B. Tech (Mechanical/ Instrumentation/ Civil/ Chemical)	13,20,000	35,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
OIL & GAS					
SENIOR					
	Drillers	10-15	B.Tech / Diploma	20,90,000	40,00,000
	Directional Driller	7-10	B.Tech/Diploma	24,20,000	40,00,000
	Tool Pushers	15-20	B.Tech / Diploma	30,80,000	52,80,000
	Mud Loggers	7-10	B.Tech /M.Tech/M.Sc	17,60,000	40,00,000
	Wire line Logging Engineer	10-15	B.Tech/Diploma	18,70,000	26,40,000
	MWD/LWD Engineer	8-10	B.Tech/Diploma	22,00,000	26,40,000
	Mud Engineer	10-15	B.Tech/Diploma	23,10,000	39,60,000
	Offshore Installation	20-25	B.Tech/Diploma	49,50,000	99,00,000
	Coil Tubing	10-15	B.Tech/Diploma	35,20,000	52,80,000
	Sales & Application Engineer	10-15	B.Tech /M.Tech/M.Sc	35,20,000	49,50,000
	Tech Support Real Time Operation	8-10	B.Tech /M.Tech/M.Sc	16,50,000	22,00,000
	Testing & Subsea Engineer (Drill Stem Test)	10-15	B.Tech /M.Tech/M.Sc	27,50,000	39,60,000
	Well Completion Engineer	10-15	B.Tech/Diploma	23,10,000	39,60,000
	Geophysicist	18-25	MTech/M.Sc.- Petrophysics, Physics	55,00,000	1,20,00,000
	Geologists	18-25	MTech/M.Sc.Geology/Petroleum Tech	55,00,000	1,20,00,000
	Petrophysicist	18-25	MTech/M.Sc.- Petrophysics, Physics	55,00,000	1,20,00,000
	Petroleum Engineer	18-25	B.Tech/M.Tech- Petroleum/Gas	55,00,000	1,20,00,000
	Reservoir Engineer	18-25	M.SC-MTech	55,00,000	1,20,00,000
	Surveyors	15-20	B.Tech/Diploma	29,70,000	52,80,000
	Production Engineers	15-20	B.Tech/Diploma	35,20,000	52,80,000
	Mechanical / Electrical / Instrumentation /Civil	18-25	B.Tech/Diploma	35,20,000	55,00,000
	HSE	18-25	B.Tech/Diploma	30,00,000	55,00,000
	Fire & Safety	18-25	B.Tech/Diploma	30,20,000	44,00,000
	Terminal Operations	18-25	B.Tech/Diploma	30,00,000	49,50,000
	Quality Assurance	18-25	B.Tech/Diploma	30,80,000	52,80,000
	Process Engineers	18-25	BE/ B. Tech (Chemical)	27,50,000	77,00,000
	Civil & Structural Engineers	18-25	BE/ B. Tech (Civil)	27,50,000	66,00,000
	Instrumentation Engineers	18-25	BE/ B. Tech (Instrumentation)	22,00,000	55,00,000
	Piping Engineers	18-25	BE/ B. Tech (Mechanical)	27,50,000	60,50,000
	Pipe Stress	18-25	BE/ B. Tech (Mechanical)	27,50,000	60,50,000
	Rotating / Static Equipment Engineers	18-25	BE/ B. Tech (Mechanical)	24,20,000	55,00,000
	Projects	18-25	BE/ B. Tech (Mechanical)	20,50,000	55,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
POWER					
JUNIOR					
	Design Engineer	4-6	BE/ Tech/ Mechanical	7,70,000	18,00,000
	Instrumentation Control	4-6	BE/ Tech/ Instrumentation	5,50,000	14,00,000
	HSE	3-6	BE/ Tech/ Mechanical	5,50,000	15,40,000
	BOP	4-6	BE/ Tech/ Electrical/ Mechanical	8,80,000	17,60,000
	Civil	3-5	BE/ Tech/ Civil	5,50,000	13,20,000
	Transmission Engineer	4-6	BE/ Tech/ Electrical	7,15,000	13,20,000
	Product Development	4-6	BE/ Tech/ Electronics	8,80,000	15,40,000
	System Engineering	4-9	BE/ Tech/ Mechanical	5,50,000	14,30,000
	Plant Operations	4-6	BE/ Tech/ Mechanical	6,60,000	13,20,000
	Procurement	3-5	BE/ Tech/ Electrical/ Mechanical	5,50,000	16,00,000
	Installation	3-6	BE/ Tech/ Electrical/ Mechanical	5,50,000	12,10,000
	Project	2-5	BE/ Tech/ Mechanical	4,40,000	11,00,000
	Supply Chain/ Logistics	2-5	BE/ Tech/ Electrical/ Mechanical	4,40,000	9,90,000
	Quality	2-6	BE/ Tech/ Electrical/ Mechanical	4,40,000	12,00,000
	STG	4-7	BE/ Tech/ Mechanical	3,30,000	11,00,000
	Systems Designer	3-5	Be/ Tech / Diploma	3,30,000	8,80,000
	Plant Inspection	2-5	Diploma	2,20,000	6,60,000
MIDDLE					
	Lead Design	8-14	BE/ Tech Mechanical	16,50,000	35,00,000
	Instrumentation Control	8-12	BE/ Tech Instrumentation	15,40,000	24,20,000
	HSE	7-12	BE/ Tech/ Diploma Mechanical	13,20,000	30,00,000
	BOP	8-10	BE/ Tech/Diploma/Electrical/Mechanical	13,20,000	40,00,000
	Engineer Civil	7-12	BE/ Tech Civil	11,00,000	30,00,000
	Transmission	8-12	BE/ Tech Electrical	11,00,000	40,00,000
	New Product Development	10-15	BE/ Tech Electronics	11,00,000	35,00,000
	System Engineering	10-15	BE/ Tech Mechanical	13,20,000	27,00,000
	Plant Operations	8-14	BE/ Tech Mechanical	12,10,000	25,00,000
	Procurement	10-15	BE/ Tech Electrical/ Mechanical	11,00,000	28,00,000
	Installation	10-15	BE/ Tech Electrical/ Mechanical	16,50,000	24,00,000
	Projects	8-14	BE/ Tech Mechanical	12,10,000	28,00,000
	Supply Chain	10-15	BE/ Tech Electrical/ Mechanical	11,00,000	30,00,000
	Quality	10-15	BE/ Tech Electrical/ Mechanical	13,20,000	30,80,000
	Lead STG	10-15	BE/ Tech Mechanical	14,30,000	24,00,000
	Plant Inspection	10-15	BE/ Tech Electrical/ Mechanical	11,00,000	22,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
POWER					
SENIOR					
	Design	15-20	BE/ Tech Electrical/ Mechanical	35,00,000	70,00,000
	Instrumentation & Control	18-25	BE/ Tech Instrumentation	22,00,000	44,00,000
	HSE	18-25	BE/ Tech Electrical/ Mechanical	55,00,000	85,00,000
	BOP	15-20	BE/ Tech Mechanical	27,50,000	85,00,000
	Principle Engineer Civil	15-20	BE/ Tech Civil	27,50,000	38,50,000
	Transmission	18-25	BE/ Tech Electrical	44,00,000	90,00,000
	R&D Director - New Product Development (Project Lead)	12-18	BE/ Tech Electronics	22,00,000	38,50,000
	DGM /GM - System Engineering	12-18	BE/ Tech Mechanical	19,80,000	38,50,000
	DGM /GM - Plant Operations	12-18	BE/ Tech Mechanical	22,00,000	50,00,000
	Procurement	18-25	BE/ Tech Electrical/ Mechanical	27,50,000	50,00,000
	Installation	15-20	BE/ Tech Electrical/ Mechanical	27,50,000	38,50,000
	VP Projects	18-25	BE/ Tech Mechanical	27,50,000	55,00,000
	Supply Chain	15-20	BE/ Tech Electrical/ Mechanical	19,80,000	49,50,000
	Quality	18-25	BE/ Tech Electrical/ Mechanical	19,80,000	66,00,000
	Principle Engineer STG	15-20	BE/ Tech Mechanical	22,00,000	38,50,000
AUTOMOBILE & AEROSPACE					
JUNIOR					
	CAE Analyst	3-6	BE Mechanical/ Automobile/Production	3,85,000	9,35,000
	Design Engineer	3-6	BE Mechanical/ Automobile/Production	3,30,000	8,80,000
	Purchase Engineer	4-5	BE (Any Stream)	3,85,000	7,70,000
	SCM Engineer	4-5	BE (Any Stream)	3,85,000	7,70,000
	Quality Engineer	4-5	BE (Any Stream)	3,85,000	7,15,000
	Production Engineer	4-6	BE (Any Stream)	3,30,000	7,92,000
	Maintenance Engineer	4-5	BE (Any Stream)	3,30,000	6,60,000
	Mechatronics Engineer	3-7	BE Mechatronics	3,85,000	7,15,000
	OEM Sales Engineer	3-6	BE (Any Stream)	4,40,000	9,35,000
	Process /Industrial / Manufacturing Engineer	4-6	BE (Any Stream)	3,85,000	8,80,000
	Application Engineer	3-6	BE (Any Stream)	4,40,000	9,35,000
	Service Engineer	4-6	BE (Any Stream)	3,30,000	6,60,000
	Homologation Engineer	4-6	BE (Any Stream)	4,95,000	9,35,000
	Program management / project Management	3-5	BE (Any Stream)	4,95,000	9,35,000
	Embedded system	3-6	BE Electronics & Communications	3,85,000	8,80,000
	Lead final Assembly Line	3-7	BE Mechanical/ Automobile/Production	4,40,000	7,70,000
	RAMS Engineers	3-7	BE Mechanical/ Electrical	4,40,000	7,70,000
	Engineer Avionics	3-7	BE Mechanical/ Electrical	4,40,000	7,70,000
	Structural Design Engineers	3-7	BE Mechanical/ Electrical	5,50,000	8,80,000
	Configuration Engineers	4-8	BE Mechanical/ Electrical	6,05,000	8,25,000
	Aerospace Stress Engineer	4-8	BE Mechanical/ Electrical	6,60,000	8,80,000
	Aerostructure Design Engineer	4-8	BE Mechanical	6,60,000	8,80,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
AUTOMOBILE & AEROSPACE					
MIDDLE					
	CAE Analyst	7-14	BE Mechanical/ Automobile/ Production	9,90,000	22,00,000
	Design Engineer	7-14	BE Mechanical/ Automobile/ Production	9,90,000	22,00,000
	Purchase Engineer	8-14	BE (Any Stream)	9,35,000	18,70,000
	SCM Engineer	8-14	BE (Any Stream)	9,35,000	18,70,000
	Quality Engineer	8-14	BE (Any Stream)	9,35,000	18,15,000
	Production Engineer	7-15	BE (Any Stream)	8,25,000	19,80,000
	Maintenance Engineer	8-16	BE (Any Stream)	8,25,000	17,60,000
	Mechatronics Engineer	8-15	BE Mechatronics	8,80,000	19,80,000
	OEM Sales Engineer	7-14	BE (Any Stream)	10,45,000	22,00,000
	Process /Industrial / Manufacturing Engineer	7-16	BE (Any Stream)	8,80,000	19,80,000
	Application Engineer	7-16	BE (Any Stream)	8,80,000	20,90,000
	Service Engineer	8-17	BE (Any Stream)	6,60,000	16,50,000
	Homologation Engineer	7-14	BE (Any Stream)	9,35,000	21,45,000
	Program Management / Project Management	6-14	BE (Any Stream)	8,80,000	23,00,000
	Embedded system	7-15	BE Electronics & Communications	8,80,000	22,00,000
	Lead final Assembly Line	8-12	BE Mechanical/ Automobile/ Production	8,80,000	12,10,000
	RAMS Engineers	8-12	BE Mechanical/ Electrical	7,70,000	13,75,000
SENIOR					
	CAE Analyst	14-25	BE Mechanical/ Automobile/ Production	18,00,000	40,00,000
	Design Engineer	15-20	BE Mechanical/ Automobile/ Production	18,00,000	45,00,000
	Purchase Engineer	15-20	BE (Any Stream)	15,00,000	32,00,000
	SCM Engineer	15-20	BE (Any Stream)	15,00,000	32,00,000
	Quality Engineer	15-20	BE (Any Stream)	15,00,000	32,00,000
	Production Engineer	15-20	BE (Any Stream)	15,00,000	33,00,000
	Maintenance Engineer	15-20	BE (Any Stream)	14,85,000	29,70,000
	Mechatronics Engineer	15-20	BE Mechatronics	19,25,000	32,00,000
	OEM Sales Engineer	15-20	BE (Any Stream)	18,15,000	37,40,000
	Process /Industrial / Manufacturing Engineer	15-20	BE (Any Stream)	15,95,000	32,00,000
	Application Engineer	15-20	BE (Any Stream)	16,50,000	33,00,000
	Service Engineer	15-20	BE (Any Stream)	14,02,500	27,50,000
	Homologation Engineer	15-20	BE (Any Stream)	16,50,000	31,35,000
	Program Management / Project Management	15-20	BE (Any Stream)	18,15,000	40,00,000
	Embedded system	15-20	BE Electronics & Communications	16,50,000	34,10,000
	Lead final Assembly Line	15-20	BE Mechanical/ Automobile/ Production	16,50,000	33,00,000
	RAMS Engineers	15-20	BE Mechanical/ Electrical	15,40,000	22,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
ENGINEERING SERVICES					
JUNIOR					
	Manufacturing	6-8	BE/ Diploma Mechanical	5,50,000	10,00,000
	Production	6-8	BE/ Diploma Production/ Mechanical	5,50,000	10,00,000
	Maintenance	6-8	BE/ Diploma Mechanical/ Electrical	5,50,000	10,00,000
	Quality	6-8	BE/ Diploma Mechanical/ Electrical	5,50,000	10,00,000
	Process	6-8	BE/ Diploma Mechanical/ Chemical	5,50,000	10,00,000
	Automation	6-7	BE/ Diploma Mechanical/ Automation	5,50,000	10,00,000
	Design	6-8	BE/ Diploma Mechanical/ Electrical	5,50,000	10,00,000
	Project	6-7	BE/Dip.Mechanical/Electrical/Chemical	5,50,000	10,00,000
	Materials	6-7	BE/ Diploma Mechanical	5,50,000	10,00,000
	Purchase	7-8	BE/ Diploma Mechanical	5,50,000	10,00,000
	Validation	5-6	BE/ Diploma Chemical/ Mechanical	4,40,000	7,70,000
	Instrumentation Engineer	6-7	BE/ Diploma Instrumentation	5,50,000	10,00,000
	Electrical Engineer	5-6	BE/ Diploma Electrical	4,40,000	7,70,000
	Mechanical Engineer	5-7	BE/ Diploma Mechanical	4,40,000	7,70,000
	Civil Engineer	5-6	BE/ Diploma Civil	4,95,000	7,70,000
	Paint Shop	6-7	BE/ Diploma Mechanical	5,50,000	8,80,000
	New Product Introduction	7-8	BE/ Diploma Mechanical	5,50,000	8,80,000
	Piping	7-8	BE/ Diploma Mechanical	5,50,000	8,80,000
	Welding	6-7	BE/ Diploma Mechanical/ Electrical	5,50,000	8,80,000
	Supplier Quality	5-6	BE/ Diploma Mechanical	4,95,000	7,70,000
	Plant Engineering	5-6	BE/ Diploma Mechanical/ Electrical	4,95,000	7,70,000
	HSE	6-7	BE/ Diploma Environmental	4,95,000	7,70,000
	Logistics	5-6	BE/ Diploma Mechanical	4,40,000	7,70,000
	Fire & Safety	5-6	BE/ Diploma Environmental	4,40,000	7,70,000
	SCM	7-8	BE/ Diploma Mechanical	5,50,000	8,80,000
	Shift supervisor plant engineering	6-7	BE/ Diploma Mechanical	5,50,000	8,80,000
	Plant Inspection	6-7	BE/ Diploma Mechanical	5,50,000	8,80,000
	Planning	5-6	BE/ Diploma Mechanical/ Electrical	4,40,000	7,70,000
	Business Development	5-6	BE/ Diploma Mechanical	4,40,000	8,00,000
	Technical	7-8	BE/ Diploma Mechanical	5,50,000	8,80,000
	Sales	6-7	BE/ Diploma Mechanical	5,50,000	8,80,000
	Marketing	5-6	BE/ Diploma Mechanical	4,40,000	7,70,000
	Design & Engineering	7-8	BE/ Diploma Mechanical/ Electrical	5,50,000	10,00,000
	PPC	8-9	BE/ Diploma Mechanical	5,50,000	8,80,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
ENGINEERING SERVICES					
MIDDLE					
	Manufacturing	12-14	BE Mechanical	8,80,000	14,00,000
	Production	10-12	BE Production/ Mechanical	9,90,000	14,00,000
	Maintenance	8-10	BE Mechanical/ Electrical	6,60,000	14,00,000
	Quality	10-12	BE Mechanical/ Electrical	7,70,000	14,00,000
	Process	10-13	BE Mechanical/ Chemical	7,70,000	14,00,000
	Automation	8-10	BE Mechanical/ Automation	6,60,000	14,00,000
	Design	10-12	BE Mechanical/ Electrical	7,70,000	14,00,000
	Project	8-10	BE Mechanical/ Electrical/ Chemical	6,60,000	14,00,000
	Materials	8-9	BE Mechanical	6,60,000	14,00,000
	Purchase	7-8	BE Mechanical	5,50,000	14,00,000
	Validation	10-12	BE Chemical/ Mechanical	7,70,000	14,00,000
	Instrumentation Engineer	8-9	BE Instrumentation	6,60,000	14,00,000
	Electrical Engineer	7-8	BE Electrical	5,50,000	10,00,000
	Mechanical Engineer	7-8	BE Mechanical	5,50,000	10,00,000
	Civil Engineer	7-8	BE Civil	5,50,000	10,00,000
	Paint Shop	8-10	BE Mechanical	6,60,000	10,00,000
	New Product Introduction	10-12	BE Mechanical	7,70,000	10,00,000
	Piping	10-12	BE Mechanical	7,70,000	10,00,000
	Welding	6-8	BE Mechanical/ Electrical	5,50,000	10,00,000
	Supplier Quality	10-13	BE Mechanical	7,70,000	10,00,000
	Plant Engineering	10-12	BE Mechanical/ Electrical	7,70,000	10,00,000
	HSE	10-12	BE Environmental	7,70,000	10,00,000
	Logistics	12-15	BE Mechanical	8,80,000	10,00,000
	Fire & Safety	8-10	BE Environmental	6,60,000	10,00,000
	SCM	10-12	BE Mechanical	7,70,000	10,00,000
	Shift supervisor plant engineering	8-9	BE Mechanical	6,60,000	10,00,000
	Plant Inspection	8-10	BE Mechanical	6,60,000	10,00,000
	Planning	10-12	BE Mechanical/ Electrical	7,70,000	10,00,000
	Business Development	10-12	BE Mechanical	7,70,000	10,00,000
	Technical	12-15	BE Mechanical	8,80,000	10,00,000
	Sales	10-12	BE Mechanical	7,70,000	10,00,000
	Marketing	10-12	BE Mechanical	7,70,000	10,00,000
	Design & Engineering	12-15	BE Mechanical/ Electrical	8,80,000	10,00,000
	PPC	12-14	BE Mechanical	8,80,000	10,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
ENGINEERING SERVICES					
SENIOR					
	Manufacturing	12-15	BE/ ME Mechanical	17,60,000	30,00,000
	Production	12-15	BE/ ME Production/ Mechanical	16,50,000	22,00,000
	Maintenance	12-15	BE/ ME Mechanical/ Electrical	16,50,000	22,00,000
	Quality	12-15	BE Mechanical/ Electrical	17,60,000	30,00,000
	Process	12-15	BE/ ME Mechanical/ Chemical	15,40,000	22,00,000
	Automation	12-15	BE/ ME Mechanical/ Automation	14,30,000	22,00,000
	Design	12-15	BE/ ME Mechanical/ Electrical	16,50,000	30,00,000
	Project	12-15	BE/ME Mechanical/Electrical/Chemical	16,50,000	22,00,000
	Materials	12-15	BE/ ME Mechanical	11,00,000	15,40,000
	Purchase	12-15	BE/ ME Mechanical	11,00,000	17,00,000
	Validation	12-15	BE/ ME Chemical/ Mechanical	11,00,000	17,00,000
	Instrumentation	12-15	BE/ ME Instrumentation	9,90,000	18,00,000
	Electrical Engineer	12-15	BE/ ME Electrical	8,80,000	18,00,000
	Mechanical Engineer	12-15	BE/ ME Mechanical	8,80,000	16,00,000
	Civil Engineer	12-15	BE/ ME Civil	8,80,000	16,00,000
	Paint Shop	12-15	BE/ ME Mechanical	9,90,000	13,20,000
	New Product Introduction	12-15	BE/ ME Mechanical	11,00,000	15,40,000
	Piping	12-15	BE/ ME Mechanical	12,10,000	15,40,000
	Welding	12-15	BE/ ME Mechanical/ Electrical	8,80,000	12,10,000
	Supplier Quality	12-15	BE/ ME Mechanical	15,40,000	18,70,000
	Plant Engineering	12-15	BE Mechanical/ Electrical	14,30,000	30,00,000
	HSE	12-15	BE/ ME Environmental	12,10,000	15,40,000
	Logistics	12-15	BE/ ME Mechanical	13,20,000	20,00,000
	Fire & Safety	12-15	BE/ ME Environmental	9,90,000	14,30,000
	SCM	12-15	BE/ ME Mechanical	11,00,000	20,00,000
	Plant Inspection	12-15	BE/ ME Mechanical	14,30,000	17,60,000
	Planning	12-15	BE/ ME Mechanical/ Electrical	13,20,000	17,60,000
	Technical	12-15	BE/ ME Mechanical	15,40,000	18,70,000
	Sales	12-15	BE/ ME Mechanical	17,60,000	40,00,000
	Marketing	12-15	BE/ ME Mechanical	14,30,000	40,00,000
	Design & Engineering	12-15	BE/ ME Mechanical/ Electrical	19,80,000	40,00,000
	PPC	12-15	BE/ ME Mechanical	17,60,000	26,00,000



FAST-MOVING CONSUMER GOODS & CONSUMER RETAIL

RETAIL AND E-COMMERCE ARE AMONG THE TOP

15

SECTORS THAT EMPLOY FORMAL SECTOR WORKFORCE AND THEY COMPRISE FIVE PERCENT OF THE COUNTRY'S FLEXI STAFF.

INTERNAL DATA AVAILABLE WITH KELLY SHOWS A JUMP OF

25

TO

30

PERCENT IN HIRING BY BIG-BOX RETAIL PLAYERS.

THE ORGANISED RETAIL SECTOR IS EXPECTED TO CREATE MORE THAN

12

LAKH JOBS IN

2018-19.

THIS SECTOR HAS OPENED UP TO HIRING CANDIDATES FROM OTHER SECTORS. FLEXI HIRING IS ALSO ON THE RISE IN THIS SECTOR.

FMCG companies are expected to reap benefits of increased purchasing power amongst those in the rural and farm sectors as the Central Government increases its spending on welfare schemes. Also, with the GST and demonetisation pangs behind them, brick and mortar retail players have been increasing their hiring numbers for 2018-19 to be ready for the increased spending in urban and rural markets. This sector has also opened to hiring candidates from other sectors. Flexi hiring is also on the rise in this sector.

According to Indian Staffing Federation (ISF), retail and e-commerce are among the top 15 sectors that employ formal sector workforce and they comprise five per cent of the country's flexi staff. Little wonder then, that the organised retail sector is expected to create more than 12 lakh jobs in 2018-19.

There has also been an uptick in demand from big-box retail players as large cash-and-carry players have sharpened their focus on India market while a few retailers are gearing up to launch in India. Internal data available with Kelly shows a jump of 25 to 30 per cent in hiring by this segment. These players are hiring across levels – entry to mid, senior for roles at the store and in the backend.

The Government of India has initiated a think tank to formulate a national e-commerce policy under the chairmanship of Commerce and Industry Minister. It will identify specific policy interventions for nurturing domestic firms and creating jobs in e-commerce. The recent uptick in venture capital investments into e-commerce and consolidation among top players also augurs well from a job creation point of view.

The Government moves on e-commerce policy is being watched closely by the FMCG and retail sectors as the lines between brick-and-mortar and e-commerce is blurring. E-commerce players are expanding into categories like home furnishings, groceries, food etc. while brick-and-mortar players are finding synergies with online players and have plans to start their own e-commerce business as well. The winner in this scenario are job seekers as more jobs will be created in these segments, bringing informal workers into the formal fold at the bottom of the pyramid while offering salaries and perks on par (or close to it) with other sectors at the mid-and-senior levels.

Talent in this space can expect a 8 - 12% appraisal hike and high performers can also expect 13 - 18% hikes.

FAST-MOVING CONSUMER GOODS & CONSUMER RETAIL

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
JUNIOR					
	Environment & Health Safety	3-4	Graduate/PG with Diploma in Safety	INR 5,00,000	INR 12,00,000
	Human Resources	2-3	MBA	INR 3,00,000	INR 7,00,000
	Area channel management	2-5	MBA	INR 5,00,000	INR 12,00,000
	Trade Marketing	2-5	MBA	INR 7,00,000	INR 30,00,000
	Production / Manufacturing	3-5	B.Tech / B.E.	INR 4,50,000	INR 10,00,000
	Corporate / Marketing Communications	3-5	MBA	INR 7,00,000	INR 15,00,000
	Market Research	3-5	BA/B.Com with MBA	INR 5,00,000	INR 10,00,000
MIDDLE					
	Plant Operations-Environment & Health Safety	5-8	Graduate/PG with Diploma in Safety	INR 12,00,000	INR 18,00,000
	Factory Finance Manager	5-8	Chartered Accountant	INR 15,00,000	INR 30,00,000
	Category Manager - Gifting/Packaging/Quality	5-8	MBA	INR 18,00,000	INR 25,00,000
	Taxation	5-8	Chartered Accountant	INR 18,00,000	INR 30,00,000
	Finance & Accounts	8-12	Chartered Accountant	INR 20,00,000	INR 40,00,000
	Project Management	6-10	MBA	INR 12,00,000	INR 20,00,000
	Human Resources	10-12	MBA	INR 15,00,000	INR 35,00,000
	Regional Channel Management	8-12	MBA	INR 18,00,000	INR 32,00,000
	Marketing	5-8	MBA	INR 18,00,000	INR 35,00,000
	Logistics	6-8	MBA	INR 17,00,000	INR 24,00,000
	Procurement	7-10	MBA	INR 15,00,000	INR 30,00,000
	Brand Management / Product Management	8-10	MBA	INR 18,00,000	INR 40,00,000
	Demand / Supply Planning	7-10	MBA	INR 15,00,000	INR 25,00,000
	Key Accounts Management	5-10	MBA	INR 15,00,000	INR 30,00,000
	Process Engineering	5-10	B.Tech/MTech	INR 18,00,000	INR 30,00,000
	Research & Development	7-12	B.Sc/B.Tech/M.Tech	INR 15,00,000	INR 28,00,000
SENIOR					
	Facility Management & Admin	13-19	MBA	INR 22,00,000	INR 40,00,000
	Market Research / Consumer Insight	13-18	MBA	INR 25,00,000	INR 40,00,000
	Sales Head	18-25	MBA	INR 7,00,000	INR 1,50,00,000
	Unit Head	12-18	B.Tech / MTech- Metical/Production	INR 20,00,000	INR 45,00,000
	Head - Finance	15-20	CA/ICWA/MBA	INR 55,00,000	INR 70,00,000
	IT Infrastructure (Project Head)	12-18	B.Tech / M.Tech / MBA	INR 30,00,000	INR 60,00,000
	Supply Chain	15-22	MBA	INR 60,00,000	INR 1,00,00,000
	Head - Laboratory	16-20	PG/PHD	INR 35,00,000	INR 45,00,000
	VP - Marketing	14-18	MBA	INR 55,00,000	INR 80,00,000
	VP - Corporate Communications	15-20	MBA	INR 60,00,000	INR 85,00,000
	VP - Projects	12-18	UG/PG/MBA/B.Tech	INR 55,00,000	INR 60,00,000
	VP - Infrastructure	18-22	UG/PG/MBA/B.Tech	INR 70,00,000	INR 1,00,00,000
	GM - Alternate Delivery Channel	18-22	UG/PG/MBA/B.Tech	INR 40,00,000	INR 50,00,000



INFORMATION TECHNOLOGY (IT)

Industry body National Association of Software and Services Companies (NASSCOM) has projected a growth rate of 7-9 per cent for the IT / BPO industry in 2018-19 as compared to 7.8 per cent in 2017-18. NASSCOM has also projected a double-digit growth in the domestic IT industry in India which is expected to grow by 10-12 per cent.

The internet industry in India is likely to double to reach US\$ 250 billion by 2020, growing to 7.5 per cent of gross domestic product (GDP). The number of internet users in India is expected to reach 730 million by 2020, supported by fast adoption of digital technology, according to a report by NASSCOM. The burgeoning number of internet-connected devices present tremendous business opportunities leading to IT consumerism. For the IT services companies, the growing trend of IoT is driving the demand for data analytics.

The IT industry in the recent year or two has also seen some churn with the industry embracing automation that impacted several roles across hierarchy. With client demands being dynamic, reskilling of employees is a priority for many IT services companies. Industry watchers agree that the days of 'big bang' hiring are behind us and focus will be on continuous re-skilling and retooling.

IT services companies are also now faced with the challenge of how to deliver more value despite cautious IT spends by clients, even as labour arbitrage continues to shrink. Thus, the industry's linear business model, which equated revenue with number of resources billed, is being altered. They are also faced with other challenges like how can impact sourcing succeed.

Further, there has been consolidation in the IT services industry in India and mid-tier IT services companies are trying to understand what kind of growth they can expect in the future and how they can compete with the big boys of IT.

On the product side though, things have been looking up. Product start-ups are attracting VC investments and talent like never before. Today, there are also opportunities in the digital space for software. Services companies too are looking to build their product capabilities and are open to M&As to acquire both capabilities and clients. This has been a change that has been witnessed over the last few years particularly in 2018.

However on the appraisals front, past trends are continuing and employees working in this sector can expect a 6-10% appraisal hike with high performers drawing 11 - 15% hikes.

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
TELECOMMUNICATIONS					
JUNIOR					
	Telcordia Granite	4-8	BE/ B.Tech	8,80,000	16,80,000
	Netcracker	4-8	BE/ B.Tech	9,90,000	19,20,000
	Netcool / NetExpert (Omnibus/Impact/Webtop)	4-8	BE/ B.Tech	8,80,000	16,80,000
	Cramer	4-8	BE/ B.Tech	7,70,000	15,60,000
	ServiceNow	4-8	BE/ B.Tech	9,90,000	19,20,000
	WCDMA (3GPP/NAS/RRC)	4-8	BE/ B.Tech	9,90,000	19,20,000
	WLAN (UMAC/CCX)	4-8	BE/ B.Tech	9,90,000	19,20,000
	WCDMA (DSP)	4-8	BE/ B.Tech	9,90,000	19,20,000
	Intelligent Network (Diameter/SIP/Camel/INAP)	4-8	BE/ B.Tech	8,80,000	16,80,000
ENTERPRISE RESOURCE PLANNING					
	SAP	4-8	BE/ B.Tech/ Any Graduation	9,68,000	18,00,000
	Oracle Apps	4-8	BE/ B.Tech/ Any Graduation	6,60,000	18,00,000
	JD Edwards	4-8	BE/ B.Tech/ Any Graduation	8,80,000	19,20,000
	PeopleSoft	4-8	BE/ B.Tech/ Any Graduation	7,70,000	14,40,000
	SalesForce	4-8	BE/ B.Tech/ Any Graduation	8,80,000	16,80,000
	Siebel	4-8	BE/ B.Tech/ Any Graduation	6,60,000	15,60,000
	BAAN	4-8	BE/ B.Tech/ Any Graduation	5,50,000	16,80,000

NASSCOM HAS ALSO PROJECTED A DOUBLE-DIGIT GROWTH IN THE DOMESTIC IT INDUSTRY, THEREBY CREATING MORE JOBS ACROSS SKILLS.

THE NUMBER OF INTERNET USERS IN INDIA IS EXPECTED TO REACH **730** MILLION BY **2020**. THIS WILL CREATE MORE JOB OPPORTUNITIES AND ENCOURAGE MORE START-UPS TO FOCUS ON SOLUTIONS THAT ADDRESS NOT JUST URBAN BUT RURAL MARKETS TOO.

THE IT INDUSTRY IN THE RECENT YEAR OR TWO HAS ALSO SEEN SOME CHURN WITH THE INDUSTRY EMBRACING AUTOMATION, THIS HAS LED TO JOB RATIONALISATION ACROSS LEVELS WITH THE JUNIOR LEVEL GETTING MOST IMPACTED.

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
SOFTWARE DEVELOPMENT					
JUNIOR					
	Android Developers	4-8	BE/ B.Tech/ Any Graduation	7,50,000	16,80,000
	iPhone Developers	4-8	BE/ B.Tech/ Any Graduation	7,70,000	19,20,000
	Java	4-8	BE/ B.Tech/ MCA	3,50,000	16,80,000
	.NET	4-8	BE/ B.Tech/ MCA	4,00,000	14,00,000
	C	4-8	BE/ B.Tech/ MCA	4,00,000	16,80,000
	C++	4-8	BE/ B.Tech/ MCA	6,60,000	14,40,000
	PHP	4-8	BE/ B.Tech/ Any Graduation	3,30,000	12,00,000
	Embedded C	4-8	BE/ B.Tech/ MCA	6,00,000	14,00,000
	Perl	4-8	BE/ B.Tech/ MCA	6,60,000	14,40,000
	Python	4-8	BE/ B.Tech/ MCA	7,70,000	16,80,000
	VB programming	4-8	BE/ B.Tech/ Any Graduation	4,40,000	9,60,000
	VC++	4-8	BE/ B.Tech/ MCA	5,50,000	10,80,000
	PL/SQL Developers	4-8	BE/ B.Tech/ MCA	4,40,000	10,80,000
	Powerbuilder	4-8	BE/ B.Tech/ MCA	4,40,000	14,40,000
	AS/400 cobol	4-8	BE/ B.Tech/ MCA	6,00,000	12,00,000
	Flex	4-8	BE/ B.Tech/ MCA	4,40,000	14,40,000
	Pega	4-8	BE/ B.Tech/ MCA	6,60,000	13,20,000
	Sybase Unwired, Java,android	4-8	BE/ B.Tech/ MCA	8,80,000	16,80,000
	Microservices	4-8	BE/ B.Tech/ Any Graduation	10,00,000	17,00,000
	WebCommerce	4-8	BE/ B.Tech/ Any Graduation	12,00,000	18,00,000
	Supply Chain Management	4-8	BE/ B.Tech/ Any Graduation	10,00,000	16,00,000

IT INFRASTRUCTURE

	Data Centre Engineer	4-8	BE/ B.Tech/ Any Graduation	3,30,000	12,00,000
	Network Engineer	4-8	BE/ B.Tech/ Any Graduation	2,75,000	9,60,000
	Oracle DBA	4-8	BE/ B.Tech/ Any Graduation	5,50,000	15,60,000
	MS SQL DBA	4-8	BE/ B.Tech/ Any Graduation	4,40,000	16,80,000
	Cloud Architect	4-8	BE/ B.Tech/ Any Graduation	6,60,000	19,20,000
	Security Engineer	4-8	BE/ B.Tech/ Any Graduation	4,40,000	16,80,000
	SOC/NOC Engineer	4-8	BE/ B.Tech/ Any Graduation	3,30,000	10,80,000
	IT Manager	4-8	BE/ B.Tech/ Any Graduation	4,40,000	12,00,000
	Windows/Unix Administrator	4-8	BE/ B.Tech/ Any Graduation	3,30,000	21,60,000
	Bigdata(Hadoop) Admin	4-8	BE/ B.Tech/ Any Graduation	8,00,000	18,00,000
	BMC Remedy	4-8	BE/ B.Tech/ Any Graduation	8,00,000	18,00,000
	RPA Automation	4-8	BE/ B.Tech/ Any Graduation	6,00,000	15,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
DATAWAREHOUSING/BUSINESS INTELLIGENCE					
	SAS	4-8	BE/ B.Tech/ Any Graduation	9,35,000	20,40,000
	Datastage	4-8	BE/ B.Tech/ Any Graduation	6,60,000	15,60,000
	Informatica	4-8	BE/ B.Tech/ Any Graduation	7,70,000	16,80,000
	Business Objects	4-8	BE/ B.Tech/ Any Graduation	5,50,000	14,40,000
	Teradata	4-8	BE/ B.Tech/ Any Graduation	7,70,000	18,00,000
	Cognos	4-8	BE/ B.Tech/ Any Graduation	9,90,000	20,40,000
	Ab Initio	4-8	BE/ B.Tech/ Any Graduation	5,50,000	14,40,000
	SSRS	4-8	BE/ B.Tech/ Any Graduation	5,50,000	13,20,000
	Hyperion	4-8	BE/ B.Tech/ Any Graduation	5,50,000	16,80,000
	Oracle BI	4-8	BE/ B.Tech/ Any Graduation	5,50,000	15,60,000
	Machine Learning	4-8	BE/ B.Tech/ Any Graduation	12,00,000	20,00,000

ENTERPRISE APPLICATION INTEGRATION TOOLS

	Websphere	4-8	BE/ B.Tech/ Any Graduation	7,00,000	16,00,000
	Weblogic	4-8	BE/ B.Tech/ Any Graduation	6,60,000	16,80,000
	Tibco	4-8	BE/ B.Tech/ Any Graduation	6,60,000	12,00,000
	Biztalk	4-8	BE/ B.Tech/ Any Graduation	6,60,000	13,20,000
	SAP PI	4-8	BE/ B.Tech/ Any Graduation	5,50,000	12,00,000
	WebMethods	4-8	BE/ B.Tech/ Any Graduation	6,60,000	16,80,000
	Oracle SOA	4-8	BE/ B.Tech/ Any Graduation	7,00,000	16,00,000

TESTING

	Manual testing	4-8	BE/ B.Tech/ Any Graduation	5,50,000	6,60,000
	Automation testing	4-8	BE/ B.Tech/ Any Graduation	6,60,000	10,00,000
	Performance Testing	4-8	BE/ B.Tech/ Any Graduation	6,60,000	10,00,000
	Security testing	4-8	BE/ B.Tech/ Any Graduation	6,60,000	7,92,000
	Black Box testing	4-8	BE/ B.Tech/ Any Graduation	6,60,000	7,92,000
	Embedded Testing	4-8	BE/ B.Tech/ Any Graduation	9,90,000	12,00,000
	Mobile testing	4-8	BE/ B.Tech/ Any Graduation	8,80,000	10,56,000

ENTERPRISE RESOURCE PLANNING

MIDDLE					
	SAP	8-15	BE/ B.Tech/ MBA	15,40,000	30,00,000
	Oracle Apps	8-15	BE/ B.Tech/ MBA	13,20,000	26,40,000
	JD Edwards	8-15	BE/ B.Tech/ MBA	13,20,000	26,40,000
	PeopleSoft	8-15	BE/ B.Tech/ MBA	13,00,000	29,00,000
	SalesForce	8-15	BE/ B.Tech/ MBA	18,00,000	35,00,000
	Siebel	8-15	BE/ B.Tech/ MBA	13,20,000	28,80,000
	BAAN	8-15	BE/ B.Tech/ MBA	8,80,000	21,60,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
SOFTWARE DEVELOPMENT					
	Android Developers	8-15	BE/ B.Tech/ Any Graduation	15,00,000	35,00,000
	iPhone Developers	8-15	BE/ B.Tech/ Any Graduation	15,00,000	35,00,000
	Java	8-15	BE/ B.Tech/ MCA	11,00,000	26,40,000
	.NET	8-15	BE/ B.Tech/ MCA	11,00,000	22,00,000
	C	8-15	BE/ B.Tech/ MCA	15,40,000	36,00,000
	C++	8-15	BE/ B.Tech/ MCA	13,20,000	27,60,000
	PHP	8-15	BE/ B.Tech/ Any Graduation	9,90,000	22,80,000
	Perl	8-15	BE/ B.Tech/ MCA	11,00,000	24,00,000
	Embedded C	8-15	BE/ B.Tech/ MCA	15,40,000	33,60,000
	Python	8-15	BE/ B.Tech/ MCA	16,00,000	32,00,000
	VB programming	8-15	BE/ B.Tech/ Any Graduation	11,00,000	18,00,000
	VC++	8-15	BE/ B.Tech/ MCA	11,00,000	30,00,000
	PL/SQL Developers	8-15	BE/ B.Tech/ MCA	9,90,000	24,00,000
	Powerbuilder	8-15	BE/ B.Tech/ MCA	12,10,000	24,00,000
	AS/400, cobol	8-15	BE/ B.Tech/ MCA	14,30,000	33,60,000
	Flex	8-15	BE/ B.Tech/ MCA	9,90,000	27,60,000
	Pega	8-15	BE/ B.Tech/ MCA	19,80,000	42,00,000
	Sybase Unwired, Java, Android	8-15	BE/ B.Tech/ MCA	16,50,000	36,00,000
	Microservices	8-15	BE/ B.Tech/ MBA	16,00,000	36,00,000
	WebCommerce	8-15	BE/ B.Tech/ MBA	17,00,000	36,00,000
	Supply Chain Management	8-15	BE/ B.Tech/ MBA	16,00,000	27,00,000

IT INFRASTRUCTURE

	Data Centre Engineer	8-15	BE/ B.Tech/ Any Graduation	13,20,000	27,60,000
	Network Engineer	8-15	BE/ B.Tech/ Any Graduation	9,90,000	21,60,000
	Oracle DBA	8-15	BE/ B.Tech/ Any Graduation	9,90,000	24,00,000
	MS SQL DBA	8-15	BE/ B.Tech/ Any Graduation	12,10,000	22,80,000
	Cloud Architect	8-15	BE/ B.Tech/ Any Graduation	20,00,000	36,00,000
	Security Engineer	8-15	BE/ B.Tech/ Any Graduation	12,10,000	24,00,000
	SOC/NOC Engineer	8-15	BE/ B.Tech/ Any Graduation	13,20,000	22,80,000
	IT Manager	8-15	BE/ B.Tech/ Any Graduation	8,00,000	18,00,000
	Windows/Unix Administrator	8-15	BE/ B.Tech/ Any Graduation	10,00,000	16,00,000
	Security Architect	8-15	BE/ B.Tech/ Any Graduation	22,00,000	36,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
IT INFRASTRUCTURE					
	Server Manager	8-15	BE/ B.Tech/ Any Graduation	16,50,000	24,00,000
	Information Security manager	8-15	BE/ B.Tech/ Any Graduation	16,50,000	24,00,000
	ESM delivery manager	8-15	BE/ B.Tech/ Any Graduation	22,00,000	36,00,000
	Project manager-telephony	8-15	BE/ B.Tech/ Any Graduation	22,00,000	36,00,000
	Linux admin	8-15	BE/ B.Tech/ Any Graduation	11,00,000	24,00,000
	RPA Automation	8-15	BE/ B.Tech/ MBA	18,00,000	30,00,000

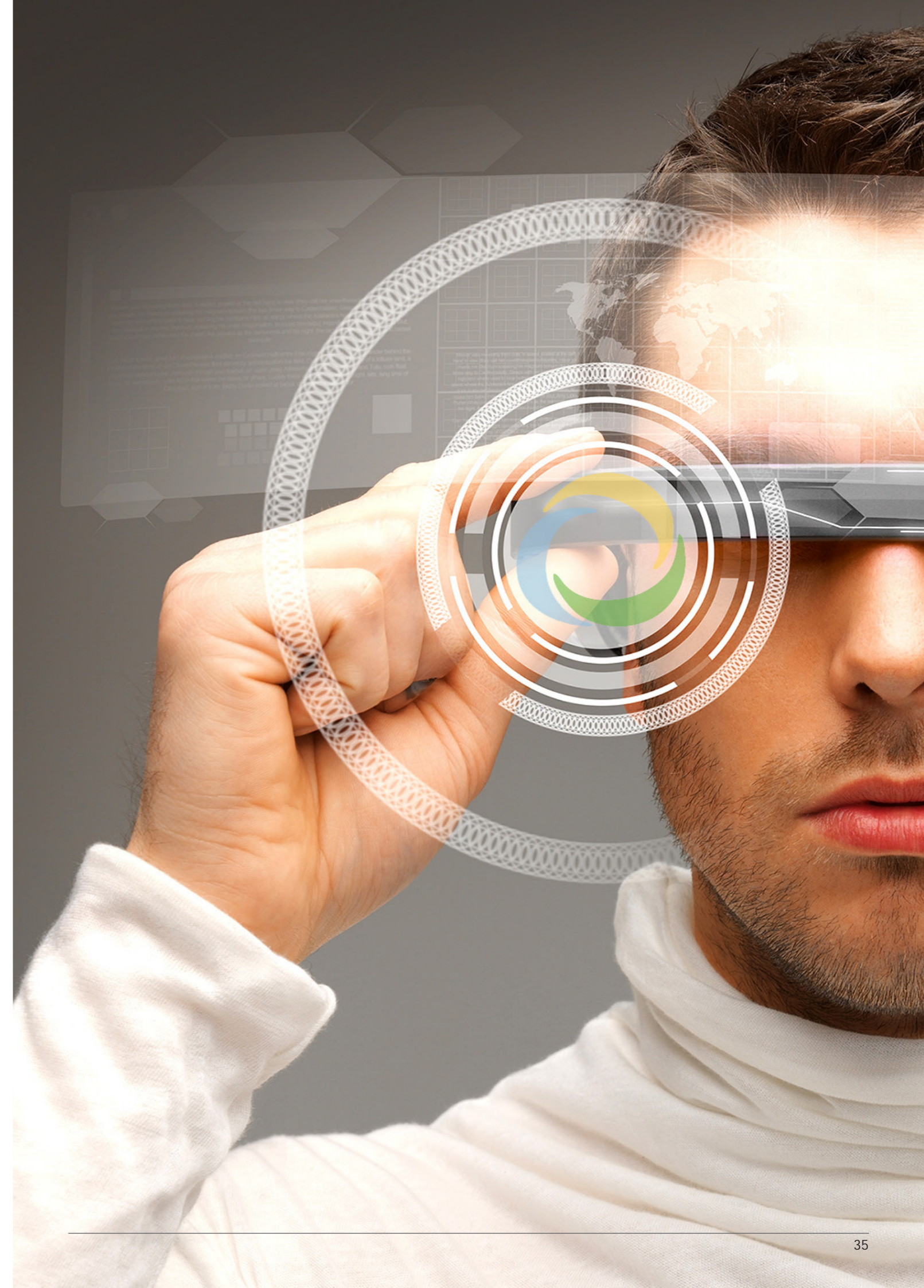
DATAWAREHOUSING/BUSINESS INTELLIGENCE

	SAS	8-15	BE/ B.Tech/ MBA	12,00,000	24,00,000
	Datastage	8-15	BE/ B.Tech/ MBA	11,00,000	30,00,000
	Informatica	8-15	BE/ B.Tech/ MBA	12,00,000	24,00,000
	Business Objects	8-15	BE/ B.Tech/ MBA	10,00,000	26,40,000
	Teradata	8-15	BE/ B.Tech/ MBA	12,00,000	30,00,000
	Cognos	8-15	BE/ B.Tech/ MBA	13,00,000	30,00,000
	Ab Initio	8-15	BE/ B.Tech/ MBA	12,00,000	30,00,000
	SSRS	8-15	BE/ B.Tech/ MBA	11,00,000	24,00,000
	Hyperion	8-15	BE/ B.Tech/ MBA	12,00,000	30,00,000
	Oracle BI	8-15	BE/ B.Tech/ MBA	13,00,000	30,00,000
	Big data	8-15	BE/ B.Tech/ MBA	15,00,000	36,00,000
	MDM	8-15	BE/ B.Tech/ MBA	15,00,000	36,00,000
	Machine Learning	8-15	BE/ B.Tech/ MBA	20,00,000	45,00,000

ENTERPRISE APPLICATION INTEGRATION TOOLS

	Websphere	8-15	BE/ B.Tech/ Any Graduation	12,00,000	28,80,000
	Weblogic	8-15	BE/ B.Tech/ Any Graduation	12,00,000	27,60,000
	Tibco	8-15	BE/ B.Tech/ Any Graduation	10,00,000	32,40,000
	Biztalk	8-15	BE/ B.Tech/ Any Graduation	10,00,000	32,40,000
	SAP PI	8-15	BE/ B.Tech/ Any Graduation	12,00,000	28,80,000
	WebMethods	8-15	BE/ B.Tech/ Any Graduation	12,00,000	28,80,000
	Oracle SOA	8-15	BE/ B.Tech/ Any Graduation	10,00,000	28,80,000
	MQSeries	8-15	BE/ B.Tech/ Any Graduation	10,00,000	32,40,000
	Vitria	8-15	BE/ B.Tech/ Any Graduation	10,00,000	25,20,000
	iPlanet	8-15	BE/ B.Tech/ Any Graduation	10,00,000	24,00,000
	SAP XI	8-15	BE/ B.Tech/ Any Graduation	10,00,000	24,00,000
	Gentran	8-15	BE/ B.Tech/ Any Graduation	7,00,000	20,40,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
SENIOR					
ENTERPRISE RESOURCE PLANNING					
	SAP	15-20	BE/ B.Tech/ MBA	28,00,000	52,00,000
	Oracle Apps	15-20	BE/ B.Tech/ MBA	24,00,000	44,00,000
	JD Edwards	15-20	BE/ B.Tech/ MBA	24,00,000	44,00,000
	PeopleSoft	15-20	BE/ B.Tech/ MBA	24,00,000	44,00,000
	SalesForce	15-20	BE/ B.Tech/ MBA	25,00,000	50,00,000
	Siebel	15-20	BE/ B.Tech/ MBA	28,00,000	50,00,000
SOFTWARE DEVELOPMENT					
	Apps Development	15-20	BE/ B.Tech/ Any Graduation	30,00,000	60,00,000
	iPhone Developers	15-20	BE/ B.Tech/ Any Graduation	28,00,000	60,00,000
	Full Stack Development	15-20	BE/ B.Tech/ Any Graduation	28,00,000	50,00,000
	Microsoft Stack	15-20	BE/ B.Tech/ Any Graduation	28,00,000	50,00,000
	DevOps	15-20	BE/ B.Tech/ Any Graduation	30,00,000	50,00,000
	Python	15-20	BE/ B.Tech/ Any Graduation	30,00,000	50,00,000
	Data Scientist	15-20	BE/ B.Tech/ Ph. D	32,00,000	60,00,000
	Big Data, Hadoop	15-20	BE/ B.Tech/ Any Graduation	32,00,000	55,00,000
	Vision Plus	15-20	BE/ B.Tech/ Any Graduation	35,00,000	70,00,000
	Microservices	15-20	BE/ B.Tech/ MBA	35,00,000	60,00,000
	WebCommerce	15-20	BE/ B.Tech/ MBA	35,00,000	60,00,000
	Supply Chain Management	15-20	BE/ B.Tech/ MBA	26,00,000	50,00,000
IT INFRASTRUCTURE					
	Data Centre Operations	15-20	BE/ B.Tech/ Any Graduation	25,00,000	48,00,000
	IT Head	15-20	BE/ B.Tech/ Any Graduation	32,00,000	70,00,000
	Information Security Head	15-20	BE/ B.Tech/ Any Graduation	28,00,000	55,00,000
	Cloud Architect	15-20	BE/ B.Tech/ Any Graduation	30,00,000	50,00,000
	IT Manager	15-20	BE/ B.Tech/ Any Graduation	22,00,000	40,00,000
	Security Architect	15-20	BE/ B.Tech/ Any Graduation	28,00,000	50,00,000
	Network Architect/ Manager	15-20	BE/ B.Tech/ Any Graduation	25,00,000	40,00,000
	Storage Architect/ Manager	15-20	BE/ B.Tech/ Any Graduation	28,00,000	45,00,000
	RPA Automation	15-20	BE/ B.Tech/ MBA	28,00,000	50,00,000
DATAWAREHOUSING/BUSINESS INTELLIGENCE					
	Delivery Manager - Data Warehouse/ Business Intelligence	15-20	BE/ B.Tech/ Any Graduation	30,00,000	44,00,000
	Machine Learning	15-20	BE/ B.Tech/ MBA	NA	NA
ENTERPRISE APPLICATION INTEGRATION TOOLS					
	Delivery Head - EAI	15-20	BE/ B.Tech/ Any Graduation	28,00,000	48,00,000





INFORMATION TECHNOLOGY ENABLED SERVICES (ITES)

The ITES-BPO, ITES-BPM industry saw exports to the tune of USD 28 billion last year.

The employee addition in this sector is also seeing an uptick. The recent focus in this sector is towards building technology platforms and capabilities in niche areas.

The Global in-house centres (GICs) have recruited highest number of employees last year and the number is pegged at 1.4 lakh. Roughly 1,100 GICs employ close to 9,00,000 people in India.

More than 40% of GICs globally are located in India and offer an entire gamut of services ranging from IT services, software products, ER&D and BPM services. Needless to say, automation has already brought in significant changes in this sector.

Mature GICs are now projecting a new face of performance measurement wherein they “own” the SLAs / KPIs. We are likely to see more GICs being setup in India and the hiring picking up in this space.

India is also emerging as a BPM hub with a growing demand for Pega professionals as the country is home to more than 65 per cent of the 20,000 plus Pega professionals and is expected to retain its lead in the next few years.

Overall the sector can expect a 10 - 15 percent appraisal hike.

THE ITES-BPO, ITES-BPM INDUSTRY SAW EXPORTS TO THE TUNE OF USD **28** BILLION LAST YEAR CREATING LAKHS OF JOBS IN THIS SECTOR.

ROUGHLY **1,100** GICS EMPLOY CLOSE TO **9,00,000** PEOPLE IN INDIA AND THIS NUMBER IS LIKELY TO RISE IN THE YEARS TO COME, THUS CREATING MORE SPECIALISED JOBS ACROSS FUNCTIONS.

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
JUNIOR					
	Finance & Accounts	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	2,50,000	5,00,000
	General Accounting	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	2,50,000	5,00,000
	General Ledger	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	2,50,000	5,00,000
	Accounts Payable	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	2,50,000	5,00,000
	Accounts Receivable	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	2,50,000	5,00,000
	Financial Planning & Analysis	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	2,50,000	5,00,000
	Management Reporting	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	3,00,000	6,00,000
	Business Finance / Corporate Finance	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	2,50,000	5,50,000
	Audit	1-4	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	3,00,000	6,00,000
	Analytics	1-4	Bachelors and Masters in Mathematics and Statistics	6,00,000	10,00,000
	Risk Analytics / Credit Risk Analytics	1-4	Bachelors and Masters in Mathematics and Statistics	6,00,000	10,00,000
	Marketing Analytics	1-4	Bachelors and Masters in Mathematics and Statistics	6,00,000	10,00,000
	HR Analytics	1-4	Bachelors and Masters in Mathematics and Statistics	6,00,000	10,00,000
	Qualitative Analytics	1-4	Bachelors and Masters in Mathematics and Statistics	6,00,000	10,00,000
	Operations Research	1-4	Bachelors and Masters in Mathematics and Statistics	6,00,000	10,00,000
	Data Analytics	1-4	Bachelors and Masters in Mathematics and Statistics	6,00,000	10,00,000
	Reporting Analytics	1-4	Bachelors and Masters in Mathematics and Statistics	6,00,000	10,00,000
	Customer Service	1-4	Finance Graduate	2,00,000	4,50,000
	Voice Process / Non Voice Process	1-4	Finance Graduate	2,00,000	4,50,000
	Operations	1-4	Finance Graduate	2,00,000	4,50,000
	Collections	1-4	Finance Graduate	2,00,000	4,50,000
	Internal Audit	1-4	Chartered Accountants, Cost Accountants	6,00,000	8,00,000
	Internal Control	1-4	Chartered Accountants, Cost Accountants	6,00,000	8,00,000
	SOX Compliance	1-4	Chartered Accountants, Cost Accountants	6,00,000	8,00,000
	Linguists	1-4	Language courses	6,00,000	9,00,000
	French Language	1-4	French Language Course	6,00,000	9,00,000
	German Language	1-4	German Language Course	6,00,000	9,00,000

SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
Spanish Language	1-4	Spanish Language Course	6,00,000	9,00,000
Japanese Language	1-4	Japanese Language Course	6,00,000	9,00,000
Chinese Language	1-4	Chinese Language Course	6,00,000	9,00,000
Portuguese Language	1-4	Portuguese Language Course	6,00,000	9,00,000
Human Resources & Admin	1-4	MBA HR	3,00,000	5,00,000
HR Business Partner	1-4	MBA HR	3,00,000	5,00,000
HR Operations	1-4	Any HR Course	3,00,000	5,00,000
Recruitment / Talent Acquisition	1-4	Any HR Course	3,00,000	5,00,000
Learning & Development	1-4	Any HR Course	4,00,000	6,00,000
Compensation & Benefit	1-4	Any HR Course	4,00,000	8,00,000
Sales	1-4	Any graduates, MBA	3,00,000	6,00,000
Marketing	1-4	Any graduates, MBA	3,00,000	6,00,000
Key Account Management	1-4	Any graduates, MBA	3,00,000	6,00,000
Business Development	1-4	Any graduates, MBA	3,00,000	6,00,000
Presales	1-4	Any graduates, MBA	3,00,000	6,00,000
Product Management	1-4	Any graduates, MBA	3,00,000	6,00,000
Procurement	1-4	Any Graduate	3,50,000	7,00,000
Supply Chain Management	1-4	Any Graduate	3,50,000	7,00,000
Sourcing / Global Sourcing	1-4	Any Graduate	3,50,000	7,00,000
Vendor Management	1-4	Any Graduate	3,50,000	7,00,000
Purchase	1-4	Any Graduate	3,50,000	7,00,000
Contract Management / Negotiations	1-4	Any Graduate	3,50,000	7,00,000
Insurance	1-4	Any Graduate, MBA	3,50,000	6,00,000
Re-Insurance	1-4	Any Graduate, MBA	3,50,000	6,00,000
Pension / Claims	1-4	Any Graduate, MBA	3,50,000	6,00,000
Actuaries	1-4	Any Graduate, MBA	3,50,000	6,00,000
Annuities	1-4	Any Graduate, MBA	3,50,000	6,00,000
Life Insurance / General Insurance	1-4	Any Graduate, MBA	3,50,000	6,00,000
Technical Support	1-4	Under Graduate, Any Graduate	2,50,000	4,00,000
ISP	1-4	Under Graduate, Any Graduate	2,50,000	4,00,000
Product Supports	1-4	Under Graduate, Any Graduate	2,50,000	4,00,000
Infrastructure / Service Desk / IT Help Desk	1-4	Under Graduate, Any Graduate	2,50,000	4,00,000
Incident Management / Problem Management/ Change Management	1-4	Under Graduate, Any Graduate/ ITIL Certification	2,50,000	4,00,000
Investment Banking Operations	1-4	Any Graduate or MBA	3,00,000	6,00,000
Core Finance	1-4	Bachelors & Masters in Finance, CA/ICWA	5,00,000	7,50,000
Corporate Finance	1-4	Bachelors & Masters in Finance, CA/ICWA	5,00,000	7,50,000
Business Finance	1-4	Bachelors & Masters in Finance, CA/ICWA	5,00,000	7,50,000

SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
Healthcare	1-4	Graduates, MBA	3,50,000	6,50,000
Medical Transcription	1-4	Graduates, MBA	3,50,000	6,50,000
Medical Coding	1-4	Graduates, MBA	3,50,000	6,50,000
Medical Writing	1-4	Graduates, MBA	3,50,000	6,50,000
Healthcare Insurance	1-4	Graduates, MBA	3,50,000	6,50,000
Medical Billing	1-4	Graduates, MBA	3,50,000	6,50,000
Clinical Database Management	1-4	Graduates, MBA	3,50,000	6,50,000
Pharmacovigilance	1-4	Graduates, MBA	3,50,000	6,50,000
Biostatistics	1-4	Graduates, MBA	3,50,000	6,50,000
Regulatory Affairs	1-4	Graduates, MBA	3,50,000	6,50,000
Finance & Accounts	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5,00,000	14,00,000
General Accounting	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	6,00,000	18,00,000
General Ledger	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	6,00,000	18,00,000
Accounts Payable	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5,00,000	12,00,000
Accounts Receivable	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	5,00,000	12,00,000
Financial Planning & Analysis	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	6,00,000	20,00,000
Management Reporting	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	6,00,000	18,00,000
Business Finance / Corporate Finance	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	7,00,000	20,00,000
Audit	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	6,00,000	20,00,000
Taxation	5-9	Commerce graduates, MBA finance, Semi qualified and qualified CA/ICWA	6,00,000	20,00,000
Analytics	5-9	Bachelors and Masters in Mathematics, Economics and Statistics	8,00,000	30,00,000
Risk Analytics / Credit Risk Analytics	5-9	Bachelors and Masters in Mathematics, Economics and Statistics	8,00,000	30,00,000
Marketing Analytics	5-9	Graduates/Engineers/MBA	8,00,000	30,00,000
HR Analytics	5-9	Graduates/MBA	8,00,000	25,00,000
Qualitative Analytics	5-9	Bachelors and Masters in Mathematics, Economics and Statistics	8,00,000	30,00,000
Operations Research	5-9	Bachelors and Masters in Mathematics, Economics and Statistics	8,00,000	25,00,000
Data Analytics	5-9	Bachelors and Masters in Mathematics, Economics and Statistics	8,00,000	25,00,000
Reporting Analytics	5-9	Graduates/MBA	8,00,000	22,00,000
Customer Service	5-9	Graduates/MBA	4,00,000	12,00,000

SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
MIDDLE				
Voice Process / Non Voice Process	5-9	Graduates/MBA	4,00,000	12,00,000
Operations	5-9	Graduates/MBA	4,00,000	12,00,000
Collections	5-9	Graduates	4,00,000	12,00,000
Internal Audit	5-9	Chartered Accountants, Cost Accountants	12,00,000	25,00,000
Internal Control	5-9	Chartered Accountants, Cost Accountants	12,00,000	25,00,000
SOX Compliance	5-9	Chartered Accountants, Cost Accountants	12,00,000	25,00,000
Linguists	5-9	Language Course	6,00,000	15,00,000
French Language	5-9	French Language Course	6,00,000	15,00,000
German Language	5-9	German Language Course	6,00,000	15,00,000
Spanish Language	5-9	Spanish Language Course	6,00,000	15,00,000
Japanese Language	5-9	Japanese Language Course	6,00,000	15,00,000
Chinese Language	5-9	Chinese Language Course	5,00,000	12,00,000
Portuguese Language	5-9	Portuguese language Course	6,00,000	15,00,000
Human Resources & Admin	5-9	MBA HR	5,00,000	12,00,000
HR Business Partner	5-9	MBA HR	7,00,000	30,00,000
HR Operations	5-9	Any HR Course	6,00,000	15,00,000
Recruitment / Talent Acquisition	5-9	Any HR Course	6,00,000	15,00,000
Learning & Development	5-9	Any HR Course	7,00,000	15,00,000
Compensation & Benefit	5-9	Any HR Course	7,00,000	22,00,000
Sales	5-9	Any Graduate, MBA	5,00,000	12,00,000
Marketing	5-9	Any Graduate, MBA	5,00,000	12,00,000
Key Account Management	5-9	Any Graduate, MBA	5,00,000	12,00,000
Business Development	5-9	Any Graduate, MBA	5,00,000	12,00,000
Presales	5-9	Any Graduate, MBA	8,00,000	15,00,000
Product Management	5-9	Any Graduate, MBA	7,00,000	15,00,000
Procurement	6-9	Any Graduate	5,00,000	14,00,000
Supply Chain Management	6-9	Any Graduate	5,00,000	14,00,000
Sourcing / Global Sourcing	6-9	Any Graduate	5,00,000	14,00,000
Vendor Management	6-9	Any Graduate	5,00,000	14,00,000
Purchase	6-9	Any Graduate	5,00,000	14,00,000
Contract Management / Negotiations	6-9	Any Graduate	5,00,000	14,00,000
Insurance	5-9	Any Graduate, MBA	5,00,000	12,00,000
Re-Insurance	5-9	Any Graduate, MBA	5,00,000	12,00,000
Pension / Claims	5-9	Any Graduate, MBA	5,00,000	12,00,000
Actuaries	5-9	Any Graduate, MBA, Actuarial Science Education	6,00,000	20,00,000

SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
Annuities	5-9	Any Graduate, MBA	6,00,000	15,00,000
Life Insurance / General Insurance	5-9	Any Graduate, MBA	6,00,000	15,00,000
Technical Support	5-9	Under Graduate, Any Graduate	4,00,000	10,00,000
ISP	5-9	Under Graduate, Any Graduate	4,00,000	10,00,000
Product Supports	5-9	Under Graduate, Any Graduate	4,00,000	10,00,000
Infrastructure / Service Desk / IT Help Desk	5-9	Under Graduate, Any Graduate	4,00,000	10,00,000
Incident Management / Problem Management/ Change Management	5-9	Under Graduate, Any Graduate/ITIL Certification	4,00,000	11,00,000
Investment Banking Operations	5-9	Any Graduate, MBA	8,00,000	25,00,000
Core Finance	5-9	Bachelors and Masters in Finance, CA/ICWA	8,00,000	15,00,000
Corporate Finance	5-9	Bachelors and Masters in Finance, CA/ICWA	8,00,000	18,00,000
Business Finance	5-9	Bachelors and Masters in Finance, CA/ICWA	8,00,000	18,00,000
Healthcare	5-9	Graduates, MBA	6,00,000	10,00,000
Medical Transcription	5-9	Graduates, MBA	6,00,000	12,00,000
Medical Coding	5-9	Graduates, MBA	6,00,000	10,00,000
Medical Writing	5-9	Graduates, MBA	6,00,000	10,00,000
Healthcare Insurance	5-9	Graduates, MBA	6,00,000	12,00,000
Medical Billing	5-9	Graduates, MBA	6,00,000	10,00,000
Clinical Database Management	5-9	Graduates, MBA	7,00,000	18,00,000
Pharmacovigilance	5-9	Graduates, MBA	7,00,000	18,00,000
Biostatistics	5-9	Graduates, MBA	6,00,000	12,00,000
Regulatory Affairs	5-9	Graduates, MBA	7,00,000	22,00,000
Process Reengineering	6-9	Any Graduate , Black Belt, GB, YB Certification	12,00,000	30,00,000
Project Management	5-9	MBA, PMO Certification	12,00,000	30,00,000
Quality	5-9	Lean, Six Sigma Certification or Lean Certified	7,00,000	18,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
SENIOR					
	Finance & Accounts	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	General Accounting	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	General Ledger	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	Accounts Payable	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	Accounts Receivable	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	Financial Planning & Analysis	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	Management Reporting	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	Business Finance / Corporate Finance	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	Audit	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	Taxation	10-15	Commerce graduates , MBA finance, Semi qualified and qualified CA/ICWA	14,00,000	42,00,000
	Analytics	10-15	Bachelors and Masters in Mathematics and Statistics	20,00,000	60,00,000
	Risk Analytics / Credit Risk Analytics	10-15	Bachelors and Masters in Mathematics, Economics and Statistics	20,00,000	60,00,000
	Marketing Analytics	10-15	Bachelors and Masters in Mathematics, Economics and Statistics	20,00,000	60,00,000
	HR Analytics	10-15	Bachelors and Masters in Mathematics, Economics and Statistics	20,00,000	60,00,000
	Qualitative Analytics	10-15	Bachelors and Masters in Mathematics, Economics and Statistics	20,00,000	60,00,000
	Operations Research	10-15	Bachelors and Masters in Mathematics, Economics and Statistics	20,00,000	60,00,000
	Data Analytics	10-15	Bachelors and Masters in Mathematics, Economics and Statistics	20,00,000	60,00,000
	Reporting Analytics	10-15	Bachelors and Masters in Mathematics, Economics and Statistics	20,00,000	60,00,000
	Customer Service	10-15	Finance Graduate	10,00,000	30,00,000
	Voice Process / Non Voice Process	10-15	Any Graduate	10,00,000	30,00,000
	Operations	10-15	Any Graduate	10,00,000	30,00,000
	Collections	10-15	Finance Graduate	10,00,000	30,00,000
	Internal Audit	10-15	Chartered Accountants, Cost Accountants	24,00,000	60,00,000
	Internal Control	10-15	Chartered Accountants, Cost Accountants	24,00,000	36,00,000
	SOX Compliance	10-15	Chartered Accountants, Cost Accountants	24,00,000	36,00,000
	Linguists	10-15	Language courses	14,00,000	24,00,000
	French Language	10-15	French Language Course	14,00,000	24,00,000

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
	German Language	10-15	German Language Course	14,00,000	24,00,000
	Spanish Language	10-15	Spanish Language Course	14,00,000	24,00,000
	Japanese Language	10-15	Japanese Language Course	14,00,000	24,00,000
	Chinese Language	10-15	Chinese Language Course	14,00,000	24,00,000
	Portuguese Language	10-15	Portuguese Language Course	14,00,000	24,00,000
	Human Resources & Admin	10-15	MBA HR	14,00,000	36,00,000
	HR Business Partner	10-15	MBA HR	14,00,000	36,00,000
	HR Operations	10-15	Any HR Course	14,00,000	36,00,000
	Recruitment / Talent Acquisition	10-15	Any HR Course	14,00,000	36,00,000
	Learning & Development	10-15	Any HR Course	14,00,000	36,00,000
	Compensation & Benefit	10-15	Any HR Course	14,00,000	36,00,000
	Sales	10-15	Any graduates, MBA	14,00,000	36,00,000
	Marketing	10-15	Any graduates, MBA	14,00,000	36,00,000
	Key Account Management	10-15	Any graduates, MBA	14,00,000	36,00,000
	Business Development	10-15	Any graduates, MBA	14,00,000	36,00,000
	Presales	10-15	Any graduates, MBA	14,00,000	36,00,000
	Product Management	10-15	Any graduates, MBA	14,00,000	36,00,000
	Procurement	11-15	Any Graduate	13,20,000	36,00,000
	Supply Chain Management	11-15	Any Graduate	13,20,000	36,00,000
	Sourcing / Global Sourcing	11-15	Any Graduate	13,20,000	36,00,000
	Vendor Management	11-15	Any Graduate	13,20,000	36,00,000
	Purchase	11-15	Any Graduate	13,20,000	36,00,000
	Contract Management / Negotiations	11-15	Any Graduate	13,20,000	36,00,000
	Insurance	10-15	Any Graduate, MBA	13,20,000	36,00,000
	Re-Insurance	10-15	Any Graduate, MBA	13,20,000	36,00,000
	Pension / Claims	10-15	Any Graduate, MBA	13,20,000	36,00,000
	Actuaries	10-15	Any Graduate, MBA	13,20,000	36,00,000
	Annuities	10-15	Any Graduate, MBA	13,20,000	36,00,000
	Life Insurance / General Insurance	10-15	Any Graduate, MBA	13,20,000	36,00,000
	Technical Support	10-15	Under Graduate, Any Graduate	8,80,000	28,80,000
	ISP	10-15	Under Graduate, Any Graduate	8,80,000	28,80,000
	Product Supports	10-15	Under Graduate, Any Graduate	8,80,000	28,80,000
	Infrastructure / Service Desk / IT Help Desk	10-15	Under Graduate, Any Graduate	8,80,000	28,80,000
	Incident Management / Problem Management/ Change Management	10-15	Under Graduate, Any Graduate/ ITIL Certification	8,80,000	28,80,000
	Investment Banking Operations	10-15	Any Graduate, MBA	13,20,000	60,00,000
	Core Finance	10-15	Bachelors and Masters in Finance, CA/ICWA	14,00,000	48,00,000

SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
Corporate Finance	10-15	Bachelors and Masters in Finance, CA/ICWA	14,00,000	48,00,000
Business Finance	10-15	Bachelors and Masters in Finance, CA/ICWA	14,00,000	48,00,000
Healthcare	10-15	Graduates, MBA	13,00,000	24,00,000
Medical Transcription	10-15	Graduates, MBA	13,00,000	24,00,000
Medical Coding	10-15	Graduates, MBA	13,00,000	24,00,000
Medical Writing	10-15	Graduates, MBA	13,00,000	24,00,000
Healthcare Insurance	10-15	Graduates, MBA	13,00,000	24,00,000
Medical Billing	10-15	Graduates, MBA	13,00,000	24,00,000
Clinical Database Management	10-15	Graduates, MBA	13,00,000	24,00,000
Pharmacovigilance	10-15	Graduates, MBA	13,00,000	24,00,000
Biostatistics	10-15	Graduates, MBA	13,00,000	24,00,000
Regulatory Affairs	10-15	Graduates, MBA	13,00,000	24,00,000
Process Reengineering	10-15	MBA from premier institutes	27,50,000	42,00,000
Project Management	10-15	MBA from premier institutes	27,50,000	50,00,000
Quality	10-15	Six Sigma or lean certified	15,20,000	30,00,000





PHARMACEUTICALS / LIFE SCIENCES / HEALTHCARE

The USD 20 billion Indian pharmaceuticals industry remains a sunshine sector. The availability of vast talent makes it a potential R&D hub in the future.

However, when compared to previous years, the hiring this year has been a bit muted. This can be attributed to US FDA sanctions, drug price control mechanisms by the US government and ongoing trade wars. There's also some amount of uncertainty on the taxation front that's hindering growth in this sector. We are seeing only crucial roles and replacements getting filled.

However, the Bio Pharma/Bio Similar (large Molecules) is on a growth path because of a lot of biologics going off patent by 2020. We are also seeing a lot of talent here moving within the industry and global talent moving to India. The CRO/Service industry will continue to see growth as more companies will outsource more complex work to India. We are already seeing growth in the number of CROs in India.

From a demand perspective, we are seeing hiring happening in functions including Quality, Manufacturing, Project Management, Early Research, International Sales and Marketing. There's also some hiring happening in the digital space with the need to have more digital officers. There's an increase in demand for talent in Predictive Analytics and AI too.

The Pharma Vision 2020 of the Central Government will also provide a major boost in new drug discovery. Candidates can expect 8-15% appraisal hike.

WHEN COMPARED TO PREVIOUS YEARS, THE HIRING IN **2018-2019** LOOKS MUTED

THE CRO/SERVICE INDUSTRY WILL CONTINUE TO SEE GROWTH AS MORE COMPANIES WILL OUTSOURCE MORE COMPLEX WORK TO INDIA, THUS CREATING MORE JOBS IN THIS SECTOR.

PHARMACEUTICALS/LIFE SCIENCES/HEALTHCARE

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
PHARMA FORMULATIONS					
JUNIOR					
	Marketing/Brand Management	2-4	MBA Marketing / Pharmaceutical Management	6,00,000	12,00,000
	Therapy/Strategy Management	3-5	MBA Marketing / Pharmaceutical Management	8,00,000	12,00,000
	Medical Services	3-5	MD, MBBS	8,00,000	15,00,000
	Regulatory Affairs	4-8	M Sc, M Pharma	6,00,000	15,00,000
	Corporate Quality Assurance	5-8	M Sc, M Pharma	8,00,000	20,00,000
MIDDLE					
	Marketing/Brand Management	5-10	MBA Marketing / Pharmaceutical Management	12,00,000	20,00,000
	Therapy/Strategy Management	6-10	MBA Marketing / Pharmaceutical Management	15,00,000	22,00,000
	Medical Services	5-7	MD, MBBS	15,00,000	25,00,000
	Regulatory Affairs	9-11	M Sc, M Pharma	13,00,000	20,00,000
	Corporate Quality Assurance	9-14	M Sc, M Pharma	20,00,000	40,00,000
SENIOR					
	Marketing/Brand Management	11-18	MBA Marketing / Pharmaceutical Management	25,00,000	50,00,000
	Therapy/Strategy Management	10-18	MBA Marketing / Pharmaceutical Management	25,00,000	50,00,000
	Medical Services	10-18	MD, MBBS	30,00,000	80,00,000
	Regulatory Affairs	12-18	M Sc, M Pharma	20,00,000	60,00,000
	Corporate Quality Assurance	15-20	M Sc, M Pharma	50,00,000	1,00,00,000
PHARMA APIs					
JUNIOR					
	Quality Assurance	5-9	M Sc, M Pharm	5,00,000	12,00,000
	Regulatory Affairs	4-7	M Sc, M Pharm, PG Diploma	6,00,000	12,00,000
	Safety	3-5	M Sc, M Pharm, PG Diploma/MBA	5,00,000	10,00,000
	Finance/Accounts	2-6	CA, ICWA	10,00,000	15,00,000
	EHS-Plant	5-8	M.Sc./ B.Pharma/ M. Pharma/ Fire & Safety Engineer with Diploma in Industrial Safety	7,00,000	12,00,000
	R&D	5-8	M.Sc.(Organic Chemistry)	8,00,000	15,00,000
MIDDLE					
	Quality Assurance	10-15	M Sc, M Pharm, PG Quality systems	15,00,000	30,00,000
	Regulatory Affairs	8-12	M Sc, M Pharm, Ph D/PG Diploma	12,00,000	20,00,000
	Safety	6-9	M Sc, M Pharm, PG Diploma/MBA	10,00,000	15,00,000
	Finance/Accounts	7-12	CA, ICWA	15,00,000	25,00,000
	EHS-Plant	9-13	M.Sc./ B.Pharma/ M. Pharma/ Fire & Safety Engineer with Diploma in Industrial Safety	12,00,000	20,00,000
	R&D	9-14	M.Sc.(Organic Chemistry), PhD	15,00,000	25,00,000

PHARMACEUTICALS/LIFE SCIENCES/HEALTHCARE

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
PHARMA APIs					
SENIOR					
	Quality Assurance	16-25	M Sc, M Pharm	30,00,000	60,00,000
	Regulatory Affairs	12-16	M Sc, M Pharm, Ph D/PG Diplom	20,00,000	35,00,000
	Safety	10-15	M Sc, M Pharm, PG Diploma/MBA	15,00,000	25,00,000
	Finance/Accounts	12-19	CA, ICWA	25,00,000	40,00,000
	EHS-Plant	14-20	M.Sc./ B.Pharma/ M. Pharma/ Fire & Safety Engineer with Diploma in Industrial Safety	20,00,000	35,00,000
	R&D	15-22	M.Sc.(Organic Chemistry), PhD	25,00,000	55,00,000
MEDICAL DEVICES/SURGICALS					
JUNIOR					
	Sales	1-3	Science Graduate/ MBA	6,00,000	10,00,000
	Marketing/Product Management	2-7	Biology/Electronic Engineering Graduate, MBA	8,00,000	12,00,000
	Service	1-4	Biomedical Engineer	4,00,000	8,00,000
	Clinical Application Specialist	2-5	Science Graduate/Engineer/MBA	6,00,000	10,00,000
	Regulatory Affairs	1-4	B.Sc./BE/M.Sc.	5,00,000	10,00,000
	Supply Chain	3-8	Graduate, Dip in MM/SCM	6,00,000	15,00,000
	Finance/ Accounts	2-6	Bcom/ Mcom/ CA/ MBA-Finance	5,00,000	18,00,000
MIDDLE					
	Sales	4-10	Science Graduate/ MBA	10,00,000	25,00,000
	Marketing/Product Management	7-14	Biology / Electronic Engineering Graduate, MBA	12,00,000	30,00,000
	Service	5-10	Biomedical Engineer	8,00,000	25,00,000
	Clinical Application Specialist	6-10	Science Graduate/Engineer/MBA	10,00,000	20,00,000
	Regulatory Affairs	5-10	B.Sc./BE/M.Sc.	10,00,000	25,00,000
	Supply Chain	9-15	Graduate, Dip in MM/SCM	18,00,000	25,00,000
	Finance/ Accounts	7-14	CA/ MBA-Finance	18,00,000	35,00,000
SENIOR					
	Sales	10-18	Science Graduate/ MBA	25,00,000	60,00,000
	Marketing/Product Management	15-20	Biology / Electronic Engineering Graduate, MBA	30,00,000	75,00,000
	Service	11-18	Biomedical Engineer	25,00,000	50,00,000
	Clinical Application Specialist	11-18	Science Graduate/Engineer/MBA	15,00,000	30,00,000
	Regulatory Affairs	11-16	B.Sc./BE/M.Sc./PG Diploma	25,00,000	50,00,000
	Supply Chain	16-20	Graduate, Dip in MM/SCM	30,00,000	70,00,000
	Finance/ Accounts	16-24	CA/ MBA-Finance	30,00,000	60,00,000

PHARMACEUTICALS/LIFE SCIENCES/HEALTHCARE

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
HOSPITAL EQUIPMENTS					
JUNIOR					
	Sales	2-5	Science Graduate/ MBA/Biomedical engg	6,00,000	10,00,000
	Marketing	2-5	Biology / Electronic Engineering Graduate, MBA	8,00,000	12,00,000
	Customer Service	1-4	Any Graduate/ MBA	4,00,000	8,00,000
	Supply Chain	3-7	Graduate, Dip in MM/SCM	6,00,000	10,00,000
	Product R&D	3-8	BE- Mech/Instrumentation	5,00,000	10,00,000
	Sales Support	1-4	Any Graduate/ MBA	6,00,000	15,00,000
	Application Specialist	3-7	BE/Bio medical engg	5,00,000	18,00,000
MIDDLE					
	Sales	6-14	Science Graduate/ MBA	10,00,000	25,00,000
	Marketing	6-12	Biology / Electronic Engineering Graduate, MBA	12,00,000	30,00,000
	Supply Chain	8-14	Graduate, Dip in MM/SCM	8,00,000	25,00,000
	Product R&D	9-15	BE- Mech/Instrumentation	10,00,000	20,00,000
	Sales Support	5-9	Any Graduate/ MBA	10,00,000	25,00,000
	Application Specialist	8-11	BE/Bio medical engg	18,00,000	25,00,000
SENIOR					
	Sales	14-20	Science Graduate/ MBA	25,00,000	60,00,000
	Marketing	13-18	Biology / Electronic Engineering Graduate, MBA	25,00,000	60,00,000
	Supply Chain	14-20	Graduate, Dip in MM/SCM	25,00,000	40,00,000
	Product R&D	15-22	BE- Mech/Instrumentation	25,00,000	50,00,000
	Sales Support	10- 15	Any Graduate/ MBA	20,00,000	30,00,000
	Application Specialist	12-17	BE/Bio medical engg	20,00,000	40,00,000
DIAGNOSTIC INSTRUMENTS/ CONSUMABLES					
JUNIOR					
	Sales	3-6	Science Graduate/ MBA	6,00,000	10,00,000
	Marketing/PMT	3-6	Graduate Lifescience / Electronic Engineering Graduate, MBA	10,00,000	12,00,000
	Service/ Application	2-6	Biomedical Engineer/ Science Graduate	8,00,000	12,00,000
	Supply Chain	3-7	Graduate, Dip in MM/SCM	8,00,000	12,00,000
MIDDLE					
	Sales	7-12	Science Graduate/ MBA	10,00,000	25,00,000
	Marketing	7-12	Graduate Lifescience / Electronic Engineering Graduate, MBA	10,00,000	25,00,000
	Service/ Application	7-12	Biomedical Engineer/ Science Graduate	12,00,000	18,00,000
	Supply Chain	8-14	Graduate, Dip in MM/SCM	10,00,000	18,00,000

PHARMACEUTICALS/LIFE SCIENCES/HEALTHCARE

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
DIAGNOSTIC INSTRUMENTS/ CONSUMABLES					
SENIOR					
	Sales	14-20	Science Graduate/ MBA	35,00,000	60,00,000
	Marketing	14-20	Graduate Lifescience / Electronic Engineering Graduate, MBA	25,00,000	50,00,000
	Service/ Application	13-20	Biomedical Engineer/ Science Graduate	22,00,000	35,00,000
	Supply Chain	14-20	Graduate, Dip in MM/SCM	20,00,000	50,00,000
SPECIALTY CHEMICALS/ADVANCED MATERIALS					
JUNIOR					
	Supply Chain	4-9	B.E./ B.Tech Chem.	7,00,000	10,00,000
	Sales	4-9	B.E./ B.Tech Chem.	6,00,000	10,00,000
	Techno Commercial	6-9	B.E./ B.Tech Chem.	7,50,000	13,00,000
	R&D	6-9	BE/B.Tech(Chem)/M.Sc(Chem)	8,00,000	12,00,000
	Plant Operations- Mfg.	6-9	B.E./ B.Tech Chem.	7,00,000	11,00,000
	Regulatory Affairs	6-9	B.Sc. Chemistry	7,00,000	13,00,000
	Maintenance/Engg	6-9	B.E./ B.Tech	6,00,000	10,00,000
	Safety	6-9	B.E./B.Tech, Diploma in Industrial Safety	7,00,000	11,00,000
	Finance/ Accounts	3-8	CA	8,00,000	18,00,000
MIDDLE					
	Supply Chain	10-15	B.E./ B.Tech Chem.	13,00,000	20,00,000
	Sales	10-15	B.E./ B.Tech Chem.	10,00,000	20,00,000
	Techno Commercial	10-15	B.E./ B.Tech Chem	15,00,000	20,00,000
	R&D	10-15	BE/Btech(Chem)/MSc(Chem)	12,00,000	25,00,000
	Plant Operations- Mfg.	10-15	B.E./ B.Tech Chem.	13,00,000	25,00,000
	Regulatory Affairs	10-15	B.Sc. Chemistry	13,00,000	25,00,000
	Maintenance/Engineering	10-15	B.E./ B.Tech	12,00,000	18,00,000
	Safety	10-15	B.E./B.Tech, Diploma in Industrial Safety	15,00,000	30,00,000
	Finance/ Accounts	9-15	CA	18,00,000	35,00,000
SENIOR					
	Supply Chain	15-20	B.E./ B.Tech Chem.	25,00,000	50,00,000
	Sales	15-20	B.E./ B.Tech Chem./MBA	25,00,000	50,00,000
	Techno Commercial	15-20	B.E./ B.Tech Chem./MBA	30,00,000	60,00,000
	R&D	15-20	BE/Btech(Chem)/MSc(Chem)/PhD	22,00,000	45,00,000
	Plant Operations- Mfg.	15-20	B.E./ B.Tech Chem.	25,00,000	40,00,000
	Regulatory Affairs	15-20	B.Sc. Chemistry	20,00,000	35,00,000
	Maintenance/Eng.	15-20	B.E./ B.Tech	20,00,000	40,00,000
	Safety	15-20	B.E./B.Tech, Diploma in Industrial Safety	25,00,000	40,00,000
	Finance/ Accounts	15-20	CA	28,00,000	50,00,000

PHARMACEUTICALS/LIFE SCIENCES/HEALTHCARE

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
PHARMA OPERATIONS					
JUNIOR					
	Production	5-8	M.Sc. Chem/B.Pharm/M. Pharm or Chemical Engineer	8,00,000	12,00,000
	Quality Assurance / Quality Control - Plant	5-8	B.Sc./M.Sc./B.Pharma/M.Pharma	6,00,000	10,00,000
	Projects	5-9	M.Sc. Chem/ B.Pharma/ M. Pharma or Chemical Engineer	8,00,000	12,00,000
MIDDLE					
	Production	9-12	M.Sc. Chem/ B.Pharma/ M. Pharma or Chemical Engineer	12,00,000	20,00,000
	Quality Assurance / Quality Control - Plant	9-12	B.Sc./M.Sc./B.Pharma/M.Pharma	12,00,000	25,00,000
	Projects	9-12	M.Sc. Chem/ B.Pharma/ M. Pharma or Chemical Engineer	12,00,000	22,00,000
SENIOR					
	Production	12-20	M.Sc. Chem/ B.Pharma/ M. Pharma or Chemical Engineer	15,00,000	35,00,000
	Quality Assurance / Quality Control - Plant	12-20	B.Sc./M.Sc./B.Pharma/M.Pharma	30,00,000	60,00,000
	Projects	12-20	M.Sc. Chem/ B.Pharma/ M. Pharma or Chemical Engineer	25,00,000	40,00,000
RESEARCH & DEVELOPMENT					
JUNIOR					
	Formulation Development	5-8	M.Sc.Chem/B.Pharma/ M. Pharma/Ph.D	6,00,000	12,00,000
	Analytical Development	5-8	B.SC./ M.Sc./ Ph.D. Analytical	6,00,000	12,00,000
MIDDLE					
	Formulation Development	9-13	M.Sc.Chem/ B.Pharma/ M. Pharma/ Ph.D.	12,00,000	25,00,000
	Analytical Development	9-12	B.SC./ M.Sc./ Ph.D. Analytical	12,00,000	25,00,000
SENIOR					
	Formulation Development	12-20	M.Sc.Chem/ B.Pharma/ M. Pharma/ Ph.D.	25,00,000	40,00,000
	Analytical Development	12-20	B.SC./ M.Sc./ Ph.D. Analytical	20,00,000	35,00,000
CLINICAL RESEARCH					
JUNIOR					
	Clinical Operations	2-5	B.Pharma/ M.Pharma/ MBBS/ MD & MBA	5,00,000	8,00,000
MIDDLE					
	Clinical Operations	6-10	B.Pharma/ M.Pharma/ MBBS/ MD & MBA	8,00,000	18,00,000
SENIOR					
	Clinical Operations	10-15	B.Pharma/ M.Pharma/ MBBS/ MD & MBA	20,00,000	40,00,000



TEMP HIRING – IT SECTOR

TEMP HIRING – IT SECTOR

Temp & Contract Staffing has been winning over recruiters everywhere because it gives what large organisations need the most - Agility.

The top motivation to employ temporary staff as indicated by a recent Kelly report* with regards to the cost and an openness to experiment with hires to meet the immediate demands of the organisation.

In the IT sector, the concept of bench is gradually giving way to a just in time hiring model with the rise of Temp or Contract workforce planning and deployment by organisations. Changed business models in the background of automation, digitalisation and shrinking labour arbitrage have meant that IT firms need to become more agile, innovative, and costs efficient to deliver better results.

Flexi staffing would be the way forward as IT firms can easily meet their contingent and unplanned talent needs through this hiring model.

We anticipate the rationalisation of workforce to continue for a few years as IT companies move away from a pyramid-like structure to an hour glass structure. In such a scenario, IT companies will also be more open towards engaging freelancers/contract workers for critical projects.

Flexi staffing can also provide access to talent with niche skills in emerging technologies like Artificial Intelligence, IoT and other specialized areas.

* Temp and Contract Staffing Landscape 2018. Download your copy from www.kellyservices.co.in

FLEXI STAFFING WOULD BE THE WAY FORWARD AS IT FIRMS CAN EASILY MEET THEIR CONTINGENT AND UNPLANNED TALENT NEEDS THROUGH THIS HIRING MODEL.

GOING FORWARD, IT COMPANIES WILL ALSO BE MORE OPEN TOWARDS ENGAGING FREELANCERS/CONTRACT WORKERS FOR CRITICAL PROJECTS. THIS WASN'T THE CASE EARLIER.

SKILLS	EDUCATION	1-3 YEARS		3-5 YEARS		5-8 YEARS		8-12 YEARS		12-16 YEARS	
		MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY
.NET Technologies	BE/BTECH/MCA	6,00,000	8,00,000	8,00,000	10,00,000	11,00,000	13,50,000	14,00,000	17,00,000	19,00,000	24,00,000
VC++,MFC	BE/BTECH/MCA	7,00,000	9,00,000	12,00,000	14,00,000	16,00,000	18,00,000	19,00,000	22,00,000	24,00,000	28,00,000
Core Java	BE/BTECH/MCA	5,00,000	8,00,000	9,00,000	11,00,000	11,50,000	13,00,000	14,00,000	18,00,000	20,00,000	26,00,000
Java/J2ee	BE/BTECH/MCA	6,00,000	8,00,000	8,00,000	10,50,000	11,50,000	13,00,000	14,00,000	19,00,000	20,00,000	24,00,000
UI Flex	BE/BTECH/MCA	6,50,000	9,00,000	10,50,000	12,00,000	13,00,000	17,00,000	19,00,000	21,00,000	22,00,000	25,00,000
UI(Angular JS, Backbone,HTML)	BE/BTECH/MCA	6,00,000	9,00,000	9,00,000	12,00,000	13,50,000	17,00,000	17,00,000	21,00,000	19,50,000	25,00,000
IOS,Blackberry,Android	BE/BTECH/MCA	6,00,000	9,00,000	10,00,000	12,00,000	13,50,000	15,00,000	16,00,000	19,00,000	20,00,000	24,00,000
ETL	BE/BTECH/MCA	6,00,000	7,00,000	7,50,000	12,00,000	13,00,000	14,50,000	16,00,000	18,00,000	19,00,000	24,50,000
Bigdata	BE/BTECH/MCA	6,00,000	7,00,000	8,30,000	13,00,000	14,50,000	17,00,000	18,60,000	21,00,000	22,00,000	26,00,000
Manual Testing	BE/BTECH/MCA	5,50,000	7,00,000	8,00,000	10,00,000	11,50,000	13,00,000	14,00,000	16,00,000	18,00,000	20,00,000
Automation Testing	BE/BTECH/MCA	6,00,000	8,00,000	9,40,000	11,00,000	11,50,000	15,00,000	16,50,000	18,00,000	19,00,000	24,00,000
QA-Mobile	BE/BTECH/MCA	5,00,000	6,50,000	7,00,000	11,00,000	12,50,000	14,00,000	16,00,000	19,00,000	20,00,000	26,00,000
Windows/Vmware / Linux/Citrix	BE/BTECH/MCA	5,50,000	6,50,000	7,50,000	11,00,000	11,50,000	14,00,000	16,00,000	19,00,000	18,00,000	26,00,000
Backup/storage	BE/BTECH/MCA	5,00,000	7,00,000	7,00,000	11,50,000	12,00,000	15,00,000	16,00,000	18,50,000	19,00,000	26,00,000
Monitoring Technology	BE/BTECH/MCA	6,00,000	7,00,000	8,00,000	11,50,000	11,50,000	15,00,000	16,00,000	18,50,000	20,00,000	26,00,000
Network Security	BE/BTECH/MCA	6,00,000	7,00,000	8,00,000	11,50,000	11,00,000	15,00,000	15,00,000	18,50,000	19,00,000	26,00,000
Oracle /Sql	BE/BTECH/MCA	5,00,000	6,50,000	8,00,000	10,00,000	11,00,000	13,00,000	14,50,000	17,00,000	18,00,000	24,00,000
Sql Server Developer	BE/BTECH/MCA	6,00,000	7,00,000	8,00,000	10,00,000	11,50,000	14,00,000	15,50,000	19,00,000	20,00,000	27,00,000
DBA	BE/BTECH/MCA	4,00,000	7,00,000	8,00,000	10,00,000	12,00,000	14,00,000	15,00,000	19,00,000	19,00,000	27,00,000
RPA	BE/BTECH/MCA	7,00,000	9,00,000	10,00,000	12,50,000	13,00,000	18,00,000	19,00,000	23,00,000	24,00,000	30,00,000
Cloud Technologies	BE/BTECH/MCA	7,25,000	8,50,000	9,40,000	10,00,000	12,00,000	14,00,000	15,00,000	19,00,000	20,00,000	25,00,000
SAP Technologies	BE/BTECH/MCA	7,52,000	8,50,000	10,00,000	10,00,000	13,00,000	14,00,000	16,00,000	19,00,000	21,00,000	25,00,000
DO-178B, V&V, LDRA, RTRT	BE/BTECH/MCA	5,00,000	7,00,000	7,00,000	8,00,000	8,00,000	13,00,000	14,00,000	18,00,000	20,00,000	26,00,000
RTOS, Embedded Software	BE/BTECH/MCA	5,00,000	7,00,000	7,00,000	8,00,000	8,00,000	13,00,000	14,00,000	18,00,000	20,00,000	26,00,000
Information Security	BE/BTECH/MCA	6,00,000	8,00,000	8,00,000	10,00,000	11,00,000	14,00,000	15,00,000	18,00,000	20,00,000	30,00,000
Magento	BE/BTECH/MCA	5,00,000	7,00,000	8,00,000	10,00,000	11,00,000	13,00,000	14,00,000	18,00,000	22,00,000	25,00,000
Drupal	BE/BTECH/MCA	5,50,000	7,00,000	7,00,000	10,00,000	11,00,000	13,00,000	14,00,000	18,00,000	22,00,000	25,00,000
Hybris	BE/BTECH/MCA	7,00,000	9,00,000	9,00,000	11,00,000	11,00,000	12,50,000	14,00,000	17,00,000	22,00,000	27,00,000
Pega	BE/BTECH/MCA	4,00,000	7,00,000	4,50,000	10,00,000	9,00,000	18,00,000	16,00,000	23,00,000	21,00,000	32,00,000
Service Now	BE/BTECH/MCA	4,00,000	5,00,000	4,00,000	7,00,000	6,50,000	10,00,000	11,00,000	16,00,000	16,00,000	23,00,000
PostgreSql	BE/BTECH/MCA	4,00,000	6,00,000	4,25,000	10,00,000	7,00,000	12,00,000	10,00,000	18,00,000	14,00,000	22,00,000
Sybase	BE/BTECH/MCA	4,00,000	4,50,000	5,00,000	8,00,000	7,00,000	13,00,000	12,00,000	20,00,000	15,00,000	20,00,000
Powerbuilder	BE/BTECH/MCA	4,00,000	5,00,000	6,00,000	11,00,000	8,00,000	11,00,000	10,50,000	18,00,000	18,00,000	25,00,000
Vb6	BE/BTECH/MCA	3,50,000	5,00,000	4,00,000	6,00,000	5,00,000	7,00,000	8,00,000	10,00,000	12,00,000	14,00,000
peoplesoft	BE/BTECH/MCA	4,00,000	6,00,000	5,00,000	8,50,000	9,00,000	13,00,000	11,00,000	17,00,000	16,00,000	26,00,000

TEMP HIRING – IT SECTOR

SKILLS	EDUCATION	1-3 YEARS		3-5 YEARS		5-8 YEARS		8-12 YEARS		12-16 YEARS	
		MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY
Oracle Apps	BE/BTECH/MCA	4,00,000	5,00,000	5,00,000	8,00,000	8,00,000	12,00,000	10,00,000	18,00,000	19,00,000	23,00,000
C,C++	BE/BTECH/MCA	4,00,000	6,00,000	7,00,000	12,00,000	12,00,000	16,00,000	16,00,000	26,00,000	20,00,000	28,00,000
Build & Config	BE/BTECH/MCA	4,00,000	5,00,000	6,00,000	11,00,000	8,00,000	11,00,000	14,00,000	18,00,000	15,00,000	20,00,000
Business Analyst	BE/BTECH/MCA	4,00,000	7,00,000	7,00,000	12,00,000	12,00,000	16,00,000	15,00,000	20,00,000	18,00,000	26,00,000
VBA,Macro	BE/BTECH/MCA	3,00,000	6,00,000	4,50,000	8,00,000	6,00,000	10,00,000	7,50,000	13,00,000	9,00,000	15,00,000
Power BI	BE/BTECH/MCA	3,50,000	6,00,000	4,50,000	7,50,000	5,00,000	8,00,000	6,00,000	10,00,000	7,50,000	15,00,000
SpringBoot	BE/BTECH/MCA	3,00,000	6,00,000	4,50,000	8,00,000	6,00,000	10,00,000	7,50,000	13,00,000	9,00,000	14,50,000
Cobol,As400	BE/BTECH/MCA	3,00,000	6,00,000	4,50,000	8,00,000	6,00,000	10,00,000	7,50,000	13,00,000	9,00,000	15,00,000
System Admin	BE/BTECH/MCA	2,50,000	4,50,000	3,50,000	6,50,000	5,50,000	7,50,000	6,50,000	8,00,000	7,00,000	9,50,000
Desktop Support	BE/BTECH/MCA	2,50,000	4,50,000	3,50,000	6,50,000	5,50,000	7,50,000	6,50,000	8,00,000	7,00,000	9,50,000
solaris	BE/BTECH/MCA	3,00,000	5,50,000	4,50,000	7,50,000	6,00,000	8,50,000	8,00,000	10,00,000	9,50,000	15,50,000
Revit Api	BE/BTECH/MCA	3,00,000	6,00,000	4,50,000	8,00,000	6,00,000	10,00,000	7,50,000	13,00,000	9,00,000	15,00,000
CAD,Pro E	BE/BTECH/MCA	3,00,000	5,50,000	4,50,000	7,50,000	6,00,000	8,50,000	8,00,000	10,00,000	9,50,000	15,50,000
Devops	BE/BTECH/MCA	3,00,000	6,00,000	4,50,000	8,00,000	6,00,000	10,00,000	7,50,000	13,00,000	9,00,000	15,00,000
Scrum Master	BE/BTECH/MCA	3,00,000	6,00,000	4,50,000	8,00,000	6,00,000	10,00,000	7,50,000	15,00,000	9,00,000	16,00,000
Oracle Forms & Reports	BE/BTECH/MCA	3,00,000	6,00,000	4,50,000	8,00,000	6,00,000	10,00,000	7,50,000	13,00,000	9,00,000	15,00,000
Informatica	BE/BTECH/MCA	3,00,000	5,50,000	4,50,000	7,50,000	6,00,000	8,50,000	8,00,000	10,00,000	10,00,000	16,00,000
Data Stage	BE/BTECH/MCA	3,00,000	5,50,000	4,50,000	7,50,000	6,00,000	8,50,000	8,00,000	10,00,000	9,50,000	15,50,000
Qlikview	BE/BTECH/MCA	3,00,000	8,00,000	4,30,000	11,20,000	5,00,000	13,00,000	7,50,000	25,00,000	9,00,000	28,00,000
Hyperion	BE/BTECH/MCA	3,20,000	7,50,000	4,25,000	10,85,000	6,00,000	12,80,000	8,00,000	19,50,000	10,00,000	28,50,000
Mulesoft	BE/BTECH/MCA	5,00,000	9,50,000	7,50,000	12,00,000	9,00,000	14,50,000	12,50,000	20,00,000	14,80,000	29,35,000
Exchange Admin	BE/BTECH/MCA	3,00,000	5,50,000	4,80,000	7,00,000	5,50,000	9,00,000	7,00,000	12,00,000	9,50,000	17,80,000
IIS Admin	BE/BTECH/MCA	3,00,000	5,00,000	4,80,000	7,50,000	6,35,000	8,50,000	7,25,000	11,83,000	9,50,000	16,75,000
SCCM	BE/BTECH/MCA	4,00,000	6,00,000	5,80,000	8,00,000	6,75,000	9,85,000	8,00,000	12,00,000	9,55,000	18,50,000
WAS	BE/BTECH/MCA	3,50,000	6,00,000	6,85,000	11,00,000	8,00,000	13,50,000	10,00,000	16,00,000	11,80,000	19,50,000
Websphere	BE/BTECH/MCA	3,80,000	5,50,000	5,00,000	7,50,000	6,80,000	10,75,000	8,00,000	14,00,000	9,38,000	19,00,000
Kernel Programming	BE/BTECH/MCA	4,00,000	6,00,000	6,75,000	10,00,000	8,85,000	13,50,000	10,00,000	17,50,000	12,85,000	22,00,000
Firmware	BE/BTECH/MCA	3,80,000	6,50,000	5,50,000	7,65,000	6,80,000	11,00,000	9,00,000	13,55,000	11,28,000	18,35,000
Python	BE/BTECH/MCA	3,00,000	4,50,000	4,50,000	7,80,000	6,80,000	11,35,000	8,50,000	13,00,000	9,75,000	19,25,000
SAS	BE/BTECH/MCA	2,50,000	6,50,000	4,10,000	9,50,000	5,80,000	12,50,000	7,00,000	19,00,000	9,50,000	27,50,000
Business Objects	BE/BTECH/MCA	3,00,000	6,00,000	5,00,000	8,00,000	6,00,000	11,00,000	8,50,000	14,00,000	12,00,000	17,00,000
Hadoop	BE/BTECH/MCA	3,50,000	5,00,000	4,00,000	8,00,000	6,00,000	10,00,000	8,00,000	16,00,000	15,00,000	20,00,000
Vmware	BE/BTECH/MCA	3,50,000	5,00,000	4,00,000	7,00,000	5,00,000	9,00,000	6,50,000	12,00,000	10,00,000	16,00,000
Voip	BE/BTECH/MCA	2,50,000	4,50,000	5,00,000	7,00,000	7,00,000	11,00,000	10,00,000	16,00,000	16,00,000	22,00,000
Java /.Net Fullstack Developer	BE/BTECH/MCA	3,50,000	7,00,000	7,00,000	10,00,000	10,00,000	16,00,000	16,00,000	20,00,000	20,00,000	27,00,000

TEMP HIRING – IT SECTOR

SKILLS	EDUCATION	1-3 YEARS		3-5 YEARS		5-8 YEARS		8-12 YEARS		12-16 YEARS	
		MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY	MIN. SALARY	MAX. SALARY
Control M	BE/BTECH/MCA	3,50,000	5,00,000	5,00,000	8,00,000	8,50,000	12,00,000	12,50,000	16,00,000	16,50,000	22,00,000
Technical Support	BE/BTECH/MCA	2,50,000	3,50,000	3,50,000	4,50,000	4,50,000	6,00,000	6,00,000	8,00,000	8,50,000	16,00,000
Oracle Fusion	BE/BTECH/MCA	3,00,000	4,50,000	5,00,000	7,00,000	7,50,000	10,00,000	10,00,000	15,00,000	15,00,000	22,00,000
Splunk	BE/BTECH/MCA	3,00,000	5,00,000	5,50,000	8,00,000	8,50,000	12,50,000	12,50,000	16,00,000	16,00,000	20,00,000
Tableau	BE/BTECH/MCA	3,20,000	5,50,000	5,50,000	6,50,000	6,50,000	9,00,000	9,00,000	14,00,000	14,00,000	20,00,000
SFDC	BE/BTECH/MCA	3,50,000	7,00,000	7,00,000	13,00,000	13,00,000	20,00,000	20,00,000	24,00,000	24,00,000	35,00,000
FGPA	BE/BTECH/MCA	4,50,000	6,00,000	6,00,000	8,00,000	8,00,000	12,00,000	12,00,000	17,00,000	16,00,000	30,00,000
ASIC Physical Design	BE/BTECH/MCA	4,50,000	5,00,000	5,50,000	7,50,000	7,50,000	15,00,000	16,00,000	23,00,000	23,00,000	35,00,000
Demandware	BE/BTECH/MCA	4,50,000	6,00,000	6,00,000	9,00,000	9,00,000	12,00,000	10,00,000	16,00,000	16,00,000	25,00,000
ITIL	BE/BTECH/MCA	4,50,000	5,50,000	6,00,000	8,00,000	8,00,000	10,00,000	10,00,000	13,00,000	10,00,000	18,50,000
PLM	BE/BTECH/MCA	4,00,000	6,00,000	6,00,000	8,00,000	8,00,000	12,00,000	10,00,000	17,00,000	12,00,000	20,00,000
Oracle SCM	BE/BTECH/MCA	4,00,000	5,50,000	5,50,000	7,50,000	7,60,000	9,00,000	11,00,000	11,50,000	12,00,000	15,00,000
Oracel Financials	BE/BTECH/MCA	4,00,000	6,00,000	5,00,000	7,00,000	7,00,000	12,00,000	12,00,000	15,00,000	14,00,000	20,00,000
Bhoomi	BE/BTECH/MCA	4,00,000	6,50,000	6,80,000	10,50,000	9,55,000	17,00,000	15,00,000	23,00,000	18,35,000	29,00,000
BMC Remedy, ITSM, SRM	BE/BTECH/MCA	4,50,000	7,00,000	6,75,000	10,00,000	8,85,000	15,85,000	10,00,000	19,25,000	13,00,000	25,00,000
Moogsoft	BE/BTECH/MCA	6,00,000	9,50,000	7,50,000	12,00,000	9,00,000	14,50,000	12,50,000	21,36,500	15,25,000	30,00,000



TEMP HIRING – NON - IT SECTORS

Flexi staffing is bridging the divide between organised and unorganised sectors while helping plug the resource gaps efficiently for several sectors. Today, healthcare, manufacturing and FMCG sectors have the highest percentage of temp employees in India.

From an employee perspective, flexi staffing provides easy access to their first job. However, organisations need to be mindful of various regulatory and compliance specific laws to be adhered to while employing Temp and Contract workforce.

Having a sound Temporary & Contract hiring strategy is extremely important and organisations need to rely on a staffing partner that has delivered results and understands client's business and industry. A partner with experience in servicing diverse customers can help organisations realize their Temporary and Contract staffing goals faster.

Choosing a wrong staffing partner can lead to statutory complications and ethical issues costing valuable time and money.

Today, most organisations employ Temp resources for a 6 months – 1 year period with efforts being made to bring in parity with the Permanent Staff.

TODAY, HEALTHCARE, MANUFACTURING AND FMCG SECTORS HAVE THE HIGHEST PERCENTAGE OF TEMP EMPLOYEES IN INDIA. WE EXPECT THESE SECTORS TO INCREASE THEIR HIRING IN 2019.

HAVING A SOUND TEMPORARY & CONTRACT HIRING STRATEGY IS EXTREMELY IMPORTANT AND ORGANISATIONS NEED TO RELY ON A STAFFING PARTNER THAT HAS DELIVERED RESULTS AND UNDERSTANDS CLIENT'S BUSINESS AND INDUSTRY

TEMP HIRING – NON - IT SECTORS

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
JUNIOR					
	Scanning Operator/ Office Assistant	0-2	Graduate/ Undergraduate	2,30,000	3,00,000
	Data Entry	0-2	Graduate/ Undergraduate	2,30,000	3,00,000
	MIS	0-2	Graduate/ Undergraduate	2,30,000	4,00,000
	Finance (AP, AR)	0-2	B.Com/ M.Com	2,50,000	4,00,000
	Finance (GL)	0-2	CA	6,00,000	8,00,000
	Banking Back office	0-2	B.Com/ M.Com	2,50,000	4,00,000
	Legal Associate	0-2	BA LLB	3,50,000	5,00,000
	Technical Writer	0-2	Graduate/ PG	3,50,000	5,00,000
	Visual Services (Adobe)	0-2	Graduate/ PG	3,50,000	6,00,000
	Design Engineer (Pro E, Catia, CAD/CAM)	0-2	Graduate/ PG	2,50,000	5,00,000
	Lab Technician	0-2	B.Sc Chemistry	2,50,000	5,00,000
	Costing Executive	2-4	Graduate/ ICWA Inter	4,00,000	7,00,000
	Finance (GL)	2-4	CA	8,00,000	10,00,000
	Taxation	2-4	Graduate/ CA Inter	4,00,000	7,00,000
	Credit Analyst	2-4	Graduate	3,50,000	5,00,000
	Field Sales	2-4	Graduate	3,50,000	5,00,000
	Inside Sales	2-4	Graduate	3,50,000	5,00,000
	In Store Sales	2-4	Graduate/ Undergraduate	3,00,000	5,00,000
	Service Engineer	2-4	Graduate	3,50,000	5,00,000
	Customer Service Voice	2-4	Graduate	3,50,000	5,00,000
	Customer Service Non Voice	2-4	Graduate	3,50,000	5,00,000
	Front Office	2-4	Graduate/ Undergraduate	3,50,000	5,00,000
	Admin	2-4	Graduate/ Undergraduate	3,50,000	5,00,000
	Executive Assistant	2-4	Graduate	5,00,000	10,00,000
	Facility Executive	2-4	Graduate/ Undergraduate	3,50,000	5,00,000
	Transport Executive	2-4	Graduate/ Undergraduate	3,50,000	5,00,000
	Helpdesk Executive	2-4	Graduate/ Undergraduate	3,50,000	5,00,000
	Store/ Warehouse/ Logistics	2-4	Graduate	3,50,000	5,00,000
	Supply chain/ Procurement	2-4	Graduate	3,50,000	5,00,000
	Commercial Associate	2-4	Graduate	3,50,000	5,00,000
	QA	2-4	Graduate	3,50,000	5,00,000
	HR Recruiter	2-4	Graduate/ PG	3,50,000	6,00,000
	HR Coordinator	2-4	Graduate/ PG	3,00,000	5,00,000
	HR Operations	2-4	Graduate/ PG	3,50,000	6,00,000
	HR Generalist	2-4	Graduate/ PG	3,50,000	6,00,000
	L&D	2-4	Graduate/ PG	3,50,000	6,00,000
	Marketing Coordinator	2-4	Graduate/ PG	4,00,000	7,00,000
	Branding	2-4	Graduate/ PG	4,00,000	7,00,000
	Internal Communication	2-4	Graduate/ PG	4,00,000	7,00,000
	Project Coordinator	2-4	Graduate/ PG	4,00,000	7,00,000

TEMP HIRING – NON - IT SECTORS

	SKILL SET	YEARS	EDUCATION	MIN. SALARY (INR per annum)	MAX. SALARY (INR per annum)
MIDDLE					
	Scanning Operator/ Office Assistant	4-7	Graduate/ Undergraduate	3,50,000	4,00,000
	Data Entry	0-5	Graduate/ Undergraduate	3,50,000	4,00,000
	MIS	4-7	Graduate	5,00,000	7,00,000
	Finance (AP, AR)	4-7	B.Com/ M.Com	5,00,000	7,00,000
	Finance (GL)	4-7	CA	10,00,000	15,00,000
	Banking Back office	4-7	B.Com/ M.Com	6,00,000	13,00,000
	Legal Associate	4-7	BA LLB	6,00,000	13,00,000
	Technical Writer	4-7	Graduate/ PG	5,00,000	10,00,000
	Visual Services (Adobe)	4-7	Graduate/ PG	5,00,000	10,00,000
	Design Engineer (Pro E, Catia, CAD/CAM)	4-7	Graduate/ PG	4,50,000	8,00,000
	Lab Technician	4-7	B.Sc Chemistry	4,50,000	8,00,000
	Costing Executive	4-7	ICWA	5,00,000	10,00,000
	Taxation	4-7	Graduate/ CA	5,00,000	10,00,000
	Credit Analyst	4-7	Graduate/ PG	4,50,000	8,00,000
	Field Sales	4-7	Graduate/ PG	4,50,000	8,00,000
	Inside Sales	4-7	Graduate/ PG	4,50,000	6,00,000
	In Store Sales	4-7	Graduate/ PG	4,50,000	6,00,000
	Service Engineer	4-7	Graduate/ PG	4,50,000	6,00,000
	Customer Service Voice TL	4-7	Graduate/ PG	4,00,000	6,00,000
	Customer Service Non Voice TL	4-7	Graduate/ PG	4,00,000	6,00,000
	Front Office	4-7	BHM	4,00,000	6,00,000
	Sr Admin	4-7	Graduate/ PG	4,00,000	6,00,000
	Executive Assistant	4-7	Graduate/ PG	8,00,000	14,00,000
	Sr. Facility Executive	4-7	Graduate/ PG	4,00,000	6,00,000
	Sr Transport Executive	4-7	Graduate/ PG	4,00,000	6,00,000
	Sr. Helpdesk Executive	4-7	Graduate/ PG	4,00,000	6,00,000
	Store/ Warehouse/ Logistics	4-7	Graduate/ PG	4,00,000	6,00,000
	Supply chain/ Procurement	4-7	Graduate/ PG	5,00,000	8,00,000
	Commercial Associate	4-7	Graduate/ PG	5,00,000	8,00,000
	QA	4-7	Graduate/ PG	5,00,000	8,00,000
	HR Recruiter	4-7	Graduate/ PG	5,00,000	8,00,000
	HR Coordinator	4-7	Graduate/ PG	5,00,000	8,00,000
	HR Operations	4-7	Graduate/ PG	5,00,000	8,00,000
	HR Generalist	4-7	Graduate/ PG	5,00,000	8,00,000
	L&D	4-7	Graduate/ PG	5,00,000	8,00,000
	Marketing Coordinator	4-7	Graduate/ PG	5,00,000	8,00,000
	Project Coordinator	4-7	Graduate/ PG	5,00,000	8,00,000



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Our team is here to support you on any queries you have with regards to the report.

We are also here to support you in your recruitment and staffing plans.

Please do write to us at KellyServicesIndia@kellyservices.co.in