

Adecco India



Salary Guide 2025



Table of Contents

Introduction

Message from the Country Manager	<u>03</u>
Message from the Director - Permanent Recruitment	<u>04</u>
Message from the Head of Perm Placement, APAC	<u>05</u>
Survey Result	<u>06</u>
Executive Summary	<u>08</u>

APAC Labor Market

APAC Salary Trends and Survey results	<u>10</u>
---------------------------------------	-----------

India Labor Market

Market Overview	<u>17</u>
India Salary Trends and Survey results	<u>25</u>

Salary Guide

- | | |
|----------------------------------|---------------------------------|
| • AI and Digital Technology | • Manufacturing |
| • Banking and Financial Services | • Global Capability Center(GCC) |
| • Consulting | • Finance and Accounting |
| • Electric Vehicles | • Human Resources |
| • FMCG and Consumer Durable | • Legal, CS and Compliance |
| • Healthcare and Life Sciences | • Procurement and Supply Chain |
| • Information Technology | • Sales and Marketing |

About Adecco	<u>42</u>
--------------	-----------



Message from Country Manager

[Introduction](#)[Executive Summary](#)[APAC Salary Trends
and Survey results](#)[India Labor Market](#)[Salary Guide](#)[About Adecco](#)

As we unveil the Adecco India 2025 Salary Guide, we acknowledge the transformative shifts reshaping the employment landscape in India. This year is set to usher in significant changes fueled by economic growth, evolving workforce expectations, and strategic organizational adaptations.

India's economy is on a strong growth trajectory, with new job opportunities emerging across key sectors, reflecting heightened hiring intent compared to 2024 and showcasing robust employer optimism. Traditional sectors are demonstrating resilience, with core industries driving growth, while the IT sector experiences varied performance. To retain talent amid moderate salary growth, companies are increasingly focusing on skills-based pay, retention bonuses, and non-monetary benefits.

The demand for skilled professionals remains high, particularly in technology, engineering, manufacturing, and BFSI. The growth of GCCs and government initiatives is propelling momentum in manufacturing sectors such as electronics, renewable energy, and electric vehicles. Organizations are adapting by emphasizing skills-based recruitment and leveraging technologies like AI and machine learning to enhance hiring processes.

The rapidly evolving technology landscape is driving demand for specialized skills in AI, machine learning, cybersecurity, and data privacy. While salaries for traditional roles may stagnate due to automation, the gig economy is fostering flexible project-based opportunities. To thrive in this environment, organizations must adopt agile hiring practices and present compelling employee value propositions. Quick decision-making and clearly defined career advancement opportunities will be essential for attracting and retaining top talent this year.

Our 2025 Salary Guide provides crucial insights into these trends, offering a comprehensive overview of salary benchmarks and evolving recruitment strategies for permanent employment. It is designed to empower you with the knowledge necessary to attract and retain top talent in today's competitive market. We believe this guide will be an invaluable resource as you refine your talent acquisition strategies for the upcoming year.

We invite you to discuss your specific recruitment needs and explore how Adecco India can partner with you to achieve your talent goals.

Sunil C.

Country Manager,
Adecco India





Message from Director - Permanent Placements

As we step into 2025, the business landscape in India continues to evolve, with new challenges and opportunities on the horizon. Last year, we witnessed the continued acceleration of digital transformation, an ever-competitive talent market, and a deeper focus on holistic employee wellbeing. Key trends shaping the workforce in India now include a rise in hybrid work models, growing investment in AI and automation, an emphasis on diversity and inclusion, and a stronger shift towards mental health and wellbeing in the workplace. India's economic resilience, coupled with its strong talent pool, continues to make it one of the most attractive destinations for business expansion. With FDI flows remaining robust and a growing demand for skilled professionals across sectors, India stands poised to lead the way in the global economy.

In today's hyper-competitive environment, organizations must adapt to the changing talent dynamics. It is not just about attracting the right talent but retaining and nurturing it. In 2025, the focus on employee experience, purpose-driven leadership, and continuous upskilling will define how companies stay ahead of the curve. Organizations need to look at talent retention strategies that go beyond traditional compensation models, offering flexibility, career development opportunities, and a supportive work culture.

The Adecco India Salary Guide 2025 aims to provide valuable insights into the current salary trends across key sectors that are driving growth in India. With this guide, we hope to empower HR leaders and decision-makers to make informed, data-backed decisions that not only attract top talent but also ensure long-term employee satisfaction and organizational success.

As organizations prepare for the year ahead, this guide is an essential tool to navigate the complexities of talent acquisition and retention. With a deep focus on industry-specific benchmarks, we provide a comprehensive look into the competitive landscape, enabling you to align your compensation strategy with market expectations.

We are excited to share this report as a valuable resource for our partners, clients, and stakeholders. Adecco will continue to champion initiatives that support talent development and management across the country. Together, we can build a brighter, more sustainable future for India's workforce. Wishing you all a successful and prosperous 2025!

Karthikeyan K

Director - Permanent Recruitment,
Adecco India





Message from Head of Perm Placement, APAC

[Introduction](#)[Executive Summary](#)[APAC Salary Trends
and Survey results](#)[India Labor Market](#)[Salary Guide](#)[About Adecco](#)

The APAC region stands as a beacon of growth and potential, characterized by its economic dynamism and cultural diversity. This vibrant landscape attracts significant investment and fosters innovation, particularly driven by technological advancements. However, the region faces significant challenges in creating permanent, long-term job opportunities, with shifting industries, increasing automation, and persistent skill mismatches potentially leading to instability. Addressing skills gap through proactive upskilling initiatives is essential, especially in high-demand areas such as AI and cybersecurity. The pandemic has further accelerated remote work adoption, leading to hybrid models that require organizations to adopt and continuously develop their workforce's skills while navigating regional nuances. At the same time, fostering inclusive workplaces is critical. Prioritizing DEI not only enhances innovation but also builds resilient organizations by leveraging the potential of diverse talent pools.

This year's guide explores how megatrends are influencing work life, career plans, and employee expectations, as well as factors reshaping the workplace. Respondents highlighted flexible working arrangements and professional development as top priorities for talent retention. AI-driven innovations are redefining essential skills, while DEI practices, such as inclusive hiring and pay equity, are vital for fostering trust and retaining talent.

This guide serves not only as a salary benchmark but also as a strategic resource for understanding today's workforce. By leveraging these insights—and embedding AI and DEI into their core strategies—businesses can enhance their employer brand and ensure they remain competitive in an increasingly dynamic environment.

Cindy Chen

SVP & Head of Adecco East Asia
Head of Perm Placement, APAC



Survey Result



The Adecco India Salary Guide 2025 is built upon comprehensive data collected through a detailed survey conducted in January 2025. This survey involved over 500 professionals, including both employers and employees, representing diverse employment statuses, job levels, and industry sectors. The guide provides actionable insights into the evolving job market and serves as a resource for career planning and talent management in the upcoming year.

Key highlights of the survey include:

- **Industry Representation:** The data reflects trends across multiple sectors, ensuring a holistic understanding of salary benchmarks.
- **Dynamic Work Landscape:** Insights address the challenges and opportunities faced by professionals in navigating a rapidly changing employment environment.
- **Market Variability:** The findings emphasize that salary trends can differ significantly between industries and markets.

The Adecco India Salary Guide 2025 aims to empower businesses and individuals with accurate, data-driven insights to make informed decisions in recruitment, retention, and career progression.

Disclaimer

The Adecco India Salary Guide 2025 ("Guide") is provided solely for informational purposes and should not be interpreted as legal or financial advice. While Adecco India has made reasonable efforts to gather and compile the data presented in this Guide, the information is derived from various sources and is intended for general guidance only. It does not represent a comprehensive or definitive assessment of market trends or individual salary expectations.

Adecco India disclaims any warranties, whether express or implied, regarding the accuracy, completeness, reliability, or timeliness of the information contained in the Guide. Users acknowledge that their use of this information is at their own risk, and Adecco India shall not be liable for any direct, indirect, incidental, consequential, or punitive damages resulting from such use.

This Guide is the exclusive property of Adecco India and is protected by copyright and other intellectual property laws. No part of this Guide may be reproduced, transmitted, or distributed in any form or by any means without prior written consent from Adecco India.

Note: The data presented in this guide pertains exclusively to base salaries and is expressed in gross monthly wages (in INR).

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco





Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Executive Summary

India's job market is undergoing a **rapid transformation**, fueled by **AI adoption**, **evolving workforce expectations**, and **sectoral shifts**. As businesses navigate economic fluctuations, talent strategies must evolve to meet **rising salary expectations**, **skills demands**, and the **growing need for flexibility**. The **Adecco Salary Guide 2025** provides valuable insights into these trends, equipping organizations with the data they need to stay **competitive**, **agile**, and **future-ready**.

India's workforce landscape continues to evolve, driven by **technological advancements**, **skills-based hiring**, and **shifting employee expectations**. Organizations must **adapt to these changes** by prioritizing **competitive compensation**, **strategic talent acquisition**, and **investments in learning and development**.

Salary Trends & Hiring Priorities

- Salary hike expectations have risen to **20-40%**, especially in **AI**, **Electric Vehicles (EV)**, and **Engineering**.
- Hiring demand is strong for **niche roles in EV, ESG, digital transformation, and cloud computing**.
- **Banking, Financial Services, and IT** sectors have achieved greater **salary stability** in a fluctuating job market.

Shifting Workforce Expectations

- Employees seek more than just a paycheck—**meaningful work**, **career growth**, and **flexibility** are top priorities.
- Hybrid work is now widely accepted, with **61% of companies offering flexible policies**.
- AI is seen as a **growth enabler rather than a threat**, leading to increased investment in **upskilling and workforce transformation**.

Learning & Development Focus

- **AI-powered learning platforms** are driving workforce upskilling.
- Companies are **increasing investment in technical certifications, executive coaching, and leadership training**.
- Rising demand for **ESG, automation, and machine learning skills** reflects India's evolving business needs.





Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Executive Summary

Technology & AI Integration

- India is among the top AI-adopting nations in APAC, with 42% of businesses integrating AI solutions.
- Cloud computing, automation, and AI are reshaping job roles and creating new career paths.
- Organizations view AI as a productivity enhancer, not a job eliminator, reinforcing the need for adaptive skills development.

Diversity, Equity, and Inclusion (DEI) Initiatives

- Companies are actively investing in gender pay audits, inclusive hiring, and well-being programs.
- Flexible work policies are becoming standard, promoting a more inclusive and equitable workplace.

To remain competitive, organizations must align with evolving workforce trends, embrace AI-driven transformations, and prioritize skills-based hiring. The Adecco Salary Guide 2025 provides the insights needed to navigate this changing landscape and build a future-ready workforce.





About the research

The Adecco Group surveyed:

8,997 professionals including both employers and employees

Across APAC region

9 Countries - Australia, Hong Kong, India, New Zealand, Singapore, South Korea, Taiwan, Thailand, and Vietnam.

Working in **13 Industries**

- Aerospace / Defense
- Automotive
- Consulting
- Financial services / Banking
- Government / Institution / Education
- Information / Digital Technology
- Legal
- Life sciences / Healthcare
- Logistics / Supply Chain / Transportation and Mobility
- Manufacturing / Engineering (Incl. Semi conductors)
- Property / Real Estate
- Public Relations / Media / Publishing
- Retail / Consumer goods (Including FMCG)



Introduction

Executive Summary

APAC Salary Trends and Survey results

India Labor Market

Salary Guide

About Adecco



APAC Salary Guide Analysis

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco



- Introduction
- Executive Summary
- APAC Salary Trends and Survey results
- India Labor Market
- Salary Guide
- About Adecco

Megatrends that have the most influence on work life

Across the APAC region, digitization and flexible working are the most influential megatrends, reflecting a paradigm shift toward digital workplaces and hybrid work models.

Digitization leads in Thailand (73%), India (64%), Vietnam (64%), and Taiwan (54%). Meanwhile, Flexible Working adoption is notably high in Thailand (73%), India (61%), Hong Kong (58%), and Vietnam (58%).

Artificial Intelligence (AI) is highly significant in tech-forward nations like Singapore (60%), Taiwan (49%), and India (42%).

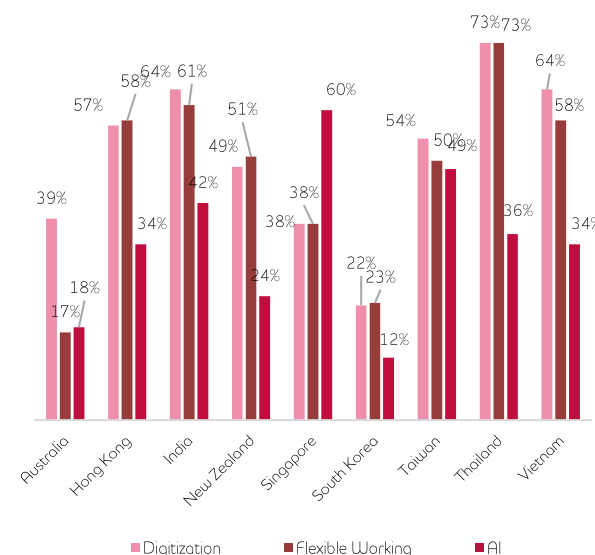
New Zealand shows moderate adoption across digitization (49%) and flexible working (51%), suggesting a balanced approach to workplace transformation. In contrast, South Korea shows potential for growth. (換句話說)

Additionally, India stands out with a high focus on appraisals/bonus payouts (32%) compared to the regional average of below 10%.

Key Priorities for Employers

- Priorities digitization and automation to maintain operational efficiency
- High demand for hybrid and gig-based models underscores the need for policy and infrastructure adjustments by employers.
- Embrace AI adoption to drive innovation and improve productivity

Top 3 megatrends influencing work life



Preferred Channels for New Opportunities for APAC region

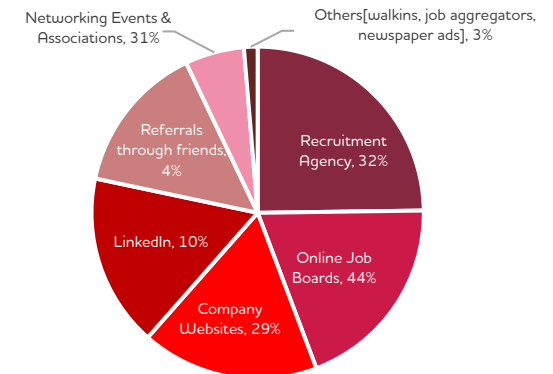
APAC's job seekers primarily rely on recruitment agencies (56%), reflecting their strong role as the preferred job search channel across the region.

Recruitment agencies dominate job searches in Taiwan (80%), South Korea(78%), and Vietnam(77%), highlighting their critical role in connecting job seekers with opportunities efficiently across the APAC region particularly in Singapore (66%) and India(53%). Meanwhile, referrals through friends remain a popular channel, especially in Taiwan(61%) and Vietnam(60%), showcasing the importance of personal networks in job searches.

Key Priorities for Employers :

- Use recruitment agencies and networks to source talent.
- Strengthen employer branding online.
- Align hiring strategies with local preferences.

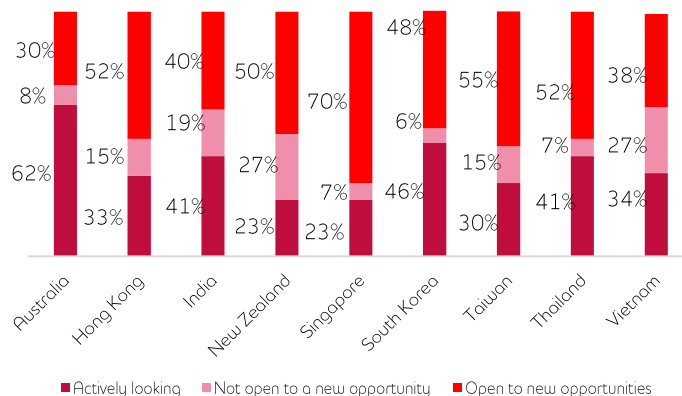
Most Used Job Search Channels



Career Movements and Employer Implications

The region demonstrates high flexibility, with the majority being open to new opportunities (averaging 50%), but only a smaller segment actively searching (30–40%).

Career Aspirations Across APAC Countries



Australia leads job mobility with 62% of professionals actively seeking new roles. In contrast, Singapore shows stability, with only 23% actively looking for new opportunities. South Korea has 46% actively searching and 48% open to new options, indicating a mix of active and passive interest. Taiwan and New Zealand reflect stable workforces, with 30% and 23% actively looking, while 55% and 50% are seeking new roles. Hong Kong and Thailand exhibit moderate mobility at 33% and 41% actively looking. Overall, 42% of professionals are actively seeking opportunities, with 47% open to new roles but not currently searching, showcasing a dynamic job market with both challenges and opportunities for employers.

Retention Challenges: High job mobility in Australia, South Korea, and Thailand demands robust retention strategies.

Talent Acquisition: Stability in Singapore and moderate activity in Hong Kong allow employers to focus on nurturing internal talent pools.

Tailored Initiatives: Employers in high-mobility markets must emphasize upskilling, career advancement opportunities, and competitive benefits to attract and retain employees.



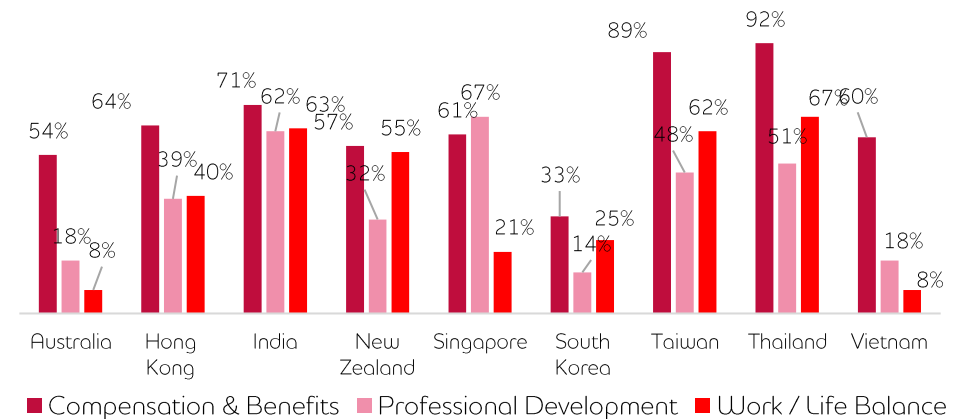
Key Priorities When Considering a Job Change in the Next 12 Months

Understanding the key priorities that influence job and company choices is essential. From insights on salary trends across various industries to shifts in consumer and employee behaviors, staying informed about the evolving labor market landscape can guide individuals toward making informed decisions. Resources like salary guides and megatrend reports provide valuable data to navigate these decisions effectively.

Key drivers across the region include compensation and benefits (77%), work-life balance (48%), and professional development (44%). These preferences reflect a growing emphasis on both financial security and personal well-being, with significant regional variations that underline cultural and economic differences.

- **Compensation & Benefits:** Thailand (92%), Taiwan (89%), India (71%), Hong Kong (64%), and Vietnam (60%) show a strong focus on financial rewards.
- **Work-Life Balance:** Thailand (67%), India (63%), Taiwan (62%), and New Zealand (55%) place higher emphasis on maintaining work-life
- **Professional Development:** Singapore (67%) and India (62%) prioritize growth opportunities significantly above the regional average.

What Job Seekers Value Most



Key Priorities for Employers

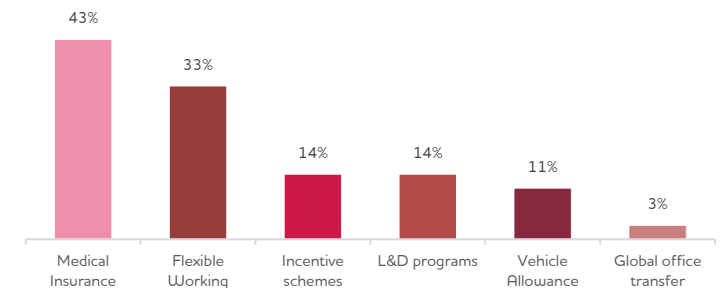
- Offer competitive compensation and benefits.
- Foster a positive work-life balance culture.
- Strengthen employer brand to attract top talent.

Employee Benefits and Perks

Across APAC, health/medical insurance and flexible working arrangements are the most provided non-financial benefits, reflecting a broader shift towards employee well-being and work-life balance.

Learning and Development programs need to be more utilized, representing a missed opportunity to drive long-term growth and retention.

Non-Financial Benefits Offered



Insights on Gen AI

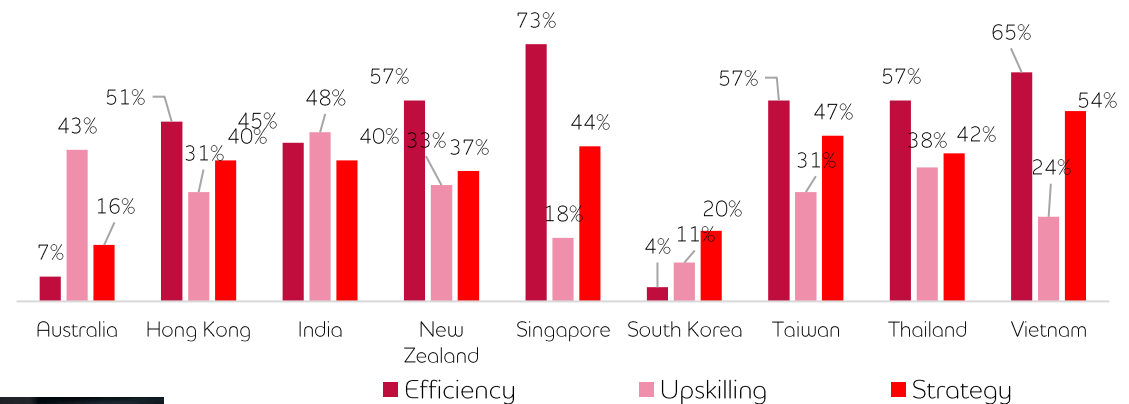
In today's rapidly evolving workforce, the role of Gen AI is becoming increasingly pivotal. It is not just a technological advancement—it's a game-changer that is redefining how businesses and employees interact, create, and innovate. From enhancing productivity to fostering new job roles, Gen AI is reshaping industries across the globe. Its ability to generate content, automate processes, and assist in decision-making is empowering companies to remain competitive while enabling workers to focus on higher-value tasks.

Across the region, Efficiency and Upskilling stand out, with Singapore and Vietnam leading in productivity, while Australia shows room for improvement. Upskilling remains a focus in India, Australia, reflecting the need to meet evolving market demands, while Taiwan and Hong Kong take a balanced approach.

Strategic Roles are prominent in Vietnam, Taiwan, Singapore, and Hong Kong, aligning leadership with long-term goals. India strategy with skill development, fostering sustainable growth. New Zealand balances efficiency, upskilling, and strategy, driving steady progress.

While priorities vary, tailored strategies and Gen AI adoption can enhance workforce capabilities, drive innovation, and unlock growth opportunities.

AI's Impact on Industry Skill Requirements: Key Trends and Priorities



Key Priorities for Employers

- Prioritise skills development in leadership, AI, cybersecurity, and ethical compliance to ensure a competitive workforce and meet evolving market demands.
- Invest in tailored training programs and reskilling initiatives to address dynamic workforce needs and support organizational growth.
- Focus on enhancing leadership and strategic thinking capabilities to foster innovation and drive long-term success.

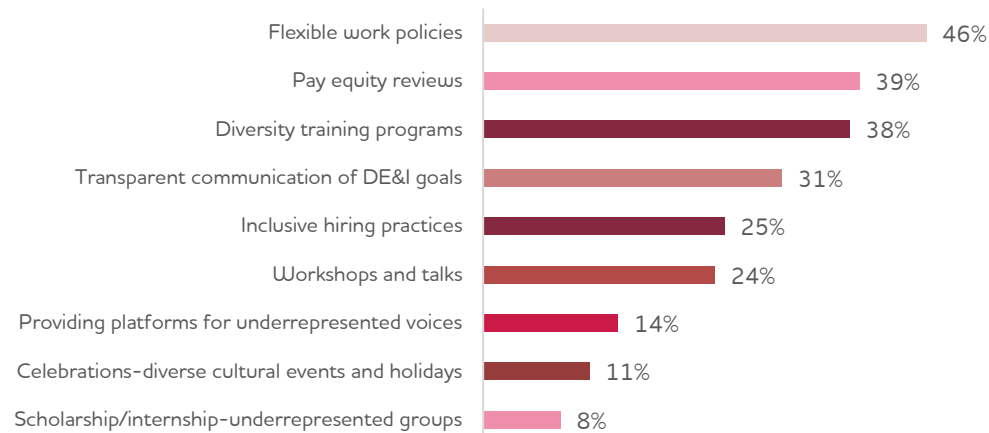


APAC Salary Guide 2025

Insights on Diversity, Equity, and Inclusion

The emphasis on flexible work policies and pay equity reviews indicates that employees expect employers to create equitable and adaptable work environments. Diversity training programs highlight the need for raising awareness about unconscious biases, while transparent communication is crucial for building trust and accountability. Employers who invest in these initiatives are likely to see increased engagement, retention, and productivity.

DE&I Priorities Across APAC region



Key Priorities for Employers:

- APAC employers should prioritize **flexible work policies** and **pay equity reviews** to foster inclusive and equitable workplaces.
- Boost employee engagement with **training programs** and **transparent communication** to build trust and accountability.
- Invest in **inclusive hiring practices (25%)** and **workshops and talks (24%)** to support diverse talent and development.
- Incorporate **platforms for underrepresented voices (14%)** and **celebrations of events (11%)** into DE&I strategies to reflect employees' needs for inclusion and cultural recognition.

The APAC region shows a robust inclination toward flexible work policies, followed by diversity training programs and pay equity reviews, reflecting a mix of priorities for work-life balance, education, and compensation equity.



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

India Salary Trends and Survey result

Introduction

Executive Summary

APAC Salary Trends and Survey results

India Labor Market

Salary Guide

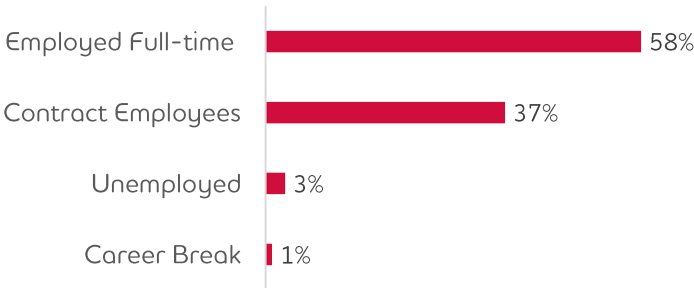
About Adecco



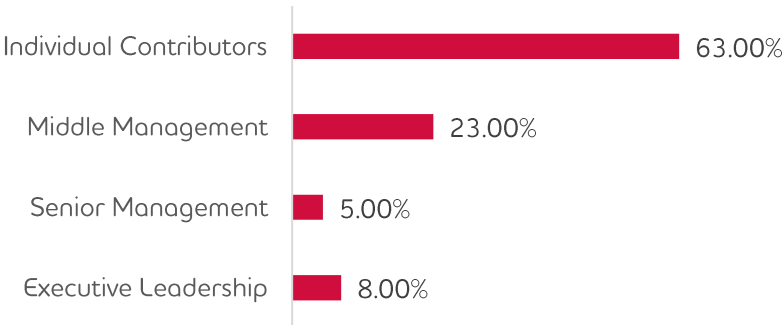
About the Research

During November 2024, Adecco India launched a survey with business decision-makers and HR experts to form a holistic view of HR related aspects of the past market, working population in India across different age groups, levels, and industries. We focus on their opinions towards salary, career change, and different trends related to work including DEI & Generative AI. Here are the demographics of all the respondents.

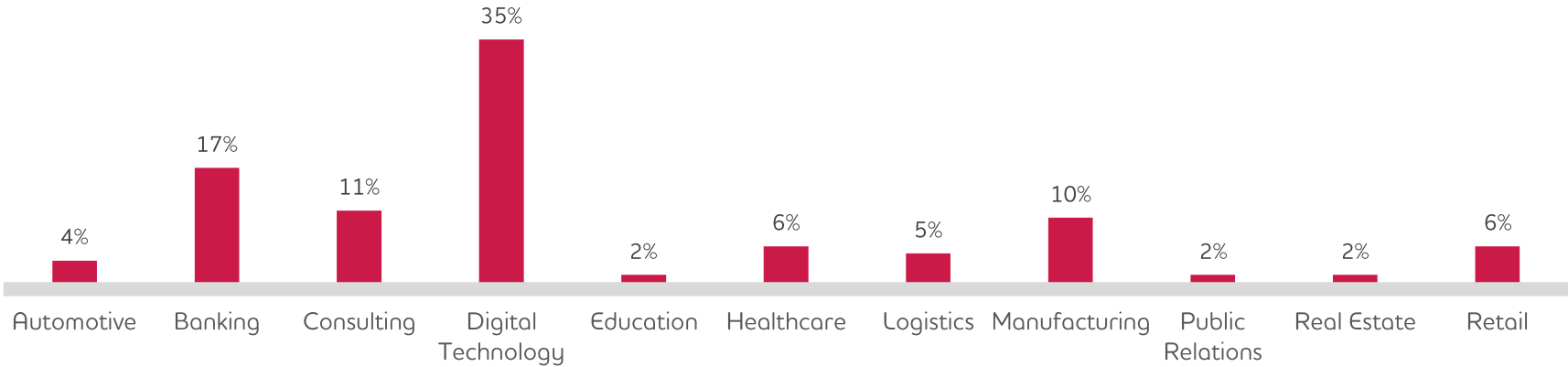
Current employment status



Current role



Sectors



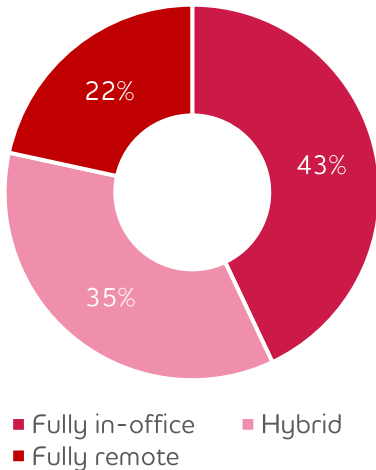
Workplace Dynamics

The evolving workplace landscape highlights the growing prominence of hybrid and flexible work arrangements, which are now becoming the norm across organizations. **Employees are increasingly prioritizing work-life balance**, driven by advancements in digitization and the adoption of flexible policies. Technological disruptions, including the rise of AI and automation, are reshaping roles and skill requirements, underscoring the need for continuous upskilling. As organizations adapt to these trends, employees must align their skills and expectations to stay competitive in an environment where adaptability and digital proficiency are key drivers of success.

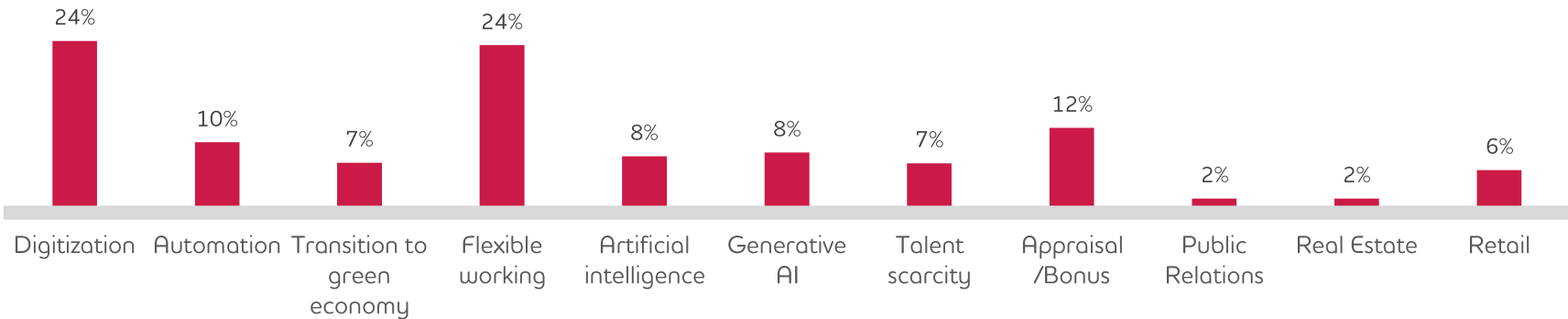
Key Priorities for Employers

- **Design Sustainable Hybrid Work Models** – With hybrid work gaining traction, companies must implement clear policies, ensuring productivity and employee engagement.
- **Invest in Digital Transformation** – As digitization and AI reshape roles, organizations must upskill talent to bridge emerging skill gaps.
- **Enhance Employee Retention Strategies** – Competitive compensation structures, transparent appraisals, and performance-linked rewards are essential to attract and retain top talent.
- **Address Talent Scarcity** – With workforce demands shifting, companies should focus on reskilling initiatives and diverse hiring approaches to build a future-ready workforce.
- **Align with Sustainability Goals** – The transition to a green economy will influence industry trends, requiring organizations to embed sustainability into long-term workforce planning.

Current work arrangement for employees in organization



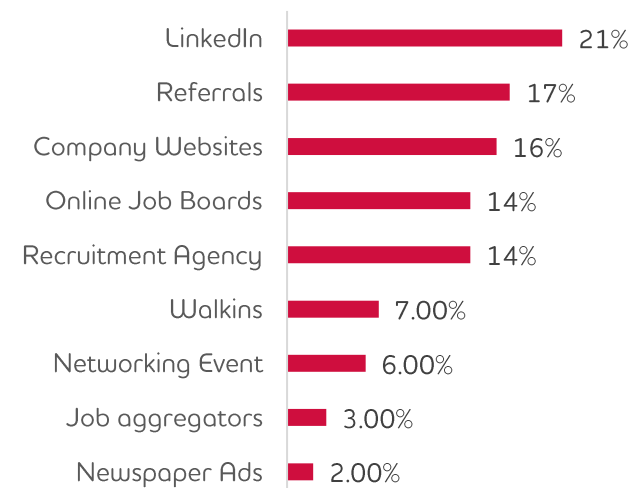
Megatrends that have the most influence on your working life



Career Plan

The job search landscape is undergoing a significant transformation, with digital platforms emerging as the primary channels for discovering new opportunities. LinkedIn (21%), referrals (17%), and company websites (16%) now lead the way, while traditional methods like newspaper ads (2%) continue to decline. At the same time, megatrends such as digitization (24%), flexible working (24%), and automation (10%) are reshaping the way professionals navigate their careers. As technology continues to drive workplace evolution, employees must stay agile, build strong digital networks, and invest in continuous upskilling to remain competitive in an era where adaptability and technological proficiency are critical to career success.

Primary channel for searching new opportunity



Key Priorities for Employers

- **Strengthen Digital Talent Acquisition** – With LinkedIn, referrals, and company websites ranking high, companies must optimize their online presence and employee referral programs.
- **Enhance Employer Branding & Candidate Experience** – Job seekers prioritize direct company interactions. Transparent hiring processes and engaging digital platforms can make a difference.
- **Adapt to Workplace Megatrends** – Companies must embrace flexible work policies, upskilling initiatives, and AI-driven efficiency to attract and retain talent.
- **Focus on Employee Recognition & Compensation** – With appraisal and bonuses influencing career decisions, competitive rewards remain crucial.



Professional Development & Workplace Culture



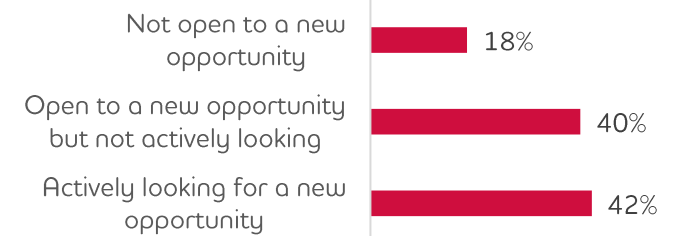
The evolving job market is witnessing a significant shift in employee career aspirations and expectations. Professionals are increasingly seeking opportunities that align with their personal and professional growth, while compensation, work-life balance, and professional development remain key decision drivers. With a dynamic talent landscape and a rising number of job seekers open to change, employers must refine their talent acquisition and retention strategies to remain competitive. Organizations that prioritize employee-centric policies will be better positioned to attract and retain top talent in an era where career mobility and workplace expectations continue to evolve.

Key Priorities for Employers

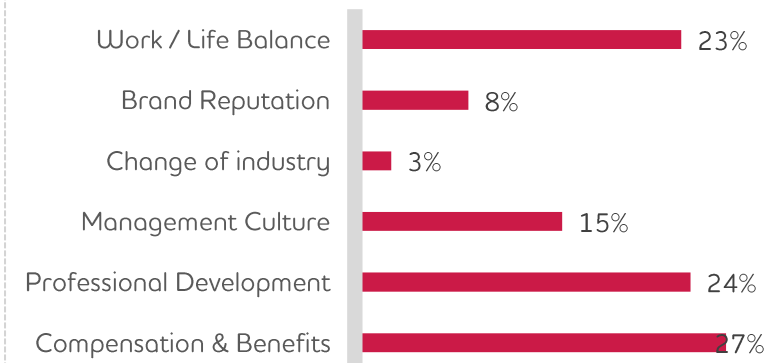
- With compensation (27%) and professional development (24%) being top priorities, companies must provide attractive salary packages and clear career progression paths.
- A supportive management culture (15%) and flexible work arrangements (23%) can boost employee satisfaction and retention.
- A strong employer brand (8%) and positive workplace reputation help attract top talent, especially passive job seekers.

As job seekers explore new opportunities and employee expectations continue to evolve, companies must prioritize competitive compensation, career growth, and workplace culture to stay ahead in the talent landscape. Employers who align with these shifting priorities will gain a strong advantage in attracting and retaining the workforce of the future.

Career plans in the next 12 months



Main priorities in choosing the new role & company



Retention Drivers & Workplace Benefits

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

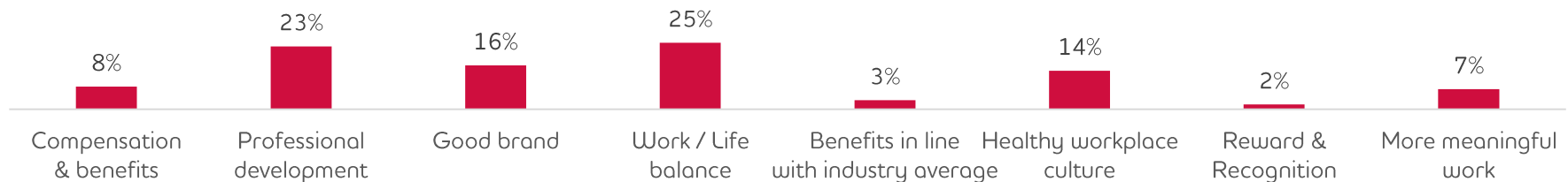
Salary Guide

About Adecco

The modern workforce places work-life balance, career growth, and workplace culture at the forefront of job satisfaction. While financial benefits remain important, non-monetary perks such as flexible working, health insurance, and learning opportunities play a crucial role in talent retention. Companies that invest in these areas can foster long-term loyalty, improve engagement, and create a more motivated workforce.

In addition to retention factors, employees value non-financial benefits, with health insurance (35%) and flexible working (26%) being the most widely offered perks. Other offerings include incentive schemes (12%), learning & development programs (8%), and global career opportunities (8%), reflecting a shift towards holistic employee well-being.

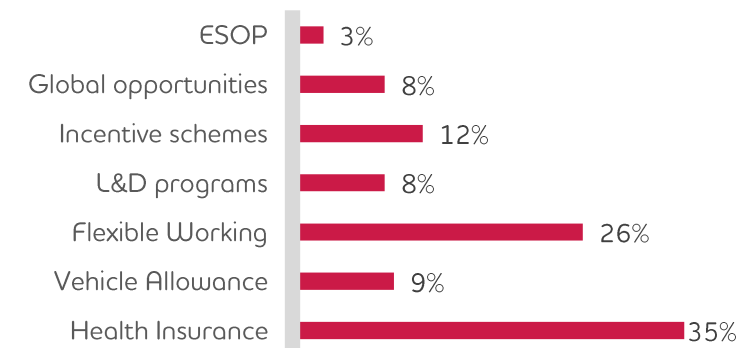
Reasons why you would stay in your current role



Key Priorities for Employers

- **Promote Work-Life Balance & Flexibility** – With 25% of employees prioritizing balance, companies should emphasize flexible work arrangements and well-being initiatives.
- **Invest in Career Growth & Development** – Professional development (23%) remains a top driver of retention, making upskilling programs essential.
- **Strengthen Workplace Culture & Employer Brand** – A healthy work environment (14%) and strong employer reputation (16%) can significantly enhance employee satisfaction and retention.

Non-financial benefits does your employer currently offer



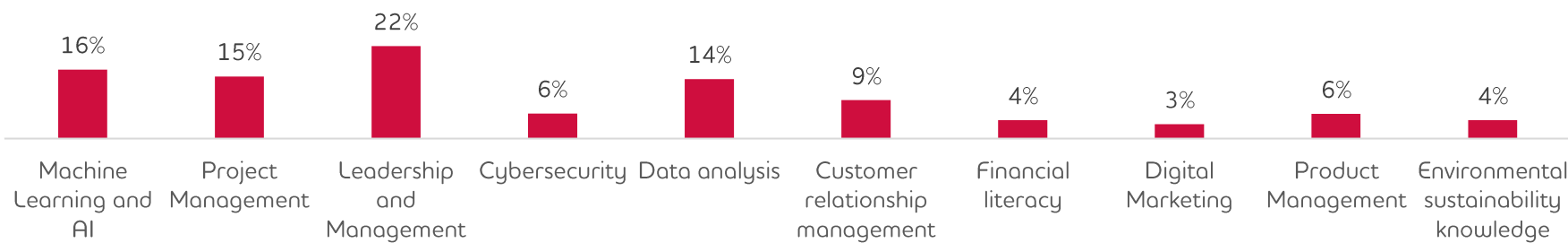
Future of Skills

As industries continue to undergo rapid transformation, professionals are focusing on acquiring skills that will keep them competitive over the next five years. Leadership and management (22%), machine learning and AI (16%), and project management (15%) emerged as the top skills professionals consider essential for career growth. Additionally, competencies like data analysis (14%), customer relationship management (9%), and cybersecurity (6%) are gaining prominence as businesses prioritize digital transformation and customer-centric strategies.



- Introduction
- Executive Summary
- APAC Salary Trends and Survey results
- India Labor Market
- Salary Guide
- About Adecco

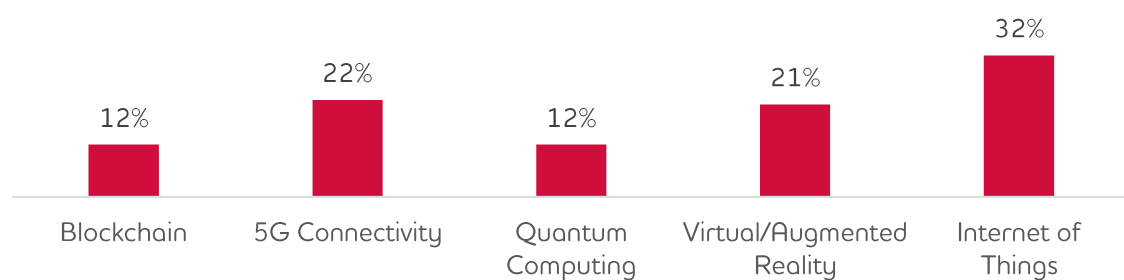
Specific skills essential to stay relevant in industry over the next 5 years



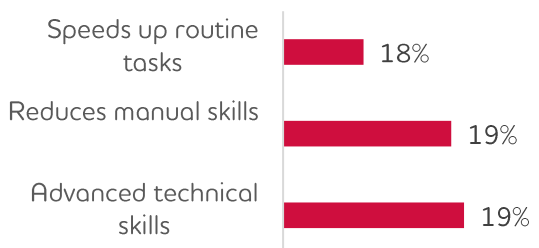
Key Priorities for Employers

- Invest in Leadership and AI Skills – Prioritize leadership development and AI literacy to equip employees for future roles.
- Support Continuous Upskilling & Reskilling – Encourage learning programs to help employees adapt to AI-driven changes and strategic roles.
- Balance Technical and Soft Skills – While technical expertise is crucial, fostering adaptability, collaboration, and problem-solving will drive long-term success.

Emerging technologies to influence the industry in the next 5 years



Top three AI impacts on Future Skill Requirements in the Industry

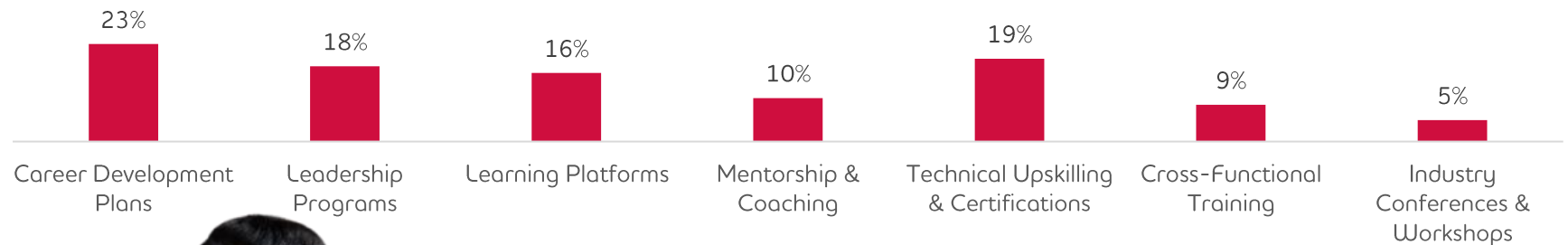


Key Learning & Development Initiatives for Employee Retention

Retaining top talent is more important than ever, and Learning & Development (L&D) initiatives play a critical role in achieving this. According to our survey, 23% of respondents believe personalized career development plans are the most effective in improving employee retention, followed by 19% prioritizing technical upskilling and certifications. Additionally, 18% highlighted the importance of leadership development programs for fostering long-term employee engagement.

These initiatives not only enhance employee skill sets but also contribute to greater job satisfaction and loyalty. Organizations that focus on providing continuous learning opportunities, such as access to digital platforms like LinkedIn Learning and Coursera, are better equipped to meet the evolving needs of their workforce, ensuring sustained growth and productivity.

L&D Initiatives to Improve Employee Retention



Key Priorities for Employers

- **Develop Clear Career Progression Paths** – Implement personalized career development plans and leadership programs to nurture future leaders.
- **Encourage Continuous Learning** – Provide access to technical upskilling programs, certification courses, and digital learning platforms.
- **Foster a Culture of Mentorship** – Strengthen coaching, mentorship, and cross-functional training to enhance employee engagement and retention.



About the salaries in this guide

The figures presented in this salary guide are based on data gathered from Adecco India's clients and candidates. They reflect the typical monthly base salary for an individual's role, considering factors such as location, experience, education, qualifications, and other relevant aspects. The years of experience represent the total years worked in the respective career field.

Salaries for each position may vary further due to factors such as company size, benefits offered, and local supply and demand trends.

The positions in this guide are organized into various market segments and industries, covering a broad spectrum of businesses, including:

Sectors

- AI and Digital Technology
- Banking and Financial Services
- Consulting
- Electric Vehicles
- FMCG and Consumer Durables
- Healthcare and Life Sciences
- Information Technology
- Manufacturing

Functions

- Global Capability Centers (GCCs)
- Finance and Accounting
- Human Resources
- Legal, Company Secretarial, and Compliance
- Procurement and Supply Chain
- Sales and Marketing
- ITES



AI and Digital Technology

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



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Banking and Financial Services

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

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco



Consulting

Job Role	0-3 Years		3-7 Years		7-10 Years		10-15 Years	
	Min	Max	Min	Max	Min	Max	Min	Max
Analyst-Tax (Direct/Indirect/Corporate/US)	₹400,000	₹800,000	₹800,000	₹1,500,000	₹1,500,000	₹2,500,000	₹2,500,000	₹4,000,000
Data Analyst	₹400,000	₹800,000	₹800,000	₹1,600,000	₹1,600,000	₹2,800,000	₹2,800,000	₹4,500,000
Executive Accounts Payable	₹350,000	₹700,000	₹700,000	₹1,400,000	₹1,400,000	₹2,300,000	₹2,300,000	₹3,500,000
Accounts Receivable	₹350,000	₹700,000	₹700,000	₹1,400,000	₹1,400,000	₹2,300,000	₹2,300,000	₹3,500,000
R2R	₹450,000	₹850,000	₹850,000	₹1,800,000	₹1,800,000	₹2,900,000	₹2,900,000	₹4,200,000
Customer Support Executive	₹300,000	₹600,000	₹600,000	₹1,200,000	₹1,200,000	₹2,000,000	₹2,000,000	₹3,200,000
Inside Sales	₹350,000	₹700,000	₹700,000	₹1,400,000	₹1,400,000	₹2,300,000	₹2,300,000	₹3,500,000
Financial Analyst	₹500,000	₹1,000,000	₹1,000,000	₹2,000,000	₹2,000,000	₹3,200,000	₹3,200,000	₹4,500,000
Research Analyst	₹400,000	₹800,000	₹800,000	₹1,500,000	₹1,500,000	₹2,500,000	₹2,500,000	₹3,800,000
Analyst-Bankruptcy/Payroll	₹400,000	₹800,000	₹800,000	₹1,600,000	₹1,600,000	₹2,500,000	₹2,500,000	₹3,800,000
Telemarketing	₹300,000	₹600,000	₹600,000	₹1,200,000	₹1,200,000	₹1,900,000	₹1,900,000	₹3,000,000
User Experience Designer	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹5,500,000
Voice Process Executive	₹300,000	₹600,000	₹600,000	₹1,200,000	₹1,200,000	₹2,000,000	₹2,000,000	₹3,200,000



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Electric Vehicles

Job Role	0-3 Years		3-7 Years		7-10 Years		10-15 Years	
	Min	Max	Min	Max	Min	Max	Min	Max
Design Engineer	₹450,000	₹900,000	₹900,000	₹1,800,000	₹1,800,000	₹3,200,000	₹3,200,000	₹4,500,000
Design Manager	₹900,000	₹1,800,000	₹1,800,000	₹3,500,000	₹3,500,000	₹5,500,000	₹5,500,000	₹7,500,000
Procurement Specialist	₹500,000	₹1,000,000	₹1,000,000	₹2,000,000	₹2,000,000	₹3,200,000	₹3,200,000	₹4,500,000
Maintenance Engineer	₹400,000	₹800,000	₹800,000	₹1,600,000	₹1,600,000	₹2,800,000	₹2,800,000	₹4,000,000
Maintenance Sr Manager	₹700,000	₹1,400,000	₹1,400,000	₹2,800,000	₹2,800,000	₹4,200,000	₹4,200,000	₹5,800,000
Quality Engineer	₹400,000	₹800,000	₹800,000	₹1,600,000	₹1,600,000	₹2,800,000	₹2,800,000	₹4,000,000
Quality Manager	₹700,000	₹1,400,000	₹1,400,000	₹2,800,000	₹2,800,000	₹4,200,000	₹4,200,000	₹5,800,000
Production/ Shift Engineer	₹450,000	₹900,000	₹900,000	₹1,800,000	₹1,800,000	₹3,000,000	₹3,000,000	₹4,500,000
Production Manager	₹700,000	₹1,500,000	₹1,500,000	₹3,200,000	₹3,200,000	₹5,000,000	₹5,000,000	₹6,800,000
Sales Engineer	₹500,000	₹1,000,000	₹1,000,000	₹2,200,000	₹2,200,000	₹3,500,000	₹3,500,000	₹5,000,000
Sales Manager	₹700,000	₹1,500,000	₹1,500,000	₹3,200,000	₹3,200,000	₹5,200,000	₹5,200,000	₹7,000,000
Accounts Executive	₹300,000	₹600,000	₹600,000	₹1,200,000	₹1,200,000	₹1,800,000	₹1,800,000	₹2,400,000
Finance Manager	₹700,000	₹1,400,000	₹1,400,000	₹2,800,000	₹2,800,000	₹4,200,000	₹4,200,000	₹5,500,000
Finance Controller	₹1,000,000	₹2,000,000	₹2,000,000	₹4,000,000	₹4,000,000	₹6,000,000	₹6,000,000	₹8,000,000



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

FMCG and Consumer Durables

Job Role	0-3 Years		3-7 Years		7-10 Years		10-15 Years	
	Min	Max	Min	Max	Min	Max	Min	Max
Sales Officer	₹350,000	₹700,000	₹700,000	₹1,200,000	₹1,200,000	₹1,800,000	₹1,800,000	₹2,400,000
Area Sales Manager	₹600,000	₹1,200,000	₹1,200,000	₹2,000,000	₹2,000,000	₹3,200,000	₹3,200,000	₹4,500,000
Finance Manager	₹700,000	₹1,500,000	₹1,500,000	₹2,800,000	₹2,800,000	₹4,200,000	₹4,200,000	₹6,000,000
Senior Finance Manager	₹1,000,000	₹2,000,000	₹2,000,000	₹3,500,000	₹3,500,000	₹5,200,000	₹5,200,000	₹7,000,000
Manager Procurement	₹700,000	₹1,400,000	₹1,400,000	₹2,800,000	₹2,800,000	₹4,200,000	₹4,200,000	₹6,000,000
Marketing Manager	₹700,000	₹1,500,000	₹1,500,000	₹2,800,000	₹2,800,000	₹4,200,000	₹4,200,000	₹6,000,000
Category Lead	₹1,000,000	₹2,000,000	₹2,000,000	₹3,500,000	₹3,500,000	₹5,500,000	₹5,500,000	₹7,500,000
AM-Taxation	₹700,000	₹1,500,000	₹1,500,000	₹2,800,000	₹2,800,000	₹4,200,000	₹4,200,000	₹6,000,000
National Sales Manager	₹1,200,000	₹2,500,000	₹2,500,000	₹4,200,000	₹4,200,000	₹6,000,000	₹6,000,000	₹8,000,000
Marketing Director	₹1,500,000	₹3,000,000	₹3,000,000	₹5,000,000	₹5,000,000	₹7,000,000	₹7,000,000	₹9,000,000
Manager Scientific Services	₹800,000	₹1,600,000	₹1,600,000	₹3,200,000	₹3,200,000	₹5,000,000	₹5,000,000	₹7,000,000
Market Analyst	₹600,000	₹800,000	₹800,000	₹1,500,000	₹1,500,000	₹2,200,000	₹2,200,000	₹3,000,000
Accounts Executive	₹400,000	₹600,000	₹600,000	₹1,000,000	₹1,000,000	₹1,500,000	₹1,500,000	₹2,000,000
HR Manager	₹600,000	₹1,200,000	₹1,200,000	₹2,200,000	₹2,200,000	₹3,200,000	₹3,200,000	₹4,500,000
Finance Controller	₹1,200,000	₹2,500,000	₹2,500,000	₹4,200,000	₹4,200,000	₹6,000,000	₹6,000,000	₹8,500,000



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Healthcare and Life Sciences

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



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Information Technology

Job Role	0-3 Years		3-7 Years		7-10 Years		10-15 Years	
	Min	Max	Min	Max	Min	Max	Min	Max
Software Engineer	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹6,000,000
Senior Software Engineer	₹800,000	₹1,600,000	₹1,600,000	₹3,200,000	₹3,200,000	₹5,500,000	₹5,500,000	₹7,500,000
Lead Engineer-Development	₹1,000,000	₹2,000,000	₹2,000,000	₹4,000,000	₹4,000,000	₹6,000,000	₹6,000,000	₹8,000,000
Test Engineer	₹500,000	₹1,000,000	₹1,000,000	₹2,000,000	₹2,000,000	₹3,500,000	₹3,500,000	₹5,000,000
Sr Test Engineer	₹700,000	₹1,400,000	₹1,400,000	₹2,800,000	₹2,800,000	₹4,500,000	₹4,500,000	₹6,500,000
Lead Engineer-Testing	₹1,000,000	₹2,000,000	₹2,000,000	₹4,000,000	₹4,000,000	₹6,500,000	₹6,500,000	₹8,500,000
Technical Architect	₹1,200,000	₹2,400,000	₹2,400,000	₹4,800,000	₹4,800,000	₹7,000,000	₹7,000,000	₹9,000,000
Solution Architect	₹1,200,000	₹2,400,000	₹2,400,000	₹4,800,000	₹4,800,000	₹7,500,000	₹7,500,000	₹10,000,000
Product Owner	₹1,000,000	₹2,000,000	₹2,000,000	₹4,000,000	₹4,000,000	₹6,000,000	₹6,000,000	₹8,000,000
Product Manager	₹1,200,000	₹2,400,000	₹2,400,000	₹4,800,000	₹4,800,000	₹7,500,000	₹7,500,000	₹10,000,000
Scrum Master	₹800,000	₹1,600,000	₹1,600,000	₹3,200,000	₹3,200,000	₹5,000,000	₹5,000,000	₹7,500,000
Project Manager	₹900,000	₹1,800,000	₹1,800,000	₹3,500,000	₹3,500,000	₹5,500,000	₹5,500,000	₹8,000,000
Sr Project Manager	₹1,200,000	₹2,400,000	₹2,400,000	₹4,500,000	₹4,500,000	₹7,000,000	₹7,000,000	₹9,500,000



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Manufacturing

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



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Global Capability Centers (GCCs)

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

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco



Finance and Accounting

Job Role	0-3 Years		3-7 Years		7-10 Years		10-15 Years	
	Min	Max	Min	Max	Min	Max	Min	Max
Financial Analyst	₹400,000	₹700,000	₹700,000	₹1,500,000	₹1,500,000	₹2,500,000	₹2,500,000	₹4,000,000
Accountant	₹300,000	₹500,000	₹500,000	₹1,200,000	₹1,200,000	₹2,000,000	₹2,000,000	₹3,000,000
Auditor	₹400,000	₹800,000	₹800,000	₹1,500,000	₹1,500,000	₹2,500,000	₹2,500,000	₹4,000,000
Tax Advisor	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹6,000,000
Investment Banker	₹1,200,000	₹2,500,000	₹2,500,000	₹4,500,000	₹4,500,000	₹7,000,000	₹7,000,000	₹10,000,000
Financial Controller	₹1,000,000	₹2,000,000	₹2,000,000	₹3,500,000	₹3,500,000	₹5,500,000	₹5,500,000	₹8,000,000
Treasury Analyst	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹6,000,000
Risk Analyst	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹6,000,000
Management Accountant	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹6,000,000
Internal Auditor	₹500,000	₹1,000,000	₹1,000,000	₹2,000,000	₹2,000,000	₹3,500,000	₹3,500,000	₹5,000,000
Corporate Finance Manager	₹1,200,000	₹2,500,000	₹2,500,000	₹4,500,000	₹4,500,000	₹7,000,000	₹7,000,000	₹10,000,000
Chief Financial Officer (CFO)	₹3,000,000	₹6,000,000	₹6,000,000	₹12,000,000	₹12,000,000	₹18,000,000	₹18,000,000	₹30,000,000



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Human Resources

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

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco



Legal, Company Secretarial, and Compliance

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

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



Procurement and Supply Chain

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

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco



Sales and Marketing

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



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

ITES

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco

Job Role	0-3 Years		3-7 Years		7-10 Years		10-15 Years	
	Min	Max	Min	Max	Min	Max	Min	Max
Systems Analyst	₹500,000	₹1,000,000	₹1,000,000	₹2,200,000	₹2,200,000	₹3,500,000	₹3,500,000	₹5,000,000
Technical Support	₹450,000	₹600,000	₹600,000	₹1,200,000	₹1,200,000	₹2,000,000	₹2,000,000	₹3,000,000
Software Engineer	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹6,000,000
Web Developer	₹500,000	₹1,000,000	₹1,000,000	₹2,200,000	₹2,200,000	₹3,500,000	₹3,500,000	₹5,000,000
Analytics Manager	₹1,000,000	₹2,000,000	₹2,000,000	₹4,200,000	₹4,200,000	₹6,500,000	₹6,500,000	₹9,000,000
Cloud Engineer	₹700,000	₹1,400,000	₹1,400,000	₹3,000,000	₹3,000,000	₹5,000,000	₹5,000,000	₹7,000,000
Database Administrator	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹6,000,000
Information Assurance Analyst	₹700,000	₹1,400,000	₹1,400,000	₹3,000,000	₹3,000,000	₹5,000,000	₹5,000,000	₹7,500,000
Network Administrator	₹500,000	₹1,000,000	₹1,000,000	₹2,200,000	₹2,200,000	₹3,500,000	₹3,500,000	₹5,000,000
Process Associate	₹450,000	₹600,000	₹500,000	₹1,000,000	₹1,000,000	₹1,500,000	₹1,500,000	₹2,000,000
Telemarketing	₹450,000	₹600,000	₹400,000	₹800,000	₹800,000	₹1,200,000	₹1,200,000	₹1,600,000
User Experience Designer	₹600,000	₹1,200,000	₹1,200,000	₹2,500,000	₹2,500,000	₹4,000,000	₹4,000,000	₹6,000,000
Voice Process Executive	₹450,000	₹600,000	₹500,000	₹1,000,000	₹1,000,000	₹1,500,000	₹1,500,000	₹2,000,000



Estimated Appraisal Percentage

Sector	Minimum (%)	Maximum (%)
Banking and Financial Services	7%	10%
ITES	6%	9%
Consulting	8%	11%
Engineering	7%	10%
EV	10%	15%
FMCG and Consumer Durable	6%	9%
Healthcare and life sciences	7%	10%
Information Technology	8%	11%
Manufacturing	6%	9%
AI and Digital Technology	9%	13%
Finance and Accounting	6%	9%
Human Resources	6%	9%
Legal, CS and Compliance	7%	10%
Procurement and Supply Chain	6%	9%
Sales and Marketing	7%	10%
Global Capability Center (GCC)	8%	11%

Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco



Introduction

Executive Summary

APAC Salary Trends
and Survey results

India Labor Market

Salary Guide

About Adecco



About Adecco

Adecco



Adecco India is a leading workforce solutions provider, combining global expertise with deep local insights and advanced digital innovation. Every day, we connect thousands of associates with meaningful roles, ensuring agility and flexibility for our clients. As a trusted career partner and employer of choice, we are committed to fostering inclusiveness, enhancing employability, and supporting the long-term success of our associates.

With a holistic approach, we provide end-to-end talent solutions, from expert advisory services to seamless talent matching. Our investment in digital enablement enhances the customer experience, making the hiring process efficient and effective. We believe in recognizing skills beyond labels, championing diversity and inclusion in every aspect of our operations. By offering tailored and value-driven workforce solutions at fair prices,

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

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

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

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



Shaping the Future of Work Together

As India's job market continues to evolve, **businesses must stay ahead by embracing change, investing in talent, and leveraging technology.** The insights from the **Adecco Salary Guide 2025** highlight key trends in **compensation, workforce expectations, learning & development, and AI integration**, helping organizations **navigate hiring challenges and build a future-ready workforce.**

At **Adecco**, we understand that every business has unique talent needs. That's why we offer **customized salary benchmarking and workforce insights tailored to your specific industry, location, and hiring goals.**

Want a report customized to your requirements?

Get in touch with us to receive a **personalized salary and talent insights report** that aligns with your business strategy.

Contact us at **IN.Marcom@adecco.com** today to tailor this report for your organization.

Connect with us

adecco.co.in



@AdeccoIndia

Get actionable, objective insight and talent advisory that drives smarter hiring decisions and stronger performance on your mission-critical priorities.

Contact us for a more customized data set: write to in.marcom@adecco.com.