

Welcome to HRhelpdesk.in

Supporting human resources

Annual HR Salary Survey 2013

Benchmarking of HR professionals

December 2013

- HRhelpdesk.in is an HR outsourcing and consulting company offering customized services to support people agenda of our clients

What we do



Key product offerings

Balanced Scorecard Design and Rollout
CTC Reimbursement Process Management
Employee Satisfaction Survey
Employee Query Desk Management
HR Manuals Design and Consolidation
HR Process Outsourcing
Internal Employer Branding
Past Employment Verification
Recruitment Process Outsourcing
Salary Benchmarking Studies
Training Content Development
Training Delivery

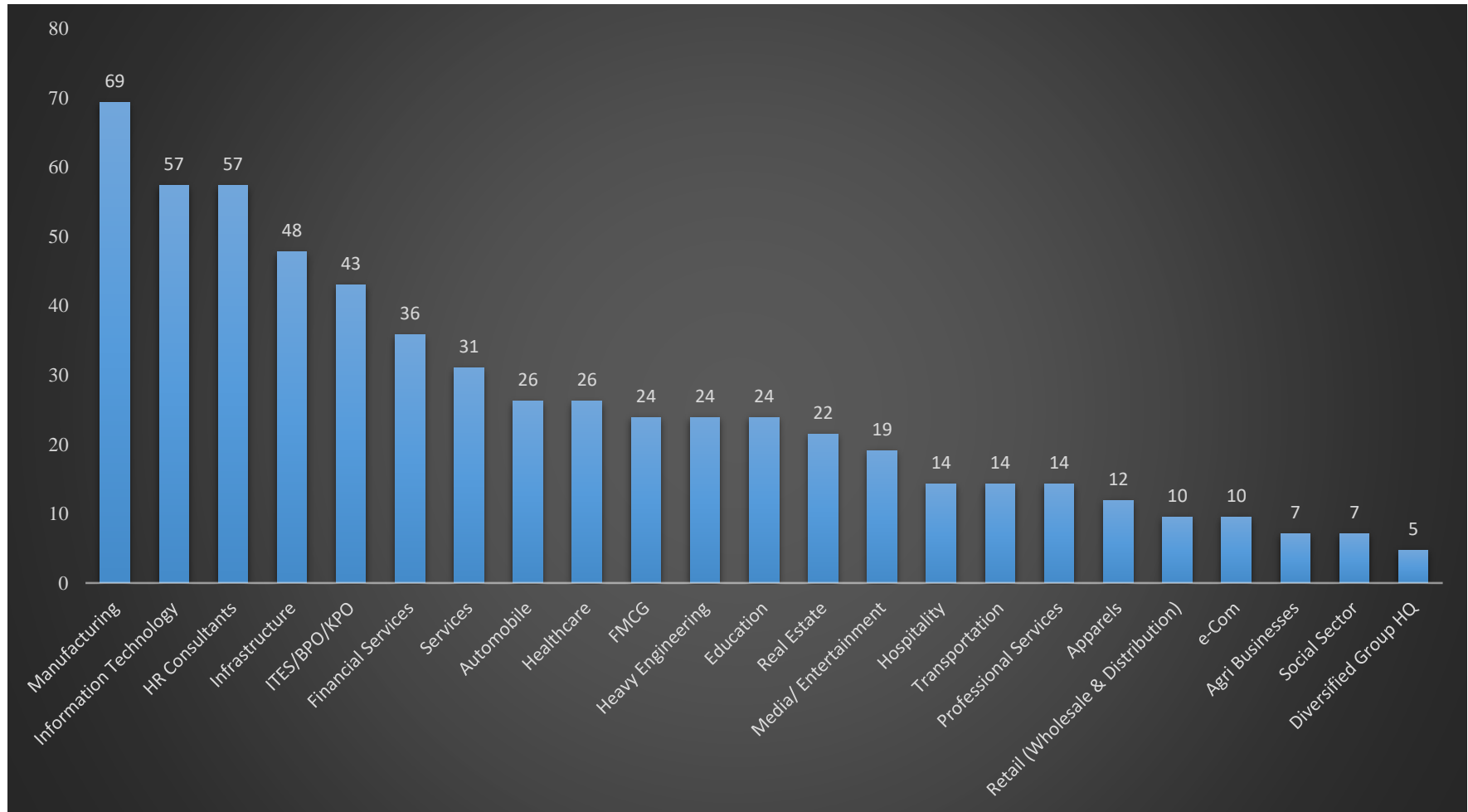
- All data presented and assumptions made, including ranking of industries is only based on responses from individuals and companies in those industries. The study only gives an indication. An individual company or industry may have different processes, systems and percentile levels than those presented here. This data is just a comparative analysis from amongst the respondents to this study

1. Respondents
 - a. Demographics
2. HR Metrics
 - a. Salary increase
3. Benchmarks
 - a. Percentile positioning at each designation
 - b. Years of experience at each designation
 - c. Highest and least paying industry at each designation
 - d. Other factors
4. Information
 - a. Confidentiality Policy
 - b. Content copyright

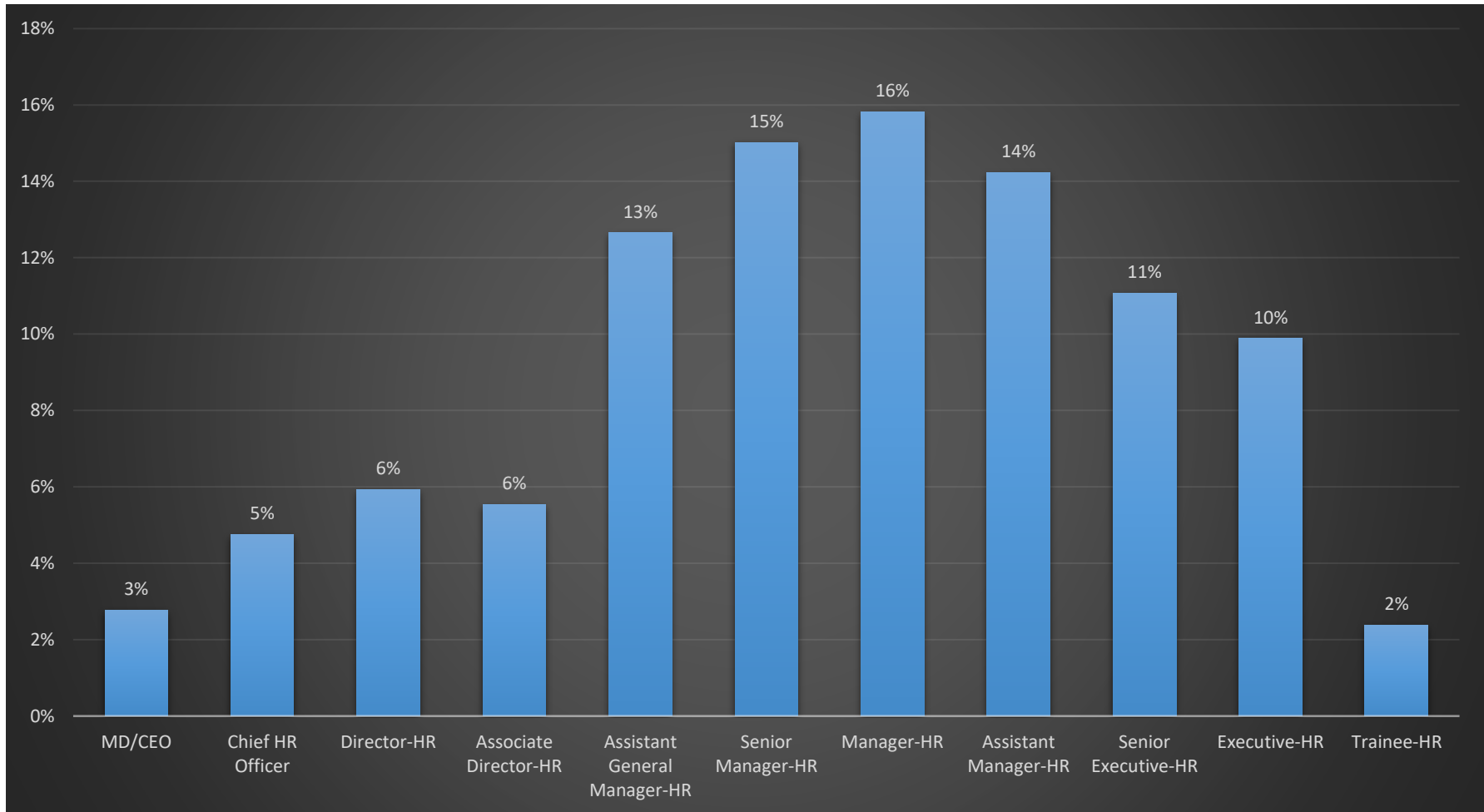
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Respondents

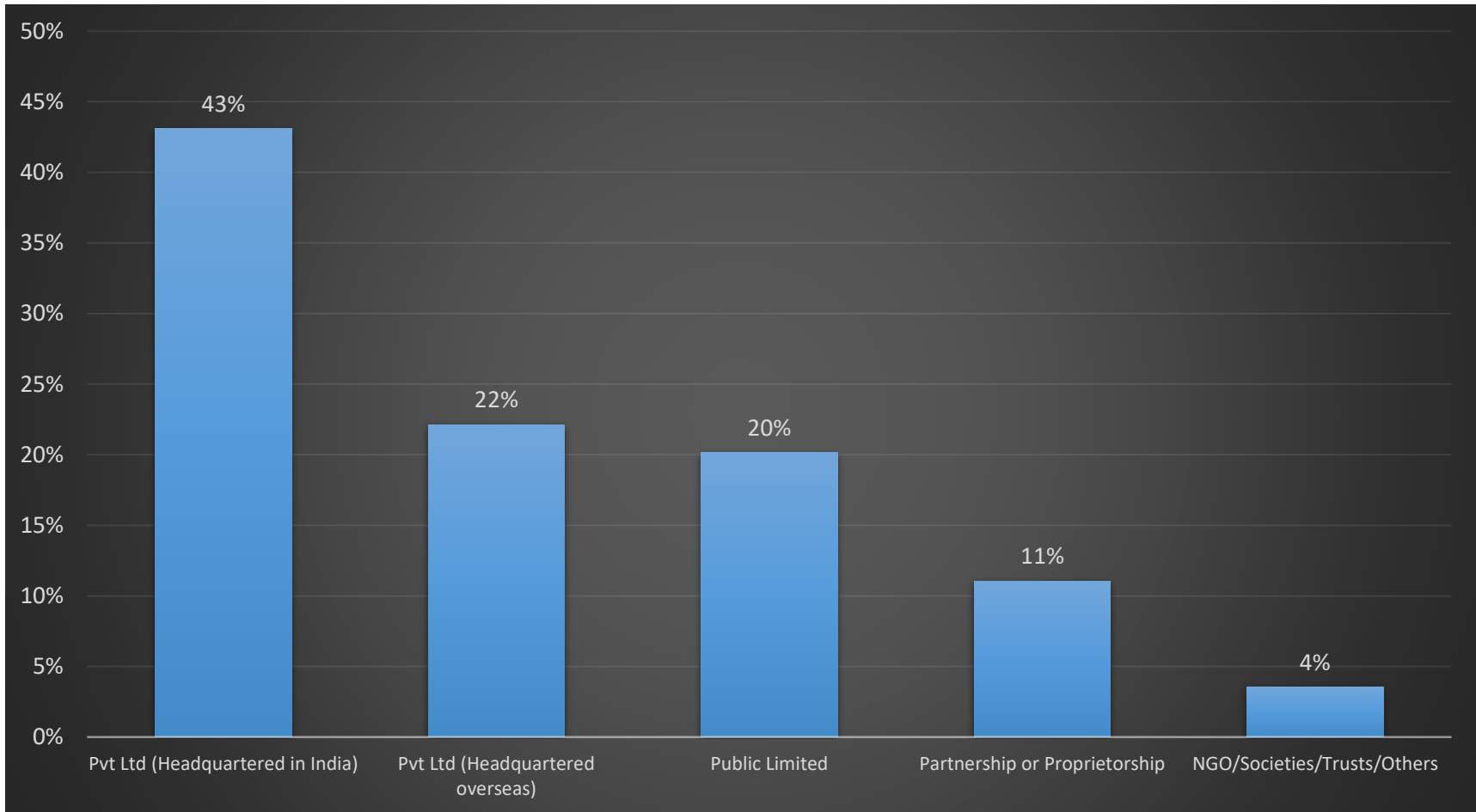
- Data of more than 770 companies received compared to 440 in 2012 and 260 in the 2011 Survey. The survey ran from 1st September to 30th October 2013
- Basis accurate and complete information provided by participating companies and individuals, a total of 600 companies qualified for being included in this report of 2013. In the 2012 and 2011 survey, a total of 401 and 209 companies were included respectively



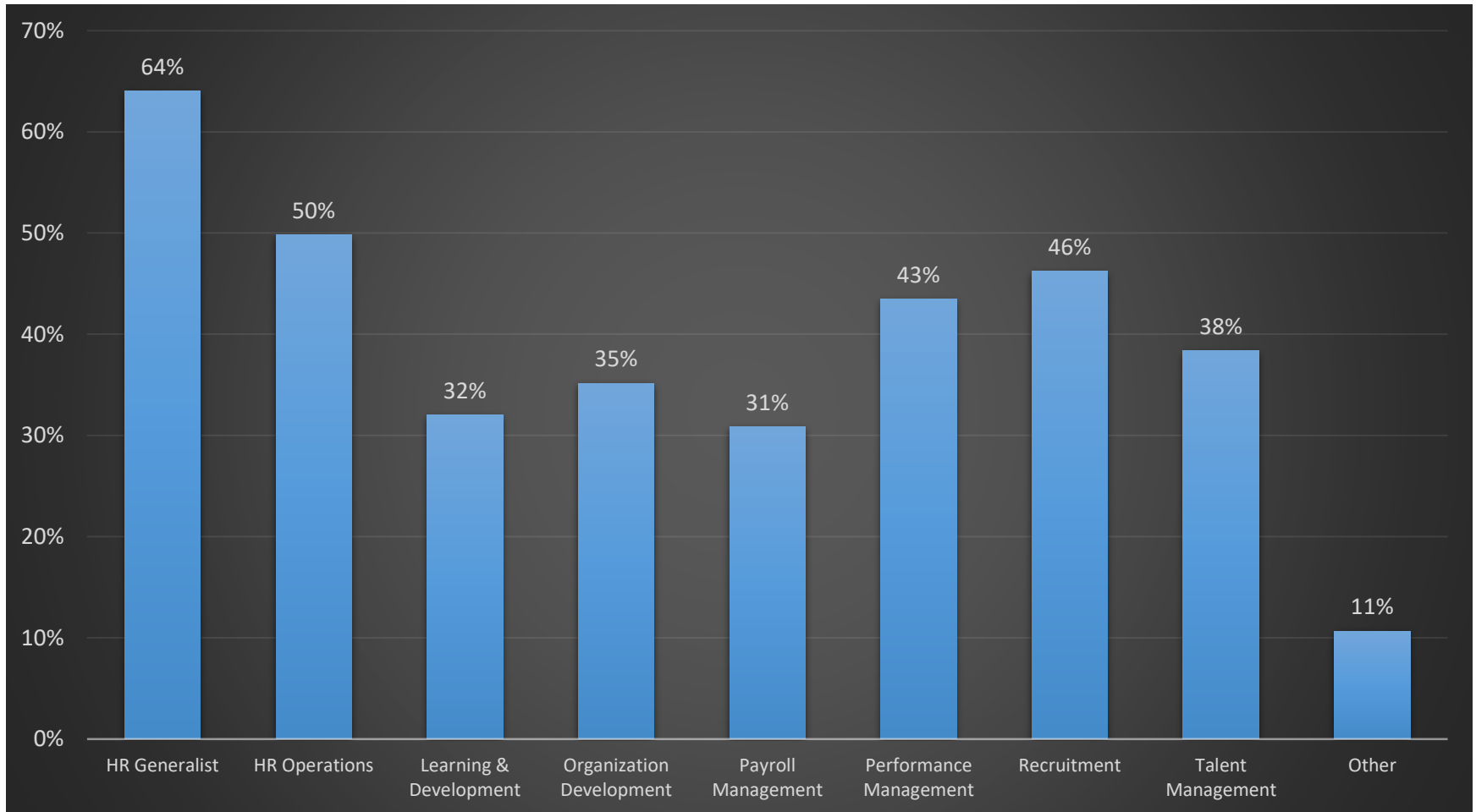
A total of 600 companies data was used for this benchmarking study, presenting a healthy mix of industries and in most cases providing enough data points to have an industry* benchmark



Like every year the maximum data points were for Managers, a healthy mix of Designations across industries gave a good benchmark



A sizeable proportion of the companies were from Indian origin and multinationals.



The spread of respondents key deliverables gives us data points to see if role has an impact on the salary drawn

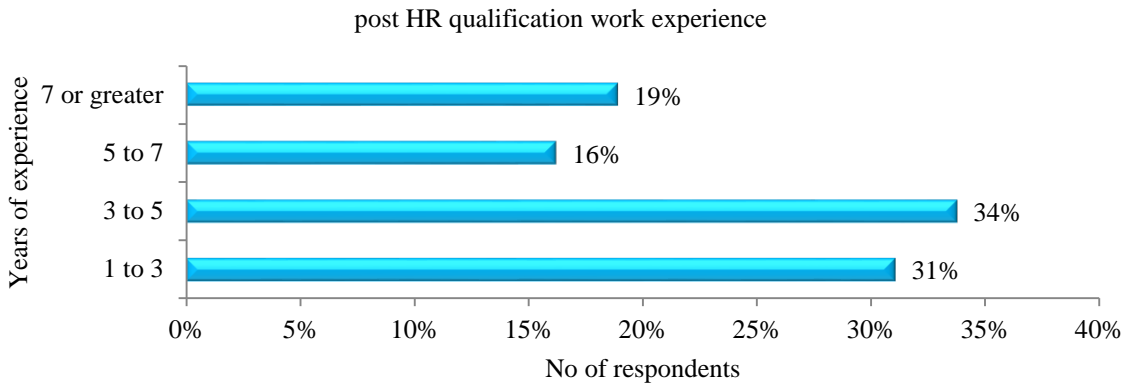
HR Metrics

Industry*	Average predicted fixed salary increase for the sector in the year 2013-14
Financial Services	16%
FMCG	14%
Heavy Engineering	12%
Manufacturing	12%
Real Estate	12%
HR Consultants	12%
Infrastructure	12%
Information Technology	11%
Healthcare	11%
Retail (Wholesale & Distribution)	11%
Media/ Entertainment	10%
Automobile	10%
Apparels	10%
Agri Businesses	10%
e-Com	9%
Hospitality	9%
Services	9%
Transportation	9%
ITES/BPO/KPO	8%
Professional Services	8%
Education	8%
Social Sector	8%

Industry*	Average predicted fixed salary increase for HR Practitioners in the year 2013-14
Heavy Engineering	13%
Healthcare	13%
Apparels	13%
Infrastructure	13%
Media/ Entertainment	13%
Real Estate	13%
HR Consultants	12%
Automobile	12%
Manufacturing	12%
Transportation	12%
Financial Services	11%
Retail (Wholesale & Distribution)	11%
FMCG	11%
e-Com	10%
Hospitality	10%
Information Technology	10%
Agri Businesses	10%
Services	9%
ITES/BPO/KPO	9%
Diversified Group HQ	9%
Education	8%
Social Sector	7%

Benchmarks

Survey	Percentile Positioning of the Gross Salary in Indian Rupee					
	Minimum	10 th	25 th	50 th	75 th	90 th
2013	Please write to hrhelpdesk@hrhelpdesk.in for a paid report					

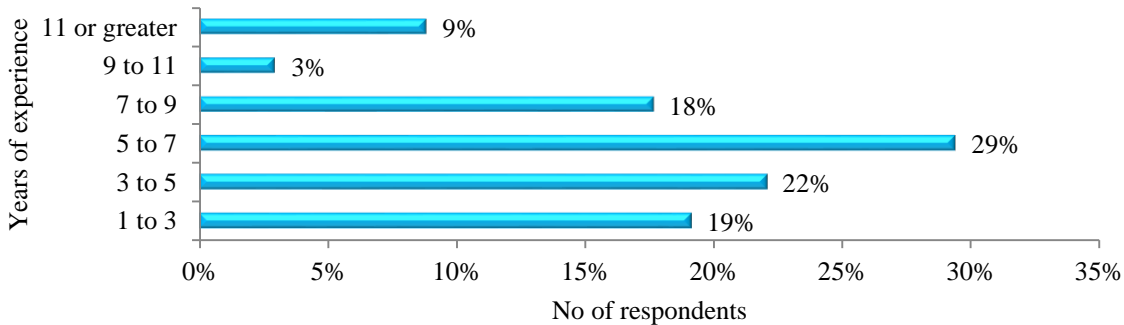


Rank Order of salaries paid by various industries at this level	
Least Salary Paid at this Level	Highest Salary Paid at this Level
Please write to hrhelpdesk@hrhelpdesk.in for a paid report	

Not enough data available for other industries at this level to run a comparative against other industries

Survey	Percentile Positioning of the Gross Salary in Indian Rupee							
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post HR qualification work experience

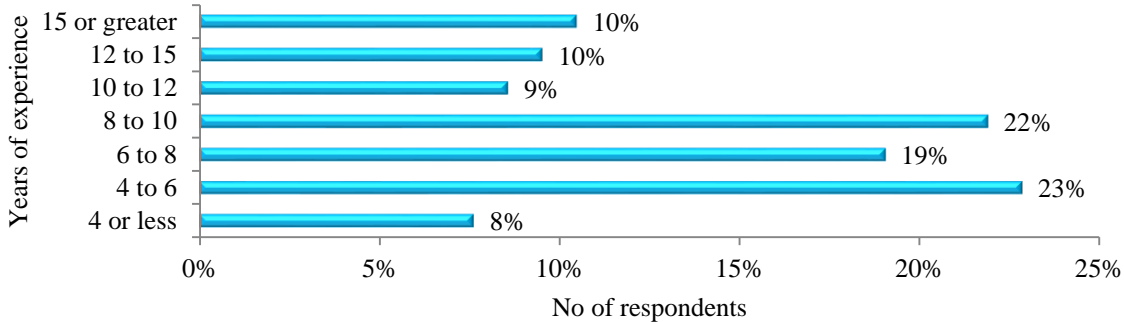


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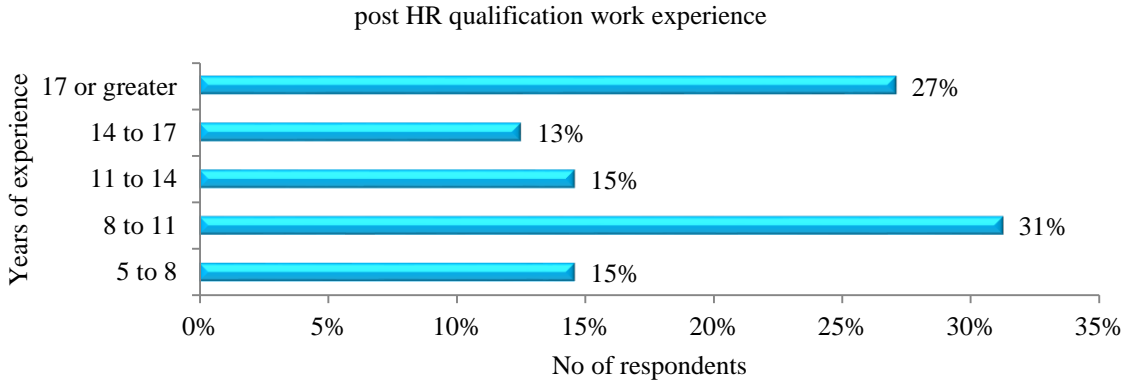


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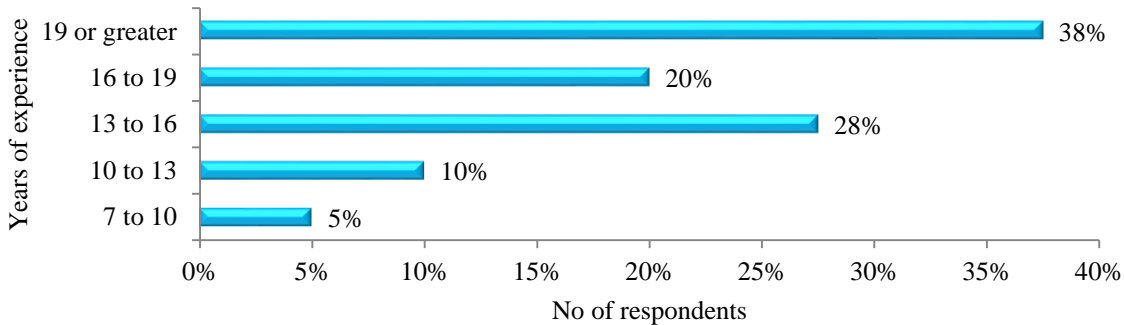


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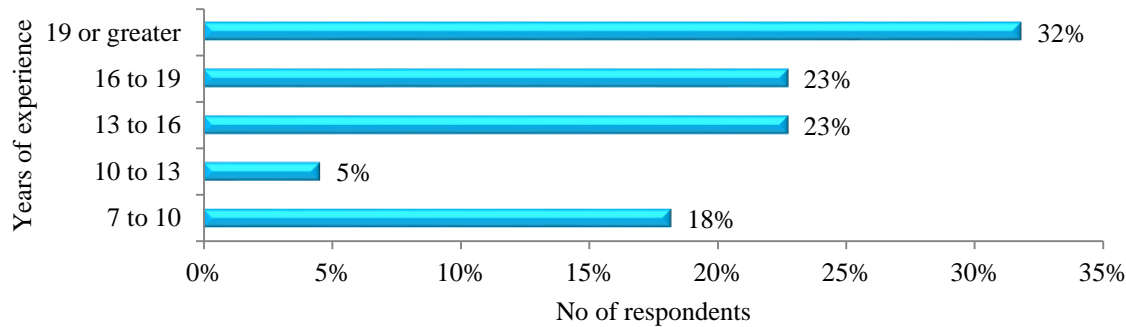


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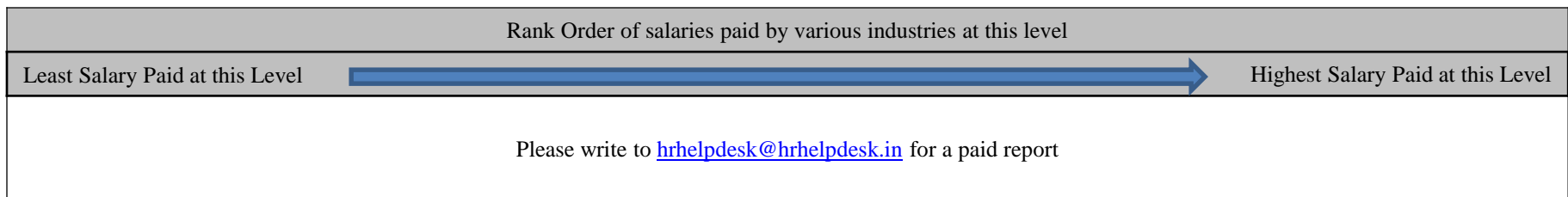
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- Though this survey is not intended to cover CXO salaries, as they are individual employee and company dependent. However, basis immense response and keeping confidentiality, we are presenting some indicative information. As a thumb rule, CXO salaries can start from the 70th percentile of the Director salaries and go upto the companies and the individuals capability. Factors beyond benchmarking play a significant role in deciding CXO salaries



- Educational institutions and qualification made a stark difference in salaries at Manager and CXO level. Presumably as these two are the career shaping stages and have a stronger rigor in admitting than other levels. Denoted by this sign 
- The trend of HR practitioners salaries is almost similar in all companies, whether Indian or Multinationals
- HR role performed also did not impact the salary significantly. Specialists and generalists both were almost at similar salary bands

Information

- Names of participating organization are not revealed in this report
- In the event of purchasing an Industry report, only where more than 10 companies have participated a report is generated and the entire list is added to the report
- No data is shared in any format which will reveal the individual company salaries, individual employee salary or an individual designation salary in a particular company
- Should you want to know more about the confidentiality policy, please write to us at hrhelpdesk@hrhelpdesk.in

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- For customized report of this study and for commercial use, please write to us at hrhelpdesk@hrhelpdesk.in