

Senior Manager Salaries: How The Sectors Stack Up

COMPANY	INDUSTRY	DESIGNATION	BASIC SALARY (AVERAGE)	REIMBURSEMENT BENEFITS	CONVEYANCE	HOUSE & RELATED BENEFITS	OTHER RELATED PERKS	ANNUAL FACILITIES	RETIREMENT BENEFITS	TOTAL A+B+C+D+E+F+G	TOTAL SALARY PER ANNUM
1	CEMENT	SM I - VP	32,500	2,628	21,854	17,042	583	9,813	7,221	91,641	10,99,692
		SM II-Sr VP	40,500	3,378	22,354	21,592	583	23,288	9,448	12,1143	14,53,716
2	ENGINEERING	SM I - GM	30,740	10,500	15,500	12,500	1,500	3,800	4,850	79,390	9,52,680
		SM II-Sr VP	40,450	15,400	27,250	18,500	2,500	4,500	5,726	1,14,326	13,71,912
3	TYRES	SM I-GM&DGM	44,500	4,917	37,338	28,000	583	4,000	10,895	1,30,233	15,62,796
		SM II-VP&AVP	68,500	6,967	41,538	40,667	1,083	5,000	17,177	1,80,932	21,71,184
4	DIVERSIFIED	SM I - CGM/GM	44,500	2,167	20,928	37,073	1,000	16,046	11,261	1,32,975	15,95,700
		SM II-VP	88,700	4,667	24,744	37,073	1,500	26,046	17,623	2,00,353	24,04,236
5	DIVERSIFIED	SM I -SR GM&GM	36,800	3,500	16,645	14,410	700	7,550	6,558	86,163	10,33,956
		SM II-VP&AVP	48,500	4,500	24,340	23,250	1,200	9,499	10,434	1,21,723	14,60,676
6	ENGINEERING	SM I - GM	15,800	3,318	9,100	11,500	0	833	3,040	43,591	5,23,092
		SM II-Sr VP /EVP/VP	28,900	5,579	11,830	23,000	500	833	6,111	76,753	9,21,036
7	TELECOM	SM I -SR VP	58,000	4,700	30,754	32,467	667	17,916	18,450	1,62,954	19,55,448
		SM II-Sr VP	78,500	5,000	35,229	43,590	667	25,351	19,355	1,90,037	22,80,444
8	POWER	SM I -GM	95,800	3,200	30,825	47,100	667	48,834	24,176	2,50,602	30,07,224
		SM II-DIRECTOR	1,30,807	3,500	32,025	64,500	667	59,375	33,401	3,24,275	38,91,300
9	DIVERSIFIED	SM I - GM/JT GM	40,500	1,233	17,594	13,917	858	5,883	6,442	86,427	10,37,124
		SM II-VP	55,800	2,000	25,075	19,750	858	8,083	8,827	1,20,393	14,44,716
10	ENGINEERING	SM I - SR GM/GM	40,500	400	17,354	34,226	83	22,833	10,179	1,25,575	15,06,900
		SM II-VP	58,000	58,000	600	56,789	56,789	35,750	14,633	1,89,324	22,71,888
11	AGRO-CHEMICALS	SM I - GM	38,500	15,750	24,529	16,333	3,667	8,550	6,401	1,13,730	13,64,760
		SM II-VP	50,800	17,250	39,608	19,147	5,667	10,850	9,468	1,52,790	18,33,480
12	FMCG	SM I - GM	85,000	0	21,200	47,167	2,333	15,000	9,543	1,80,243	21,62,916
		SM II-VP	1,35,800	0	29,125	72,667	2,333	26,750	14,951	2,81,626	33,79,512
13	TEXTILE/SYNTHETIC YARN	SM I - GM	45,800	1,300	18,232	15,329	1,500	8,156	3,332	93,649	11,23,788
		SM II-VP/AVP	98,500	4,000	40,090	22,523	1,500	18,349	6,616	1,91,578	22,98,936
14	AUTOMOTIVE	SM I - GM	45,000	2,850	28,969	18,100	1,333	38,110	5,169	1,39,531	16,74,372
		SM II-CH GM	60,000	3,450	28,969	21,500	1,333	49,729	7,477	1,72,458	20,69,496
15	TEXTILE/SYNTHETIC YARN	SM I - GM/DGM	38,500	13,887	25,473	11,418	933	5,822	11,918	1,07,951	12,95,412
		SM II-VP	49,800	20,176	25,473	16,486	933	7,372	19,086	1,39,326	16,71,912
16	AUTOMOTIVE	SM1- SM II-CHIEF	No Eq. Position 36,850	11,900	23,750	23,500	10,117	16,583	9,384	1,32,084	15,85,008
17	CONSUMER DURABLES	SM I - SR GM/GM	79,800	6,000	20,050	27,333	1,130	30,417	14,019	1,787,49	21,44,988
		SM II-SR VP/VP	1,60,000	8,500	34,250	43,333	1,130	51,250	34,980	3,33,443	40,01,316
18	FIBRES	SM I - GM	70,500	1,700	20,700	18,333	1,517	6,834	10,179	1,29,763	15,57,156
		SM II-VP	99,600	1,900	27,625	27,417	1,517	9,167	15,905	1,83,131	21,97,572
19	CEMENT	SM I -GM	38,500	4,700	20,200	22,358	833	25,938	12,247	1,24,776	14,97,312
		SM II-DIRECTOR	48,500	5,700	34,319	32,083	833	28,333	15,428	1,65,196	19,82,352
20	DIVERSIFIED	SM I - GM	38,500	600	15,754	17,945	1,083	4,892	8,613	87,387	10,48,644
		SM II-EVP/VP	63,800	600	29,969	34,345	1,200	7,042	16,088	1,53,044	18,36,528
21	CHEMICALS	SM I - GM	53,800	6,250	22,854	27,300	83	0	9,670	1,19,957	14,39,484
		SM II-SRVP/VP	76,650	15,000	30,469	39,417	83	0	13,996	1,75,615	21,07,380
22	DIVERSIFIED	SM-I - DGM	28,500	2,250	8,500	10,800	500	10,000	8,500	69,050	8,28,600
		SM II-HEAD/GM	56,800	3,000	13,958	21,575	700	14,458	11,340	1,21,831	14,61,972
23	CONSUMER DURABLES	SM I - SR MGR/MGR	24,500	1,700	9,292	5,050	0	10,416	4,611	49,439	5,93,268
		SM II-VP	45,800	100	21,900	32,000	200	18,292	8,570	1,26,862	15,22,344
24	AUTOMOTIVE	SM I - GM	74,500	375	31,714	26,000	583	13,700	23,698	1,70,570	20,46,840
		SM II-SR GM	93,450	375	31,714	28,500	583	17,500	29,726	2,01,848	24,22,176
25	ENGINEERING	SM I - GM	42,500	1,000	23,950	27,656	700	4,911	10,656	1,11,373	13,36,476
		SM II-VP	78,500	1,500	45,700	34,753	700	6,465	12,947	1,80,565	21,66,780

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26	DIVERSIFIED	SM I - SR GM/GM	40850	1250	26719	15917	700	45354	7157	137947	1655364
		SM II-VP	55800	1500	28469	22750	700	52791	10179	172189	2066268
27	CONSUMER DURABLE	SM I - GM	24500	1975	13908	13825	700	2208	4612	61728	740736
		SM II-VP	32500	2175	23200	17584	700	2667	6362	85188	1022256
28	ENGINEERING	SM I - GM	37850	1875	23521	14583	700	21667	12040	112236	1346832
		SM II-VP	59600	3750	28636	24278	700	29167	17526	163657	1963884
29	ENGINEERING	SM I - GM/DGM	79800	0	22354	23522	700	10417	10497	147290	1767480
		SM II-VP	85000	0	31469	31589	700	15000	14315	178073	2136876
30	CONSUMER DURABLE	SM I - HEAD-I	20500	8223	6958	8741	700	7167	4772	57061	684732
		SM II-HEAD-I	35000	16622	13000	13625	0	9667	11134	99048	1188576
31	CEMENT	SM I - SR GM	45000	4350	15500	12500	800	2769	5786	86705	1040460
		SM II-SR VP	80000	6850	20125	20800	1000	4400	11887	145062	1740744
32	CHEMICAL/PETROCHEM/FERTILISERS	SM I - GM I	62500	2092	19829	19750	583	16416	8748	129918	1559016
		SM II-GM II	74000	2258	19829	24441	583	20250	10815	137176	1646112
33	FMCG	SM I - VP	130000	3583	33240	95333	167	30486	41340	334149	4009788
		SM II-EVP	190000	7333	58500	128333	767	39986	58830	483749	5804988
34	PHARMACEUTICALS	SM I - GM/DGM	35800	5925	14094	9700	167	11033	7316	84035	1008420
		SM II-SR VP/VP	46850	7700	19100	17083	667	15458	10179	117037	1404444
35	PHARMACEUTICALS	SM I - GM	26850	0	11750	13350	0	16742	5617	74309	891708
		SM II-VP	27580	0	16000	14400	0	17116	5818	80914	970968
36	TYRES	SM I - GM	72850	6000	21500	19905	83	6667	9959	136964	1643568
		SM II-ED/VP	117600	6000	27225	32040	133	7250	17100	207348	2488176
37	TELECOM	SM I - GM/DGM	60500	9680	12294	25625	83	7000	10569	125751	1509012
		SM II-CGM	75800	11660	22725	33208	583	9000	13589	166565	1998780
38	SOFTWARE	SM I - CTO	40500	16875	800	11250	1380	51250	2700	124755	1497060
		SM II-DIRECTOR	106800	41325	11000	25350	1380	63750	6084	255689	3068268
39	CONSUMER DURABLE	SM I - GM DGM	131752	7000	24500	32500	250	3750	10920	210672	2528064
		SM II-DIRECTOR	230400	10500	37750	55000	250	4250	18480	356630	4279560
40	PHARMACEUTICALS	SM I - GM	42500	1100	18150	25679	1333	2291	9750	100803	1209636
		SM II-DIRECTOR	53500	5700	24850	27610	1533	3084	10516	126793	1521516
41	FMCG	SM I - GM/DGM	82565	2500	26025	30720	1333	3333	13901	160377	1924524
		SM II-VP	130800	4000	37750	60250	1417	4166	27437	265820	3189840
42	CHEMICAL/PETROCHEM/FERTILISERS	SM I -CGM/GM	45800	1669	13792	12940	0	2985	10547	87733	1052796
		SM II-SR VP/VP	73551	1751	20100	26103	800	4484	15842	142631	1711572
43	ENGINEERING	SM I - CGM/GM	60855	4683	23229	24367	817	6458	9861	130270	1563240
		SM II-AVP	65000	5900	40376	31083	817	8333	20677	147186	1766232
44	CONSUMER DURABLE	SM I - GM/DGM	55804	2376	14850	27467	550	29763	12406	143216	1718592
		SM II-VP	62289	2712	19475	28400	550	39667	15905	168998	2027976
45	FMCG	SM I - GM	50590	2000	16300	29278	83	10422	5669	104070	1248840
		SM II-VP	57556	2000	16300	33465	83	10848	6496	126748	1520976
46	AGRO CHEMICALS	SM I - GM I	48968	0	27225	8000	183	15600	10004	109980	1319760
		SM II-GM II	59237	0	27225	9000	183	16434	11889	123968	1487616
47	CEMENT	SM I -SR GM/GM	44580	2967	11658	21715	83	15835	9954	96762	1161144
		SM II-SRVP/VP/AVP	90942	4283	21854	29500	1083	23200	15269	168189	2018268
48	CHEMICAL/PETROCHEM/FERTILISERS	SM I - GM	46678	13050	20638	23931	200	25250	12276	142023	1704276
		SM II-VP	71508	25600	21138	36440	200	46958	18942	220786	2649432
49	ENGINEERING	SM I - VP/GM	44500	900	14538	25490	100	5133	11418	102079	1224948
		SM II-SR VP	50800	1050	23587	29500	100	5583	13200	123820	1485840
50	CHEMICAL/PETROCHEM/FERTILISERS	SM I -UC/GM	40500	1017	19150	23200	100	10183	9539	103689	1244268
		SM II-VP	55800	1067	27800	28000	600	13250	11924	138441	1661292

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51	AUTOMOTIVE	SM I -AGM	52160	2250	33041	14280	525	2716	3912	108884	1306608
		SM II - GM/DGM	74800	3500	35567	15170	525	4186	5888	139636	1675632
52	ENGINEERING	SM I -CHIEF	47800	2833	29837	24887	800	19584	11946	137687	1652244
		SM II - SR VP/VP	62500	3700	29837	32200	1000	27754	15510	172501	2070012
53	POWER	SM I -GM / DGM	50800	36150	23500	0	1200	6000	12279	129929	1559148
		SM II - SR VP	60800	55000	25425	0	2200	7000	15110	165535	1986420
54	ENGINEERING	SM I -GM	30500	6800	15850	18753	500	7224	7676	80063	960756
		SM II - VP	38950	7900	23550	24243	1000	9875	10329	115847	1390164
55	ENGINEERING	SM I -GM	46850	2000	15944	12894	717	3909	7370	89684	1076208
		SM II - VP	50500	2600	15944	13037	717	3957	9439	96194	1154328
56	DIVERSIFIED	SM I -GM/DGM	45820	26400	20998	20750	583	4166	7953	126670	1520040
		SM II - DIRECTOR/VP	88500	51900	33106	34000	583	7500	14315	229904	2758848
57	AUTOMOTIVE	SM I -GM	60500	3900	25325	20815	1333	23400	13608	148881	1786572
		SM II - VP	72850	7600	33075	32536	1333	30833	17177	195404	2344848
58	ENGINEERING	SM I -GM	76500	0	18850	24263	200	4958	11229	136000	1632000
		SM II - VP	102845	0	25250	32540	200	5792	15396	182023	2184276
59	DIVERSIFIED	SM I -SR DGM/DGM	26850	2583	22754	19315	600	13750	8541	94393	1132716
		SM II - GM/JT GM	44500	5000	32829	30558	600	30417	14155	158059	1896708
60	SOFTWARE	SM I -GM	89000	5500	21992	24570	0	8190	10238	159490	1913880
		SM II - VP	105800	5500	22992	29400	0	9800	12250	185742	2228904
61	AUTOMOTIVE	SM I -GM	99000	35000	21425	3583	1333	7890	24459	192690	2312280
		SM II - VP/SGM	115000	80000	24425	4000	1333	11500	35650	271908	3262896
62	FMCG	SM I -GM	63500	0	19825	45250	667	3833	12894	145969	1751628
		SM II - CH EXEC	92500	0	41419	49483	3684	4667	23539	215292	2583504
63	TELECOM	SM I-DIRECTOR	45278	0	5750	15300	200	16954	6111	89593	1075116
		SM II - AVP/VP/DIR	72088	0	17500	27624	200	35897	12234	165543	1986516
64	PHARMACEUTICALS	SM I -GM	36606	10000	26475	36000	1333	53792	10849	175055	2100660
		SM II - DIRECTOR	46907	10250	39145	41000	1417	77534	14126	230379	2764548
65	DIVERSIFIED	SM I -GM/ADDL GM	34055	5800	30625	25861	1122	45169	10152	152784	1833408
		SM II-VP/AVP	42555	5800	30625	30961	1122	68852	12686	192601	2311212
66	CONSUMER DURABLE	SM I -DGM	35800	25200	22125	210833	700	14833	8907	318398	3820776
		SM II - GM	43500	31500	23000	26000	700	23750	11134	159584	1915008
67	CONSUMER DURABLE	SM I -GM	53100	600	33750	30717	250	24079	16886	159382	1912584
		SM II - VP	108500	4000	37750	57084	250	36563	31005	275152	3301824
68	AUTOMOTIVE	SM I -SR GM/GM	52000	80	24650	23033	1811	17625	9539	118322	1419864
		SM II - EVP	75000	80	34411	37000	1811	28833	13415	190550	2286600
69	POWER	SM I - DGM	65800	0	800	13750	750	14500	10800	106400	1276800
		SM II - Head	99850	0	800	21850	750	22500	16670	162420	1949040
70	ENGINEERING	SM I -GM	15757	2300	5195	5923	1296	3719	3597	37787	453444
		SM II - GM	20565	3100	13758	10583	1296	4879	5970	60151	721812
71	POWER	SM I -DGM/SR MGR	40500	0	21604	16500	200	2500	9543	90847	1090164
		SM II - DIRECTOR/GM	54500	0	21604	21500	200	2500	12724	113028	1356336
72	DIVERSIFIED	SM II - GM	51000	63000	0	6167	583	23750	15905	160405	1924860
73	PHARMACEUTICALS	SM I -GM/DGM	32500	3416	16667	8500	3583	7483	6998	79147	949764
		SM II - VP	41500	4833	20167	21000	4083	9750	9543	110876	1330512
74	TYRES	SM I -GM	35800	6133	22129	15694	1083	7583	11388	99810	1197720
		SM II - SR GM	42850	9150	24831	23236	1083	9333	13631	124114	1489368
75	ENGINEERING	SM I -GM	28500	3958	8000	14500	375	15208	6765	77306	927672
		SM II - DIRECTOR	38500	5200	12000	21500	375	20067	9108	106750	1281000

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76	POWER	SM I - SM II - GM/DGM	No Equivalent Position 88000	0	20469	22867	200	15107	16859	163502	1962024
77	ENGINEERING	SM I -DGM/AGM SM II - GM	36800 71000	875 2375	2500 21100	8367 17300	200 200	7234 14934	4930 10178	60906 137087	730872 1645044
78	ENGINEERING	SM I -ADDL GM/DGM/AGM SM II - GM	14750 21450	300 1133	14469 21104	6500 13087	1017 1517	8042 10684	3976 5789	49054 74764	588648 897168
79	OPTIC FIBRES	SM I - SM II - Process Leader	10650 77800	0	10500	15800	817	17044	13800	135761	1629132
80	AGRO CHEMICALS	SM I -GM SM II - VP	40500 58500	2950 3500	22500 37000	17208 31126	583 583	19650 25417	7180 14028	110571 170154	1326852 2041848
81	AUTOMOTIVE	SM I -DGM/AGM SM II - GM/SR DGM	38500 55400	19425 23850	16554 22369	17213 25333	1333 1333	6292 6900	9282 13243	108599 148428	1303188 1781136
82	CONSUMER DURABLE	SM I -GM/DGM SM I -VP/SR GM	35800 82500	0 0	11670 33203	17583 33626	1035 1035	7533 11051	6022 12312	79643 173727	955716 264954
83	CONSUMER DURABLE	SM I - SR MGR SM II - GM	25800 48500	8767 10100	13198 15698	7784 18934	67 67	14601 35307	6190 12045	70066 140651	120673 1687812
84	TEXTILE/ SYNTHETIC YARN	SM I -GM SM II - VP	44500 70800	0 0	15200 21775	42583 57750	1183 1183	20583 39583	10284 16843	134333 207934	1611996 2495208
85	CONSUMER DURABLE	SM I -GM SM II - SR VP/VP	34800 48500	15950 21533	18583 23283	20756 29228	200 700	5541 24333	6998 10179	102828 157756	1233936 1893072
86	CHEMICALS/PETROCHEM/FERTILISERS	SM I -CHIEF MGR SM II - GM	22850 28500	3200 3750	14338 15015	8908 10257	847 847	2916 3200	5567 6108	58626 67677	703512 812124
87	CONSUMER DURABLE	SM I -HEAD SM II - GM	42800 70800	0 0	18208 21583	17444 24567	325 750	5250 12583	8312 13223	92339 143506	1108068 1722072
88	TEXTILE/ SYNTHETIC YARN	SM I - VP SM II - SR VP	40325 48500	10945 11967	22570 22570	37739 41720	583 583	9360 9893	10839 11766	132361 146999	1588332 1763988
89	TELECOM	SM I -GM/DGM SM II - VP	48500 72500	10100 11900	7800 23975	22825 38000	83 583	15625 38000	11929 18132	116862 203090	1402344 2437080
90	CONSUMER DURABLE	SM I -GM/CONTROLLER/DGM SM II - SR VP/VP	28500 30850	3208 2750	13968 23750	12091 26654	900 2000	5198 9375	4165 7157	68030 102536	816360 1230432
91	AUTOMOTIVE	SM I -DIV MGR/MGR SM II - GM	68500 82500	1000 1200	10865 22029	16000 19250	917 917	2217 2667	10179 12247	109678 140810	1316136 1689720
92	AUTOMOTIVE	SM I -GM/AGM SM II - SR GM	38500 50450	20000 28500	12000 12000	35588 40588	1250 1250	7625 10125	9702 12883	124665 155796	1495980 1869552
93	AUTOMOTIVE	SM I -GM SM II - SR GM	28500 38500	12500 15000	27668 27668	13050 18450	1338 1338	10083 13333	6510 9300	99649 123589	1195788 1483068
94	AUTOMOTIVE	SM I -GM/AGM SM I -GM	30500 38500	7428 8928	16615 16615	13167 14167	67 67	3050 3050	4512 4638	75339 85965	904068 1031580
95	AUTOMOTIVE	SM I -DGM SM II - GM	39130 58558	150 5150	11315 31144	11250 5083	0 1000	3833 23151	3540 5665	69218 129751	830616 1557012
96	CONSUMER DURABLE	SM I -GM/AGM SM II - VP	28000 50400	0 0	22725 25375	19700 34260	583 583	4666 8400	8907 16032	84581 135050	1014972 1620600
97	AUTOMOTIVE	SM I -GM/DGM SM II - SR VP/VP	23700 60000	11400 52167	24629 56569	19775 28750	83 583	8400 12166	7539 11134	95526 221369	1146312 2656428
98	IT	SM I -GM SM II - VP	26352 39650	7500 10000	30125 30625	15543 22083	833 833	43684 51749	3631 5463	127668 160403	1532016 1924836
99	CEMENT	SM I -GM/DGM SM II - SR VP	48000 86500	1400 2500	18500 23447	17450 26950	900 1200	4500 6500	6998 11134	97748 158231	1172976 1898772
100	IT	SM I -AVP SM II - VP	57100 80300	6690 9532	33250 39250	22900 32200	708 708	9126 13000	11680 16640	141454 191630	1697448 2299560

NOTE: BASIC SALARY (AVERAGE): A REIMBURSEMENT BENEFITS: B CONVEYANCE: C HOUSE & RELATED BENEFITS: D OTHER RELATED PERKS: E ANNUAL FACILITIES: F RETIREMENT BENEFITS: G
TOTAL SALARY: A+B+C+D+E+G SM I- SENIOR MANAGEMENT LEVEL I SM II- SENIOR MANAGEMENT LEVEL II ALL FIGURES IN RS