

JUNIOR MANAGEMENT SALARY SURVEY 2003

DESIGNATION	CASH COMPONENTS (A)	CONTINGENCIES (B)	VARIABLE PAY ©	VALUED PERQUISITES (D)	TOTAL OF (A + B + C + D) PER MONTH	TOTAL OF (A + B + C + D) PER ANNUM
BANKING						
JM I	19200	3954	1700	27500	30787	369444
JM II	16800	3318	1300	23900	26151	313812
JM I	29150	1020	8333	4250	42753	513036
JM II	13833	397	5000	3416	22646	271752
JM I	12260	2819	1349	6100	22528	270336
JM II	7395	2147	815	3533	13890	166680
JM I	18373	4504	1333	8174	32384	388608
JM II	17833	4014	833	7250	29930	359160
JM I	18500	3351	1000	9583	32434	389208
JM II	13000	2679	833	7583	24095	289140
CHEMICALS						
JM I	14500	3202	1742	4500	23944	287328
JM II	12500	2587	1416	4500	21003	252036
JM I	18500	3439	1667	3675	27281	327372
JM II	15500	2962	1667	3100	23229	278748
JM I	18500	5067	4167	5483	33217	398604
JM II		No Equivalent Grade				
JM I	22400	5157	3840	8882	40279	483348
JM II	14200	3203	1723	5369	24495	293940
JM I	23119	7039	0	11818	41976	503712
JM II	13682	3899	0	6657	24238	290856
JM I	17038	3564	1455	6075	28132	337584
JM II	12028	2851	1106	6075	19410	232920
CONSTRUCTION AND PROJECT						
JM I	19491	3694	1167	5600	29952	359424
JM II	16825	3382	970	4910	26087	313044
JM I	25980	5973	0	5952	37905	454860
JM II	18075	4137	0	4340	26552	318624
JM I	23538	5608	4000	16180	49326	591912
JM II	20801	3538	3000	3500	30839	370068
JM I	25422	4521	500	9297	39740	476880
JM II	17377	2641	500	5721	26239	314868
JM I	22375	3313	500	2750	28938	347256
JM II	13500	2936	500	2025	18961	227532
CONSUMER DURABLES						
JM I	27647	2528	6250	0	36425	437100
JM II	17767	2191	4750	3675	28383	340596
JM I	25874	3334	0	6575	35783	429396
JM II	15172	1998	0	4161	21331	255972
JM I	23273	2500	6141	30834	44980	539760
JM II	12865	1785	3643	12250	23681	284172
JM I	21501	4977	6250	4130	36858	442296
JM II	14423	3977	3335	3380	25115	301380
JM I	20107	2646	6667	4917	34337	412044
JM II	17482	2199	4167	3917	27765	333180

All figures in rupees
 Junior management I: Section Head / Jr. Department Head / Departmental No. 2 of large department / Executive with slightly increased managerial responsibilities
 Junior management II: Frontline Executive / Officer at the operating level - Management trainees & Graduate engineer Trainees on confirmation
 Cash Components: Basic Salary + Special Salary + Conveyance Allowance + HRA + LTA + Uniform + Education Allowance etc. Contingencies: Domiciliary Medical Reimbursement and Retirals (PF + Superannuation & Gratuity) Variable Pay: Performance Bonus + Bonus/Exgratia
 Valued Perquisites : Car subsidy + Company owned housing + Credit card annual subscription + Telephone reimbursement

JUNIOR MANAGEMENT SALARY SURVEY 2003

DESIGNATION	CASH COMPONENTS (A)	CONTINGENCIES (B)	VARIABLE PAY ©	VALUED PERQUISITES (D)	TOTAL OF (A + B + C + D) PER MONTH	TOTAL OF (A + B + C + D) PER ANNUM
CONSUMER DURABLES						
JM I	20400	5624	3950	6320	36294	435528
JM II	12500	3585	2425	3880	22390	268680
JM I	24200	7031	4938	8150	44319	531828
JM II	10300	4604	3350	5500	23754	285048
JM I	28208	7124	4438	5575	45345	544140
JM II	21866	5458	3400	4330	35054	420648
ENGINEERING						
JM I	27041	5518	1000	12015	45574	546888
JM II	19183	2199	700	7515	29597	355164
JM I	14299	4152	1954	8481	28886	346632
JM II	10366	3128	767	3448	17709	212508
JM I	22000	6297	500	16695	45492	545904
JM II	15767	3586	500	9684	29537	354444
JM I	25915	7936	2290	10558	46699	560388
JM II	18188	5663	1338	7250	32439	389268
JM I	20999	5394	3000	13005	42398	508776
JM II	13489	4318	2000	7005	26812	321744
FMCG						
JM I	45400	8511	10417	6360	70688	848256
JM II	36100	6383	10417	4770	57670	692040
JM I	35023	6829	5000	11925	58777	705324
JM II	18986	4772	2917	7605	34280	411360
JM I	31450	5985	3065	13843	54343	652116
JM II	21930	4219	2500	8452	37101	445212
JM I	51824	12206	6081	10700	80811	969732
JM II	37118	8672	4681	5675	56146	673752
JM I	31412	7412	500	7183	46507	558084
JM II	17100	2202	500	5240	25042	300504
JM I	31122	6291	1975	8750	48138	577656
JM II	23243	5185	1529	7250	37207	446484
FOUR-WHEELERS						
JM I	19194	5233	0	8204	32631	391572
JM II	12713	3743	0	6565	23021	276252
JM I	35150	6808	3210	3725	48893	586716
JM II	20554	3941	1862	3447	29804	357648
JM I	20974	4575	0	8252	33801	405612
JM II	13288	2428	0	4236	19952	239424
JM I	26804	6245	2708	13343	49100	589200
JM II	14136	3922	2031	6732	26821	321852
JM I	20102	3822	14584	14822	53330	639960
JM II	14002	2590	10209	7718	34519	414228
JM I	19133	2850	0	4750	26733	320796
JM II	13619	2020	0	3250	18889	226668
JM I	26299	7571	3729	9489	47088	565056
JM II	16938	4274	1639	6356	29207	350484
JM I	24884	5037	1200	9507	40628	487536
JM II	14200	2568	613	5738	30881	370572

All figures in rupees
 Junior management I: Section Head / Jr. Department Head / Departmental No. 2 of large department / Executive with slightly increased managerial responsibilities
 Junior management II: Frontline Executive / Officer at the operating level - Management trainees & Graduate engineer Trainees on confirmation
 Cash Components: Basic Salary + Special Salary + Conveyance Allowance + HRA + LTA + Uniform + Education Allowance etc. Contingencies: Domiciliary Medical Reimbursement and Retirals (PF + Superannuation & Gratuity) Variable Pay: Performance Bonus + Bonus/Exgratia
 Valued Perquisites : Car subsidy + Company owned housing + Credit card annual subscription + Telephone reimbursement

JUNIOR MANAGEMENT SALARY SURVEY 2003

DESIGNATION	CASH COMPONENTS (A)	CONTINGENCIES (B)	VARIABLE PAY ©	VALUED PERQUISITES (D)	TOTAL OF (A + B + C + D) PER MONTH	TOTAL OF (A + B + C + D) PER ANNUM
HOTEL INDUSTRY						
JM I	10500	1800	0	4200	16500	198000
JM II	8500	1500	0	3500	13500	162000
JM I	15800	2850	1450	28500	48600	583200
JM II	10500	1240	1000	18500	31240	374880
JM I	38500	15400	8500	32500	94900	1138800
JM II	22400	10400	5000	28500	66300	795600
JM I	28500	4500	0	20400	53400	640800
JM II	19850	3200	0	19500	42550	510600
JM I	24220	4053	3250	8060	39583	474996
JM II	20400	3595	2925	7150	34070	408840
INTELLECTUAL CAPITAL—RESEARCH						
JM I	36563	5982	0	9750	52295	627540
JM II	24321	3831	0	5694	33846	406152
JM I	20800	6602	12134	11721	51257	615084
JM II	15665	5175	9144	10779	40763	489156
JM I	43650	7338	0	0	50988	611856
JM II	32400	5446	0	0	37846	454152
JM I	32553	3765	9750	0	46068	552816
JM II	25482	3178	7500	0	36160	433920
JM I	43740	3026	3600	1500	51866	622392
JM II	35100	2723	3240	0	41063	492756
IT						
JM I	29542	3143	6500	6867	46052	552624
JM II	15740	2137	4850	6867	29594	355128
JM I	42500	2014	3357	0	47871	574452
JM II	20560	1267	2112	0	23939	287268
JM I	42968	3248	14267	0	60483	725796
JM II	15802	2226	4924	0	22952	275424
JM I	44409	5155	2424	0	51988	623856
JM II	25975	3018	1244	0	30237	362844
JM I	22460	2966	2041	1750	29217	350604
JM II	11866	2106	1019	1450	16441	197292
JM I	41625	8044	6250	12750	68669	824028
JM II	27969	5638	3500	8063	45170	542040
JM I	40850	8044	8000	3000	59894	718728
JM II	26600	5638	5500	2500	40238	482856
IT-ENABLED—BPO						
JM I	16909	4925	7292	5292	34418	413016
JM II	8984	1894	0	2375	13253	159036
JM I	8000	504	1667	0	10171	122052
JM II	6400	370	1667	0	8437	101244
JM I	26517	7030	4167	4583	42297	507564
JM II	13450	3086	2500	3000	22036	264432
JM I	16100	3696	6250	5400	31446	377352
JM II	7300	1256	4167	2700	15423	185076
JM I	22692	4158	6250	7420	40520	486240
JM II	18533	3721	5000	5920	33174	398088

All figures in rupees
 Junior management I: Section Head / Jr. Department Head / Departmental No. 2 of large department / Executive with slightly increased managerial responsibilities
 Junior management II: Frontline Executive / Officer at the operating level - Management trainees & Graduate engineer Trainees on confirmation
 Cash Components: Basic Salary + Special Salary + Conveyance Allowance + HRA + LTA + Uniform + Education Allowance etc. Contingencies: Domiciliary Medical Reimbursement and Retirals (PF + Superannuation & Gratuity) Variable Pay: Performance Bonus + Bonus/Exgratia
 Valued Perquisites : Car subsidy + Company owned housing + Credit card annual subscription + Telephone reimbursement

JUNIOR MANAGEMENT SALARY SURVEY 2003

DESIGNATION	CASH COMPONENTS (A)	CONTINGENCIES (B)	VARIABLE PAY ©	VALUED PERQUISITES (D)	TOTAL OF (A + B + C + D) PER MONTH	TOTAL OF (A + B + C + D) PER ANNUM
IT- ENABLED—BPO						
JM I	6450	1045	450	3000	10945	131340
JM II	3600	477	0	3000	7077	84924
JM I	18371	4518	1388	3625	53692	644304
JM II	9900	2552	975	2125	23260	279120
JM I	12878	2210	3333	5748	24169	290028
JM II	8771	1451	2500	3750	16472	197664
MEDIA						
JM I	24683	3117	0	6200	34000	408000
JM II	21300	3168	0	6300	30768	369216
JM I	19608	4332	0	5395	29335	352020
JM II	8417	1134	0	2920	12471	149652
JM I	32850	2790	25000	4980	65620	787440
JM II	14083	2805	9375	2775	29038	348456
JM I	29500	4696	500	8200	42896	514752
JM II	17200	3015	500	3150	23865	286380
PETROCHEMICALS						
JM I	30723	5741	1073	4873	42410	508920
JM II	16260	3553	664	4700	25177	302124
JM I	17133	6250	4167	3000	30550	366600
JM II	12625	3750	3000	2500	21875	262500
JM I	21112	3764	2119	8455	35450	425400
JM II	15784	2768	1348	8014	27914	334968
JM I	26286	6148	3500	4750	40684	488208
JM II	15420	3870	2084	3000	24374	292488
JM I	22182	2240	7464	7000	38886	466632
JM II	13185	1968	4873	6750	26776	321312
PHARMACEUTICALS						
JM I	23887	4547	3100	5561	37095	445140
JM II	14880	2679	2000	1772	21331	255972
JM I	11958	2388	0	6260	20606	247272
JM II	9517	1661	0	3960	15138	181656
JM I	12240	2530	600	3630	19000	228000
JM II	8750	1841	500	2750	13841	166092
JM I	41632	9046	13333	11593	75604	907248
JM II	30097	6698	9375	7459	53629	643548
JM I	19125	3382	2690	4135	29332	351984
JM II	9285	1646	1646	2064	14641	175692
JM I	17019	2759	1329	4800	47595	571140
JM II	13767	2236	1077	3455	26558	318696
STEEL						
JM I	13543	3512	2115	5106	24276	291312
JM II	10056	2694	1502	3086	17338	208056
JM I	17721	4075	2436	3045	27277	327324
JM II	13182	3278	1959	2410	20829	249948
JM I	15800	5226	2500	6500	30026	360312
JM II	12660	4590	2100	5500	24850	298200

All figures in rupees
 Junior management I: Section Head / Jr. Department Head / Departmental No. 2 of large department / Executive with slightly increased managerial responsibilities
 Junior management II: Frontline Executive / Officer at the operating level - Management trainees & Graduate engineer Trainees on confirmation
 Cash Components: Basic Salary + Special Salary + Conveyance Allowance + HRA + LTA + Uniform + Education Allowance etc. Contingencies: Domiciliary Medical Reimbursement and Retirals (PF + Superannuation & Gratuity) Variable Pay: Performance Bonus + Bonus/Exgratia
 Valued Perquisites : Car subsidy + Company owned housing + Credit card annual subscription + Telephone reimbursement

JUNIOR MANAGEMENT SALARY SURVEY 2003

DESIGNATION	CASH COMPONENTS (A)	CONTINGENCIES (B)	VARIABLE PAY ©	VALUED PERQUISITES (D)	TOTAL OF (A + B + C + D) PER MONTH	TOTAL OF (A + B + C + D) PER ANNUM
STEEL						
JM I	13927	2418	3573	4010	23928	287136
JM II	10786	1994	2611	2879	18270	219240
JM I	21755	5821	3625	38822	38001	456012
JM II	16877	3312	2500	27327	26689	320268
TELECOM						
JM I	26584	4912	0	2604	34100	409200
JM II	13650	2102	0	0	15752	189024
JM I	26417	6373	3969	8538	45297	543564
JM II	17867	4175	2600	5650	30292	363504
JM I	15612	3470	725	5800	25607	307284
JM II	10565	2349	491	3925	17330	207960
JM I	27620	7032	1969	7393	44014	528168
JM II	23808	6042	1631	6456	37937	455244
JM I	19028	2434	807	3110	25379	304548
JM II	12091	1958	643	1250	15942	191304
JM I	27939	9479	500	8058	45976	551712
JM II	24870	8174	500	7174	40718	488616
TWO-WHEELERS						
JM I	19132	3607	500	5116	28355	340260
JM II	14872	1479	500	3270	20121	241452
JM I	22267	5224	500	7065	35056	420672
JM II	15766	3442	500	4505	24213	290556
JM I	16123	2839	0	5332	24294	291528
JM II	11411	2133	0	3155	16699	200388
JM I	14384	3696	1000	4700	23780	285360
JM II	7879	2284	708	2615	13486	161832
JM I	19368	4935	1459	3392	29154	349848
JM II	8953	2313	833	1563	13662	163944
JM I	10455	2649	500	18500	32104	385248
JM II	7781	1802	500	12500	22583	270996

All figures in rupees

Junior management I: Section Head / Jr. Department Head / Departmental No. 2 of large department / Executive with slightly increased managerial responsibilities

Junior management II: Frontline Executive / Officer at the operating level - Management trainees & Graduate engineer Trainees on confirmation

Cash Components: Basic Salary + Special Salary + Conveyance Allowance + HRA + LTA + Uniform + Education Allowance etc.

Contingencies: Domiciliary Medical Reimbursement and Retirals (PF + Superannuation & Gratuity) Variable Pay: Performance Bonus + Bonus/Exgratia

Valued Perquisites: Car subsidy + Company owned housing + Credit card annual subscription + Telephone reimbursement

THE METHODOLOGY

THIS IS THE FOURTH OF BT'S ANNUAL SALARY SWEEPS FOR 2003. THE FIRST, A CEO SALARY SURVEY, WAS CARRIED IN THE EDITION of *Business Today* dated February 1, 2003. The data on junior manager salaries and the analysis of inherent trends was carried out by BT's partner for its salary surveys, Delhi-based Omam Consultants. For this purpose, Omam compiled junior manager salaries at two levels—section heads and frontline executives—across 100 companies in 17 sectors. Since salary data is confidential, the names of the companies have not been revealed. The exercise was co-ordinated by BT's Moinak Mitra. The Omam team that collated and analysed the data includes Executive Director Rajeeva Kumar, General Manager Anil Koul, and Assistant Managers Ashutosh Kumar and Aman Kumar.