

MANAGEMENT TRAINEES SALARY SURVEY 2003

DESIGNATION	CASH COMPONENTS (A)	CONTINGENCIES (B)	VARIABLE PAY (C)	VALUED PERQUISITES (D)	TOTAL OF (A+B+C+D) PER MONTH	TOTAL OF (A+B+C+D) PER ANNUM
BANKING						
Company 1	30250	4590	2100	7050	42873	514476
Company 2	27500	3976	0	3500	34976	419712
Company 3	22450	2678	0	5433	30561	366732
Company 4	25000	5764	0	10550	41314	495768
Company 5	22400	4024	833	7583	34840	418080
CHEMICALS						
Company 1	15000	1733	4167	6000	26900	322800
Company 2	18500	3439	1667	3675	27281	327372
Company 3	12966	4749	1820	5000	24535	294420
Company 4	9050	1750	500	4500	15800	189600
Company 5	12033	4014	500	7000	23547	282564
Company 6	14500	3450	500	7200	25650	307800
CONSTRUCTION AND PROJECTS						
Company 1	13275	2150	0	3200	19225	230700
Company 2	12974	2018	0	4040	19032	228384
Company 3	12917	1481	1667	1950	18015	216180
Company 4	10250	1147	950	3600	15947	191364
Company 5	11625	1613	500	2225	15963	191556
CONSUMER DURABLES						
Company 1	22605	6022	500	9800	38927	467124
Company 2	9900	1360	1750	4050	26076	312912
Company 3	18750	5580	2540	6850	33720	404640
Company 4	9825	2386	1282	4750	18243	218916
Company 5	13700	2550	1700	6700	24650	295800
Company 6	18500	0	0	0	18500	222000
Company 7	18540	2633	1600	6500	29273	351276
Company 8	18500	0	0	0	18500	222000
ENGINEERING						
Company 1	17845	2686	1465	9180	31176	374112
Company 2	15583	3659	1700	7900	28842	346104
Company 3	15876	3143	500	8500	28019	336228
Company 4	13376	3143	500	8500	25519	306228
Company 5	14035	1982	1200	3440	20657	247884

All figures in rupees

Management Trainees are trainees at the operating level, on joining

Cash Components: Basic salary + Special salary + HRA + Conveyance allowance + LTA + Uniform + Education allowance etc.

Contingencies: Domiciliary medical reimbursement and retinals (PF + Gratuity)

Variable Pay: Performance bonus + Bonus/Ex-gratia

Valued Perquisites: Company owned housing + Telephone reimbursement + Lunch facility

A hundred companies responded on the condition of anonymity to our survey. These figures show how far the management trainees of India Inc have come.

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FMCG						
Company 1	31200	3977	6250	9125	50552	606624
Company 2	20875	6180	3875	9000	39930	479160
Company 3	27540	5240	4800	12500	50080	600960
Company 4	25500	0	0	8500	34000	408000
Company 5	15000	4200	1500	9785	30485	365820
Company 6	34000	4930	1725	8200	48855	586260
FOUR-WHEELER						
Company 1	15500	4931	0	0	20431	245172
Company 2	22500	5525	0	5500	33525	402300
Company 3	10033	2262	500	5700	18495	221940
Company 4	12500	1250	0	1765	15515	186180
Company 5	11500	2087	3750	4228	21565	258780
Company 6	15000	0	0	0	15000	180000
Company 7	18400	6704	5333	6170	36607	439284
Company 8	12000	1440	0	2125	15565	186780
HOTEL INDUSTRY						
Company 1	12500	1500	0	5500	19500	234000
Company 2	15000	0	0	3500	18500	222000
Company 3	10500	0	0	4000	14500	174000
Company 4	18500	0	0	5000	23500	282000
Company 5	10000	0	0	3350	13350	160200
INTELLECTUAL CAPITAL- RESEARCH MANAGEMENT						
Company 1	15800	5640	6900	16083	44423	533076
Company 2	30680	3350	12000	0	46030	552360
Company 3	22800	2850	7500	0	33150	397800
Company 4	38750	3350	2100	2500	46700	560400
Company 5	18500	2540	5000	4500	30540	366480
IT						
Company 1	22500	0	0	0	22500	270000
Company 2	35400	2850	10000	0	48250	579000
Company 3	30500	4500	1850	0	36850	442200
Company 4	18500	0	0	4500	23000	276000
Company 5	12500	4000	2500	8000	27000	324000

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IT						
Company 6	22450	5500	5000	2000	34950	419400
Company 7	15500	2500	6500	5000	29500	354000
IT-ENABLED-BPO MANAGEMENT						
Company 1	5500	224	1500	0	7224	86688
Company 2	22400	5200	3300	3580	34480	413760
Company 3	12400	2500	5000	2500	22400	268800
Company 4	16500	3500	5000	6000	31000	372000
Company 5	5200	850	225	2200	8475	101700
Company 6	12400	3500	1250	2850	20000	240000
Company 7	8870	1540	2850	4400	17660	211920
Company 8	20500	2850	0	5000	28350	340200
MEDIA						
Company 1	12500	0	0	3000	15500	186000
Company 2	15500	2250	10000	3500	31250	375000
Company 3	22500	3500	500	7000	33500	402000
Company 4	20500	4000	500	3500	28500	342000
PETROCHEMICALS						
Company 1	21517	2183	500	5625	29825	357900
Company 2	23983	7109	3750	3383	38225	458700
Company 3	15000	1620	2500	8100	27220	326640
Company 4	8717	3254	1050	2205	15226	182712
Company 5	13500	2400	5740	4750	26390	316680
PHARMACEUTICALS						
Company 1	10500	0	0	5500	16000	192000
Company 2	8500	1550	600	2500	13150	157800
Company 3	22400	0	0	0	22400	268800
Company 4	15500	2500	1850	7500	27350	328200
Company 5	12500	1850	1250	4200	19800	237600
Company 6	10500	2550	1500	4000	18550	222600
STEEL						
Company 1	20000	0	0	0	20000	240000
Company 2	11833	1800	1500	4520	19653	235836
Company 3	11500	2033	0	5000	18533	222396

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Variable Pay: Performance bonus + Bonus/Ex-gratia

Valued Perquisites: Company owned housing + Telephone reimbursement + Lunch facility

MANAGEMENT TRAINEES

SALARY SURVEY 2003

DESIGNATION	CASH COMPONENTS (A)	CONTINGENCIES (B)	VARIABLE PAY (C)	VALUED PERQUISITES (D)	TOTAL OF (A+B+C+D) PER MONTH	TOTAL OF (A+B+C+D) PER ANNUM
STEEL						
Company 4	11300	1493	0	4250	19593	235116
Company 5	14000	1700	3560	6000	25260	303120
TELECOM						
Company 1	20082	5211	4589	7870	37752	453024
Company 2	18500	0	0	9250	27750	333000
Company 3	16826	3635	2200	8300	30961	371532
Company 4	22500	0	0	0	22500	270000
Company 5	18700	0	0	0	18700	224400
Company 6	18400	6704	5333	5540	35977	431724
TWO-WHEELER						
Company 1	18500	1490	500	3118	23608	283296
Company 2	22500	3500	0	5800	31800	381600
Company 3	11500	2270	1000	3300	18070	216840
Company 4	18500	0	0	0	18500	222000
Company 5	19540	0	500	4580	24620	295440
Company 6	8500	1650	2500	4500	17150	205800

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METHODOLOGY

TO CAPTURE COMPENSATION TRENDS IN CORPORATE INDIA, *BUSINESS TODAY* COLLABORATES WITH THE DELHI-BASED RESEARCH CONSULTANCY, Omam Consultants, to publish data on salaries across a range of industries (usually 17) and companies. The management levels that the surveys cover include all the recognised categories, including CEOs, Senior Management, Middle Management, Junior Management and Management Trainees. This is the fifth and final of BT's annual salary sweeps for 2003. The first, a CEO salary survey, was carried in the edition of *Business Today* dated February 16, 2003. Thereafter, BT has published compensation surveys of senior management, middle management, and junior management. For the current survey, Omam compiled management trainee salaries across 100 companies in 17 sectors. Since salary data is confidential, the names of the companies have not been revealed. However, the sectors have been mentioned in the survey, and these are: Banking, Chemicals, Construction & Projects, Consumer Durables, Engineering, FMCG, Four-Wheeler, Hospitality, Consulting, IT, IT-enabled, Media, Petrochem, Pharma, Steel, Telecom, and Two-Wheeler. The survey looks at compensation data from a number of angles, including inter- and intra-industry averages. That apart, the survey has data on projected salary hikes in 2004 for all the 17 sectors. 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.