

JUNIOR MANAGEMENT SALARY SURVEY 2006

DESIGNATION	COMPONENT (A) BASIC SALARY	COMPONENT (B) BENEFITS & REIMBURSEMENT	COMPONENT (C) PERFORMANCE PAY	COMPONENT (D) RETIRALS	COMPONENT (E) VALUED PERQUISITES	CTC AVG ANNUAL
AUTOMOTIVE						
Company1 JM I	18,894	27,143	5,145	3,276	794	6,63,024
JM II	14,349	20,544	3,926	2,512	794	5,05,500
Company2 JM I	17,350	24,532	5,417	4,684	3,033	6,60,192
JM II	11,580	17,427	3,931	3,127	2,530	4,63,140
Company3 JM I	33,325	19,995	4,999	10,601	3,583	8,70,030
JM II	18,350	11,010	2,753	5,838	3,265	4,94,592
Company4 JM I	22,425	19,741	12,334	6,012	2,334	7,54,152
JM II	16,060	14,648	8,833	4,305	2,080	5,51,112
Company5 JM I	25,640	36,811	11,828	8,157	1,931	10,12,392
JM II	22,090	18,168	5,523	7,028	2,335	6,61,728
Company6 JM I	31,240	21,426	5,500	10,123	2,445	8,48,808
JM II	23,260	16,174	2,583	7,542	2,080	6,19,668
Company7 JM I	28,565	35,304	9,246	9,086	4,288	10,37,868
JM II	16,350	18,622	5,396	5,201	4,078	5,95,764
Company8 JM I	17,840	31,347	4,542	5,675	2,849	7,47,036
JM II	10,930	21,056	3,917	3,478	2,849	5,06,760
Company9 JM I	22,325	28,680	500	5,539	2,799	7,18,116
JM II	14,750	18,625	500	3,659	2,374	4,78,896
ENGINEERING						
Company1 JM I	9,050	15,417	2,563	2,879	1,000	3,70,908
JM II	6,104	10,417	1,813	1,942	850	2,53,512
Company2 JM I	20,200	19,697	6,426	4,040	0	6,04,356
JM II	13,160	14,681	4,186	2,632	0	4,15,908
Company3 JM I	15,120	19,001	0	4,810	1,875	4,89,660
JM II	8,960	10,046	0	2,850	1,250	2,77,266
Company4 JM I	8,201	21,900	0	2,608	1,250	4,07,508
JM II	6,786	20,468	0	2,158	1,150	3,66,744
Company5 JM I	12,030	15,396	5,417	3,827	800	4,49,634
JM II	7,490	11,647	4,167	2,383	0	3,08,244
Company6 JM I	11,857	12,284	1,994	3,952	1,200	3,75,444
JM II	9,134	9,661	1,688	3,040	850	2,92,476
Company7 JM I	13,278	8,698	7,642	2,471	0	3,85,068
JM II	7,660	7,061	4,743	1,527	0	2,51,892
Company8 JM I	12,722	11,074	6,036	3,156	759	4,04,964
JM II	8,111	5,794	6,298	2,012	305	2,70,240
Company9 JM I	10,844	13,232	1,823	0	1,162	3,24,732
JM II	7,580	8,750	1,850	0	625	2,25,660
REAL ESTATE						
Company1 JM I	17,640	17,770	3,400	2,965	1,600	5,20,500
JM II	13,200	13,466	2,500	2,219	1,600	3,95,820
Company2 JM I	16,250	32,500	1,459	2,732	1,000	6,47,292
JM II	13,000	11,500	833	2,185	500	3,36,216
Company3 JM I	13,475	21,788	7,292	4,287	2,025	5,86,404
JM II	7,633	14,528	6,250	2,428	1,000	3,82,068
Company4 JM I	16,511	18,935	3,302	2,775	0	4,98,276
JM II	10,643	11,861	2,129	1,789	0	3,17,064
Company5 JM I	19,250	14,575	8,085	3,236	0	5,41,752
JM II	10,500	8,883	4,410	1,765	0	3,06,696
Company6 JM I	13,125	23,113	0	2,207	0	4,61,340
JM II	8,190	10,327	0	1,377	0	2,38,728
Company7 JM I	12,658	13,548	1,042	2,127	0	3,52,500
JM II	7,425	8,438	625	1,248	0	2,12,832
Company8 JM I	16,135	21,085	0	2,713	7,844	5,73,324
JM II	11,760	12,168	0	1,977	500	3,16,860

All figures are averages in Rs

Junior Management I represents Head of a relatively smaller section. Typical designations: Manager/Dy Manager

Junior Management II represents frontline executive at the operating level. Typical designations: Assistant Manager/Senior Executive/Executive

Component A: Basic Salary. **Component B:** Allowances & Reimbursements covering Special Allowance, HRA, Educational Allowance, Utility Allowance, LTA, Medical, Conveyance Allowance etc.

Component C: Variable Salary; **Component D:** Retirals i.e., Provident Fund, Superannuation & Gratuity

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RETAIL						
Company1 JM I	22,500	19,675	5,105	3,782	0	6,12,744
JM II	13,960	12,985	3,120	2,346	0	3,88,932
Company2 JM I	17,325	13,113	4,991	2,912	0	4,60,092
JM II	9,450	8,058	2,722	1,589	0	2,61,828
Company3 JM I	16,873	20,699	5,166	2,837	600	5,54,100
JM II	8,096	11,049	2,615	1,361	600	2,84,652
Company4 JM I	8,825	22,324	4,962	1,484	7,000	5,35,140
JM II	5,127	12,311	2,439	862	600	2,56,068
Company5 JM I	13,169	19,300	4,344	2,214	600	4,75,524
JM II	8,030	11,534	2,648	1,350	600	2,89,944
CORE						
Company1 JM I	13,000	10,416	910	4,142	880	3,52,176
JM II	10,000	7,866	700	3,186	880	2,71,584
Company2 JM I	13,985	17,358	4,474	4,449	2,750	5,16,192
JM II	10,485	13,010	3,352	3,335	2,750	3,95,184
Company3 JM I	46,458	17,183	3,870	14,778	6,800	10,69,068
JM II	21,267	11,600	1,772	6,765	3,633	5,40,444
Company4 JM I	15,000	19,979	5,000	2,522	0	5,10,012
JM II	9,917	14,666	2,917	1,667	0	3,50,004
Company5 JM I	12,318	12,852	4,311	2,069	1,750	3,99,600
JM II	9,508	5,336	3,328	1,597	1,750	2,58,228
Company6 JM I	23,606	15,226	4,722	5,349	750	5,95,836
JM II	14,384	8,800	2,877	2,418	0	3,41,748
Company7 JM I	16,703	9,680	13,862	6,688	5,011	6,23,328
JM II	13,504	6,330	11,303	5,250	4,051	4,85,256
PHARMACEUTICALS						
Company1 JM I	16,330	7,610	16,774	5,195	9,833	6,68,904
JM II	9,833	6,869	9,193	3,128	0	3,48,276
Company2 JM I	34,500	59,833	8,000	10,971	2,500	13,89,648
JM II	20,000	33,750	4,167	6,360	1,250	7,86,324
Company3 JM I	21,150	15,750	1,125	3,555	0	4,98,964
JM II	13,430	8,540	1,125	2,258	0	3,04,231
Company4 JM I	28,615	17,265	5,723	7,037	542	7,10,184
JM II	14,573	7,048	2,915	3,179	0	3,32,580
Company5 JM I	22,596	18,491	833	7,188	83	5,90,292
JM II	10,969	9,710	833	3,489	0	3,00,012
Company6 JM I	13,144	25,139	10,417	4,181	1,000	6,46,572
JM II	9,486	16,993	5,833	3,017	750	4,32,948
Company7 JM I	23,206	21,673	4,450	5,825	0	6,61,848
JM II	12,766	12,835	2,445	2,146	0	3,62,304
Company8 JM I	14,030	19,115	9,917	4,962	1,200	5,90,688
JM II	5,808	14,328	5,861	2,287	0	3,39,408
BANK						
Company1 JM I	19,888	10,832	2720	6,326	9,493	5,91,108
JM II	16,690	10,190	2080	5,309	7,573	5,02,104
Company2 JM I	9,709	36,931	13333	1,632	6,800	8,20,860
JM II	3,779	18,354	8000	635	5,466	4,34,808
Company3 JM I	17,500	9,500	1950	4,091	7,450	4,85,892
JM II	8,950	4,025	815	2,847	7,550	2,90,244
Company4 JM I	22,654	8,342	2133	7,206	13,078	6,40,956
JM II	20,190	6,742	1333	6,422	11,600	5,55,444
Company5 JM I	16,854	12,746	1600	5,362	15,333	6,22,740
JM II	13,475	7,325	1333	4,286	12,133	4,62,624

All figures are averages in Rs

Junior Management I represents Head of a relatively smaller section. Typical designations: Manager/Dy Manager

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FMCG						
Company1 JM I	24,955	33,365	5,000	7,938	2,500	8,85,096
JM II	19,378	19,898	3,333	6,164	1,250	6,00,276
Company2 JM I	40,595	17,871	6,089	6,824	1,583	8,75,544
JM II	27,945	12,645	0	4,697	0	5,43,444
Company3 JM I	30,130	7,386	3,616	8,982	26,933	9,24,564
JM II	22,080	6,053	2,650	6,582	18,750	6,73,380
Company4 JM I	16,750	29,001	11,667	5,329	750	7,61,964
JM II	12,740	19,960	4,167	4,053	750	5,00,040
Company5 JM I	22,125	24,046	4,617	6,596	0	6,88,608
JM II	15,750	18,308	3,406	4,696	0	5,05,920
Company6 JM I	38,042	22,733	6,771	12,101	1,667	9,75,768
JM II	19,931	12,658	5,347	6,340	417	5,36,316
TELECOM						
Company1 JM I	31,625	27,260	8,250	10,060	0	9,26,340
JM II	20,844	14,171	5,438	3,504	0	5,27,484
Company2 JM I	11,845	24,338	8,090	1,991	0	5,55,168
JM II	8,648	17,330	4,756	1,454	0	3,86,256
Company3 JM I	15,094	32,808	12,578	4,046	0	7,74,312
JM II	6,409	13,931	5,341	1,719	0	3,28,800
Company4 JM I	17,000	20,114	14,113	4,558	4,995	7,29,360
JM II	10,256	12,167	8,480	2,749	4,495	4,57,764
Company5 JM I	30,590	46,550	8,512	5,142	0	10,89,528
JM II	15,718	23,980	4,385	2,649	0	5,60,784
CONSUMER DURABLES						
Company1 JM I	16,450	28,699	5,562	4,442	0	6,61,836
JM II	14,000	11,267	4,733	1,750	0	3,81,000
Company2 JM I	25,760	21,539	5,152	8,194	2,350	7,55,940
JM II	17,159	17,973	3,432	5,458	1,450	5,45,664
Company3 JM I	10,168	41,262	7,626	3,234	2,500	7,77,480
JM II	6,329	16,534	4,747	2,012	2,350	3,83,664
Company4 JM I	13,752	20,114	2,893	4,375	1,442	5,10,912
JM II	6,676	11,559	2,219	2,124	192	2,73,240
Company5 JM I	22,845	25,976	1,904	7,268	1,736	7,16,748
JM II	13,685	13,839	1,141	2,300	1,475	3,89,280
Company6 JM I	41,335	26,455	7,516	6,948	1,229	10,01,796
JM II	20,208	12,933	3,674	3,397	1,017	4,94,748
Company7 JM I	11,680	12,550	3,504	3,482	10,660	5,02,512
JM II	8,620	10,685	2,586	2,571	660	3,01,464
Company8 JM I	24,670	24,670	3,084	4,147	1,072	6,91,716
JM II	15,985	15,985	1,998	2,688	985	4,51,692
Company9 JM I	9,000	27,321	5,057	1,513	1,950	5,38,092
JM II	4,725	14,807	2,233	794	1,550	2,89,308
Company10 JM I	12,000	26,500	7,500	3,817	2,000	6,21,804
JM II	10,000	18,000	3,500	3,181	1,000	4,28,172
CHEMICAL/PETROCHEMICALS/ FERTILISERS						
Company1 JM I	22,400	16,184	3,732	7,192	8,270	6,93,336
JM II	12,320	9,879	2,052	3,956	4,646	3,94,236
Company2 JM I	20,720	19,291	4,167	6,591	650	6,17,028
JM II	15,400	14,205	2,083	4,899	150	4,40,844

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CHEMICALS/PETROCHEMICALS/ FERTILISERS						
Company3 JM I	20,793	20,968	2,079	6,614	1,000	6,17,448
JM II	11,474	11,960	1,147	3,650	1,000	3,50,772
Company4 JM I	26,712	29,227	11,300	4,491	2,100	8,85,960
JM II	18,668	19,985	7,650	3,138	1,600	6,12,492
Company5 JM I	16,800	11,980	6,720	2,824	3,550	5,02,488
JM II	9,323	6,966	3,729	1,567	550	2,65,620
Company6 JM I	27,182	17,524	5,378	4,569	2,850	6,90,036
JM II	17,405	10,810	2,024	2,926	2,350	4,26,180
ITES-BPO						
Company1 JM I	12,900	17,500	3,333	2,168	5,748	4,99,794
JM II	8,350	9,850	2,150	1,404	3,750	3,06,044
Company2 JM I	27,625	5,521	5,209	8,788	5,729	6,34,464
JM II	12,126	4,686	3,125	3,858	4,800	3,43,140
Company3 JM I	16,992	12,507	8,125	5,405	9,646	6,32,100
JM II	9,750	8,886	6,500	3,101	7,696	4,31,196
Company4 JM I	13,450	17,500	3,333	2,261	5,748	5,07,503
JM II	9,530	10,400	2,500	1,602	3,750	3,33,384
Company5 JM I	8,854	6,746	3,650	2,816	5,333	3,28,788
JM II	6,475	5,325	3,300	2,060	4,133	2,55,516
TEXTILE						
Company1 JM I	18,239	12,629	983	2,189	1,478	4,26,216
JM II	10,464	8,130	983	1,256	1,064	2,62,764
Company2 JM I	19,386	4,767	0	4,516	4,400	3,96,828
JM II	12,038	3,283	0	2,247	950	2,22,216
Company3 JM I	17,898	7,995	917	2,148	957	3,58,980
JM II	11,845	5,079	917	1,421	540	2,37,624
Company4 JM I	16,792	9,609	1,399	2,015	1,275	3,73,080
JM II	11,959	7,459	997	1,436	1,067	2,75,016
Company5 JM I	15,789	5,004	0	3,474	967	3,02,808
JM II	11,554	3,986	0	2,541	417	2,21,976
IT						
Company1 JM I	30,368	13,324	6,074	8,597	1,250	7,15,356
JM II	18,811	9,762	3,762	5,325	1,250	4,66,920
Company2 JM I	25,643	27,178	5,884	4,311	1,295	7,71,732
JM II	13,650	15,991	2,730	2,295	1,295	4,31,532
Company3 JM I	31,850	24,712	10,500	9,495	1,170	9,32,724
JM II	17,030	15,568	6,500	5,077	1,170	5,44,140
Company4 JM I	23,335	36,196	3,750	4,744	1,270	8,31,540
JM II	13,390	19,400	2,000	2,722	1,270	4,65,384
Company5 JM I	12,643	25,874	14,842	4,022	1,390	7,05,252
JM II	6,695	16,164	8,598	2,129	1,390	4,19,712
Company6 JM I	26,390	33,211	5,278	4,436	1,950	8,55,180
JM II	15,067	19,460	3,014	2,533	1,950	5,04,288
Company7 JM I	32,890	25,703	7,400	5,529	1,920	8,81,304
JM II	20,963	15,156	0	3,524	1,270	4,90,956
Company8 JM I	20,232	27,098	3,833	5,424	1,100	6,92,244
JM II	12,721	18,668	2,694	3,411	1,100	4,63,128
Company9 JM I	14,457	36,964	0	2,430	967	6,57,816
JM II	9,330	16,981	0	1,569	717	3,43,164

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