PERSOLKELLY

India

SALARY GUIDE

2023

Contract Hiring – IT

PERSOLKELLY

PERSOLKELLY is a joint venture established in 2016 between PERSOL HOLDINGS (previously Temp Holdings) and Kelly Services to cater to the rising workforce employment needs of the emerging Asia Pacific market. We are one of the largest workforce solutions providers in the region, spanning over 45 offices across 13 markets including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

In Australia and New Zealand, the PERSOLKELLY brand is owned and operated by Programmed after they acquired Kelly Services in April 2020.

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Visit **www.persolkelly.co.in**

Work, and Smile

Working life is a journey of growth and creation.

We all have big dreams, and there are many different paths to success.

Thus, we need to make our own choices
from a range of diversified work opportunities.

Our vision is to enrich society so that all work leads to lives of happiness.

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Methodology: Salary figures included in the 2023 India Salary Guide (Contract Hiring – IT) are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY India network, as well as job placement data recorded on the PERSOLKELLY India database.

6 Trends Businesses Need to Know About

The IMF predicts that 1/3 of the world will soon enter a recession. Michale Burry, one of the predictors of the 2008 financial crisis, also has warnings to offer. Even billionaire investor Charlie Munger said, "What we're getting is abject excess and danger to the country." And yet, India's economy remains idiosyncratic. Despite lowered growth forecasts, India's GDP will grow at 7.4% in 2022-23.

India's Contract Hiring Landscape

A major reason for this continued resilience is the world's dependence on India's contract workforce. Whether it is offshoring processes or recruiting gig workers, global companies continue to rely on Indian talent. A PERSOLKELY report found that India is among the top three most popular offshore locations because it has a large talent pool, a large English-speaking population, and a strong focus on technological modernisation. In this context, we will discuss six trends that will be most important in 2023.

Before we delve deeper into them, we should first understand what temporary work is and why it is growing so rapidly.

What is Contract Hiring and Why is it Relevant?

Contract hiring is the hiring of talent for a short and predetermined period of time. There are several reasons for employers to do this. Some of them are:

- Testing applicants before making them an offer for a full-time position
- Saving costs in the long run
- Managing seasonal peaks in workloads
- Acceleration of value creation
- Increasing flexibility through temporary employees

India is among the top three most popular offshore locations because it has a large talent pool, a large English-speaking population, and a strong focus on technological modernisation.

Since COVID-19 changed work models around the world, contract labour has been gaining momentum. Coupled with the uncertain economic climate facing the world, it is becoming one of the most important tools for companies to stay afloat.

Trends Shaping Contract Hiring in India

1 The Rising Gig Economy

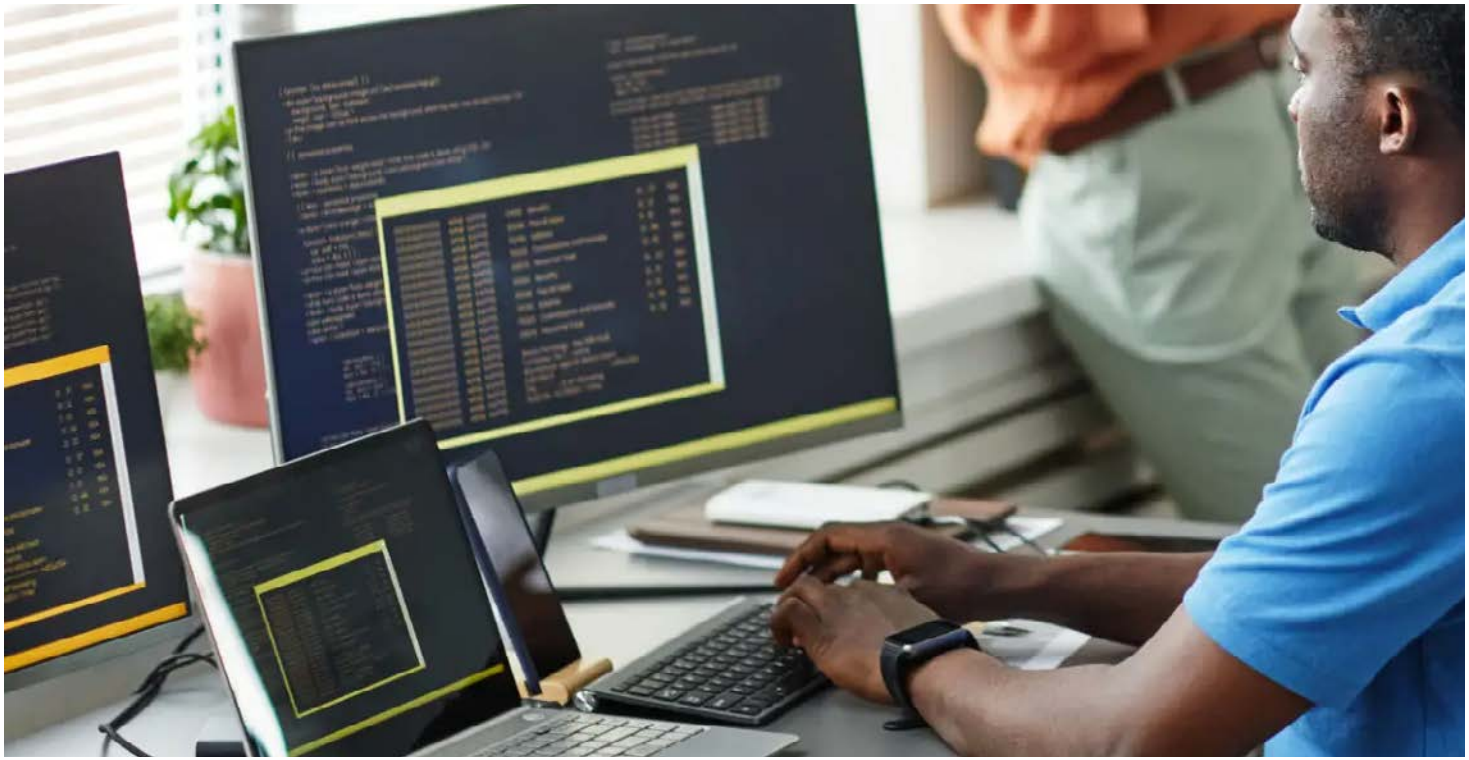
Recent data published by the Niti Aayog outlines the meteoric rise of India's gig economy. It predicts that the nation will have more than 23 million gig workers by 2029-30.

Events in recent years provide compelling support for this prediction.

First, COVID-19 has highlighted the fragility of traditional employment. It became clear that the notion of a stable income can be completely divorced from a steady job.

In addition, movements such as the Great Resignation and "Quiet Quitting" have left a lasting impression. Work-life balance remains an important consideration for India's robust and skilled talent pool. Project-based work that meets the needs of today's workforce is also on the rise.

India's Contract Hiring Landscape



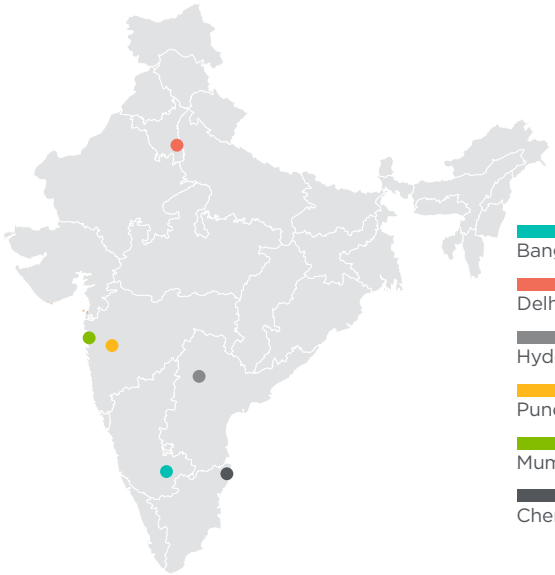
2 Increasing Offshoring

In a report titled 'Why This is India's Decade', Morgan Stanley expressed high hopes for the country's future. The brokerage house predicted that India would become the world's third-largest economy by the end of the decade.

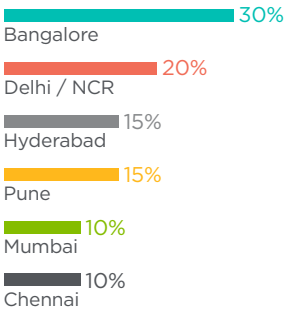
Offshoring will be a critical part of that success story. With an influx of offshoring opportunities, the income of the average Indian will rise and contribute to GDP growth. Regulations support this new shift. The government's Make in India initiative has helped improve India's ease-of-doing business ranking. The change has been worth 79 positions from 142 in 2014 to 63 in 2020.

As this trend continues, growth-oriented companies will increasingly look to Indian talent. Recruiters from North America, Europe, and other parts of the world will hire more Indian contract workers than ever before.

India is a leading offshoring destination, with several cities known for their skilled IT workforce. The current talent distribution across various locations provides valuable insights into the concentration and availability of skilled IT professionals. Among the most popular cities for IT contract hiring in India are Delhi/NCR, Bengaluru, Chennai, Mumbai, Pune, and Hyderabad.



Location wise percentage



3 Borderless Hiring

The post-COVID-19 business world is the sudden and unexpected antithesis of traditional work models. There are companies that have no qualms about announcing a permanent shift to location-independent working. Dozens, if not hundreds, of forward-thinking companies have followed suit.

In the midst of this cultural shift, leaders are warming up to the idea of building truly global teams. Thinking outside the box when hiring talent also helps promote diversity in the workplace, which is another current concern. Meanwhile, technology to support working

from home has matured. From advanced HRMS to competency-based testing platforms, much has evolved to help employers hire across borders.

So, it's only logical that contingent workers have greater access to global opportunities.

4 Employee Experience Matters

Gen-Zeers are more attuned to working in an environment that gives them meaning. They value work-life balance, gender parity in pay, and other characteristics of a good employee experience. Even 80% of employees in India were vocal about not wanting to go back to the office just to appease employers.

This ideological concept can also be applied to temporary workers. When looking for work, temporary workers place just as much emphasis on employee experience. The existence of an employee brand is therefore also crucial for hiring high-quality temporary workers.

5 Specialised Skills in High Demand

One of the main drivers of IT contract hiring in India is the need for specialised skills and expertise. With the rapid pace of technological change, many companies are looking to bring in experts who can help them stay ahead of the curve. Contract hiring allows organisations to bring in this expertise on a project or task-specific basis, rather than hiring full-time employees.

The AI (Artificial Intelligence) uprising in tech no longer remains in the background. ChatGPT, a tool with widespread public usage, is set to receive a $10 billion investment from Microsoft. Allied tech like Midjourney and Dall-E show further signs of an upcoming disruption.

Alongside advances in AI, areas like the Metaverse, Web3, and Industry 4.0 are set to enter the mainstream. Even 5G rollout has commenced in major cities in India and will transform access to fast internet.

With the climate conducive for increasing tech adoption, the need for specialised skills is blooming. Upwork's In-Demand Skills 2023 report detailed how full-stack developers will be most in demand, followed by frontend and backend developers. Tech contact workers specialised in machine learning, low-code no-code, blockchain, AR & VR, and cybersecurity will also have work offers lining up.

Gen-Zeers are more attuned to working in an environment that gives them meaning. They value work-life balance, gender parity in pay, and other characteristics of a good employee experience.

India's Contract Hiring Landscape

Among the most sought-after skill sets in contract hiring are those related to data science, DevOps, Full Stack development, Back End development, Front End development, Robotic Process Automation (RPA), and SAP. These skill sets are in high demand due to their criticality in driving digital transformation and innovation across various industries.

Companies seek to hire professionals with these skills on a contractual basis to enable them to complete projects within the specified timelines and budgets, while maintaining high levels of quality and efficiency. In this context, individuals possessing these skill sets have significant opportunities to develop their expertise, while companies can leverage the talent pool to drive business growth and success.

Key Takeaways

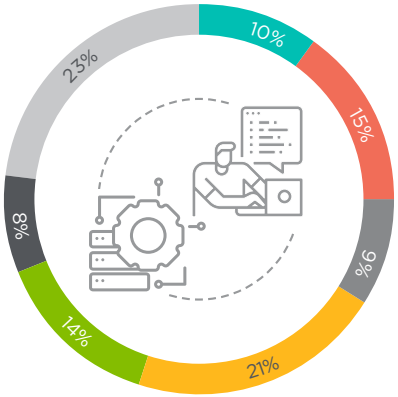
Recruitment protocols have changed seismically since the pandemic. Some things have changed for the better, while new challenges have emerged.

Flexible work has taken hold. Workers have a greater say in how they are treated. Conversations about diversity and inclusion have become more commonplace.

At the same time, a global economic downturn is inevitable. Mass layoffs are commonplace. The gender wage gap remains a reality. And at the end of the day, the future of many companies is uncertain.

In a dynamic world of workforce, the growth of temporary work is a decisive factor. At PERSOLKELLY, we recognise that the future of work is dynamic and that attracting and recruiting talent is no longer dependent on location. We offer borderless customised solutions, leveraging our capabilities as Regional Specialist in end-to-end HR (Human Resources).

With a proven track record in temporary and contract staffing, we connect our clients with the best talent and deploy technological solutions to efficiently manage these contractors.



IT Contract Talent

- Data Scientist
- DevOps
- Full Stack
- Back End
- Front End
- RPA
- SAP

6 Temporary Hiring in Leadership Roles

Interim positions are not limited to low-stakes functions. In 2023, filling interim leadership positions is no longer a one-off. More and more companies are considering hiring interim Chief Executive Officers (CEOs) and Chief Experience Officers (CXOs).

For startups with scarce resources looking for quality insights, this is a great prospect. They can find someone to steer the ship for a while before they become a fixed cost.

Larger companies have also taken advantage of this opportunity for interim leadership positions. They can rely on temporary leaders to fill efficiency gaps before hiring a full-time C-level executive.

Thammaiah BN
Managing Director, PERSOLKELLY India

Contract Hiring – IT

Contract Hiring IT

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL				
.NET Technologies	1-5	BE / BTECH / MCA	4.5 Lacs	11 Lacs
VC++, MFC	1-5	BE / BTECH / MCA	4.5 Lacs	13 Lacs
Core Java	1-5	BE / BTECH / MCA	4 Lacs	13 Lacs
Java / J2ee	1-5	BE / BTECH / MCA	4.5 Lacs	14 Lacs
UI Flex	1-5	BE / BTECH / MCA	4.5 Lacs	16 Lacs
UI (Angular JS, Backbone, HTML)	1-5	BE / BTECH / MCA	4.5 Lacs	13 Lacs
IOS, Blackberry, Android	1-5	BE / BTECH / MCA	4.5 Lacs	16 Lacs
ETL	1-5	BE / BTECH / MCA	5 Lacs	17 Lacs
Bigdata	1-5	BE / BTECH / MCA	6.5 Lacs	19 Lacs
Manual Testing	1-5	BE / BTECH / MCA	4 Lacs	11 Lacs
Automation Testing	1-5	BE / BTECH / MCA	4 Lacs	16 Lacs
QA-Mobile	1-5	BE / BTECH / MCA	4.5 Lacs	16 Lacs
Windows / VMware / Linux / Citrix	1-5	BE / BTECH / MCA	4.5 Lacs	15 Lacs
Backup / Storage	1-5	BE / BTECH / MCA	5 Lacs	12 Lacs
Monitoring Technology	1-5	BE / BTECH / MCA	5.5 Lacs	16 Lacs
Network Security	1-5	BE / BTECH / MCA	4.5 Lacs	15 Lacs
Oracle / SQL	1-5	BE / BTECH / MCA	5.5 Lacs	13 Lacs
SQL Server Developer	1-5	BE / BTECH / MCA	4.5 Lacs	15 Lacs

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL				
DBA	1-5	BE / BTECH / MCA	4.7 Lacs	15 Lacs
RPA	1-5	BE / BTECH / MCA	4.5 Lacs	16 Lacs
Cloud Technologies	1-5	BE / BTECH / MCA	5.5 Lacs	16 Lacs
SAP Technologies	1-5	BE / BTECH / MCA	5 Lacs	18 Lacs
DO-178B, V&V, LDRA, RTRT	1-5	BE / BTECH / MCA	5.5 Lacs	19 Lacs
RTOS, Embedded Software	1-5	BE / BTECH / MCA	5 Lacs	16 Lacs
Information Security	1-5	BE / BTECH / MCA	4.5 Lacs	19 Lacs
Magento	1-5	BE / BTECH / MCA	4.5 Lacs	14 Lacs
Drupal	1-5	BE / BTECH / MCA	4.5 Lacs	14 Lacs
Hybris	1-5	BE / BTECH / MCA	5.5 Lacs	16 Lacs
Pega	1-5	BE / BTECH / MCA	5.5 Lacs	16 Lacs
Service Now	1-5	BE / BTECH / MCA	3.5 Lacs	19 Lacs
PostgreSQL	1-5	BE / BTECH / MCA	5 Lacs	17 Lacs
Sybase	1-5	BE / BTECH / MCA	5 Lacs	14 Lacs
PowerBuilder	1-5	BE / BTECH / MCA	4.5 Lacs	12.5 Lacs
Vb6	1-5	BE / BTECH / MCA	4 Lacs	11 Lacs
Peoplesoft	1-5	BE / BTECH / MCA	4.5 Lacs	15 Lacs
Oracle Apps	1-5	BE / BTECH / MCA	4 Lacs	13 Lacs

Contract Hiring IT

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL				
C, C++	1-5	BE / BTECH / MCA	5.5 Lacs	18 Lacs
Build & Config	1-5	BE / BTECH / MCA	4.8 Lacs	13 Lacs
Business Analyst	1-5	BE / BTECH / MCA	4.5 Lacs	13 Lacs
VBA, Macro	1-5	BE / BTECH / MCA	4.5 Lacs	10 Lacs
Power BI	1-5	BE / BTECH / MCA	4.5 Lacs	12 Lacs
SpringBoot	1-5	BE / BTECH / MCA	4.3 Lacs	14 Lacs
Cobol, As400	1-5	BE / BTECH / MCA	4 Lacs	13 Lacs
System Admin	1-5	BE / BTECH / MCA	4 Lacs	13 Lacs
Desktop Support	1-5	BE / BTECH / MCA	3.5 Lacs	13 Lacs
Solaris	1-5	BE / BTECH / MCA	4 Lacs	13 Lacs
Revit Api	1-5	BE / BTECH / MCA	4.5 Lacs	12 Lacs
CAD, Pro E	1-5	BE / BTECH / MCA	5 Lacs	11.5 Lacs
DevOps	1-5	BE / BTECH / MCA	4.7 Lacs	19 Lacs
Scrum Master	1-5	BE / BTECH / MCA	4.5 Lacs	17 Lacs
Oracle Forms	1-5	BE / BTECH / MCA	4 Lacs	16 Lacs
Informatica	1-5	BE / BTECH / MCA	3.5 Lacs	13 Lacs
Data Stage	1-5	BE / BTECH / MCA	4 Lacs	17 Lacs
QlikView	1-5	BE / BTECH / MCA	4.5 Lacs	17 Lacs

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL				
Hyperion	1-5	BE / BTECH / MCA	4 Lacs	16 Lacs
MuleSoft	1-5	BE / BTECH / MCA	4.5 Lacs	18 Lacs
Exchange Admin	1-5	BE / BTECH / MCA	4 Lacs	17 Lacs
IIS Admin	1-5	BE / BTECH / MCA	4 Lacs	15 Lacs
SCCM	1-5	BE / BTECH / MCA	3.9 Lacs	13 Lacs
WAS	1-5	BE / BTECH / MCA	4.5 Lacs	16 Lacs
WebSphere	1-5	BE / BTECH / MCA	4 Lacs	13 Lacs
Kernel Programming	1-5	BE / BTECH / MCA	5.5 Lacs	16 Lacs
Firmware	1-5	BE / BTECH / MCA	4.5 Lacs	11 Lacs
Python	1-5	BE / BTECH / MCA	4 Lacs	19 Lacs
SAS	1-5	BE / BTECH / MCA	4.5 Lacs	13 Lacs
Business Objects	1-5	BE / BTECH / MCA	5 Lacs	17 Lacs
Hadoop	1-5	BE / BTECH / MCA	4.5 Lacs	18 Lacs
VMware	1-5	BE / BTECH / MCA	5.5 Lacs	16 Lacs
VoIP	1-5	BE / BTECH / MCA	4.8 Lacs	17 Lacs
Java / .NET Fullstack Developer	1-5	BE / BTECH / MCA	4.5 Lacs	19 Lacs
Control M	1-5	BE / BTECH / MCA	4.5 Lacs	17 Lacs
Technical Support	1-5	BE / BTECH / MCA	3.5 Lacs	13 Lacs

Contract Hiring IT

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
JUNIOR LEVEL				
Oracle Fusion	1-5	BE / BTECH / MCA	5 Lacs	13 Lacs
Splunk	1-5	BE / BTECH / MCA	5.5 Lacs	18 Lacs
Tableau	1-5	BE / BTECH / MCA	4.5 Lacs	18 Lacs
SFDC	1-5	BE / BTECH / MCA	4.5 Lacs	19 Lacs
FGPA	1-5	BE / BTECH / MCA	4 Lacs	18 Lacs
ASIC Physical Design	1-5	BE / BTECH / MCA	4.5 Lacs	17 Lacs
Demandware	1-5	BE / BTECH / MCA	5.5 Lacs	20 Lacs
ITIL	1-5	BE / BTECH / MCA	5 Lacs	16 Lacs
PLM	1-5	BE / BTECH / MCA	4 Lacs	11.5 Lacs
Oracle SCM	1-5	BE / BTECH / MCA	5 Lacs	13 Lacs
Oracle Financials	1-5	BE / BTECH / MCA	4.5 Lacs	14 Lacs
Bhoomi	1-5	BE / BTECH / MCA	5.5 Lacs	18 Lacs
BMC Remedy	1-5	BE / BTECH / MCA	5 Lacs	12 Lacs
ITSM, SRM	1-5	BE / BTECH / MCA	4.5 Lacs	14.5 Lacs

Contract Hiring IT

▶ Salary Range (per annum)

MIDDLE LEVEL	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
.NET Technologies	6-11	BE / BTECH / MCA	13.5 Lacs	29 Lacs
VC++,MFC	6-11	BE / BTECH / MCA	11.5 Lacs	31 Lacs
Core Java	6-11	BE / BTECH / MCA	12.5 Lacs	28 Lacs
Java/J2ee	6-11	BE / BTECH / MCA	13.5 Lacs	31 Lacs
UI Flex	6-11	BE / BTECH / MCA	10.5 Lacs	26 Lacs
UI(Angular JS, Backbone, HTML)	6-11	BE / BTECH / MCA	15.5 Lacs	33 Lacs
IOS, Blackberry, Android	6-11	BE / BTECH / MCA	13.5 Lacs	30 Lacs
ETL	6-11	BE / BTECH / MCA	14.5 Lacs	32 Lacs
Bigdata	6-11	BE / BTECH / MCA	14.5 Lacs	34 Lacs
Manual Testing	6-11	BE / BTECH / MCA	8.5 Lacs	19 Lacs
Automation Testing	6-11	BE / BTECH / MCA	10.5 Lacs	22 Lacs
QA-Mobile	6-11	BE / BTECH / MCA	11.5 Lacs	22 Lacs
Windows / Vmware / Linux / Citrix	6-11	BE / BTECH / MCA	11.5 Lacs	23 Lacs
Backup / Storage	6-11	BE / BTECH / MCA	10.5 Lacs	26 Lacs
Monitoring Technology	6-11	BE / BTECH / MCA	11.5 Lacs	26 Lacs
Network Security	6-11	BE / BTECH / MCA	10.5 Lacs	28 Lacs
Oracle / SQL	6-11	BE / BTECH / MCA	10.5 Lacs	30 Lacs
SQL Server Developer	6-11	BE / BTECH / MCA	9.5 Lacs	26 Lacs

▶ Salary Range (per annum)

MIDDLE LEVEL	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
DBA	6-11	BE / BTECH / MCA	11.5 Lacs	26 Lacs
RPA	6-11	BE / BTECH / MCA	15.5 Lacs	36 Lacs
Cloud Technologies	6-11	BE / BTECH / MCA	15.5 Lacs	36 Lacs
SAP Technologies	6-11	BE / BTECH / MCA	11.5 Lacs	38 Lacs
DO-178B, V&V, LDRA, RTRT	6-11	BE / BTECH / MCA	13.5 Lacs	26 Lacs
RTOS, Embedded Software	6-11	BE / BTECH / MCA	14 Lacs	36 Lacs
Information Security	6-11	BE / BTECH / MCA	12.5 Lacs	32 Lacs
Magento	6-11	BE / BTECH / MCA	13.5 Lacs	26 Lacs
Drupal	6-11	BE / BTECH / MCA	14.5 Lacs	26 Lacs
Hybris	6-11	BE / BTECH / MCA	15.5 Lacs	31 Lacs
Pega	6-11	BE / BTECH / MCA	14 Lacs	29 Lacs
Service Now	6-11	BE / BTECH / MCA	11.5 Lacs	28 Lacs
PostgreSQL	6-11	BE / BTECH / MCA	12 Lacs	31 Lacs
Sybase	6-11	BE / BTECH / MCA	12.5 Lacs	30 Lacs
PowerBuilder	6-11	BE / BTECH / MCA	11 Lacs	25 Lacs
Vb6	6-11	BE / BTECH / MCA	13.5 Lacs	21 Lacs
PeopleSoft	6-11	BE / BTECH / MCA	17.5 Lacs	27 Lacs
Oracle Apps	6-11	BE / BTECH / MCA	12.5 Lacs	30 Lacs

Contract Hiring IT

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	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
MIDDLE LEVEL				
C, C++	6-11	BE / BTECH / MCA	14.5 Lacs	31 Lacs
Build & Config	6-11	BE / BTECH / MCA	13.5 Lacs	29 Lacs
Business Analyst	6-11	BE / BTECH / MCA	15 Lacs	32 Lacs
VBA, Macro	6-11	BE / BTECH / MCA	14 Lacs	28 Lacs
Power BI	6-11	BE / BTECH / MCA	18 Lacs	28 Lacs
SpringBoot	6-11	BE / BTECH / MCA	14 Lacs	35 Lacs
Cobol, As400	6-11	BE / BTECH / MCA	15 Lacs	35 Lacs
System Admin	6-11	BE / BTECH / MCA	16 Lacs	25 Lacs
Desktop Support	6-11	BE / BTECH / MCA	14 Lacs	22 Lacs
Solaris	6-11	BE / BTECH / MCA	14 Lacs	23 Lacs
Revit Api	6-11	BE / BTECH / MCA	16 Lacs	29 Lacs
CAD, Pro E	6-11	BE / BTECH / MCA	15 Lacs	32 Lacs
DevOps	6-11	BE / BTECH / MCA	18 Lacs	40 Lacs
Scrum Master	6-11	BE / BTECH / MCA	18 Lacs	35 Lacs
Oracle Forms	6-11	BE / BTECH / MCA	15 Lacs	30 Lacs
Informatica	6-11	BE / BTECH / MCA	18 Lacs	35 Lacs
Data Stage	6-11	BE / BTECH / MCA	18 Lacs	38 Lacs
QlikView	6-11	BE / BTECH / MCA	18 Lacs	35 Lacs

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
MIDDLE LEVEL				
Hyperion	6-11	BE / BTECH / MCA	16 Lacs	35 Lacs
MuleSoft	6-11	BE / BTECH / MCA	18 Lacs	32 Lacs
Exchange Admin	6-11	BE / BTECH / MCA	18 Lacs	28 Lacs
IIS Admin	6-11	BE / BTECH / MCA	16 Lacs	28 Lacs
SCCM	6-11	BE / BTECH / MCA	18 Lacs	30 Lacs
WAS	6-11	BE / BTECH / MCA	17 Lacs	30 Lacs
WebSphere	6-11	BE / BTECH / MCA	18 Lacs	32 Lacs
Kernel Programming	6-11	BE / BTECH / MCA	18 Lacs	40 Lacs
Firmware	6-11	BE / BTECH / MCA	18 Lacs	40 Lacs
Python	6-11	BE / BTECH / MCA	20 Lacs	40 Lacs
SAS	6-11	BE / BTECH / MCA	18 Lacs	30 Lacs
Business Objects	6-11	BE / BTECH / MCA	18 Lacs	30 Lacs
Hadoop	6-11	BE / BTECH / MCA	19 Lacs	42 Lacs
VMware	6-11	BE / BTECH / MCA	19 Lacs	35 Lacs
VoIP	6-11	BE / BTECH / MCA	18 Lacs	35 Lacs
Java / .NET Fullstack Developer	6-11	BE / BTECH / MCA	19 Lacs	42 Lacs
Control M	6-11	BE / BTECH / MCA	19 Lacs	38 Lacs
Technical Support	6-11	BE / BTECH / MCA	18 Lacs	35 Lacs

Contract Hiring IT

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
MIDDLE LEVEL				
Oracle Fusion	6-11	BE / BTECH / MCA	18 Lacs	40 Lacs
Splunk	6-11	BE / BTECH / MCA	19 Lacs	38 Lacs
Tableau	6-11	BE / BTECH / MCA	19 Lacs	35 Lacs
SFDC	6-11	BE / BTECH / MCA	19 Lacs	39 Lacs
FGPA	6-11	BE / BTECH / MCA	19 Lacs	42 Lacs
ASIC Physical Design	6-11	BE / BTECH / MCA	20 Lacs	45 Lacs
Demandware	6-11	BE / BTECH / MCA	20 Lacs	45 Lacs
ITIL	6-11	BE / BTECH / MCA	18 Lacs	28 Lacs
PLM	6-11	BE / BTECH / MCA	16 Lacs	32 Lacs
Oracle SCM	6-11	BE / BTECH / MCA	19 Lacs	32 Lacs
Oracle Financials	6-11	BE / BTECH / MCA	18 Lacs	35 Lacs
Bhoomi	6-11	BE / BTECH / MCA	19 Lacs	48 Lacs
BMC Remedy	6-11	BE / BTECH / MCA	18 Lacs	35 Lacs
ITSM, SRM	6-11	BE / BTECH / MCA	18 Lacs	32 Lacs

Contract Hiring IT

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
SENIOR LEVEL				
.NET Technologies	12-17	BE / BTECH / MCA	30 Lacs	48 Lacs
VC++, MFC	12-17	BE / BTECH / MCA	32 Lacs	55 Lacs
Core Java	12-17	BE / BTECH / MCA	40 Lacs	60 Lacs
Java / J2ee	12-17	BE / BTECH / MCA	35 Lacs	45 Lacs
UI Flex	12-17	BE / BTECH / MCA	28 Lacs	48 Lacs
UI(Angular JS, Backbone, HTML)	12-17	BE / BTECH / MCA	45 Lacs	58 Lacs
IOS, Blackberry, Android	12-17	BE / BTECH / MCA	38 Lacs	48 Lacs
ETL	12-17	BE / BTECH / MCA	30 Lacs	42 Lacs
Bigdata	12-17	BE / BTECH / MCA	40 Lacs	55 Lacs
Manual Testing	12-17	BE / BTECH / MCA	28 Lacs	42 Lacs
Automation Testing	12-17	BE / BTECH / MCA	30 Lacs	45 lacs
QA-Mobile	12-17	BE / BTECH / MCA	25 Lacs	48 Lacs
Windows / VMware / Linux / Citrix	12-17	BE / BTECH / MCA	28 Lacs	48 Lacs
Backup / Storage	12-17	BE / BTECH / MCA	29 Lacs	50 Lacs
Monitoring Technology	12-17	BE / BTECH / MCA	35 Lacs	55 Lacs
Network Security	12-17	BE / BTECH / MCA	30 Lacs	45 Lacs
Oracle / SQL	12-17	BE / BTECH / MCA	32 Lacs	45 Lacs
SQL Server Developer	12-17	BE / BTECH / MCA	30 Lacs	40 Lacs

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
SENIOR LEVEL				
DBA	12-17	BE / BTECH / MCA	30 Lacs	48 Lacs
RPA	12-17	BE / BTECH / MCA	35 Lacs	55 Lacs
Cloud Technologies	12-17	BE / BTECH / MCA	45 lacs	60 Lacs
SAP Technologies	12-17	BE / BTECH / MCA	45 Lacs	55 Lacs
DO-178B, V&V, LDRA, RTRT	12-17	BE / BTECH / MCA	38 Lacs	50 Lacs
RTOS, Embedded Software	12-17	BE / BTECH / MCA	42 Lacs	58 Lacs
Information Security	12-17	BE / BTECH / MCA	45 Lacs	52 Lacs
Magento	12-17	BE / BTECH / MCA	32 Lacs	45 Lacs
Drupal	12-17	BE / BTECH / MCA	35 Lacs	45 Lacs
Hybris	12-17	BE / BTECH / MCA	40 Lacs	52 Lacs
Pega	12-17	BE / BTECH / MCA	38 Lacs	48 Lacs
Service Now	12-17	BE / BTECH / MCA	35 Lacs	45 lacs
PostgreSQL	12-17	BE / BTECH / MCA	32 Lacs	48 Lacs
Sybase	12-17	BE / BTECH / MCA	32 Lacs	48 Lacs
PowerBuilder	12-17	BE / BTECH / MCA	30 Lacs	38 Lacs
Vb6	12-17	BE / BTECH / MCA	28 Lacs	40 Lacs
PeopleSoft	12-17	BE / BTECH / MCA	32 Lacs	45 Lacs
Oracle Apps	12-17	BE / BTECH / MCA	35 Lacs	49 Lacs

Contract Hiring IT

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
SENIOR LEVEL				
C, C++	12-17	BE / BTECH / MCA	45 Lacs	50 Lacs
Build & Config	12-17	BE / BTECH / MCA	35 Lacs	50 Lacs
Business Analyst	12-17	BE / BTECH / MCA	29 Lacs	50 Lacs
VBA, Macro	12-17	BE / BTECH / MCA	28 Lacs	38 Lacs
Power BI	12-17	BE / BTECH / MCA	38 Lacs	45 Lacs
SpringBoot	12-17	BE / BTECH / MCA	45 Lacs	52 Lacs
Cobol,As400	12-17	BE / BTECH / MCA	35 Lacs	43 Lacs
System Admin	12-17	BE / BTECH / MCA	25 Lacs	30 Lacs
Desktop Support	12-17	BE / BTECH / MCA	28 Lacs	39 Lacs
Solaris	12-17	BE / BTECH / MCA	35 Lacs	48 Lacs
Revit Api	12-17	BE / BTECH / MCA	35 Lacs	43 Lacs
CAD, Pro E	12-17	BE / BTECH / MCA	35 Lacs	48 Lacs
DevOps	12-17	BE / BTECH / MCA	42 Lacs	55 Lacs
Scrum Master	12-17	BE / BTECH / MCA	45 Lacs	55 Lacs
Oracle Forms &	12-17	BE / BTECH / MCA	32 Lacs	45 Lacs
Informatica	12-17	BE / BTECH / MCA	38 Lacs	49 Lacs
Data Stage	12-17	BE / BTECH / MCA	39 Lacs	49 Lacs
QlikView	12-17	BE / BTECH / MCA	36 Lacs	45 Lacs

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
SENIOR LEVEL				
Hyperion	12-17	BE / BTECH / MCA	39 Lacs	55 Lacs
MuleSoft	12-17	BE / BTECH / MCA	30 Lacs	52 Lacs
Exchange Admin	12-17	BE / BTECH / MCA	28 Lacs	40 Lacs
IIS Admin	12-17	BE / BTECH / MCA	28 Lacs	40 Lacs
SCCM	12-17	BE / BTECH / MCA	29 Lacs	45 Lacs
WAS	12-17	BE / BTECH / MCA	35 Lacs	48 Lacs
WebSphere	12-17	BE / BTECH / MCA	36 Lacs	58 Lacs
Kernel Programming	12-17	BE / BTECH / MCA	45 Lacs	65 Lacs
Firmware	12-17	BE / BTECH / MCA	42 Lacs	60 Lacs
Python	12-17	BE / BTECH / MCA	45 Lacs	55 Lacs
SAS	12-17	BE / BTECH / MCA	38 Lacs	49 Lacs
Business Objects	12-17	BE / BTECH / MCA	35 Lacs	48 Lacs
Hadoop	12-17	BE / BTECH / MCA	46 Lacs	56 Lacs
VMware	12-17	BE / BTECH / MCA	35 Lacs	55 Lacs
VoIP	12-17	BE / BTECH / MCA	38 Lacs	52 Lacs
Java / .NET Fullstack Developer	12-17	BE / BTECH / MCA	48 Lacs	65 Lacs
Control M	12-17	BE / BTECH / MCA	38 Lacs	55 Lacs
Technical Support	12-17	BE / BTECH / MCA	28 Lacs	40 Lacs

Contract Hiring IT

▶ Salary Range (per annum)

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
SENIOR LEVEL				
Oracle Fusion	12-17	BE / BTECH / MCA	32 Lacs	60 Lacs
Splunk	12-17	BE / BTECH / MCA	35 Lacs	49 Lacs
Tableau	12-17	BE / BTECH / MCA	30 Lacs	45 Lacs
SFDC	12-17	BE / BTECH / MCA	45 Lacs	57 Lacs
FGPA	12-17	BE / BTECH / MCA	49 Lacs	68 Lacs
ASIC Physical Design	12-17	BE / BTECH / MCA	55 Lacs	69 Lacs
Demandware	12-17	BE / BTECH / MCA	45 Lacs	57 Lacs
ITIL	12-17	BE / BTECH / MCA	25 Lacs	42 Lacs
PLM	12-17	BE / BTECH / MCA	35 Lacs	45 Lacs
Oracle SCM	12-17	BE / BTECH / MCA	32 Lacs	48 Lacs
Oracle Financials	12-17	BE / BTECH / MCA	35 Lacs	55 Lacs
Bhoomi	12-17	BE / BTECH / MCA	39 Lacs	62 Lacs
BMC Remedy	12-17	BE / BTECH / MCA	45 Lacs	62 Lacs
ITSM, SRM	12-17	BE / BTECH / MCA	29 Lacs	53 Lacs

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