

*India*  
**SALARY  
GUIDE**  
2023

---

*Contract Hiring –  
Non IT*



Work, and Smile



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.

Connect with us on [Facebook](#), [LinkedIn](#), & [Instagram](#).

Visit [www.persolkelly.co.in](http://www.persolkelly.co.in)

# CONTENTS



## 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.



## SALARY GUIDE

**Methodology:** Salary figures included in the 2023 India Salary Guide (Contract Hiring - Non 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.



# The Future of Non-Tech Contract Hiring

With the advent of the gig economy, the demand for flexible staffing solutions, including the hiring of contract workers, has increased in India. This is especially true for non-technical positions where companies are looking to reduce costs and increase flexibility. About 50% of Indian firms are willing to hire temporary staff to overcome the current headwinds.





## The Future of Non-Tech Contract Hiring

In the July-September quarter alone, the contract hiring sector created 78,000 new jobs. These are both Information Technology (IT) and non-tech opportunities. The former continues to be most in demand, but the latter are also gaining in importance. Hiring in e-commerce, finance, retail, banking, Fast Moving Consumer Goods (FMCG), distribution and customer service is more common than ever.

Let us look at some of the trends that are driving this development:

### Gig Work Correlates with Higher Salaries

COVID-19 put the e-commerce sector on the fast track. That momentum has continued to this day. New startups in the segment - especially those focused on 10-minute deliveries - employ multiple gig workers. Consequently, the salaries of gig workers have also risen.

The Startup Economy report 2022 detailed how 1/4 of surveyed gig workers increased their salary by 50% and more after leaving traditional employment.

### Startup Growth Expands the Market for Contract Work

India's startup ecosystem stands tall as the third largest in the world. Entrepreneurs live in all 28

*COVID-19 put the e-commerce sector on the fast track. That momentum has continued to this day. New startups in the segment - especially those focused on 10-minute deliveries - employ multiple gig workers.*

states of the country and create innovations relevant to both urban and rural India.

However, startups face a unique environment. With fears of a global synchronous recession, profitability has become a focus for venture capital firms. Startups, therefore, need to become leaner than ever.

In this context, hiring temporary workers in industries such as retail, logistics, distribution, and customer service is proving to be a viable strategy. By hiring according to project demand and not spending resources on

extensive onboarding and training, startups save capital and extend their ramp-up time.

### Tier 2 Cities Showcase Most Demand

For the non-tech sector, the demand for contract staff is spread across the country. Tier 2 cities lead the charge, and provide many opportunities for skilled workers to take up gig work. Odisha, Andhra Pradesh, Karnataka, Tamil Nadu, and Maharashtra have the most opportunities. However, there is no one industry that emerges as the top performer, as demand fluctuates seasonally.



## The Future of Non-Tech Contract Hiring

As mentioned earlier, e-commerce remains a major player. After e-commerce, healthcare, logistics, and manufacturing are also hiring temporary workers.

### Women's Participation Remains an Issue

Equal opportunities for women in the contractual workforce are still lacking. A report titled No Women Left Behind revealed only 12% of India's women workforce was contractual staff.

There are many reasons for this. In a developing country like ours, cultural attitudes pose a challenge. Women are more occupied with domestic duties and have less time to devote to other activities.

To address this, the report suggests creating gender-specific skills frameworks across the country. In Tier 2 and Tier 3 cities, such policies can bring about massive positive change and help India become more inclusive in hiring contract workers.

### Conclusion

Contract staffing in the non-tech sector will always exist. As demand moves into Tier 2 and Tier 3 cities, more people in India will have access to contract-based opportunities.



*Equal opportunities for women in the contractual workforce are still lacking. A report titled No Women Left Behind revealed only 12% of India's women workforce was contractual staff.*

Companies are taking advantage of this opportunity to meet their staffing needs in a flexible, cost-effective, and efficient manner. The banking, financial services, insurance, and retail sectors are among the industries that have seen significant growth in the number of contract employees. In addition, contract hiring is being used as a tool to attract and retain top talent and evaluate their performance before offering a full-time position. As this trend continues, it is likely that contract hiring will play an increasingly important role in India's job market.

A handwritten signature in black ink, appearing to read 'Thammaiah BN'.

**Thammaiah BN**  
Managing Director, PERSOLKELLY India





# Contract Hiring - Non IT

# Temp Hiring Non-IT

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

## JUNIOR LEVEL

Job Title	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Scanning Operator / Office Assistant	0-3	Graduate / Undergraduate	3 Lacs	3.5 Lacs
Data Entry	0-3	Graduate / Undergraduate	3 Lacs	3.5 Lacs
MIS	0-3	Graduate / Undergraduate	3 Lacs	5 Lacs
Finance (AP, AR)	0-3	B.Com / M.Com	3 Lacs	4.5 Lacs
Finance (GL)	0-3	CA	3.5 Lacs	6.5 Lacs
Banking Back Office	0-3	B.Com / M.Com	3 Lacs	4 Lacs
Legal Associate	0-3	BA LLB	4.5 Lacs	8.25 Lacs
Technical Writer	0-3	Graduate / PG	3.75 Lacs	7 Lacs
Visual Services (Adobe)	0-3	Graduate / PG	4.25 Lacs	6.5 Lacs
Design Engineer (Pro E, Catia, CAD/CAM)	0-3	Graduate / PG	4 Lacs	6.75 Lacs
Lab Technician	0-3	B.Sc. Chemistry	3 Lacs	5 Lacs
Costing Executive	0-3	Graduate / ICWA Inter	4.25 Lacs	8.5 Lacs
Finance (GL)	0-3	CA	6.5 Lacs	10 Lacs
Taxation	0-3	Graduate / CA Inter	4.5 Lacs	9 Lacs
Credit Analyst	0-3	Graduate	4 Lacs	7 Lacs
Field Sales	0-3	Graduate	3 Lacs	5 Lacs
Inside Sales	0-3	Graduate	3.5 Lacs	6 Lacs
In Store Sales	0-3	Graduate / Undergraduate	3 Lacs	4 Lacs
Service Engineer	0-3	Graduate	3 Lacs	6 Lacs
Customer Service Voice	0-3	Graduate	3 Lacs	4.5 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

## JUNIOR LEVEL

Job Title	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Customer Service Non Voice	0-3	Graduate	3 Lacs	4.5 Lacs
Front Office	0-3	Graduate / Undergraduate	3 Lacs	4.5 Lacs
Admin	0-3	Graduate / Undergraduate	3 Lacs	4.5 Lacs
Executive Assistant	0-3	Graduate	5 Lacs	8 Lacs
Facility Executive	0-3	Graduate / Undergraduate	3 Lacs	4.5 Lacs
Transport Executive	0-3	Graduate / Undergraduate	3 Lacs	4.5 Lacs
Helpdesk Executive	0-3	Graduate / Undergraduate	3 Lacs	4.5 Lacs
Store / Warehouse / Logistics	0-3	Graduate	3 Lacs	5 Lacs
Supply Chain / Procurement	0-3	Graduate	3 Lacs	5.5 Lacs
Commercial Associate	0-3	Graduate	3 Lacs	5.5 Lacs
QA	0-3	Graduate	3 Lacs	5 Lacs
HR Recruiter	0-3	Graduate / PG	3 Lacs	5 Lacs
HR Coordinator	0-3	Graduate / PG	3 Lacs	4.5 Lacs
HR Operations	0-3	Graduate / PG	3 Lacs	5 Lacs
HR Generalist	0-3	Graduate / PG	3 Lacs	5 Lacs
L&D	0-3	Graduate / PG	3.5 Lacs	6 Lacs
Marketing Coordinator	0-3	Graduate / PG	4 Lacs	7 Lacs
Branding	0-3	Graduate / PG	4 Lacs	8 Lacs
Internal Communication	0-3	Graduate / PG	4.5 Lacs	8 Lacs
Project Coordinator	0-3	Graduate / PG	3.5 Lacs	7 Lacs



# Temp Hiring Non-IT

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

## MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Scanning Operator / Office Assistant	4-9	Graduate	3.5 Lacs	4.5 Lacs
Data Entry	4-9	Graduate	3.5 Lacs	4.5 Lacs
MIS	4-9	Graduate	5 Lacs	9.5 Lacs
Finance (AP, AR)	4-9	Graduate	4.5 Lacs	9.5 Lacs
Finance (GL)	4-9	Graduate / PG	9 Lacs	15 Lacs
Banking Back Office	4-9	Graduate / PG	4.5 Lacs	10 Lacs
Legal Associate	4-9	Graduate / PG	6.25 Lacs	10 Lacs
Technical Writer	4-9	Graduate / PG	5 Lacs	9.5 Lacs
Visual Services (Adobe)	4-9	Graduate / PG	6 Lacs	12 Lacs
Design Engineer (Pro E, Catia, CAD/CAM)	4-9	Graduate / PG	8 Lacs	12 Lacs
Lab Technician	4-9	Graduate / PG	5 Lacs	10 Lacs
Costing Executive	4-9	ICWA	8 Lacs	13 Lacs
Taxation	4-9	CA	8 Lacs	15 Lacs
Credit Analyst	4-9	Graduate / PG	6 Lacs	10 Lacs
Field Sales	4-9	Graduate / PG	5 Lacs	8 Lacs
Inside Sales	4-9	Graduate / PG	4.5 Lacs	8 Lacs
In Store Sales	4-9	Graduate / PG	5 Lacs	7.5 Lacs
Service Engineer	4-9	Graduate / PG	4.5 Lacs	8 Lacs

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

## MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Customer Service Voice TL	4-9	Graduate / PG	5 Lacs	8 Lacs
Customer Service Non Voice TL	4-9	Graduate / PG	5 Lacs	8 Lacs
Front Office	4-9	Graduate / PG	4.5 Lacs	6.5 Lacs
Senior Admin	4-9	Graduate / PG	5 Lacs	8 Lacs
Executive Assistant	4-9	Graduate / PG	6.5 Lacs	12 Lacs
Senior Facility Executive	4-9	Graduate / PG	5.5 Lacs	9 Lacs
Senior Transport Executive	4-9	Graduate / PG	4.5 Lacs	9 Lacs
Senior Helpdesk Executive	4-9	Graduate / PG	4.5 Lacs	9 Lacs
Store / Warehouse / Logistics	4-9	Graduate / PG	5.5 Lacs	8 Lacs
SupplyChain / Procurement	4-9	Graduate / PG	5.5 Lacs	10 Lacs
Commercial Associate	4-9	Graduate / PG	5 Lacs	10 Lacs
QA	4-9	Graduate / PG	5.5 Lacs	10 Lacs
HR Recruiter	4-9	Graduate / PG	5 Lacs	8 Lacs
HR Coordinator	4-9	Graduate / PG	4.5 Lacs	8 Lacs
HR Operations	4-9	Graduate / PG	5 Lacs	8 Lacs
HR Generalist	4-9	Graduate / PG	5 Lacs	9 Lacs
L&D	4-9	Graduate / PG	6.5 Lacs	11 Lacs
Marketing Coordinator	4-9	Graduate / PG	6.5 Lacs	12 Lacs

# Temp Hiring Non-IT

► Salary Range (per annum)

EXPERIENCE (YEARS)
EDUCATION
MIN
MAX

## MIDDLE LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Project Coordinator	4-9	Graduate / PG	8 Lacs	14 Lacs
Component Engineer	4-9	Graduate / PG	6.5 Lacs	9 Lacs
Material Compliance	4-9	Graduate / PG	5.5 Lacs	9 Lacs
Cyber Security Engineer	4-9	Graduate / PG	6.5 Lacs	15 Lacs
Environmental lead	4-9	Graduate / PG	4.5 Lacs	9 Lacs
Arabic Customer Support	4-9	Graduate / PG	6 Lacs	9 Lacs
Medical Service Liaison	4-9	Graduate / PG	5.5 Lacs	9 Lacs
Promoter	4-9	Graduate / PG	4.5 Lacs	6 Lacs
ERS Specialist	4-9	Graduate / PG	8 Lacs	15 Lacs
EHS Co-Ordinator	4-9	Graduate / PG	7 Lacs	15 Lacs
Instrumentation Designer	4-9	Graduate / PG	8 Lacs	15 Lacs

# Temp Hiring Non-IT

► Salary Range (per annum)

EXPERIENCE  
(YEARS)

EDUCATION

MIN

MAX

## SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Scanning Operator / Office Assistant	10-15	Graduate / PG	5 Lacs	6.5 Lacs
Data Entry	10-15	Graduate / PG	5 Lacs	6.5 Lacs
MIS	10-15	Graduate / PG	8 Lacs	14 Lacs
Finance (AP, AR)	10-15	Graduate / PG	7.5 Lacs	12 Lacs
Finance (GL)	10-15	Graduate / PG	12 Lacs	23 Lacs
Banking Back Office	10-15	Graduate / PG	9 Lacs	15 Lacs
Legal Associate	10-15	Graduate / PG	9 Lacs	15 Lacs
Technical Writer	10-15	Graduate / PG	9 Lacs	18 Lacs
Visual Services (Adobe)	10-15	Graduate / PG	12 Lacs	20 Lacs
Design Engineer (Pro E, Catia, CAD / CAM)	10-15	Graduate / PG	12 Lacs	20 Lacs
Lab Technician	10-15	Graduate / PG	8 Lacs	15 Lacs
Costing Executive	10-15	ICWA	9 Lacs	18 Lacs
Taxation	10-15	CA	15 Lacs	25 Lacs
Credit Analyst	10-15	Graduate / PG	12 Lacs	18 Lacs
Field Sales	10-15	Graduate / PG	9 Lacs	15 Lacs
Inside Sales	10-15	Graduate / PG	8 Lacs	15 Lacs
In Store Sales	10-15	Graduate / PG	8 Lacs	12 Lacs
Service Engineer	10-15	Graduate / PG	8.5 Lacs	15 Lacs
Customer Service Voice TL	10-15	Graduate / PG	8.5 Lacs	15 Lacs
Customer Service Non Voice TL	10-15	Graduate / PG	8.5 Lacs	15 Lacs

► Salary Range (per annum)

EXPERIENCE  
(YEARS)

EDUCATION

MIN

MAX

## SENIOR LEVEL

	EXPERIENCE (YEARS)	EDUCATION	MIN	MAX
Front Office	10-15	Graduate / PG	6.5 Lacs	9 Lacs
Sr. Admin	10-15	Graduate / PG	8.5 Lacs	12 Lacs
Executive Assistant	10-15	Graduate / PG	10 Lacs	14 Lacs
Senior Facility Executive	10-15	Graduate / PG	8.5 Lacs	12 Lacs
Senior Transport Executive	10-15	Graduate / PG	7.5 Lacs	12 Lacs
Senior Helpdesk Executive	10-15	Graduate / PG	8.5 Lacs	12 Lacs
Store / Warehouse / Logistics	10-15	Graduate / PG	7.5 Lacs	9 Lacs
Supply Chain / Procurement	10-15	Graduate / PG	8.5 Lacs	14 Lacs
Commercial Associate	10-15	Graduate / PG	9 Lacs	15 Lacs
QA	10-15	Graduate / PG	9 Lacs	15 Lacs
HR Recruiter	10-15	Graduate / PG	9 Lacs	12 Lacs
HR Coordinator	10-15	Graduate / PG	9 Lacs	11 Lacs
HR Operations	10-15	Graduate / PG	9 Lacs	15 Lacs
HR Generalist	10-15	Graduate / PG	9 Lacs	15 Lacs
L&D	10-15	Graduate / PG	9 Lacs	15 Lacs
Marketing Coordinator	10-15	Graduate / PG	10 Lacs	18 Lacs
Project Coordinator	10-15	Graduate / PG	12 Lacs	20 Lacs





**PERSOLKELLY INDIA PRIVATE LIMITED**

**Gurgaon**

Unit No. 1202 - 1204 , 12th Floor, Tower C,  
Unitech Cyber Park, Sector - 39,  
Gurugram - 122 002, Haryana - India  
Tel: (91) 88 8240 4613

**Bangalore**

Sriram Samanthu Chambers  
#3287, 12<sup>th</sup> Main, HAL 2<sup>nd</sup> stage,  
Indiranagar, Bangalore - 560 038  
Tel: (91) 86 6012 6980

**Mumbai**

215 Atrium, Unit No. 215, 2<sup>nd</sup> Floor, C- Wing,  
Andheri - Kurla Road, Andheri East,  
Mumbai - 400069,  
Maharashtra - India  
Tel: (91) 85 3001 0474

**Hyderabad**

Tel: (91) 73 0301 1534

**Pune**

Tel: (91) 84 8307 6438

**Chennai**

Tel: (91) 73 38951 724



**For Sales queries,**

Email: salesenquiry\_in@persolkelly.com



**For general queries,**

Email: contactus\_in@persolkelly.com



**For queries from contract employees,**

Email: wecare\_in@persolkelly.com



**For customized salary benchmarking report,**

Email: salesenquiry\_in@persolkelly.com.

persolkelly.co.in