

City salary differentials

This section compares pay-level differentials by city. The tables, corresponding to the seven cities covered in this report, show how annual base pay and annual total cash for comparable position levels in other cities vary, as a percentage, from those in the base city. All the figures provided are in USD.

Example: In the table below, a general para-professional in Bangalore earns (base salary) USD 4,191. Employees in this position in Hyderabad earn 33% more than their peers in Bangalore.

This implies that the salary of a Bangalorean employee for a similar position is USD 4,191 (Bangalore salary) multiplied by 133% (% differential + 100%), or USD 5,574 (the actual figure of 5,567 differs slightly due to rounding of differentials to the nearest percent).

Bangalore: Salaries and differentials, annual base salary and annual total cash (USD), 2009							
	Labourer		Professional		Management		Executive
	General	Skilled	Junior	Senior	Lower middle	Upper middle	
Annual base salary							
Bangalore	4,191	6,645	10,851	15,974	26,478	42,875	80,853
Differential (%)							
Chennai	-3%	-1%	-11%	-13%	-9%	-3%	2%
Hyderabad	33%	-8%	-15%	-16%	-3%	-15%	-32%
Kolkata	-12%	-1%	-1%	-17%	-12%	-11%	-29%
Mumbai	4%	0%	-6%	-5%	5%	18%	13%
NCR	15%	-5%	-3%	1%	-1%	9%	4%
Pune	2%	-8%	-8%	-6%	-12%	-16%	-35%
Annual total cash							
Bangalore	5,567	7,081	10,706	17,415	28,894	52,983	95,196
Differential (%)							
Chennai	1%	-9%	-10%	-13%	-9%	-17%	-1%
Hyderabad	31%	-8%	-17%	-14%	-5%	-27%	-27%
Kolkata	-5%	-14%	-13%	-15%	-7%	-19%	-28%
Mumbai	8%	-6%	-2%	-3%	12%	17%	14%
NCR	15%	-6%	-2%	0%	1%	0%	4%
Pune	-1%	-9%	-7%	-2%	-13%	-23%	-33%

Geographic salary differentials

Chennai: Salaries and differentials, annual base salary and annual total cash (USD), 2009							
	Labourer		Professional		Management		Executive
	General	Skilled	Junior	Senior	Lower middle	Upper middle	
Annual base salary							
Chennai	4,045	5,953	8,800	13,931	24,209	41,701	82,770
Differential (%)							
Bangalore	4%	12%	12%	15%	9%	3%	-2%
Hyderabad	38%	2%	-5%	-4%	6%	3%	-34%
Kolkata	-9%	-6%	-1%	1%	1%	-8%	-31%
Mumbai	8%	6%	5%	9%	15%	22%	10%
NCR	19%	6%	8%	16%	8%	12%	2%
Pune	5%	3%	3%	0%	1%	-14%	-36%
Annual total cash							
Chennai	4,508	6,423	9,594	15,229	26,264	43,936	94,269
Differential (%)							
Bangalore	-1%	10%	12%	14%	10%	21%	1%
Hyderabad	30%	2%	-7%	-2%	5%	-12%	-27%
Kolkata	2%	-5%	-3%	2%	2%	-2%	-27%
Mumbai	7%	4%	1%	11%	24%	41%	15%
NCR	14%	3%	9%	15%	11%	21%	5%
Pune	-2%	1%	4%	12%	-5%	-7%	-32%

Hyderabad: Salaries and differentials, annual base salary and annual total cash (USD), 2009							
	Labourer		Professional		Management		Executive
	General	Skilled	Junior	Senior	Lower middle	Upper middle	
Annual base salary							
Hyderabad	5,367	6,087	8,344	13,431	25,666	36,245	54,580
Differential (%)							
Bangalore	-25%	9%	18%	19%	3%	18%	48%
Chennai	-23%	-2%	5%	4%	-6%	15%	52%
Kolkata	-34%	-8%	4%	-1%	-9%	6%	5%
Mumbai	-21%	3%	11%	14%	8%	40%	67%
NCR	-14%	3%	14%	20%	2%	29%	54%
Pune	-24%	0%	8%	12%	-9%	-1%	-3%
Annual total cash							
Hyderabad	5,860	6,525	8,893	14,965	27,546	38,683	69,160
Differential (%)							
Bangalore	-24%	9%	20%	16%	5%	37%	38%
Chennai	-23%	-2%	8%	2%	-5%	14%	36%
Kolkata	-21%	-6%	4%	-1%	-3%	11%	0%
Mumbai	-18%	2%	18%	13%	18%	60%	57%
NCR	-12%	2%	18%	17%	6%	37%	43%
Pune	-24%	-1%	12%	14%	-9%	5%	-7%

Geographic salary differentials

Kolkata: Salaries and differentials, annual base salary and annual total cash (USD), 2009							
	Labourer		Professional		Management		Executive
	General	Skilled	Junior	Senior	Lower middle	Upper middle	
Annual base salary							
Kolkata	3,696	5,596	8,688	13,264	23,320	38,312	57,087
Differential (%)							
Bangalore	13%	19%	13%	20%	14%	12%	42%
Chennai	9%	6%	1%	5%	4%	9%	45%
Hyderabad	51%	9%	-4%			-5%	-4%
Mumbai	18%	13%	7%	15%	19%	33%	60%
NCR	30%	12%	10%	22%	12%	22%	48%
Pune	15%	9%	4%			-6%	-8%
Annual total cash							
Kolkata	4,613	6,115	9,262	14,859	26,759	43,023	68,884
Differential (%)							
Bangalore	-3%	16%	10%	17%	8%	23%	38%
Chennai	-2%	5%	4%	2%	-2%	2%	37%
Hyderabad	27%	7%	-4%	1%	3%	-10%	0%
Mumbai	4%	9%		14%	21%	44%	58%
NCR	12%		13%	17%	9%	23%	43%
Pune	-4%	6%	8%	15%	-6%	-5%	-7%

Mumbai: Salaries and differentials, annual base salary and annual total cash (USD), 2009							
	Labourer		Professional		Management		Executive
	General	Skilled	Junior	Senior	Lower middle	Upper middle	
Annual base salary							
Mumbai	4,374	6,297	9,256	15,252	27,826	50,800	91,267
Differential (%)							
Bangalore	-4%	6%	6%	5%	-5%	-16%	-11%
Chennai		-5%	-5%	-9%	-13%	-18%	-9%
Hyderabad	27%	-3%	-10%	-12%	-8%	-29%	-40%
Kolkata	-15%	-11%	-6%	-13%	-16%	-25%	-37%
NCR	10%	0%	3%	6%	-6%	-8%	-8%
Pune	-3%	-3%	-2%	-1%	-16%	-29%	-42%
Annual total cash							
Mumbai	4,806	6,665	10,460	16,936	32,454	61,942	108,691
Differential (%)							
Bangalore	-7%	6%	2%	3%	-11%	-14%	-12%
Chennai	-6%	-4%	-8%	-10%	-19%	-29%	-13%
Hyderabad	22%	-2%	-15%	-12%	-15%	-38%	-36%
Kolkata	-4%	-8%	-11%	-12%	-18%	-31%	-37%
NCR	7%	-1%	0%	3%	-10%	-14%	-9%
Pune	-8%	-3%	-4%	1%	-23%	-34%	-41%