

# foundit Insights Tracker

October hiring trends  
in India

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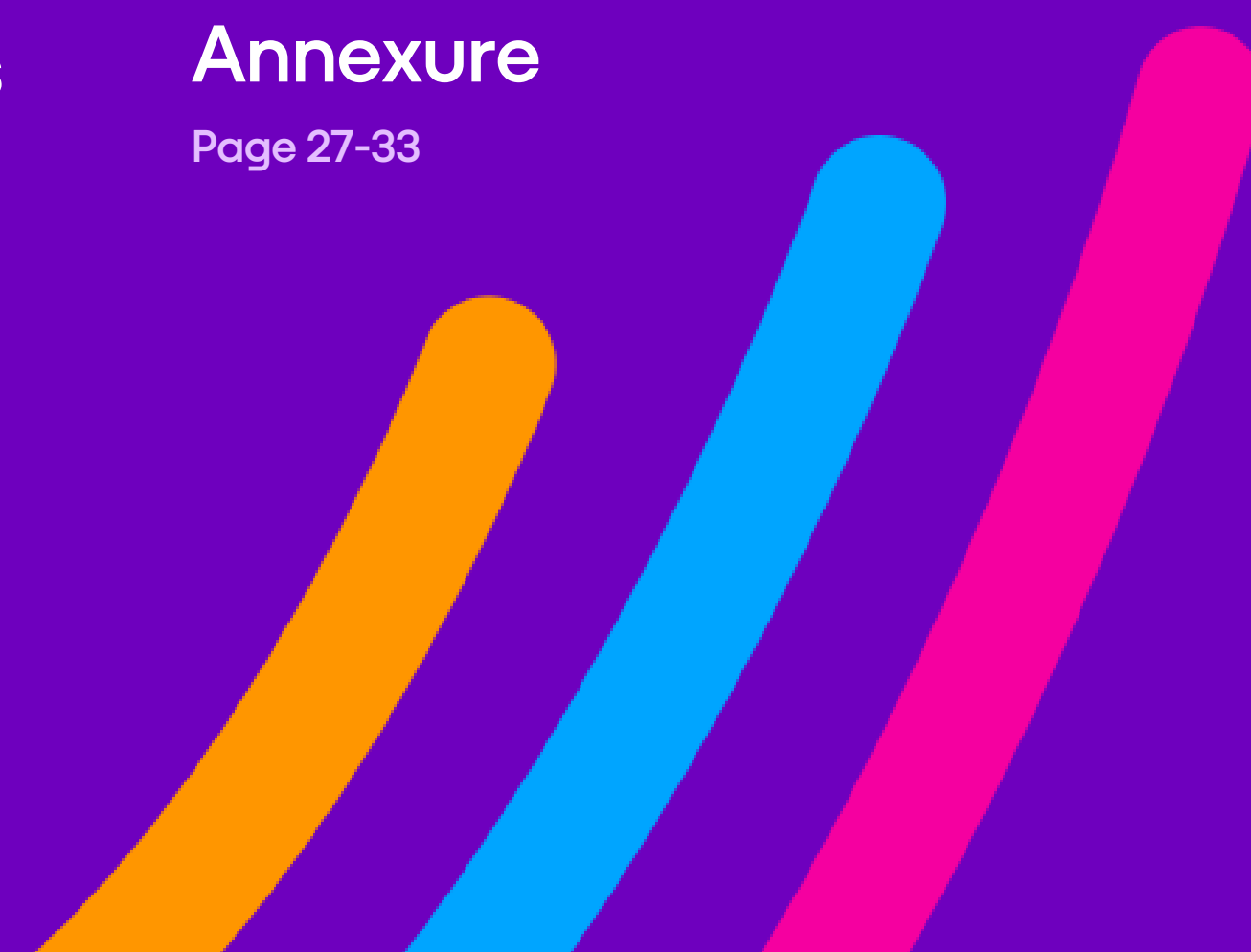
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# Executive Summary

Online recruitment surged by 22% year-on-year growth in October 2024.

Salary trends indicate a substantial demand for specialised skills, with high-paying sectors like IT & ITeS and Healthcare leading the way.

This reflects a broader shift in the job market towards niche expertise and innovation, as organisations increasingly value specialised talent to drive growth.

## Hiring Activity Sees Notable 4% Increase Over Last Three Months

The October 2024 foundit Insights Tracker (fit) reports a 22% growth in hiring compared to last year. This strong gain reflects widespread confidence in the job market, with Real Estate and Construction & Engineering sectors showing significant annual growth due to rising demand for eco-friendly infrastructure. Consumer Electronics also saw month-on-month growth, likely boosted by festive season spending.

Coimbatore has emerged as a leader in hiring growth over the past year and continues to gain momentum. Other major cities also recorded double-digit annual hiring increases, showing broad recruitment activity and more opportunities across regions.

Among job roles, medical professionals have seen the highest year-on-year demand, a trend reflecting the sustained focus on Healthcare. HR and Admin roles have also risen sharply over the last month, likely tied to new employee engagement initiatives.

When it comes to salaries, specialised roles are commanding a significant premium, particularly in tech and healthcare, where innovation and expertise are crucial. Industries like IT & ITeS dominate senior-level salaries. This trend highlights the growing emphasis on niche skills in the job market.

While challenges persist, technological advancements are transforming the way we work, driving greater efficiency. With a renewed hiring outlook and increased focus on specialised skills, the job market is set to keep growing in the months ahead.

# Key Highlights | October

↑↑ 22%

Year-on-Year (YoY)

↓↓ 5%

Month-on-Month (MoM)

↑↑ 4%

Over 3 months

↑↑ 5%

Over 6 months

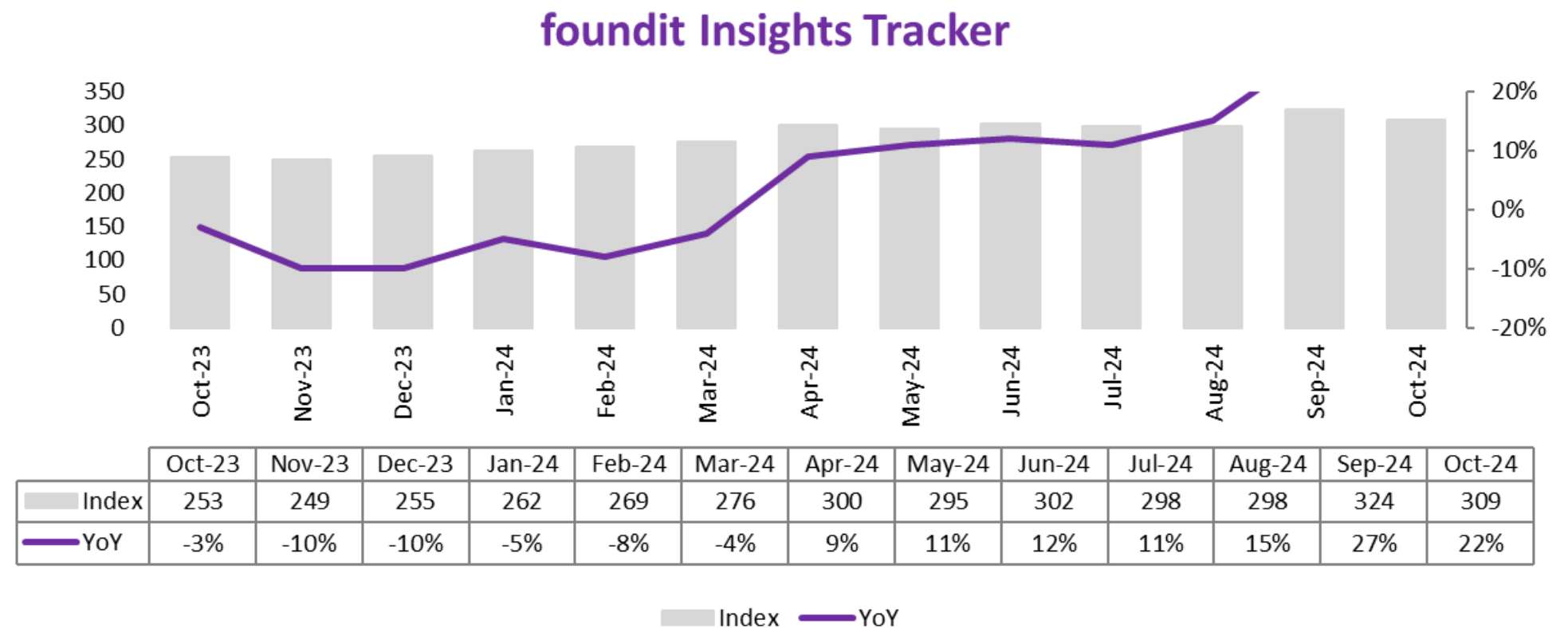
# Online hiring surged by a robust 22% in October

Online hiring activity continues its upward trend with a 22% year-on-year increase, highlighting strong recruitment demand across most sectors. This growth signals a healthy job market and rising employer confidence.

However, October 2024 recorded a 5% decline from the previous month, largely due to seasonal hiring trends and a slight slowdown after last month's recruitment peak.

The hiring tracker shows a mixed picture across major Indian cities—while some areas saw growth, others experienced stagnation or slight declines, reflecting local market conditions and sector-specific changes.

- foundit Insights Tracker records a **5% drop** in hiring activity over the last month.



# October snapshot

Coimbatore saw a major uptick in demand over the last month while demand dipped for other tracked locations

## Geographic Trend



**-3% Metros**



**0% Tier-2 Cities**

## Experience-wise Salaries for Top Functions

1 **IT**

Experience	Avg Min Salary (LPA)	Avg Max Salary (LPA)
0-3 years	₹ 412,407	₹ 762,003
4-6 years	₹ 1,066,776	₹ 1,763,328
7-10 years	₹ 1,507,317	₹ 2,340,349
11-15 years	₹ 2,174,210	₹ 3,119,887

2 **Procurement & Supply Chain**

Experience	Avg Min Salary (LPA)	Avg Max Salary (LPA)
0-3 years	₹ 275,768	₹ 451,794
4-6 years	₹ 587,301	₹ 884,259
7-10 years	₹ 1,055,019	₹ 1,346,592
11-15 years	₹ 1,755,825	₹ 2,369,480

3 **Engineering & Production**

Experience	Avg Min Salary (LPA)	Avg Max Salary (LPA)
0-3 years	₹ 302,372	₹ 517,208
4-6 years	₹ 527,626	₹ 850,264
7-10 years	₹ 830,911	₹ 1,279,137
11-15 years	₹ 1,380,208	₹ 1,904,757

# Key Hiring Trends | Industry

↑↑ 8%

Import/ Export  
Month-on-month growth

↑↑ 5%

Consumer Electronics  
Month-on-month demand

↓↓ 4%

IT- Software & Services  
Month-on-month demand

# Hiring up annually across sectors in October, Real Estate leads the charge

The tracker observed an increase in recruitment activity in 21 out of the 27 industries on an annual basis in October 2024.

Industry	YoY	MoM	Industry	YoY	MoM
Real Estate	+39%	+0%	BFSI	+28%	-1%
Construction & Engineering	+38%	-2%	Education	+22%	+4%
Manufacturing	+38%	-5%	Textiles & Apparel	+19%	+6%
Healthcare & Pharmaceuticals	+38%	+1%	Import/ Export	+18%	+8%
Consumer Electronics	+37%	+5%	Automotive	+13%	+3%
Media & Entertainment	+32%	+1%	FMCG	+13%	+2%
IT - Software & services	+30%	-4%	Telecommunications	-6%	-6%

The **Real estate** sector registered a high job demand annually due to rapid growth across residential, commercial, and premium segments. Urbanization and government-led affordable housing initiatives like **PMAY Urban 2.0** are boosting construction and development, driving hiring needs in **project management, sales, and engineering**. Additionally, the surge in demand for office spaces, co-living, and green buildings is creating new opportunities for roles in **sustainable development, facility management, and digital innovation** as the sector adapts to evolving consumer preferences and environmental standards.

The **Consumer Electronics** sector, saw an uptick in demand annually as well as over the last month. The surge can be attributed to rapid technological advancements, increasing consumer demand, growing digital transformation and government initiatives promoting domestic production. Additionally, the gig workforce was seen in high demand to cater to stronger demand during the festive season. Moreover, with higher disposable incomes, consumers are increasingly willing to invest in new electronic devices, driving demand for more advanced products and fueling job growth across the industry.



# Key Hiring Trends | Function



## HR & Admin

Month-on-month demand driven by Employee Engagement



## Customer Service

Month-on-month increase in hiring activity



## Procurement & Supply Chain

Month-on-Month hiring uptick driven by festivities

# Marketing, Medical roles lead the way as hiring grows stronger

10 out of 13 areas reported annual growth in hiring, with strong demand for talent in HR & Admin., Marketing & Communications and Medical roles

Function	YoY	MoM
Medical roles	+35%	+2%
Senior Management	+30%	-7%
Marketing & Communications	+22%	+1%
Finance & Accounting	+22%	+1%
IT	+16%	-2%
Legal	+14%	+3%

Function	YoY	MoM
Hospitality	+11%	-7%
HR & Admin	+9%	+5%
Procurement & Supply Chain	+7%	+3%
Sales & BD	+4%	+1%
Engineering & Production	0%	+2%
Customer Service	-11%	+3%

The **HR/ Admin** roles saw a notable increase in hiring demand over the last month, driven by companies focusing on attracting talent, employee retention and engagement, and a commitment to diversity and inclusion. Additionally, **Medical professionals** topped the charts with an impressive 35% annual growth.

Most sectors showed strong hiring demand on an annual basis. While **Customer Service** roles faced a decline over the year, the trend has turned positive in the past two months. Additionally, Mumbai recorded a robust 20% growth, with Jaipur also seeing significant gains.

# Key Hiring Trends | Cities



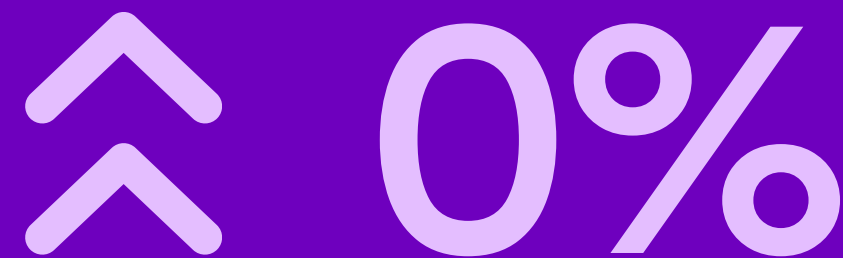
Coimbatore

Significant month-on-month increase in hiring



Bangalore

Drop in demand month-on month



Mumbai

Muted month-on-month growth

# Bengaluru and Coimbatore dominate as hiring hotspots

Hiring surged across all 13 monitored cities annually, with Coimbatore topping the list at 8% MoM and 65% YoY growth

City	YoY	MoM
Coimbatore	+65%	+8%
Bengaluru	+38%	-3%
Jaipur	+37%	-3%
Delhi-NCR	+31%	-1%
Hyderabad	+29%	-5%
Pune	+25%	-3%
Chennai	+22%	-4%
Kochi	+15%	0%
Mumbai	+15%	0%
Kolkata	+13%	-3%
Ahmedabad	+13%	-1%
Vadodara	+12%	-4%
Chandigarh	+6%	-1%

# Pune & Delhi-NCR lead growth in BFSI

Industry	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Banking, Financial Services, Insurance	-8%	-5%	-10%	<b>-11%</b>	-1%	<b>0%</b>
BPO	-4%	-6%	-6%	<b>-10%</b>	<b>15%</b>	7%
Construction & Engineering	<b>19%</b>	<b>-9%</b>	-8%	-8%	-1%	-8%
IT - Software & Services	-7%	-7%	-6%	<b>-9%</b>	-4%	-7%
Manufacturing	-4%	<b>-10%</b>	-5%	-7%	-2%	-6%
Functions	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Marketing & Communications	-2%	<b>0%</b>	-4%	0%	<b>-8%</b>	-1%
Finance & Accounting	-6%	<b>-8%</b>	-5%	-7%	<b>0%</b>	-1%
HR & Admin	-1%	<b>-5%</b>	<b>1%</b>	-2%	-2%	0%
Sales & Business Development	<b>-5%</b>	-3%	<b>4%</b>	-3%	-1%	-1%
IT	-5%	<b>-8%</b>	-7%	-8%	-4%	-7%

- Construction & Engineering saw significant growth last month, with Bengaluru exhibiting a 19% increase among metros, and Chandigarh saw 4% growth.
- BPO experienced significant hiring growth in Mumbai & Pune.
- The Marketing & Communications roles saw growth across tier-2 cities.

**\*Reading the Table:**

- Numbers in green indicate the best performing industries, while those in red indicate the ones facing challenges.

# Key Hiring Trends | Top Salary Trends

↑↑ ₹87 LPA

## Computer & Network Security

Highest average maximum salary for senior roles among all industries

↑↑ ₹13.9 LPA

## Medical Practice

Highest average maximum salary for Entry-level roles among all industries

↑↑ ₹56.7 LPA

## Mining & Metals

Highest average max salary for senior roles in the Infrastructure sector

# Specialised Roles Cash Big Paychecks, Traditional Sectors Lose Momentum

Strong salary trends in IT, Healthcare, and Infrastructure highlights the strong demand for skilled talent, while traditional industries struggle to stay competitive in a fast-changing market

## Key Takeaways

Telecommunications, AI, and Medical Practice offer standout entry-level pay for freshers.

**Artificial Intelligence (₹76.4 LPA)** and **Medical Practice (₹50 LPA)** dominate as the highest-paying sub-industries.

**IT & ITes** offer the highest salary growth with experience; Specialised roles like **Computer & Network Security Specialist**, **AI Engineer** and **Data Mining Expert** top the charts when it comes pay jumps with experience. In traditional industries like BFSI and Manufacturing, roles like **Investment Banker** and **Industrial Automation Engineer** offer the biggest salary growth.

**Media & Entertainment** and traditional **Manufacturing sub-industries** (e.g., Textiles) show limited salary growth across experience levels.

## Industry-wise Salary Trends

Media & Entertainment	Minimum and Maximum Average Salary (in Lacs) in Media & Entertainment				
	0-3 years	4-6 years	7-10 years	11-15 years	15+ years
Advertising	₹ 3.06 - ₹ 5.34	₹ 4.64 - ₹ 8.02	₹ 12.67 - ₹ 16.50	₹ 16.44 - ₹ 23.39	₹ 25.75 - ₹ 31.67
Broadcast Media	₹ 3.44 - ₹ 5.82	₹ 4.58 - ₹ 7.90	₹ 11.60 - ₹ 15.90	₹ 16.44 - ₹ 23.39	₹ 24.48 - ₹ 35.39
Digital Marketing	₹ 2.69 - ₹ 4.12	₹ 7.25 - ₹ 11.13	₹ 10.95 - ₹ 13.25	₹ 14.23 - ₹ 21.25	₹ 21.00 - ₹ 29.37
Marketing and Advertising	₹ 2.97 - ₹ 4.87	₹ 5.34 - ₹ 8.64	₹ 8.00 - ₹ 11.30	₹ 17.18 - ₹ 23.97	₹ 25.75 - ₹ 34.66
Media Production	₹ 2.91 - ₹ 3.88	₹ 4.94 - ₹ 8.39	₹ 9.50 - ₹ 13.00	₹ 17.80 - ₹ 24.84	₹ 28.60 - ₹ 38.84
Printing	₹ 3.63 - ₹ 5.27	₹ 4.52 - ₹ 7.67	₹ 9.00 - ₹ 11.00	₹ 15.80 - ₹ 22.45	₹ 21.34 - ₹ 27.24
Public Relations & Communications	₹ 3.08 - ₹ 5.29	₹ 6.13 - ₹ 9.77	₹ 10.2 - ₹ 12.8	₹ 13.4 - ₹ 20.72	₹ 23.16 - ₹ 29.73
Writing and Editing	₹ 3.04 - ₹ 5.46	₹ 7.04 - ₹ 9.29	₹ 10.81 - ₹ 13.46	₹ 15.31 - ₹ 21.46	₹ 18.34 - ₹ 30.06

The **Media & Entertainment** sector demonstrates moderate salary growth compared to high-performing industries like IT and BFSI. Senior professionals in Media Production lead the sector, earning up to ₹38.8 LPA, driven by the rising demand for high-quality content.

**Broadcast Media and Advertising** remain competitive, with salaries peaking at ₹35.3 LPA and ₹31.6 LPA, underscoring their established importance in traditional media.

However, segments like **Digital Marketing** and **Writing & Editing** lag, offering limited senior salary growth, with caps at ₹29.3 LPA and ₹30 LPA. Entry-level salaries in these sub-industries also remain modest, indicating oversaturation and easier access to these roles compared to niche technical skills.

Steady yet unremarkable growth is observed in **Public Relations** and **Printing**, where senior salaries peak at ₹29.7 LPA and ₹27.2 LPA.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.



## Industry-wise Salary Trends

Healthcare	Minimum and Maximum Average Salary (in Lacs) in Healthcare				
	0-3 years	4-6 years	7-10 years	11-15 years	15+ years
Health, Wellness and Fitness	₹ 6.54 - ₹ 9.61	₹ 7.02 - ₹ 10.82	₹ 9.76 - ₹ 14.40	₹ 13.38 - ₹ 19.25	₹ 34.12 - ₹ 38.45
Healthcare	₹ 2.81 - ₹ 5.27	₹ 6.02 - ₹ 9.96	₹ 8.63 - ₹ 13.29	₹ 15.97 - ₹ 22.70	₹ 38.83 - ₹ 38.50
Hospital & Health Care	₹ 6.49 - ₹ 9.64	₹ 7.83 - ₹ 11.67	₹ 9.34 - ₹ 13.76	₹ 15.22 - ₹ 21.85	₹ 36.33 - ₹ 38.80
Medical Devices	₹ 3.06 - ₹ 5.23	₹ 5.34 - ₹ 8.25	₹ 9.12 - ₹ 13.43	₹ 14.21 - ₹ 19.78	₹ 26.75 - ₹ 35.64
Medical Practice	₹ 9.97 - ₹ 13.87	₹ 9.69 - ₹ 14.70	₹ 10.34 - ₹ 15.37	₹ 19.23 - ₹ 28.78	₹ 44.69 - ₹ 50.00
Pharmaceuticals	₹ 3.08 - ₹ 5.37	₹ 6.45 - ₹ 10.51	₹ 10.52 - ₹ 16.20	₹ 17.41 - ₹ 24.47	₹ 28.09 - ₹ 41.02

The **Healthcare sector** is dominated by **Medical Practice**, offering the highest entry-level salaries of **₹10–₹13.9 LPA** and progressing to ₹50 LPA for senior professionals, highlighting the demand for specialised medical expertise.

**Pharmaceuticals** and **Health, Wellness & Fitness** show steady growth, with senior salaries peaking at ₹41 LPA and ₹38.4 LPA respectively, driven by increased focus on preventive care and wellness.

However, **General Healthcare** trails significantly, starting at ₹2.8–₹5.3 LPA and peaking at ₹22.7 LPA, reflecting slower progression in less specialised roles.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

## Industry-wise Salary Trends

Banking, Financial Services, Insurance	Minimum and Maximum Average Salary (in Lacs) in BFSI				
	0-3 years	4-6 years	7-10 years	11-15 years	15+ years
Accounting	₹ 3.35 - ₹ 5.83	₹ 8.48 - ₹ 12.65	₹ 15.54 - ₹ 22.50	₹ 22.19 - ₹ 28.25	₹ 30.57 - ₹ 37.86
Banking	₹ 3.16 - ₹ 5.90	₹ 7.93 - ₹ 14.11	₹ 13.30 - ₹ 21.48	₹ 22.62 - ₹ 32.81	₹ 27.63 - ₹ 36.43
Insurance	₹ 2.61 - ₹ 4.87	₹ 6.47 - ₹ 11.57	₹ 10.49 - ₹ 16.50	₹ 20.13 - ₹ 27.20	₹ 25.95 - ₹ 35.57
Investment Banking	₹ 3.37 - ₹ 6.46	₹ 7.90 - ₹ 14.19	₹ 13.55 - ₹ 22.03	₹ 25.44 - ₹ 33.78	₹ 40.00 - ₹ 51.25
Investment Management	₹ 3.94 - ₹ 7.38	₹ 8.37 - ₹ 15.14	₹ 14.77 - ₹ 24.29	₹ 27.38 - ₹ 34.18	₹ 35.00 - ₹ 50.00
Venture Capital & Private Equity	₹ 5.91 - ₹ 10.46	₹ 12.09 - ₹ 19.58	₹ 17.23 - ₹ 27.05	₹ 34.35 - ₹ 39.85	₹ 38.75 - ₹ 47.50

The BFSI sector is dominated by **Venture Capital & Private Equity**, which offers stellar salaries starting at ₹5.9 LPA and reaching ₹47.5 LPA for experienced professionals, driven by high financial expertise demand.

**Investment Banking** and **Investment Management** maintain competitive senior salaries exceeding ₹50 LPA, reflecting the premium for specialised financial acumen.

In contrast, **Insurance** underperforms, with starting salaries as low as ₹2.6 LPA and slower growth, capping at ₹35.5 LPA for senior roles, emphasising the disparity in demand across BFSI sub-industries.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

## Industry-wise Salary Trends

Manufacturing	Minimum and Maximum Average Salary (in Lacs) in Manufacturing				
	0-3 years	4-6 years	7-10 years	11-15 years	15+ years
Aerospace	₹ 2.72 - ₹ 4.68	₹ 5.40 - ₹ 8.46	₹ 8.46 - ₹ 12.71	₹ 14.46 - ₹ 20.13	₹ 29.05 - ₹ 35.15
Automotive	₹ 2.76 - ₹ 4.98	₹ 6.54 - ₹ 10.72	₹ 10.87 - ₹ 16.76	₹ 17.41 - ₹ 24.49	₹ 35.57 - ₹ 40.27
Aviation & Aerospace	₹ 2.23 - ₹ 4.20	₹ 5.39 - ₹ 8.45	₹ 9.84 - ₹ 16.42	₹ 17.07 - ₹ 24.83	₹ 22.84 - ₹ 37.44
Chemical	₹ 2.73 - ₹ 4.94	₹ 6.30 - ₹ 10.31	₹ 10.61 - ₹ 16.35	₹ 17.34 - ₹ 24.42	₹ 36.11 - ₹ 39.75
Consumer Electronics	₹ 2.72 - ₹ 4.91	₹ 6.26 - ₹ 10.25	₹ 10.46 - ₹ 16.15	₹ 17.28 - ₹ 24.23	₹ 34.20 - ₹ 40.91
Consumer Goods	₹ 2.72 - ₹ 4.91	₹ 6.29 - ₹ 10.30	₹ 10.51 - ₹ 16.17	₹ 17.34 - ₹ 24.31	₹ 34.52 - ₹ 41.14
Dairy	₹ 2.72 - ₹ 4.91	₹ 6.30 - ₹ 10.30	₹ 10.46 - ₹ 16.12	₹ 17.23 - ₹ 21.21	₹ 24.49 - ₹ 34.05
Electrical/Electronic Manufacturing	₹ 2.61 - ₹ 4.35	₹ 4.94 - ₹ 7.51	₹ 7.38 - ₹ 11.17	₹ 11.69 - ₹ 16.13	₹ 21.43 - ₹ 29.15
Food Production	₹ 3.07 - ₹ 5.07	₹ 5.64 - ₹ 8.54	₹ 8.44 - ₹ 12.21	₹ 12.97 - ₹ 17.85	₹ 23.13 - ₹ 37.38
Furniture	₹ 2.72 - ₹ 4.91	₹ 6.16 - ₹ 10.10	₹ 10.25 - ₹ 15.80	₹ 16.92 - ₹ 23.87	₹ 24.26 - ₹ 30.18
Industrial Automation	₹ 3.61 - ₹ 6.55	₹ 8.26 - ₹ 13.63	₹ 11.94 - ₹ 18.61	₹ 16.00 - ₹ 22.64	₹ 38.00 - ₹ 50.04
Logistics and Supply Chain	₹ 2.80 - ₹ 4.50	₹ 5.95 - ₹ 9.25	₹ 10.87 - ₹ 14.57	₹ 16.07 - ₹ 19.23	₹ 23.38 - ₹ 33.85
Luxury Goods & Jewelry	₹ 2.72 - ₹ 4.92	₹ 6.28 - ₹ 10.28	₹ 10.46 - ₹ 16.15	₹ 17.28 - ₹ 24.26	₹ 24.68 - ₹ 34.18
Machinery	₹ 2.50 - ₹ 4.55	₹ 6.18 - ₹ 9.89	₹ 9.76 - ₹ 15.14	₹ 14.21 - ₹ 20.62	₹ 31.27 - ₹ 37.47
Paper & Forest Products	₹ 2.72 - ₹ 4.92	₹ 6.30 - ₹ 10.31	₹ 10.54 - ₹ 16.25	₹ 17.35 - ₹ 24.39	₹ 36.05 - ₹ 39.39
Plastics	₹ 3.20 - ₹ 5.41	₹ 5.67 - ₹ 9.19	₹ 8.94 - ₹ 13.48	₹ 13.24 - ₹ 19.46	₹ 21.06 - ₹ 28.91
Semiconductors	₹ 2.67 - ₹ 4.83	₹ 6.19 - ₹ 10.11	₹ 10.50 - ₹ 16.15	₹ 17.16 - ₹ 24.03	₹ 34.52 - ₹ 40.82
Textiles	₹ 3.20 - ₹ 5.18	₹ 5.81 - ₹ 8.43	₹ 7.95 - ₹ 11.03	₹ 12.66 - ₹ 18.26	₹ 17.71 - ₹ 24.57

**Industrial Automation** leads the Manufacturing sector, offering competitive entry-level salaries of ₹3.6–₹6.5 LPA and robust senior pay ranging from ₹38.00–₹50.04 LPA. The demand for advanced automation technologies continues to fuel growth in this sub-industry.

**Automotive** and **Consumer Goods** maintain steady growth, with senior salaries peaking at ₹40.27 LPA and ₹41.14 LPA, respectively, reflecting ongoing innovation and expansion in these traditional sectors.

Conversely, **Textiles and Electrical/Electronic Manufacturing** struggle to keep pace, with senior salaries capped at ₹24.57 LPA and ₹29.15 LPA, respectively, highlighting slower growth trajectories in less tech-driven fields.

Specialised niches like **Luxury Goods & Jewelry and Plastics** stand out, with senior roles commanding salaries of ₹34.18 LPA and ₹28.91 LPA, respectively, demonstrating the premium on expertise in high-value, niche manufacturing segments.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

## Industry-wise Salary Trends

Infrastructure	Minimum and Maximum Average Salary (in Lacs) in the Infrastructure Industry				
	0-3 years	4-6 years	7-10 years	11-15 years	15+ years
Architecture & Planning	₹ 4.18 - ₹ 7.45	₹ 10.48 - ₹ 13.35	₹ 14.66 - ₹ 17.02	₹ 18.07 - ₹ 28.15	₹ 30.60 - ₹ 35.99
Building Materials	₹ 2.73 - ₹ 4.93	₹ 6.29 - ₹ 9.29	₹ 10.48 - ₹ 16.18	₹ 17.22 - ₹ 24.21	₹ 24.60 - ₹ 32.69
Civil Engineering	₹ 2.91 - ₹ 5.00	₹ 5.40 - ₹ 8.56	₹ 8.69 - ₹ 13.03	₹ 13.11 - ₹ 18.63	₹ 26.22 - ₹ 34.97
Construction	₹ 3.10 - ₹ 5.25	₹ 5.52 - ₹ 8.71	₹ 8.72 - ₹ 12.96	₹ 12.57 - ₹ 18.11	₹ 25.80 - ₹ 33.38
Electrical Distribution	₹ 2.59 - ₹ 4.59	₹ 5.49 - ₹ 8.76	₹ 9.77 - ₹ 15.01	₹ 15.16 - ₹ 23.22	₹ 31.73 - ₹ 36.18
Mechanical or Industrial Engineering	₹ 2.69 - ₹ 4.55	₹ 5.13 - ₹ 8.08	₹ 8.12 - ₹ 12.09	₹ 13.16 - ₹ 18.41	₹ 28.16 - ₹ 33.86
Mining & Metals	₹ 3.50 - ₹ 6.71	₹ 5.42 - ₹ 8.54	₹ 8.50 - ₹ 11.90	₹ 17.17 - ₹ 25.83	₹ 48.33 - ₹ 56.67
Oil & Energy	₹ 4.49 - ₹ 7.37	₹ 7.67 - ₹ 12.40	₹ 11.92 - ₹ 17.88	₹ 16.44 - ₹ 22.98	₹ 34.84 - ₹ 41.39
Real Estate	₹ 2.73 - ₹ 4.94	₹ 6.26 - ₹ 10.27	₹ 10.41 - ₹ 16.08	₹ 16.96 - ₹ 23.84	₹ 32.95 - ₹ 39.58
Telecommunications	₹ 5.23 - ₹ 9.25	₹ 9.00 - ₹ 12.63	₹ 10.38 - ₹ 16.75	₹ 15.00 - ₹ 30.00	₹ 21.40 - ₹ 36.25
Utilities	₹ 3.01 - ₹ 5.19	₹ 6.34 - ₹ 9.95	₹ 8.87 - ₹ 13.57	₹ 11.48 - ₹ 16.45	₹ 21.55 - ₹ 29.97

**Telecommunications** leads with strong salaries, reflecting growing demand for digital connectivity and network expansion, with senior roles reaching ₹36.25 LPA. **Architecture & Planning** follow closely, driven by urbanisation and large-scale projects, offering up to ₹35.99 LPA for senior professionals

Sub-industries like **Mining & Metals** and **Oil & Energy** also shine, offering some of the highest senior salaries at ₹56.67 LPA and ₹41.39 LPA, respectively, underscoring their critical role in development and resource management.

In contrast, **Civil Engineering** and **Construction** face slower growth trajectories, with senior salaries capped at ₹34.97 LPA and ₹33.38 LPA respectively.

Steady growth is observed in **Building Materials and Real Estate**, driven by increasing demand for sustainable and innovative solutions, with senior salaries reaching up to ₹32.69 LPA and ₹39.58 LPA, respectively. However, **Utilities and Mechanical Engineering** lag behind, with senior roles peaking at ₹29.97 LPA and ₹33.86 LPA, highlighting the need for modernisation to stay competitive.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

## Industry-wise Salary Trends

IT & ITeS	Minimum and Maximum Average Salary (in Lacs) in IT & ITeS				
	0-3 years	4-6 years	7-10 years	11-15 years	15+ years
Analytics	₹ 3.41 - ₹ 6.50	₹ 10.51 - ₹ 16.47	₹ 14.23 - ₹ 21.65	₹ 19.65 - ₹ 28.79	₹ 35.00 - ₹ 45.00
Artificial Intelligence	₹ 7.28 - ₹ 12.54	₹ 13.44 - ₹ 21.80	₹ 18.36 - ₹ 28.25	₹ 25.81 - ₹ 37.11	₹ 59.29 - ₹ 76.43
Computer & Network Security	₹ 3.43 - ₹ 6.44	₹ 10.02 - ₹ 16.54	₹ 15.89 - ₹ 23.72	₹ 22.78 - ₹ 33.20	₹ 45.71 - ₹ 87.00
Computer Hardware	₹ 2.49 - ₹ 4.68	₹ 7.75 - ₹ 12.87	₹ 14.20 - ₹ 20.74	₹ 24.13 - ₹ 38.17	₹ 43.75 - ₹ 79.75
Computer Networking	₹ 4.28 - ₹ 7.72	₹ 12.02 - ₹ 20.18	₹ 16.94 - ₹ 25.92	₹ 21.02 - ₹ 30.71	₹ 58.50 - ₹ 76.00
Computer Software	₹ 4.74 - ₹ 8.70	₹ 11.64 - ₹ 19.33	₹ 16.11 - ₹ 24.92	₹ 23.51 - ₹ 34.16	₹ 49.06 - ₹ 65.31
Data Mining	₹ 5.04 - ₹ 8.99	₹ 12.68 - ₹ 19.85	₹ 16.53 - ₹ 24.78	₹ 23.75 - ₹ 34.13	₹ 35.00 - ₹ 45.00
E-Commerce	₹ 2.16 - ₹ 4.19	₹ 6.39 - ₹ 10.23	₹ 9.75 - ₹ 14.91	₹ 17.33 - ₹ 29.92	₹ 40.00 - ₹ 57.50
Enterprise Software	₹ 2.99 - ₹ 5.66	₹ 8.13 - ₹ 14.21	₹ 15.39 - ₹ 23.48	₹ 20.86 - ₹ 30.27	₹ 33.00 - ₹ 46.00
Information Technology	₹ 2.56 - ₹ 4.95	₹ 11.14 - ₹ 18.59	₹ 15.84 - ₹ 24.63	₹ 22.61 - ₹ 33.47	₹ 56.67 - ₹ 72.50
Internet	₹ 2.54 - ₹ 4.78	₹ 9.89 - ₹ 16.44	₹ 18.91 - ₹ 30.15	₹ 20.46 - ₹ 30.13	₹ 25.34 - ₹ 38.13
Information Technology And Services	₹ 2.56 - ₹ 4.94	₹ 11.08 - ₹ 18.50	₹ 16.03 - ₹ 24.98	₹ 22.46 - ₹ 33.25	₹ 56.67 - ₹ 72.50
Information Services	₹ 2.28 - ₹ 4.45	₹ 6.70 - ₹ 10.75	₹ 10.75 - ₹ 16.94	₹ 12.00 - ₹ 20.88	₹ 22.46 - ₹ 32.21

The **IT & ITeS sector** continues to be a frontrunner in salary growth, with **Artificial Intelligence** leading the pack. Entry-level salaries range from ₹7.2–₹12.5 LPA, while senior roles command pay up to ₹76.4 LPA, reflecting the immense demand for AI expertise.

**Computer & Network Security** follows closely, offering senior salaries up to ₹87 LPA, underscoring the critical need for cybersecurity professionals.

**Computer Hardware** and **Data Mining** also exhibit robust growth, with senior pay scaling up to ₹79.7 LPA and ₹45 LPA, respectively, showcasing the value of technical specialization.

In contrast, **Information Services** has starting salaries as low as ₹2.2 LPA and senior roles capping at ₹32.2 LPA, reflecting limited opportunities in less specialised IT functions.

Emerging sub-industries such as **Computer Networking** highlight mid-career potential, with salaries reaching ₹30.7 LPA, while **E-Commerce** sees strong growth at higher levels, with senior pay peaking at ₹57.5 LPA. These trends emphasise the importance of niche expertise in driving compensation across this dynamic sector.



## Industry-wise Salary Trends

Service	Minimum and Maximum Average Salary (in Lacs) in the Service Industry				
	0-3 years	4-6 years	7-10 years	11-15 years	15+ years
Consulting	₹ 2.28 - ₹ 4.22	₹ 5.33 - ₹ 8.65	₹ 10.14 - ₹ 15.14	₹ 17.79 - ₹ 23.33	₹ 29.20 - ₹ 39.50
Design	₹ 3.30 - ₹ 5.72	₹ 7.24 - ₹ 11.71	₹ 12.10 - ₹ 18.28	₹ 17.52 - ₹ 24.98	₹ 31.53 - ₹ 39.43
Legal Services	₹ 3.67 - ₹ 6.24	₹ 6.50 - ₹ 10.28	₹ 10.09 - ₹ 14.97	₹ 15.86 - ₹ 22.01	₹ 22.92 - ₹ 29.60
Management Consulting	₹ 4.15 - ₹ 7.08	₹ 9.87 - ₹ 15.55	₹ 13.26 - ₹ 19.96	₹ 20.45 - ₹ 27.26	₹ 33.26 - ₹ 43.82
Market Research	₹ 2.70 - ₹ 4.82	₹ 6.40 - ₹ 10.34	₹ 10.59 - ₹ 16.05	₹ 17.02 - ₹ 23.94	₹ 33.44 - ₹ 41.61
Publishing	₹ 2.72 - ₹ 4.91	₹ 6.26 - ₹ 10.27	₹ 10.47 - ₹ 16.15	₹ 17.31 - ₹ 24.35	₹ 34.43 - ₹ 40.99
Research	₹ 3.68 - ₹ 6.32	₹ 8.02 - ₹ 12.81	₹ 13.25 - ₹ 20.11	₹ 17.89 - ₹ 24.89	₹ 26.00 - ₹ 40.95
Security and Investigations	₹ 4.01 - ₹ 7.03	₹ 8.06 - ₹ 12.37	₹ 14.37 - ₹ 18.45	₹ 20.91 - ₹ 24.60	₹ 25.50 - ₹ 33.33

**Management Consulting** dominates the Service sector with senior salaries reaching ₹43.8 LPA, reflecting the high demand for strategic expertise. **Design and Market Research** also exhibit strong growth, with senior roles offering up to ₹39.4 LPA and ₹41.6 LPA, underscoring the value of creativity and analytical skills.

Conversely, **General Consulting** and **Legal Services** trail with lower entry-level salaries, ranging from ₹2.2–₹3.6 LPA, though both demonstrate significant senior-level progression, peaking at ₹39.5 LPA and ₹29.6 LPA, respectively.

While **Publishing and Research** offer steady growth, their senior salaries remain capped at ₹40.9 LPA, highlighting limited earning potential. These trends emphasise the need for specialisation, with sectors like **Security and Investigations** standing out for offering competitive salaries across all experience levels, reaching ₹33.3 LPA at senior roles.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

# Monthly Hiring Trends | Experience

1% Entry Level (0-3years)

2% Senior Level (11-15 years)

4% Associate Level (4-6 years)

4% +15 years of experience

4% Mid-senior Level (7-10 years)

# Hiring Trends | Experience Level

**13%**

0 - 3 Years

The hiring demand for entry-level saw a **significant increase** annually

**12%**

4 - 6 Years

Hiring for Associate roles with an experience of 4-6 years saw **an impressive uptick in hiring** on year-on-year basis

**11%**

7 - 10 Years

Mid-senior level roles (7 - 10 years of experience) witnessed a **robust hiring** demand

**3%**

11 - 15 Years

Senior-level roles with 11-15 years registered an **increase** in hiring activity

**-3%**

16 Years

There was a **notable 3% drop** in hiring activity for roles demanding 16+ years of experience





# 05 About the report



# About the report

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide. In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since November 2009 followed by Gulf in April 2011 with data collected since November 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action/decision taken or for the result obtained from the use of such information.



For any additional information or custom insights, kindly email to [PR@foundit.ai](mailto:PR@foundit.ai).

# Annexure

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## Annexure: Industry Data\*

Industries	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
IT - Software & Services	548	515	529	522	557	570	628	652	673	651	676	745	714
BPO	142	139	135	138	132	135	145	139	145	139	128	141	133
Construction & Engineering	133	132	135	137	139	139	154	154	172	171	175	188	184
Banking, Financial Services , Insurance	396	399	391	411	403	401	413	419	437	438	427	509	506
Education	174	172	176	175	175	178	183	189	190	191	189	205	213
Manufacturing	154	156	157	157	166	174	209	216	222	225	210	225	213
Automotive	137	133	135	132	136	136	145	137	143	150	152	150	155
Telecommunications	376	378	351	370	379	401	440	461	442	430	412	411	386
Energy	122	115	121	122	131	141	137	140	146	139	139	144	141

## Annexure: Industry Data\*

Industries	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Healthcare & Pharmaceuticals	244	249	251	256	248	255	291	304	308	313	316	333	337
Advertising & public Relations	236	234	230	239	235	227	221	222	219	219	218	211	203
Travel & Tourism	182	175	177	187	194	197	168	171	171	184	167	182	173
Consumer Electronics	444	438	434	442	453	460	489	502	513	548	553	578	608
Media & Entertainment	303	300	312	310	319	318	348	352	353	328	342	396	399
Chemicals & Plastics	115	109	115	115	118	110	125	119	130	130	123	140	129
FMCG	148	145	146	148	152	147	153	144	152	157	150	164	167
Textiles & Apparel	129	120	123	128	131	123	132	128	148	127	123	144	153
Real Estate	161	164	168	174	177	175	191	188	208	217	214	224	223

## Annexure: Industry Data\*

Industries	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Retail	572	588	604	621	625	622	663	647	646	643	642	641	633
Logistics & Transportation	232	245	257	257	256	268	256	253	276	272	262	290	286
Import & Export	55	56	56	54	55	53	61	61	62	57	59	60	65
Government & Defence	63	72	75	73	73	74	77	77	77	77	77	77	77
Shipping & Marine	181	168	154	138	138	121	110	109	111	118	116	120	121
Printing & Packaging	115	115	119	118	117	119	124	127	125	116	112	123	122
NGO/ Social Service	224	223	244	217	221	216	225	217	239	243	241	270	279
Agriculture	68	68	67	65	66	64	65	66	66	64	60	62	61
Office Equipment/ Automation	241	251	258	255	224	218	192	208	243	193	126	128	126



## Annexure: Functional Area Data\*

Functions	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
IT	404	397	399	398	406	415	436	445	450	440	452	481	469
Customer Service	104	100	96	94	92	89	89	84	83	83	82	90	93
Engineering & Production	226	215	221	216	221	215	217	217	218	214	212	221	226
Finance & Accounting	255	267	268	270	274	267	267	267	266	274	266	308	310
Sales & Business Development	277	266	269	275	276	269	277	277	274	275	266	284	287
HR & Admin	219	212	218	220	236	233	232	228	235	228	224	227	239
Medical Roles	280	286	291	290	292	307	326	333	345	362	355	370	265
Marketing & Communications	217	217	217	232	230	231	245	248	260	258	253	262	377
Procurement & Supply Chain	147	156	160	156	150	148	145	147	154	151	149	152	157
Hospitality	198	192	192	192	207	196	201	203	221	227	217	236	220
Legal	183	184	173	185	185	186	193	189	196	200	195	203	209
Creative	163	158	155	153	153	154	160	167	166	160	157	165	163

## Annexure: City Wise Data\*

Cities	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
Mumbai	264	247	253	257	260	263	275	271	277	274	272	303	303
Bangalore	358	349	369	379	390	411	435	438	461	453	460	510	495
Delhi - NCR	223	220	226	228	232	237	252	254	263	265	269	296	293
Hyderabad	292	289	288	302	302	318	338	348	351	357	358	397	378
Chennai	239	234	219	240	242	250	260	265	261	274	271	302	291
Pune	283	273	275	280	287	292	311	318	330	327	329	365	355
Kolkata	291	275	279	277	272	279	303	318	319	306	317	339	329
Ahmedabad	353	349	346	353	360	357	385	364	380	381	367	403	398
Chandigarh	229	222	209	209	203	196	211	217	230	237	239	246	243
Kochi	249	260	255	251	243	249	254	253	255	266	274	287	286
Baroda	203	202	198	207	207	202	226	223	221	228	218	237	227
Coimbatore	277	312	316	318	332	341	355	353	350	367	378	425	458
Jaipur	243	249	265	271	270	273	299	292	300	309	310	342	333



## Annexure: Experience Level Data\*

Experience Level	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24
0 - 3 years	291	287	290	290	294	298	311	304	310	310	306	333	329
4 - 6 years	252	249	248	249	249	253	264	268	269	269	267	294	283
7 - 10 years	185	173	176	173	171	179	191	191	192	193	191	214	205
11 - 15 years	99	98	99	99	99	99	101	102	102	101	101	105	103
> 16 years	132	124	131	131	138	146	149	145	139	138	134	134	128

# foundit Insights Tracker

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For additional information or custom insights,  
please write to [pr@foundit.ai](mailto:pr@foundit.ai)

