



# COMPENSATION REPORT

## Human Resource Function | 2020

BASE VERSION



## Introduction

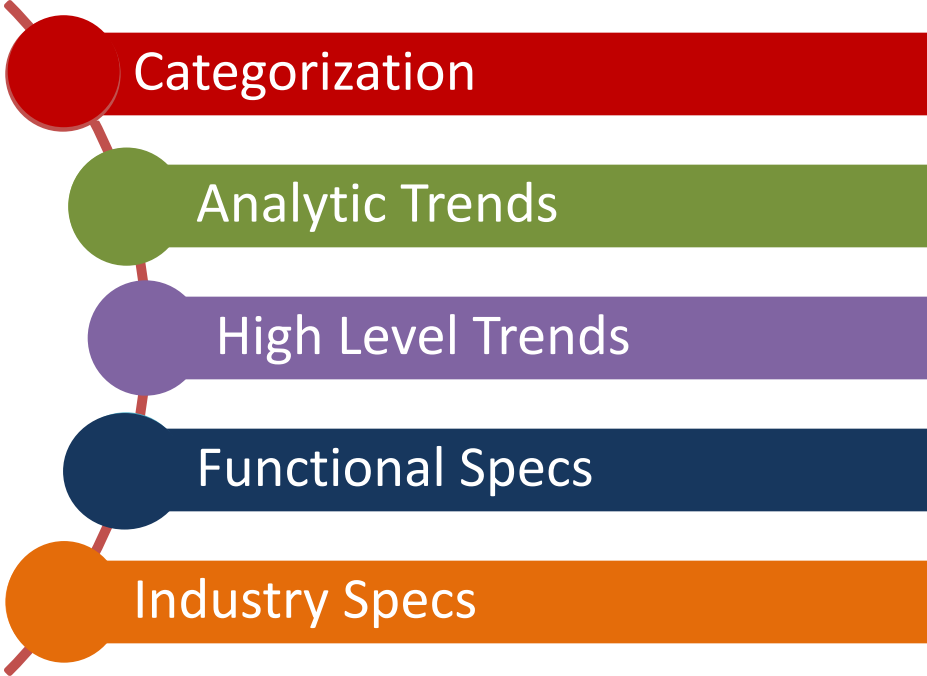
Human Resource has evolved as one of the developing functions for the organizations. It is not merely a support function any more and has really become a business critical function. So recruiting in HR is a serious activity and need much focused approach.

## About this study

We looked as an inverse pyramid as an unique survey model and this collation of data are based on our enrolled data points of people. It encompasses more than 20,000 individual data points across India to bring you an insight to data trends for the Human Resource function.

## Data Interpretation

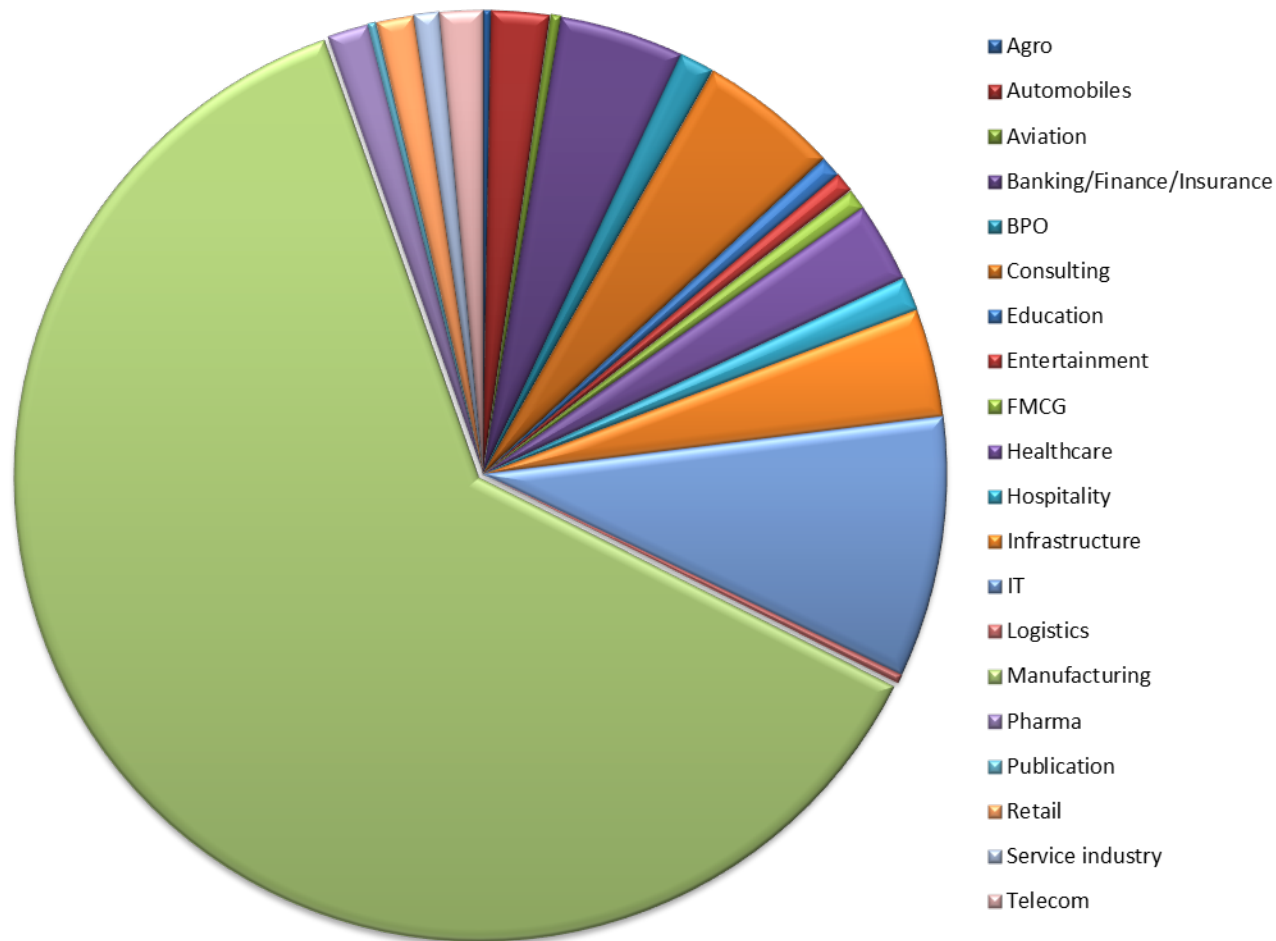
Each data needs to be introspected and aligned to the organization need and then interpreted to that best suits the organization.



# CATEGORIZATION

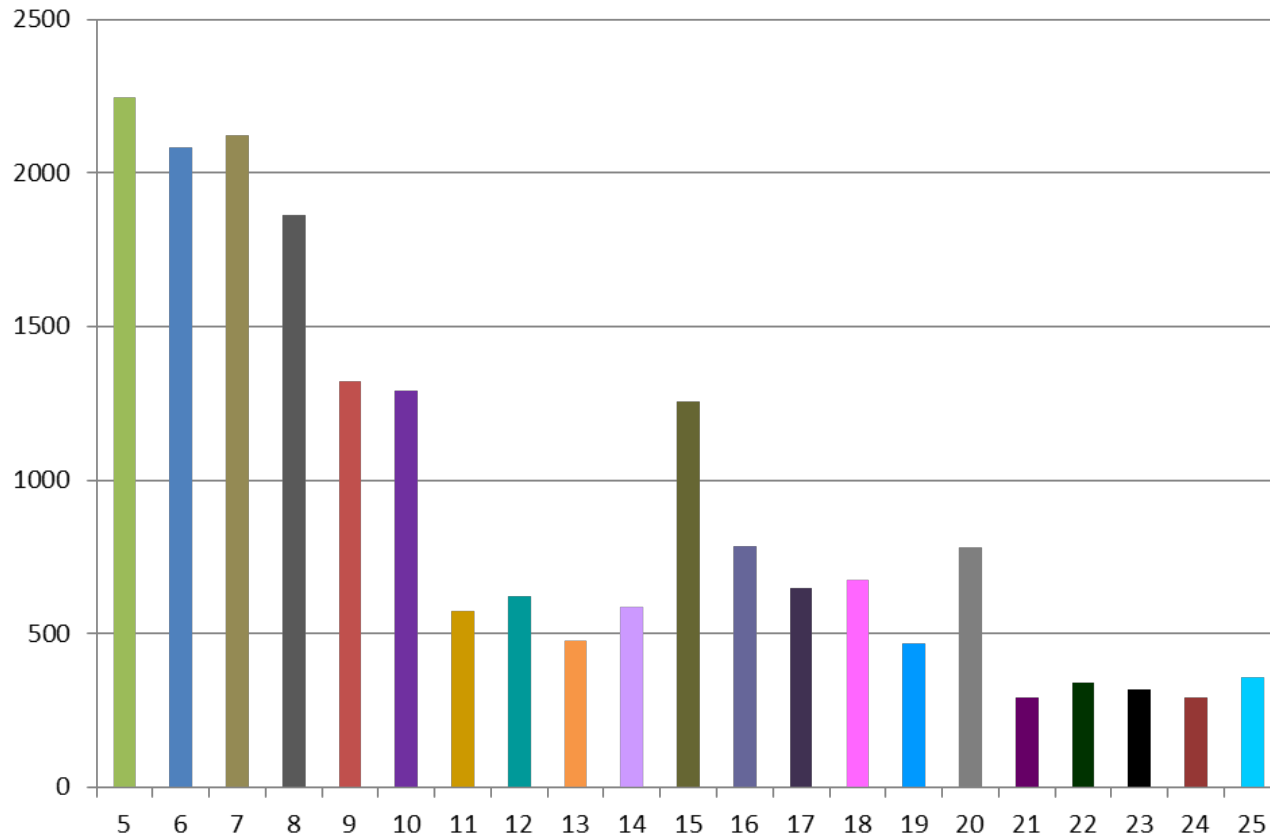
## INDUSTRY BASED

Industry	Data Points
Agro	62
Automobiles	393
Aviation	73
Banking / Finance / Insurance	842
BPO	237
Consulting	944
Education	143
Entertainment	134
FMCG	144
Healthcare	541
Hospitality	230
Infrastructure	731
IT	1764
Logistics	70
Manufacturing	12069
Pharma	280
Publication	57
Retail	251
Service industry	171
Telecom	289



20 industries covered. The sampling data includes a minimal of 60 data points from a specific industry to look at projected trending in compensation

## EXPERIENCE BASED



The sampling data includes a vast range of experience mix from 5 – 25 years in Human Resource Function.

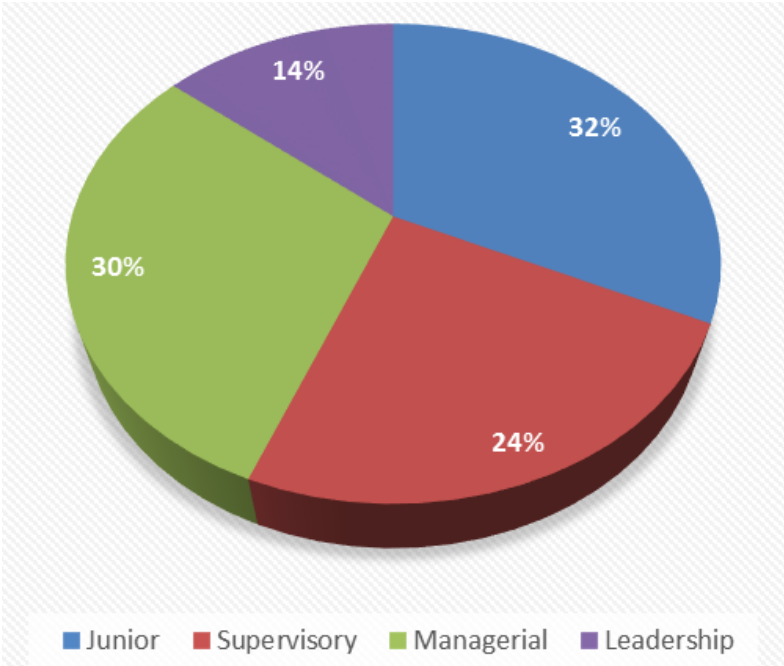
The minimal sampling data for experience is 315 datapoints

## ROLE BASED



The categorization also cuts across the various roles of Human Resource function and provides an analysis into each specific areas

LEVEL BASED



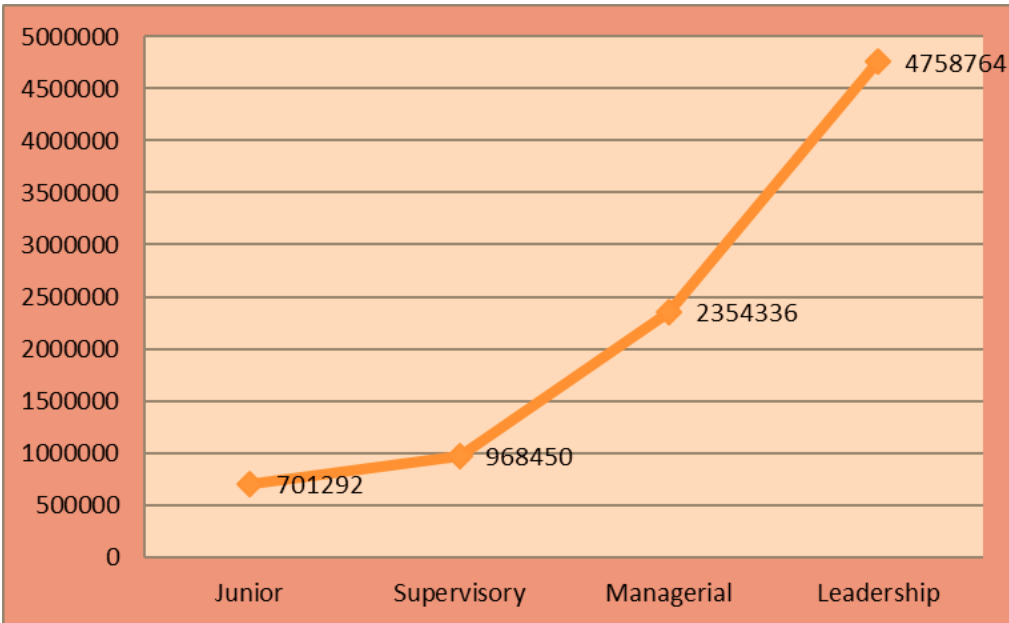
The categorization also spans across four levels of Junior, Supervisory, Managerial & Leadership roles

Junior Role	Supervisory Role	Managerial Role	Leadership Role**
Execution roles aligned within 4 – 6 years of exposure	Manage certain complexities and supervise work aligned within 7 – 10 years of exposure	Functional and people management roles with specific HR areas aligned within 11 – 18 years of exposure	Functional Heading roles with complete Functional ownership or Head HR mapped responsibilities aligned within 19 – 25 years of exposure

\*\* Excludes overall Leading responsibilities at highest levels like Director, AVP, VP and higher Levels

# ANALYTIC TRENDS





**Median Compensation - Hiring**

The significant growth on compensation deviations in Hiring across the Middle Senior levels are higher compared to junior level.

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**Median Compensation – Core HR**

Core HR also shows a similar trending with Middle & Senior levels showing a larger deviation compared to junior levels

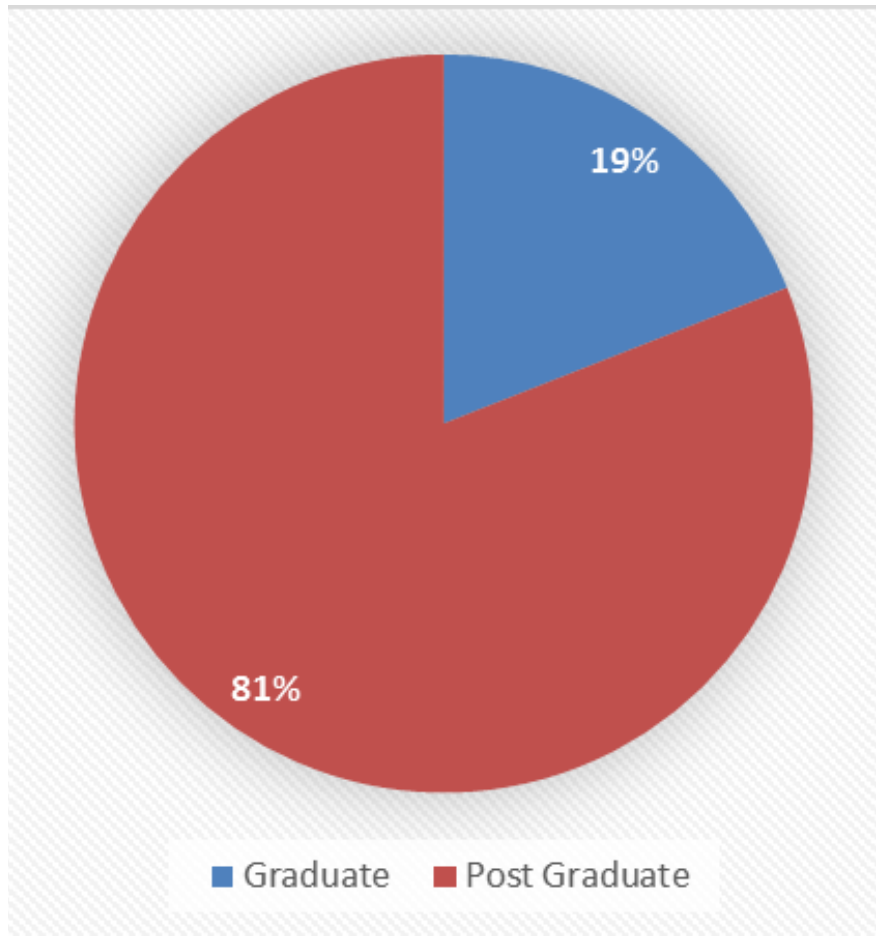
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**Median Compensation – Training**

Training also shows a significant growth across Supervisory to Middle Senior level and higher as compared to the junior levels.



A healthy percentage of sample population was found to hold Post Graduate degrees while being in their respective Human Resource function.

Signifies the positive education trending across industry towards being a knowledge professional.

# HIGH LEVEL TRENDS

## Product Oriented

Manufacturing  
Infrastructure  
FMCG  
Logistics  
Automobiles  
Pharma  
Retail  
Agro  
Publication  
Aviation

## Relationship Oriented

Banking/Finance  
/Insurance  
Service industry  
Hospitality  
Education  
Healthcare

## Knowledge Oriented

IT  
Consulting  
BPO  
Entertainment  
Telecom

**62%**

Product Orientation

**22%**

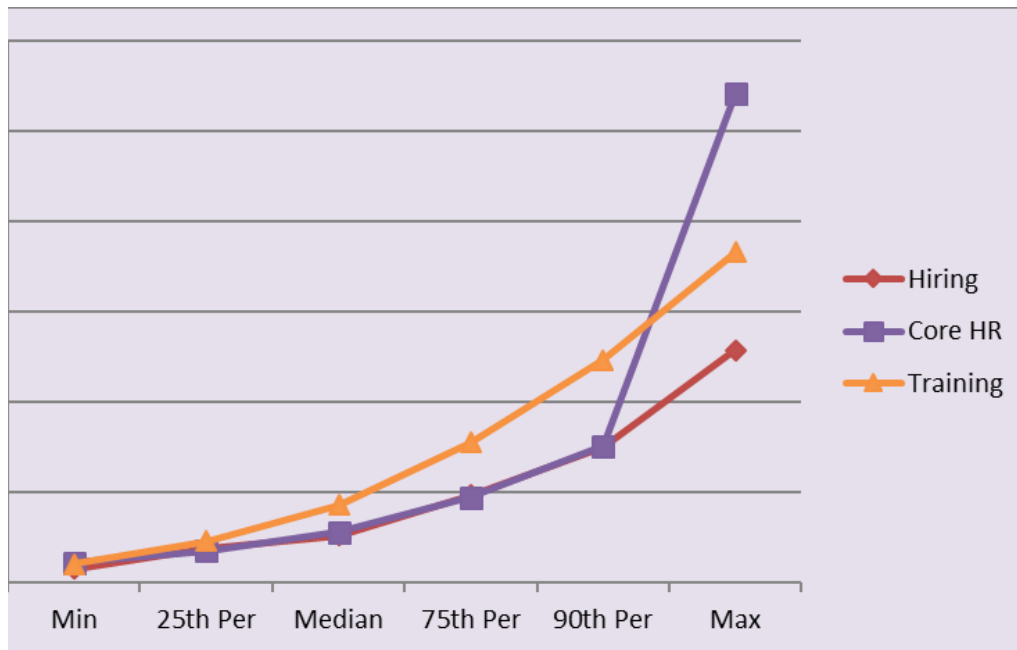
Relationship Orientation

**16%**

Knowledge Orientation

All Industry has been segment under a unique combination of the output orientation type and has been trended accordingly

## KNOWLEDGE ORIENTED INDUSTRY ROLE SNAPSHOT



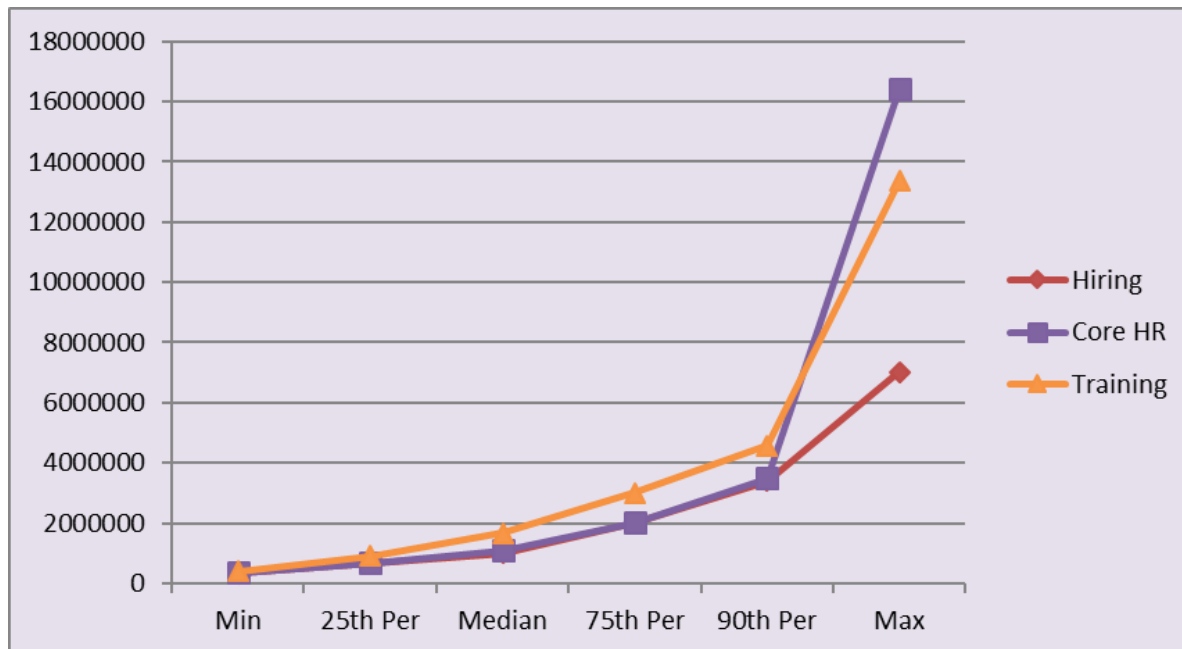
In Knowledge industry Core HR has the maximum compensation band and Training trend seems higher valued in the organizational percentile bands

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## PRODUCT ORIENTED INDUSTRY ROLE SNAPSHOT

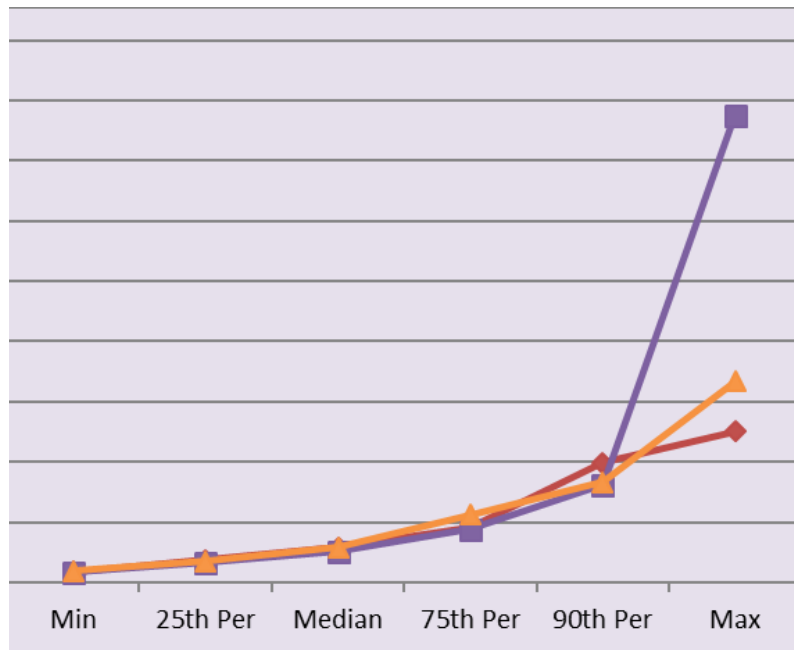


In Product Oriented industry  
Lowest and Maximum is nearly  
balanced across roles and  
Training trend seems to be  
compensated at higher value  
in the organizational percentile  
bands

	Min	25th Per	Median	75th Per	90th Per	Max
Hiring	320000	676245	1010194	2003690	3406274	7012916
Core HR	350000	667897	1085332	2003690	3489761	16402127
Training	410000	912097	1669742	3005535	4578432	13357935



## RELATIONSHIP ORIENTED INDUSTRY ROLE SNAPSHOT



In Relationship industry  
Lowest is evenly balanced  
however significant gap exists  
between Hiring and Training.  
At industry 90<sup>th</sup> percentile  
Hiring is compensated higher  
across other functions

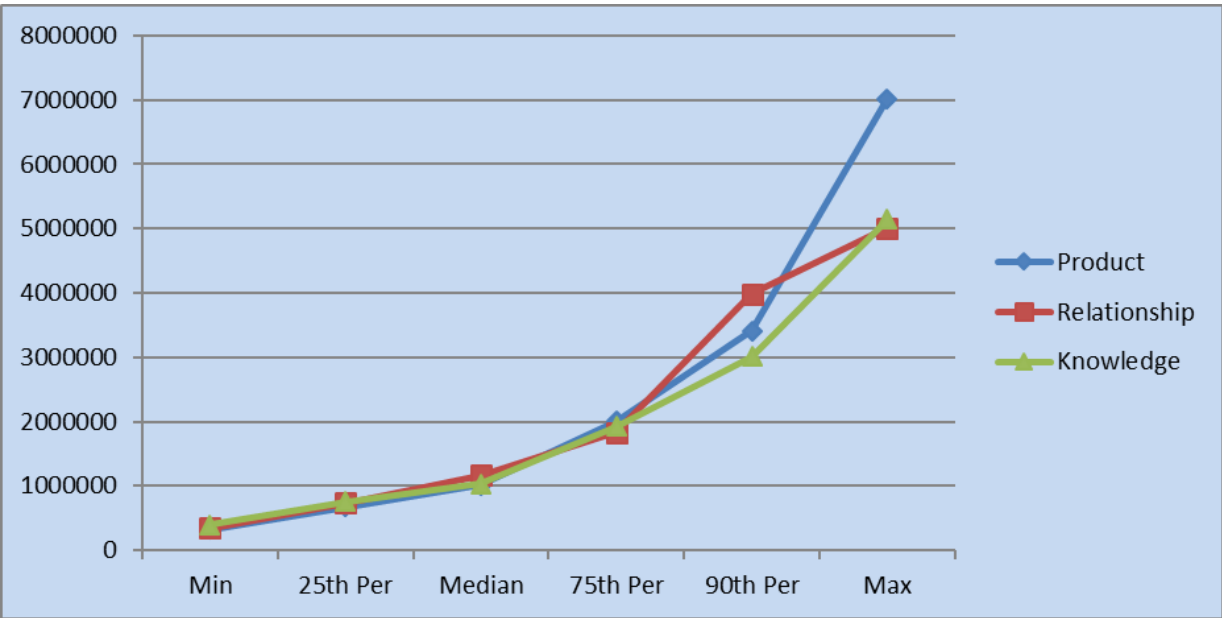
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# FUNCTIONAL SPECS

# HIRING SNAPSHOT ACROSS INDUSTRY



Product oriented organization has a higher compensation trending for the Hiring role in the maximum percentile zone

	Min	25th Per	Median	75th Per	90th Per	Max
Product	320000	676245	1010194	2003690	3406274	7012916
Relationship	350000	734686	1168819	1832542	3980665	5009226
Knowledge	400000	751384	1028680	1920203	3005535	5143401

## HIRING SNAPSHOT ACROSS LEVEL

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Quick snapshot of Hiring compensation across percentile positioning across levels.

## CORE HR SNAPSHOT ACROSS INDUSTRY

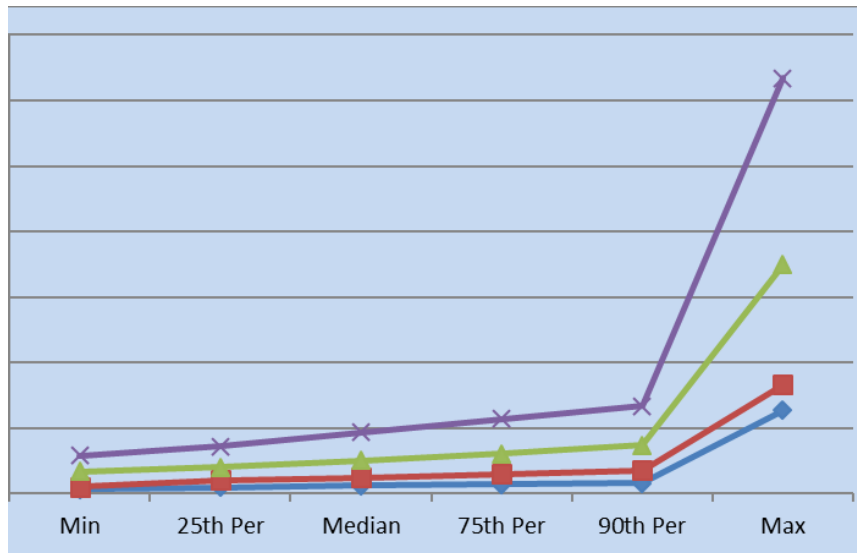
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Core HR sees a quite balanced and aligned trend across the three broader industry segments till 90<sup>th</sup> percentile

## CORE HR SNAPSHOT ACROSS LEVEL



Quick snapshot of Core HR compensation across percentile positioning across levels.

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## TRAINING SNAPSHOT ACROSS INDUSTRY

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Product and Knowledge industry shows a similar alignment across compensation ranges however Relationship based industry shows a lower band across percentiles

## TRAINING SNAPSHOT ACROSS LEVEL

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Quick snapshot of Training compensation across percentile positioning across levels.



# INDUSTRY SPECS

## PRODUCT ORIENTED INDUSTRY



	Hiring	Core HR	Training
Junior			
Supervisory	<b>In Full Version</b>		
Managerial			
Leadership			

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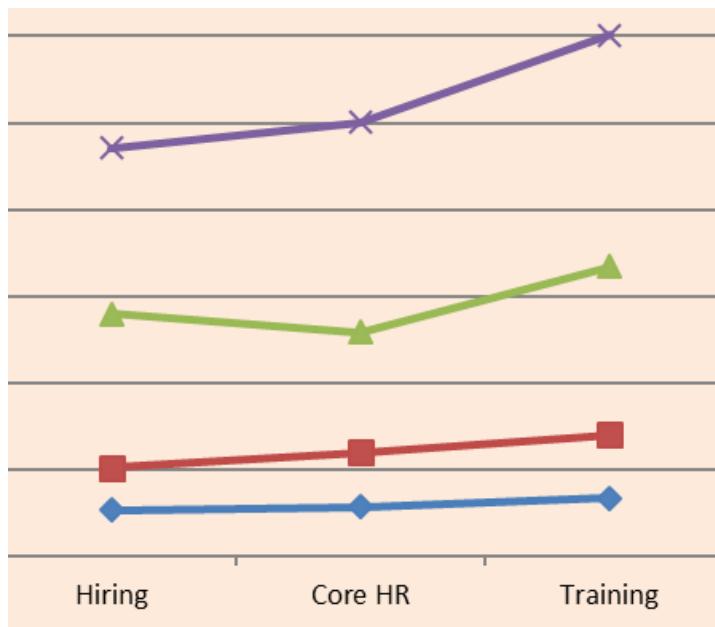
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### Median Compensation

All figures as Annual CTC (INR)

## RELATIONSHIP ORIENTED INDUSTRY



	Hiring	Core HR	Training
Junior			
Supervisory	<b>In Full Version</b>		
Managerial			
Leadership			

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### Median Compensation

All figures as Annual CTC (INR)

## KNOWLEDGE ORIENTED INDUSTRY



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### Median Compensation

All figures as Annual CTC (INR)

	Hiring	Core HR	Training
Junior			
Supervisory	<b>In Full Version</b>		
Managerial			
Leadership			

# About RD Group

RD Group incorporated in the year 2002 with a Vision of Unleashing Potential through Knowledge.

Our first venture under the RD group was the publication of monthly e-Journal HR News & Views & HR News & Views International. Within a span of two years we have achieved total readership crossing more than 10,000 readers in India & abroad. Today we have a reach of around 50,000 global HR professionals across the world.

RD today encompasses in providing HR Products & Services and Training Solutions across industry. RD also launched the HR Boutique which rolls out HR products online.



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