

# COMPENSATION REPORT

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**Human Resource Function | 2017**



## Introduction

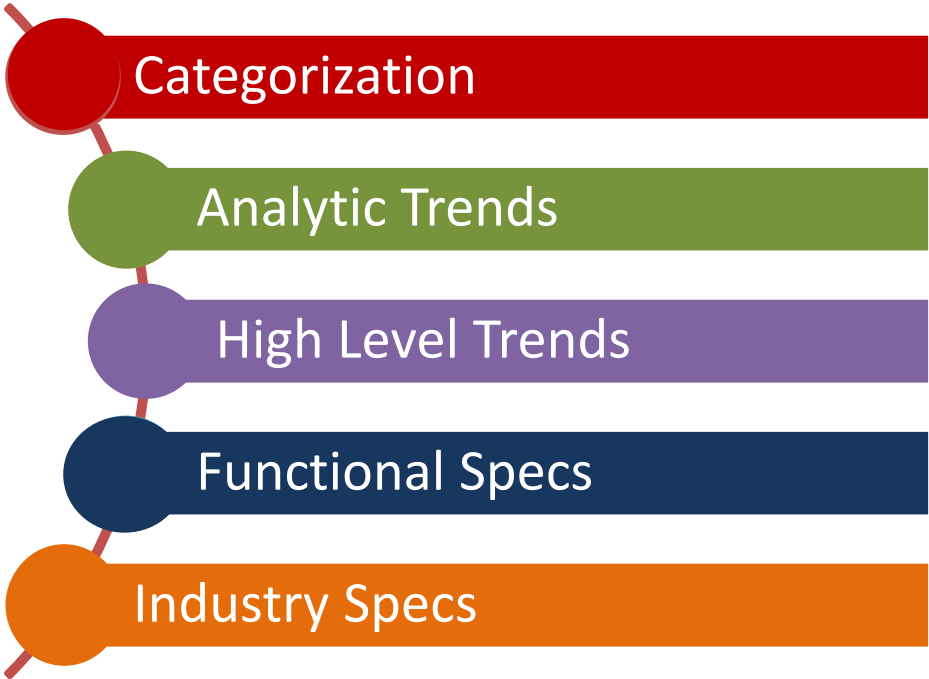
Human Resource has evolved as one of the developing functions for the organizations. It is not merely a support function any more and has really become a business critical function. So recruiting in HR is a serious activity and need much focused approach.

## 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

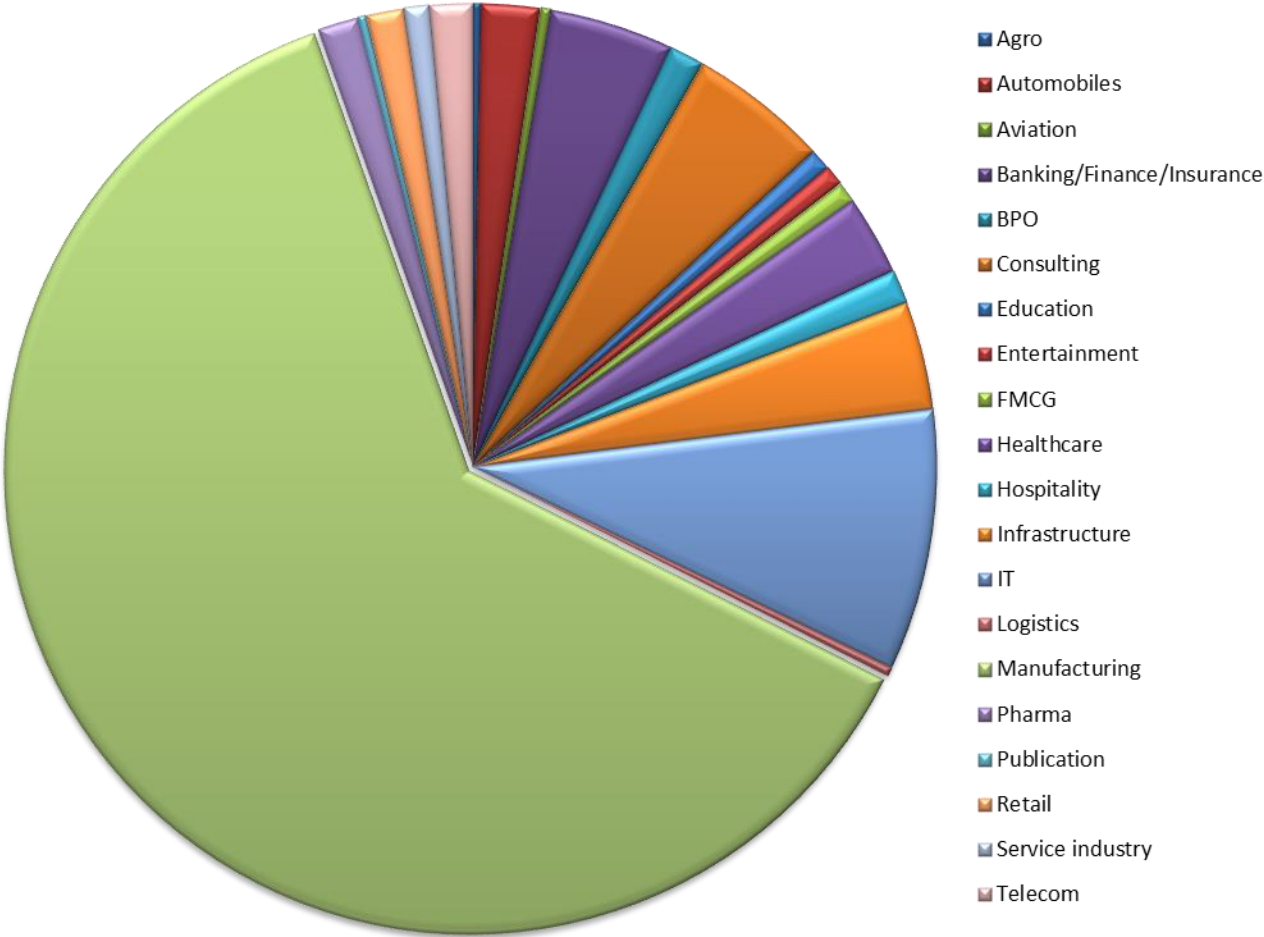
Each data needs to be introspected and aligned to the organization need and then interpreted to that best suits the organization.



# CATEGORIZATION

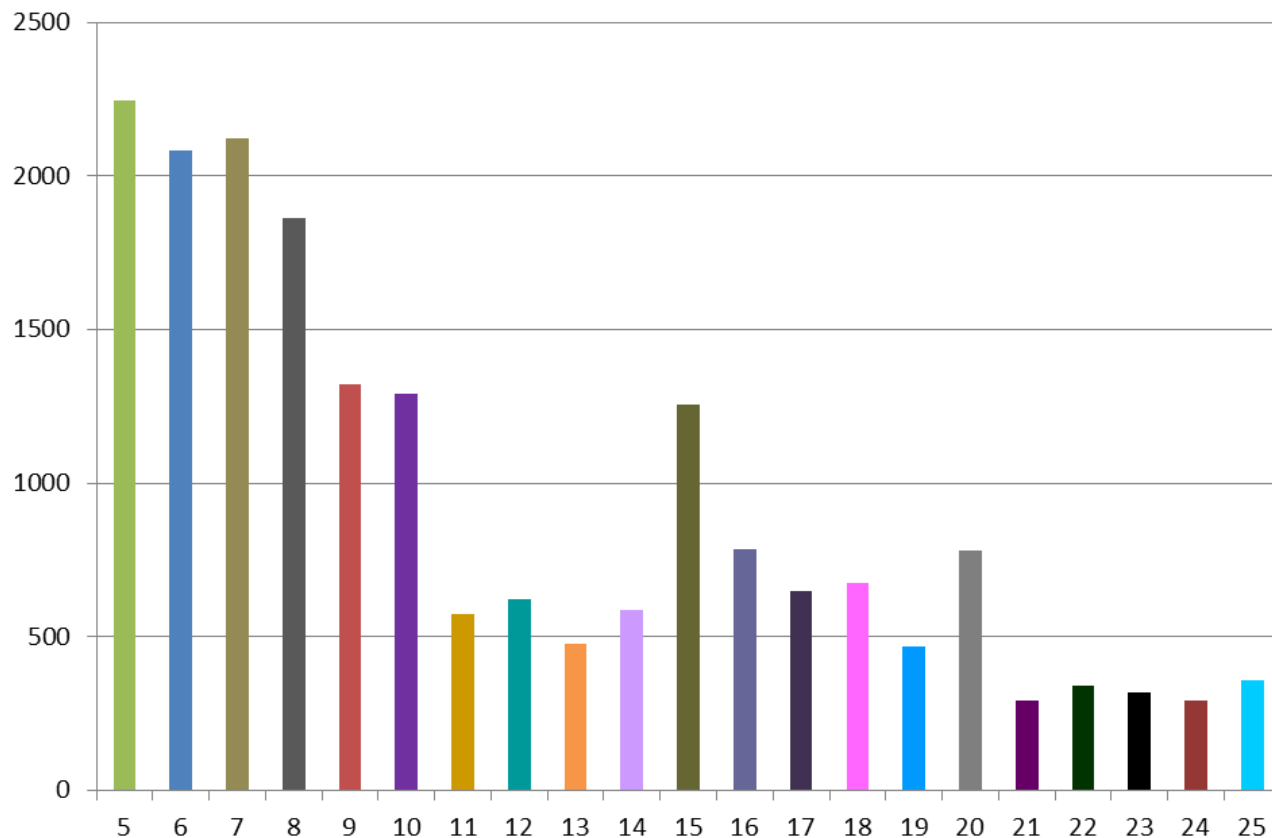
# INDUSTRY BASED

Industry	Data Points
Agro	60
Automobiles	402
Aviation	73
Banking / Finance / Insurance	901
BPO	327
Consulting	1011
Education	183
Entertainment	144
FMCG	194
Healthcare	741
Hospitality	330
Infrastructure	791
IT	1864
Logistics	80
Manufacturing	13069
Pharma	380
Publication	67
Retail	291
Service industry	191
Telecom	389



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.

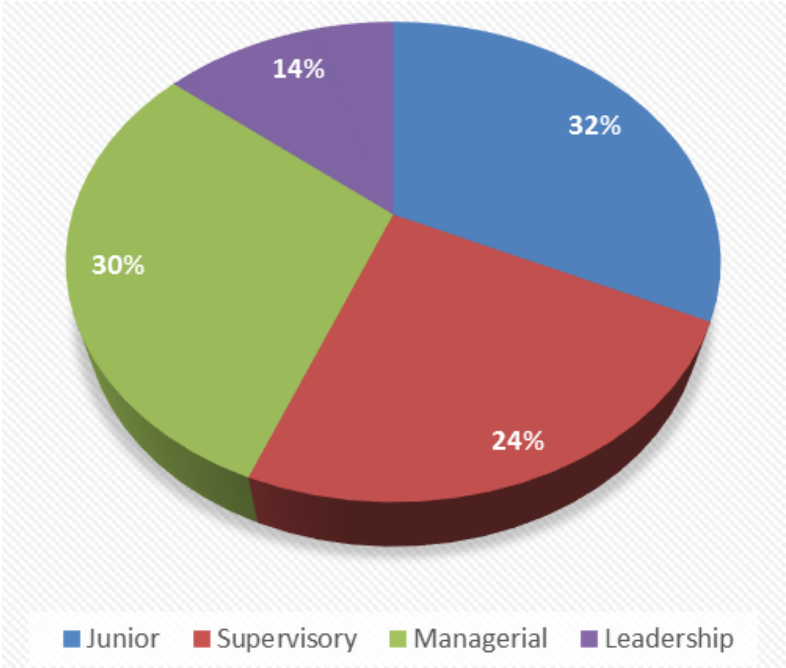
The minimal sampling data for experience is 315 datapoints

## ROLE BASED



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

## LEVEL BASED



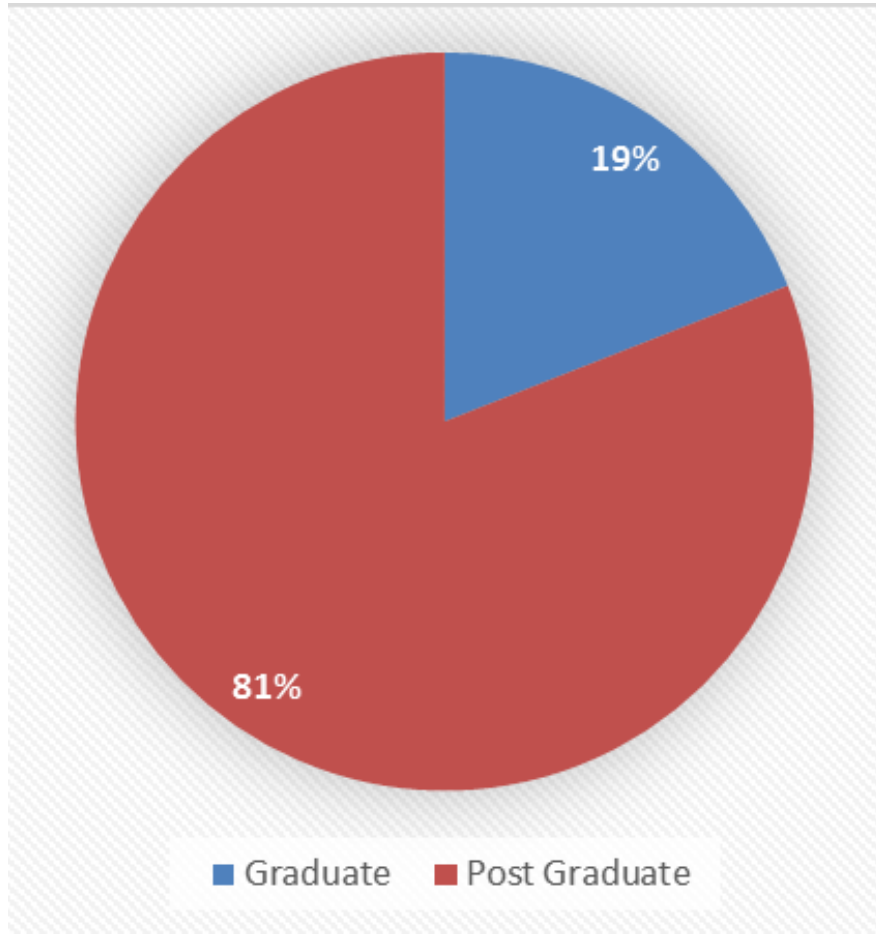
The categorization also spans across four levels of Junior, Supervisory, Managerial & Leadership roles

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





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

**60%**

Product Orientation

**22%**

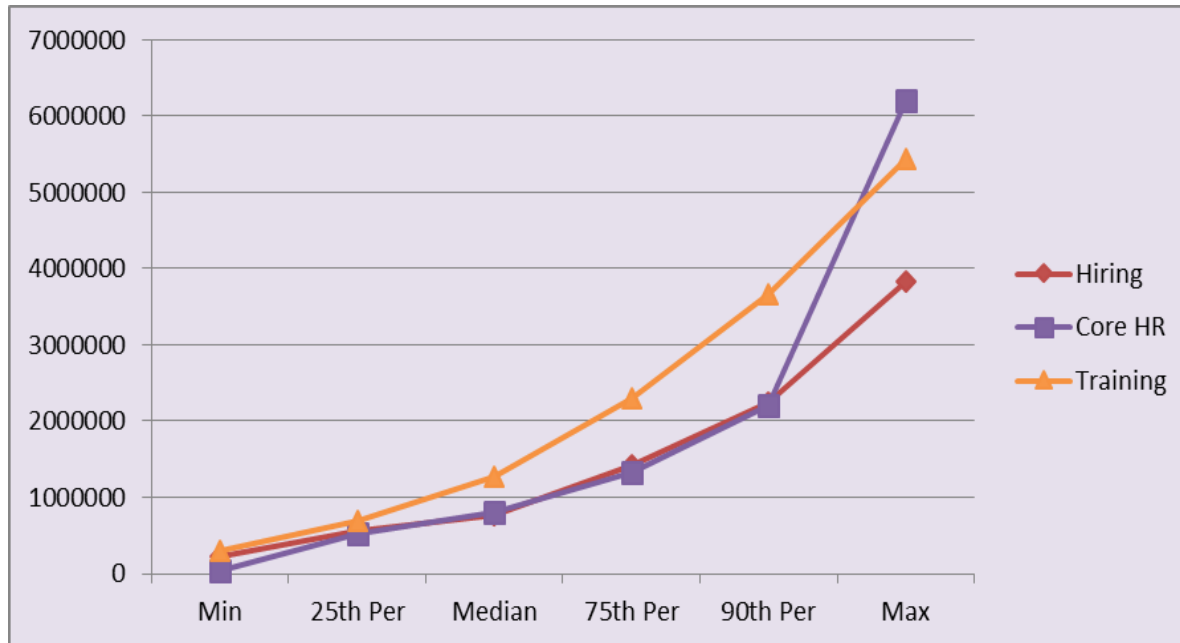
Relationship Orientation

**17%**

Knowledge Orientation

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

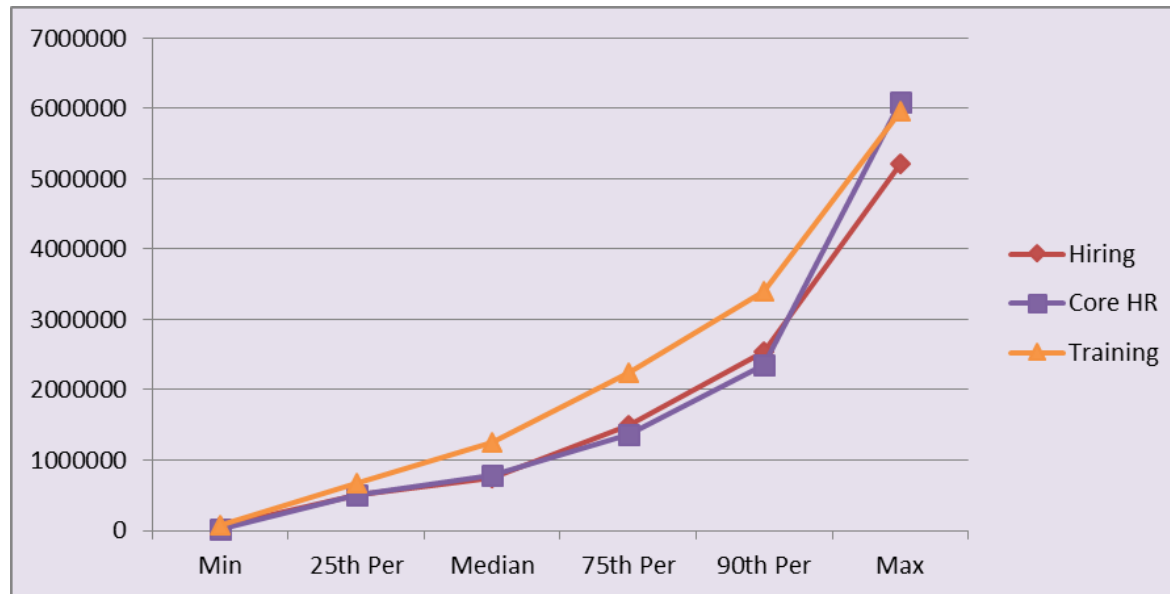
## KNOWLEDGE ORIENTED INDUSTRY ROLE SNAPSHOT



In Knowledge industry Core HR shares a unique combination of both lowest and maximum compensation band and Training trend seems higher valued in the organizational percentile bands

	Min	25th Per	Median	75th Per	90th Per	Max
Hiring	223776	559440	765900	1429680	2237760	3829500
Core HR	31913	516983	808080	1333943	2203239	6203790
Training	299978	683760	1276500	2301863	3667440	5437890

## PRODUCT ORIENTED INDUSTRY ROLE SNAPSHOT



In Production 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	62160	503496	745920	1491840	2536128	5221440
Core HR	12432	497280	777000	1367520	2360837	6091680
Training	74592	679098	1243200	2237760	3408854	5967360

# 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.



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