

foundit Insights Tracker

Oct 2025 Hiring Trends | India

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Contents

Executive Summary

Page 3

Key Highlights

Page 4–5

Hiring Snapshot | October

Page 6 | MoM Trends

Industry Hiring Trends

Page 7–9

Functional Hiring Trends

Page 10–12

City-wise Hiring Trends

Page 13–15

Experience Level Trends

Page 16–17

Industry-wise Salary Trends

Page 18–25

About the Report

Page 26

Annexure

Page 27–33



Executive Summary

- **India's job market continues to demonstrate strength and structural maturity amid short-term hiring adjustments.**
- **AI, Healthcare, and BFSI lead 2025 salary growth, while legacy industries show slower pay progression.**

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Hiring rebalances after festive surge; Retail, Tourism and Finance lead the way

India's white-collar job market continued to display resilience and recalibration in October 2025, posting a 17% year-on-year growth, a clear indicator of sustained optimism across sectors. The 5% month-on-month dip marks a healthy correction following months of expansion reflecting a shift from festive hiring peaks to strategic workforce consolidation.

Retail emerged as the month's strongest performer, with an 8% MoM rise powered by festive sales, omnichannel retail adoption, and growing traction in tier-2 markets. The Travel & Tourism sector also maintained momentum with a 2% MoM increase, as domestic travel and hospitality hiring sustained demand. Among functions, Finance & Accounting stood out with a 5% MoM growth, underscoring the rising importance of financial governance, automation, and compliance roles even as most other functions saw modest easing. Bengaluru led metro hiring activity, while Kochi outperformed among non-metros, signalling the growing decentralisation of India's talent landscape.

The Industry Salary Trends reflect continued skill-based premiumisation, as sectors such as IT & ITeS, BFSI, Healthcare, and Retail reward digital and analytical expertise. In contrast, traditional industries witnessed mild salary corrections, while digital-first and transformation-led roles particularly in AI, Cybersecurity, and Data Analytics continue to command premium compensation.

Looking ahead, India's hiring sentiment remains structurally positive. The market is evolving from volume-driven hiring to value-based workforce planning, where digital fluency, financial acumen, and strategic adaptability define employability and growth. As organisations balance innovation with operational stability, the next phase of hiring will focus on building capabilities that drive sustained business transformation.

Key Highlights | October

↑↑ 17%

Year-on-Year (YoY)

↓↓ 5%

Month-on-Month (MoM)

↑↑ 1%

Over 3 months

↑↑ 0%

Over 6 months

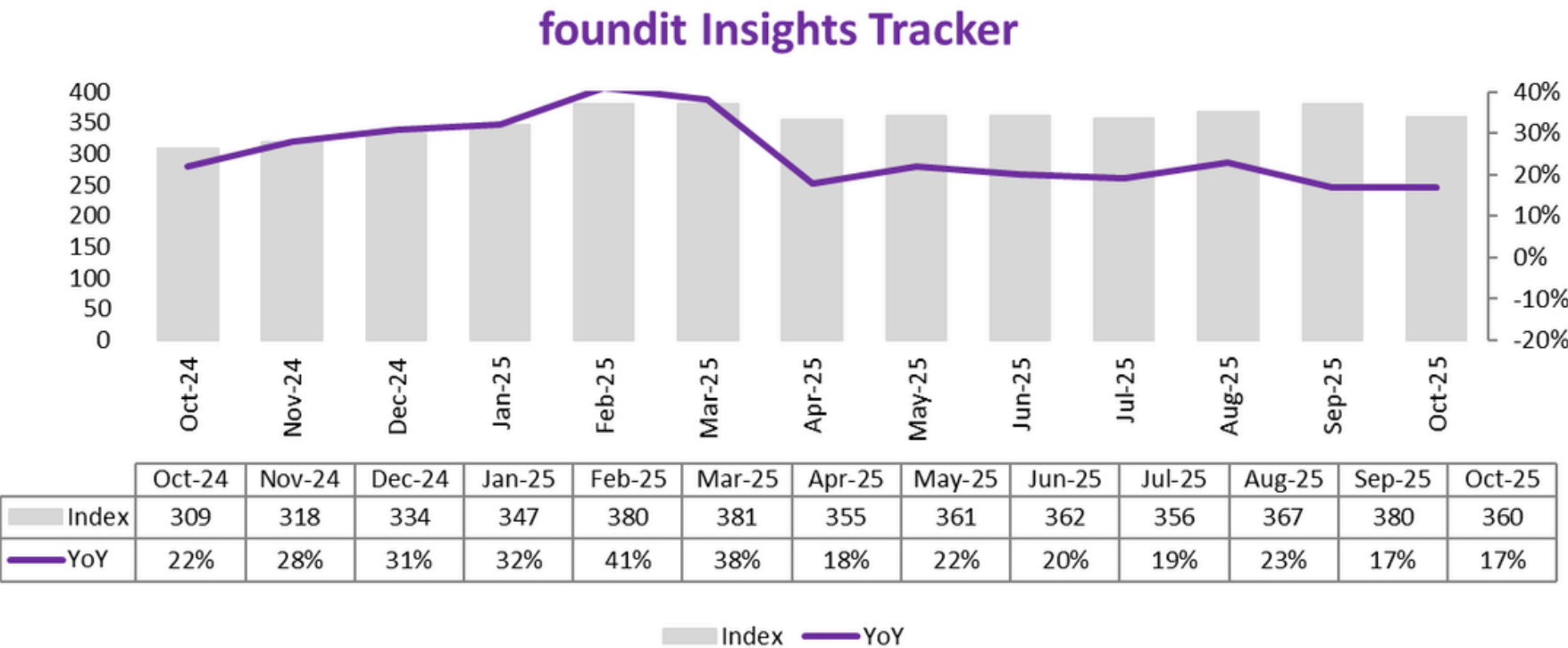
India's Hiring Growth Steadies After Strong Year-on-Year Surge

India's hiring index rose from 309 in October 2024 to 360 in October 2025, marking a 17% year-on-year (YoY) increase. Month-on-month (MoM) degrowth stood at -5%, while three-month and six-month growth were 1% and 0%, respectively. These numbers indicate that while overall hiring has grown significantly compared to last year, short-term momentum has softened. The market appears to be stabilising after a strong growth phase, with employers showing cautious optimism amid evolving business and economic conditions.

This trend reflects broader patterns in India's job market, where long-term growth is supported by digital services, manufacturing, and infrastructure. The YoY rise signals steady employer confidence, with continued demand for emerging-skill roles in technology, AI, and green energy. Tier-2 cities are also contributing to this growth, driven by remote work opportunities and expanding service industries.

However, the muted quarterly growth and slight monthly dip suggest a pause after a sustained upswing. Companies are hiring more selectively, focusing on productivity and skill alignment rather than volume hiring. Overall, the data points to a market that has reached a stronger base level but is now recalibrating for sustainable, skill-driven expansion.

✦ The tracker registered a decline in October, with a 5% month-on-month decrease in hiring activity.



Hiring Snapshot | October

MoM Trends

Hiring eases as firms recalibrate, but demand for niche and transformation roles remains steady.

October hiring trends by nature of job and skills

1

MoM Hiring by Job Nature / Contract Type

Top Roles	% share	MoM Change
Full Time	68%	-4%
Contractual/ Project Based	18%	-6%
Gig / Freelance	9%	-3%
Internship	5%	-5%

2

MoM Hiring by Skill Category / Emerging Role Type

Top Roles	% share	MoM Change
Digital Marketing & Analytics	11%	+6%
Data Science & AI	10%	+5%
Finance & Compliance	12%	+4%
Creative & Content Roles	9%	+2%

Geographic Trend



-2% in Metros



-4% in Tier-2 Cities

Key Highlights | Industry

↑↑ 8%

Retail

Highest hiring growth over the last month

↑↑ 5%

Media & Entertainment

Significant month-on-month hiring growth in October

↓↓ 6%

IT- Software & Services

Declining hiring momentum in October

Media & Entertainment along with Retail led the hiring surge

Industry Hiring Trends

✦ 24 out of 27 industries recorded a surge in recruitment activity over the past year

Industry	YoY	MoM	Industry	YoY	MoM
Retail	+56%	+8%	Energy	+22%	-6%
Consumer Electronics	+36%	0%	Telecommunications	+22%	-2%
Manufacturing	+36%	-7%	Construction & Engineering	+15%	-6%
Logistics & Transportation	+31%	-9%	BFSI	+15%	+1%
Media & Entertainment	+30%	+5%	BPO	+9%	-4%
Healthcare & Pharmaceuticals	+29%	-5%	IT – Software & Services	+3%	-6%
Real Estate	+23%	-5%	Travel & Tourism	+2%	+2%

Media & Entertainment along with Retail led the hiring surge

Industry Hiring Trends

The **Media & Entertainment** industry saw a 30% year-on-year and 5% month-on-month rise in hiring in October 2025, signalling a strong, sustained rebound powered by the creator economy and branded content integration.

As consumer attention continues to fragment across digital platforms, media companies, agencies, and brands are scaling teams skilled in **audience analytics, influencer partnerships, and integrated campaign management**. Demand is growing for professionals who can bridge content, commerce, and community, especially in digital marketing, creative production, and platform strategy roles.

The ecosystem's expansion is no longer confined to metros, **regional and vernacular content** studios in **Pune, Kochi, Indore, and Hyderabad** are **emerging** as key hiring hubs, reflecting the rising influence of localized storytelling.

At senior levels, roles focused on content monetisation, IP development, and data-led performance marketing are seeing strong traction, as companies seek leaders capable of turning creativity into measurable business growth.

+ 24 out of 27 industries recorded a surge in recruitment activity over the past year

The **Retail industry** sustained its strong growth streak registering an impressive 56% year-on-year and 8% month-on-month hiring growth in October 2025, underscoring how India's consumption surge is evolving from seasonal spikes to sustained demand cycles.

What began as festive-led hiring has now matured into **structural workforce expansion**, driven by retailers adapting to “**phygital**” (**physical + digital**) business models. Companies are increasingly investing in roles that blend **consumer analytics, supply chain agility, and digital experience design**, marking a shift from transactional to insight-led retail operations.

Interestingly, tier-2 and tier-3 cities are growth becoming epicenters. Hiring in cities such as **Indore, Kochi, and Bhubaneswar** reflects how aspirational consumption and rising disposable incomes are reshaping India's retail geography. At the **leadership level**, demand is growing for retail transformation specialists, omnichannel strategists, and data-led merchandising heads, as brands prioritise agility and consumer intelligence over sheer scale.

Key Highlights | Functions

↑↑ 5%

Finance & Accounting
Continued hiring momentum in October

↑↑ 1%

Hospitality Roles
Significant month-on-month growth

↓↓ 7%

HR & Admin
Declining hiring demand in October

Hiring accelerates in Finance and Hospitality roles

Function-wise Hiring Trends

✦ 11 of 13 functions show sustained annual growth in hiring activity

Function	YoY	MoM	Function	YoY	MoM
IT	+46%	-1%	Creative	+9%	+1%
Senior Management	+42%	-8%	Marketing & Communications	+9%	-2%
HR & Admin	+28%	-7%	Procurement & Supply Chain	+8%	-6%
Finance & Accounting	+24%	+5%	Hospitality roles	+5%	+1%
Sales & Business Development	+20%	-3%	Medical roles	+4%	-5%
Customer Service	+15%	-4%	Engineering & Production	-10%	-4%

Hiring accelerates for Finance and Hospitality roles

Function-wise Hiring Trends

Hiring for **Finance and Accounting** professionals saw a 24% year-on-year and 5% month-on-month growth in October 2025, led by rising **demand for senior management** talent across industries navigating digital transformation and regulatory complexity. Organisations are actively seeking professionals skilled in financial planning, risk management, auditing, and automation-led reporting, as companies increasingly adopt AI-driven finance tools and cloud-based ERP systems.

The strongest traction was observed for **mid to senior roles** (7–15 years of experience), where organisations are **prioritising CFO office support** functions, business controllers, and compliance leaders to strengthen governance and data-backed decision-making.

Metro cities such as **Mumbai, Bengaluru, and Gurugram** remained the top hiring hubs, driven by expanding operations in BFSI, consulting, and FinTech sectors. Meanwhile, tier-2 cities like **Pune, Ahmedabad, and Coimbatore** are emerging as growing centers for shared finance operations and accounting hubs, reflecting a gradual decentralisation of talent demand.



11 of 13 functions show sustained annual growth in hiring activity

Hospitality roles recorded a 5% year-on-year and 1% month-on-month growth in hiring during October 2025, reflecting steady recovery and expansion across India's travel and service ecosystem driven by **experience-led tourism** and **new hospitality investments** beyond metros.

Growth is being fueled by increasing domestic and international travel, alongside the **rapid development of airport-linked infrastructure** and **premium hotel chains** in tier-2 and tier-3 cities.

Demand remains particularly strong for roles in **hotel operations, guest relations, and facility management**, with employers seeking candidates who combine digital customer engagement skills and service excellence.

Hiring for **mid-level professionals (4–10 years of experience)** is on the **rise**, as the industry prioritises experienced talent to enhance service quality, operations efficiency, and customer retention.

Key Hiring Trends | City

↑↑ 2%

Bengaluru

Lead the pack in monthly hiring growth

↑↑ 1%

Kochi

Marginal growth in hiring demand in October

↓↓ 8%

Vadodara

Lowest hiring demand in October

Annual hiring momentum strongest in Bengaluru

City-wise Hiring Trends

✦ Job market expansion led by strong performance in Tier-2 cities over the last six-months

City	YoY	MoM
Bengaluru	+18%	+2%
Mumbai	+16%	-1%
Ahmedabad	+14%	-7%
Hyderabad	+12%	-4%
Vadodara	+11%	-8%
Kochi	+8%	+1%
Pune	+7%	-4%
Chennai	+7%	-4%
Chandigrah	+5%	-3%
Kolkata	+2%	-1%
Coimbatore	+1%	-5%
Jaipur	-1%	-1%
Delhi-NCR	-5%	-4%

City-wise hiring trends reflect broad slowdown

City-wise Hiring Trends

Industry	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Banking, Financial Services, Insurance	-5%	-12%	-15%	-11%	11%	-7%
BPO	-3%	-20%	-7%	-10%	-12%	-19%
Construction & Engineering	-11%	-8%	-5%	-9%	-15%	-10%
IT - Software & Services	-17%	-14%	-11%	-14%	-14%	-16%
Manufacturing	-15%	1%	-10%	-9%	-7%	-13%
Functions						
Marketing & Communications	-9%	-7%	-6%	-10%	-6%	-8%
Finance & Accounting	-9%	-4%	-9%	-12%	-14%	-15%
HR & Admin	-15%	-8%	-9%	-15%	-18%	-9%
Sales & Business Development	-9%	-6%	-7%	-7%	-10%	-10%
IT	-15%	-11%	-9%	-11%	-11%	-12%

- Hiring activity declined across most major cities in October. Bengaluru, Chennai, and Hyderabad saw broad-based drops, while Delhi NCR and Pune remained weak. Only Mumbai showed a slight uptick, mainly led by the BFSI sector.
- IT and Software Services recorded the steepest declines, led by Bengaluru (-17%), Pune (-16%), and Delhi NCR (-11%). The slowdown reflects reduced demand for tech roles after months of strong hiring.
- BFSI and BPO trends were mixed. Mumbai’s BFSI grew by 11%, but other cities saw double-digit falls. BPO hiring was down sharply in Chennai (-20%) and Pune (-19%).
- Functional roles also declined across cities. Marketing, HR, and IT saw broad cuts, while Finance & Accounting was relatively stable, with Chennai at -4%. Overall, hiring sentiment stayed cautious.

MoM Hiring Trends | Experience



Hiring Trends | Experience Level

13%

0 - 3 Years

Entry-level hiring sees steady momentum as companies expand fresher intake to build future talent pipelines.

13%

4 - 6 Years

Mid-junior professionals remain in demand as firms seek agile talent with hands-on execution skills.

26%

7 - 10 Years

Strongest surge seen at the mid-senior level, driven by demand for experienced professionals with leadership potential.

12%

11 - 15 Years

Stable hiring for seasoned professionals as organizations strengthen managerial depth across functions.

12%

>15 Years

Sustained demand for senior leaders continues as companies invest in strategic and transformation-focused roles.



High-Skill, High-Pay: The New Salary Story of 2025



AI, Healthcare, and BFSI lead 2025 salary growth, while legacy industries like Media and Manufacturing show slower pay progression.

Key Takeaways

Tech and **Healthcare** dominate the compensation charts, offering both **high entry-level pay** and **steep career-linked growth**.

AI Engineers and **Medical Practitioners** command top salaries, redefining what expertise is worth in today's market.

BFSI and **Manufacturing** sectors reward specialised skills like Investment Strategy and Industrial Automation.

Telecommunications and **E-Commerce** offer strong entry-level opportunities but plateau faster at senior levels due to market saturation and consolidation.

Media & Entertainment and **legacy Manufacturing** industries show limited salary growth, suggesting slower evolution in skill demand and pay structures.

Across industries, the trend is clear: **specialisation**, **adaptability**, and **digital fluency** now define long-term earning potential.

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	Oct'25 Vs. Oct'24
Advertising	₹ 3.00 - ₹ 5.20	₹ 4.60 - ₹ 8.02	₹ 12.60 - ₹ 16.10	₹ 15.80 - ₹ 22.50	₹ 24.25 - ₹ 31.10	-2%
Broadcast Media	₹ 3.40 - ₹ 5.80	₹ 4.51 - ₹ 7.80	₹ 11.20 - ₹ 15.42	₹ 16.23 - ₹ 22.82	₹ 24.20 - ₹ 34.00	-3%
Digital Marketing	₹ 2.90 - ₹ 4.61	₹ 7.42 - ₹ 11.43	₹ 11.25 - ₹ 14.20	₹ 15.20 - ₹ 21.80	₹ 22.25 - ₹ 30.48	+6%
Marketing and Advertising	₹ 3.10 - ₹ 4.92	₹ 5.18 - ₹ 8.54	₹ 8.20 - ₹ 11.40	₹ 16.83 - ₹ 23.57	₹ 25.70- ₹ 34.50	0%
Media Production	₹ 2.86 - ₹ 3.94	₹ 4.84 - ₹ 8.20	₹ 9.22 - ₹ 12.87	₹ 17.60 - ₹ 25.40	₹ 27.50 - ₹ 37.60	+4%
Printing	₹ 3.50 - ₹ 5.10	₹ 4.48 - ₹ 7.62	₹ 8.65 - ₹ 10.80	₹ 15.25 - ₹ 22.65	₹ 20.90 - ₹ 27.62	-4%
Public Relations & Communications	₹ 3.25 - ₹ 5.30	₹ 6.24 - ₹ 9.85	₹ 10.26 - ₹ 12.64	₹ 13.20 - ₹ 20.52	₹ 22.74 - ₹ 29.58	+2%
Writing and Editing	₹ 3.10 - ₹ 5.42	₹ 6.85 - ₹ 9.18	₹ 10.53 - ₹ 13.28	₹ 15.20 - ₹ 21.08	₹ 18.50 - ₹ 30.00	-1%

The **Media & Entertainment sector** reflects **moderate salary movement** compared to high-growth industries such as **IT and BFSI**, indicating a phase of steady consolidation rather than expansion.

Senior professionals in Media Production continue to command the **highest pay packages**, with average salaries reaching ₹37.6 LPA, driven by the sustained demand for premium content creation and production quality. Broadcast Media and Advertising also remain strongholds within the traditional media landscape, offering competitive senior-level salaries of **₹34 LPA and ₹31.1 LPA**, respectively.

On the other hand, **Digital Marketing**, despite being one of the few segments to record **positive growth (+6%)**, offers comparatively moderate senior compensation capped at ₹30.5 LPA, reflecting a balance between high demand and a growing supply of skilled professionals. **Writing & Editing** roles show a similar trend, with salaries peaking at ₹30 LPA, suggesting an oversaturated talent pool and ease of entry in comparison to specialized technical roles.

Public Relations & Communications has seen **modest salary growth (+2%)**, with senior professionals earning up to ₹29.6 LPA, while Printing lags behind, registering a 4% decline, with senior roles capping at ₹27.6 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	Oct'25 Vs. Oct'24
Health, Wellness and Fitness	₹ 6.32 - ₹ 9.34	₹ 6.80- ₹ 10.40	₹ 9.58 - ₹ 14.00	₹ 12.91 - ₹ 18.72	₹ 32.02 - ₹ 37.15	-3%
Healthcare	₹ 2.80 - ₹ 5.32	₹ 6.05 - ₹ 10.04	₹ 8.70 - ₹ 13.42	₹ 16.12 - ₹ 22.60	₹ 38.03 - ₹ 39.14	0%
Hospital & Health Care	₹ 6.64 - ₹ 9.92	₹ 8.05 - ₹ 11.81	₹ 9.50 - ₹ 14.22	₹ 15.46 - ₹ 22.05	₹ 35.50 - ₹ 39.00	+3%
Medical Devices	₹ 3.10 - ₹ 5.44	₹ 5.65 - ₹ 8.63	₹ 9.42 - ₹ 14.15	₹ 14.76 - ₹ 20.85	₹ 27.25 - ₹ 36.80	+5%
Medical Practice	₹ 10.10 - ₹ 14.56	₹ 10.20 - ₹ 15.60	₹ 10.84 - ₹ 16.75	₹ 19.50 - ₹ 29.63	₹ 45.50 - ₹ 52.50	+9%
Pharmaceuticals	₹ 3.10 - ₹ 5.54	₹ 6.57 - ₹ 10.68	₹ 10.72 - ₹ 16.40	₹ 17.60 - ₹ 24.65	₹ 28.56 - ₹ 41.20	+2%

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

The **Healthcare sector** shows **steady salary movement** with pockets of strong growth in specialized segments. The sector continues to benefit from rising healthcare awareness, expansion of digital health services, and innovation across medical practice and device manufacturing, though traditional sub-industries have largely stabilised.

Medical Practice leads the chart with a **+9% rise**, where senior professionals earn up to ₹52.5 LPA, driven by rising private healthcare investments and demand for advanced specializations. **Medical Devices and Hospital & Health Care** follow with +5% and +3% growth, supported by tech-driven innovation and hospital expansion.

While **Pharmaceuticals** show stable **growth at +2%**, the **Health, Wellness & Fitness segment** saw a 3% dip, indicating post-pandemic correction. Overall, Healthcare salaries remain competitive, led by clinical expertise, digital adoption, and a growing focus on patient-centered innovation.

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	Oct'25 Vs. Oct'24
Accounting	₹ 3.35 - ₹ 5.71	₹ 8.12 - ₹ 12.15	₹ 15.50 - ₹ 21.50	₹ 21.28 - ₹ 27.60	₹ 29.08 - ₹ 36.80	+1%
Banking	₹ 3.10 - ₹ 5.80	₹ 7.58 - ₹ 13.26	₹ 12.52 - ₹ 20.53	₹ 22.02 - ₹ 31.51	₹ 27.08 - ₹ 35.82	+3%
Insurance	₹ 2.50 - ₹ 4.72	₹ 6.05 - ₹ 11.50	₹ 10.14 - ₹ 16.52	₹ 19.54 - ₹ 26.60	₹ 25.05 - ₹ 33.80	0%
Investment Banking	₹ 3.30 - ₹ 6.40	₹ 7.50 - ₹ 13.92	₹ 13.15 - ₹ 21.52	₹ 24.94 - ₹ 32.56	₹ 39.00 - ₹ 50.25	+3%
Investment Management	₹ 3.84 - ₹ 7.24	₹ 8.20 - ₹ 15.20	₹ 14.75 - ₹ 24.52	₹ 27.08 - ₹ 34.90	₹ 35.00 - ₹ 50.00	+4%
Venture Capital & Private Equity	₹ 5.92 - ₹ 10.85	₹ 12.34- ₹ 19.88	₹ 17.23 - ₹ 27.55	₹ 35.58 - ₹ 39.45	₹ 38.05 - ₹ 48.12	+6%

The **BFSI sector** continues to post **steady salary growth**, fueled by digital transformation, fintech expansion, and a renewed focus on investment-led roles. **Venture Capital & Private Equity leads the pack** with a +6% annual rise, where senior professionals command salaries up to ₹48.1 LPA, reflecting the sector’s buoyant deal activity and capital inflows.

Investment Management and Investment Banking follow closely with +4% and +3% growth, offering top salaries of **₹50 LPA and ₹50.2 LPA**, driven by strong demand for financial strategists and portfolio experts. **Banking salaries** rose by 3%, supported by stable credit growth and tech-led process modernization.

While **Accounting** shows marginal growth (+1%) and Insurance remains flat, both continue to offer steady mid-level opportunities with salaries peaking around ₹33–37 LPA for senior roles. Overall, BFSI remains a high-value, performance-driven sector, with the investment and private equity segments leading the compensation curve.

- 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	Oct'25 Vs. Oct'24
Aerospace	₹ 2.95 - ₹ 5.15	₹ 5.90 - ₹ 9.32	₹ 9.23 - ₹ 13.91	₹ 15.80- ₹ 22.10	₹ 31.50 - ₹ 38.05	+6%
Automotive	₹ 3.05 - ₹ 5.92	₹ 7.12 - ₹ 11.74	₹ 11.80 - ₹ 18.15	₹ 18.90- ₹ 26.25	₹ 38.52 - ₹ 43.24	+5%
Aviation & Aerospace	₹ 2.48 - ₹ 4.65	₹ 5.92 - ₹ 9.12	₹ 10.75 - ₹ 17.82	₹ 18.60 - ₹ 27.38	₹ 25.14 - ₹ 41.05	+6%
Chemical	₹ 2.92 - ₹ 5.28	₹ 6.14 - ₹ 11.03	₹ 11.35 - ₹ 17.39	₹ 18.34 - ₹ 26.02	₹ 36.19 - ₹ 40.25	+5%
Consumer Electronics	₹ 2.91 - ₹ 5.25	₹ 6.69 - ₹ 10.97	₹ 11.19 - ₹ 17.29	₹ 18.49 - ₹ 25.93	₹ 36.59 - ₹ 43.78	+6%
Consumer Goods	₹2.91 – ₹5.25	₹6.72 – ₹11.02	₹11.24 – ₹17.30	₹18.55 – ₹26.01	₹36.94 – ₹43.99	+4%
Dairy	₹2.86 – ₹5.16	₹6.62 – ₹10.82	₹10.98 – ₹16.93	₹18.09 – ₹22.27	₹25.71 – ₹35.76	+5%
Electrical/Electronic Manufacturing	₹2.79 – ₹4.65	₹5.28 – ₹8.03	₹7.90 – ₹11.94	₹12.50 – ₹17.25	₹22.93 – ₹31.18	+7%
Food Production	₹3.29 – ₹5.43	₹6.03 – ₹9.14	₹9.03 – ₹13.06	₹13.88 – ₹19.09	₹24.95 – ₹39.00	+3%
Furniture	₹2.86 – ₹5.16	₹6.47 – ₹10.61	₹10.76 – ₹16.59	₹17.77 – ₹25.06	₹25.47 – ₹31.69	+2%
Industrial Automation	₹3.93 – ₹7.14	₹9.00 – ₹14.87	₹13.01 – ₹20.28	₹17.44 – ₹24.68	₹41.42 – ₹54.54	+5%
Logistics and Supply Chain	₹2.99 – ₹4.82	₹6.36 – ₹9.90	₹11.63 – ₹15.58	₹17.19 – ₹20.57	₹25.02 – ₹36.22	+4%
Luxury Goods & Jewelry	₹2.86 – ₹5.17	₹6.71 – ₹10.90	₹10.98 – ₹16.96	₹18.15 – ₹25.47	₹25.91 – ₹35.89	+3%
Machinery	₹2.68 – ₹4.87	₹6.61 – ₹10.58	₹10.44 – ₹16.20	₹15.20 – ₹22.06	₹33.46 – ₹40.09	+6%
Paper & Forest Products	₹2.86 – ₹5.17	₹6.62 – ₹10.93	₹11.07 – ₹17.06	₹18.22 – ₹25.61	₹37.85 – ₹41.36	+2%
Plastics	₹3.36 – ₹5.68	₹5.95 – ₹9.65	₹9.39 – ₹14.15	₹13.90 – ₹20.43	₹22.11 – ₹30.36	+5%
Semiconductors	₹2.91 – ₹5.26	₹6.75 – ₹10.82	₹11.44 – ₹17.63	₹18.70 – ₹25.20	₹37.63 – ₹44.49	+7%
Textiles	₹3.36 – ₹5.44	₹6.10 – ₹8.85	₹8.35 – ₹11.58	₹13.29 – ₹19.17	₹18.60 – ₹25.80	+5%

The **Manufacturing sector** continues its **upward trajectory**, with salary growth averaging **4–7%** across key sub-industries, driven by **industrial automation, semiconductor expansion, and supply chain modernisation**.

Electrical/Electronic Manufacturing and **Semiconductors** lead the surge, recording the **highest growth at +7%**, with senior professionals earning up to **₹54.5 LPA**, underscoring the sector’s shift toward **high-tech and advanced manufacturing capabilities**.

Core industries such as **Aerospace, Automotive,** and **Consumer Electronics** also report strong gains **(+5–6%)**, supported by exports, EV innovation, and domestic manufacturing.

Meanwhile, segments like **Food Production, Luxury Goods & Jewelry,** and **Paper & Forest Products** show **moderate growth (2–3%)**, indicating steady but slower market recovery.

• 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	Oct'25 Vs. Oct'24
Architecture & Planning	₹4.62–₹8.24	₹11.20–₹14.30	₹15.76–₹18.20	₹19.80–₹30.90	₹33.60–₹39.60	+4%
Building Materials	₹2.90–₹5.20	₹6.75–₹9.95	₹11.20–₹17.20	₹18.40–₹25.90	₹26.20–₹34.80	+6%
Civil Engineering	₹3.15–₹5.45	₹5.80–₹9.15	₹9.30–₹13.95	₹14.22–₹19.94	₹28.50–₹38.00	+5%
Construction	₹3.35–₹5.70	₹5.90–₹9.35	₹9.30–₹13.90	₹13.80–₹19.30	₹28.35–₹36.35	+5%
Electrical Distribution	₹2.85–₹5.05	₹6.28–₹9.556	₹10.45–₹16.15	₹16.20–₹24.90	₹34.90–₹40.00	+5%
Mechanical or Industrial Engineering	₹2.95–₹5.00	₹5.50–₹8.60	₹8.70–₹12.90	₹14.10–₹20.00	₹30.75–₹36.75	+6%
Mining & Metals	₹3.90–₹7.24	₹6.02–₹9.22	₹9.00–₹12.60	₹18.90–₹28.50	₹53.00–₹62.00	+3%
Oil & Energy	₹4.95–₹8.10	₹8.48–₹13.78	₹13.18–₹19.68	₹18.24–₹25.58	₹38.30–₹45.50	+9%
Real Estate	₹2.90–₹5.35	₹6.65–₹10.95	₹11.30–₹17.10	₹18.10–₹25.50	₹34.20–₹41.60	+6%
Telecommunications	₹5.75–₹10.15	₹9.90–₹13.90	₹11.30–₹18.55	₹16.30–₹32.70	₹23.50–₹39.90	-2%
Utilities	₹3.15–₹5.45	₹6.74–₹10.54	₹9.40–₹14.55	₹12.24–₹17.96	₹22.65–₹31.40	-3%

The **Infrastructure industry** continues to display steady salary growth, **averaging 4–6%** across core functions, supported by sustained public investment and large-scale development initiatives. **Oil & Energy** leads the sector with a **+9% rise**, where senior professionals earn up to **₹45.5 LPA**, fueled by **renewable energy projects, upstream expansion**, and the government’s push for **energy transition and sustainability**.

Strong gains are also seen in **Building Materials, Mechanical & Industrial Engineering, and Real Estate**, each reporting **+6% growth**, as urban development and smart city projects drive fresh hiring and compensation hikes. **Civil Engineering, Construction, and Electrical Distribution** remain stable with **+5% growth**, reflecting continued demand for infrastructure modernization and housing initiatives.

In contrast, **Telecommunications (-2%)** and **Utilities (-3%)** show mild corrections, indicating **market saturation and cost optimisation** in these segments. Meanwhile, **Mining & Metals** continues to offer **high senior-level packages (up to ₹62 LPA)**, though annual growth remains modest at **+3%**.

• 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	Oct'25 Vs. Oct'24
Analytics	₹ 3.74 – ₹ 7.08	₹ 11.36 – ₹ 17.83	₹ 15.46 – ₹ 23.27	₹ 21.18 – ₹ 30.64	₹ 38.27 – ₹ 47.82	+8%
Artificial Intelligence	₹ 7.92 – ₹ 13.76	₹ 14.68 – ₹ 23.64	₹ 20.14 – ₹ 30.13	₹ 27.86 – ₹ 39.84	₹ 63.38 – ₹ 79.68	+10%
Computer & Network Security	₹ 3.78 – ₹ 7.04	₹ 10.93 – ₹ 17.86	₹ 17.38 – ₹ 25.91	₹ 24.47 – ₹ 35.46	₹ 49.86 – ₹ 89.73	+9%
Computer Hardware	₹ 2.47 – ₹ 4.83	₹ 7.63 – ₹ 12.63	₹ 13.84 – ₹ 20.08	₹ 23.47 – ₹ 36.68	₹ 42.48 – ₹ 77.42	-3%
Computer Networking	₹ 4.43 – ₹ 7.98	₹ 12.57 – ₹ 21.03	₹ 17.73 – ₹ 26.78	₹ 22.24 – ₹ 32.63	₹ 59.82 – ₹ 77.43	+5%
Computer Software	₹ 5.02 – ₹ 9.23	₹ 12.23 – ₹ 20.26	₹ 17.04 – ₹ 26.27	₹ 24.46 – ₹ 35.83	₹ 51.47 – ₹ 67.84	+7%
Data Mining	₹ 5.27 – ₹ 9.64	₹ 13.28 – ₹ 20.82	₹ 17.64 – ₹ 25.72	₹ 24.83 – ₹ 36.26	₹ 36.73 – ₹ 47.48	+7%
E-Commerce	₹ 2.13 – ₹ 4.02	₹ 6.13 – ₹ 9.83	₹ 9.62 – ₹ 14.47	₹ 16.86 – ₹ 28.86	₹ 39.13 – ₹ 55.42	-4%
Enterprise Software	₹ 3.12 – ₹ 5.83	₹ 8.42 – ₹ 14.67	₹ 15.93 – ₹ 24.53	₹ 21.43 – ₹ 31.13	₹ 33.84 – ₹ 46.87	+6%
Information Technology	₹ 2.73 – ₹ 5.12	₹ 11.48 – ₹ 19.34	₹ 16.34 – ₹ 25.43	₹ 23.16 – ₹ 34.36	₹ 58.12 – ₹ 72.86	+5%
Internet	₹ 2.47 – ₹ 4.63	₹ 9.43 – ₹ 15.73	₹ 17.87 – ₹ 28.62	₹ 19.92 – ₹ 29.36	₹ 24.63 – ₹ 36.86	-2%
Information Technology And Services	₹ 2.71 – ₹ 5.13	₹ 11.52 – ₹ 19.32	₹ 17.02 – ₹ 25.98	₹ 23.18 – ₹ 34.42	₹ 58.13 – ₹ 72.83	+3%
Information Services	₹ 2.33 – ₹ 4.62	₹ 6.92 – ₹ 11.13	₹ 11.12 – ₹ 17.68	₹ 12.64 – ₹ 21.82	₹ 23.18 – ₹ 33.24	+2%

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

The **IT & ITeS** sector continues to dominate India’s salary landscape, registering some of the **highest pay growth across industries**, powered by **AI innovation, cybersecurity expansion, and data-led transformation**.

Artificial Intelligence leads the sector with a **+10% growth**, where senior professionals earn up to **₹79.7 LPA**, reflecting surging demand for **AI and machine learning expertise**. **Computer & Network Security** follows closely at **+9%**, with salaries peaking at **₹89.7 LPA**, underscoring the critical importance of cybersecurity amid evolving digital threats.

Analytics, Data Mining, and **Computer Software** also post strong gains (**+7–8%**), with senior professionals earning between **₹47–67 LPA**, driven by **data-driven business models** and **enterprise digitalisation**.

Emerging verticals such as **Computer Networking** and **Enterprise Software** maintain steady growth (+5–6%), highlighting the continued relevance of infrastructure and SaaS roles.

In contrast, **E-Commerce (-4%), Computer Hardware (-3%), and Internet (-2%)** report marginal declines, hinting at market normalization after earlier periods of aggressive expansion. **Information Services**, though modest at **+2%**, continues to provide entry-level opportunities within general IT operations.

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	Oct'25 Vs. Oct'24
Consulting	₹2.31 – ₹4.28	₹5.36 – ₹8.58	₹10.22 – ₹15.08	₹17.71 – ₹23.24	₹29.18 – ₹39.42	+3%
Design	₹3.27 – ₹5.69	₹7.21 – ₹11.63	₹12.07 – ₹18.21	₹17.48 – ₹24.92	₹31.47 – ₹39.36	+4%
Legal Services	₹3.61 – ₹6.18	₹6.46 – ₹10.19	₹10.03 – ₹14.88	₹15.82 – ₹21.94	₹22.85 – ₹29.52	-2%
Management Consulting	₹4.11 – ₹7.02	₹9.79 – ₹15.44	₹13.20 – ₹19.88	₹20.38 – ₹27.19	₹33.18 – ₹43.74	+2%
Market Research	₹2.67 – ₹4.77	₹6.35 – ₹10.26	₹10.52 – ₹15.98	₹16.97 – ₹23.87	₹33.38 – ₹41.54	+3%
Publishing	₹2.69 – ₹4.86	₹6.21 – ₹10.19	₹10.41 – ₹16.07	₹17.26 – ₹24.28	₹34.37 – ₹40.91	-1%
Research	₹3.63 – ₹6.26	₹7.97 – ₹12.74	₹13.19 – ₹20.03	₹17.84 – ₹24.82	₹25.91 – ₹40.86	+3%
Security and Investigations	₹3.98 – ₹6.96	₹8.01 – ₹12.29	₹14.31 – ₹18.38	₹20.84 – ₹24.54	₹25.43 – ₹33.26	+1%

Management Consulting leads the Service sector with senior professionals earning up to **₹43.7 LPA**, highlighting the strong demand for **strategic and transformation expertise**.

Design and Market Research follow closely, with senior salaries reaching **₹39.4 LPA** and **₹41.5 LPA**, reflecting the growing value of **creative problem-solving** and **analytical insight** in driving organizational growth.

General Consulting and **Legal Services** trail slightly in comparison, with **entry-level pay** ranging between **₹2.3–₹3.6 LPA**, but both show meaningful **career progression**, with senior roles peaking at **₹39.4 LPA** and **₹29.5 LPA**, respectively.

Publishing and **Research** continue to demonstrate **stable growth**, with senior-level salaries capped at around **₹40.9 LPA**, indicating **moderate but consistent opportunities** for experienced professionals. Meanwhile, **Security and Investigations** maintain steady pay across levels, with top salaries of **₹33.3 LPA**, signaling sustained demand for **operational and compliance expertise**.

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

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.

Annexure



Annexure: Industry Data*

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
IT - Software & Services	714	718	711	738	756	816	726	745	743	742	791	782	733
BPO	133	130	126	120	137	147	147	151	158	146	144	151	145
Construction & Engineering	184	198	212	212	218	227	229	226	222	225	225	223	211
Banking, Financial Services , Insurance	506	568	535	546	582	631	556	565	559	546	541	577	582
Education	213	197	210	214	220	225	222	225	225	224	226	237	229
Manufacturing	213	223	247	259	278	310	287	283	278	279	299	310	289
Automotive	155	144	153	162	169	177	176	173	175	174	172	175	163
Telecommunications	386	458	483	458	444	462	468	491	503	496	481	482	471
Energy	141	147	155	164	184	178	174	182	194	174	175	183	172

Annexure: Industry Data*

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Healthcare & Pharmaceuticals	337	354	378	386	408	414	458	470	457	460	437	459	434
Advertising & public Relations	203	190	210	218	227	220	223	218	217	213	208	212	202
Travel & Tourism	173	164	159	186	189	177	184	174	160	173	172	173	177
Consumer Electronics	608	651	695	773	832	781	830	854	843	814	815	824	827
Media & Entertainment	399	432	418	460	489	479	489	472	468	475	501	496	520
Chemicals & Plastics	129	137	145	145	156	162	171	168	165	162	156	155	151
FMCG	167	164	163	175	175	179	183	182	186	206	212	215	199
Textiles & Apparel	153	133	138	143	149	151	153	154	157	154	152	159	150
Real Estate	223	232	251	251	269	271	276	272	284	279	279	288	274

Annexure: Industry Data*

Industries	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Retail	633	668	675	770	838	861	857	833	916	909	897	911	985
Logistics & Transportation	286	288	306	323	358	391	364	384	401	391	382	411	376
Import & Export	65	63	64	63	72	71	74	71	77	66	71	66	61
Government & Defence	77	78	77	77	79	78	78	79	79	78	79	79	79
Shipping & Marine	121	111	107	117	113	117	115	113	109	113	108	113	109
Printing & Packaging	122	118	124	139	147	140	136	134	136	136	123	127	131
NGO/ Social Service	279	277	292	322	337	368	357	355	375	389	424	424	414
Agriculture	61	60	62	65	66	70	70	70	73	71	70	70	68
Office Equipment/ Automation	126	127	140	139	150	154	160	158	164	169	171	178	171

Annexure: Functional Area Data*

Functions	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
IT	469	470	467	474	492	499	476	522	583	612	654	692	687
Customer Service	93	96	95	95	101	104	99	102	102	101	110	111	107
Engineering & Production	226	232	231	232	239	236	217	216	209	209	212	212	204
Finance & Accounting	310	327	333	334	357	370	339	345	340	345	337	366	384
Sales & Business Development	287	290	307	330	337	358	342	343	344	352	347	353	343
Senior Managemnet	234	242	248	253	261	274	283	296	313	329	353	363	333
HR & Admin	239	281	289	311	328	338	318	309	307	301	308	328	306
Marketing & Communications	265	267	273	284	297	291	284	275	284	284	286	294	289
Medical roles	377	386	420	397	414	414	415	392	398	410	391	414	393
Procurement & Supply Chain	157	154	159	161	172	187	177	170	171	175	176	179	169
Hospitality	220	200	210	229	224	219	217	233	216	225	223	229	231
Legal	209	217	224	230	237	244	223	228	216	211	206	211	204
Creative	163	163	167	171	175	174	173	170	185	173	185	177	178

Annexure: City Wise Data*

Cities	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Mumbai	303	282	312	321	337	346	330	334	335	322	344	353	351
Bangalore	495	494	518	539	558	564	541	528	535	523	548	575	585
Delhi-NCR	293	298	301	301	304	305	292	287	278	282	282	290	278
Hyderabad	378	386	391	406	423	428	417	419	424	415	422	440	423
Chennai	291	291	301	300	313	322	316	310	309	300	310	325	312
Pune	355	360	371	375	400	402	377	369	378	373	389	398	381
Kolkata	329	353	367	357	359	365	354	346	347	336	340	342	337
Ahmedabad	398	411	432	429	456	448	450	442	448	443	446	485	452
Chandigarh	243	246	259	259	272	250	227	239	250	252	247	264	255
Kochi	286	286	284	286	285	294	287	288	293	294	283	305	309
Baroda	227	237	245	256	266	276	269	268	255	258	253	275	253
Coimbatore	458	488	500	489	483	490	454	438	442	459	465	485	463
Jaipur	333	344	321	334	330	330	312	315	313	316	324	332	329

Annexure: Experience Level Data*

Experience Level	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
0 - 3 years	329	335	343	352	371	385	375	363	363	370	372	389	371
4 - 6 years	283	282	285	288	299	308	303	312	320	313	316	332	320
7 - 10 years	205	204	211	213	233	249	256	252	257	250	256	271	257
11 - 15 years	103	103	104	106	109	112	113	114	114	115	116	118	115
> 16 years	128	125	123	124	124	127	129	134	140	145	152	146	144

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