

Compensation & Benefits Report

Boardroom-ready insights on pay, performance, and equity

Generated on: 08-Oct-2025 03:18

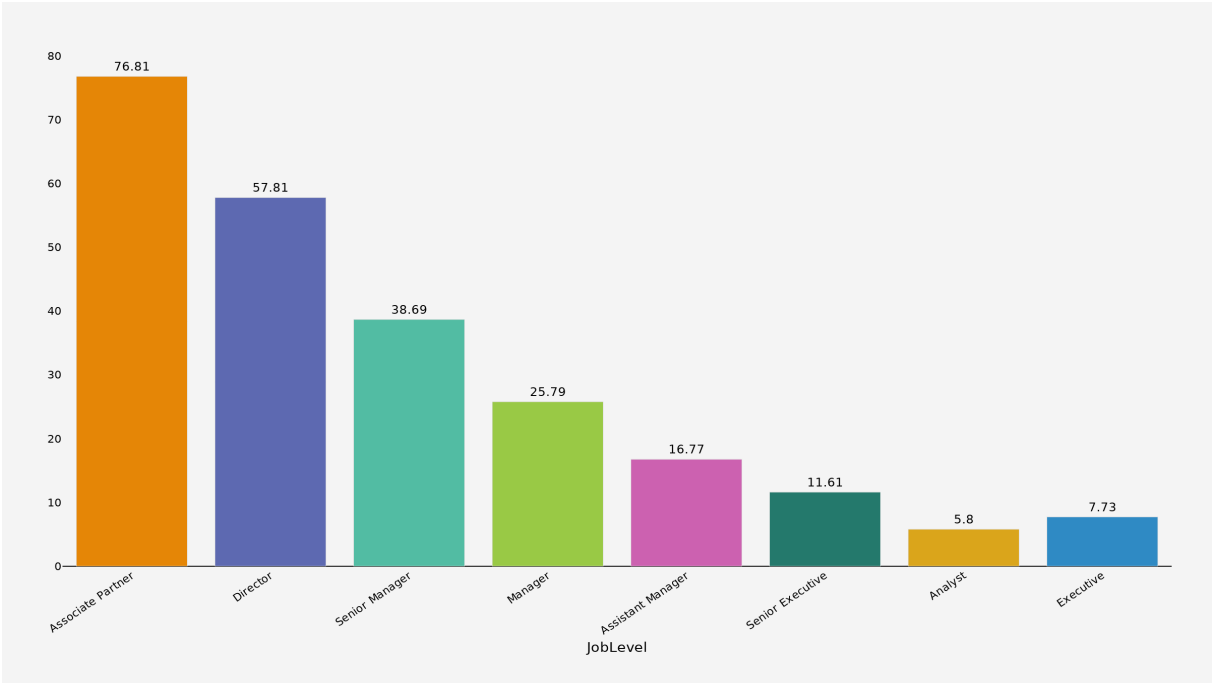
Table of Contents

1.	Average CTC by Job Level
2.	Median CTC by Job Level
3.	Quartile Distribution (Share of Employees)
4.	Bonus % of CTC by Job Level
5.	Company vs Market Median
6.	Average CTC by Gender & Job Level
7.	Average CTC by Performance Rating & Job Level

Average CTC by Job Level

Average pay by level.

JobLevel	Total CTC (■ Cr.)	Avg CTC (■ Lakhs)
Associate Partner	523.08	76.81
Director	579.29	57.81
Senior Manager	679.37	38.69
Manager	733.84	25.79
Assistant Manager	708.53	16.77
Senior Executive	736.83	11.61
Analyst	608.76	5.8
Executive	591.94	7.73

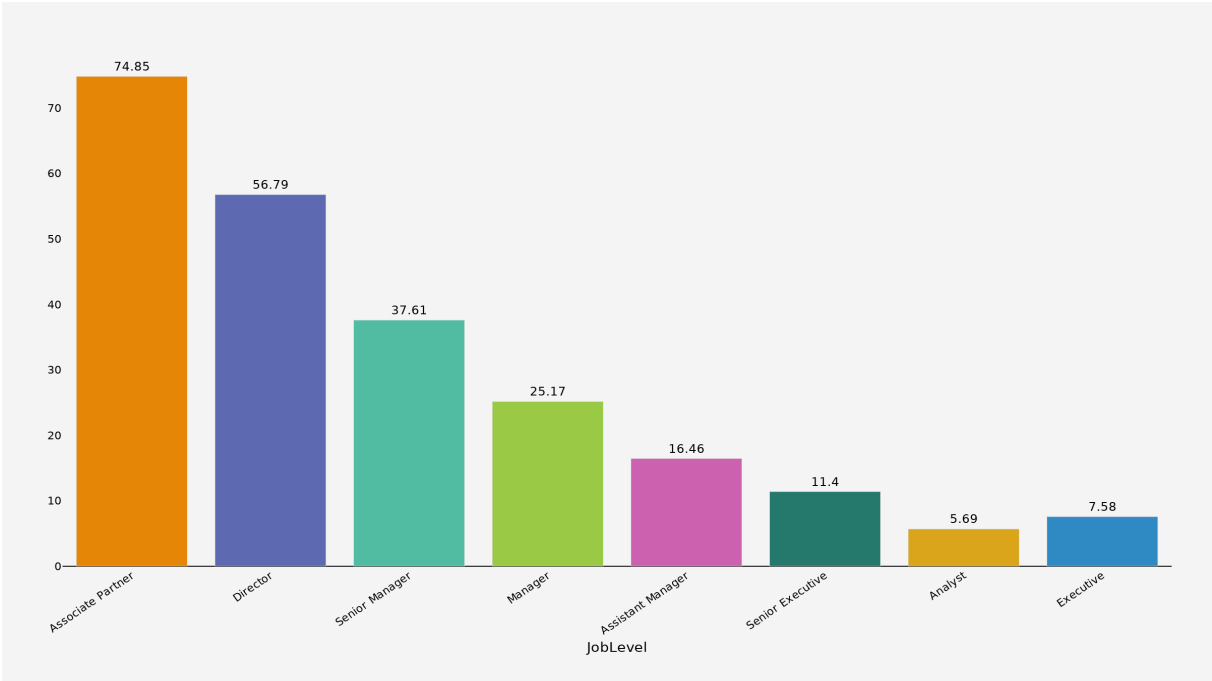


Insight: Associate Partner leads with ■76.81L — ~155.0% above overall mean.

Median CTC by Job Level

Median pay across levels.

JobLevel	Total CTC (■ Cr.)	Median CTC (■ Lakhs)
Associate Partner	523.08	74.85
Director	579.29	56.79
Senior Manager	679.37	37.61
Manager	733.84	25.17
Assistant Manager	708.53	16.46
Senior Executive	736.83	11.4
Analyst	608.76	5.69
Executive	591.94	7.58

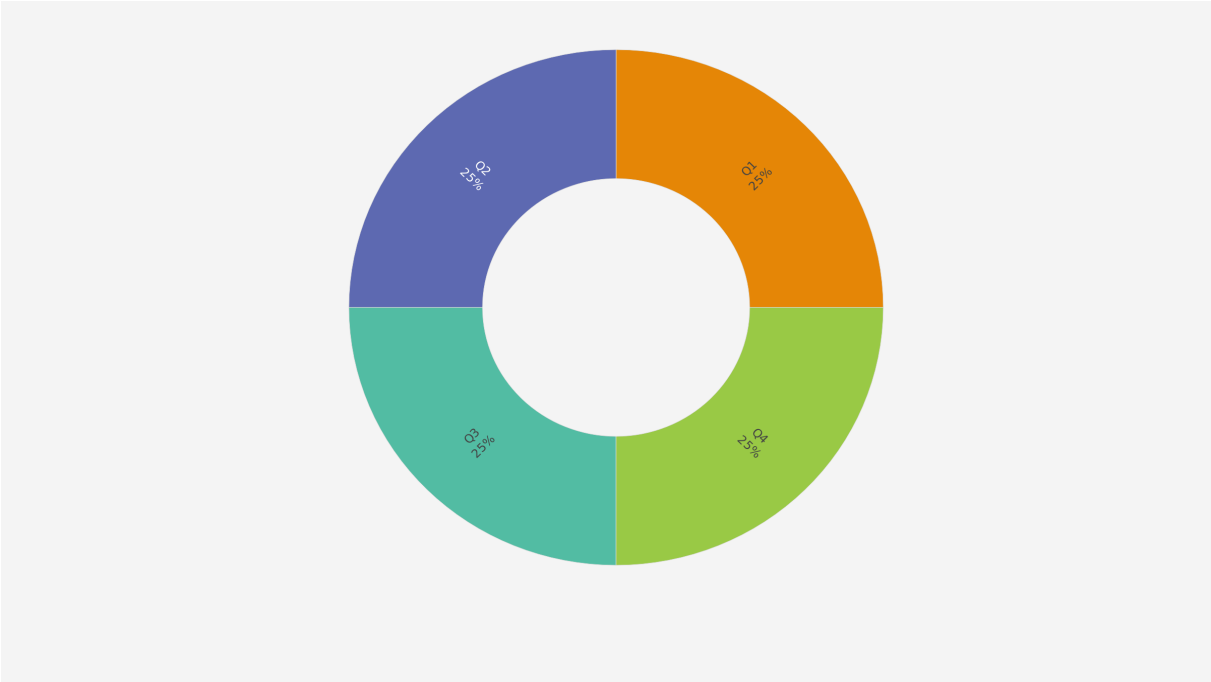


Insight: Associate Partner leads with ■74.85L — ~154.2% above overall mean.

Quartile Distribution (Share of Employees)

Distribution of employees by quartile across levels.

JobLevel	Q1	Q2	Q3	Q4	Total Employees
Associate Partner	0	0	0	681	681
Director	0	0	0	1002	1002
Senior Manager	0	0	0	1756	1756
Manager	0	0	1	2845	2846
Assistant Manager	0	0	1975	2250	4225
Senior Executive	4	522	5602	216	6344
Analyst	7747	2632	112	0	10491
Executive	999	5596	1060	0	7655
Grand Total	8750	8750	8750	8750	35000

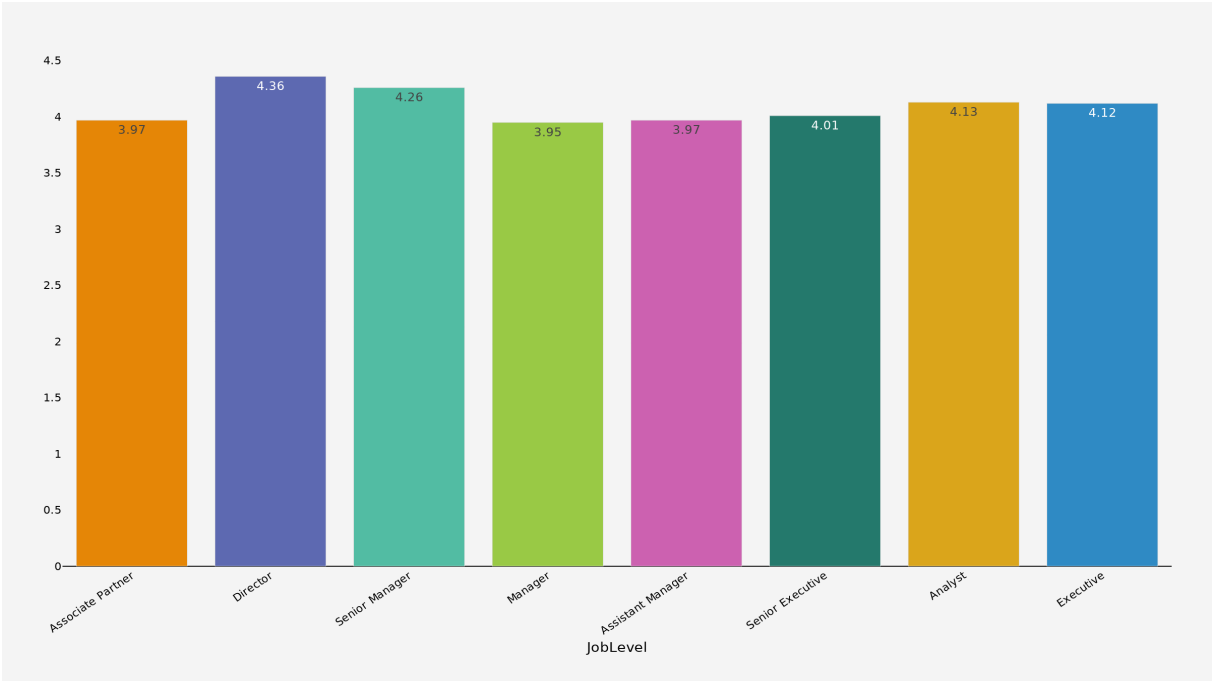


Insight: Review level-wise variations for actionable pay trends.

Bonus % of CTC by Job Level

Average bonus percentage by level.

JobLevel	Bonus %
Associate Partner	3.97
Director	4.36
Senior Manager	4.26
Manager	3.95
Assistant Manager	3.97
Senior Executive	4.01
Analyst	4.13
Executive	4.12

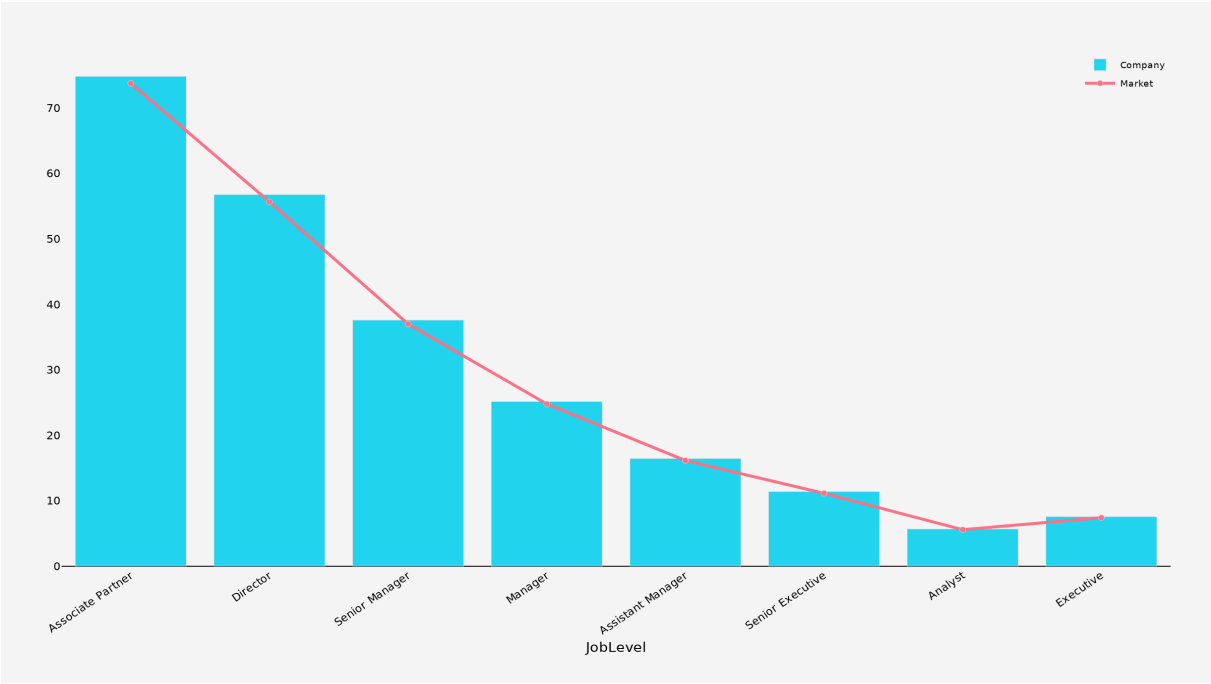


Insight: Director leads with ■4.36L — ~6.4% above overall mean.

Company vs Market Median

Internal vs market comparison.

JobLevel	Company (■ L)	Market (■ L)	Gap %
Associate Partner	74.85	73.79	1.4
Director	56.79	55.69	2.0
Senior Manager	37.61	37.02	1.6
Manager	25.17	24.8	1.5
Assistant Manager	16.46	16.16	1.8
Senior Executive	11.4	11.15	2.2
Analyst	5.69	5.59	1.9
Executive	7.58	7.42	2.2

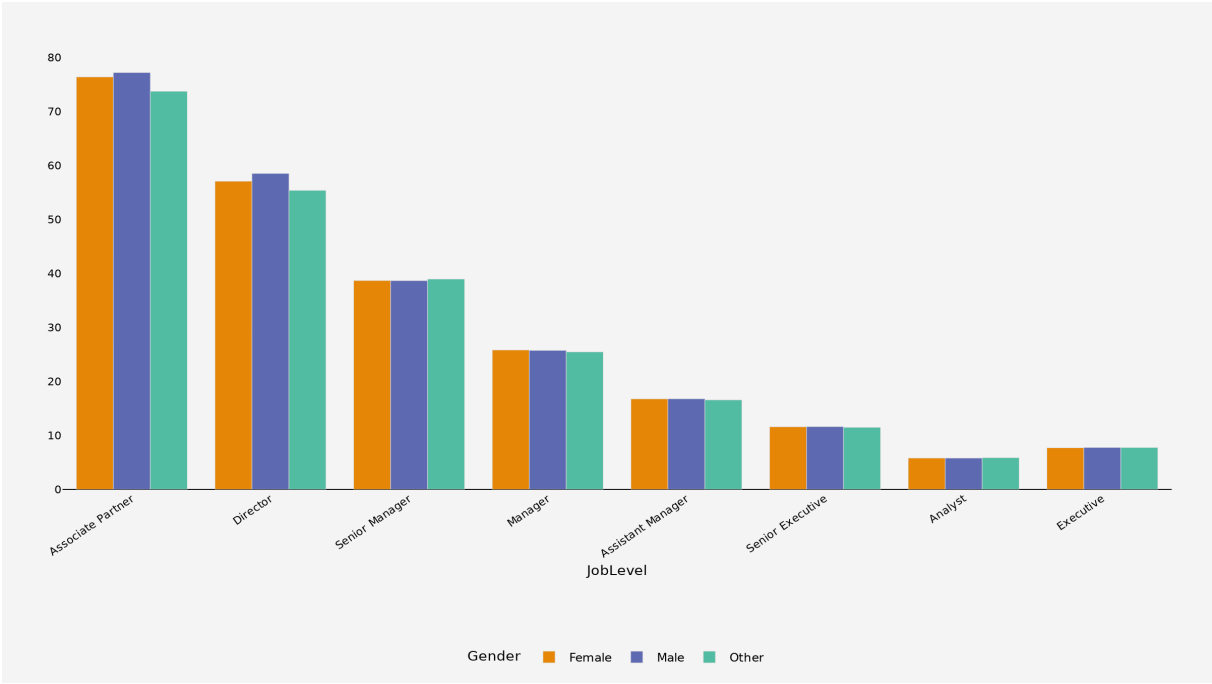


Insight: Company pay exceeds market by ~1.8% overall.

Average CTC by Gender & Job Level

Gender pay differentiation across levels.

JobLevel	Avg CTC (F)	Avg CTC (M)	Other	Gap %
Associate Partner	76.43	77.24	73.76	1.1
Director	57.1	58.54	55.41	2.5
Senior Manager	38.69	38.68	38.97	-0.0
Manager	25.83	25.76	25.48	-0.3
Assistant Manager	16.77	16.78	16.58	0.1
Senior Executive	11.6	11.63	11.5	0.3
Analyst	5.8	5.8	5.87	0.0
Executive	7.71	7.76	7.75	0.6

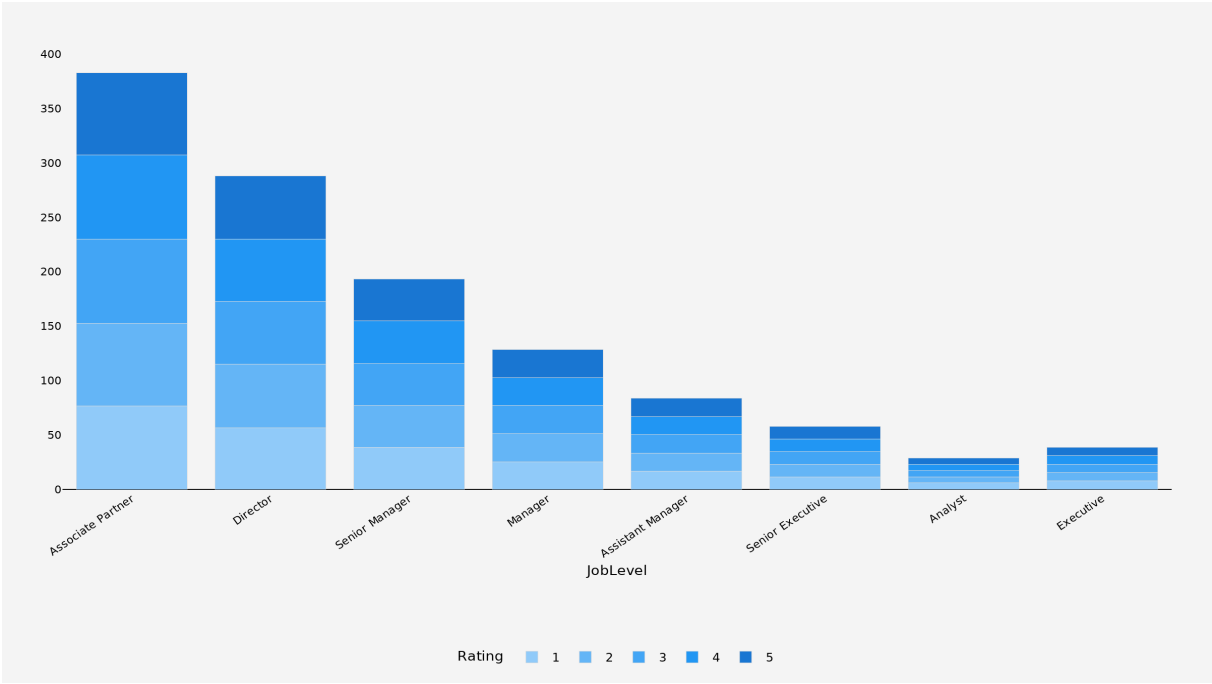


Insight: Director leads with █2.50L — ~365.1% above overall mean.

Average CTC by Performance Rating & Job Level

Pay differentiation by performance rating.

JobLevel	1	2	3	4	5
Associate Partner	76.76	75.91	77.54	77.18	75.8
Director	56.4	58.84	57.55	57.16	58.43
Senior Manager	38.59	38.43	38.76	39.02	38.57
Manager	25.36	25.65	25.99	25.65	25.81
Assistant Manager	16.64	16.77	16.76	16.9	16.58
Senior Executive	11.61	11.63	11.6	11.65	11.57
Analyst	5.82	5.81	5.8	5.8	5.79
Executive	7.69	7.7	7.73	7.78	7.78



Insight: Associate Partner leads with **75.80L** — ~152.3% above overall mean.

■ Executive Summary

Metric Name	Key Insight
Average CTC by Job Level	Associate Partner leads with ■76.81L — ~155.0% above overall mean.
Median CTC by Job Level	Associate Partner leads with ■74.85L — ~154.2% above overall mean.
Quartile Distribution (Share of Employees)	Review level-wise variations for actionable pay trends.
Bonus % of CTC by Job Level	Director leads with ■4.36L — ~6.4% above overall mean.
Company vs Market Median	Company pay exceeds market by ~1.8% overall.
Average CTC by Gender & Job Level	Director leads with ■2.50L — ~365.1% above overall mean.
Average CTC by Performance Rating & Job Level	Associate Partner leads with ■75.80L — ~152.3% above overall mean.