

Day 5

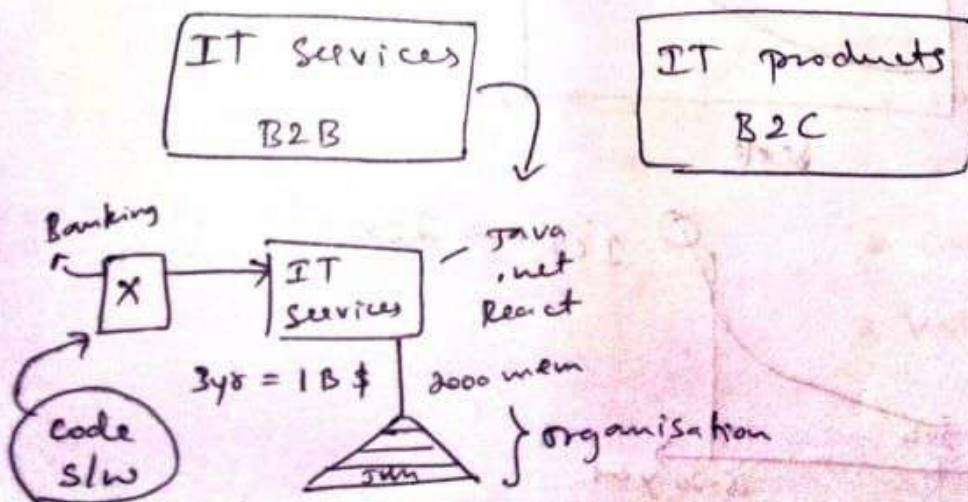
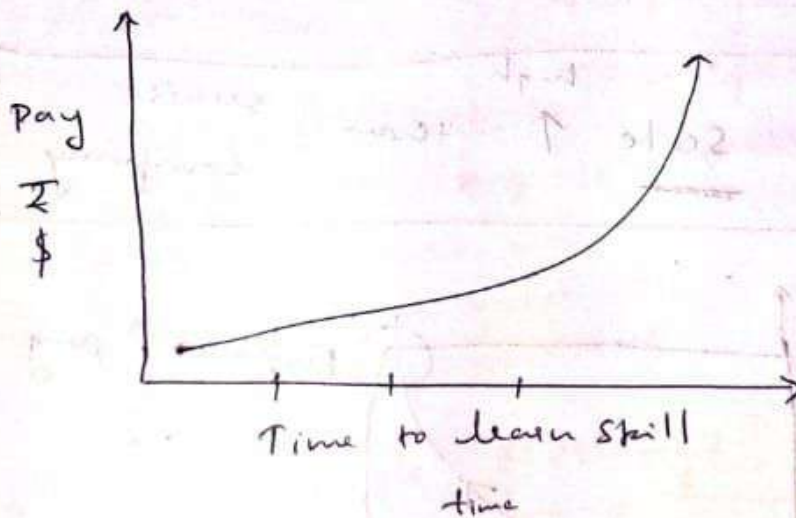
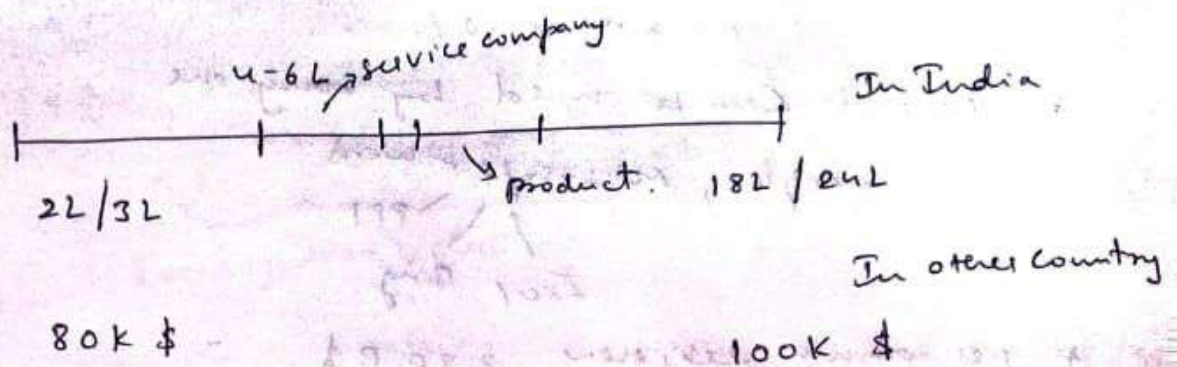
21/08/2025.

Thursday.

## ⇒ understanding pay and perks in the software industry A comprehensive Guide.

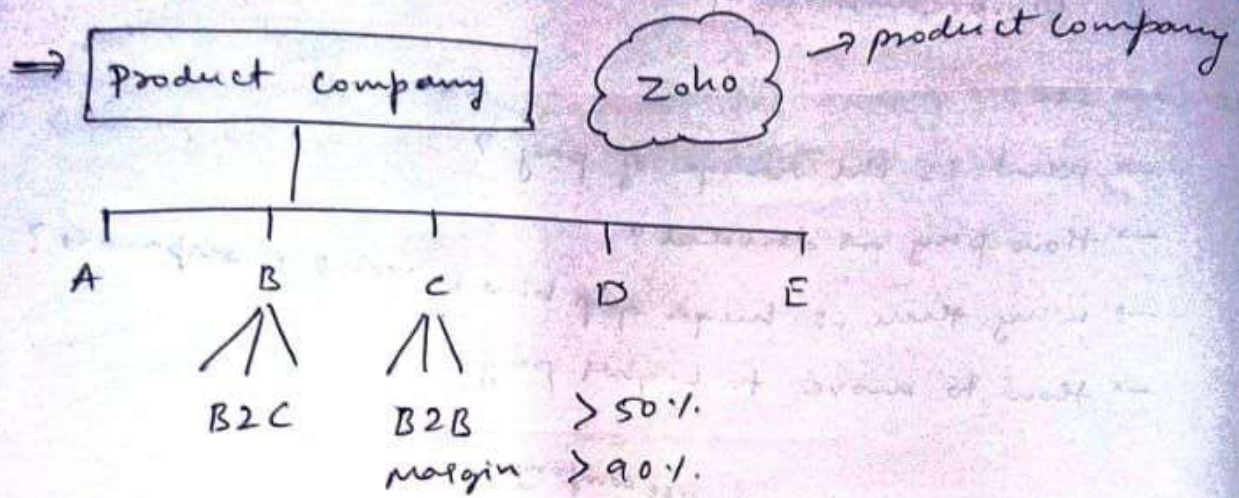
we can see

- what is the range of pay?
- How pay is decided?
- why there is huge gap b/w various companies?
- how to move to higher pay?



\* Build a software given to client in Service Industry

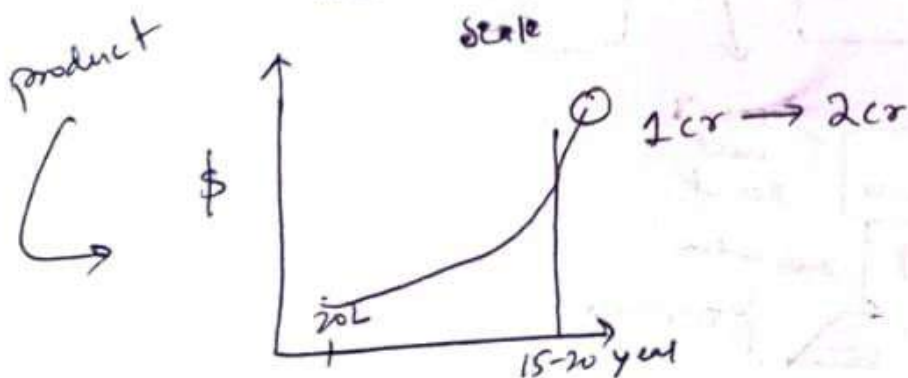
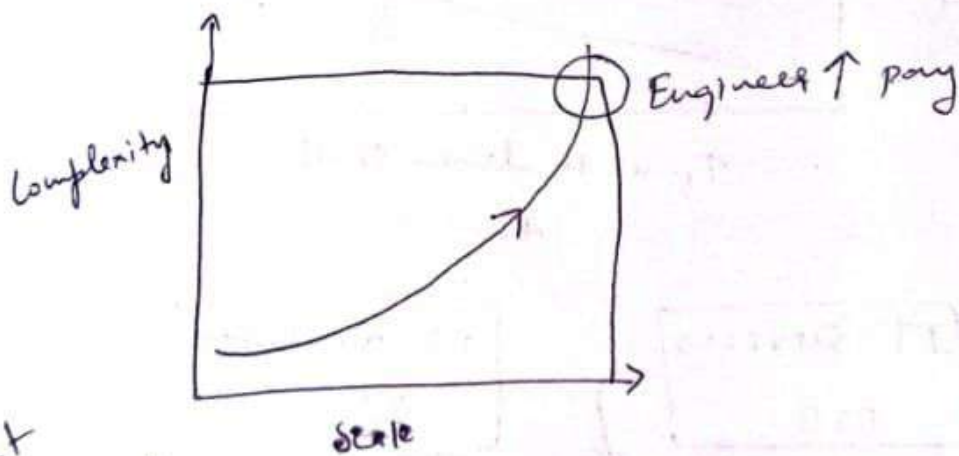
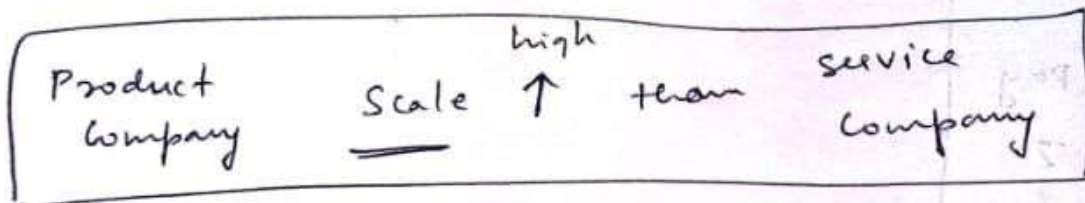
margin < 30-40%  
< 20%.



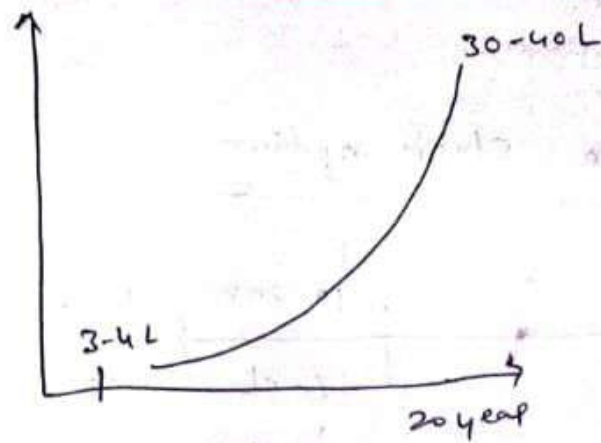
\* The code can be used by any one

eg: google, microsoft - word  
Excel Bing  
PPT

+ per annum revenue 280 B \$  
350 B \$







Service Industry

Programmer > AI ML > pdt Eng.



Program Manager



Tester, Automation



Localization, doc



Support



\* Explored how product and service based websites

no specific skill  
of mentioned language

specific skill  
with experience

\* They will say you  
should be a good  
engineer programmer.

\* eg: TCS, Google, Microsoft, Facebook

Service

Product  
based

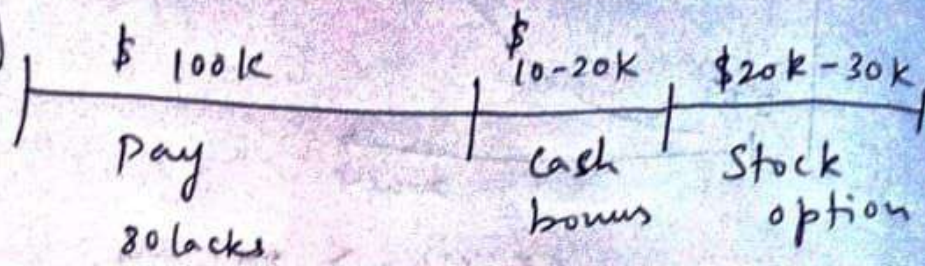
look after

- \* communication
- \* problem solving
- \* coding
- \* verification

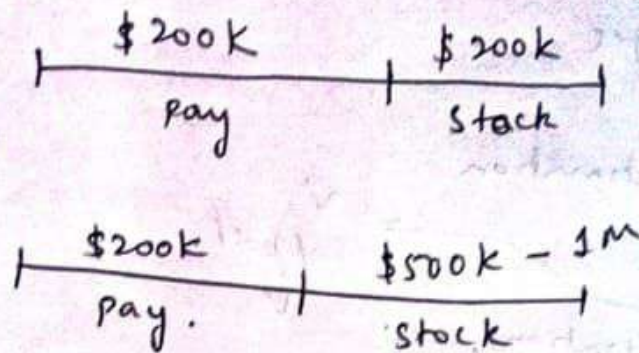
Perks

## Employee stock options

Junior level

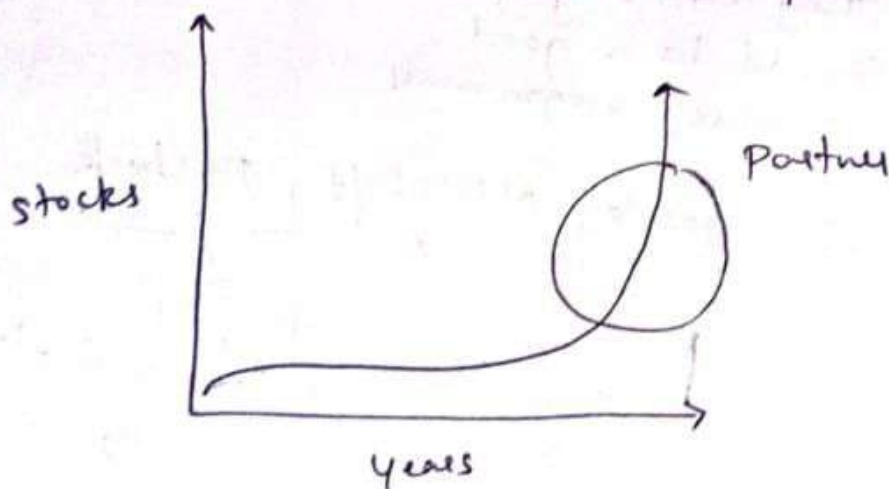


Senior level



2023 - 100 stock options  
2024 → 20% → 20 stock  
2025 → 20% → 20 stock  
2026 → . → 20 stock

} 5 years has to be working with the company to get 100 stock



\* This is main Advantage of the product Based company.

Software Margin < 20-30%.

### general perks

- free travel
- free food
- gym
- Insurance
- Health membership
- even Insurance for your family
- Educational
- Vacation.
- Increments. (In India based on Economy).