Google

Software Engineer, University Graduate, 2025 - Compensation

Role	Degree	Salary (INR)	Target Bonus	Sign On (INR)*	New hire Equity guideline 4yr (USD)	New hire Equity 1yr (USD)
Software Engineer	Bachelors	2,100,000	15%	325,000	31,000	11,780
	Masters	2,190,000	15%	325,000	31,000	11,780

*The sign-on bonus is an advance payment from Google, contingent on completing 24 months of employment. Early departure incurs repayment: 100% within the first year, 75% between 12 and 24 months.