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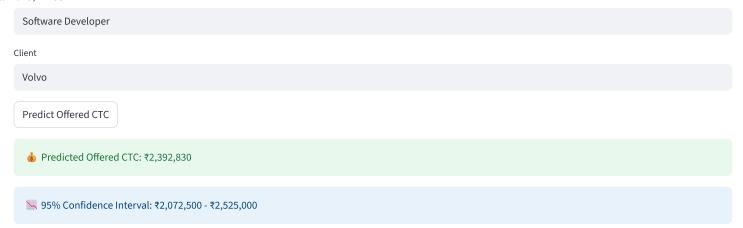
# Offered CTC Prediction with Market Comparison & **Explainability**



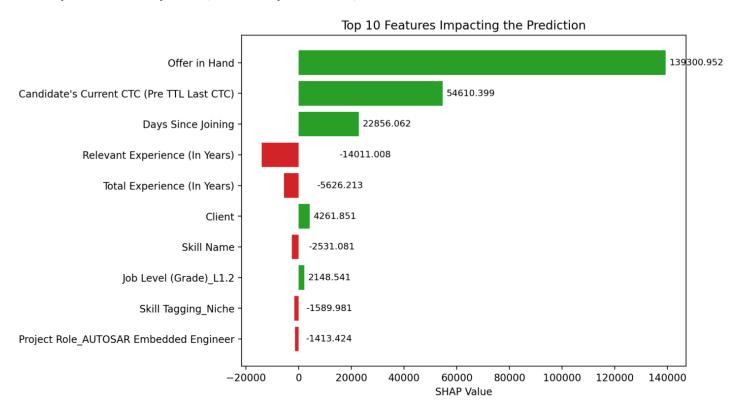
# Enter Candidate Details

Date of Joining	
2025/09/02	
Long Open Position Date	
2025/07/01	
Highest Qualification	
B.Tech	~
Total Experience (years)	
5.00	- +
Relevant Experience (years)	
4.00	- +
Employment Type	
Full Time	~
Job Location	
Pune	
Job Level (Grade)	
L2	
Billability	
Yes	<b>~</b>
Skill Tagging	
Niche	~
Skill Family	
Salesforce	
Skill Name	
Apex	
Current CTC (₹)	
2000000.00	- +
Offer in Hand (₹)	
2200000.00	- +
Dust and Dala	

Project Role



### Top Feature Impacts (SHAP Explanation)



### **III** SHAP Contribution Table

	Feature	SHAP Value
0	Offer in Hand	
1	Candidate's Current CTC (Pre TTL Last CTC)	
2	Days Since Joining	
3	Relevant Experience (In Years)	
4	Total Experience (In Years)	
5	Client	
6	Skill Name	
7	Job Level (Grade)_L1.2	
8	Skill Tagging_Niche	
9	Project Role_AUTOSAR Embedded Engineer	

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### Prediction Breakdown

• Base Value (Model Bias): ₹2,197,665

• Sum of SHAP Contributions: ₹195,164

• Final Prediction: ₹2,392,830

### ★ Overall Recommendation

Candidate's predicted CTC ₹2,392,830 falls in Above Max — review before approval.



## Salary Proposal

Fitment Decision: Review

Suggested CTC: ₹2,392,830

Market Range: ₹1,350,650 – ₹1,801,849

Position: Above Max

Market Deviation %: 77.16%

### 📊 Benchmark Data

		P25	P50	P75	P90	Max
0	)	1,139,994.5000	1,350,650.0000	1,561,305.5000	1,801,848.7000	2,048,822.1500

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