



J&J Organizational Structure Analysis

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11076

Data collected from 11076 IT focused employees(43%) and contract workers(57%) in J&J.

Majority:
34% from **USA** and 32% from **India**
44% in Pharmaceutical Department

99%

99% employees have the regular and full-time job in J&J.

\$76K

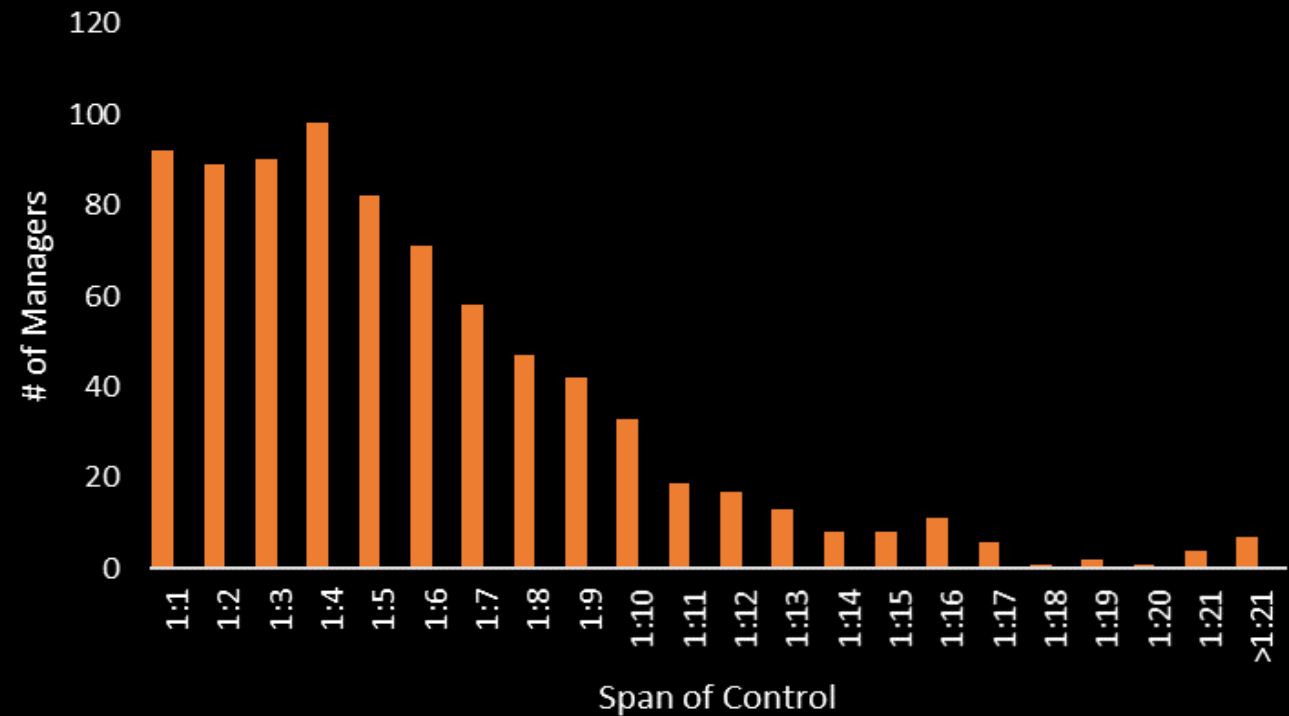
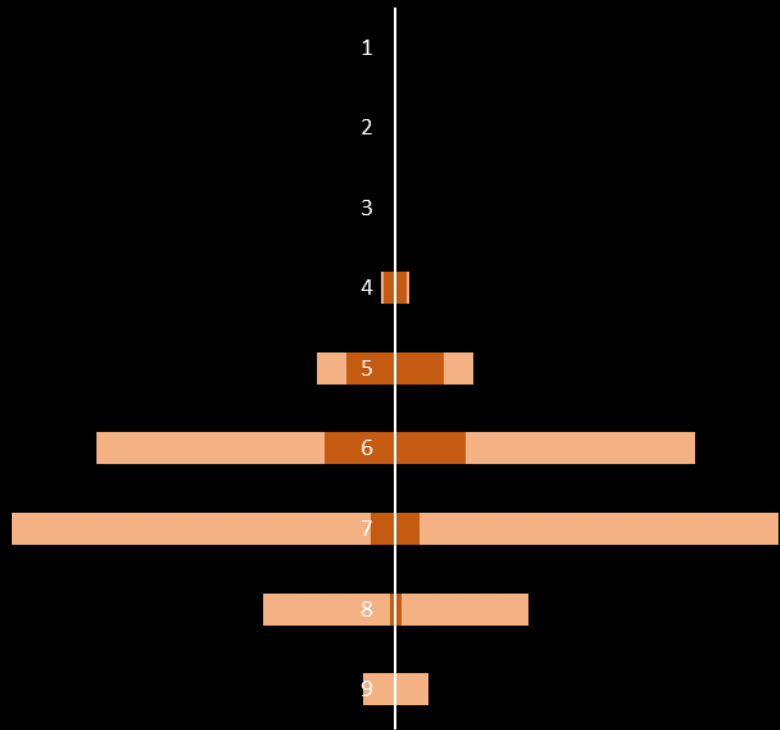
The average annual salary is 76K in J&J. Annual salary for Leadership & Strategy is 3 times higher than average: 239K.

4.38

USA annual average salary(13.6K) is 4.38 times higher than **Indian** salary(3.1k) in J&J.

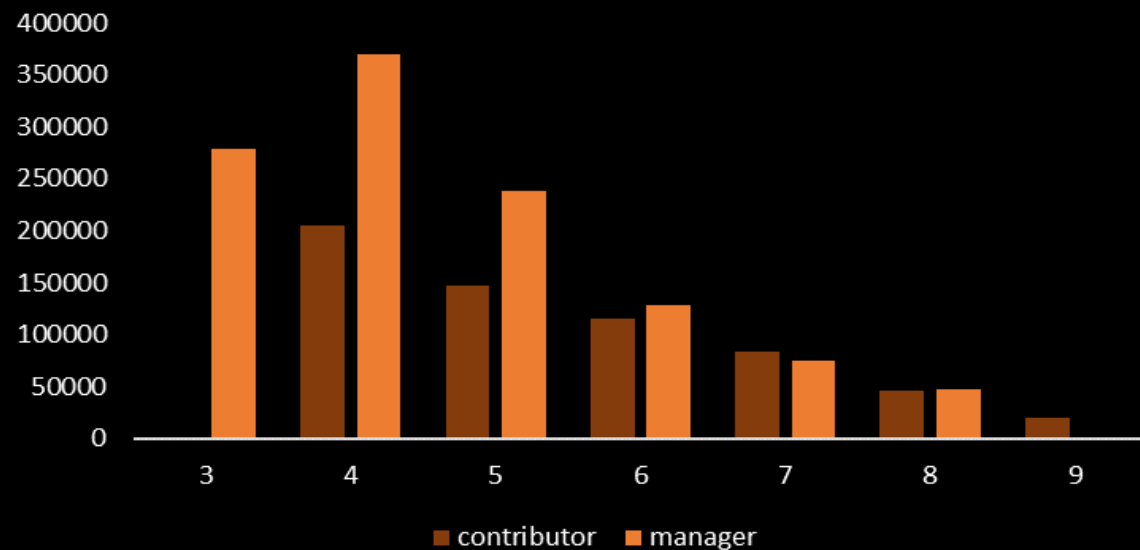
Overabundance of managers in Level 4 and 5.
Few managers in level 7, 8 and 9.

Skew to the right. Most managers in J&J supervised five or even less employees on average.
The efficiency of managers is questionable.

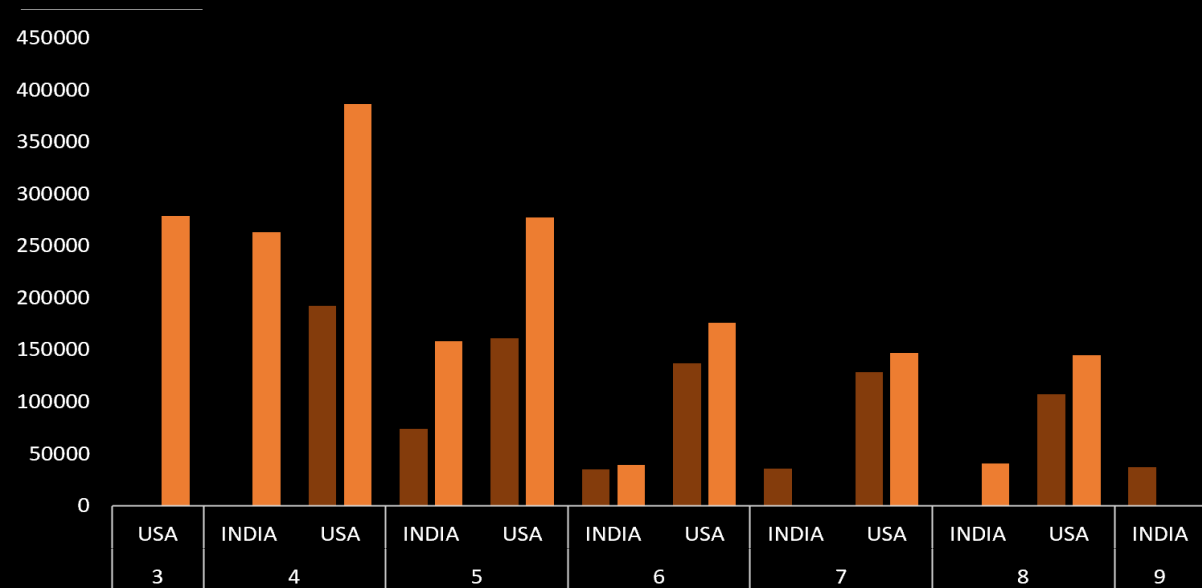


Annual Salary Analysis

Contributor vs Manager Annual Salary



Managers in level 4 and 5 have very high compensation. In lower level managers have almost same salary as contributors. Salary structure worth revising.



In high level, Indian has similar salary with American. However in low level, the compensation for India is far behind the United State.