

India HR Salary Benchmarking Report 2025–26

Data-backed insights into HR compensation trends across industries, roles, experience levels, and cities — curated by **TeamWork Solutions**.

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[Open Salary Calculator](#)

600+

Organizations
Covered

10+

Industries & Cities

7

Experience Bands



Made with **GAMMA**

Inside India's HR Salary Landscape – 2025–26

The **TeamWork HR Salary Benchmarking Report 2025–26** provides a comprehensive view of how HR compensation is evolving in India. Built on large-scale validated payroll and HR data, this report helps HR leaders, founders, and decision-makers align compensation with market realities, talent maturity, and business scale.

This study reflects the transformation of HR from a support function to a **strategic business enabler**, especially in the age of digital HR, analytics, compliance governance, and Global Capability Centers.



What This Report Covers



Compensation by Experience

Entry to leadership-level HR pay benchmarks with clear inflection points where roles shift from execution to strategy.



HR Function-wise Insights

- Talent Acquisition & Payroll
- Compensation & Benefits
- HR Business Partnering
- HR Analytics & People Science
- Inclusion, Diversity & Culture



Industry & City Premiums

BFSI, Hi-Tech, GCC, Manufacturing, Healthcare, Retail.
Metro vs Tier-II pay differentials.



Pay Structure Evolution

Fixed vs variable pay trends, long-term incentives, retention pay, and equity patterns.

Who Should Download This Report



CHROs & HR Heads

Strategic compensation planning and talent management



Founders & CXOs

Aligning HR investment with business growth



Compensation Teams

Market benchmarking and pay structure design



HR Consultants

Advisory services and enterprise solutions




Payroll Leaders

Compliance and operational excellence

Download the Free Report

Fill in your details to get instant access to the complete report PDF.

Download Report

 PDF auto-downloads on submission — No login required

HR Salary Calculator – India

Use the **TeamWork HR Salary Calculator** to estimate compensation ranges for HR professionals across roles, experience levels, industries, and locations. This calculator is aligned with real-world market data and benchmarking logic used by enterprises and HR consultants.



Calculator Inputs

01

Select HR Role

- Talent Acquisition
- Payroll & Compliance
- Compensation & Benefits
- HR Business Partner
- HR Operations / Shared Services
- HR Analytics
- I&D / Culture

03

Industry

- BFSI
- Hi-Tech / SaaS
- Manufacturing
- Healthcare & Pharma
- Retail & Consumer
- Professional Services

02

Experience Level

- 0–3 Years
- 3–7 Years
- 7–10 Years
- 10–13 Years
- 13–16 Years
- 16+ Years

04

Location

- Metro (Bengaluru, Mumbai, NCR)
- Tier-I
- Tier-II

Calculator Output



Minimum
Market Entry



Median
Market Benchmark



Upper Range
Top Talent / Strategic Roles

"This estimate reflects current HR market benchmarks based on role maturity, industry demand, and location premium."



Next Steps

Download Full Report

Get detailed insights, data tables, and comprehensive analysis across all HR functions and experience levels.

Talk to an Expert

Connect with our HR compensation specialists for personalized guidance and enterprise solutions.



About the Data

How TeamWork Builds These Insights

The benchmarking logic is derived from:

- Large-scale payroll & HR data
- Industry-wise compensation structures
- HR role maturity frameworks
- Compliance-aligned payroll analysis

This ensures **realistic, defensible, and enterprise-ready salary benchmarks**, not guesswork.

