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Assignment 1

Product Description

The “Online Job Portal and recruitment system” is a package to be used by agencies to improve the efficiency of the business. The “Online Job Portal and recruitment system” to be developed benefits the members greatly. The system provides a jobs catalog and information to members and helps them decide on the jobs to apply for. The admin can keep the jobs catalog updated all the time so that the members (Job seekers and the agencies) get the updated information all the time. The main users are users: Admin, Members who are the Job seekers, and the agencies.

Software Interfaces

- **Front End:** HTML ,CSS, JavaScript, Bootstrap,React JS
- **Database Server:** MongoDB
- **Back End:** Node Js , Express JS

Product Functions

This “Online Job Portal and recruitment system” provides online real-time information about the jobs available in the agencies and the user information. The member should be provided with the updated information about the jobs catalog provisions for the members to apply for the job they want if all the other required rules hold good. The member is given a provision to check his account information.

- Any time in the given validity period.
- The members are provided with the jobs available roster and allowed to apply for jobs, which they want.
- The admin can get the information about the members who have advertised jobs

Functional Requirements

It is the primary requirement that is fulfilled by our job portal. It's allowing the users, and employers to use our portal at the level of ease. The purpose of our portal is to provide the full information that is required of the user. Here is the following requirement that is fulfilled by our system.

Users

- **User Login**

This feature is used by the user/admin to login into the system. A user/admin must log in with his username and password to the system after registration. If they are invalid, the user is not allowed to enter the system.

- Username and password will be provided after user registration is confirmed.
- Passwords should be hidden from others while typing it in the field.
- **Register New User**

A new user will have to register in the system by providing essential details in order to apply for the job. The admin must accept a new user.

- The system must be able to verify and validate the information.
- The system must encrypt the password of the user to provide security.
- **Search Jobs**

The user can search for the desired jobs. He can view different jobs. After confirming the login in the search user can select it and apply by providing the necessary details.

- **Upload Resume**

The job seekers can upload their resumes and provide the necessary details if they are interested in jobs.

Admin

- **Manage Users and Employers**
- The administrator can add users, delete users, and view users.
- **Manage jobs**
- The administrator can add jobs, delete jobs, hide jobs, and view jobs.
- **Manage details**
- The system must identify the login of the admin.
- Admin account should be secured so that only the owner of the portal can access that account

Non-Functional Requirements

- **Efficiency Requirement**

When an “Online Job Portal and recruitment system” is implemented job seekers and employers can view and upload job vacancies respectively from their homes easily without any difficulty.

- **Usability Requirement**

The “Online Job Portal and recruitment system” is designed for a user-friendly environment and ease of use.

- **Reliability Requirement**

The system should provide a reliable environment for both employers and job seekers. All jobs should be reaching the admin without any errors and should be shown to the viewers.

- **Implementation Requirement**

Implementation of the system using HTML, CSS, JavaScript, and Bootstrap in the front end with Python, and Django as the back end and it will be used for database connectivity. And the database part is developed by PostgreSQL. Responsive web designing is used for making the portal compatible for any type of screen.

- **Delivery Requirement**

The whole system is expected to be delivered in four months of time with weekly evaluation by the project guide.

- **Database Security**

An unauthorized person cannot access the panel and database, and do not read and write the information.

- **Availability**

This “Online Job Portal and recruitment system” will be available online 24/7 a week.

Compensation for Freshers in India - 2022-2023(300 Companies)

- The data has been sorted in-terms of a sort-of descending order
- The CTC is the initial package that is usually being offered for freshers. It may include the 4 Years Vested Tax - Check in Details Column

Index No	Company Name	Role	CTC (In Lakh)	Internship (In Thousand)	Details
1	Tower Research		44	4,00,000	Salary: 3,000,000 INR Signing Bonus: 600,000 INR Bonus: Performance-based bonus (800,000 - 1,800,000 INR) Total comp (Salary + Bonus): ~4,400,000 INR
2	Microsoft India	SWE	46	125,000	Relocation/Signing Bonus: INR 5,00,000 Stock bonus: 35K USD Bonus: upto 20% of base (based on performance) Salary: INR 15,00,000 Relocation: INR 3,60,000 Total compensation: INR 15,00,000(base) + 2,50,000(joining bonus) + 7,00,000(stocks) + 1,50,000 (yearly bonus) + 3,60,000(relocation)= 29.6 lakhs(first year)
3	Nutanix		47.9	1,20,000	22LPA + 5.8L stocks + 1.5 JB + 1.25 relocation bonus
4	Uber	SDE 1	61	1,60,000	Base ₹2,10,000Retirals ₹157,600 Includes Employer PF + GratuityJoining Bonus ₹200,000 Lump sum payout in first payroll cycle (after due withholding of taxes) with 1-yr claw backNew Hire Stock Grant

					<p>₹767,520 \$41,000 USD vesting over 4 years (current currency conversion factor of \$1 = INR 74.88)Target Cash Bonus ₹240,000 Actual Performance bonus would depend upon the performancePerks (per annum) ₹138,000.00Uber free rides worth INR 44,000+ Wellness Allowance worth INR 58,000 + Mobile Allowance worthINR 36,000. Actual Value would depend upon the dollar conversion rate. (current currencyconversion factor of \$1 = INR 74.88)Relocation Allowance ₹200,000.00 Reimbursement on actuals basis eligibility.TOTAL First Year CTC ₹3,803,120.00</p>
5	CRED	SDE 1	46		<p>Salary: INR 22,00,000 Signing Bonus: INR 2,00,000 ESOPs: INR 22,00,000(vested over 4 years - 10%, 20%, 30%, 40%) Total comp(1st year) : 22L + 2L + 2.2L (10% of Esops)</p>
6	Adobe	MTS	44	1,00,000	<p>Fixed Salary: 13.5 Lakhs Variable: 1.35 Lakhs PF: 76k Joining Bonus: 3 Lakh Deferred Bonus: 2 Lakhs (after completion of 11 months) Stock Bonus: 20 Lakhs (vested over 4 years, 25%) Relocation Bonus: 2 months of Basic pay (~1 Lakh) + other expenses reimbursement</p>
7	Salesforce	MTS	42	90000	

8	Amazon	SDE	45	1,43,600	Base: 19
9	Sprinklr	Product Engineer	30	2,00,000	All base
10	Palo Alto Networks	QA/Dev/ DevOps	54.75	1,00,000	Base Pay 1,700,000 Employer contribution to PF 102,000 Bonus: 10% 170,000 RSU \$37500 Vested for 4 years: INR 2925000 2,925,000 Flex benefit - (\$1000) 78,000 Sign-on Bonus (One time) 500,000 Total CTC 5,475,000 + 1.5L Relocation
11	BNY Mellon	SDE 1	21-24		Base: INR 17,00,000. Joining Bonus: INR 3,00,000. Relocation: INR 50,000. Retirals (PF/Gratuity): 1,14,000. + Bonus
12	Atlassian		83.4		Base Salary: 20,80,000 Relocation/Signing Bonus: 50,000 Stock bonus: \$75,000 (vested over 4 years) Bonus: 10% of the base - Now the Stock Probably differs
13	BharatX		54	100,000	
14	Zomato	SDE 1	45		Base: 20 ESOPS: 20 (5L Each Year)
15	App Dynamics	Software Engineer	44.2		Fixed Salary 1400000 Fixed Salary Provident Fund 84000 PF & Gratuity are retiral benefits which are paid as per Government guidelines Gratuity 33600 Performance Bonus (on target) 70000 Paid Annually and will vary by company & Individual performance Total 15,87,600 Total Sign on Bonus 600000 One-time

					<p>sign-on bonus is payable in two (2) equal instalments, payable at the end of 1st year(13th month) and 2nd year(25th month) from your employment start date(paid in two equal instalments)Relocation Bonus 116667 Applicable for Employees relocating from a different City - One Time onlyRSU \$ 25000 RSU grants will still vest over 4 years with the first vest (25% of the grant) coming a year after approval. The remaining grant value will vest quarterly (about 6.25% of the total grant each quarter) over the remaining 3 years.Total Package per year 23,04,267 Total PackageRelocation - movement of Goods 45000 Applicable for Employees relocating from a different city - One Time onlyPaid on actuals on submission of bills:Movement of Goods - Up to Rs.45,000Food – Up to Rs.7,500 (500 x 15 days)Laundry – Up to Rs.6,000 (400 x 15 days)Booked by the company: (Additional – Not included in the CTC)Relocation - Food and Laundry 13500 One-way Airfare and 14 Nights Hotel AccommodationTotal CTC 2362766 + \$ 25,000 Total CTC</p>
16	Expedia Group		40	35,000	<p>12.1 LPA (Fixed) + 5000 USD (Relocation Bonus – If applicable) + 30000 USD (Restricted Stock Units)</p>

17	Electronic Arts		38		14.5 LPA + 30,000 \$ RSU
18	Media.net		38	1,00,000	
19	Meesho	SDE 1	37		Base: 20 Joining Bonus: 3 ESOP: 14
20	Mesho	SDE 1	37		Salary: 20,00,000 Relocation/Signing Bonus: 3,00,000 Stock bonus: 14,00,000 worth ESOPs over 4 years (25 %)
21	DE Shaw & Co		36.5	150,000	
22	Arcesium		36	100,000	
23	Data Insights		36	65,000	Rs. 28.0 LPA fixed + 5 LPA joining bonus + 3 LPA Graduation bonus
24	Trilogy Innovations (codenation)		36	1,50,000	
25	Airbnb	Software Engineer	34.8	133,000	
26	Visa		34.5	80,000	
27	PayPal		34.4	50,000	
28	Qualcomm		34.35	45,000	Total Gross PayINR 14.17 LRetirals (PF and Gratuity)INR 0.75 LPerformance Bonus INR 1.35 LJoining BonusINR 5.00 LRelocation Bonus (Paid within 60 days)INR 0.50 LRestricted Stock Value Awards (Vesting in 3 years) INR 12.00 L (\$ 16000)
29	ShareChat	SDE 1	34		20 Lkh base 2 Lkh performance bonus 10 Lkhs esops (2.5 Lkh each yr) Gratuity and Insurance 54K

					Standard benefits, 250 worth Zomato coupons each day etc
30	Texas Instruments	Digital Internship	32.56	45,000	
31	Texas Instruments	Embedded Software Internship	32.56	45,000	
32	Commvault Systems Pvt LTD		31	40,000	
33	Linkedin		31		
34	Blinkit (Grofers)	SDE 1	31		Salary: 28LPA Signing Bonus: 3LPA
35	Apollo247	Software engineer	30		20 lpa + 10 lakhs of Esops
36	Apollo247	Data Scientist	30		20 lpa + 10 lakhs of Esops
37	Pocketpills (Casahealth Tech Pvt Ltd)		30	40,000	
38	nurture.farm		29.8	90,000	
39	Razorpay		29		Fixed1519231Variable0Total Cash1519231Retirals80769 CTC1600000Sign On200000Retention100000 Equity / Year1000000Relocation100 000TCTC2900000
40	Morgan Stanley	Analyst in Technology Division	28.33	87,000	Base : 13,00,000PF : 78,000Projected Discretionary Year end Bonus : 130,000Sign On bonus: 200,000Relocation Allowance (Only If Eligible) : 475,000Retention

					Award : 700,000Total : 28,83,000
41	Zynga		28	80,000	
42	Hella Infra Market Private Limited		27.5	50,000	15,00,000 L Fixed+ 2,00,000 PB+ 10,00,000L Stocks+ 50,000 Relocation.
43	Cure.fit		27		
44	JUSPAY	Software Developer	27	40,000	27 LPA for Software Developer(16 lakhs base + 8 lakhs retention bonus(2lakhs / years) + 2 lakhs benefits+ 1 lakhs joining or relocation bonus
45	Providence		27	40,000	Total CTC 27,00,000Fixed component in CTC15,23,900Variable component in CTC76,195Joining Bonus (first month)2,00,000Retention Bonus Year 1 (completion of Year 1)3,00,000Retention Bonus Year 2 (completion of Year 2)3,00,000Retention Bonus Year 3 (completion of Year 3)3,00,000
46	Providence	SDE 1	27	40000	Fixed Salary: INR 16,00,000 Signing Bonus: INR 2,00,000 Retention Bonus Y1 : 3,00,000 Retention Bonus Y2: 3,00,000 Retention Bonus Y3: 3,00,000
47	Human Holdings	Data science	26.65		
48	Walmart Global Tech India	Software Development Engineer 2	26.5	1,00,000	19.5 Lpa +4 L joining bonus &3 L New hire RSUs

49	Human Holdings	Software engineer	25.36		
50	Gullak Money	Software Engineer	25	40,000	
51	OfBusiness		25		Fixed = 13,00,000 PAVariable = 1,00,000 PA (to be paid on quarterly basis subject to performance)Retention Bonus = 1,00,000 (to be paid on completion of 1 year)ESOPs = Worth 8,00,000Additional benefits = Medical Insurance = 2,00,000 PA + Gratuity (as per company's policy)
52	CISCO	Software Engineer – Network/ Embedded/Application Development	24.73		
53	CISCO	Software Engineer - Internal Applications	24.73		
54	SAP Labs		24.5	35,000	
55	Flexcar IDC	SDE 1	24.15		
56	Sembly	Data Scientist (NLP)	24	100,000	1. For Data Scientist (NLP) Internship: INR 1,00,000 per month2. For Data Scientist (NLP) Full Time Employment: INR 2,00,000 to 3,00,000 per month
57	Wellsfargo		23.5	90,000	

58	Steradian Semiconductors Pvt Ltd		23	20,000	
59	Slice	SDE 1	23		Base: 21
60	Silicon labs	Engineer / Associate Engineer - Software Design	22.98		Gross Fix1,150,000Retirals96,454Annual Bonus115,000Sign-On Bonus160,000Retention Bonus200,000RSU - USD 7500577,500Grand Total2298954
61	BYJU'S		22		
62	Cashfree		22	35,000	Overall CTC22 LakhsCash component10 Lakhs Fixed+ 1 variable pay+ 1 PerksESOPS10 lakhs vested over 4 yearsStipend35 Thousand/Mont
63	Goldman Sachs		22		
64	Harness	SDE	22	80,000	
65	Komprise India Private	Software Engineer	22	50,000	
66	Maxlinear Technologies		22	25,000	
67	JP MORGAN CHASE		21.5	INR 75,000 per month + One time Relocation allowance of INR 85,000	Fixed Pay – INR 16,25,000Relocation Allowance – INR 1,25,000Joining Bonus – INR 2,00,000Incentive Compensation – INR 2,00,000Total Compensation – INR 21,50,000
68	CHARGE BEE	Software Engineer	21		21 LPA + ESOPS (post conversion)

69	HyperVerge	Deep Learning Intern	21	45,000	
70	JUSPAY	Product Engineer	21	40,000	21 LPA for Product Engineer 14 lakhs base + 4 lakhs retention bonus(lakhs / years) + 2 lakhs benefits+ 1 lakhs joining or relocation bonus.if converted
71	Samsung Semiconductor India Research		21	50,000	16 Lakhs PA + 5 Lakhs retention bonus (2 year)
72	Schlumberger		21	40,000	
73	Udaan		21	70,000	
74	Nykaa	SDE1	21		Salary: 15 Lakh Stock bonus: NA Variable Bonus: 3 Lakh (18 LPA) Joining Bonus: 2 Lakh Relocation: 1 Lakh
75	CASA RETAIL AI		60	20,000	CTC: 10 LPA + 50 Lakh worth of stocks vested over a period of 4 years. (if converted)
76	Kaleyra		20.24	20,000	Total - Fixed800000Variable (paid annually)80000Anniversary Bonus (paid annually)160000Retention Bonus (paid annually)240000RSUs (Vested annually)744000Total Compensation2024000
77	FAREPORTAL		20	15,000	
78	JUNGLEE GAMES		20	40,000	

79	Komprise India Private	Software Test Engineer	20	50,000	
80	LetsTransport		20		Ranges from 18-20
81	Richpanel		20	40,000	
82	Siemens EDA	Dev	20	40,000	
83	SquadStack	Product Engineer	20	35,000	
84	Oyo	SDE 1	20		Salary: INR 1800000 Relocation: INR 100000 Signing Bonus: INR 100000
85	Atlan	Backend Engineer Site Reliability Engineer Infrastructure Engineer Security Engineer	20	50,000	Offered to B.Tech Freshers
86	VMware		19.97	50,000	MTECH
87	Nation with Namu		19		
88	PayU		19	70,000	
89	Cloudera		18.99	45,000	
90	Airoha Technology		18.8	45,000	
91	AMAZON INDIA	Business Analyst	18.41	70,000	
92	AMAZON INDIA	Research Analyst	18.41	70,000	
93	Oracle GBU		18.2	50,000	

94	Audify Tech		18	50,000	
95	CITI Bank (CISPL)		18		
96	Jubilant FoodWorks		18	50,000	
97	MAKEMYTRIP		18	35,000	
98	MathWorks India		18	55,000	
99	Voxela, Inc.		18	40,000-60,000	
100	CISCO	Consulting Engineer	17.97		
101	CISCO	Software Consulting Engineer	17.97		
102	CISCO	Technical Consulting Engineer	17.97		
103	CISCO	Site Reliability Engineer	17.97		
104	American Express		17.78	85,000	
105	Hewlett Packard Enterprise		17.5	40,000	
106	Jio	SDE	17.5	50000	Salary : INR 14,50,000 base Joining bonus : INR 1,50,000 Annual bonus : INR 1,50,000
107	Amagi Media Labs	Software Engineer	17	30,000	14 LPA + 3 Lakhs bonus

108	Barclays	Business Analyst	17		
109	Cogoport		17	50,000	
110	Fastenal		17	45,000	
111	HyperVerge	Software Development Engineer Intern	17	35,000	
112	IBM	ISL	17		(16.25 base + 0.75 retirals) + 1.5 joining + 50K relocation
113	SWYM Corporation	Associate Software Engineer	17		
114	Tekion India Private limited		17	50,000	
115	Sabre Corporation		16.84	40,000	
116	Cradlepoint		16.63		44000
117	Enphase Energy		16.6		BaseBase + RetiralBonus %RSU Amount / NumberJoining BonusCTC11300001205000565002,50,0001,50,0001661500
118	Publicis Sapient		16.6	45,000	
119	Texas instruments		16.2	45,000	
120	Air Asia		16	25,000	
121	Bosch Global Software Technologies		16	25,000	

122	Celigo		16	30,000	-Full time employee FTE – CTC INR 16 LPA· -CTC Breakup - 12 L (Base) + 3 L (Joining Bonus) + 1 L (Additional benefits)· - Internship stipend- INR 30,000 Per month
123	Codemantra		16	25,000	
124	MONEYVIE W		16	40,000	
125	Addverb Technologies		15.9		
126	Sandvine	Software Engineer/ Test Engineer	15.83	60,000	
127	BAKER HUGHES		15.2	30,000	
128	Philips Lighting (Signify)		15.2	32,000	
129	42 Gears		15	10,000	
130	asterdmhealthcare		15	25,000	
131	BLACKROCK	Role 2	15	50,000	
132	Bluebird India R&D Center Pvt Ltd		15	25,000	
133	ConveGenius		15	25,000	
134	Euler Motors		15		CS IT- 15 LPAECE EEE Mech – 10 LPA
135	GSK Global Capability Center		15		

136	Harness	SDET	15	60,000	
137	IDrive Software India Pvt Ltd		15		
138	KIMBERLY CLARK		15	25,000	
139	Luganodes		15	40,000	
140	Pine Labs		15		
141	Quicket Solutions		15	35,000	
142	Tata Digital		15		
143	Urjanet - An Acardia Enterprise		15	35,000	
144	Info Edge (Naukri)		14.96	60,000	
145	Société Générale		14.96	32,500	
146	Trellix		14.83		
147	Samsung R&D Institute India		14.5	40,000	
148	Sapiens Technologies		14.25		
149	Thorogood Associates		14.15		
150	Axxela		14.1	20,000	
151	Ion Group	DEV/CS	14.1		13.6L + 50K relocation = 14.1L
152	Affinsys		14	30,000	

153	Bain Capability Network		14	40,000	
154	Databricks		14	50,000	INR 9.45 lacs cash component (split - 9 base pay + 5% bonus) + stocks (approx. stock earnings 3-4 lacs range per year)
155	fujitsu		14	40,000	
156	IAMNEO		14		9 Months Internship during Final year - First 6 months - 10K/month, Next 3 months - 15K/month Last date for Registration Year 1 - 5 LPA (Includes fixed, variable and retention bonus), Year 2 - 6.25 LPA (Includes fixed, variable and retention bonus), Year 3 – 7.5 LPA (Includes fixed, variable and retention bonus)
157	Mad Street Den		14	21,500	9-14 Variable CTC
158	McKinsey & Company		14	70,000	
159	Microchip Technology		14		Bachelors – 10 Lakhs CTC + Stocks (Approx. 4L for 4 years)
160	Natwest Group	Software engineer	14		MTECH 14 lacs p.a.+ Performance Bonus ¹ + Gratuity ² + Benefits ³
161	Plotline		14	55,000	
162	Siemens EDA	QA	14	40,000	
163	SWYM Corporation	Customer Support engineer	14		
164	Zee Entertainment		14	35,000	

	Enterprises Ltd				
165	Dish Network Technologies		13.97	25,000	
166	FLIPKART NEEV INTERNSHIP		13.52	50,000	NON CS IT ECE
167	AMAZON INDIA	Manager I, Operations	13.5	70,000	
168	Western Digital		13.5	35,000	
169	OneShot.ai		13.2	30,000	
170	Kinaxis India Pvt Ltd	Software Developer	13.1	50,000	
171	Blaize	Software Engineer 1	13		
172	Dotpe Pvt Ltd		13	25,000	
173	Epsilon		13	30,000	
174	Freo	QA and SDE	13		
175	Institutional Shareholder Services India Pvt. Ltd		13	30,000	
176	Natwest Group	Software engineer	13		BTECH 13 lacs p.a.+ Performance Bonus ¹ + Gratuity ² + Benefits ³
177	Titan		13	50,000	12 LPA +1 LPA joining bonus

178	Bajaj Finserv		12.81	35,000	
179	John Deere India Pvt. Ltd.		12.63		
180	BLACKROCK	Role 1	12.5	50,000	
181	Ericsson (R&D)		12.5	30,000	11L Fixed + 1.5L Joining Bonus
182	HAVELLS INDIA LIMITED		12.5		1. CTC: 8 Lacs PA Plus.2. Settlement Allowances at the time of joining (1 Lacs).3. Retention Bonus after 1st Year: 1 Lacs.4. Retention Bonus after 2nd Year: 1.50 Lacs.
183	UBS		12.5		
184	MICROFOCUS		12.45	30,000	
185	Shell India		12.4		
186	Dell Technologies		12.34	40,000	
187	Accelerize360		12		
188	Accenture		12		
189	AppViewX		12		
190	Ather Energy		12	25,000	
191	Becton Dickinson Technology		12		11,00,000 + Bonus of 1,00,00 upon completion of 1 yr. GET program
192	Capillary Technologies		12	30,000	
193	DevRev Cloud India		12	40,000	

	Private Limited				
194	FABC LLC		12	40,000	Required to go to Dubai
195	Fidelity Investment		12		
196	Forma AI		12	38,000	
197	IVANTI		12	40,000	
198	Ozone Cloud		12	30,000	
199	RootQuotient Technologies Private Limited		12	30,000	
200	Tekion		12		Fixed Component – 10,00,000/- + Joining Bonus - 2,00,000/- + 2000 ESOPS + Benefits
201	Tide platform		12	50,000	
202	Tredence Analytics		12		
203	Eaton		11.9		
204	NielsenIQ		11.88	30,000	Total base - 10lpa Others - 38226 Sign on bonus - 1.5 lac
205	Amadeus		11.7		Fixed salary: INR 1000000 Corporate bonus: INR 85464 Relocation Benefits: INR 20000 Insurance Benefits: INR 21700 Certified Learning Assistance: INR 50000 One-time benefit for out-station students Group Mediclaim- INR 5L/ Group Term Life- 2X fixed salary/ Group Personal Accident- 2X fixed

					salary Eligibility upon completion of 6 months
206	Ericsson India Global Services		11.5	30,000	
207	ExxonMobil Services & Technology Private Limited		11.41		11.41 LPA- Cash component- 10.25LPA INR + Statutory components (PF, gratuity, savings scheme)- 1.16 LPA INR
208	athenahealth Technologies Pvt Ltd		11	35,000	
209	Eli Lilly Services India Pvt. Ltd.		11		
210	HyperVerge	Business Analyst Intern	11	30,000	
211	HyperVerge	Product Analyst Intern	11	30,000	
212	IBM		11	30,000	
213	LEADSQUARED		11	30,000	11 LPA (8-Fixed, 2-Variable, 1-One-time joining bonus) post conversion
214	Qwiksilver Solutions		11	40,000	
215	Wolters Kluwer		11		8.5 LPA Fixed + Benefits)
216	Kinaxis India Pvt Ltd	Test Developer	10.95	50,000	
217	PepsiCo GBS		10.77		

218	INSIGHTSOFTWARE		10.72	30,000	10,72,850
219	Adsys		10.5	25,000	
220	HSBC		10.25	65,000	
221	MulticoreWare		10.2		
222	NTT India Digital Business Solutions Private Limited		10.08	21,000	
223	Afford Medical Technologies Private Limited		10	20,000	
224	AppsforBharat		10	40,000	
225	Atlan	Frontend Engineering Backend Engineering Cloud Engineering	10	50,000	Mediclaime (family) - 7 lacs Life Insurance - 5 lacs Vacation days - 16 (during the 6-month duration) Laptop - Macbook Productivity allowance - \$250 Offered to M.Tech Freshers
226	Broadridge Financial Solutions		10	30,000	
227	Clinicspot		10	25,000	
228	Dozee		10	15,000	
229	Ensuredit		10		
230	GalaxEye Space Solutions Limited	Data Scientist	10	25,000	

231	GalaxEye Space Solutions Limited	Full Stack Engineer	10	25,000	
232	HONASA CONSUMER PVT LTD (MAMA EARTH)		10	20,000	
233	HONO.AI		10		8.5LPA would be the fixed component and the 1.5LPA is the Retention bonus.
234	ICICI Lombard GIC Ltd		10	25,000	
235	Mercedes- Benz Research and Developmen t (MBRDI)		10	25,000	
236	Nav Tech Electronics India Pvt Ltd		10		
237	Osmosys		10		
238	PolicyBazaar Insurance Brokers private limited		10	40,000	
239	ROOTQUOTI ENT		10	30,000	
240	Stratus Technologie s Pvt Ltd		10	30,000	
241	Vikabh Securities Pvt Ltd	Trader	10		
242	Zenduty		10	30,000	

243	ZENTREELAB S		10		
244	Rohm Semiconduc tor India Pvt Ltd		10		
245	Darwinbox	Business Analyst	9.75	25,000	CTC: 9,75,000 LPA (7.5L Fixed, 1.5 Retention bonus & 75K Std perf bonus) if converted
246	Verizon	Software Develop ment	9.66	25,000	
247	GENPACT		9.5	25,000	
248	ITILITE		9.5	36,000	
249	Medtronic Engineering and Innovation Center		9.5	45,000	
250	Toshiba		9.5	45,000	
251	Wissen Technology		9.5	25,000	8 Lacs/Annum + 1.5 Lacs in Oct,2024(As Retention Bonus) + 1.5 Lacs in Oct,2025 (As Retention Bonus)
252	Epicor Software Pvt Ltd.		9.25		
253	LATENTVIE W		9.24		
254	Dover Corporation		9		
255	Honeywell		9	30,000	8 Lpa + 1 Lpa Joining Bonus

256	HSBC Technology India		9		
257	Schneider Electric		9	25,000	
258	HONEYWELL	System Engineer 1 Project Engineer 1	9		8 LPA + 1 LPA Joining Bonus
259	Uhnder india	Engineer – Software/ Digital	9	20,000	
260	Uhnder India		9	40,000	
261	UHNDER INDIA PVT LTD		9	40,000	
262	Vassar Labs		9	20,000	
263	Vicara		9	40,000	
264	EY -INDIA		8.59		
265	Dell	Associate Sales Engineer Analyst	8.47	35,000	
266	Caelius Consulting IT Services Private Limited		8.15	18,000	
267	GalaxEye Space Solutions Limited	Data Engineer	8	20,000	
268	GalaxEye Space	FPGA Design Engineer	8	20,000	

	Solutions Limited				
269	Logitech		8	10,000	
270	Tata motors		8		
271	Tata motors		8		
272	MAQ Software		7.5	36,000	
273	MAQ Software		7.5	36,000	
274	Volvo		7.5		
275	GalaxEye Space Solutions Limited	Business Development Manager	7	20,000	
276	Velocix Solutions		7	30,000	
277	Ultramarine and Pigments Ltd		4		
278	Visteon		7	25,000	
279	Hitachi Energy Technology and Services Pvt Limited		6.5	20,000	
280	GalaxEye Space Solutions Limited	GIS Analyst	6	20,000	
281	GalaxEye Space Solutions Limited	Brand Manager	6	20,000	

282	GalaxEye Space Solutions Limited	Hardware Design Engineer	6	20,000	
283	GalaxEye Space Solutions Limited	Thermal Engineering	6	20,000	
284	GalaxEye Space Solutions Limited	Structural Engineer	6	20,000	
285	BMW india			40,000	
286	Electronic Arts, India	Software Engineer Intern		44,600	
287	FamPay			40,000	
288	Ford			20,000	
289	Fractal Analytics				
290	Fundwave			50,000	
291	GalaxEye Space Solutions Limited	Orbital Mechanics (Internship Only)		20,000	
292	General Electric			25,000	
293	Intel India			45,000	
294	Microsoft	Support Engineer Intern		25,000	
295	Philips India Limited			35,000	
296	Schneider Electric			25,000	

297	Titan Company Limited			25,000	
298	WME			10,000	
299	Zycus	Trainee-Business Development	6.5		
300	YantraVision		4.2		

Compensation definitely shouldn't be the only factor when it comes to being interested in working for a company. Although, I hope this helps.

Side Observations from the below list:

- Average is 17.9
- Approximately 87 Companies on the list pay more than 20 CTC

If you find a correction, drop a comment.

If I missed out any company, drop a comment.

Source: LeetCode

<https://leetcode.com/discuss/compensation/2748640/300-company-compensation-for-freshers-in-india-2022-2023>

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