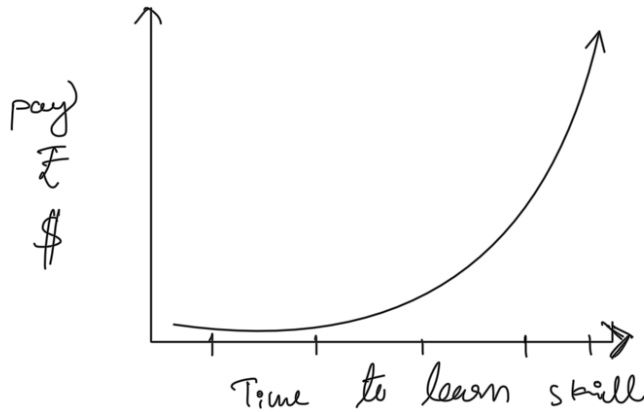
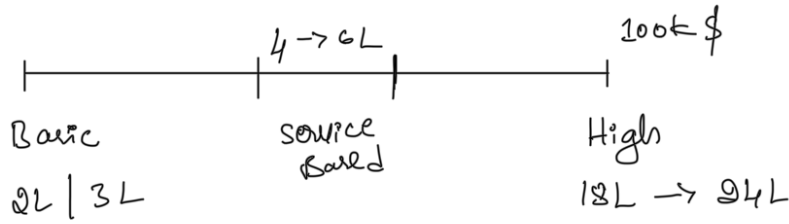


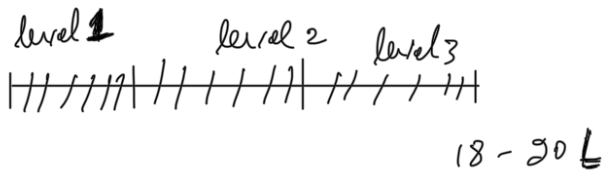
Software Engineering Pay and Perks

Day 4
14/7/25

In India

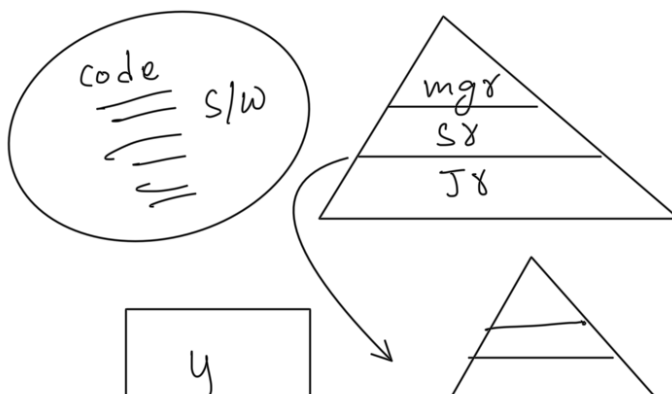
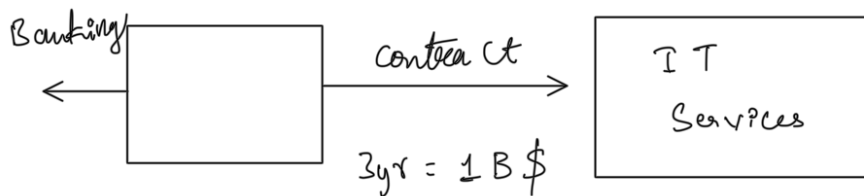


skill graph



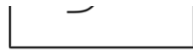
IT Services
B2B Models

IT products
B2C



Example
3000 people
who are working

making softwares
and giving it to



customers .

Margin $\leq 30\%$ to 40%

Customers $\leq 20\%$



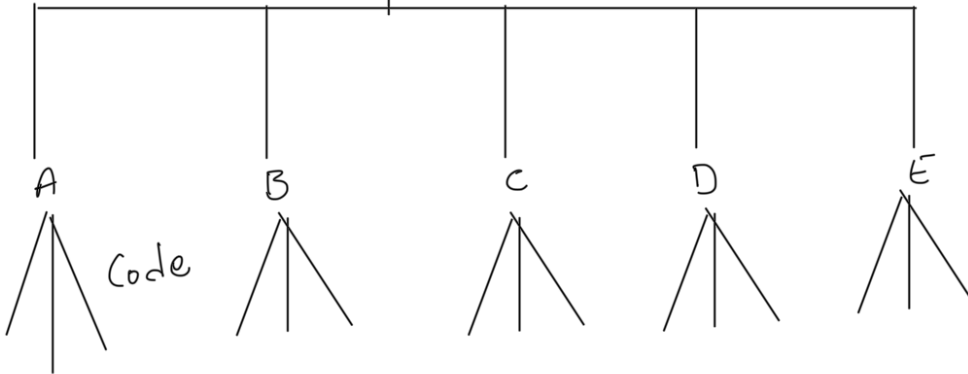
products

Example

Zoho
Amazon
Google

Product maybe

B2B or B2C



Code

margin $> 50\%$
 $> 90\%$

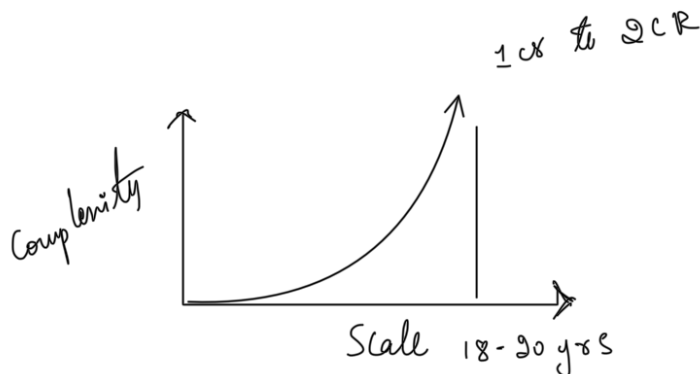
Per annum revenue
280 B \$

In India 350 B \$ overall market.

framework \rightarrow Experience \rightarrow available open roles

.net \rightarrow 5yr \rightarrow 100
Java
React

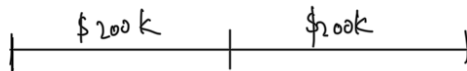
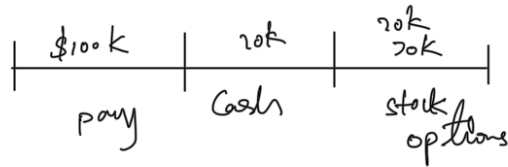
Scale



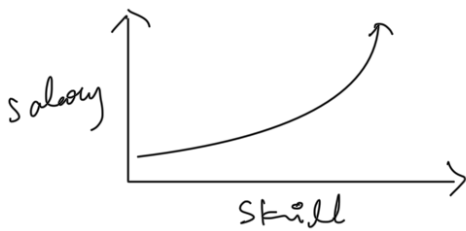


Perks

stock options



Margin 90 - 30 %



Salary from Highest to lowest

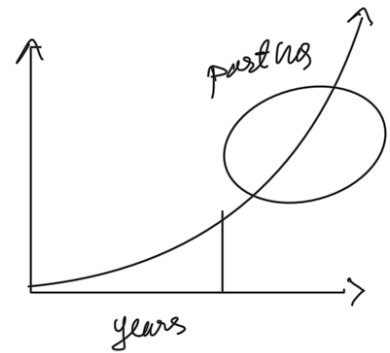
Programmers > AI ML > Product Company

Program Managers

Testers, Automation

Support

Documentation



what Top Companies Really look for

DSA

problem solving

Clean testable code

communication & clarity

CS Fundamentals

Software Industry Pay and Perks

Introduction

pay scales and perks in the software industry. You may have heard stories of software engineers earning modest salaries, while others make crores per year. This session breaks down why such disparities exist and what factors influence them.

The Pay Range in India

Entry-Level Salaries

- **IT Services Companies** (Infosys, TCS, Wipro): 3–6 LPA
- **Small Product Companies**: 10–20 LPA
- **Top Product Companies** (e.g., Google, Microsoft, Amazon): 18–24 LPA

International Offers

- **London/Canada offers**: 80L–1.5Cr equivalent
 - **US offers** (via H1B): \$100K–\$200K (~ 80L–1.6Cr)
-

Why the Pay Disparity?

Analogy: Medical Field

Just like nurses, doctors, and surgeons earn differently based on skills, time invested, and expertise — software roles also vary greatly in learning curve and pay.

Factors Influencing Pay

- **Time to Master**: High-paying roles need deeper knowledge and experience.
 - **Learning Ability**: Students from top colleges often learn faster and are more productive early on.
 - **Skill Depth**: Ability to grasp complex systems, code efficiency, and communication all matter.
-

Industry Type: Product vs. Service Companies

Service Companies

- **Business Model:** B2B outsourcing model.
- **Code Ownership:** Belongs to the client.
- **Margins:** Typically 20–30%.
- **Engineer Role:** Project-based, client-defined tech stacks.

Product Companies

- **Business Model:** B2C or reusable B2B products.
- **Code Ownership:** Owned and reused internally.
- **Margins:** Often exceed 50%, sometimes 90%.
- **Engineer Role:** Solve complex, large-scale problems.

Product companies tend to pay more due to ownership, scale, and innovation needs.

Career Growth: Service vs. Product Companies

Years of Experience	Service Company Salary ()	Product Company Salary ()
Entry Level	3–6 LPA	18–24 LPA
15–20 Years	30–40 LPA	1–2.5 Cr

- **Service Industry:** Slower growth, hierarchical.
- **Product Industry:** Steeper growth, merit-driven.

Roles and Relative Pay

Role	Relative Pay Level
Programmer	Highest
Product/Program Mgr	Slightly Lower
Tester/Automation	Lower
Support/QA	Lower
Documentation/Local.	Lowest

Specialized roles in **AI/ML** and **product engineering** command top salaries.

Job Postings: What Companies Look For

Service Company Example

- Tech-specific skills (e.g., .NET, Core Java).
- 5–8 years experience.
- Role tailored to a client’s project needs.

Product Company Example

- General CS knowledge (Data Structures, OS, Networking).
- Strong coding, system design, scalability.
- Languages mentioned: C, C++, Java, Python, JavaScript (any is okay).
- Focus on problem-solving ability, not specific tech stack.

Zoho Example (JD extract):

Design and develop high-volume, low-latency applications. Write well-designed, testable, and efficient code. No language is specified.

What Do Interviews Test?

From a typical tech company interview guide:

- Communication and clarity.
 - Problem solving & trade-offs.
 - Data structures & algorithms.
 - Writing clean, efficient, and testable code.
-

Compensation Breakdown

For Product Companies

- **Base Salary** (e.g., 80L)
- **Performance Bonus** (e.g., 10–20L)
- **Stock Options (ESOPs/RSUs):**
 - Stocks vest over 4–5 years.
 - Significant part of senior compensation.
 - Can grow to 1Cr–5Cr in value over time.

Engineers who stay long-term can achieve **financial independence** by 40–45.

Perks in the Software Industry

Common Perks

- Free meals, transportation
- Gym, sports, and wellness programs
- Health insurance (family included)
- Work-from-home or hybrid options
- Generous vacation and leave

Product Company Extras

- Laundry services, 24/7 office access
 - International travel
 - Employee mentoring, sabbaticals
 - Career growth and stock appreciation
-

Summary

- Pay varies greatly by company type, role, skills, and experience.
 - Product companies offer higher pay and long-term stock benefits.
 - Services companies offer stable, structured roles but with limited upside.
 - Pay reflects complexity, scale, and value created.
 - Best path to top pay: become a **strong programmer** with **product-company-level engineering skills**.
-