

State	Salary LPA	Variable	Incentive	Appraisal Rate
Maharashtra	13870000	163900	107.00	106.40
Uttar Pradesh	8960000	126300	83.30	85.00
Gujarat	5490000	57600	33.00	38.00
Madhya Pradesh	4150000	54800	43.80	36.20
Tamil Nadu	3430000	47200	35.00	28.60
Rajasthan	2890000	44500	34.40	29.30
Karnataka	2690000	47400	29.00	29.30
West Bengal	2480000	25100	25.70	19.40
Delhi	2060000	11400	15.20	8.30
Andhra Pradesh	2020000	26500	23.50	20.80
Punjab	2020000	26900	17.20	19.80
Jharkhand	1820000	20700	21.10	19.30
Telangana	1790000	12000	13.70	9.20
Bihar	1130000	9000	12.50	7.20
Haryana	1060000	15100	8.30	7.10
Jammu and Kashmir	950000	12300	16.50	10.30
Chhattisgarh	690000	9900	12.40	10.40
Assam	570000	19000	10.80	9.20
Chandigarh	570000	14400	16.80	7.40
Total	58640000	744000	559.20	501.20

Salary LPA by State

