

foundit Insights Tracker

Jan 2026 Hiring Trends | India

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Executive Summary

- **Services-led hiring momentum persists despite continued softness in BFSI and retail-linked sectors.**
- **Quick commerce white-collar growth is increasingly driven by data, forecasting, and operations intelligence.**

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India Hiring Rebalances: Services, Mid-Career Talent and Quick Commerce Drive Growth

India's white-collar hiring softened sequentially, with the foundit Hiring Index declining 2% month-on-month, even as underlying momentum remained stable. The index rose 5% over three months and 9% year-on-year, pointing to a market that is recalibrating rather than contracting, with employers prioritising execution capability over headline hiring volumes.

Sectoral performance remained uneven. Services-oriented industries continued to anchor growth, led by BPO, Healthcare & Pharmaceuticals, Real Estate, Travel & Tourism, Energy, and Non-profit organisations. In contrast, Banking & Financial Services, Telecommunications, Retail, and trade-linked sectors saw relative softness, reflecting cost discipline and selective hiring amid demand uncertainty.

Hiring demand increasingly favoured capability-dense roles. IT, Medical, and Senior Management positions recorded strong year-on-year growth, signalling sustained focus on digital execution, domain depth, and leadership capability. Marketing & Communications and Finance & Accounting remained stable, while Engineering & Production and HR hiring moderated.

Experience trends reinforced a clear mid-career premium. Demand was strongest in the 7–10 year band, supported by steady entry-level hiring, while senior hiring beyond 15 years showed moderation as organisations applied sharper cost scrutiny.

Quick commerce reflected a broader structural shift. The sector grew 21% year-on-year, with white-collar roles now forming 14% of hiring, driven by analytics, product, and supply-chain functions. Overall, India's hiring environment is becoming more selective, capability-led, and structurally resilient.

Key Highlights | January

↑↑ 9%

Year-on-Year (YoY)

↓↓ 2%

Month-on-Month (MoM)

↑↑ 5%

Over 3 months

↑↑ 3%

Over 6 months

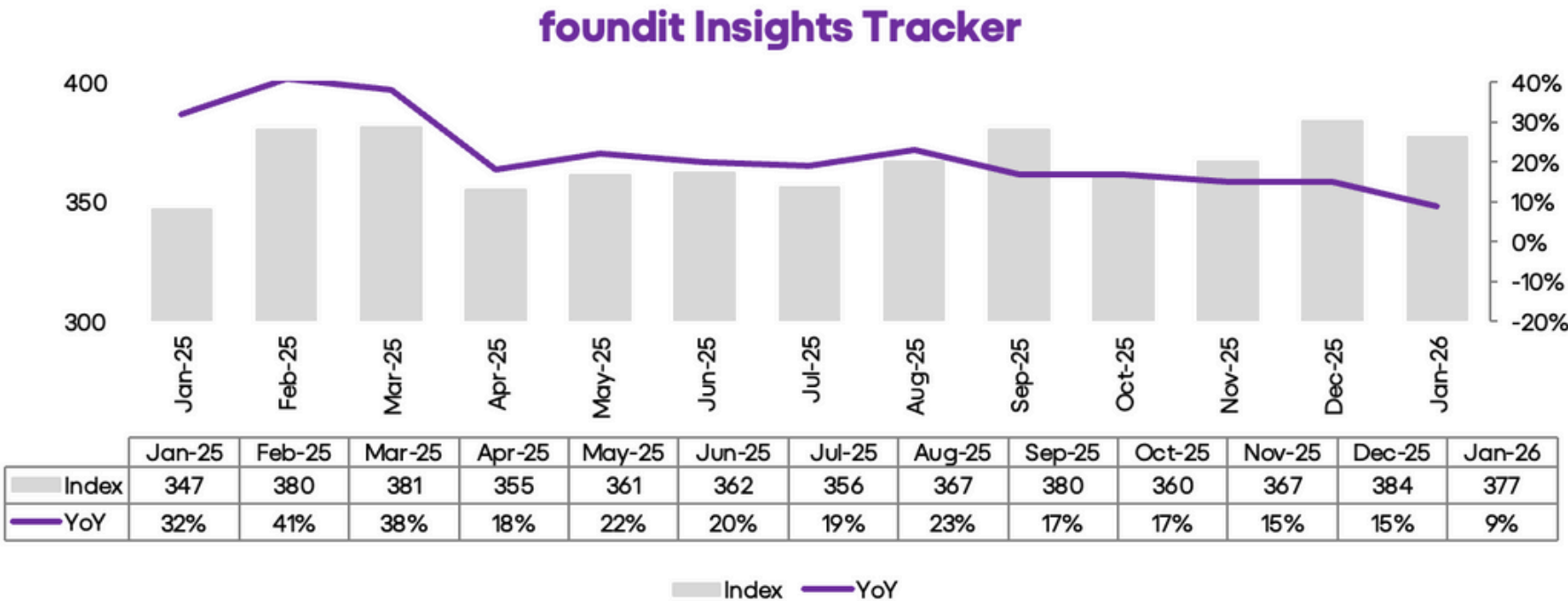
India Hiring Steady in Jan'26; YoY Growth Intact Despite MoM Dip

✦ The tracker registered an decrease in January, with a 2% month-on-month downturn in hiring activity.

India’s hiring activity softened marginally in January 2026, with the hiring index moving down from 384 in December 2025 to 377, translating to a 2% month-on-month decline. This sequential dip is consistent with established seasonal patterns observed across India’s white-collar labour market, where hiring typically cools after the year-end surge as organisations reset budgets and finalise annual workforce plans.

Despite the short-term moderation, the market remains structurally positive on a year-on-year basis (+9%). Industry continued with steady expansion in white-collar hiring as we enter 2026, led by non-IT sectors such as BFSI, healthcare, hospitality, and fresher hiring, even as IT hiring remains selective. This indicates that demand is broad-based and resilient, rather than cyclical or event-driven.

From a medium-term perspective, hiring momentum has eased modestly, with activity down 5% over the last three months and 3% over six months. Public market commentary consistently points to a strategic shift by employers—from aggressive volume hiring toward calibrated, role-critical recruitment focused on productivity and skills fit. This suggests January’s softness reflects consolidation and optimisation rather than a demand slowdown, setting the tone for a more disciplined hiring cycle in early 2026.



Hiring Snapshot | January

MoM Trends

White-collar hiring saw a marginal 2% MoM dip in January, with hiring velocity indicators pointing to measured employer activity.

Hiring Velocity Indicators

1

White collar hiring activity

Skill	MoM change
New Job Postings	5%
Active Job Listings	7%
Unique Hiring Employers	6%
Reposted Roles	4%

2

Employer Hiring Momentum

Company Size	% share of hiring
Large Enterprises	38%
Mid-sized Firms	34%
Startups	20%
Emerging Enterprises	8%

3

Employment Type Distribution

Job Type	% share
Full-time	72%
Contract	14%
Project Based	9%
Remote Roles	5%

Geographic Trend



0% in Metros



2% drop in Tier-2 Cities

Key Highlights | Industry

↑↑ 5%

Advertising, Market Research & PR
Highest hiring growth over the last month

↑↑ 2%

Logistics & Transportation
Significant month-on-month hiring
growth in January

↓↓ 6%

Construction & Engineering
Declining hiring momentum in January

BPO and Healthcare Lead Hiring Growth

Industry Hiring Trends



22 out of 27 industries recorded a surge in recruitment activity over the past year

Industry	YoY	MoM	Industry	YoY	MoM
BPO	+37%	-1%	Manufacturing	+7%	-4%
Healthcare & Pharmaceuticals	+28%	-1%	Consumer Electronics	+6%	-4%
FMCG	+15%	-4%	Retail	+4%	-1%
IT / Technology	+15%	-5%	Automotive	+3%	-1%
Travel & Tourism	+15%	-1%	Chemicals & Plastics	+3%	-1%
Energy	+13%	+1%	Construction & Engineering	+2%	-6%
Media & Entertainment	+11%	+0%	BFSI	-6%	-3%

BPO and Healthcare Lead Hiring Growth

Industry Hiring Trends

BPO hiring recorded a strong +37% year-on-year growth, reflecting sustained global outsourcing demand as enterprises continue to offshore customer support, back-office, and shared services to India. Demand remains high across voice and non-voice operations, customer success, fraud and risk management, and operations leadership, with GCC-linked service delivery further strengthening hiring volumes.

The hiring mix is evolving toward higher-value roles, with increasing demand for analytics, process excellence, workforce management, training, and AI-enabled operations. While automation is reducing some repetitive tasks, it is simultaneously creating new roles that require domain knowledge, communication skills, and the ability to work alongside AI and CRM-driven workflows supporting elevated YoY hiring levels.

On a month-on-month basis, hiring dipped marginally by 1%, which is in line with post-year-end seasonality. Many employers slow down joining dates and lateral hiring in January as budgets reset and annual workforce plans are finalised, indicating a tactical pause rather than a demand slowdown.

+ 22 out of 27 industries recorded a surge in recruitment activity over the past year

Healthcare and pharmaceuticals saw a robust +28% year-on-year increase in hiring, driven by sustained demand across hospitals, diagnostics, pharma manufacturing, and exports. Growth is especially visible in clinical roles, quality and compliance functions, regulatory affairs, pharmacovigilance, and supply chain—areas that expand structurally as healthcare access and global regulatory requirements increase.

The sector is also witnessing rising demand for specialised and digital roles, including clinical research operations, healthcare IT, data management, medical coding, and telehealth support. These are largely incremental roles rather than replacements, which explains the strong YoY hiring momentum despite broader market moderation.

Hiring moderated slightly month-on-month by 1%, reflecting normal January seasonality as organisations adjust budgets, defer approvals, and stagger onboarding after the year-end cycle. This MoM dip does not signal weakening demand; instead, it underscores disciplined hiring execution amid structurally strong sector growth.

Key Highlights | Functions



4%

Medical

Continued hiring momentum January



3%

Sales and Business Development

Significant month-on-month growth



6%

Hospitality

Declining hiring demand in January

IT and Leadership Roles Drive Hiring Growth

Function-wise Hiring Trends

 9 of 13 functions show sustained annual growth in hiring activity

Function	YoY	MoM	Function	YoY	MoM
IT	+58%	+2%	Procurement & Supply Chain	+6%	-1%
Senior Management	+32%	-4%	Hospitality	+4%	-6%
Medical roles	+23%	+4%	Creative	+3%	+1%
Customer Service	+19%	-3%	Sales & Business Development	-2%	+3%
Finance & Accounting	+14%	0%	HR & Admin	-5%	0%
Marketing & Communications	+6%	+1%	Engineering & Production	-13%	0%

IT and Leadership Roles Drive Hiring Growth

Function-wise Hiring Trends

IT hiring in India is seeing very strong YoY growth of 58%, driven by sustained demand for digital transformation across sectors not just tech companies. Enterprises in BFSI, retail, healthcare, and manufacturing are scaling internal tech teams for cloud migration, AI/ML deployment, cybersecurity, data platforms, and automation, making IT a core growth function rather than a support role.

Demand is concentrated in software engineering, data, cloud, cybersecurity, and platform roles, with increasing preference for full-stack and product-oriented talent. Hiring is also being pushed by GCC expansion, where global firms continue to build captive tech and engineering teams in India to support global operations.

On a MoM basis, IT hiring grew 2%, indicating momentum has carried into January rather than pausing post year-end. This reflects project restarts, budget release for FY plans, and continued urgency to secure scarce digital skills.



9 of 13 functions show sustained annual growth in hiring activity

Senior management hiring recorded a strong 32% YoY increase, reflecting companies' focus on leadership to drive transformation, profitability, and scale. Demand is strongest for CEOs, CXOs, business heads, and functional leaders in strategy, digital, finance, and operations, especially in companies undergoing restructuring, expansion, or business model shifts.

This YoY growth is structural rather than cyclical—organisations are prioritising leaders with change-management capability, digital understanding, and cross-functional experience. Leadership hiring is also being driven by succession planning, governance strengthening, and preparation for medium-term growth cycles.

However, MoM hiring declined by 4%, which is typical for senior roles in January. Executive hiring is highly timing-dependent, often deferred until budgets, org structures, and performance reviews are finalised, indicating a short-term pause rather than a slowdown in leadership demand.

Key Hiring Trends | City

↑↑ 3%

Coimbatore

Lead the pack in monthly hiring growth

↑↑ 1%

Bangalore

Marginal growth in hiring demand in January

↓↓ 5%

Kochi

Lowest hiring demand in January

Mumbai and Kochi Lead Hiring Growth; City Momentum Remains Mixed

City-wise Hiring Trends

City	YoY	MoM
Mumbai	+14%	-1%
Kochi	+13%	-5%
Hyderabad	+11%	0%
Ahmedabad	+10%	-3%
Chennai	+9%	+1%
Bangalore	+8%	+1%
Jaipur	+5%	0%
Pune	+4%	-1%
Vadodara	+0%	-2%
Coimbatore	-1%	+3%
Chandigarh	-4%	-3%
Kolkata	-8%	+3%
Delhi-NCR	-13%	-2%

City-wise Hiring Showed Mixed Trends

City-wise Hiring Trends- MoM

Industry	Bengaluru	Chennai	Delhi NCR	Hyderabad	Mumbai	Pune
Banking, Financial Services, Insurance	-2%	-5%	-1%	-4%	0%	-2%
BPO	8%	3%	-2%	7%	0%	3%
Construction & Engineering	-2%	-5%	0%	0%	0%	1%
IT - Software & Services	5%	10%	9%	4%	9%	10%
Manufacturing	-2%	1%	-5%	2%	6%	-6%
Functions						
Marketing & Communications	0%	5%	8%	-3%	8%	4%
Finance & Accounting	1%	3%	5%	2%	4%	6%
HR & Admin	15%	11%	7%	14%	7%	7%
Sales & Business Development	-1%	2%	4%	2%	10%	2%
IT	-4%	-3%	1%	0%	-1%	-2%

- Bengaluru and Hyderabad led hiring, driven primarily by IT Software & Services and HR/Admin; BFSI and Manufacturing remained weak across both cities.
- Chennai and Pune showed selective growth, with strong IT and HR/Admin hiring, while Construction and BFSI continued to decline.
- Delhi NCR and Mumbai were mixed, with stable gains in IT, Sales, and Marketing offset by continued softness in BFSI and Manufacturing.
- Across cities, HR/Admin was the strongest function, while Manufacturing and BFSI showed the most consistent contraction, indicating hiring focused on support and efficiency rather than expansion.

MoM Hiring Trends | Experience



2%

Entry Level (0-3 years)



1%

Senior Level (11-15 years)



1%

Associate Level (4-6 years)



1%

+15 years of experience



1%

Mid-senior Level (7-10 years)

Hiring Trends | Experience Level

13%

0 - 3 Years

Early-career hiring remains active as companies sustain fresher pipelines and entry-level intake, particularly across services, operations, and non-IT functions.

10%

4 - 6 Years

Demand is growing steadily for mid-junior talent that can deliver independently, as employers balance experience needs with cost discipline.

25%

7 - 10 Years

This is the fastest-growing experience band, reflecting strong demand for managers and senior specialists who can own execution, lead teams, and drive transformation without heavy leadership layering.

11%

11 - 15 Years

Hiring is selective and role-critical, focused on domain experts and functional leaders essential for stability and scale rather than expansion.

11%

>15 Years

Senior hiring remains steady and targeted, driven by succession planning, governance needs, and strategic transformation roles rather than volume growth



Quick Commerce Hiring Trends

Growth Snapshot

Quick-commerce hiring for white collar in India grew 21% YoY, with momentum moderating to 14% over six months and 4% over three months, signalling a shift from hyper-expansion to controlled, sustainable scaling. Hiring remained positive but became increasingly deliberate, aligned to unit economics and operational efficiency rather than rapid footprint growth.

Role Mix Is Evolving

While delivery partners and dark-store operations continued to form the bulk of workforce demand, white-collar roles accounted for 14% of total quick-commerce job postings. Growth was strongest in supply-chain planning, inventory and demand forecasting, category management, operations excellence, product, analytics, and city-level P&L roles—functions critical to improving fulfilment speed, cost control, and service reliability.

What This Signals

Quick commerce entered a second phase of maturity. The focus shifted toward profitability, predictability, and operational intelligence, with companies hiring fewer roles for expansion and more roles that optimised throughput, reduced burn, and improved customer lifetime value. Talent strategy moved from “scale fast” to “scale right.”

YoY%	6M %	3M%
21%	14%	4%

White-Collar **Function** Hiring in Quick Commerce – **India**

White-Collar Job Cluster	% Share	YoY Growth
Data, Analytics & BI	26%	28%
Product & Ops Tech	21%	24%
Supply Chain & Network Planning	18%	22%
Category Management & Pricing	15%	18%
Marketing, Growth & CRM	12%	16%
HR, Risk & Compliance	8%	14%

White-collar hiring in quick commerce is now optimization-led, not expansion-led. **Data, Analytics & BI (26% share, +28% YoY)** leads hiring as companies focus on demand forecasting, inventory accuracy, rider productivity, and store-level cost control.

Product & Ops Tech (21%, +24% YoY) and **Supply Chain & Network Planning (18%, +22% YoY)** form the execution core, with hiring centered on fulfilment tech, network optimisation, dark-store efficiency, and last-mile cost reduction critical to improving unit economics.

Commercial and governance roles are scaling selectively. **Category Management & Pricing (15%, +18% YoY)** and **Marketing, Growth & CRM (12%, +16% YoY)** support margin discipline and retention, while **HR, Risk & Compliance (8%, +14% YoY)** reflects increasing organisational complexity and regulatory focus as the sector matures.

White-Collar Roles Hiring in Quick Commerce – India

Role Type	% Share of Postings	YoY Growth	Key Skills in Demand
Demand Forecasting Analysts	11%	32%	SQL, Python, ML models
Product Managers (Ops / CX)	14%	26%	Product analytics, agile
Network Planning Managers	9%	24%	Supply chain modelling
Category Managers	12%	19%	Pricing, vendor strategy
Performance Marketing Managers	10%	17%	CRM, cohort analytics
City / Cluster Ops Leads	8%	15%	Ops analytics, execution

Hiring is concentrated in roles that improve forecasting accuracy, fulfilment efficiency, and cost control.

Demand Forecasting Analysts (11% share, +32% YoY) lead growth, driven by the need to reduce stockouts and wastage and improve store-level planning. SQL, Python, ML models, and forecasting tools are now core requirements.

Product Managers – Ops/CX (14%, +26% YoY) and **Network Planning Managers (9%, +24% YoY)** are critical execution roles. Hiring focuses on fulfilment flows, routing logic, dark-store placement, and last-mile economics to improve reliability without increasing burn.

Category Managers (12%, +19% YoY), Performance Marketing Managers (10%, +17% YoY), and **City/Cluster Ops Leads (8%, +15% YoY)** support margin discipline, retention, and on-ground execution. Data skills (SQL, Power BI, cost optimisation) are now baseline across these roles, not limited to analytics.

Top Hiring Experience Levels for Quick Commerce

Experience Band	% Share of Jobs	YoY Growth
0–3 years	18%	19%
4–6 years	31%	23%
7–10 years	24%	20%
11–15 years	15%	17%
15+ years	12%	14%

Experience Band	Avg Min (₹ LPA)	Avg Max (₹ LPA)
0–3 years	5.7	10.4
4–6 years	11.3	22.2
7–10 years	18.2	32.2
11–15 years	27.3	47.1
15+ years	31.1	61.3

Mid-career talent is the hiring engine. **Professionals with 4–10 years of experience account for 55% of white-collar hiring**, with the strongest YoY growth (+23% for 4–6 years; +20% for 7–10 years). Companies prioritised execution-ready talent that can manage complexity, drive metrics, and scale operations without heavy leadership layers.

Early and senior hiring is selective. 0–3 years (18% share, +19% YoY) supports analytics, ops, and category execution, while 11+ years (27% combined share, +14–17% YoY) focuses on city leadership, network strategy, and governance—fewer roles, higher impact.

Compensation reflects ownership. Average pay rises sharply with experience: ₹11–22 LPA (4–6 yrs), ₹18–32 LPA (7–10 yrs), scaling to ₹47–61 LPA for senior leadership.

Quick commerce rewards mid-career operators and outcome owners, not volume hiring.

Top Hiring **Locations** for Quick Commerce

City Tier	% Share of White-Collar Jobs	YoY Growth
Tier-1	72%	19%
Tier-2/Tier-3	28%	26%

City	% Share	YoY Growth
Bengaluru	26%	21%
Delhi/ NCR	18%	20%
Mumbai	15%	18%
Hyderabad	8%	22%
Pune	6%	28%

Tier-1 cities remain the core talent hubs, accounting for 72% of white-collar roles, with 19% YoY growth driven by analytics, product, and central planning functions. Bengaluru alone contributes 26% of roles, reinforcing its position as the sector’s analytics and product nerve centre, while Delhi-NCR and Mumbai anchor commercial, ops, and leadership roles. Pune (+28% YoY) and Hyderabad (+22% YoY) stand out for faster growth, led by ops-tech and scalable planning teams.

City	% Share	YoY Growth
Jaipur	5%	30%
Chandigarh	4%	27%
Indore	4%	29%
Coimbatore	3%	25%
Kochi	3%	26%
Lucknow	3%	28%

Tier-2 cities are growing faster, with 26% YoY growth despite a smaller 28% share. Cities like Jaipur, Indore, Lucknow, Chandigarh, Kochi, and Coimbatore are emerging as regional command centres rather than pure support locations, handling city ops, network execution, and supply-chain coordination.

Key shift: White-collar roles moving to Tier-2 are ops-heavy, analytics-enabled, and execution-critical, reflecting decentralisation of decision-making and cost-efficient scaling beyond Tier-1 metros.

About The Report

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide.

In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since November 2009 followed by Gulf in April 2011 with data collected since November 2010; Singapore in May 2014 with data collected since January 2011; Philippines and Malaysia in May 2015 with data collected since February 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action/decision taken or for the result obtained from the use of such information.



For any additional information or custom insights, kindly email to PR@foundit.ai.

Annexure



Annexure: Industry Data*

Industries	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
IT - Software & Services	738	756	816	726	745	743	742	791	782	733	783	756	770
BPO	120	137	147	147	151	158	146	144	151	145	156	164	164
Construction & Engineering	212	218	227	229	226	222	225	225	223	211	211	230	217
Banking, Financial Services , Insurance	546	582	631	556	565	559	546	541	577	582	590	532	514
Education	214	220	225	222	225	225	224	226	237	229	238	253	239
Manufacturing	259	278	310	287	283	278	279	299	310	289	275	291	278
Automotive	162	169	177	176	173	175	174	172	175	163	160	168	167
Telecommunications	458	444	462	468	491	503	496	481	482	471	459	445	442
Energy	164	184	178	174	182	194	174	175	183	172	166	185	186

Annexure: Industry Data*

Industries	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
Healthcare & Pharmaceuticals	386	408	414	458	470	457	460	437	459	434	469	500	495
Advertising & public Relations	218	227	220	223	218	217	213	208	212	202	210	217	228
Travel & Tourism	186	189	177	184	174	160	173	172	173	177	214	216	213
Consumer Electronics	773	832	781	830	854	843	814	815	824	827	818	857	822
Media & Entertainment	460	489	479	489	472	468	475	501	496	520	515	507	509
Chemicals & Plastics	145	156	162	171	168	165	162	156	155	151	148	151	149
FMCG	175	175	179	183	182	186	206	212	215	199	207	211	202
Textiles & Apparel	143	149	151	153	154	157	154	152	159	150	155	163	154
Real Estate	251	269	271	276	272	284	279	279	288	274	285	302	302

Annexure: Industry Data*

Industries	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
Retail	770	838	861	857	833	916	909	897	911	985	862	810	803
Logistics & Transportation	323	358	391	364	384	401	391	382	411	376	338	337	343
Import & Export	63	72	71	74	71	77	66	71	66	61	53	57	58
Government & Defence	77	79	78	78	79	79	78	79	79	79	79	79	79
Shipping & Marine	117	113	117	115	113	109	113	108	113	109	101	113	114
Printing & Packaging	139	147	140	136	134	136	136	123	127	131	119	128	126
NGO/ Social Service	322	337	368	357	355	375	389	424	424	414	424	426	411
Agriculture	65	66	70	70	70	73	71	70	70	68	68	66	65

Annexure: Functional Area Data*

Functions	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
IT	474	492	499	476	522	583	612	654	692	687	731	736	749
Customer Service	95	101	104	99	102	102	101	110	111	107	112	116	113
Engineering & Production	232	239	236	217	216	209	209	212	212	204	195	202	201
Finance & Accounting	334	357	370	339	345	340	345	337	366	384	384	381	382
Sales & Business Development	330	337	358	342	343	344	352	347	353	343	341	315	325
Senior Managemnet	253	261	274	283	296	313	329	353	363	333	345	347	333
HR & Admin	311	328	338	318	309	307	301	308	328	306	302	296	297
Marketing & Communications	284	297	291	284	275	284	284	286	294	289	295	298	301
Medical roles	397	414	414	415	392	398	410	391	414	393	412	469	488
Procurement & Supply Chain	161	172	187	177	170	171	175	176	179	169	163	171	170
Hospitality	229	224	219	217	233	216	225	223	229	231	244	254	239
Legal	230	237	244	223	228	216	211	206	211	204	209	212	207
Creative	171	175	174	173	170	185	173	185	177	178	176	175	176

Annexure: City Wise Data*

Cities	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
Mumbai	321	337	346	330	334	335	322	344	353	351	366	370	365
Bangalore	539	558	564	541	528	535	523	548	575	585	578	578	581
Delhi-NCR	301	304	305	292	287	278	282	282	290	278	263	268	262
Hyderabad	406	423	428	417	419	424	415	422	440	423	450	450	451
Chennai	300	313	322	316	310	309	300	310	325	312	327	323	327
Pune	375	400	402	377	369	378	373	389	398	381	389	393	391
Kolkata	357	359	365	354	346	347	336	340	342	337	322	331	330
Ahmedabad	429	456	448	450	442	448	443	446	485	452	472	489	474
Chandigarh	259	272	250	227	239	250	252	247	264	255	252	257	249
Kochi	286	285	294	287	288	293	294	283	305	309	326	341	324
Baroda	256	266	276	269	268	255	258	253	275	253	257	259	255
Coimbatore	489	483	490	454	438	442	459	465	485	463	474	469	485
Jaipur	334	330	330	312	315	313	316	324	332	329	343	351	352

Annexure: Experience Level Data*

Experience Level	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
0 - 3 years	352	371	385	375	363	363	370	372	389	371	391	391	398
4 - 6 years	288	299	308	303	312	320	313	316	332	320	315	321	317
7 - 10 years	213	233	249	256	252	257	250	256	271	257	255	263	267
11 - 15 years	106	109	112	113	114	114	115	116	118	115	116	119	118
> 16 years	124	124	127	129	134	140	145	152	146	144	143	139	138

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