foundit Insights Tracker

Aug 2026 Hiring Trends | India

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

Contents

Executive Summary

Hiring Steadies After a Sustained Correction; Travel, Healthcare and Real Estate Lead the Way

- **India's job market is moving from volume-led hiring to capability-led workforce planning amid a broader correction cycle.**
- **AI, Healthcare and specialised Manufacturing lead 2026 salary growth, while legacy Media, Telecom and Utilities show slower pay progression.**

India's white-collar hiring activity showed early signs of stabilisation in August 2026, with the foundit Insights Tracker rising 5% month-on-month to an index reading of 330. Annual activity, however, remained 10% below year-ago levels, and the six-month trajectory has slipped 18% from the February 2026 peak — signalling that August's uptick is a step off a soft base rather than a broad-based turn.

Travel & Tourism emerged as the month's strongest performer with a 22% year-on-year rise, powered by sustained domestic travel, expanding airport infrastructure and hiring across hospitality and aviation. Healthcare & Pharmaceuticals followed with 16% annual growth, supported by hospital chain expansion and medical device manufacturing. Amongst functions, Medical roles and Marketing & Communications continued to lead, while IT, Finance & Accounting and Engineering held onto steady annual gains. Bangalore led metro hiring activity, while Kochi outperformed amongst non-metros, reinforcing the broader picture of resilience in India's specialised and skill-led talent markets.

The Industry Salary Trends reflect a widening premium for specialised, digital-first skills. Sectors such as IT & ITeS, Healthcare, BFSI and advanced Manufacturing continue to reward AI, cybersecurity, clinical specialisation and industrial automation expertise. In contrast, legacy Media, Telecom and traditional Utilities segments saw mild salary corrections, while roles in Artificial Intelligence, Computer & Network Security and Medical Practice continue to command the strongest pay progression.

Looking ahead, India's hiring sentiment is moving through a phase of measured recalibration. The market is evolving from volume-driven recruitment to capability-led workforce planning, where domain specialisation, digital fluency and applied AI expertise define employability and growth. As organisations balance cost discipline with strategic investment in specialised talent, the next phase of hiring will focus on building the capabilities that drive durable business transformation.

www.foundit.in | Jobs & Talent Platform

Key Highlights | August

10%

Year-on-Year (YoY)

5%

Month-on-Month (MoM)

0%

Over 3 months

18%

Over 6 months

India's Hiring Activity Steadies in Aug '26 After a Sustained Decline

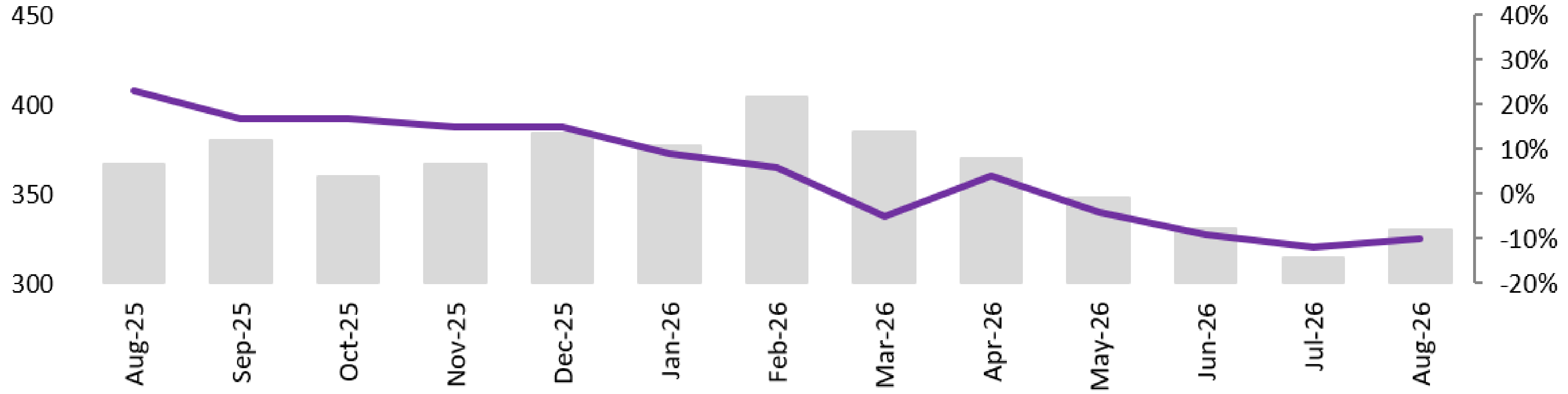
The tracker registered a 5% increase in hiring activity over the last month.

In August 2026, the hiring index rose to 330 from 314 in July, registering a 5% month-on-month increase. While hiring activity remained largely flat over the past three months, the 18% decline over the six-month period points to continued softness in the medium term. On a year-on-year basis, hiring was down 10%, indicating that despite the recent monthly uptick, overall hiring activity remains below last year's levels.

Traditional sectors, especially technology services, are facing cyclical slowdown. At the same time, growth engines such as advanced technology, financial services, and consumer-driven industries are creating sustained opportunities, reflecting the shift reflecting the shift toward skills aligned with innovation, digitalisation, and domestic consumption.

Looking ahead, hiring is shifting from volume to capability-led workforce planning. Domain specialisation, digital fluency and applied AI expertise are increasingly shaping employability and growth as organisations balance cost discipline with investment in specialised talent.

foundit Insights Tracker



	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Index	367	380	360	367	384	377	404	385	370	348	331	314	330
YoY	23%	17%	17%	15%	15%	9%	6%	-5%	4%	-4%	-9%	-12%	-10%

Index YoY

Hiring Snapshot | August

MoM Trends

Hiring picks up in August, while demand for niche and transformation roles remains strong.

Geographic Trend

2% in Metros

1% in Tier-2 Cities

August hiring trends by nature of job and skills

1 MoM Hiring by Job Nature / Contract Type

Top Roles	% share	MoM Change
Full Time	62%	4%
Contractual/ Project Based	18%	2%
Gig / Freelance	10%	5%
Internship	10%	3%

2 MoM Hiring by Skill Category / Emerging Role Type

Top Roles	% share	MoM Change
Digital Marketing & Analytics	11%	+3%
Data Science, AI & GenAI	12%	+5%
Finance , Risk & Compliance	12%	+2%
Creative, Content & AI-enabled Design	9%	+2%

** Tier-2 cities include Ahmedabad, Coimbatore, Kochi, Jaipur, Vadodara, Chandigarh

Key Highlights | Industry

3%

Travel & Tourism

Highest hiring growth over the last month

2%

Manufacturing, Healthcare

Significant month-on-month hiring growth in August

4%

Automotive

Declining hiring momentum in August

Travel & Tourism and Healthcare Lead Growth

Industry Hiring Trends

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

Industry	YoY	MoM
Travel & Tourism	22%	3%
Healthcare & Pharmaceuticals	16%	2%
Real Estate	10%	2%
Construction & Engineering	5%	2%
Manufacturing	−3%	2%
BFSI	−3%	1%
Consumer Electronics	−6%	1%

Industry	YoY	MoM
Energy	−6%	1%
IT – Software & Services	−11%	1%
Media & Entertainment	−11%	2%
Telecommunications	−12%	0%
BPO	−13%	1%
Retail	−18%	1%
Logistics & Transportation	−22%	2%

Travel & Tourism and Healthcare lead the hiring surge

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

Industry Hiring Trends

The Travel & Tourism industry recorded a 22% year-on-year and 3% month-on-month rise in hiring in August 2026, extending the sector's steady recovery through the year. As domestic travel volumes stay elevated and international traffic rebuilds, hospitality chains, airline ground services and experiential travel platforms continue to scale operations.

Demand is concentrated in guest-facing, operations and revenue-management roles, with the sharpest growth coming from tier-2 hospitality corridors where new hotel developments and airport-linked infrastructure are creating fresh capacity. Employers are actively seeking candidates who combine service excellence with digital customer engagement skills, particularly for mid-level operations and property-management roles.

At senior levels, demand is growing for cluster general managers, revenue strategists and hospitality technology leaders, as brands invest in guest experience differentiation and data-led operations to capture rising discretionary travel spend.

The Healthcare & Pharmaceuticals industry posted 16% year-on-year and 2% month-on-month hiring growth in August 2026, underscoring the sector's role as a structural anchor of India's white-collar job market. Growth is being propelled by hospital chain expansion, diagnostic and pathology network build-out, and continued investment in medical device manufacturing.

Hiring is concentrated in clinical specialisations, allied healthcare, and quality and regulatory roles, as providers scale into tier-2 and tier-3 markets.

Cities such as Hyderabad, Bangalore and Kochi are emerging as key clinical talent hubs, reflecting the geographic decentralisation of healthcare delivery.

At the leadership level, demand is rising for chief medical officers, clinical operations heads and healthcare technology leaders, as private providers professionalise their operating models and integrate digital health, AI diagnostics and connected-care platforms into mainstream service delivery.

Key Highlights | Functions

2%

Senior Management
Continued hiring momentum in August

1%

IT, Finance & Accounting
Steady growth in specialised roles

2%

Medical Roles
Declining hiring demand in August

Hiring accelerates in Medical and Marketing roles

Function-wise Hiring Trends

6 of 13 functions show sustained annual growth in hiring activity

Function	YoY	MoM
Medical roles	23%	−2%
Marketing & Communications	20%	−1%
Engineering & Production	7%	0%
IT	5%	1%
Finance & Accounting	4%	1%

Function	YoY	MoM
Hospitality	−4%	0%
HR & Admin	−5%	0%
Customer Service	−7%	1%
Sales & Business Development	−10%	1%
Creative	−12%	−1%
Senior Management	−13%	2%

Marketing, Medical and IT Roles Anchor Function-level Demand

Function-wise Hiring Trends

6 of 13 functions show sustained annual growth in hiring activity

Medical roles posted a 23% year-on-year rise in hiring in August 2026, extending the sector's role as one of the strongest engines of function-level demand. The 2% month-on-month easing reflects a routine breather after a sustained run rather than a shift in trend. Growth continues to be driven by hospital chain expansions, specialised clinical hiring and the build-out of allied healthcare capacity across metros and emerging tier-2 healthcare hubs.

The strongest traction is seen for clinical specialists, diagnostic and pathology leads, and healthcare quality professionals, as private providers professionalise their operating models. Cities such as Bangalore, Hyderabad, Chennai and Kochi remained the top hiring hubs, driven by hospital network expansion, medical device manufacturing and clinical research investment.

Tier-2 cities like Coimbatore and Ahmedabad are also emerging as growing centres for allied health and diagnostic services, reflecting the gradual decentralisation of clinical talent demand.

Marketing & Communications recorded 20% year-on-year and −1% month-on-month growth in August 2026, reflecting sustained investment in brand-building, digital growth and integrated communications functions across sectors. Employers are actively seeking professionals skilled in performance marketing, content strategy, marketing analytics and integrated campaign management, particularly for BFSI, consumer, healthcare and technology categories.

Hiring is concentrated at the mid-career level (4–10 years of experience), where organisations are prioritising growth marketing leads, brand managers and marketing analytics specialists who can drive measurable business outcomes.

Metros such as Mumbai, Bengaluru and Gurugram remain the top hiring hubs, while Hyderabad and Pune are emerging as fast-growing marketing talent centres for global capability centres and technology brands. The month-on-month softening reflects a routine post-quarter cool-off rather than any shift in structural demand.

Key Hiring Trends | City

1%

Bengaluru
Steady monthly hiring growth

1%

Mumbai, Kochi
Broadly flat hiring growth

1%

Kolkata
Lowest hiring demand in August

Annual hiring momentum strongest in Bengaluru

City-wise Hiring Trends

Metro hiring remains the anchor; non-metros continue to weigh on the broader index.

City	YoY	MoM
Bengaluru	5%	1%
Hyderabad	4%	1%
Kochi	2%	0%
Chennai	2%	1%
Delhi-NCR	1%	1%
Mumbai	−1%	0%
Coimbatore	−2%	0%
Jaipur	−4%	0%
Ahmedabad	−5%	0%
Pune	−7%	0%
Vadodara	−10%	0%
Kolkata	−12%	−1%
Chandigarh	−18%	0%

City-wise hiring trends reflect broad slowdown

City-wise Hiring Trends

Function	Bengaluru	Chennai	Hyderabad	Mumbai	Pune	Delhi-NCR
Engineering and Production	0%	0%	1%	0%	0%	-1%
Finance and Accounts	0%	0%	0%	1%	0%	1%
HR and Admin.	-1%	-1%	-1%	0%	0%	0%
Marketing & Communications	1%	0%	1%	1%	1%	0%
Sales & Business Development	1%	0%	0%	2%	1%	1%
IT	0%	0%	1%	0%	0%	1%
Industry						
Banking/ Financial Services , Insurance	0%	0%	0%	0%	0%	1%
BPO/ITES	0%	-2%	-2%	0%	0%	-1%
Engineering & Construction	-3%	0%	2%	-1%	1%	0%
IT - Hardware, Software	0%	0%	1%	0%	1%	1%
Manufacturing and Production	0%	-1%	0%	0%	0%	-1%

- Bengaluru, Hyderabad and Chennai are driving India's hiring momentum in August 2026 — and the story isn't uniform recovery, it's specialisation.
- AI, product engineering, semiconductors, healthcare and GCC expansion are doing the heavy lifting, while the rest of the map is split between cautious stabilisation and continued drag.
- Bengaluru remains India's specialised talent hub — AI, cybersecurity and product engineering are absorbing mid- and senior-career tech talent faster than other markets can compete for it.
- Hyderabad is riding a maturing GCC ecosystem and its semiconductor corridor. Chennai is being carried by automotive engineering, industrial automation and healthcare investment.

MoM Hiring Trends | Experience

1% Entry Level (0-3 years)

2% Associate Level (4-6 years)

1% Mid-senior Level (7-10 years)

0% Senior Level (11-15 years)

1% +15 years of experience

Hiring Trends | Experience Level

foundit Insights Tracker

-9%
0 - 3 Years

Entry-level hiring remains subdued as companies moderate volume intake and prioritise specialised skills over broad-based fresher recruitment.

-7%
4 - 6 Years

Early-career hiring shows a measured pullback as firms rebalance capability mixes toward specialised and technical roles.

10%
7 - 10 Years

Mid-career hiring remains the standout, with 10% annual growth driven by sustained demand for lead-execution and specialist roles across technology, healthcare and finance.

-2%
11 - 15 Years

Hiring for senior professionals stayed broadly stable, with organisations maintaining managerial depth in core functions.

-11%
>15 Years

Leadership hiring saw the sharpest correction, consistent with the broader Senior Management pullback and the deferral of top-of-house appointments across sectors.

High-Skill, High-Pay: The Widening Premium for Specialised Talent

AI, Healthcare, and BFSI lead 2026 salary growth

Key Takeaways

AI Engineers, Cybersecurity Specialists and **Medical Practitioners** command top salaries, redefining what expertise is worth in today's market.

BFSI and Manufacturing sectors reward specialised skills such as **Venture Capital, Industrial Automation** and **Semiconductor** expertise.

E-Commerce, Internet and legacy **Computer Hardware** roles show mild corrections, reflecting sector-level rebalancing toward AI-native talent.

Media & Entertainment and legacy **Manufacturing** show limited salary growth, suggesting slower evolution in skill demand and pay structures.

Across industries, the trend is clear: specialisation, adaptability and applied AI capability now define long-term earning potential.

Media & Entertainment	Minimum and Maximum Average Salary (in Lacs) in Media & Entertainment					
Sub-industry	**0–3 yrs**	**4–6 yrs**	**7–10 yrs**	**11–15 yrs**	**15+ yrs**	**Aug'26 vs Aug'25**
Advertising	₹3.00–₹5.20	₹4.60–₹8.02	₹12.60–₹16.10	₹15.80–₹22.50	₹24.25–₹31.10	0%
Broadcast Media	₹3.33–₹5.68	₹4.42–₹7.64	₹10.98–₹15.11	₹15.91–₹22.36	₹23.72–₹33.32	–2%
Digital Marketing	₹3.10–₹4.93	₹7.94–₹12.23	₹12.04–₹15.19	₹16.26–₹23.33	₹23.81–₹32.61	+7%
Marketing and Advertising	₹3.13–₹4.97	₹5.23–₹8.63	₹8.28–₹11.51	₹17.00–₹23.81	₹25.96–₹34.84	+1%
Media Production	₹2.92–₹4.02	₹4.94–₹8.36	₹9.40–₹13.13	₹17.95–₹25.91	₹28.05–₹38.35	+2%
Printing	₹3.32–₹4.84	₹4.26–₹7.24	₹8.22–₹10.26	₹14.49–₹21.52	₹19.85–₹26.24	–5%
Public Relations & Communications	₹3.35–₹5.46	₹6.43–₹10.15	₹10.57–₹13.02	₹13.60–₹21.14	₹23.42–₹30.47	+3%
Writing and Editing	₹3.07–₹5.37	₹6.78–₹9.09	₹10.42–₹13.15	₹15.05–₹20.87	₹18.32–₹29.70	–1%

Senior professionals in Media Production continue to command the highest pay packages, with average salaries reaching ₹38.35 LPA, supported by sustained demand for premium content creation and production quality.

Broadcast Media and **Marketing & Advertising** also remain strongholds within the traditional media landscape, offering competitive senior-level salaries of ₹33.32 LPA and ₹34.84 LPA respectively.

Digital Marketing continues to record the strongest pay growth in the sector (+7%), with senior compensation reaching ₹32.61 LPA — reflecting sustained demand for performance marketing, analytics and integrated growth talent.

Public Relations & Communications posted moderate growth (+3%), while **Printing** (–5%) and **Broadcast Media** (–2%) saw the sharpest corrections, indicating continued rebalancing in traditional media formats.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

Healthcare	Minimum and Maximum Average Salary (in Lacs) in Healthcare					
Sub-industry	**0–3 years**	**4–6 years**	**7–10 years**	**11–15 years**	**15+ years**	**Aug '26 vs Aug '25**
Health, Wellness and Fitness	₹6.19–₹9.15	₹6.66–₹10.19	₹9.39–₹13.72	₹12.65–₹18.35	₹31.38–₹36.41	−2%
Healthcare	₹2.83–₹5.37	₹6.11–₹10.14	₹8.79–₹13.55	₹16.28–₹22.83	₹38.41–₹39.53	1%
Hospital & Health Care	₹6.77–₹10.12	₹8.21–₹12.05	₹9.69–₹14.50	₹15.77–₹22.49	₹36.21–₹39.78	2%
Medical Devices	₹3.29–₹5.77	₹5.99–₹9.15	₹9.99–₹15.00	₹15.65–₹22.10	₹28.89–₹39.01	6%
Medical Practice	₹10.91–₹15.72	₹11.02–₹16.85	₹11.71–₹18.09	₹21.06–₹32.00	₹49.14–₹56.70	8%
Pharmaceuticals	₹3.22–₹5.76	₹6.83–₹11.11	₹11.15–₹17.06	₹18.30–₹25.64	₹29.70–₹42.85	4%

The Healthcare sector continues to post steady salary movement, with pockets of strong growth in specialised segments.

Medical Practice leads the chart with a +8% rise, where senior professionals earn up to ₹56.70 LPA, driven by rising private healthcare investment and demand for advanced clinical specialisations.

Medical Devices and **Hospital & Health Care** follow with +6% and +2% growth, supported by tech-driven innovation and hospital network expansion.

While **Pharmaceuticals** show stable growth at +4%, the **Health, Wellness & Fitness** segment eased 2%, indicating a mild correction after the post-pandemic surge.

Overall, **Healthcare salaries** remain competitive, led by clinical expertise, digital adoption and a growing focus on patient-centred innovation.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

Banking, Financial Services, Insurance	Minimum and Maximum Average Salary (in Lacs) in BFSI					
Sub-industry	**0–3 years**	**4–6 years**	**7–10 years**	**11–15 years**	**15+ years**	**Aug '25 vs Aug '26**
Accounting	₹3.35–₹5.71	₹8.12–₹12.15	₹15.50–₹21.50	₹21.28–₹27.60	₹29.08–₹36.80	0%
Banking	₹3.16–₹5.92	₹7.73–₹13.53	₹12.77–₹20.94	₹22.46–₹32.14	₹27.62–₹36.54	2%
Insurance	₹2.48–₹4.67	₹5.99–₹11.38	₹10.04–₹16.35	₹19.34–₹26.33	₹24.80–₹33.46	–1%
Investment Banking	₹3.40–₹6.59	₹7.73–₹14.34	₹13.54–₹22.17	₹25.69–₹33.54	₹40.17–₹51.76	3%
Investment Management	₹3.88–₹7.31	₹8.28–₹15.35	₹14.90–₹24.77	₹27.35–₹35.25	₹35.35–₹50.50	1%
Venture Capital & Private Equity	₹6.22–₹11.39	₹12.96–₹20.87	₹18.09–₹28.93	₹37.36–₹41.42	₹39.95–₹50.53	5%

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

The BFSI sector continues to post steady salary growth, supported by digital transformation, fintech expansion and a renewed focus on investment-led roles. **Venture Capital & Private Equity** leads the pack with a +5% annual rise, where senior professionals command salaries up to ₹50.53 LPA, reflecting sustained deal activity and capital inflows.

Investment Banking (+3%) and **Banking** (+2%) follow, with top senior IB pay reaching ₹51.76 LPA. **Accounting** stayed flat, while Insurance saw a marginal 1% correction, both continuing to offer stable mid-level opportunities.

Overall, BFSI remains a high-value, performance-driven sector, with the investment and private equity segments leading the compensation curve.

Manufacturing	Minimum and Maximum Average Salary (in Lacs) in Manufacturing					
Sub-industry	0–3 years	4–6 years	7–10 years	11–15 years	15+ years	Aug '25 vs Aug '26
Aerospace	₹3.07–₹5.36	₹6.14–₹9.69	₹9.60–₹14.47	₹16.43–₹22.98	₹32.76–₹39.57	4%
Automotive	₹3.23–₹6.28	₹7.55–₹12.44	₹12.51–₹19.24	₹20.03–₹27.83	₹40.83–₹45.83	6%
Aviation & Aerospace	₹2.55–₹4.79	₹6.10–₹9.39	₹11.07–₹18.35	₹19.16–₹28.20	₹25.89–₹42.28	3%
Chemical	₹2.95–₹5.33	₹6.20–₹11.14	₹11.46–₹17.56	₹18.52–₹26.28	₹36.55–₹40.65	1%
Consumer Electronics	₹3.06–₹5.51	₹7.02–₹11.52	₹11.75–₹18.15	₹19.41–₹27.23	₹38.42–₹45.97	5%
Consumer Goods	₹2.94–₹5.30	₹6.79–₹11.13	₹11.35–₹17.47	₹18.74–₹26.27	₹37.31–₹44.43	1%
Dairy	₹2.86–₹5.16	₹6.62–₹10.82	₹10.98–₹16.93	₹18.09–₹22.27	₹25.71–₹35.76	0%
Electrical/Electronic Manufacturing	₹2.93–₹4.88	₹5.54–₹8.43	₹8.29–₹12.54	₹13.12–₹18.11	₹24.08–₹32.74	5%
Food Production	₹3.32–₹5.48	₹6.09–₹9.23	₹9.12–₹13.19	₹14.02–₹19.28	₹25.20–₹39.39	1%
Furniture	₹2.83–₹5.11	₹6.41–₹10.50	₹10.65–₹16.42	₹17.59–₹24.81	₹25.22–₹31.37	–1%
Industrial Automation	₹4.24–₹7.71	₹9.72–₹16.06	₹14.05–₹21.90	₹18.84–₹26.65	₹44.73–₹58.90	8%
Logistics and Supply Chain	₹3.08–₹4.96	₹6.55–₹10.20	₹11.98–₹16.05	₹17.71–₹21.19	₹25.77–₹37.31	3%
Luxury Goods & Jewelry	₹2.86–₹5.17	₹6.71–₹10.90	₹10.98–₹16.96	₹18.15–₹25.47	₹25.91–₹35.89	0%
Machinery	₹2.79–₹5.06	₹6.87–₹11.00	₹10.86–₹16.85	₹15.81–₹22.94	₹34.80–₹41.69	4%
Paper & Forest Products	₹2.80–₹5.07	₹6.49–₹10.71	₹10.85–₹16.72	₹17.86–₹25.10	₹37.09–₹40.53	–2%
Plastics	₹3.39–₹5.74	₹6.01–₹9.75	₹9.48–₹14.29	₹14.04–₹20.63	₹22.33–₹30.66	1%
Semiconductors	₹3.17–₹5.73	₹7.36–₹11.79	₹12.47–₹19.22	₹20.38–₹27.47	₹41.02–₹48.49	9%
Textiles	₹3.33–₹5.39	₹6.04–₹8.76	₹8.27–₹11.46	₹13.16–₹18.98	₹18.41–₹25.54	–1%

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

The Manufacturing sector continues its upward trajectory, with salary growth averaging 3–9% across key sub-industries, driven by industrial automation, semiconductor expansion and supply chain modernisation.

Semiconductors lead the surge at +9%, with senior professionals earning up to ₹48.49 LPA, underscoring the sector's shift toward high-tech and advanced manufacturing capabilities. **Industrial Automation** follows at +8% with senior pay reaching ₹58.90 LPA.

Core industries such as **Automotive** (+6%), **Consumer Electronics** (+5%), **Electrical/Electronic Manufacturing** (+5%) and **Aerospace** (+4%) also report strong gains, supported by exports, EV innovation and domestic manufacturing investment.

Meanwhile, **Furniture** (–1%), Textiles (–1%) and **Paper & Forest Products** (–2%) show mild corrections, indicating steady but slower market recovery in legacy segments.

Industry-wise Salary Trends

Infrastructure	Minimum and Maximum Average Salary (in Lacs) in the Infrastructure Industry					
Sub-industry	0–3 years	4–6 years	7–10 years	11–15 years	15+ years	Aug '25 vs Aug '26
Architecture & Planning	₹4.76–₹8.49	₹11.54–₹14.73	₹16.23–₹18.75	₹20.39–₹31.83	₹34.61–₹40.79	3%
Building Materials	₹2.96–₹5.30	₹6.88–₹10.15	₹11.42–₹17.54	₹18.77–₹26.42	₹26.72–₹35.50	2%
Civil Engineering	₹3.31–₹5.72	₹6.09–₹9.61	₹9.77–₹14.65	₹14.93–₹20.94	₹29.93–₹39.90	5%
Construction	₹3.48–₹5.93	₹6.14–₹9.72	₹9.67–₹14.46	₹14.35–₹20.07	₹29.48–₹37.80	4%
Electrical Distribution	₹2.91–₹5.15	₹6.41–₹9.75	₹10.66–₹16.47	₹16.52–₹25.40	₹35.60–₹40.80	2%
Mechanical or Industrial Engineering	₹3.01–₹5.10	₹5.61–₹8.77	₹8.87–₹13.16	₹14.38–₹20.40	₹31.37–₹37.48	2%
Mining & Metals	₹3.94–₹7.31	₹6.08–₹9.31	₹9.09–₹12.73	₹19.09–₹28.79	₹53.53–₹62.62	1%
Oil & Energy	₹5.25–₹8.59	₹8.99–₹14.61	₹13.97–₹20.86	₹19.33–₹27.11	₹40.60–₹48.23	6%
Real Estate	₹3.10–₹5.72	₹7.12–₹11.72	₹12.09–₹18.30	₹19.37–₹27.29	₹36.59–₹44.51	7%
Telecommunications	₹5.63–₹9.95	₹9.70–₹13.62	₹11.07–₹18.18	₹15.97–₹32.05	₹23.03–₹39.10	–2%
Utilities	₹3.12–₹5.40	₹6.67–₹10.43	₹9.31–₹14.40	₹12.12–₹17.78	₹22.42–₹31.09	–1%

The Infrastructure industry continues to display steady salary growth, averaging 4–7% across core functions, supported by sustained public investment and large-scale development initiatives.

Real Estate leads with a +7% rise, followed by **Oil & Energy** (+6%), where senior professionals earn up to ₹48.23 LPA, fuelled by renewable energy projects and the push for energy transition.

Strong gains are also seen in Civil **Engineering** (+5%), **Construction** (+4%) and **Architecture & Planning** (+3%), reflecting continued demand for infrastructure modernisation and housing initiatives.

Mining & Metals continues to offer the highest senior-level packages (up to ₹62.62 LPA), though annual growth remains modest at +1%.

In contrast, **Telecommunications** (–2%) and **Utilities** (–1%) show mild corrections, indicating market saturation and cost optimisation in these segments.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

IT & ITeS	Minimum and Maximum Average Salary (in Lacs) in IT & ITeS					
Sub-industry	0–3 years	4–6 years	7–10 years	11–15 years	15+ years	YoY
Analytics	₹3.93–₹7.43	₹11.93–₹18.72	₹16.23–₹24.43	₹22.24–₹32.17	₹40.18–₹50.21	5%
Artificial Intelligence	₹8.87–₹15.41	₹16.44–₹26.48	₹22.56–₹33.75	₹31.20–₹44.62	₹70.99–₹89.24	12%
Computer & Network Security	₹4.12–₹7.67	₹11.91–₹19.47	₹18.94–₹28.24	₹26.67–₹38.65	₹54.35–₹97.81	9%
Computer Hardware	₹2.37–₹4.64	₹7.32–₹12.12	₹13.29–₹19.28	₹22.53–₹35.21	₹40.78–₹74.32	−4%
Computer Networking	₹4.47–₹8.06	₹12.70–₹21.24	₹17.91–₹27.05	₹22.46–₹32.96	₹60.42–₹78.20	1%
Computer Software	₹5.07–₹9.32	₹12.35–₹20.46	₹17.21–₹26.53	₹24.70–₹36.19	₹51.98–₹68.52	1%
Data Mining	₹5.64–₹10.31	₹14.21–₹22.28	₹18.87–₹27.52	₹26.57–₹38.80	₹39.30–₹50.80	7%
E-Commerce	₹2.07–₹3.90	₹5.95–₹9.54	₹9.33–₹14.04	₹16.35–₹27.99	₹37.96–₹53.76	−3%
Enterprise Software	₹3.18–₹5.95	₹8.59–₹14.96	₹16.25–₹25.02	₹21.86–₹31.75	₹34.52–₹47.81	2%
Information Technology	₹2.70–₹5.07	₹11.37–₹19.15	₹16.18–₹25.18	₹22.93–₹34.02	₹57.54–₹72.13	−1%
Internet	₹2.42–₹4.54	₹9.24–₹15.42	₹17.51–₹28.05	₹19.52–₹28.77	₹24.14–₹36.12	−2%
Information Technology and Services	₹2.68–₹5.08	₹11.40–₹19.13	₹16.85–₹25.72	₹22.95–₹34.08	₹57.55–₹72.10	−1%
Information Services	₹2.33–₹4.62	₹6.92–₹11.13	₹11.12–₹17.68	₹12.64–₹21.82	₹23.18–₹33.24	0%

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

The IT & ITeS sector continues to dominate India's salary landscape, registering some of the highest pay growth across industries, powered by AI innovation, cybersecurity expansion and data-led transformation.

Artificial Intelligence leads the sector with a +12% growth, where senior professionals earn up to ₹89.24 LPA, reflecting surging demand for AI and machine learning expertise.

Computer & Network Security follows closely at +9%, with salaries peaking at ₹97.81 LPA, underscoring the critical importance of cybersecurity amid evolving digital threats.

Data Mining and Analytics also post strong gains (+7% and +5%), with senior professionals earning between ₹50.21 LPA and ₹50.80 LPA, driven by data-driven business models and enterprise digitalisation.

Enterprise Software (+2%), **Computer Software** (+1%) and **Computer Networking** (+1%) maintain steady growth, reflecting the continued relevance of infrastructure and SaaS roles.

In contrast, **E-Commerce** (−3%), **Internet** (−2%) and **Computer Hardware** (−4%) report marginal declines, hinting at market normalisation after earlier periods of aggressive expansion.

Service	Minimum and Maximum Average Salary (in Lacs) in the Service Industry					
Sub-industry	0–3 years	4–6 years	7–10 years	11–15 years	15+ years	Aug '25 vs Aug 26
Consulting	₹2.31–₹4.28	₹5.36–₹8.58	₹10.22–₹15.08	₹17.71–₹23.24	₹29.18–₹39.42	0%
Design	₹3.34–₹5.80	₹7.35–₹11.86	₹12.31–₹18.57	₹17.83–₹25.42	₹32.10–₹40.15	2%
Legal Services	₹3.57–₹6.12	₹6.40–₹10.09	₹9.93–₹14.73	₹15.66–₹21.72	₹22.62–₹29.22	−1%
Management Consulting	₹4.23–₹7.23	₹10.08–₹15.90	₹13.60–₹20.48	₹20.99–₹28.01	₹34.18–₹45.05	3%
Market Research	₹2.67–₹4.77	₹6.35–₹10.26	₹10.52–₹15.98	₹16.97–₹23.87	₹33.38–₹41.54	0%
Publishing	₹2.61–₹4.71	₹6.02–₹9.88	₹10.10–₹15.59	₹16.74–₹23.55	₹33.34–₹39.68	−3%
Research	₹3.70–₹6.39	₹8.13–₹12.99	₹13.45–₹20.43	₹18.20–₹25.32	₹26.43–₹41.68	2%
Security and Investigations	₹4.02–₹7.03	₹8.09–₹12.41	₹14.45–₹18.56	₹21.05–₹24.79	₹25.68–₹33.59	1%

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

Management Consulting leads the Service sector with a +3% rise and senior professionals earning up to ₹45.05 LPA, highlighting the strong demand for strategic and transformation expertise.

Design (+2%) and **Research** (+2%) follow closely, with senior salaries reaching ₹40.15 LPA and ₹41.68 LPA respectively, reflecting the growing value of creative problem-solving and analytical insight in driving organisational growth.

Market Research and Consulting stayed broadly flat, while **Legal Services** (−1%) and **Publishing** (−3%) saw mild corrections.

Security & Investigations maintained steady pay across levels (+1%), with top salaries reaching ₹33.59 LPA, signalling sustained demand for operational and compliance expertise.

City-wise AI Salary Matrix					
City	0–3 years	4–6 years	7–10 years	11–15 years	15+ years
Bengaluru	₹8.42–₹15.36	₹16.75–₹28.64	₹26.18–₹42.73	₹39.45–₹65.82	₹61.70–₹91.25
Hyderabad	₹7.68–₹14.29	₹15.42–₹26.71	₹23.85–₹38.92	₹35.76–₹58.43	₹55.38–₹81.17
Delhi NCR	₹7.31–₹13.64	₹14.72–₹25.53	₹22.69–₹37.42	₹34.85–₹57.61	₹52.94–₹80.36
Mumbai	₹7.16–₹13.27	₹14.36–₹24.82	₹21.74–₹36.58	₹32.67–₹55.42	₹50.63–₹78.29
Pune	₹6.73–₹12.48	₹13.64–₹22.91	₹20.86–₹34.72	₹30.91–₹50.68	₹45.84–₹70.63
Chennai	₹6.28–₹11.76	₹12.83–₹21.67	₹19.73–₹32.85	₹28.92–₹47.64	₹42.86–₹65.48

AI salaries continue to vary sharply by location, reflecting the concentration of specialised employers and mature technology ecosystems.

Bengaluru remains the highest-paying market, supported by its density of product companies, AI-first startups and global capability centres.

Hyderabad is emerging as its closest challenger as GCC and technology investments expand.

Delhi NCR and Mumbai occupy the next tier, though their salary premiums are more domain-specific — NCR benefits from consulting, SaaS and enterprise technology demand, while Mumbai commands stronger compensation for AI applications in BFSI, fintech, risk and compliance.

Pune and Chennai offer comparatively moderate salaries but are gaining relevance in manufacturing AI, automotive technology, enterprise automation and industrial analytics.

For specialised AI roles, Bengaluru, Hyderabad and NCR offer approximately 10–25% more than Pune or Chennai.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

Tier-2 AI Salary Mix					
City	0–3 years	4–6 years	7–10 years	11–15 years	15+ years
Coimbatore	₹5.48–₹10.12	₹11.24–₹19.38	₹17.42–₹28.65	₹25.73–₹41.28	₹37.84–₹57.36
Kochi	₹5.32–₹9.87	₹10.86–₹18.92	₹16.94–₹27.83	₹24.96–₹40.17	₹36.72–₹55.48
Ahmedabad	₹5.41–₹9.96	₹10.72–₹18.65	₹16.53–₹27.38	₹24.47–₹39.54	₹36.08–₹54.73
Chandigarh	₹5.18–₹9.53	₹10.35–₹18.14	₹16.02–₹26.54	₹23.85–₹38.62	₹35.17–₹53.28
Jaipur	₹4.96–₹9.21	₹9.87–₹17.43	₹15.36–₹25.69	₹22.74–₹37.18	₹33.86–₹51.72
Indore	₹4.88–₹9.07	₹9.64–₹17.12	₹15.08–₹25.14	₹22.36–₹36.47	₹33.18–₹50.63

AI salaries in Tier-2 cities remain approximately 28–31% lower than metros, with the gap widening at senior levels.

Entry- and mid-level talent is becoming increasingly accessible outside the major technology hubs, but experienced AI professionals remain concentrated in metros, where product companies, AI startups and GCCs offer higher compensation.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

AI Salaries: Metros vs Tier-2 Cities — 2026			
Experience	Metro cities	Tier-2 cities	Tier-2 salary gap
0–3 years	₹7.26–₹13.47	₹5.21–₹9.63	28% lower
4–6 years	₹14.62–₹25.05	₹10.45–₹18.27	27–29% lower
7–10 years	₹22.51–₹37.20	₹16.23–₹26.87	28% lower
11–15 years	₹33.76–₹55.93	₹24.02–₹38.88	29–30% lower
15+ years	₹51.56–₹77.86	₹35.48–₹53.87	31% lower

AI salaries in Tier-2 cities remain approximately 28–31% lower than metros, with the gap widening at senior levels.

Entry- and mid-level talent is becoming increasingly accessible outside the major technology hubs, but experienced AI professionals remain concentrated in metros, where product companies, AI startups and GCCs offer higher compensation.

- The highlighted numbers represent the highest salary for the respective experience level across the sub-industries.

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	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
IT - Software & Services	791	782	733	783	756	770	784	742	750	718	700	696	706
BPO	144	151	145	156	164	164	152	146	135	130	125	124	125
Construction & Engineering	225	223	211	211	230	217	227	237	232	238	233	233	237
Banking, Financial services, Insurance	541	577	582	590	532	514	558	554	546	521	507	518	524
Education	226	237	229	238	253	239	234	230	226	216	211	207	206
Manufacturing	299	310	289	275	291	278	292	318	315	293	285	285	290
Automotive	172	175	163	160	168	167	181	185	185	193	191	192	185
Telecommunications	481	482	471	459	445	442	462	460	458	448	439	420	422
Energy	175	183	172	166	185	186	200	193	185	175	170	163	165

 | *Represents Index figures

Annexure: Industry Data*

Industry	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Healthcare & Pharmaceuticals	437	459	434	469	500	495	495	521	512	520	506	499	508
Advertising & Public Relations	208	212	202	210	217	228	227	226	219	208	203	195	198
Travel & Tourism	172	173	177	214	216	213	244	205	209	220	216	203	210
Consumer Electronics	815	824	827	818	857	822	867	850	827	793	779	756	763
Media & Entertainment	501	496	520	515	507	509	506	525	515	472	461	437	444
Chemicals & Plastics	156	155	151	148	151	149	146	139	131	123	118	122	124
FMCG	212	215	199	207	211	202	217	216	214	198	193	194	197
Textiles & Apparel	152	159	150	155	163	154	148	142	141	130	127	136	138
Real Estate	279	288	274	285	302	302	315	322	326	302	297	302	307

 | *Represents Index figures

Annexure: Industry Data*

Industry	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Retail	897	911	985	862	810	803	830	803	798	764	753	726	734
Logistics & Transportation	382	411	376	338	337	343	351	339	344	316	310	294	299
Import & Export	71	66	61	53	57	58	64	59	60	55	54	51	52
Government & Defence	79	79	79	79	79	79	79	79	79	79	79	79	79
Shipping & Maritime	108	113	109	101	113	114	123	120	119	113	111	107	108
Printing & Packaging	123	127	131	119	128	126	128	124	121	115	113	109	110
Non-profit Organisations	424	424	414	424	426	411	406	469	458	431	418	395	402
Agriculture	70	70	68	68	66	65	65	65	64	63	62	61	61
Office Equipment/Automation	171	178	171	175	169	160	177	165	161	151	148	141	143

 | *Represents Index figures

Annexure: Functional Area Data*

foundit Insights Tracker

Function	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
IT	654	692	687	731	736	749	761	729	707	701	686	674	684
Customer Service	110	111	107	112	116	113	110	114	104	106	102	101	102
Engineering & Production	212	212	204	195	202	201	209	225	228	232	227	226	227
Finance & Accounting	337	366	384	384	381	382	381	366	370	359	354	346	349
Sales & Business Development	347	353	343	341	315	325	335	333	319	320	312	309	311
Senior Managemnet	353	363	333	345	347	333	362	336	320	318	308	302	308
HR & Admin	308	328	306	302	296	297	306	305	305	301	296	291	292
Marketing & Communications	286	294	289	295	298	301	322	342	344	349	342	346	342
Medical roles	391	414	393	412	469	488	515	515	499	494	483	490	480
Procurement & Supply Chain	176	179	169	163	171	170	174	176	172	171	169	168	168
Hospitality	223	229	231	244	254	239	238	230	223	221	217	214	215
Legal	206	211	204	209	212	207	221	241	225	230	224	224	225
Creative	185	177	178	176	175	176	175	169	168	166	164	165	163

 | *Represents Index figures

Annexure: City-wise Data*

City	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Mumbai	344	353	351	366	370	365	378	370	360	358	344	342	342
Bangalore	548	575	585	578	578	581	603	602	591	588	586	572	578
Delhi-NCR	282	290	278	263	268	262	288	285	289	291	290	284	286
Hyderabad	422	440	423	450	450	451	462	464	457	445	444	434	438
Chennai	310	325	312	327	323	327	332	326	318	325	320	314	316
Pune	389	398	381	389	393	391	396	399	389	380	364	363	363
Kolkata	340	342	337	322	331	330	327	314	305	311	298	303	300
Ahmedabad	446	485	452	472	489	474	480	486	471	446	424	424	423
Chandigarh	247	264	255	252	257	249	234	228	218	209	203	204	203
Kochi	283	305	309	326	341	324	318	308	313	297	290	289	289
Vadodara	253	275	253	257	259	255	263	261	255	240	229	229	228
Coimbatore	465	485	463	474	469	485	456	459	458	466	454	454	454
Jaipur	324	332	329	343	351	352	340	345	332	324	311	313	312

 | *Represents Index figures

Annexure: Experience Level Data*

Experience Level	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
0-3	372	389	371	391	391	398	390	376	369	356	341	333	338
4-6	316	332	320	315	321	317	320	310	308	301	288	289	295
7-10	256	271	257	255	263	267	277	281	277	283	271	278	282
11-15	116	118	115	116	119	118	120	119	119	117	115	114	114
>15	152	146	144	143	139	138	140	142	141	140	136	134	135

 | *Represents Index figures

foundit Insights Tracker

For additional information or custom insights,
please write to pr@foundit.ai