

Pay equity review

Sample export - as of 2026-09-22

Overview

498 people, median Annual CTC Rs 8,80,500, 6 bands.

Gender pay gap

Band M6: too few to compare (0w/1m)

Band M5: too few to compare (5w/3m)

Band M4: women 1.5% above men's (15w/13m)

Band M3: women 8.5% below men's (25w/20m)

Band E2: women 0.8% below men's (58w/53m)

Band E1: women 8.3% below men's (162w/143m)

Compa-ratio

Band ranges estimated from this file (10th/50th/90th percentile).

101 of 498 people are outside their band's range.

Increment scenario

Budget 8.0% of current pay (Rs 5,47,17,040); matrix cost Rs 3,58,61,410 (within budget).

Band M4 gap: -1.5% before, -1.5% after.

Band M3 gap: 8.5% before, 7.8% after.

Band E2 gap: 0.8% before, 2.0% after.

Band E1 gap: 8.3% before, 7.3% after.

Sample data - Made with PeopleGraph