P@SHA

Pakistan Software Houses Association for IT & ITES

SALARY SURVEY 2015

June, 2015

The Pakistani IT & ITES industry is dynamic, vibrant and fiercely competitive, characterised by continuous cycles of innovation and growth. The fuel for this industry is the human capital and companies desire the best talent; both to hire and to retain. Fair compensation and benefits rank very highly for any employee who wishes to work for and continue to grow in any company. The rate of compensation, promotions and job requirements change very rapidly in the IT Industry, making a regular IT Salary Survey a helpful tool for companies wishing to hire and retain the best talent in the market.

It gives me immense pleasure to bring you the 2015 edition of the P@SHA IT Salary Survey. I am thankful to all the 106 participating companies for their continued trust, helping us create a meaningful sample with findings closer to the actual values. I am confident the survey findings will provide you an opportunity to evaluate and if needed recalibrate your compensation plans.

I hope you will find the P@SHA IT Salary Survey 2015 useful, if you have any comments or suggestions please do write to me at president@pasha.org.pk or reach out to the research team at P@SHA.

Jehan Ara

President

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ABOUT P@SHA

Pakistan Software Houses Association for IT & ITES P@SHA is the sole trade association in Pakistan representing the industry; it was registered in 1993 which also makes it one of the oldest ICT associations of the region. P@SHA is the only Pakistani entity globally registered with & recognized by institutions such as the WITSA (World Information Technology and Services Alliance), ASOCIO (Asian Oceanic Computing Industry Organization) and APICTA (Asia Pacific ICT Alliance). With over 450+ member companies nationwide P@SHA has been the voice of the industry, advocating policy initiatives and working towards creating a high growth sustainable business environment in the country.

ABOUT P@SHA IT SALARY SURVEY 2015

The IT & ITES Industry of Pakistan provides direct employment to around 120 thousand people and indirect employment to another 40-50 thousand employees. The driving force behind the IT industry is the human resource working in this sector.

The P@SHA IT Salary Survey 2015 is the fifth survey conducted by P@SHA for the IT Industry, following the earlier surveys of 2014, 2013, 2012 and 2008. The survey aims to identify salaries, benefits, promotions and increments for employees working in the IT industry of Pakistan. The 2015 edition of the P@SHA IT Salary Survey is a result of improvements built upon industry feedback on the previous versions.

It includes 2 additional job roles compared to 2014 and breaks down each role into its experience level. This report includes findings from 106 companies 19,497 employees working in 28 job roles and 98 unique levels both in IT and non-IT roles. We hope that this comprehensive study will enable companies to benchmark the salaries and growth timelines for their employee base efficiently.

The 2008, 2012, 2013 and 2014 P@SHA IT Salary Surveys are available on our website www.pasha.org.pk, you are welcome to download these for free.

EXECUTIVE SUMMARY

The 2015 P@SHA IT Salary Survey identifies average salary nationally and city wise along with average increments, promotions and benefits for 28 job roles within the IT Industry. Each role has been subdivided into experience levels to present findings for 98 distinct job levels, the survey has been conducted and the findings represented following the 2014 P@SHA IT Salary Survey pattern.

Throughout the survey (unless otherwise stated) an entry level function denotes 0-3 years of experience while middle level is supposed to have 4-6 years of experience and a senior function depicts 6+ years of experience. Each function is presented on a unique page to maintain clarity and comprehension.

The survey reveals that the highest paid job function is the Chief Executive Officer (CEO) who on average earns PKR 383,333/- per month followed by the Chief Information Officer CIO at PKR 354,250/- (which is an increase of 38.24% over 2014). The highest paid job after the senior management is the Senior Game Product Manager who on average is being paid PKR 245,620/- per month in Pakistan (an increase of 3.78% over 2014). The lowest paid job is found to be an Entry Level Administration professional who makes PKR 28,224/- per month 22.68% higher than 2014.

If we compare the findings from those obtained in 2014 we notice an average increase of 15.55% in salaries, with the highest increase in a Middle Level Android Programmer's salary at 46.43% while the Middle Level Helpdesk /Support professionals witnessed the largest decrease of –6.88% in salary.

A summary of findings for average monthly salary for each job function appears next, detailed findings appear on the subsequent pages.

	2008	2012	2013	2014	**2015**	% Growth in 2015 over 2014
Architect	88,175.00	96,932.00				
Entry Level			51,742.42	53,308.82	**76,535.00**	**43.57%**
Middle Level			89,872.45	88,963.63	**98,941.00**	**11.22%**
Senior Level			132,792.97	141,268.50	**171,536.00**	**21.43%**
BPO Customer Service Professional		38,259.00				
Entry Level			25,602.41	27,374.39	**31,235.00**	**14.10%**
Middle Level			49,005.38	48,941.15	**58,712.00**	**19.96%**
Senior Level			67,941.18	81,144.07	**94,650.00**	**16.64%**
Programmer	36,400.00	65,757.00				
Entry Level	28,264.00					
Middle Level	39,565.00					
Senior Level	57,246.00					
Android Entry Level			35,434.78	37,889.00	**49,350.00**	**30.25%**
Android Middle Level			52,426.47	73,863.00	**108,160.00**	**46.43%**
iOS Entry Level			39,642.86	43,312.00	**50,215.00**	**15.94%**
iOS Middle Level			68,313.95	83,809.52	**114,740.00**	**36.91%**
java Entry Level			43,620.69	47,718.75	**54,355.00**	**13.91%**
java Middle Level			75,372.81	80,673.00	**92,544.00**	**14.71%**
java Senior Level			99,821.43	110,484.00	**127,471.00**	**15.38%**
.net Entry Level			37,680.72	41,989.00	**48,741.00**	**16.08%**
.net Middle Level			65,568.86	69,983.00	**75,640.00**	**8.08%**
.net Senior Level			94,462.81	105,504.69	**114,203.00**	**8.24%**
Python Entry Level				76,666.67	**82,457.00**	**7.55%**
Python Middle Level				110,476.20	**126,246.00**	**14.27%**
Python Senior Level				129,791.70	**156,899.00**	**20.89%**
Ruby Entry Level			34,791.67	48,333.00	**62,410.00**	**29.13%**
Ruby Middle Level			50,625.00	98,333.00	**115,300.00**	**17.25%**
Web Entry Level			33,541.67	37,882.70	**46,780.00**	**23.49%**
Web Middle Level			50,000.00	58,458.90	**79,250.00**	**35.57%**
Web Senior Level			90,272.73	95,117.65	**108,630.00**	**14.21%**
Database front end Entry Level			49,456.52	52,550.00	**60,590.00**	**15.30%**
Database front end Middle Level			58,333.33	72,708.33	**81,465.00**	**12.04%**
Database front end Senior Level			84,907.41	100,100.00	**98,420.00**	**-1.68%**

Average National Salaries in Pakistani Rupees as reflected in the P@SHA IT Salary Survey 2008, 2012, 2013, 2014 and 2015

	2008	2012	2013	2014	**2015**	% Growth in 2015 over 2014
MS Sharepoint Entry					**48,750.00**	
MS Sharepoint Middle					**91,332.00**	
MS Sharepoint Senior					**143,500.00**	
MS Dynamics Entry					**45,333.00**	
MS Dynamics Middle					**86,214.00**	
MS Dynamics Senior					**132,800.00**	
Game Designer						
Entry Level				43,148.14	**51,250.00**	**18.78%**
Middle Level				74,545.45	**96,250.00**	**29.12%**
Senior Level				86,071.43	**112,400.00**	**30.59%**
Game Producer						
Middle Level				57,000.00	**79,142.00**	**38.85%**
Senior Level				128,725.00	**-**	
Game Product Manager						
Senior Level				236,666.67	**245,620.00**	**3.78%**
Database Administrator	45,923.00	58,571.00				
Entry Level			46,052.63	51,562.50	**50,211.00**	**-2.62%**
Middle Level			76,034.48	74,256.00	**76,250.00**	**2.69%**
Senior Level			110,714.29	116,190.40	**122,100.00**	**5.09%**
Graphics Designer	40,758.00	42,058.00				
Entry Level			38,510.64	37,548.08	**42,510.00**	**13.21%**
Middle Level			51,666.67	62,172.00	**65,740.00**	**5.74%**
Senior Level			96,052.63	94,853.00	**98,450.00**	**3.79%**
Helpdesk / Support		34,759.00				
Entry Level			32,941.18	32,328.00	**36,380.00**	**12.53%**
Middle Level			45,483.87	63,866.00	**59,470.00**	**-6.88%**
Senior Level			82,107.84	118,524.00	**115,289.00**	**-2.73%**

Average National Salaries in Pakistani Rupees as reflected in the P@SHA IT Salary Survey 2008, 2012, 2013, 2014 and 2015

	2008	2012	2013	2014	**2015**	% Growth in 2015 over 2014
Product Manager	59,883.00					
Middle Level				99,444.44	**105,740.00**	**6.33%**
Senior Level				197,096.80	**204,225.00**	**3.62%**
Project Manager	98,185.00	112,175.00				
Middle Level			97,200.00	105,076.00	**113,962.00**	**8.46%**
Senior Level			150,399.16	155,054.00	**163,800.00**	**5.64%**
Software Development Manager	97,968.00					
Middle Level			107,065.22	102,836.00	**115,220.00**	**12.04%**
Senior Level			171,944.51	173,192.32	**184,100.00**	**6.30%**
Team Lead		61,600.00				
Middle Level			87,118.64	84,481.00	**96,450.00**	**14.17%**
Senior Level			120,800.00	157,306.31	**178,150.00**	**13.25%**
Quality Assurance	34,106.00	50,063.00				
Entry Level	30,109.00		38,645.16	46,600.72	**52,640.00**	**12.96%**
Middle Level	49,982.00			65,587.40	**69,400.00**	**5.81%**
Senior Level	77,375.00		94,431.82	92,226.03	**104,750.00**	**13.58%**
Data Miner / Data Scientist						
Entry Level				32,916.67	**42,492.00**	**29.09%**
Middle Level				72,222.22	**80,452.00**	**11.40%**
Senior Level				162,500.00	**171,532.00**	**5.56%**
Technical Writer	43,075.00	54,417.00				
Entry Level			34,396.55	36,110.35	**44,850.00**	**24.20%**
Middle Level			49,659.09	48,860.00	**58,990.00**	**20.73%**
Senior Level			78,500.00	86,800.00	**94,550.00**	**8.93%**
System Administrator	32,707.00	51,468.00				
Entry Level			30,625.00	35,388.90	**44,860.00**	**26.76%**
Middle Level			53,935.19	60,416.00	**68,552.00**	**13.47%**
Senior Level			85,777.78	103,750.00	**112,840.00**	**8.76%**
Research & Development						
Entry Level			47,625.00	47,388.13	**58,740.00**	**23.96%**
Middle Level			74,200.00	84,106.66	**97,845.00**	**16.33%**
Senior Level			134,545.45	130,612.50	**147,440.00**	**12.88%**

Average National Salaries in Pakistani Rupees as reflected in the P@SHA IT Salary Survey 2008, 2012, 2013, 2014 and 2015

	2008	2012	2013	2014	**2015**	% Growth in 2015 over 2014
Social Media Marketing/ SEO & SEM						
Entry Level			32,282.61	34,650.00	**45,870.00**	**32.38%**
Middle Level			47,631.58	49,655.00	**61,253.00**	**23.36%**
Senior Level			85,416.67	121,666.00	**132,960.00**	**9.28%**
Senior Management		163,833.00				
CEO			248,019.36	311,079.61	**383,333.00**	**23.23%**
CIO			261,111.67	256,250.00	**354,250.00**	**38.24%**
CTO			258,472.61	273,846.16	**280,300.00**	**2.36%**
CFO			211,964.43	210,860.50	**276,875.00**	**31.31%**
COO			245,238.57	240,381.44	**319,300.00**	**32.83%**
CMO			227,187.75	236,060.00	**326,250.00**	**38.21%**
Human Resources		55,535.00				
Entry Level			28,888.89	32,386.00	**39,590.00**	**22.24%**
Middle Level			55,856.16	63,979.60	**84,220.00**	**31.64%**
Senior Level			112,380.98	119,666.67	**131,560.00**	**9.94%**
Business Development / Sales & Marketing		76,205.00				
Entry Level			33,125.00			
Middle Level			93,879.31			
Senior Level			149,396.67			
Marketing						
Entry Level				52,800.00	**54,211.00**	**2.67%**
Middle Level				82,200.00	**95,630.00**	**16.34%**
Senior Level				173,525.00	**174,290.00**	**0.44%**
Business Development / Sales						
Entry Level				58,489.66	**61,587.00**	**5.30%**
Middle Level				95,619.51	**97,854.00**	**2.34%**
Senior Level				172,565.79	**178,256.00**	**3.30%**
Business Analysts / Strategy Analysts	59,883.00	64,396.00				
Entry Level			40,773.81	57,500.00	**62,470.00**	**8.64%**
Middle Level			66,224.49	73,970.00	**84,510.00**	**14.25%**
Senior Level			111,644.74	110,040.00	**117,640.00**	**6.91%**

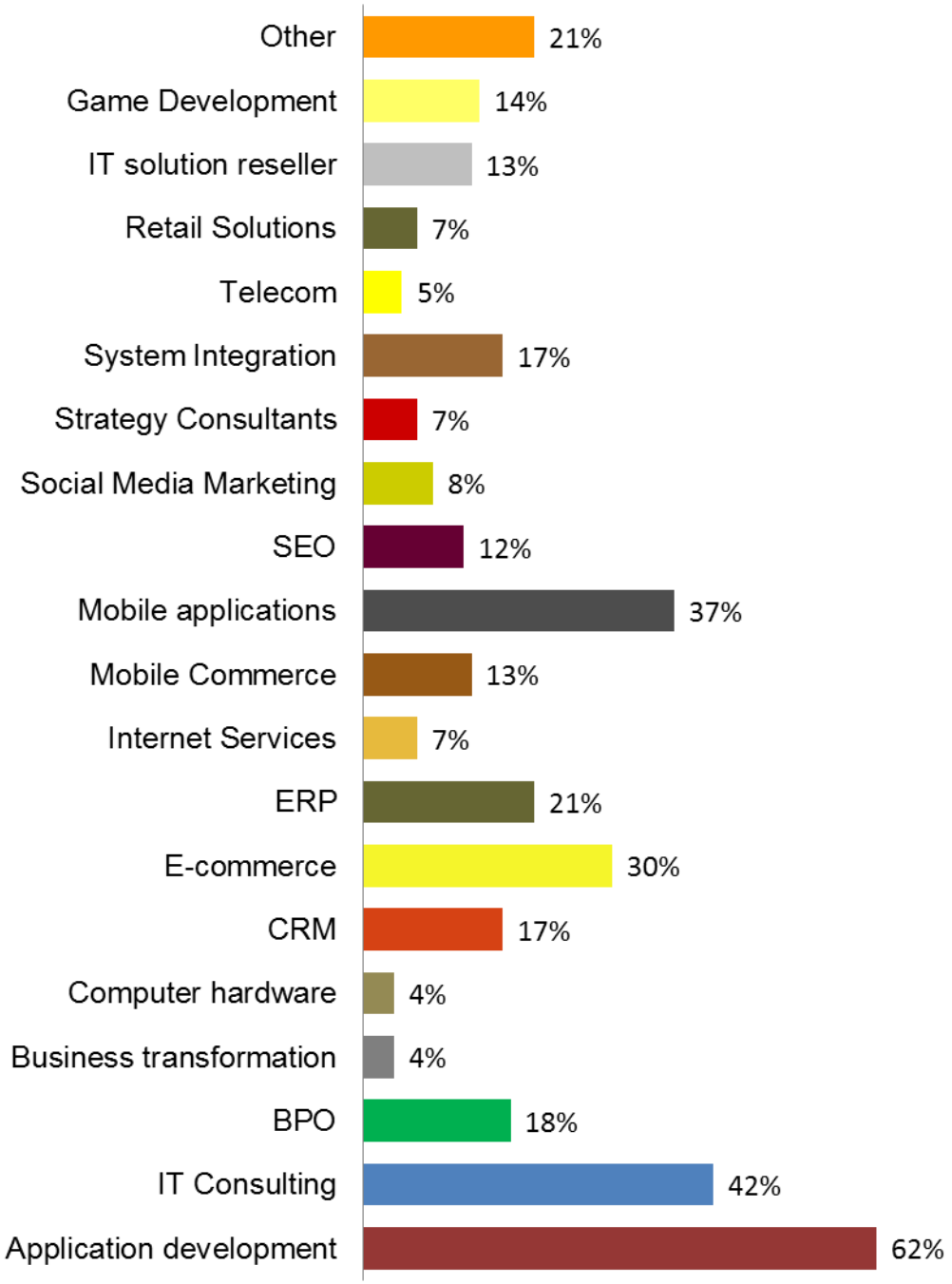
Average National Salaries in Pakistani Rupees as reflected in the P@SHA IT Salary Survey 2008, 2012, 2013, 2014 and 2015

	2008	2012	2013	2014	**2015**	% Growth in 2015 over 2014
Finance		67,179.00				
Entry Level			27,328.77	36,909.00	**43,228.00**	**17.12%**
Middle Level			53,472.22	57,500.00	**64,710.00**	**12.54%**
Senior Level			108,379.65	118,467.70	**141,320.00**	**19.29%**
Administration						
Entry Level			21,448.41	23,005.92	**28,224.00**	**22.68%**
Middle Level			33,238.64	38,125.00	**40,650.00**	**6.62%**
Senior Level			66,958.35	71,206.89	**74,221.00**	**4.23%**

Average National Salaries in Pakistani Rupees as reflected in the P@SHA IT Salary Survey 2008, 2012, 2013, 2014 and 2015

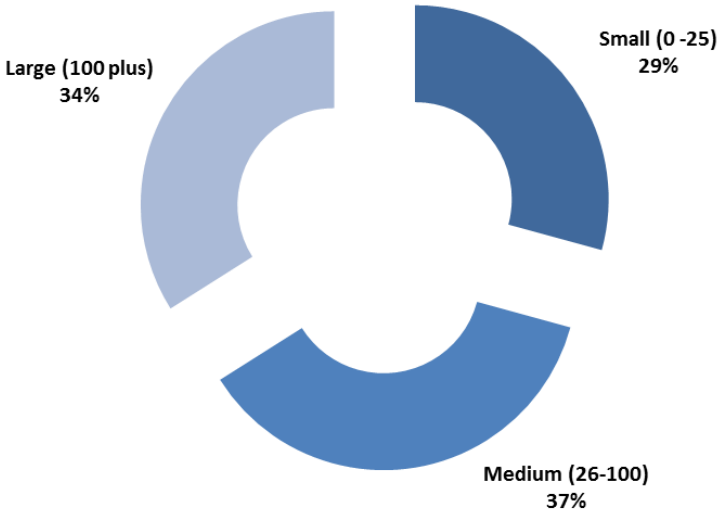
PRIMARY BUSINESS AREA

63.57% respondent companies have application development as their primary business area while 45.74% have IT Consulting, 34.88% mobile applications, e-commerce 31.01%, 22.48% system integration, 21.71% ERP and 17.83% BPO. Other areas are 4.65% Business transformation, 5.43% computer hardware, 18.6% CRM, 7.75% Internet Services, 12.4% mobile commerce, 12.4% SEO, 8.53% Social media marketing, 6.98% strategy consultants, 2.33% transaction marketing, 7.75% retail solutions, 11.63% IT solution reseller and 12.4% game development.



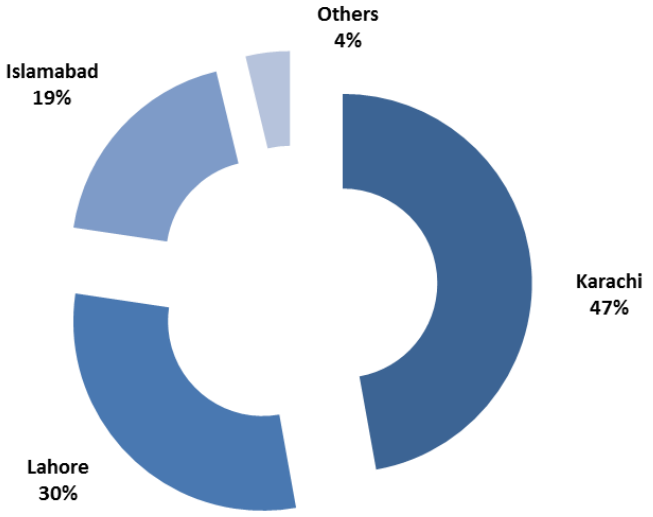
COMPANY SIZES

If we look at the size of the companies who participated this year we have 31 (29%) small companies (who have less than 25 employees), 39 (37%) Medium sized companies (who have between 25 and 100 employees) and 36 (34%) Large companies having over 100 employees.



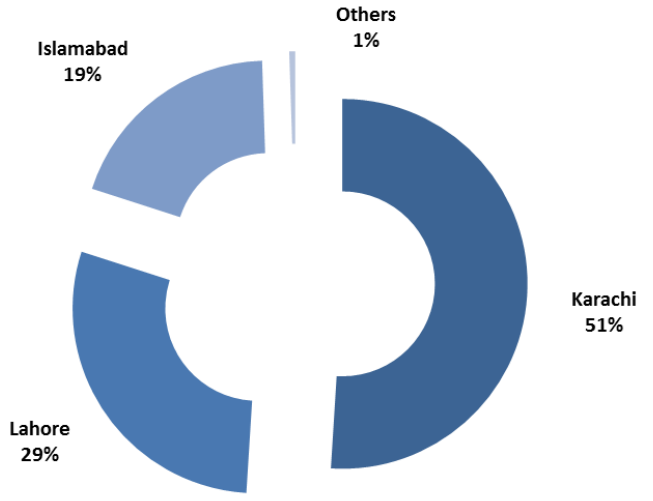
NUMBER OF COMPANIES

106 companies nationwide participated in the survey, of which 50 (47%) were from Karachi, 32 (30%) were from Lahore, 20 (19%) were from Islamabad while 2 companies were from Faisalabad and 2 from Peshawar . The chart on the right visually depicts this distribution.



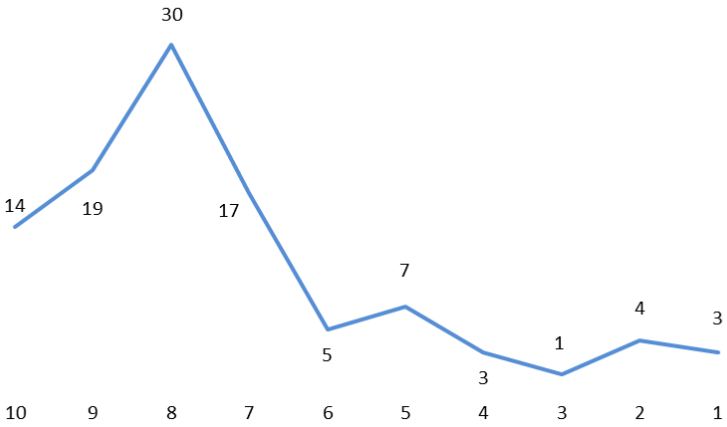
NUMBER OF EMPLOYEES

The total number of employees represented by the 106 participating companies were 19,497. Of these 9,941 (51%) were from Karachi, 5650 (29%) were from Lahore and 3803 (19%) were from Islamabad.



EMPLOYEE RETENTION AS A CONCERN FOR COMPANIES

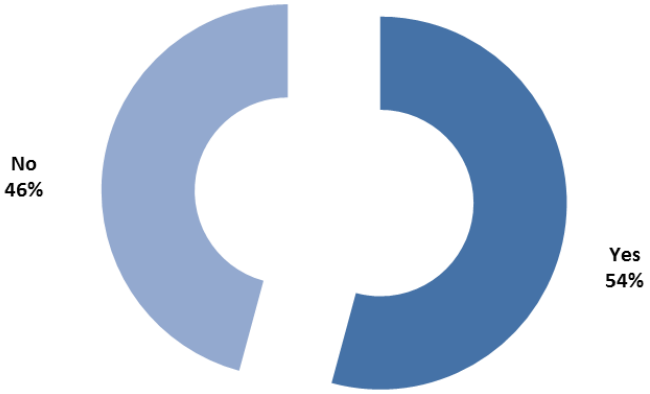
We asked the respondents that on a scale of 1 to 10 how important would they describe employee retention as a concern for their organisation, 1 being least important and 10 being the most. 59% chose options 8,9 & 10 indicating a very strong concern existing in the industry for retaining employees. The graph shows all the responses received, the x axis represents the answer options while the y axis depicts the number of respondents who chose that option.



4 Companies skipped this question.

PRACTICE OF LONG SERVICE AWARDS

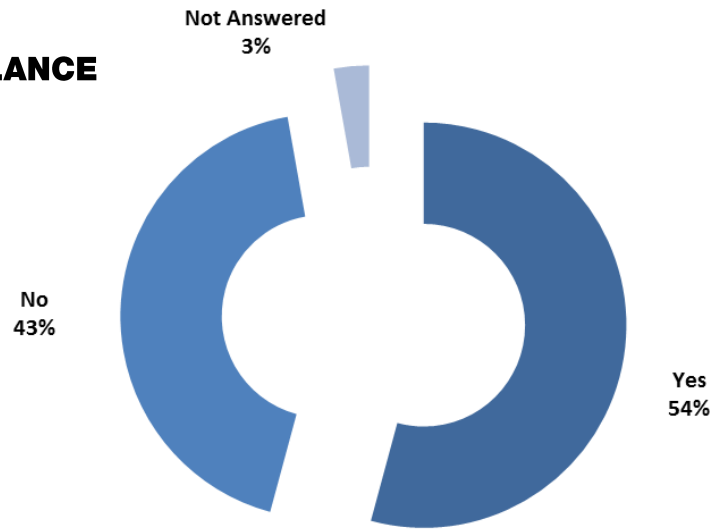
The survey reveals that 54% of the companies do recognize employees who have been a part of the company for longer durations through long service awards however 46% stated that they do not practice long service awards. Last year these figures were 45% and 48% indicating more companies are practicing long service awards.



EFFORTS TO MAINTAIN GENDER BALANCE

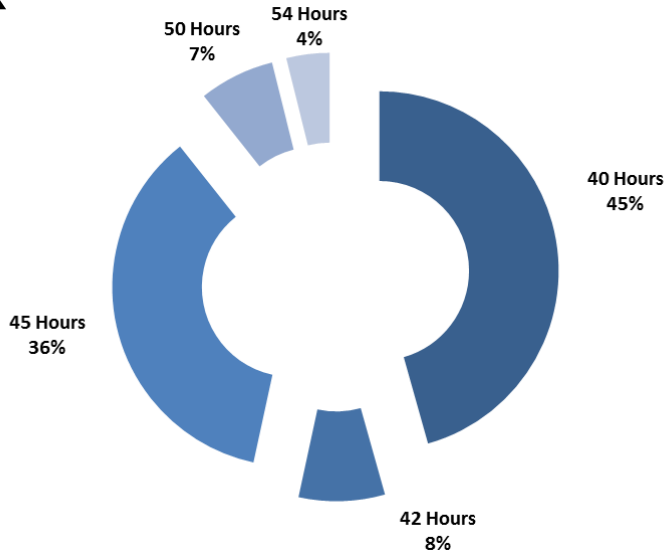
We asked our respondents if they take special measures to ensure gender balance in their workforce, the responses were more inclined towards "YES". 54% said that they do take measures to maintain a balance between number of male and female employees while 43% indicated that they do not take such measures.

3% of the 107 respondents refrained from answering the question.



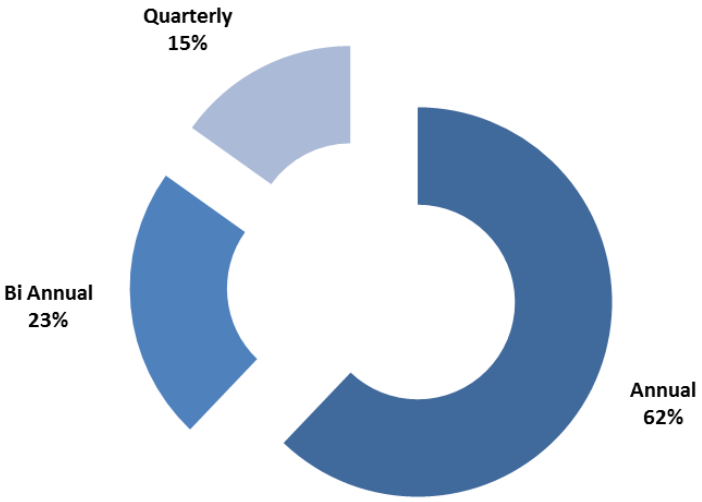
AVERAGE WORKING HOURS PER WEEK

45% of the companies indicated that they work for 40 hours per week which can be termed as 8 hours per day and 5 days a week. The second popular answer was 45 hours per week meaning 9 hours per day for a 5 day week or 8 hours per day during weekdays and a 5 hour Saturday. 7% of the companies disclosed that they work for 50 hours every week and another 4% said that they worked for 54 hours per week.



FREQUENCY OF BONUSES

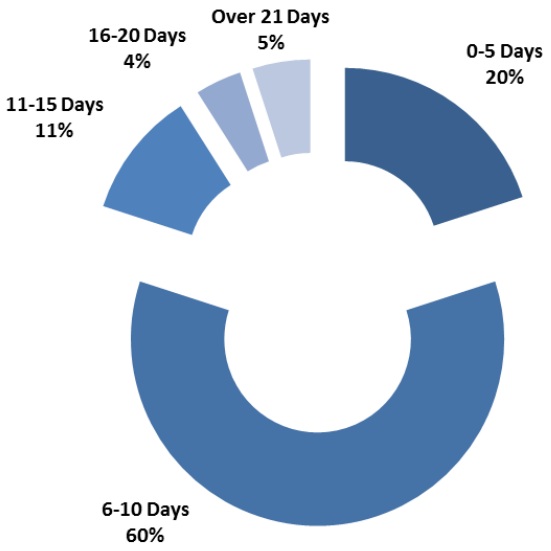
62% of the companies said that they annually give bonuses, 23% said that they give bonuses twice a year while 15% said they follow a quarterly mechanism.



NUMBER OF SICK LEAVES ALLOWED IN A YEAR

This year we asked our respondents a new question on number of sick leaves they allow their employees in a calendar year. 60% of the respondent companies provide 6-10 days of sick leaves while 20% say 0-5 days, 11% 11-15 days, 5% over 21 days and 4% between 16 to 20 days.

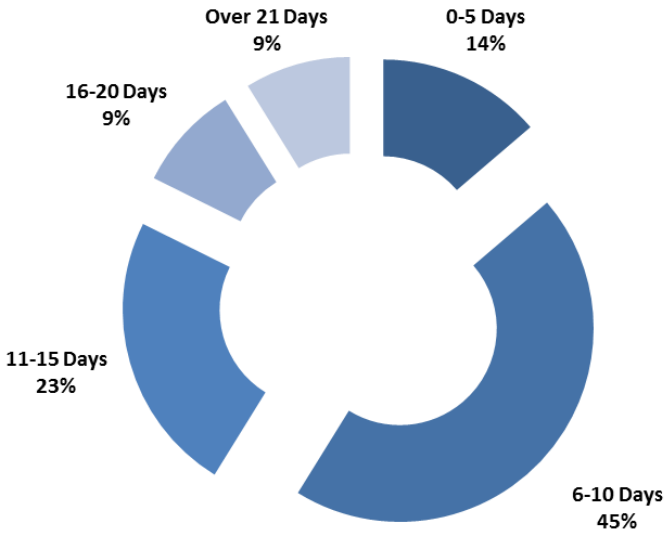
The chart on the right depicts this distribution.



NUMBER OF CASUAL LEAVES ALLOWED IN A YEAR

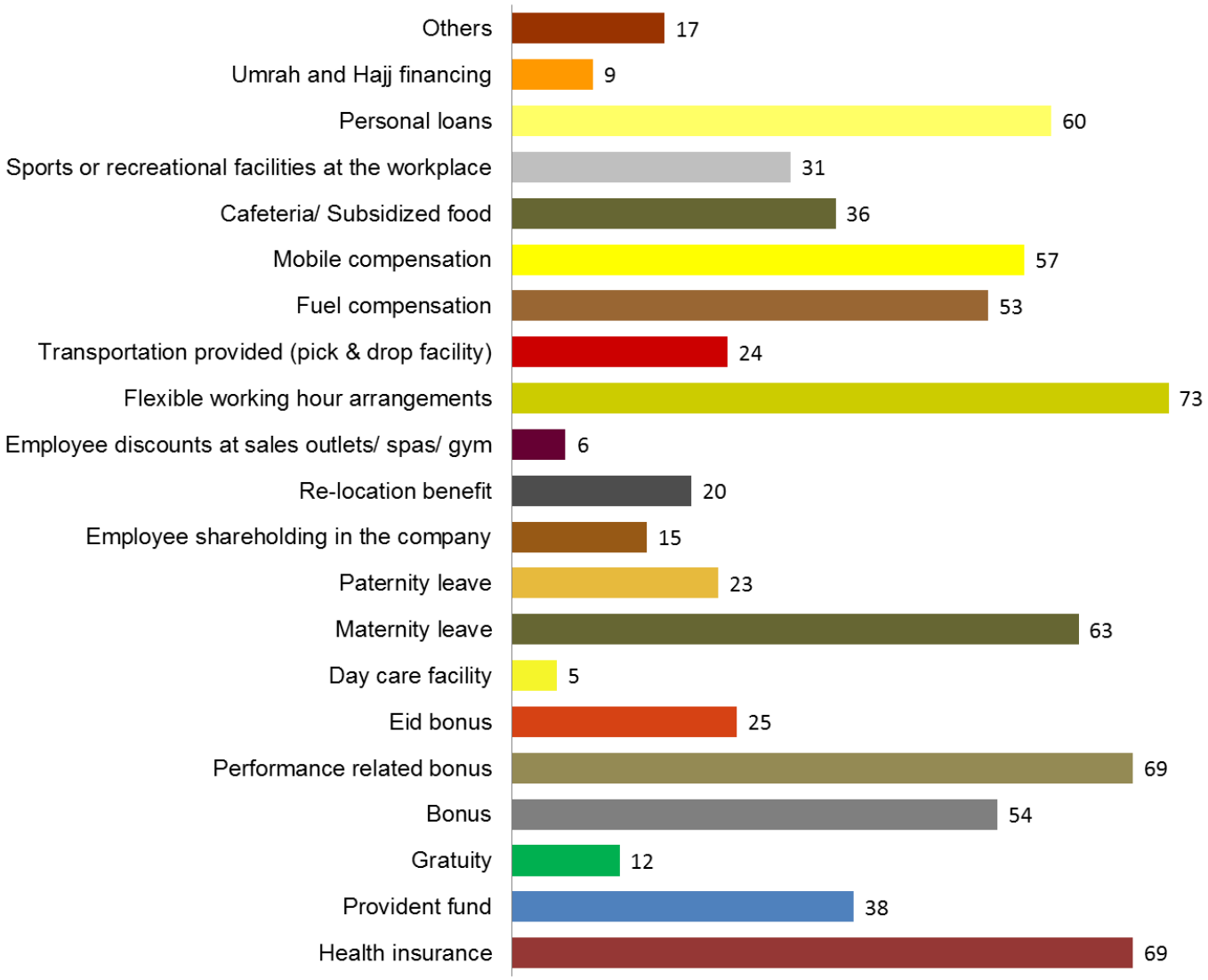
This year we also asked our respondents the number of casual leaves they allow their employees in a calendar year. 45% of the respondent companies provide 6-10 days of casual leaves while 23% say 11-15 days, 14% 0-5 days, 9% over 21 days and another 9% between 16 to 20 days.

The chart on the right depicts this distribution.

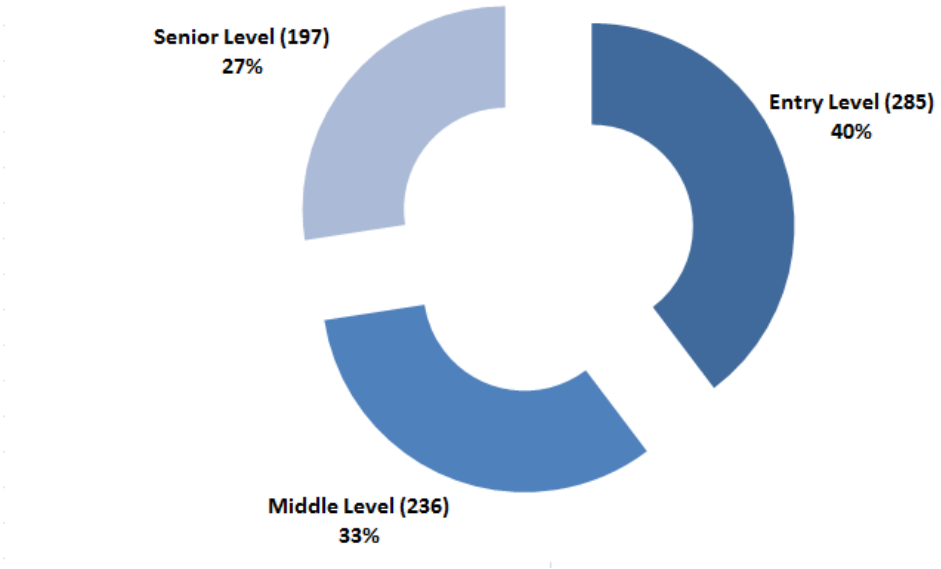


GENERAL BENEFITS

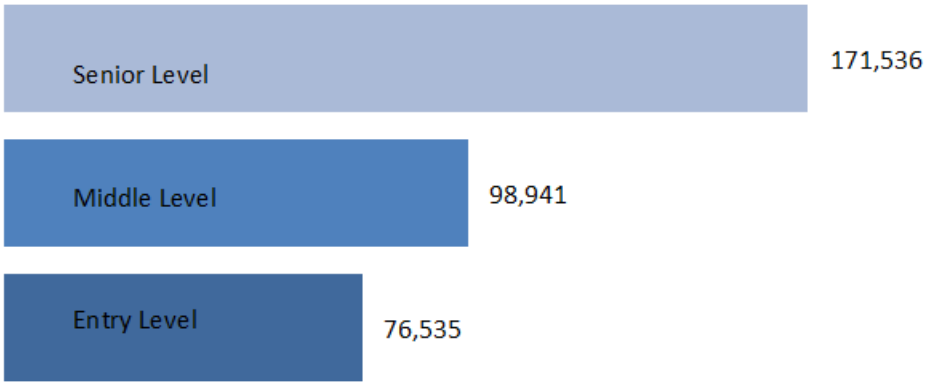
We asked our respondents what general benefits they offer to all their employees and 64% companies say they provide health insurance, 35% say they have provident fund, 51% say they give bonuses while 64% say they give performance bonuses. 59% of the companies have provisions for maternity leave while only 21% say they give paternity leaves. 73 companies within our sample have flexible working hour arrangements, 50% provide fuel compensation and 53% employers cover mobile expenses. 60 companies indicated that their employees have access to personal loans from the company while only 8% said that they have Hajj & Umrah financing options for their employees. The histogram below shows the number of companies with the general benefits they offer.



"FINDINGS FROM 718 ARCHITECTS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Software Architect in Pakistan is earning Rs. 76,535/- average monthly basic salary while a middle level employee is earning Rs. 98,941/- and a senior employee in this job function takes home Rs. 171,536/- per month.

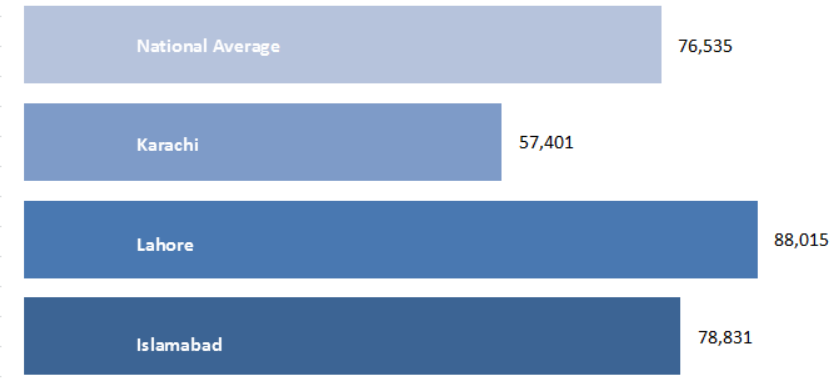
Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

ENTRY LEVEL

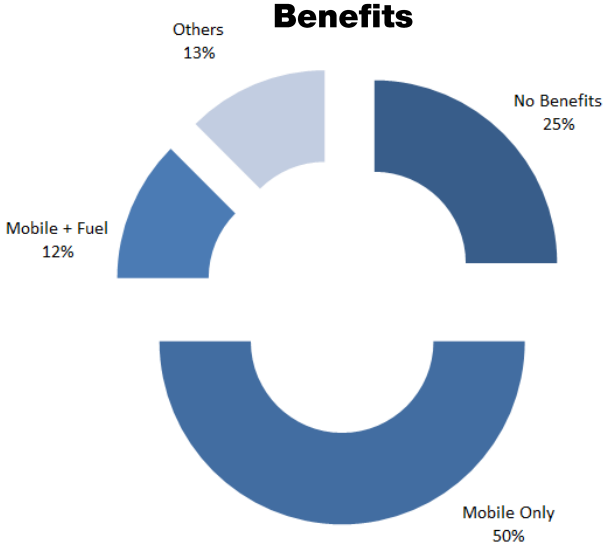
ENTRY LEVEL SOFTWARE ARCHITECTS

43.6% Increase in average national salaries of entry level software architects over 2014

Average Salaries



Benefits



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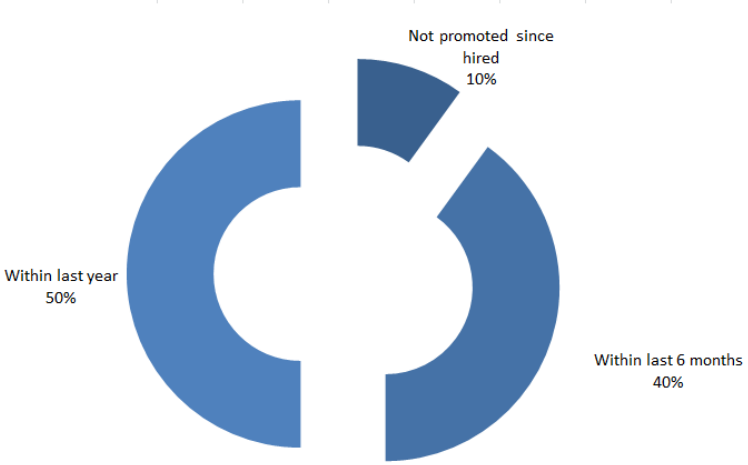
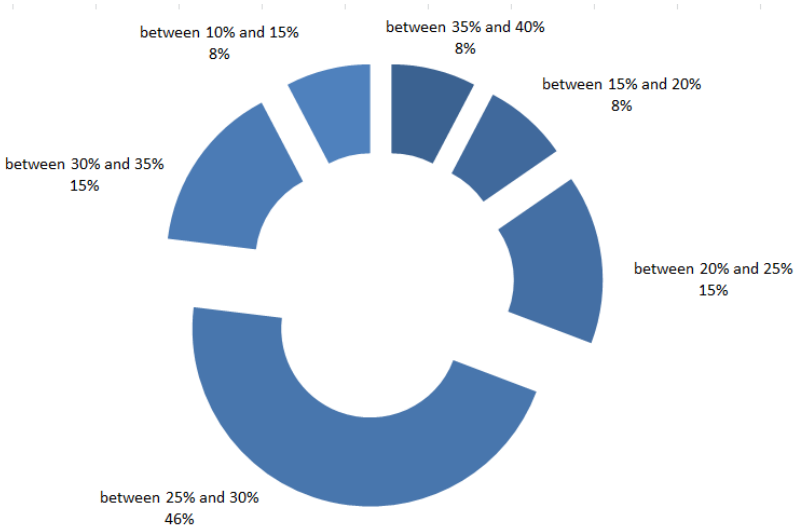


Increments

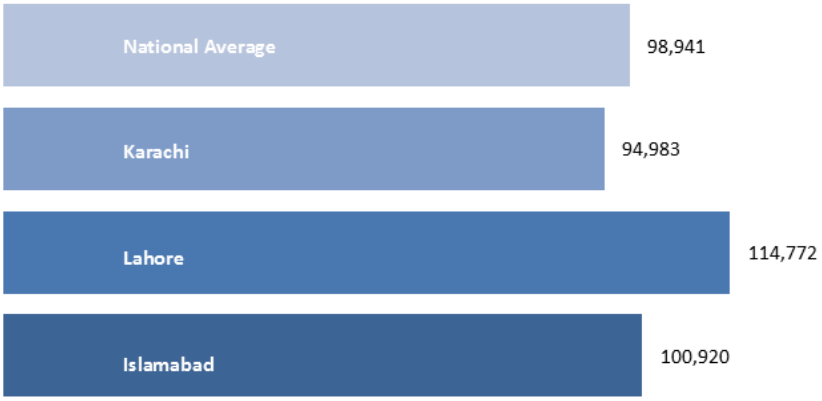


MIDDLE LEVEL

MIDDLE LEVEL SOFTWARE ARCHITECTS

11.2% Increase in average national salaries of middle level software architects over 2014

Average Salaries



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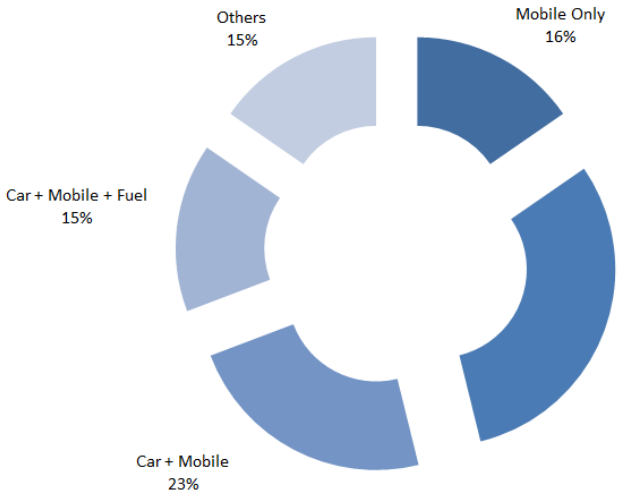
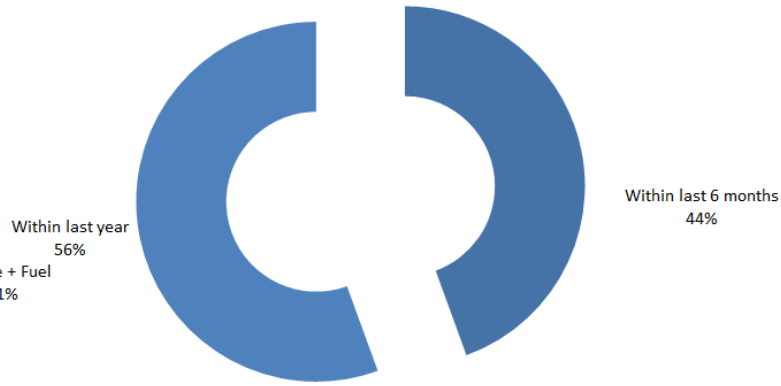
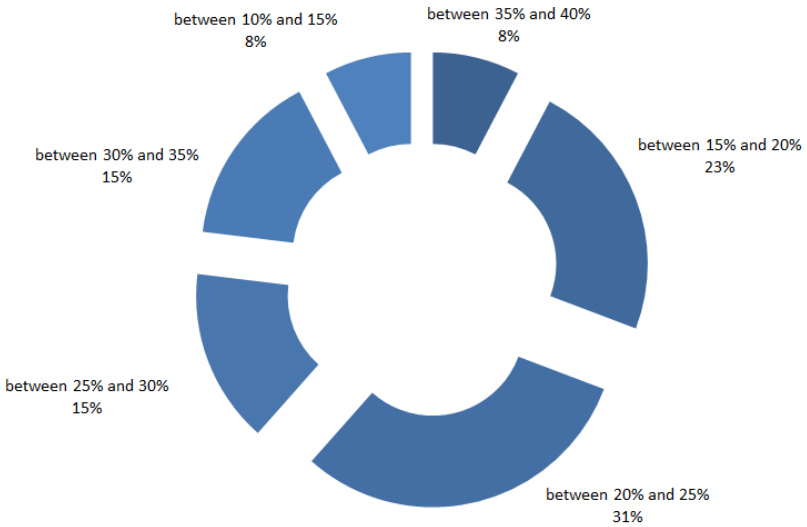


Promotions



Increments

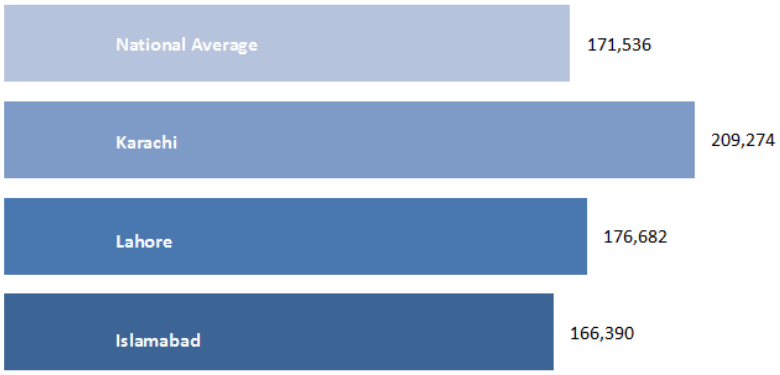


SENIOR LEVEL

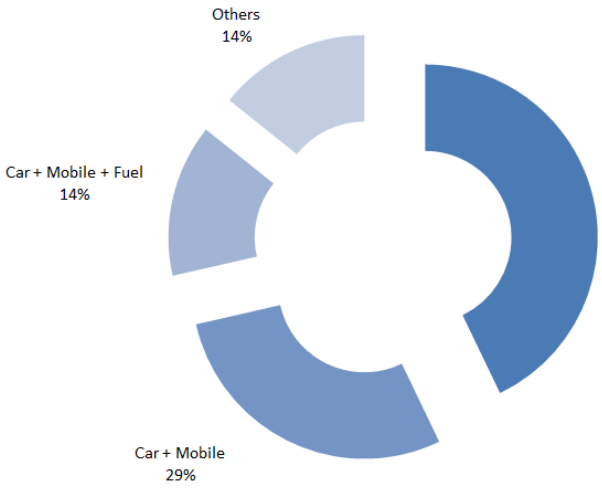
SENIOR LEVEL SOFTWARE ARCHITECTS

21.4% Increase in average national salaries of senior level software architects over 2014

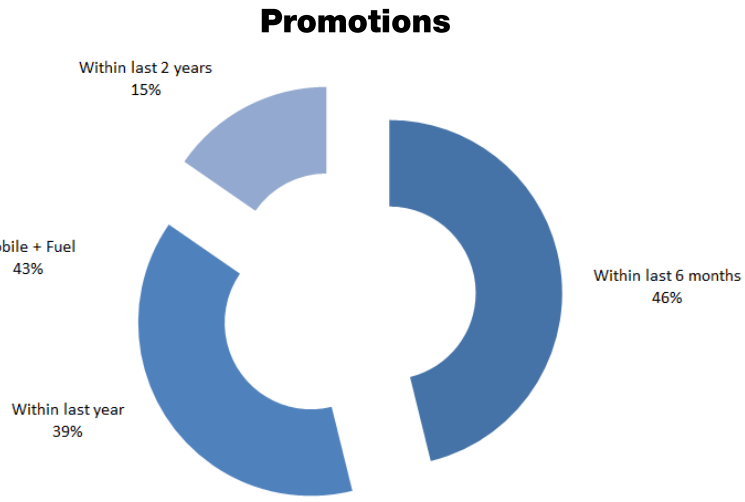
Average Salaries



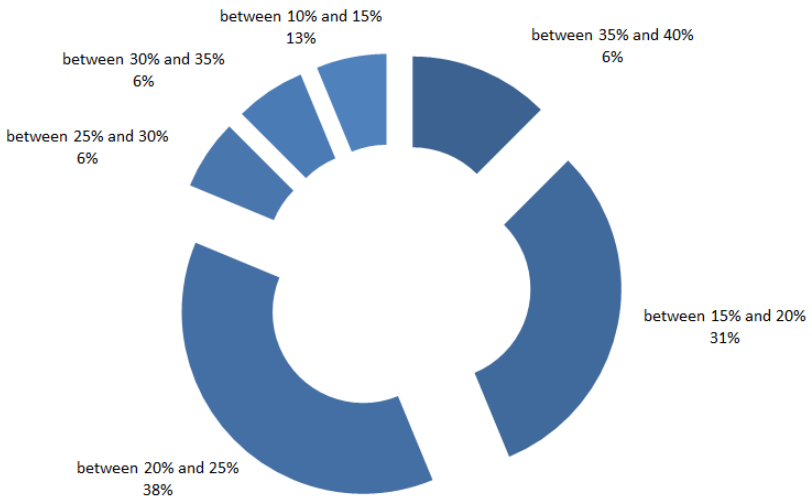
Benefits



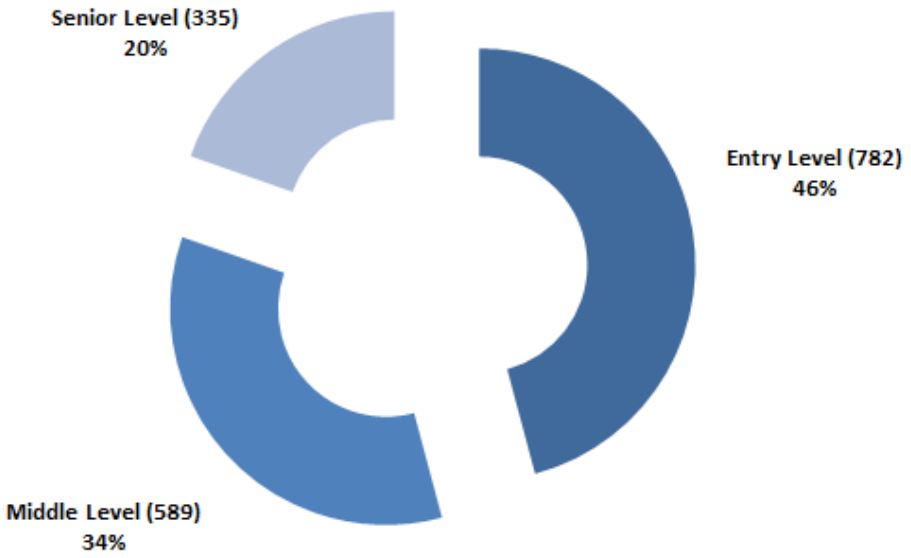
Promotions



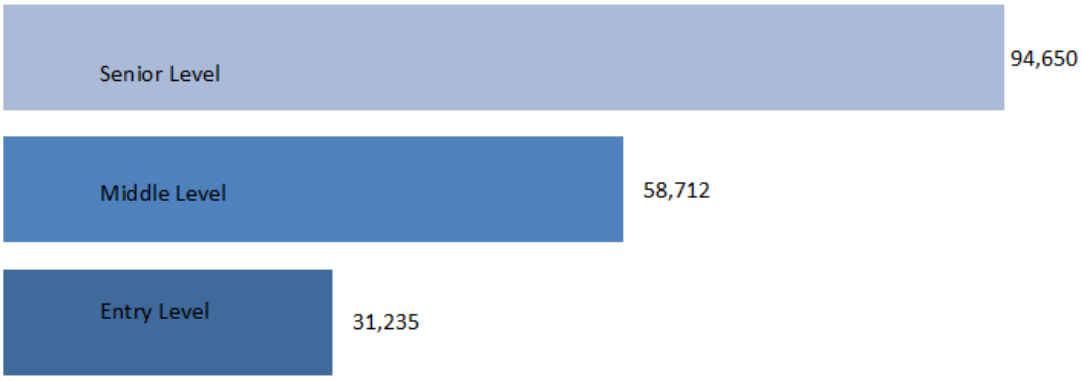
Increments



"FINDINGS FROM 1706 BPO PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level BPO / Customer Service Professional in Pakistan is earning Rs. 31,235/- average monthly basic salary while a middle level employee is earning Rs. 58,712/- and a senior employee in this job function takes home Rs. 94,650/- per month.

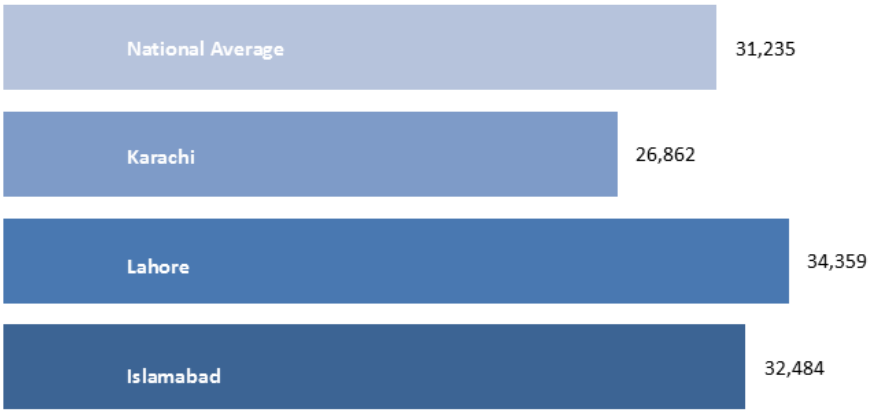
Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

ENTRY LEVEL BPO PROFESSIONALS

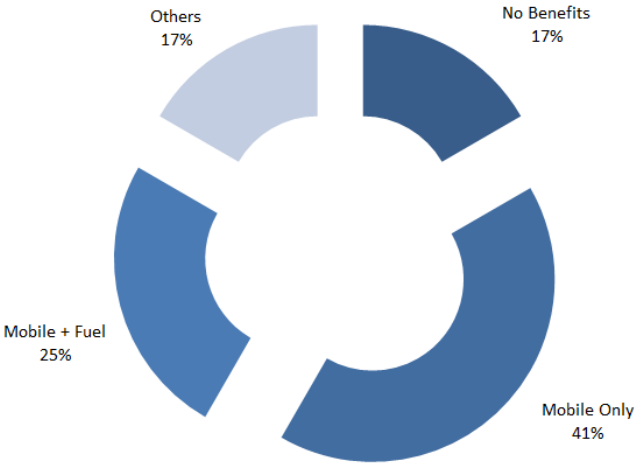
ENTRY LEVEL

Average Salaries

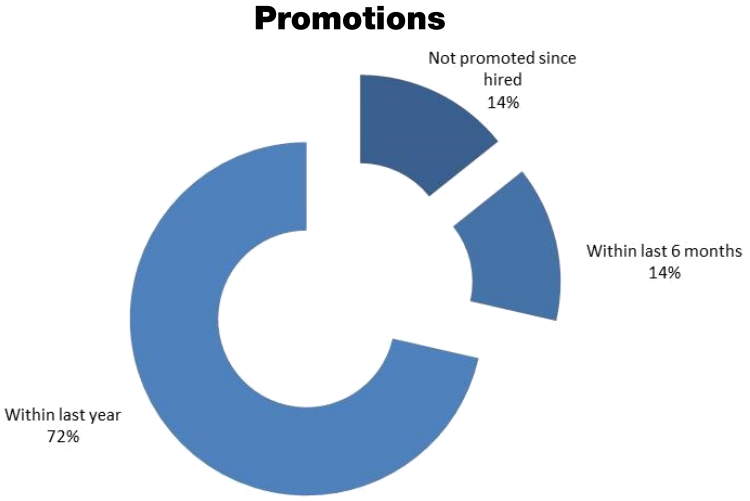
14.1% Increase in average national salaries of entry level BPO professionals over 2014



Benefits



Promotions



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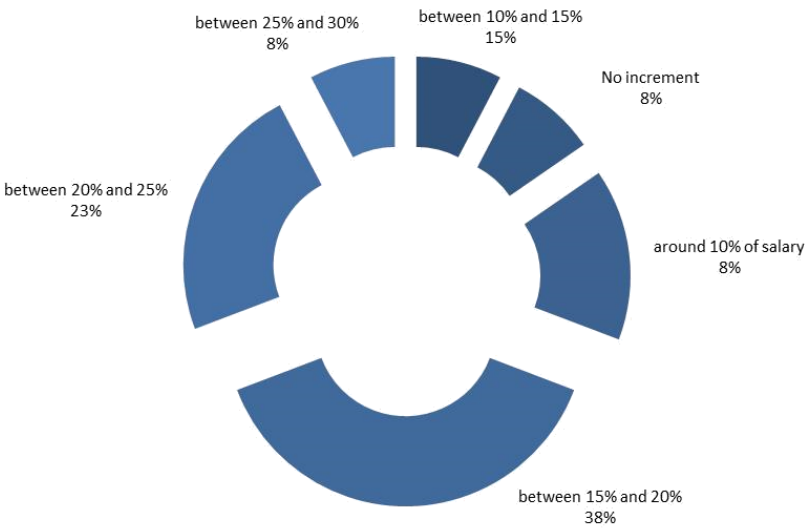
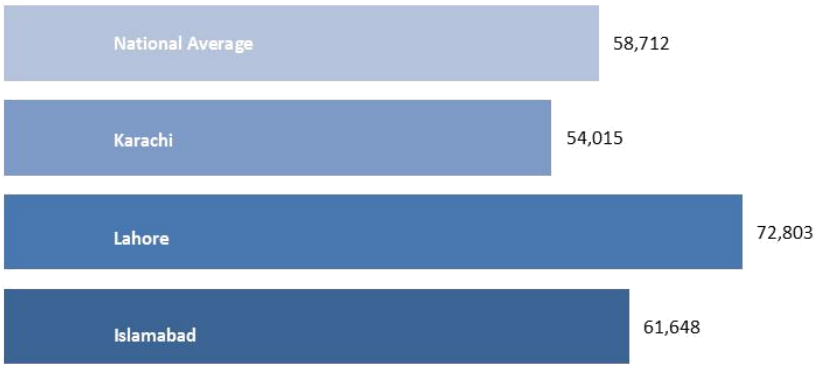


MIDDLE LEVEL

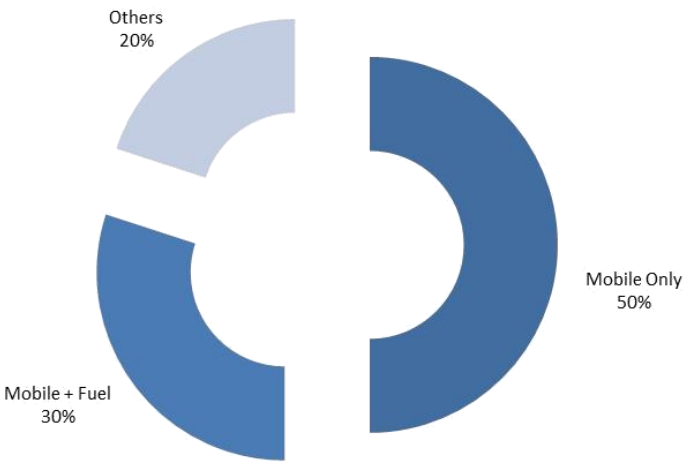
MIDDLE LEVEL BPO PROFESSIONALS

19.96% Increase in average national salaries of middle level BPO Professionals over 2014

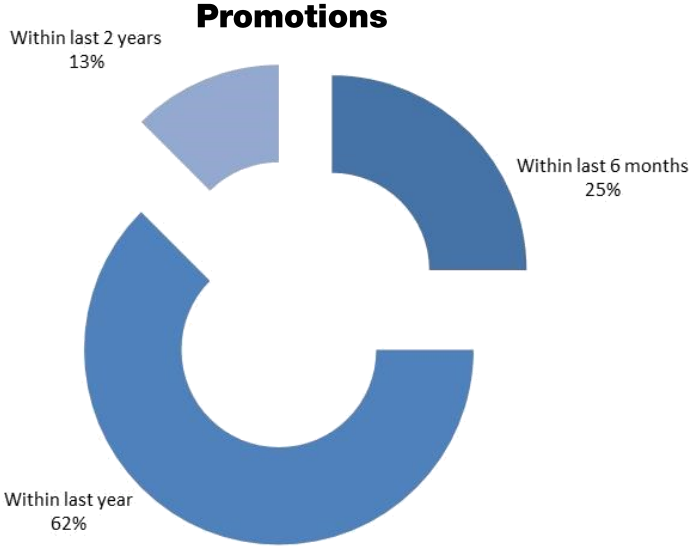
Average Salaries



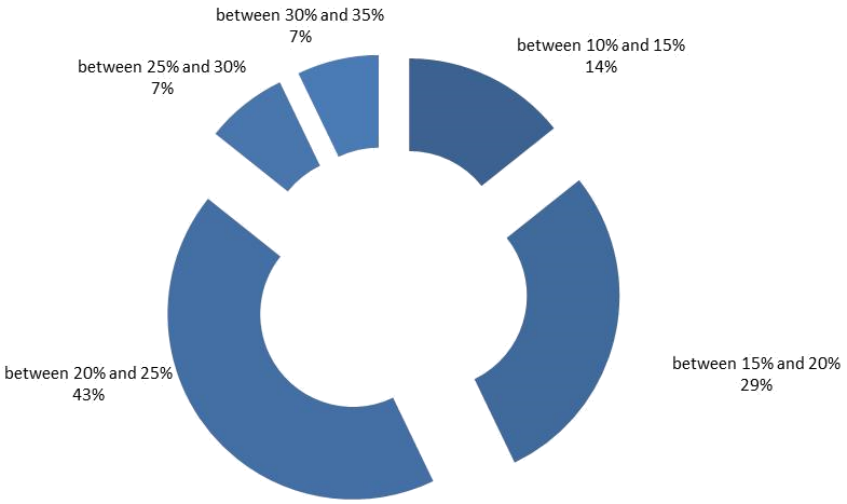
Benefits



Promotions



Increments

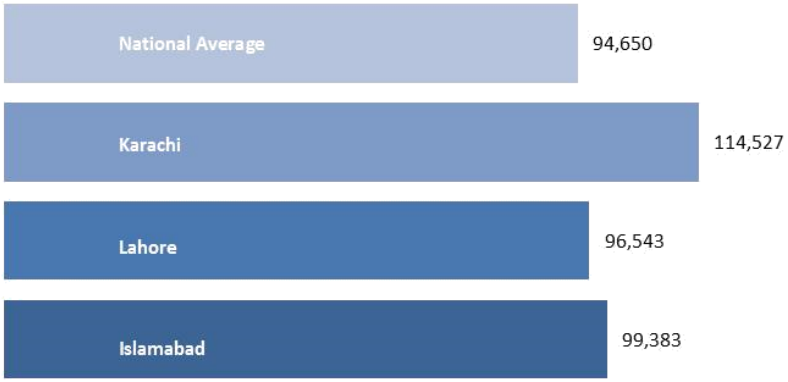


SENIOR LEVEL BPO PROFESSIONALS

SENIOR LEVEL

16.6% Increase in average national salaries of senior level BPO Professionals over 2014

Average Salaries



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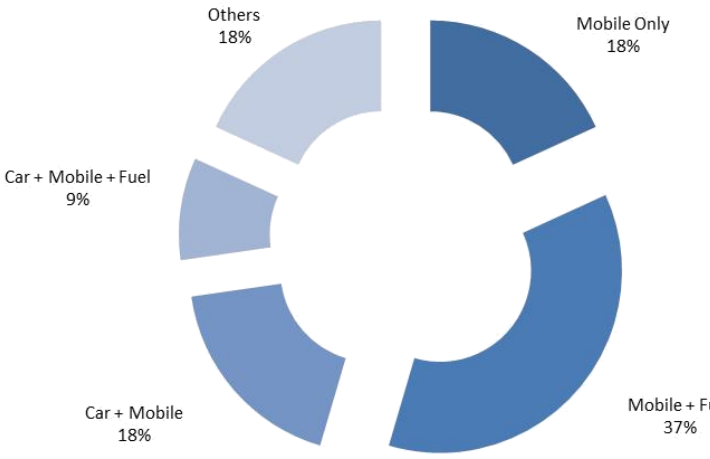
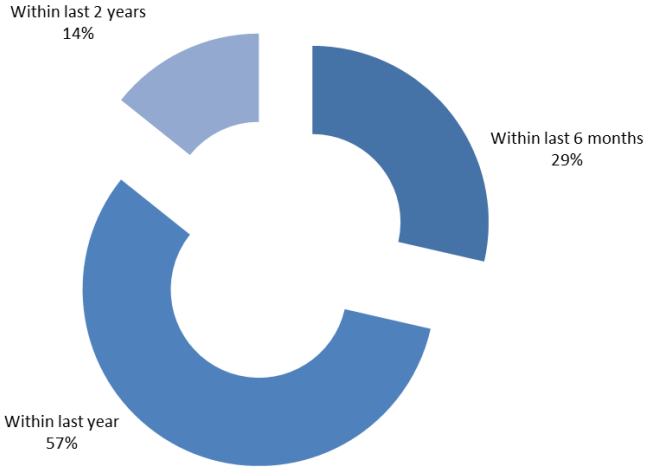
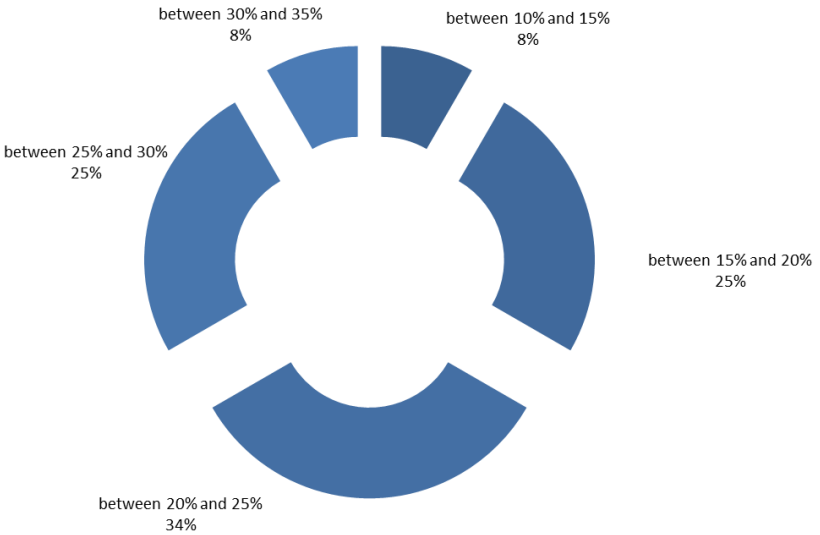


Promotions

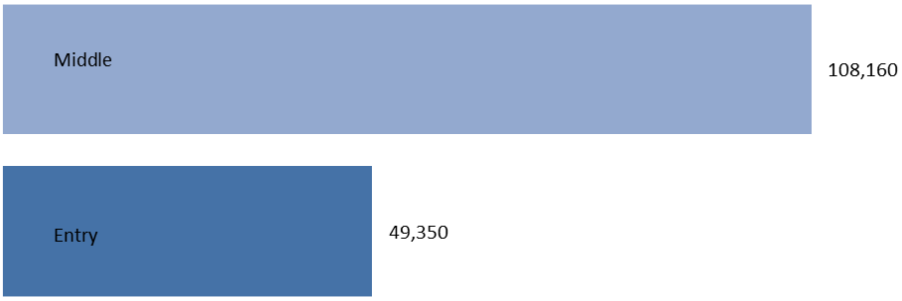


Increments



"FINDINGS FROM 125 ANDROID PROGRAMMERS NATIONWIDE"

AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Android Programmer in Pakistan is earning Rs. 49,350/- average monthly basic salary and a middle employee in this job function takes home Rs. 108,160/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

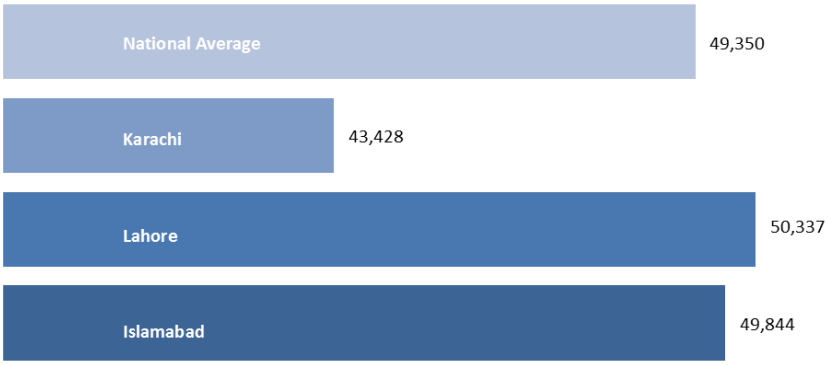
ENTRY LEVEL

ENTRY LEVEL ANDROID PROGRAMMERS

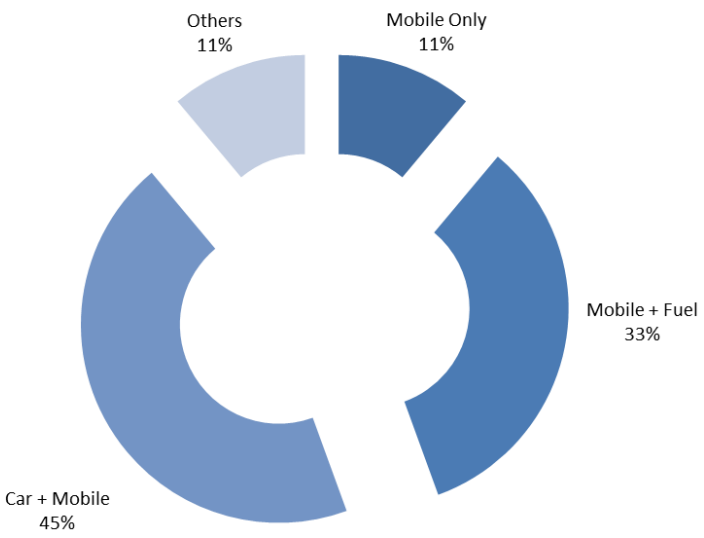
30.25% Increase in average national salaries of entry level Android Programmers over 2014

The average national basic salary this year is at Rs. 49,350/-, Karachi average is Rs. 43,428/-, Lahore Rs. 50,337/- and Islamabad salaries are Rs. 49,844/-

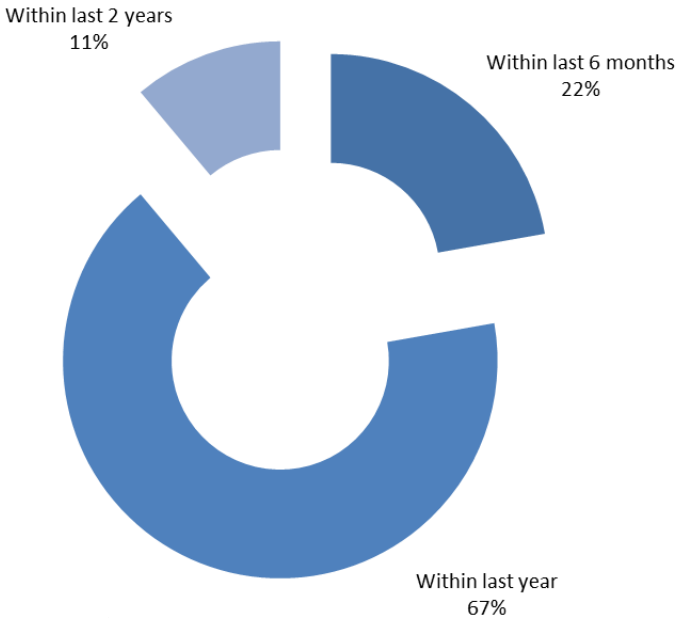
Average Salaries



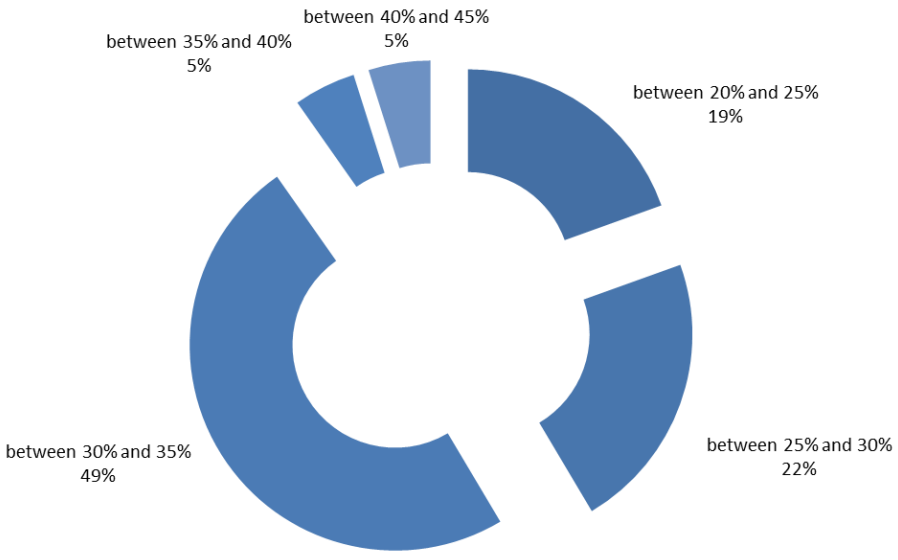
Benefits



Promotions



Increments



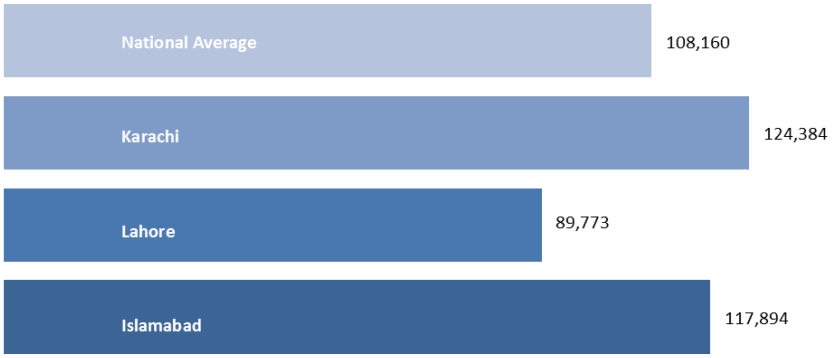
MIDDLE LEVEL

MIDDLE LEVEL ANDROID PROGRAMMERS

Average Salaries

46.43% Increase in average national salaries of middle level Android Programmers over 2014

The average national basic salary this year is at Rs. 108,160/-, Karachi average is Rs. 124,384/-, Lahore Rs. 89,773/- and Islamabad salaries are Rs. 117,894/-



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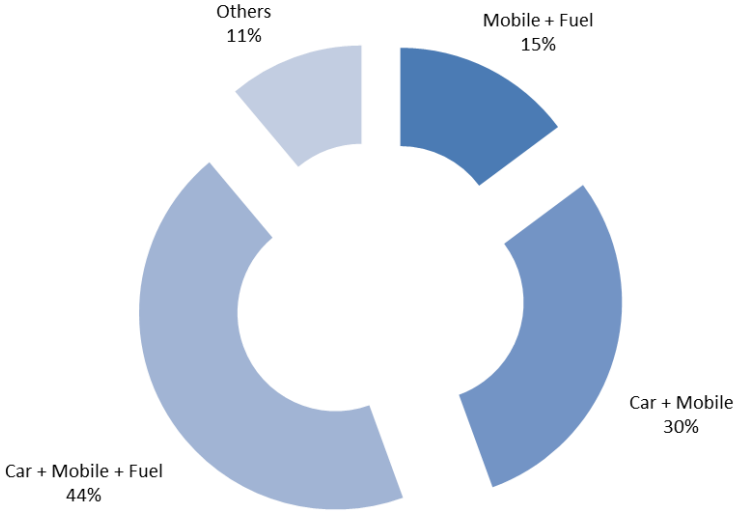
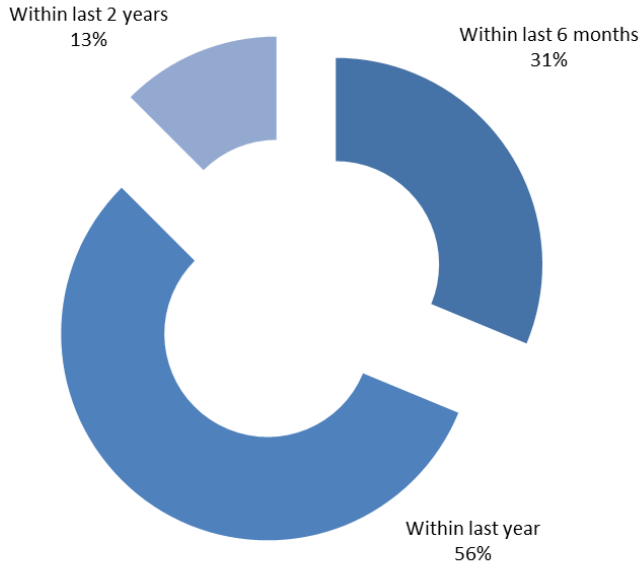
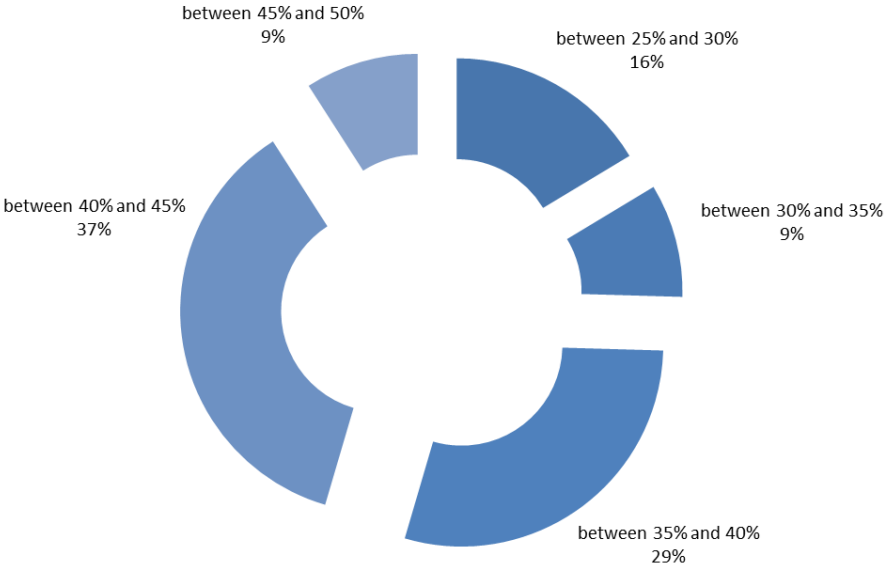


Promotions

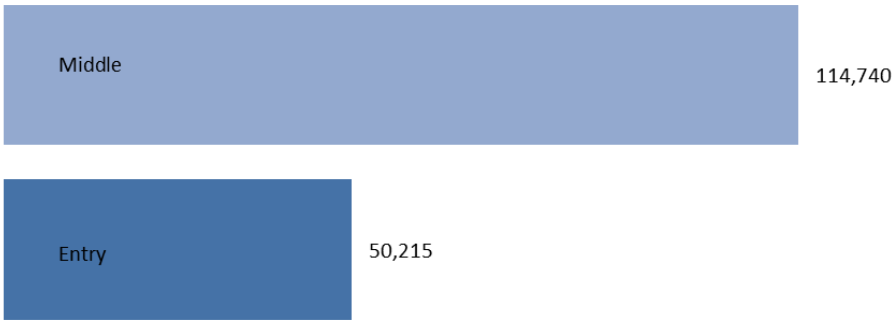


Increments



"FINDINGS FROM 125 iOS PROGRAMMERS NATIONWIDE"

AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level iOS Programmer in Pakistan is earning Rs. 50,215/- average monthly basic salary and a middle employee in this job function takes home Rs. 114,740/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

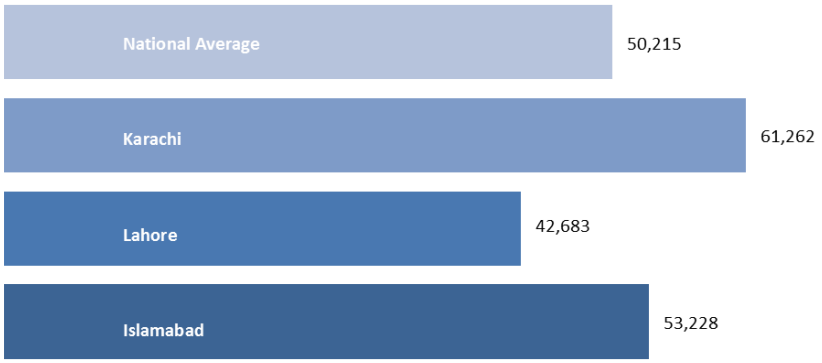
ENTRY LEVEL

ENTRY LEVEL iOS PROGRAMMERS

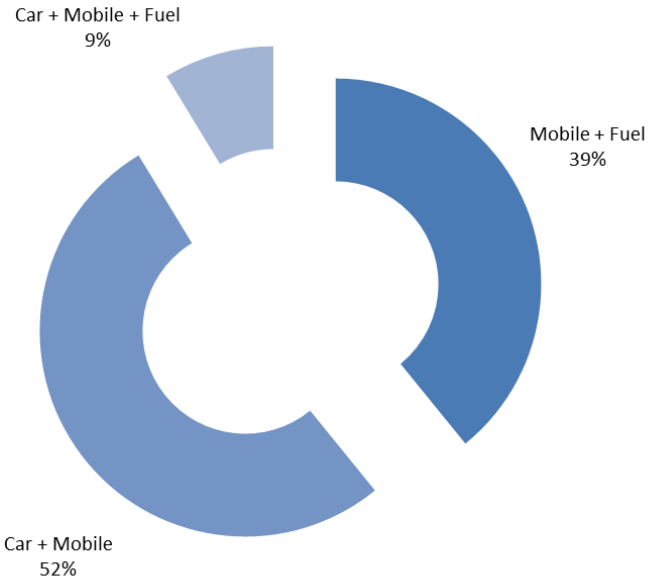
15.94% Increase in average national salaries of entry level iOS Programmers over 2014

The average national basic salary this year is at Rs. 50,215/-, Karachi average is Rs. 61,262/-, Lahore Rs. 42,683/- and Islamabad salaries are Rs. 53,228/-

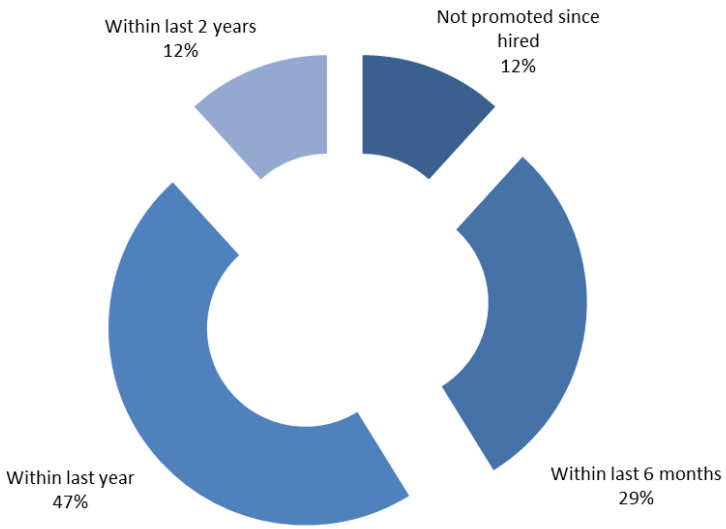
Average Salaries



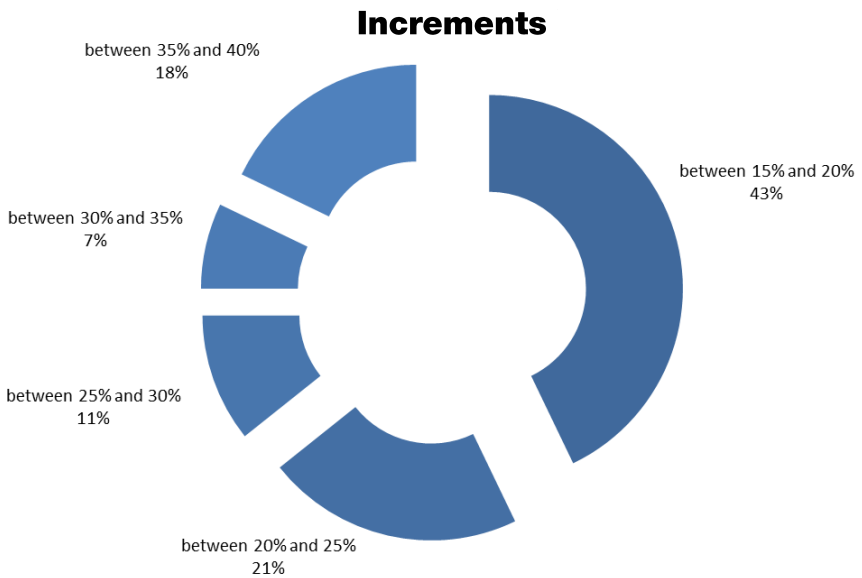
Benefits



Promotions



Increments



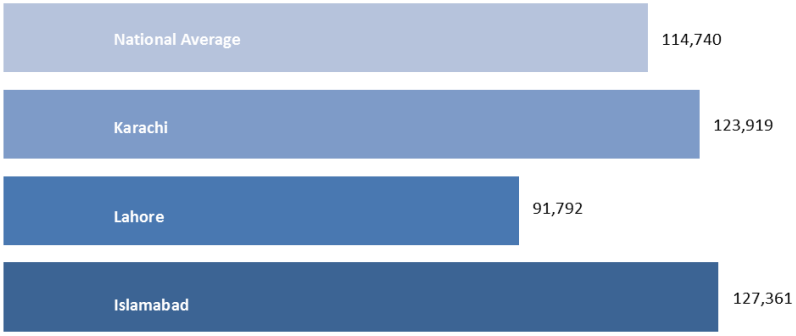
MIDDLE LEVEL

MIDDLE LEVEL iOS PROGRAMMERS

36.91% Increase in average national salaries of middle level iOS Programmers over 2014

The average national basic salary this year is at Rs. 114,740/-, Karachi average is Rs. 123,919/-, Lahore Rs. 91,792/- and Islamabad salaries are Rs. 127,361/-

Average Salaries



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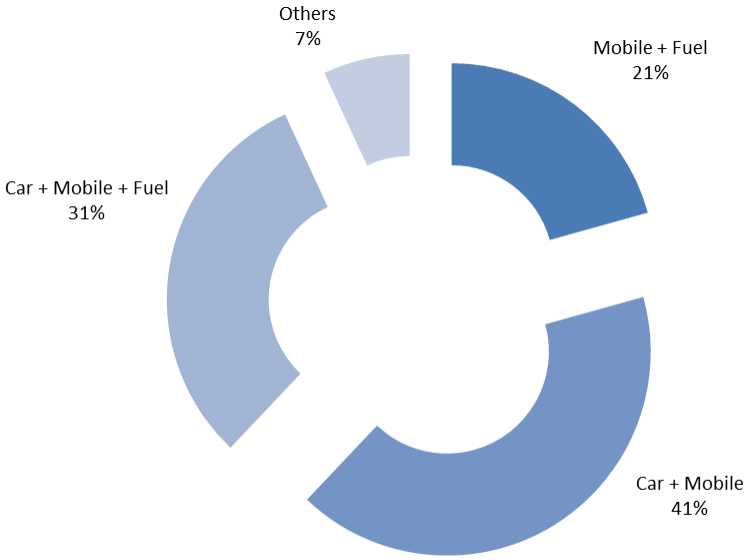
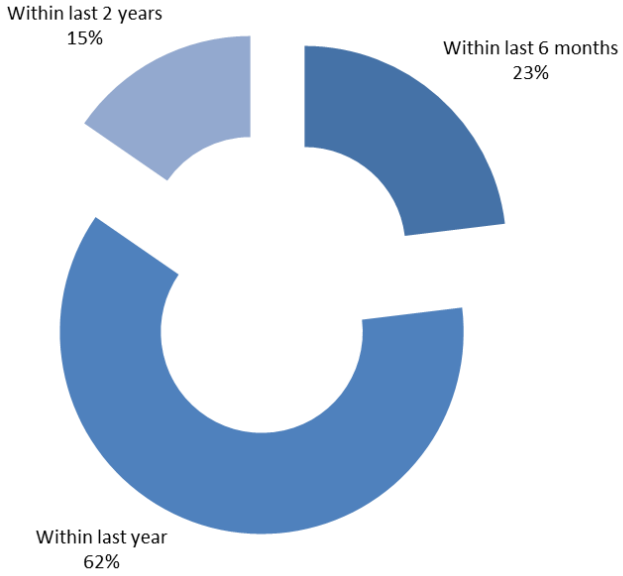
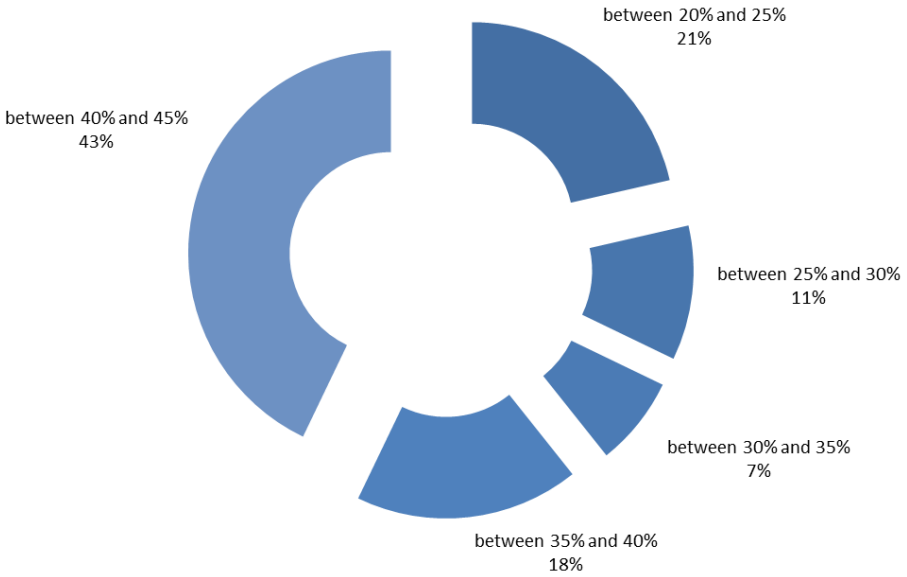


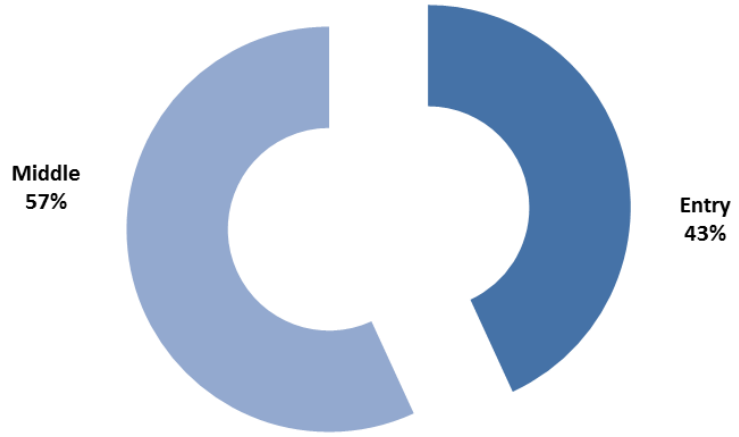
Promotions



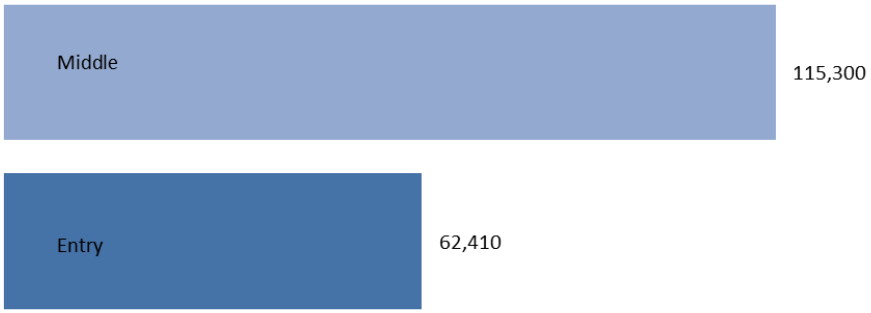
Increments



"FINDINGS FROM 102 RUBY PROGRAMMERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Ruby on Rails Programmer in Pakistan is earning Rs. 62,410/- average monthly basic salary and a middle employee in this job function takes home Rs. 115,300/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

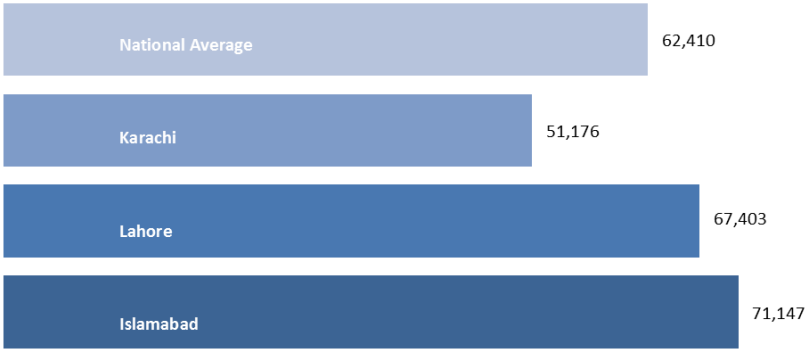
ENTRY LEVEL

ENTRY LEVEL RUBY PROGRAMMERS

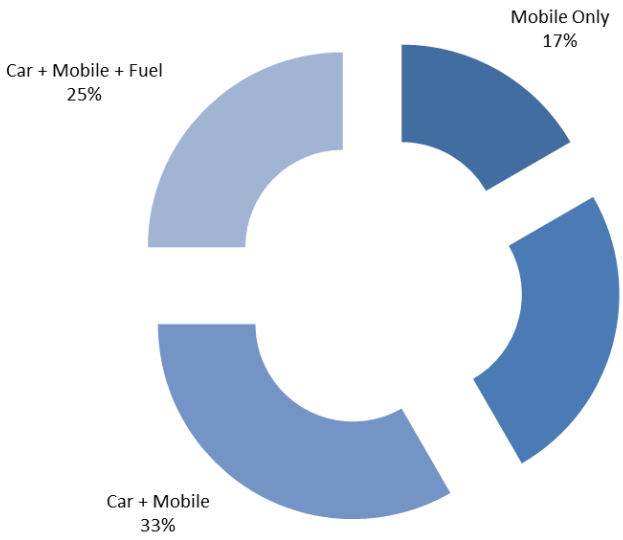
29.13% Increase in average national salaries of entry level Ruby Programmers over 2014

The average national basic salary this year is at Rs. 62,410/-, Karachi average is Rs. 51,176/-, Lahore Rs. 67,403/- and Islamabad salaries are Rs. 71,147/-

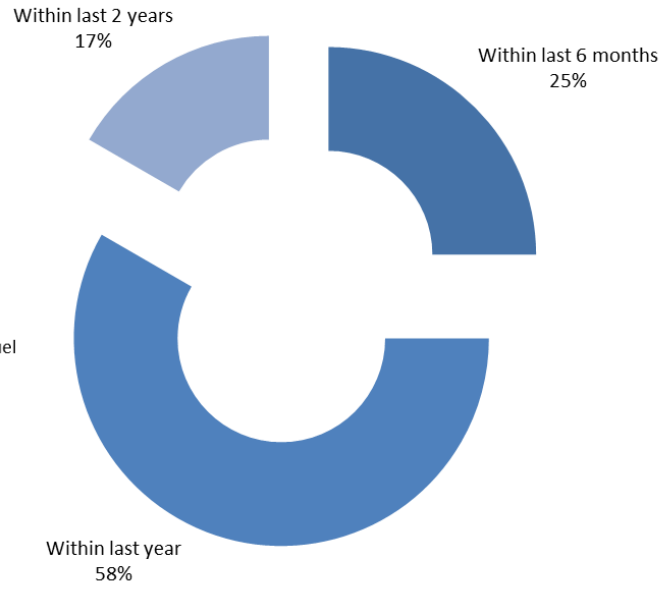
Average Salaries



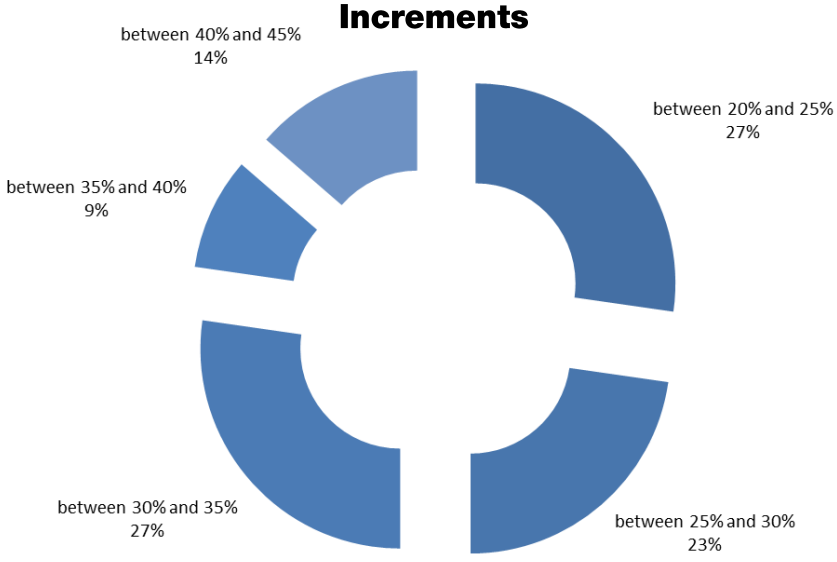
Benefits



Promotions



Increments



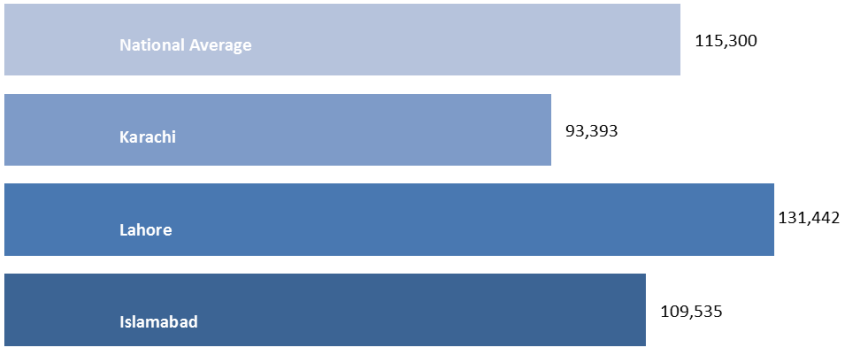
MIDDLE LEVEL

MIDDLE LEVEL RUBY PROGRAMMERS

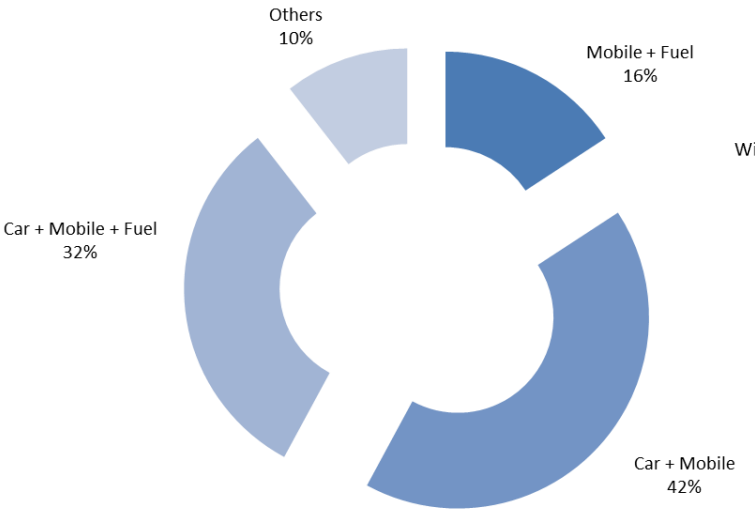
17.25% Increase in average national salaries of middle level Ruby Programmers over 2014

The average national basic salary this year is at Rs. 115,300/-, Karachi average is Rs. 93,393/-, Lahore Rs. 131,442/- and Islamabad salaries are Rs. 109,535/-

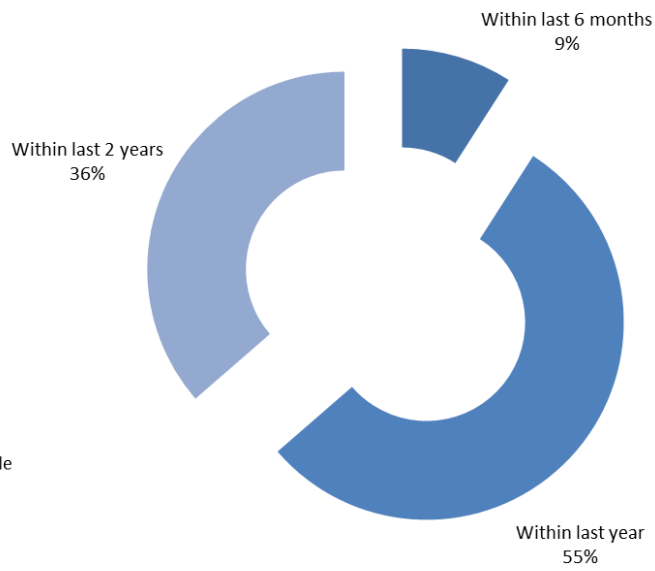
Average Salaries



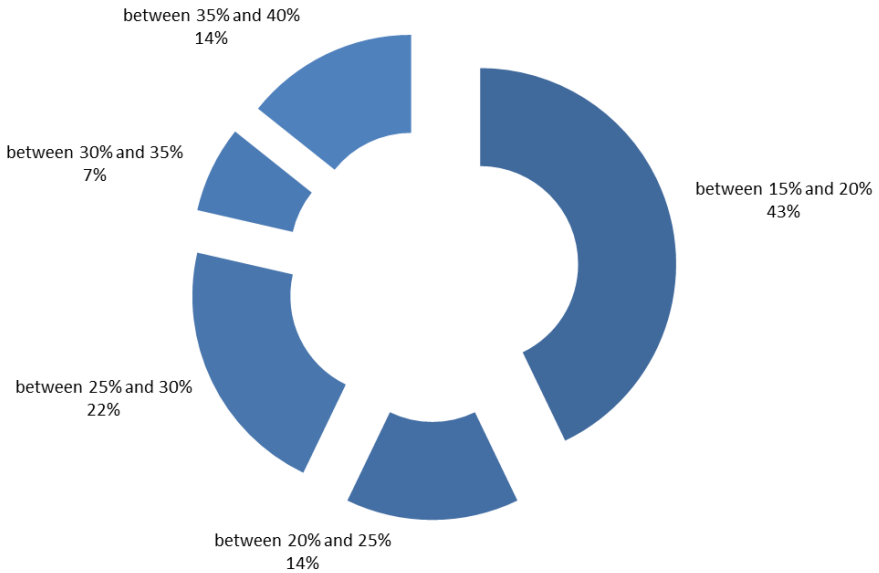
Benefits



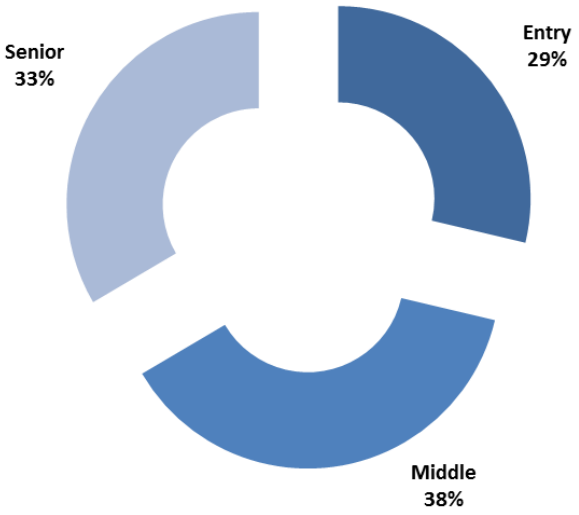
Promotions



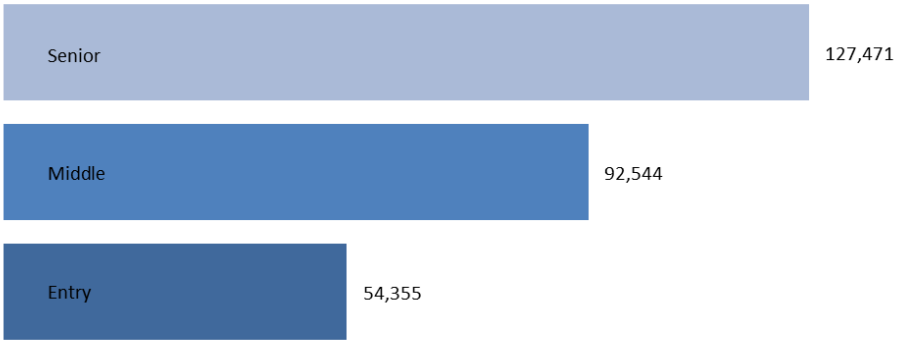
Increments



"FINDINGS FROM 251 JAVA PROGRAMMERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level java Programmer in Pakistan is earning Rs. 54,355/- average monthly basic salary while a middle level employee receives Rs. 92,544/- and a senior employee in this job function takes home Rs. 127,471/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

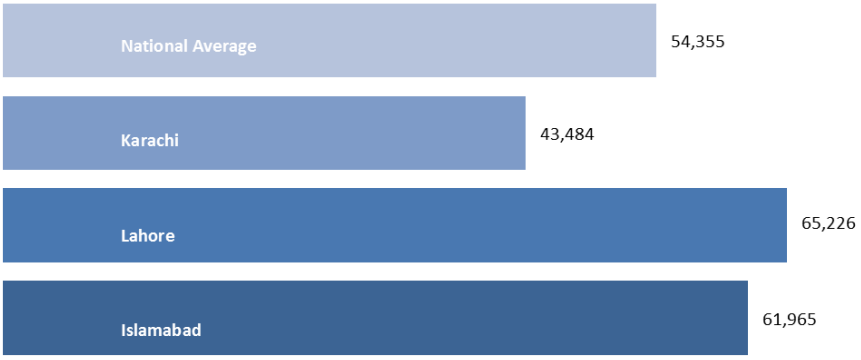
ENTRY LEVEL

ENTRY LEVEL JAVA PROGRAMMERS

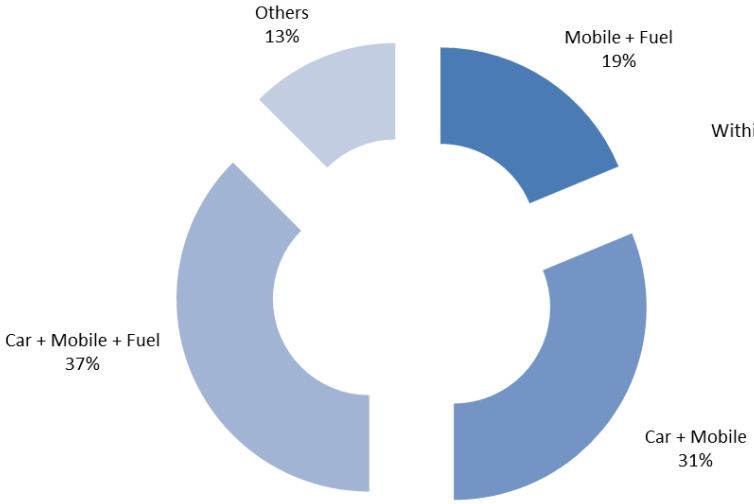
13.91% Increase in average national salaries of entry level java Programmers over 2014

The average national basic salary this year is at Rs. 54,355/-, Karachi average is Rs. 43,484/-, Lahore Rs. 65,226/- and Islamabad salaries are Rs. 61,965/-

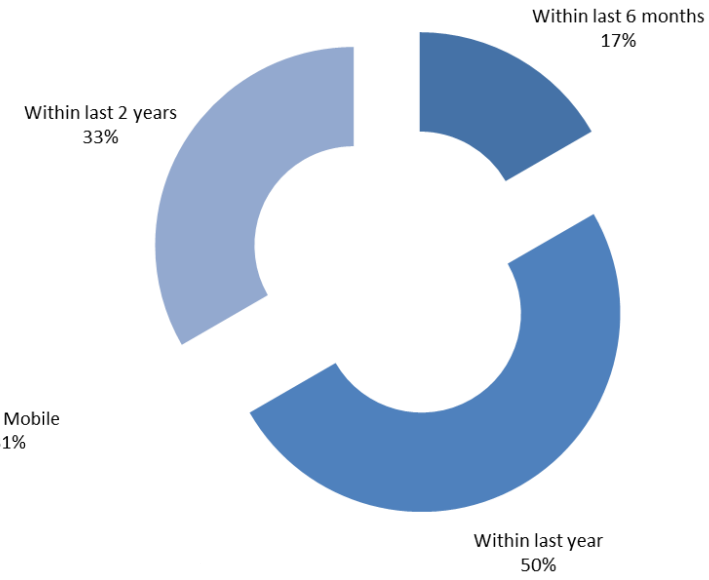
Average Salaries



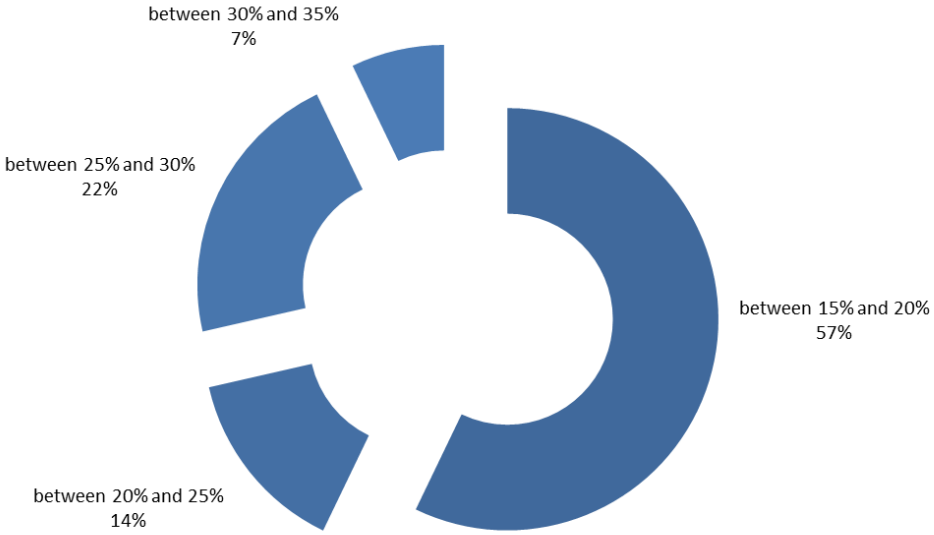
Benefits



Promotions



Increments



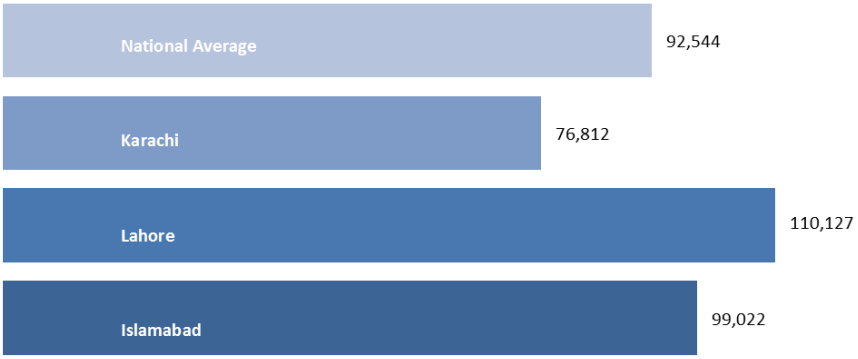
MIDDLE LEVEL

MIDDLE LEVEL JAVA PROGRAMMERS

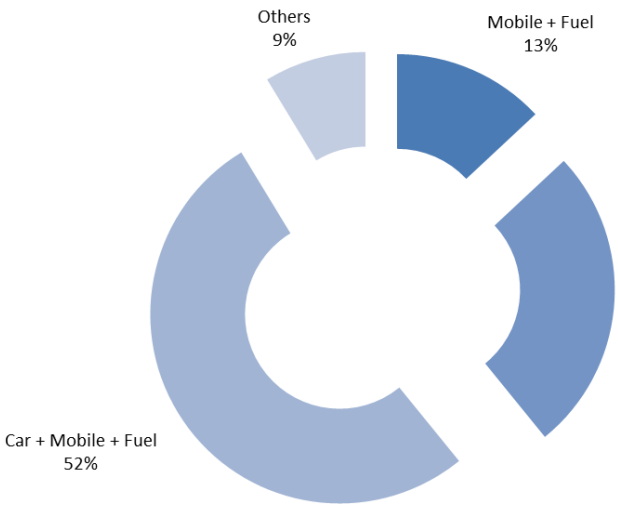
14.71% Increase in average national salaries of middle level java Programmers over 2014

The average national basic salary this year is at Rs. 92,544/-, Karachi average is Rs. 76,812/-, Lahore Rs. 110,127/- and Islamabad salaries are Rs. 99,022/-

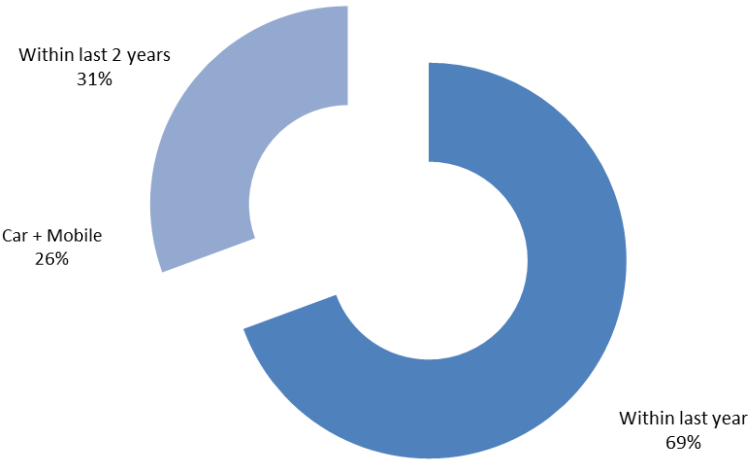
Average Salaries



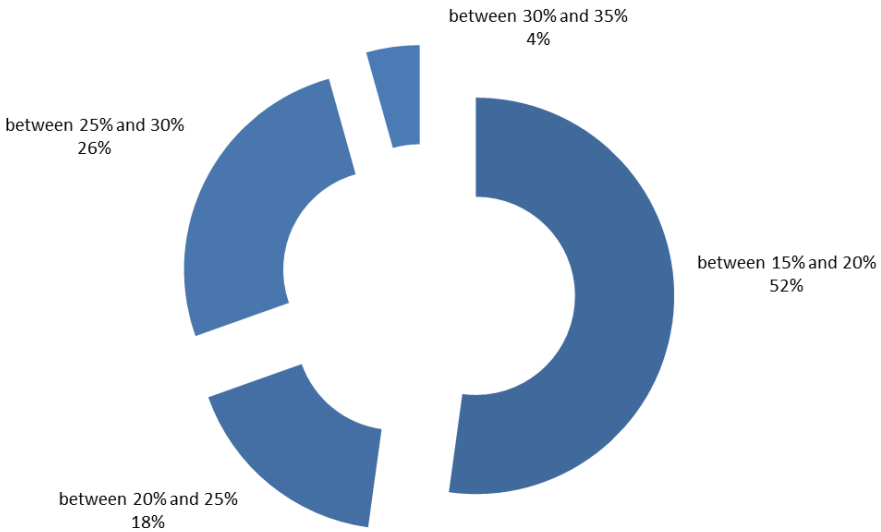
Benefits



Promotions



Increments



SENIOR LEVEL

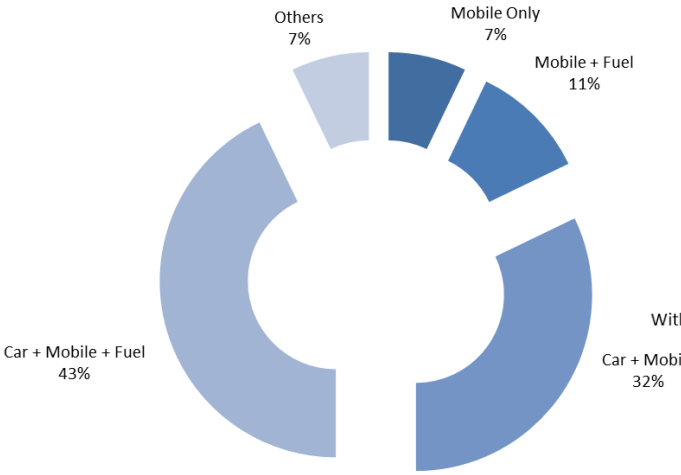
SENIOR LEVEL JAVA PROGRAMMERS

15.38% Increase in average national salaries of senior level java Programmers over 2014

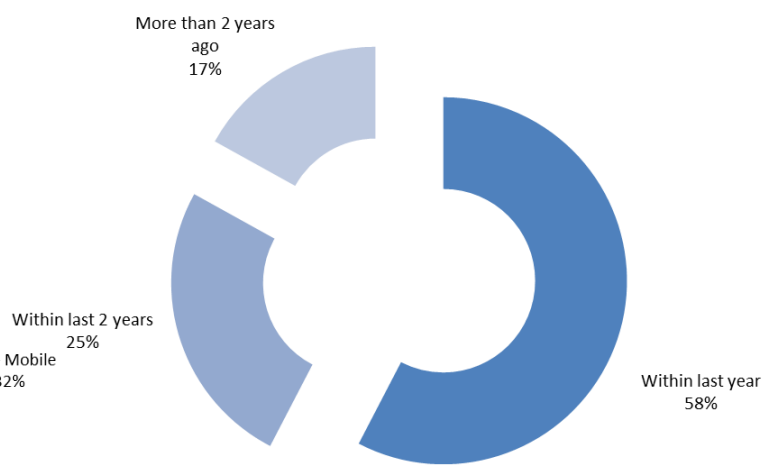
The average national basic salary this year is at Rs. 127,471/-, Karachi average is Rs. 137,669/-, Lahore Rs. 113,449/- and Islamabad salaries are Rs. 130,020/-

Average Salaries

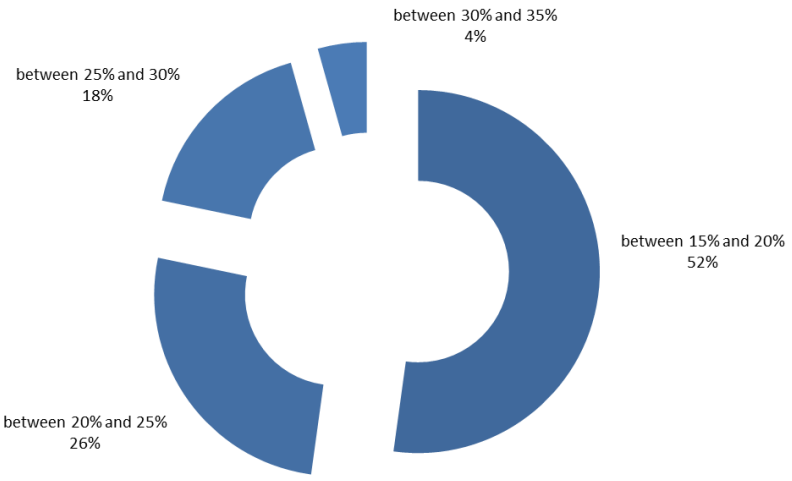
Benefits



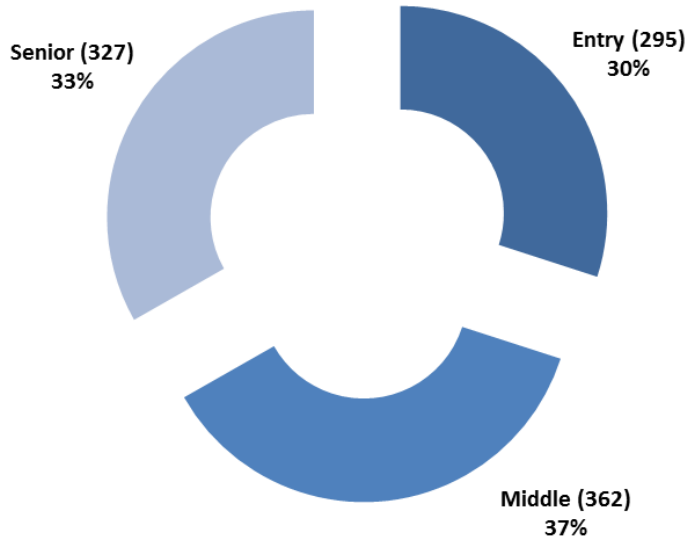
Promotions



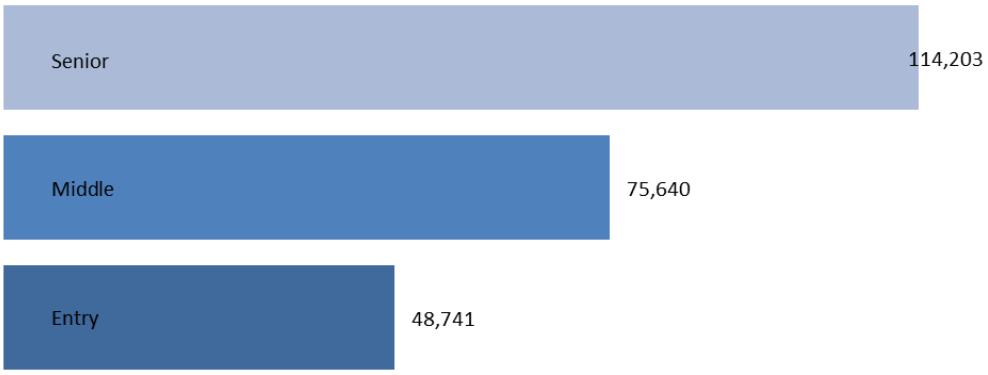
Increments



"FINDINGS FROM 984 .NET PROGRAMMERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level .NET Programmer in Pakistan is earning Rs. 48,741/- average monthly basic salary while a middle level employee receives Rs. 75,640/- and a senior employee in this job function takes home Rs. 114,203/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

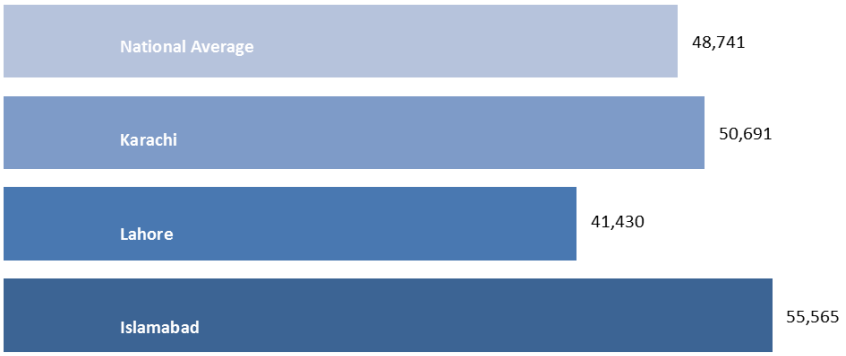
ENTRY LEVEL

ENTRY LEVEL .NET PROGRAMMERS

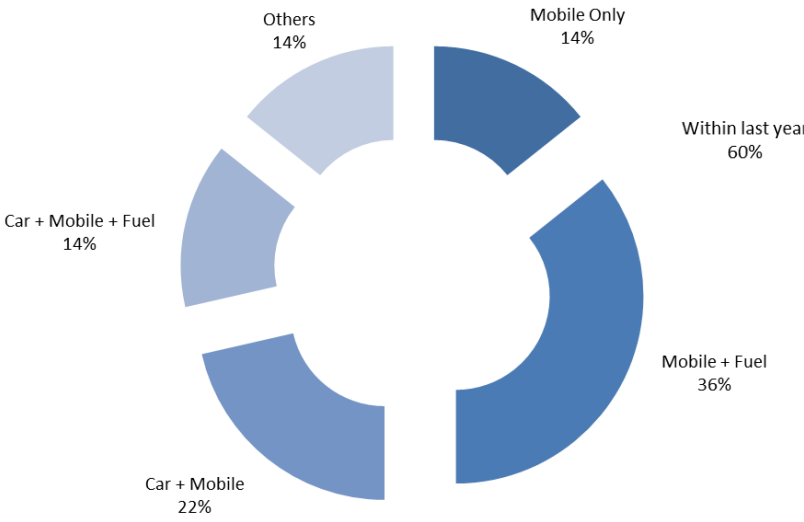
16.08% Increase in average national salaries of entry level .NET Programmers over 2014

The average national basic salary this year is at Rs. 48,741/-, Karachi average is Rs. 50,691/-, Lahore Rs. 41,430/- and Islamabad salaries are Rs. 55,565/-

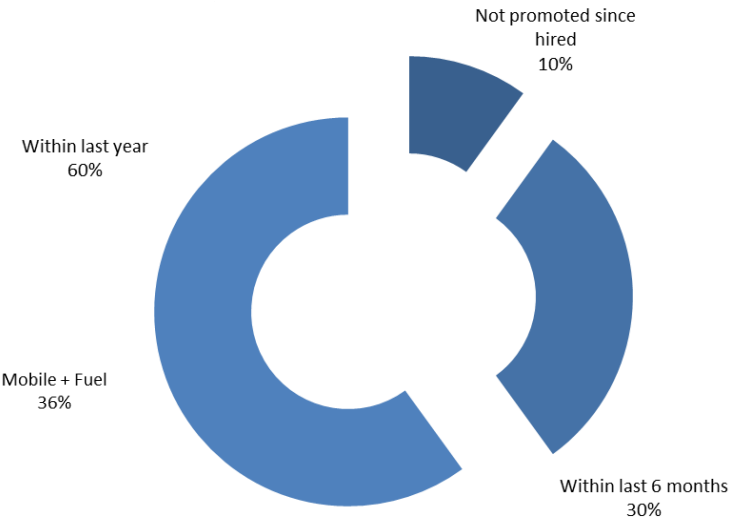
Average Salaries



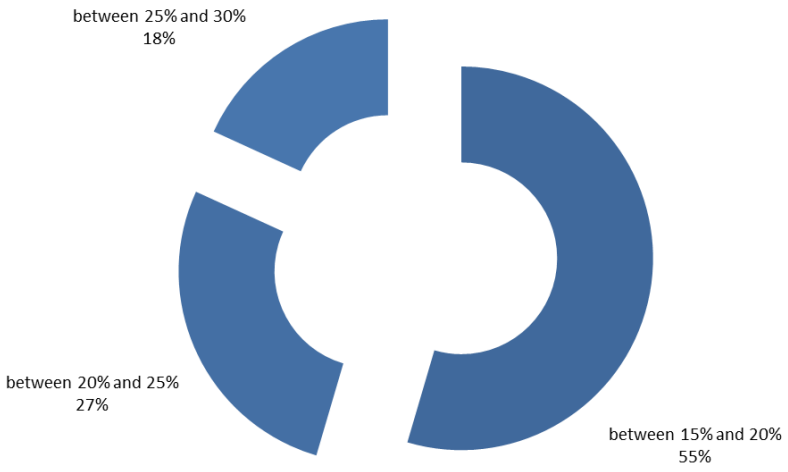
Benefits



Promotions



Increments



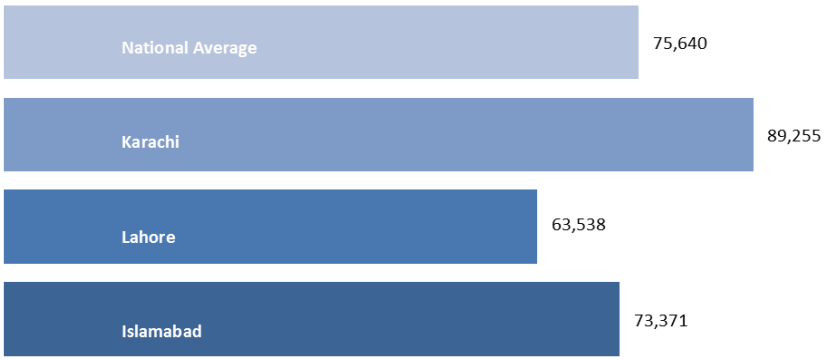
MIDDLE LEVEL

MIDDLE LEVEL .NET PROGRAMMERS

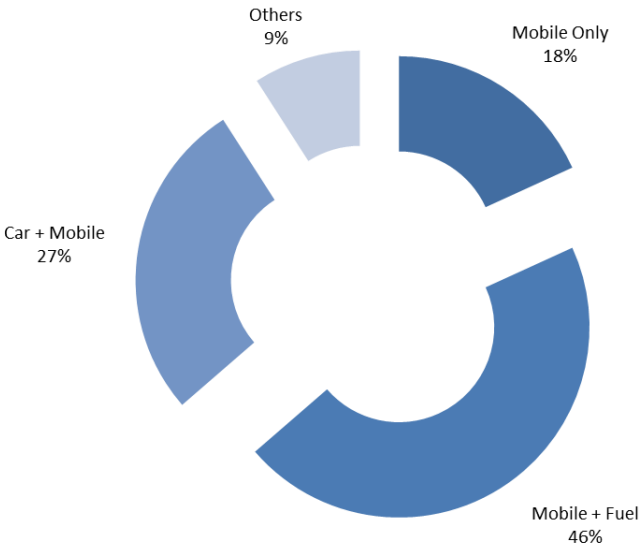
8.08% Increase in average national salaries of middle level .NET Programmers over 2014

The average national basic salary this year is at Rs. 75,640/-, Karachi average is Rs. 89,255/-, Lahore Rs. 63,538/- and Islamabad salaries are Rs. 73,371/-

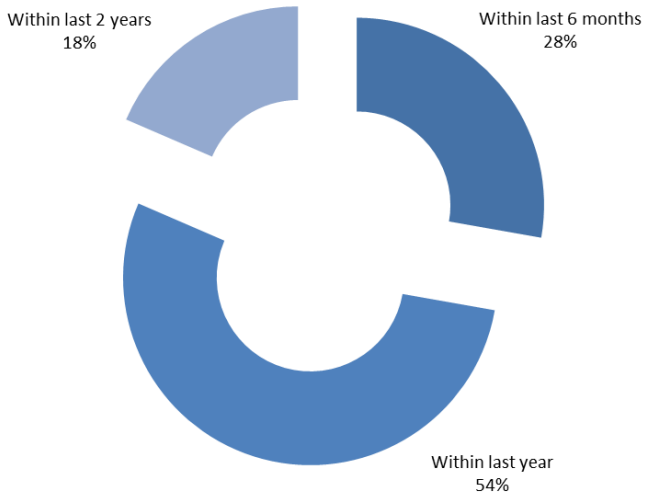
Average Salaries



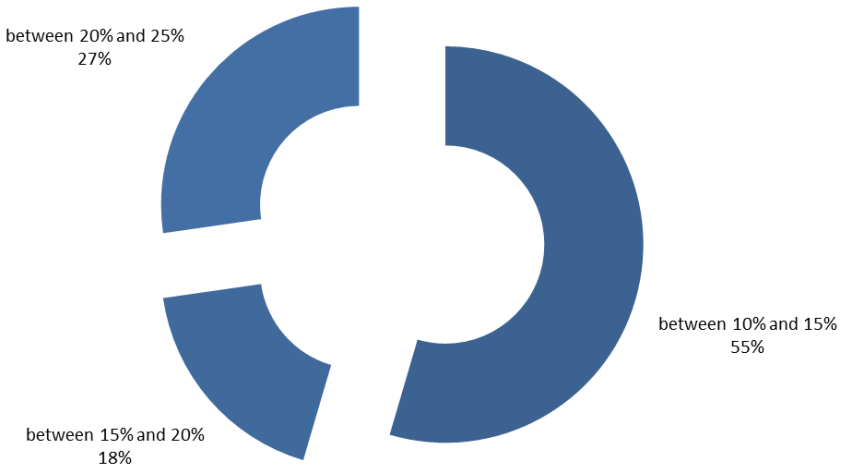
Benefits



Promotions



Increments



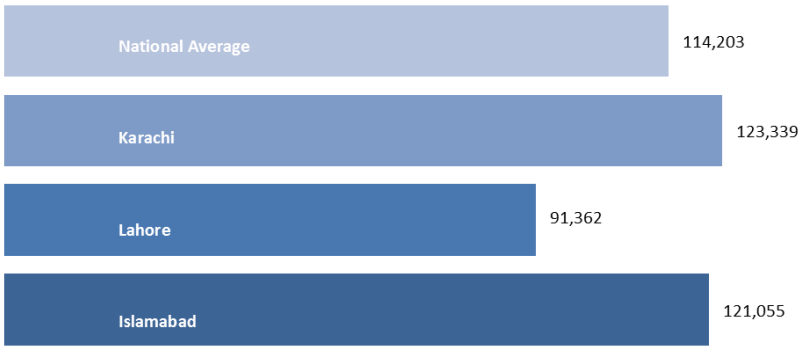
SENIOR LEVEL

SENIOR LEVEL .NET PROGRAMMERS

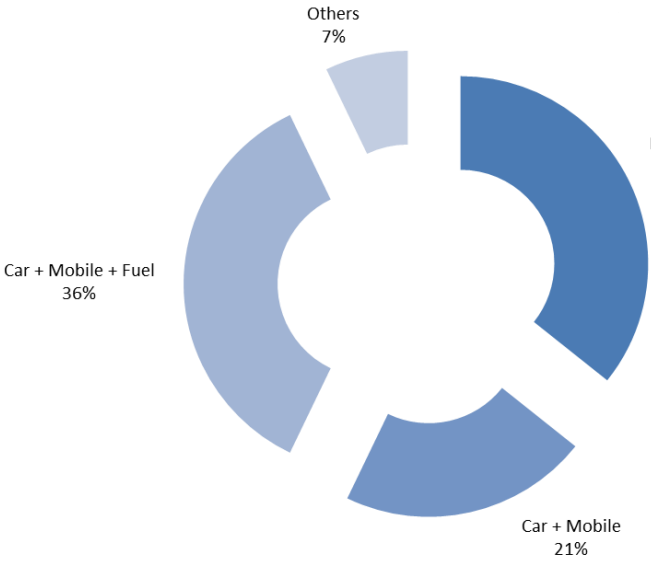
8.24% Increase in average national salaries of senior level .NET Programmers over 2014

The average national basic salary this year is at Rs. 114,203/-, Karachi average is Rs. 123,339/-, Lahore Rs. 91,362/- and Islamabad salaries are Rs. 121,055/-

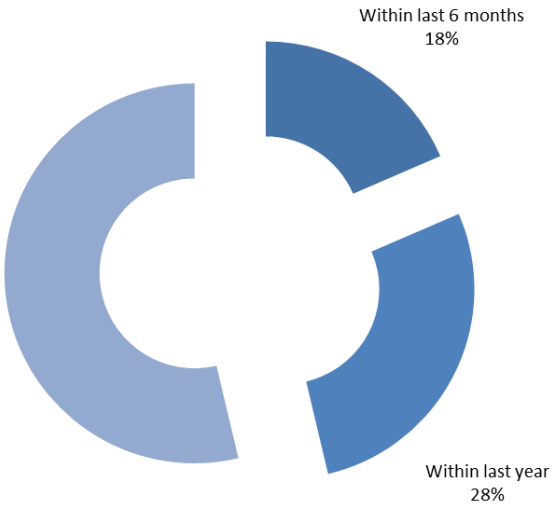
Average Salaries



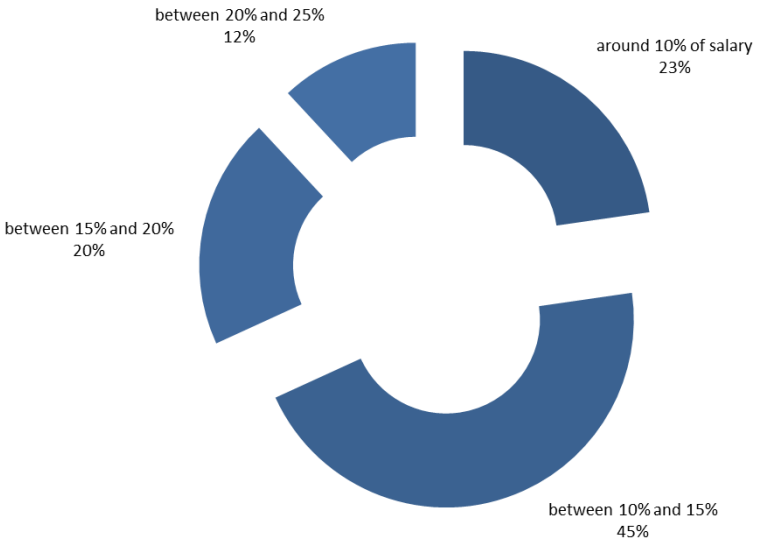
Benefits



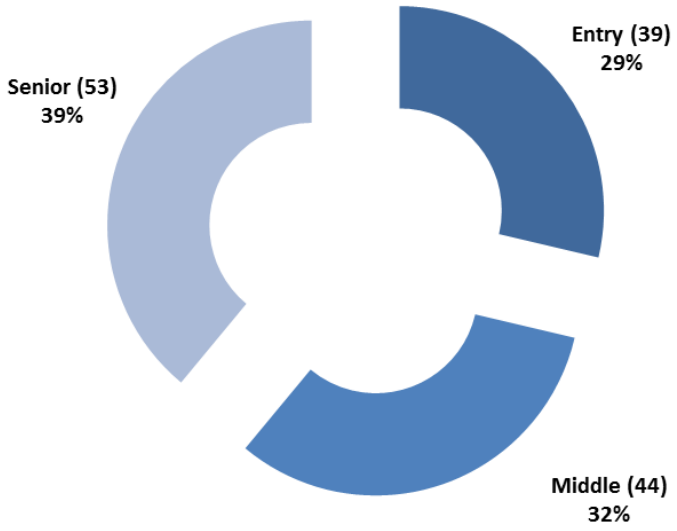
Promotions



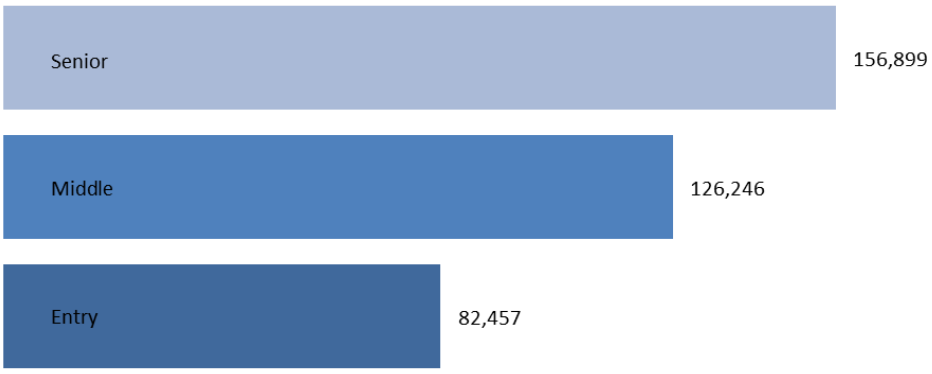
Increments



"FINDINGS FROM 136 PYTHON PROGRAMMERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Python Programmer in Pakistan is earning Rs. 82,457/- average monthly basic salary while a middle level employee receives Rs. 126,246/- and a senior employee in this job function takes home Rs. 156,899/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

ENTRY LEVEL

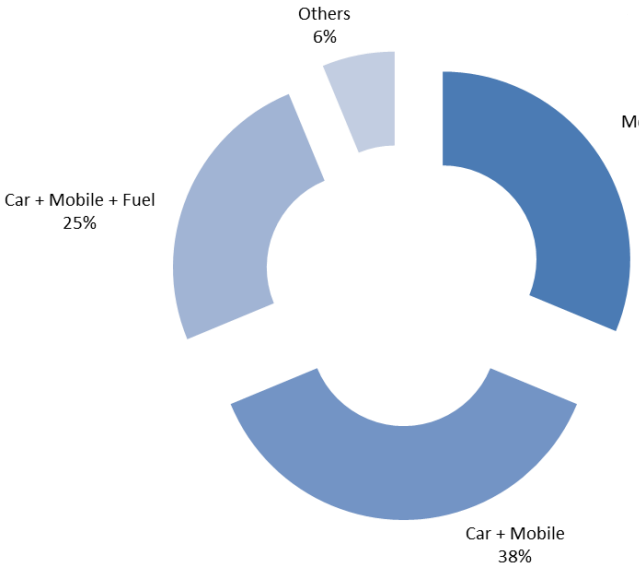
ENTRY LEVEL PYTHON PROGRAMMERS

7.55% Increase in average national salaries of entry level Python Programmers over 2014

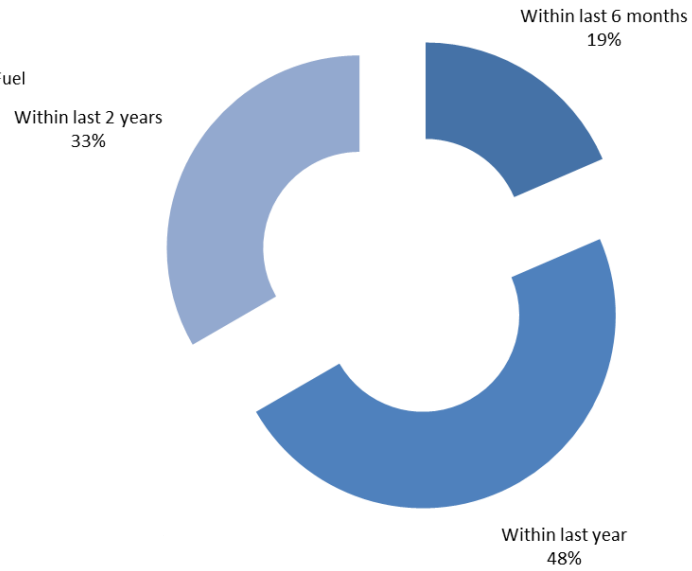
The average national basic salary this year is at Rs. 82,457/-

Average Salaries

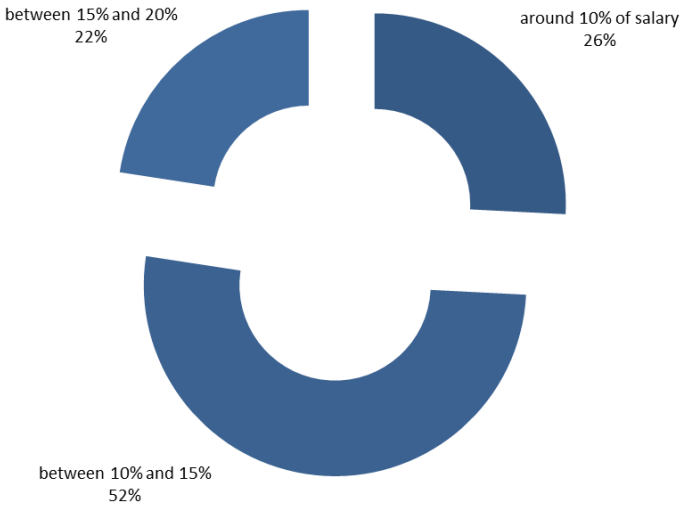
Benefits



Promotions



Increments



MIDDLE LEVEL

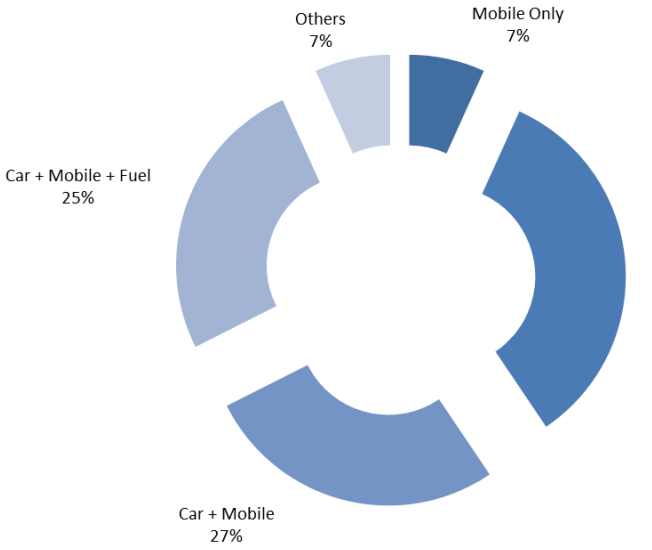
MIDDLE LEVEL PYTHON PROGRAMMERS

14.27% Increase in average national salaries of middle level Python Programmers over 2014

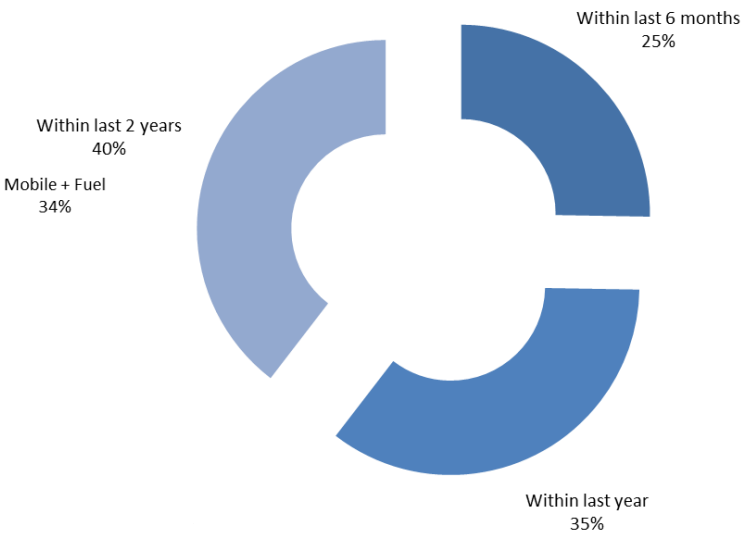
The average national basic salary this year is at Rs. 126,246/-.

Average Salaries

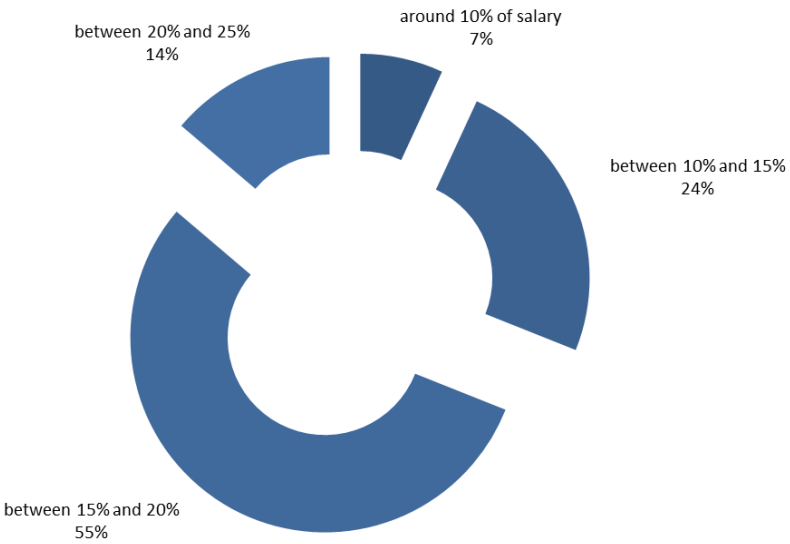
Benefits



Promotions



Increments



SENIOR LEVEL

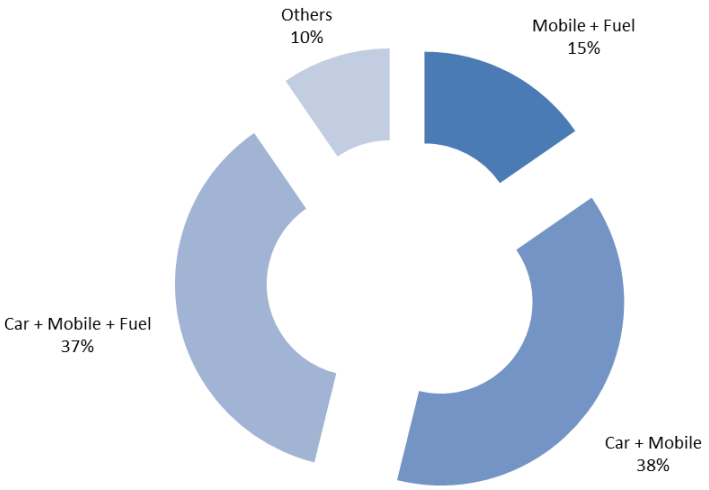
SENIOR LEVEL PYTHON PROGRAMMERS

20.89% Increase in average national salaries of senior level Python Programmers over 2014

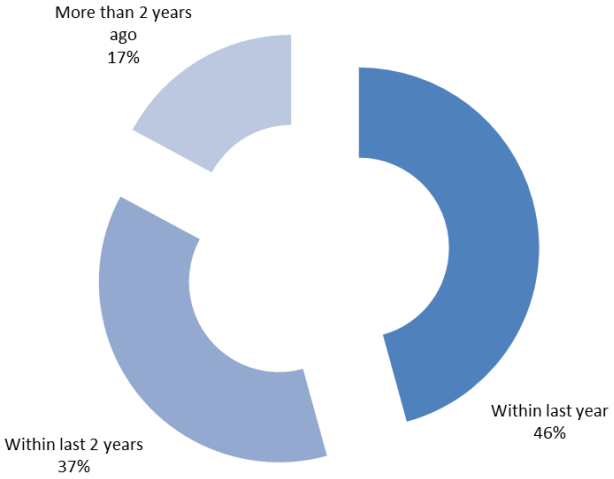
The average national basic salary this year is at Rs. 156,899/-.

Average Salaries

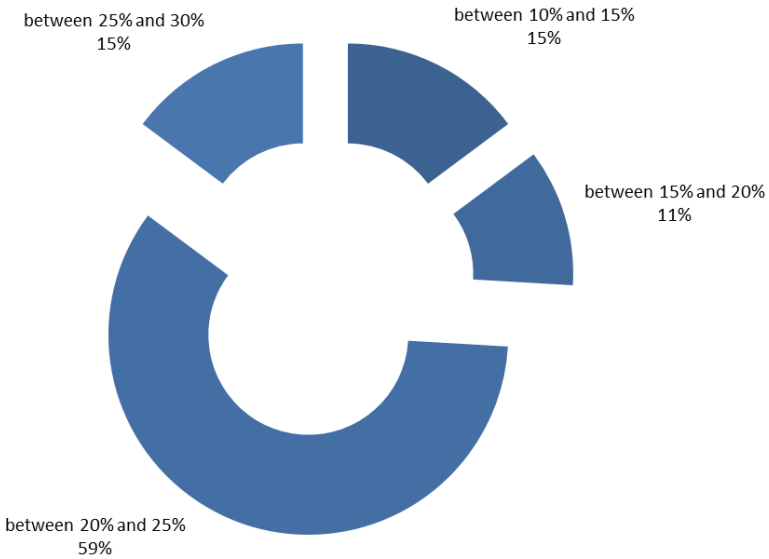
Benefits



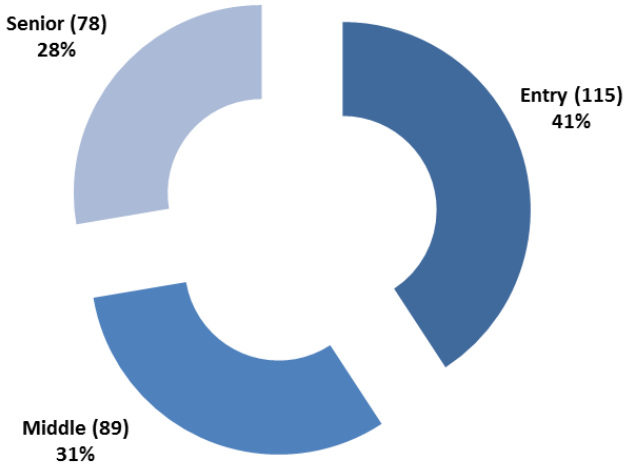
Promotions



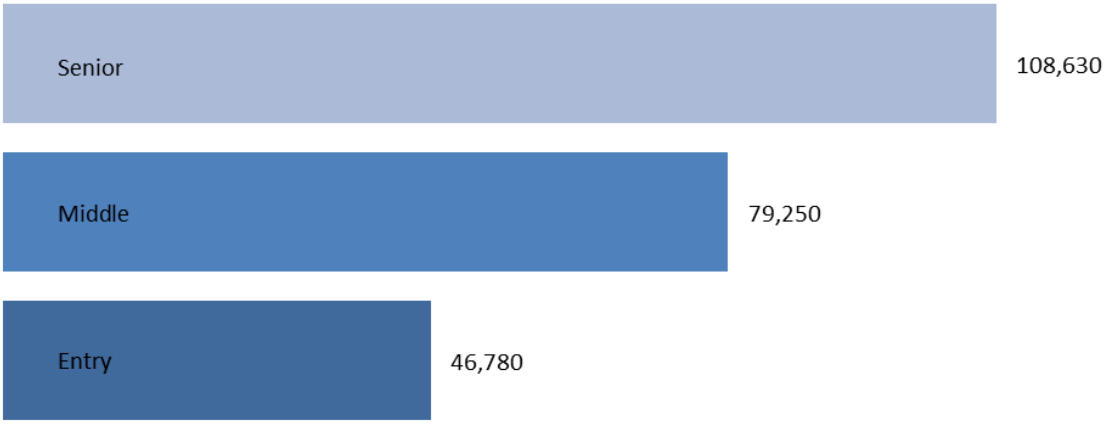
Increments



"FINDINGS FROM 282 WEB PROGRAMMERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Web Programmer in Pakistan is earning Rs. 46,780/- average monthly basic salary while a middle level employee receives Rs. 79,250/- and a senior employee in this job function takes home Rs. 108,630/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

ENTRY LEVEL

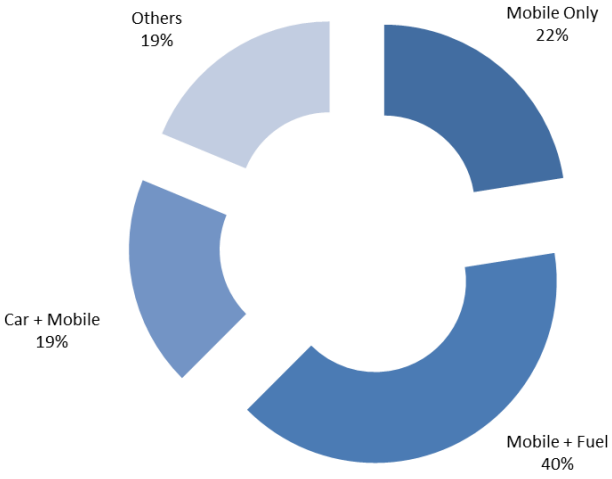
ENTRY LEVEL WEB PROGRAMMERS

23.49% Increase in average national salaries of entry level Web Programmers over 2014

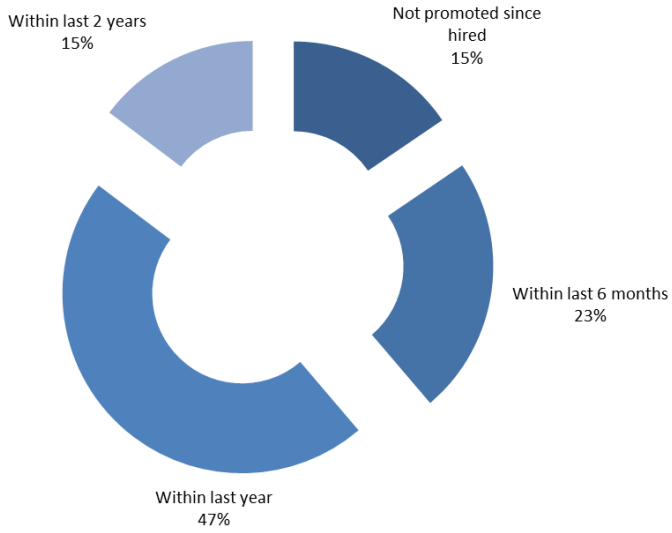
The average national basic salary this year is at Rs. 46,780/-, Karachi average is Rs. 43,973/-, Lahore Rs. 53,329/- and Islamabad salaries are Rs. 49,119/-

Average Salaries

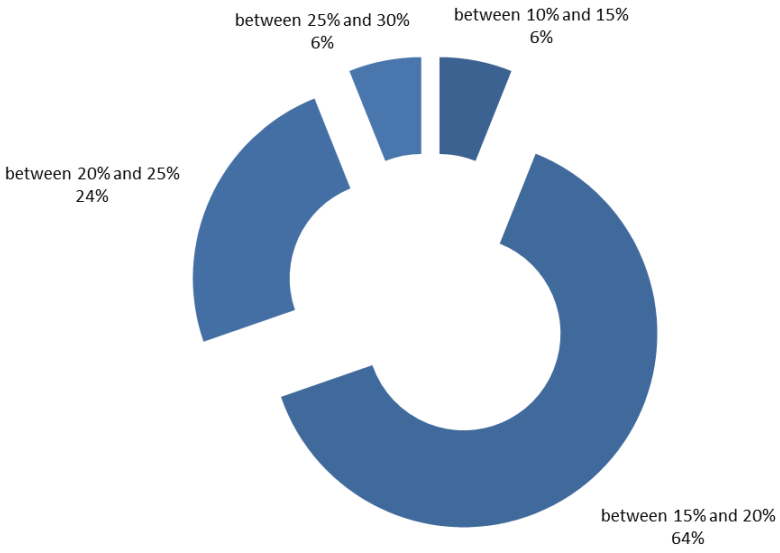
Benefits



Promotions



Increments



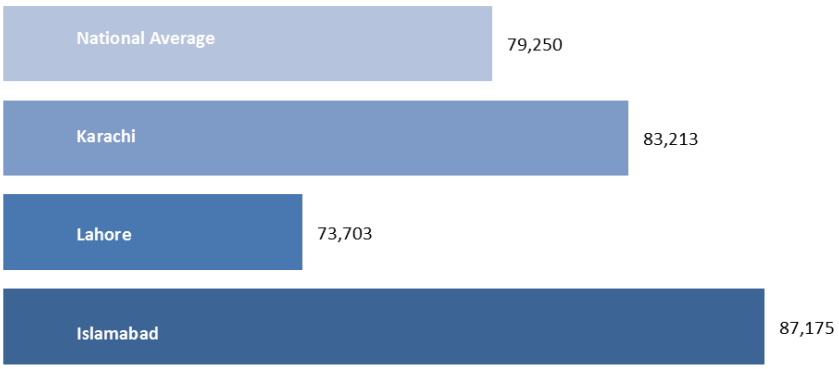
MIDDLE LEVEL

MIDDLE LEVEL WEB PROGRAMMERS

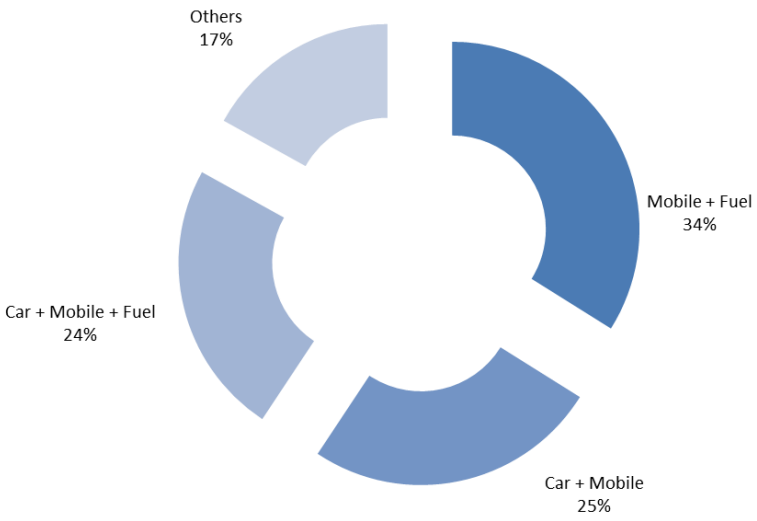
35.57% Increase in average national salaries of middle level Web Programmers over 2014

The average national basic salary this year is at Rs. 79,250/-, Karachi average is Rs. 83,213/-, Lahore Rs. 73,703/- and Islamabad salaries are Rs. 87,175/-

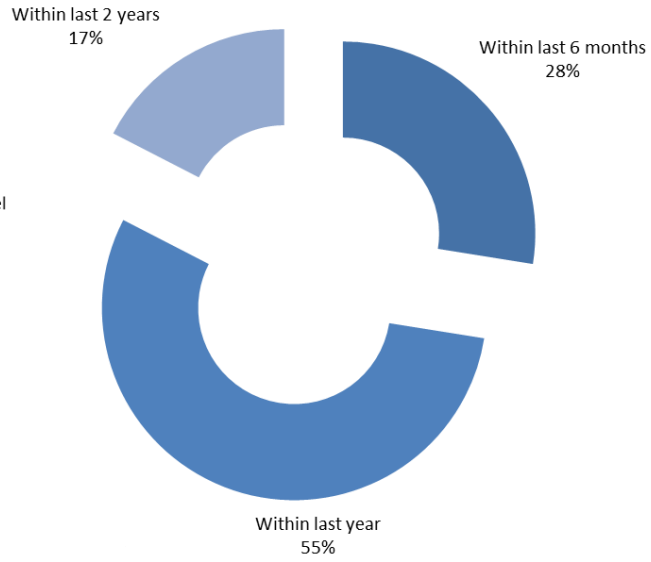
Average Salaries



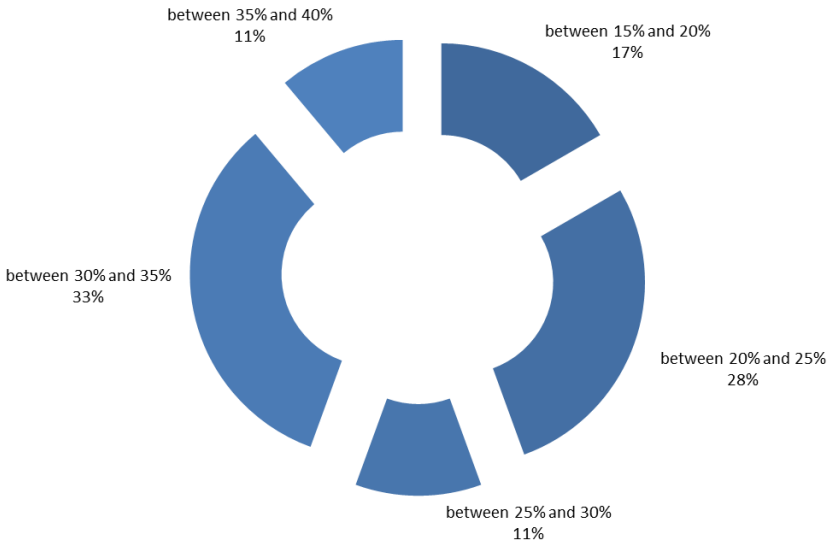
Benefits



Promotions



Increments



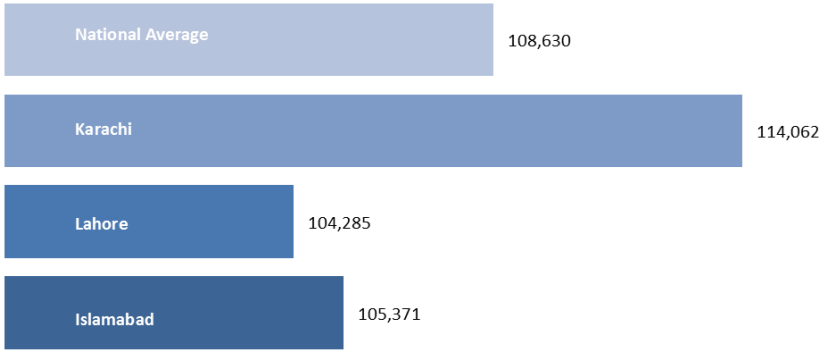
SENIOR LEVEL

SENIOR LEVEL WEB PROGRAMMERS

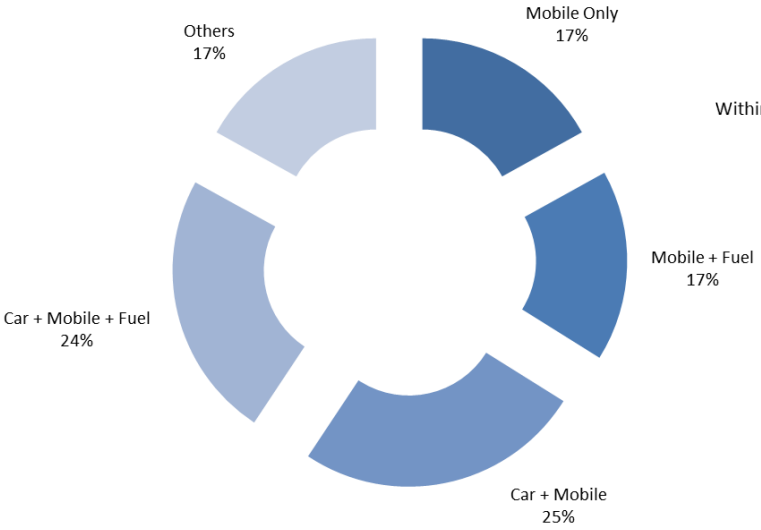
14.21% Increase in average national salaries of senior level Web Programmers over 2014

The average national basic salary this year is at Rs. 108,630/-, Karachi average is Rs. 114,062/-, Lahore Rs. 104,285/- and Islamabad salaries are Rs. 105,371/-

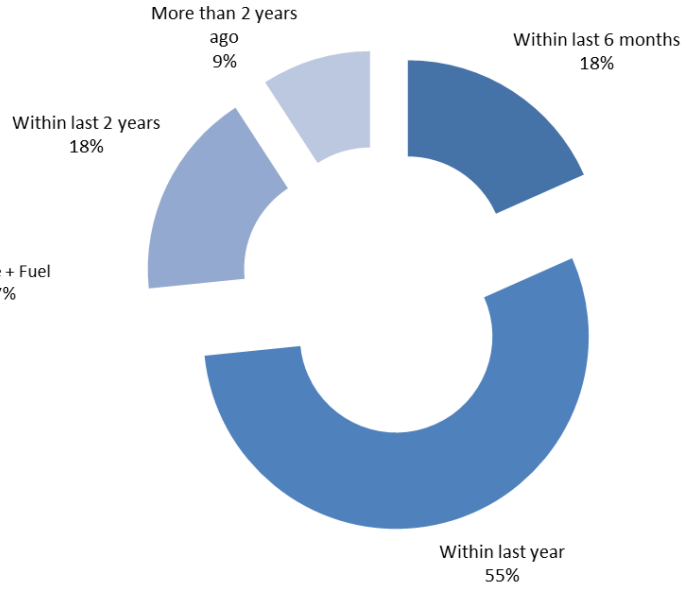
Average Salaries



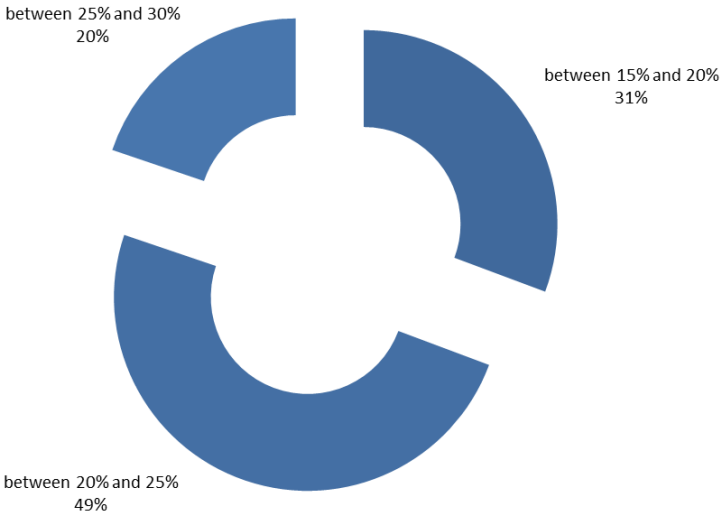
Benefits



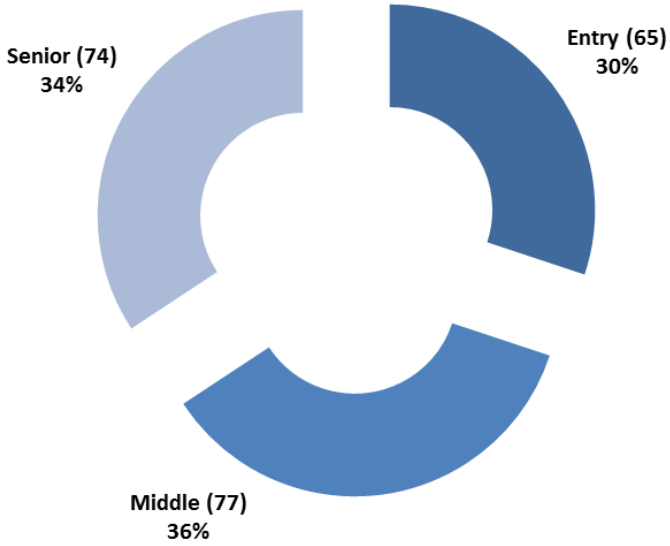
Promotions



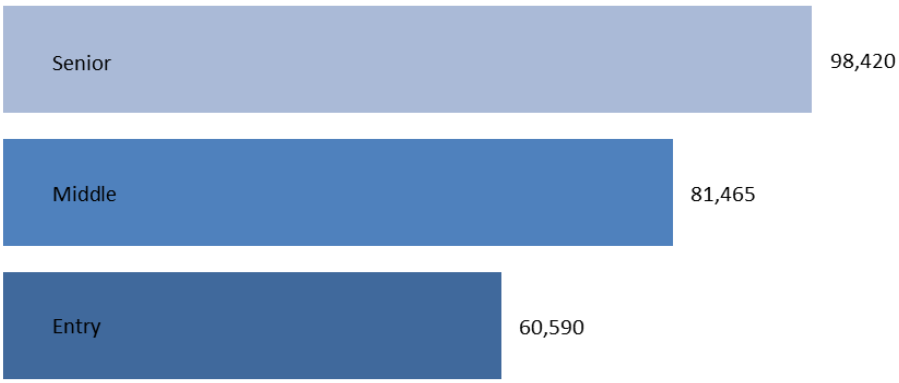
Increments



"FINDINGS FROM 216 DATABASE FRONT END PROGRAMMERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Database Front End Programmer in Pakistan is earning Rs. 60,590/- average monthly basic salary while a middle level employee receives Rs. 81,465/- and a senior employee in this job function takes home Rs. 98,420/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

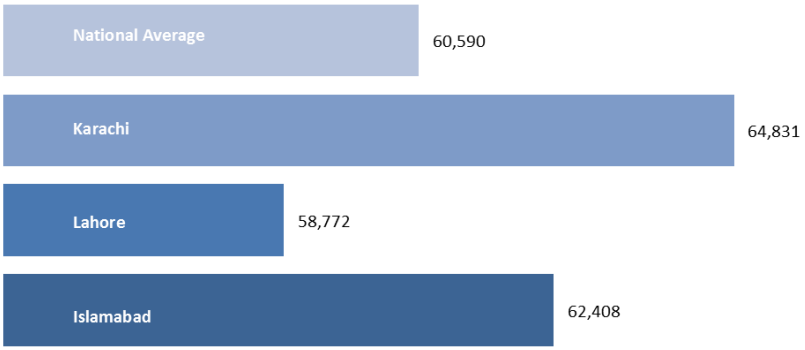
ENTRY LEVEL

ENTRY LEVEL DB FRONT END PROGRAMMERS

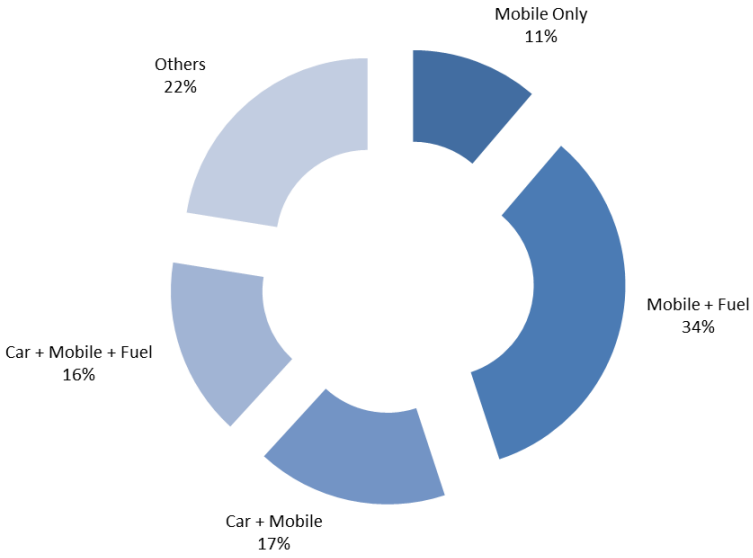
15.3% Increase in average national salaries of entry level DB Front End Programmers over 2014

The average national basic salary this year is at Rs. 60,590/-, Karachi average is Rs. 64,831/-, Lahore Rs. 58,772/- and Islamabad salaries are Rs. 62,408/-

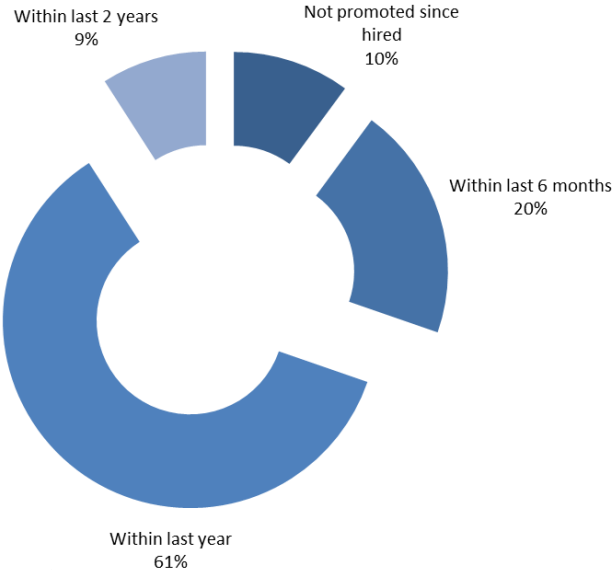
Average Salaries



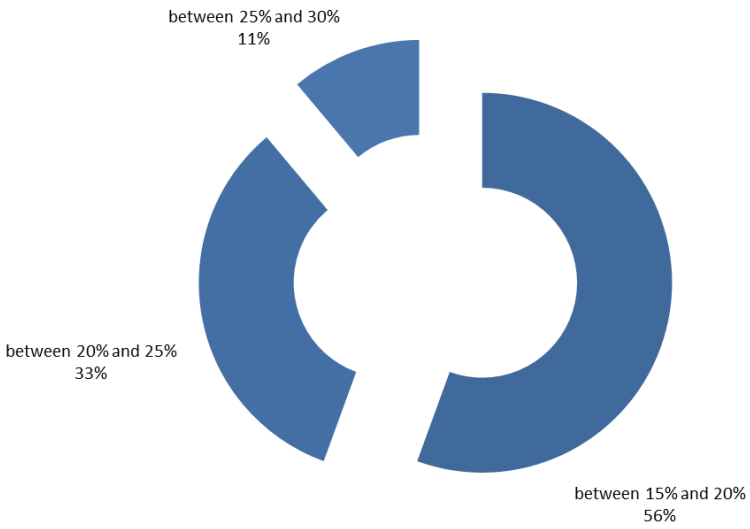
Benefits



Promotions



Increments



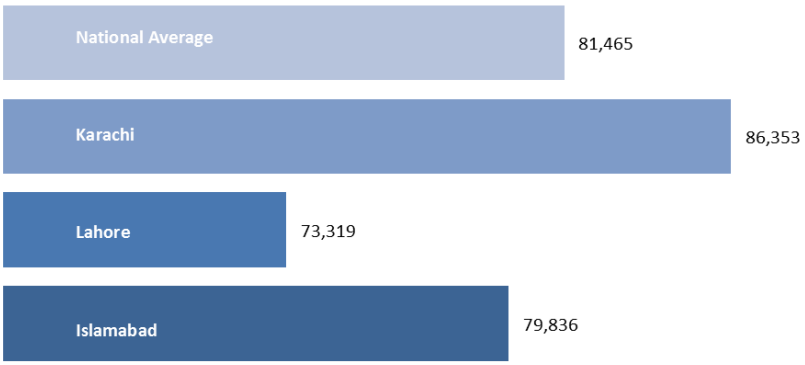
MIDDLE LEVEL

MIDDLE LEVEL DB FRONT END PROGRAMMERS

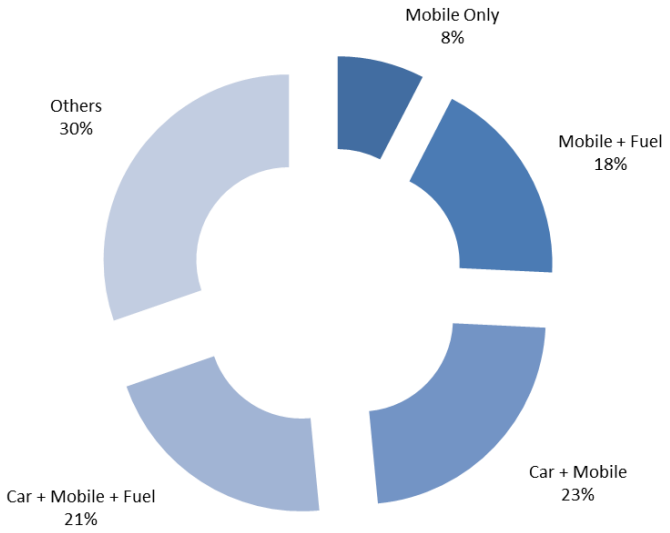
12.04% Increase in average national salaries of middle level DB Front End Programmers over 2014

The average national basic salary this year is at Rs. 81,465/-, Karachi average is Rs. 86,353/-, Lahore Rs. 73,319/- and Islamabad salaries are Rs. 79,836/-

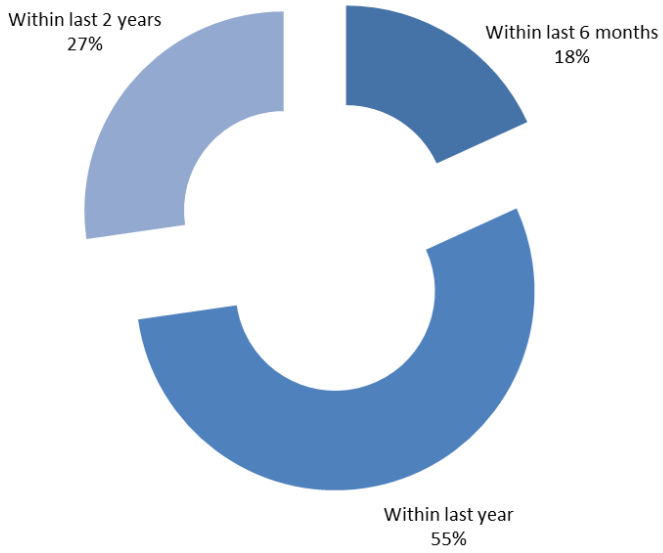
Average Salaries



Benefits



Promotions



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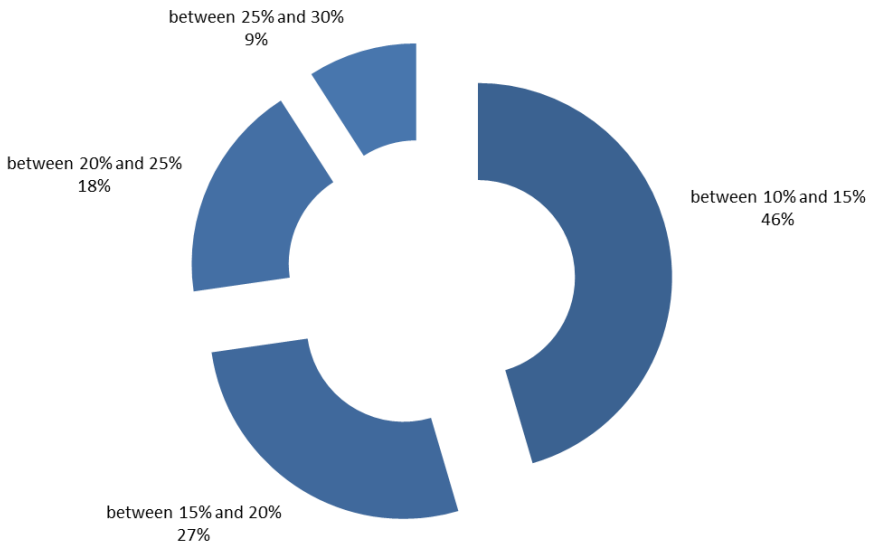


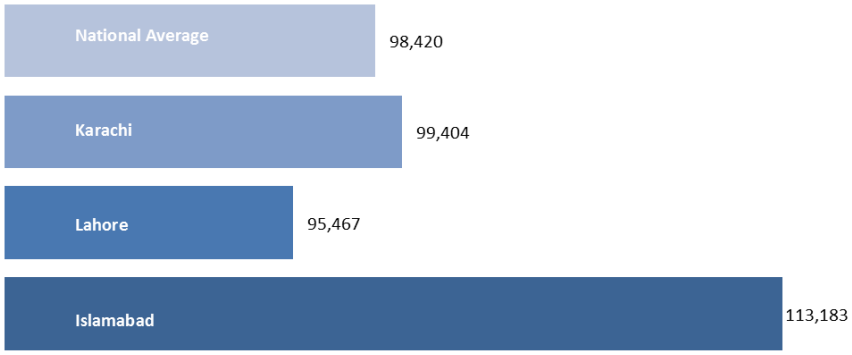
SENIOR LEVEL

SENIOR LEVEL DB FRONT END PROGRAMMERS

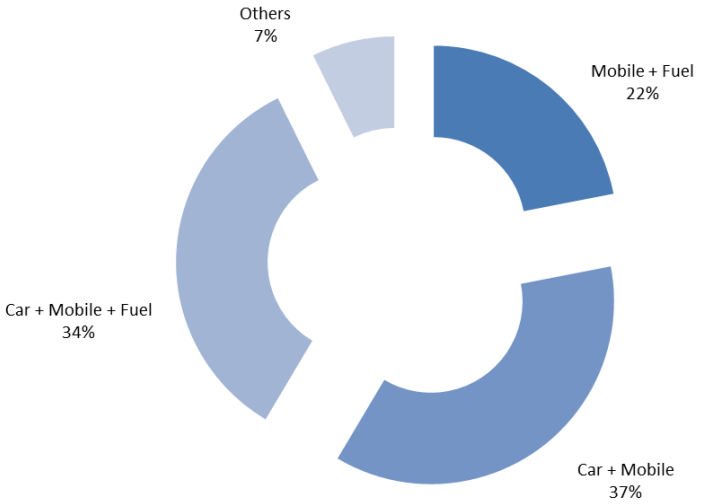
-1.68% Decrease in average national salaries of senior level DB frontend Programmers over 2014

The average national basic salary this year is at Rs. 98,420/-, Karachi average is Rs. 99,404/-, Lahore Rs. 95,467/- and Islamabad salaries are Rs. 113,183/-

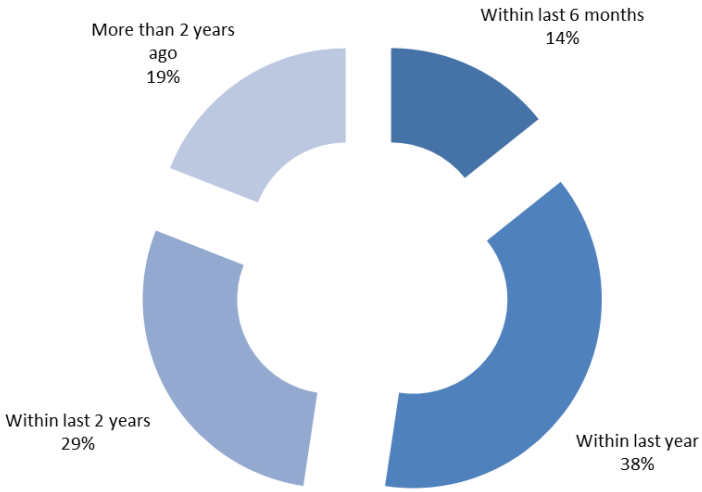
Average Salaries



Benefits



Promotions



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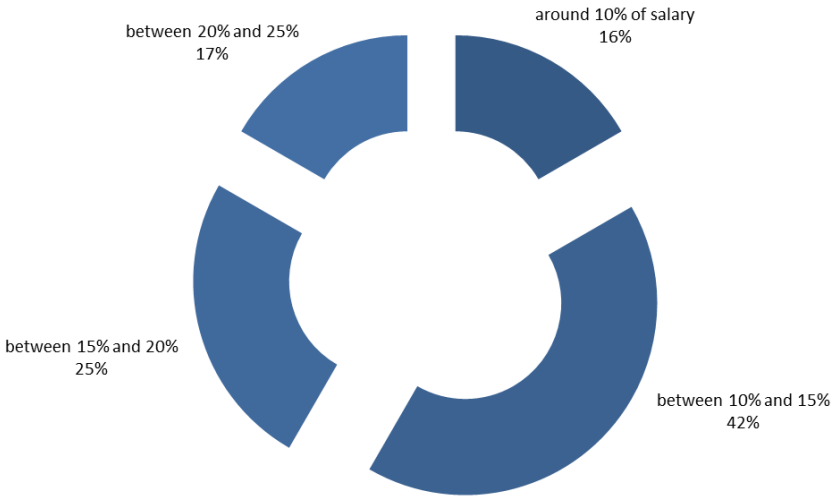
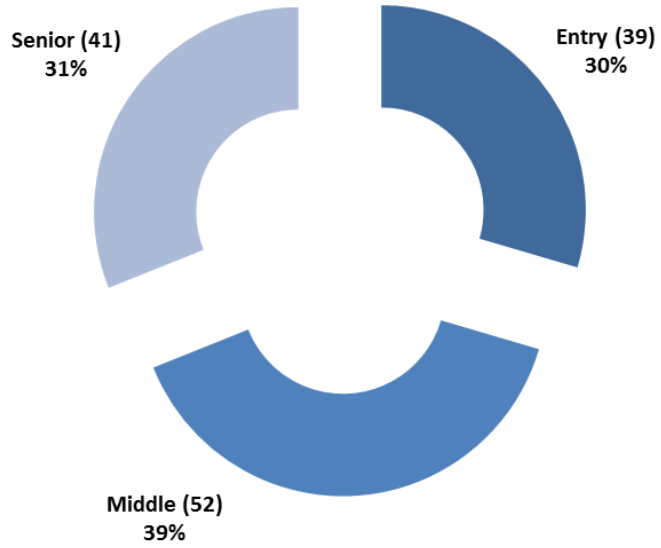
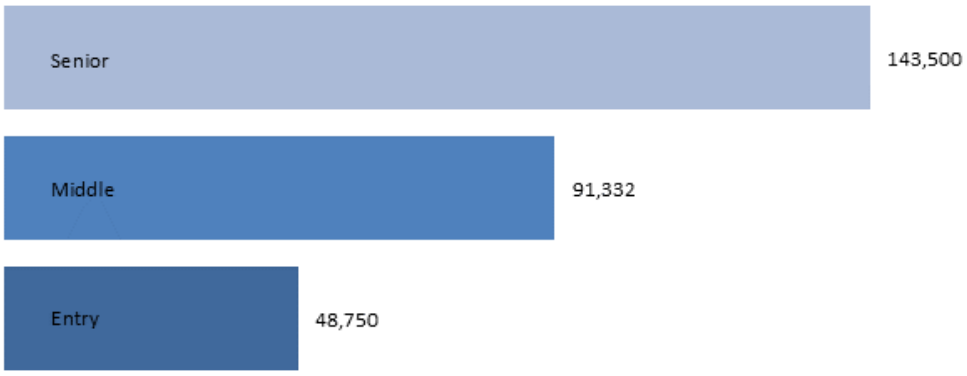


"FINDINGS FROM 132 MICROSOFT SHAREPOINT PROGRAMMERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Microsoft Share Point Programmer in Pakistan is earning Rs. 48,750/- average monthly basic salary while a middle level employee receives Rs. 91,332/- and a senior employee in this job function takes home Rs. 143,500/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

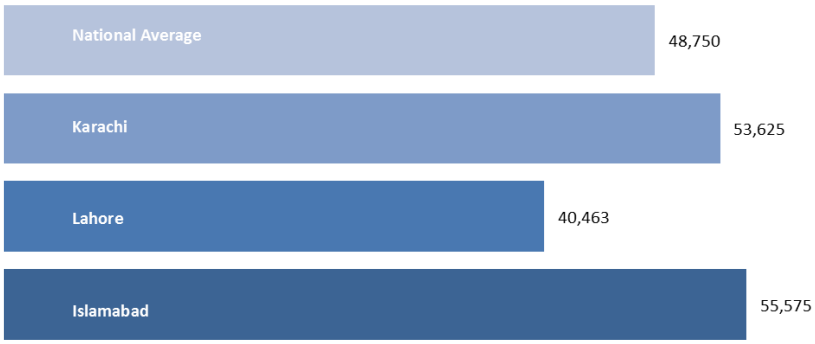
ENTRY LEVEL

ENTRY LEVEL MICROSOFT SHAREPOINT PROGRAMMERS

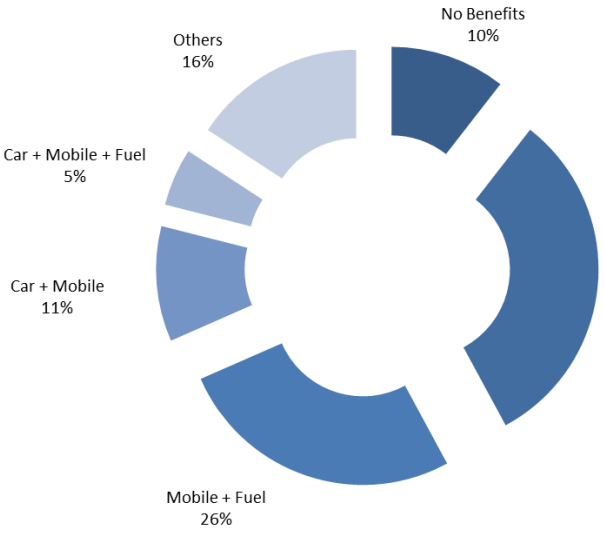
The Microsoft Share Point Programmers have been included in this survey for the first time.

The average national basic salary this year is at Rs. 48,750/-, Karachi average is Rs. 53,625/-, Lahore Rs. 40,463/- and Islamabad salaries are Rs. 55,575/-

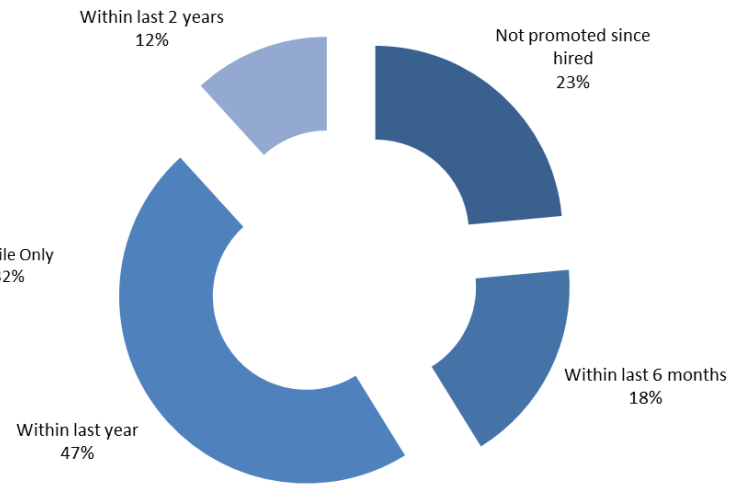
Average Salaries



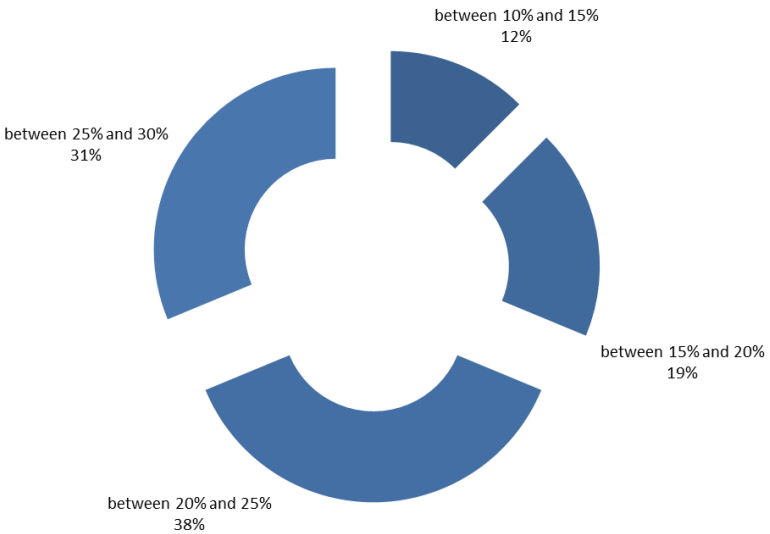
Benefits



Promotions



Increments



MIDDLE LEVEL

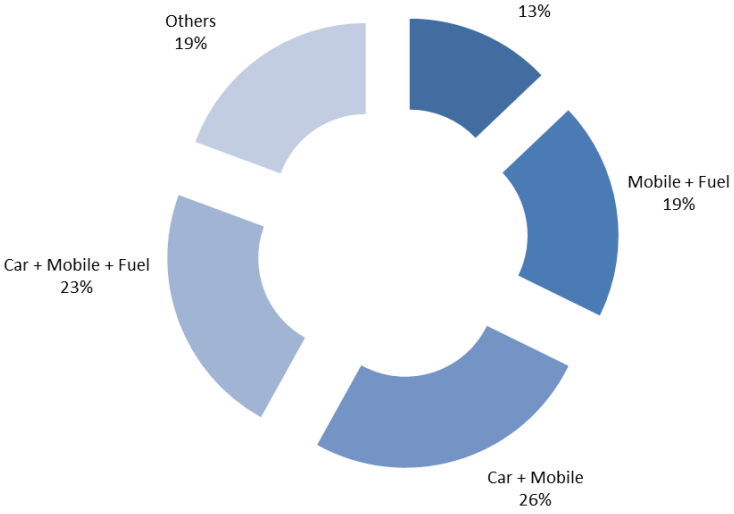
MIDDLE LEVEL MICROSOFT SHAREPOINT PROGRAMMERS

The Microsoft Share Point Programmers have been included in this survey for the first time.

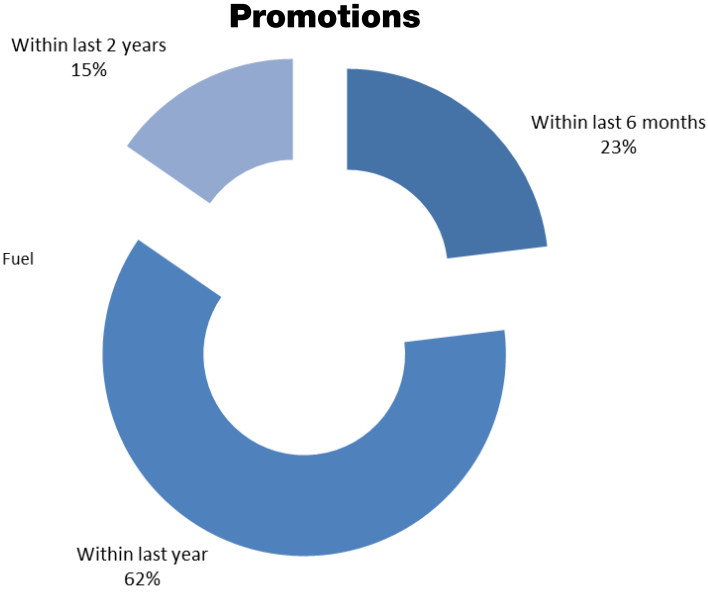
The average national basic salary for Middle Level employees this year is at Rs. 91,332/-,
Karachi average is Rs. 87,679/-,
Lahore Rs. 113,252/- and
Islamabad salaries are Rs. 101,379/-

Average Salaries

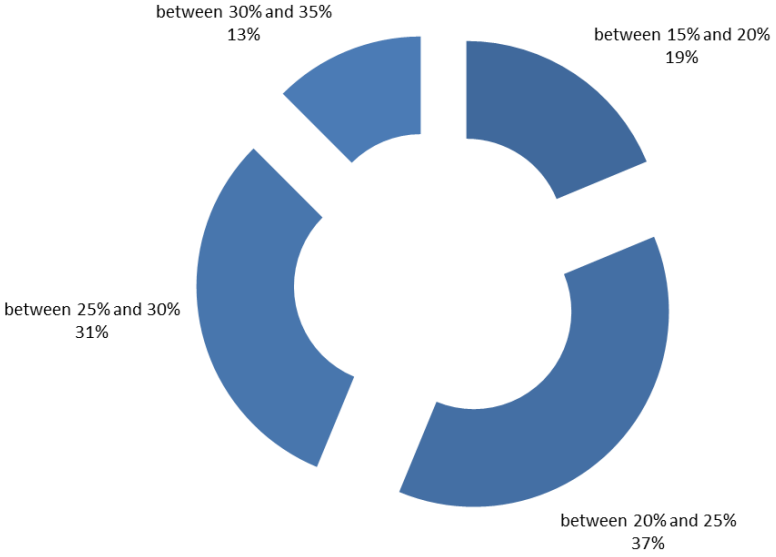
Benefits



Promotions



Increments



SENIOR LEVEL

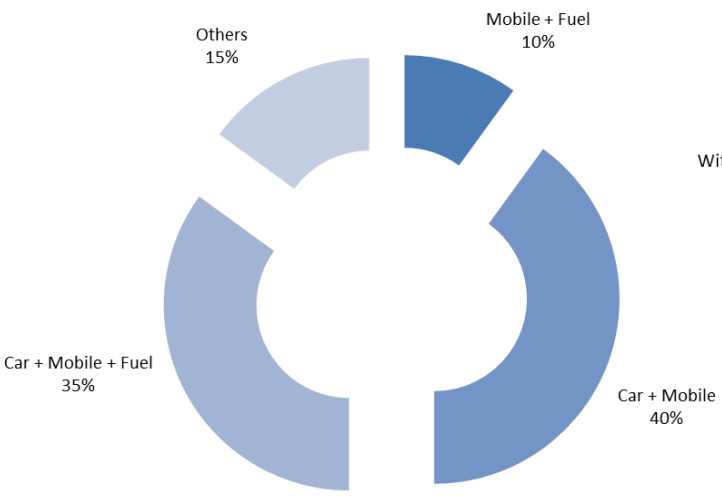
SENIOR LEVEL MICROSOFT SHAREPOINT PROGRAMMERS

The Microsoft Share Point Programmers have been included in this survey for the first time.

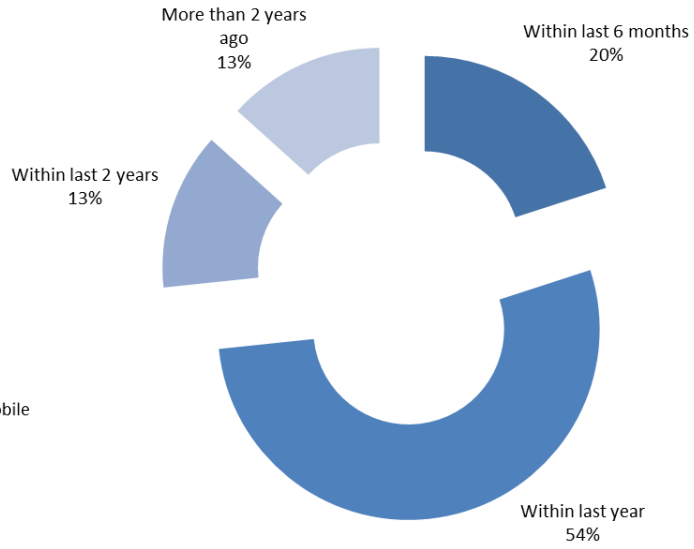
The average national basic salary for Senior Level employees this year is at Rs. 143,500/-,
Karachi average is Rs. 140,630/-,
Lahore Rs. 169,330/- and
Islamabad salaries are Rs. 144,935/-

Average Salaries

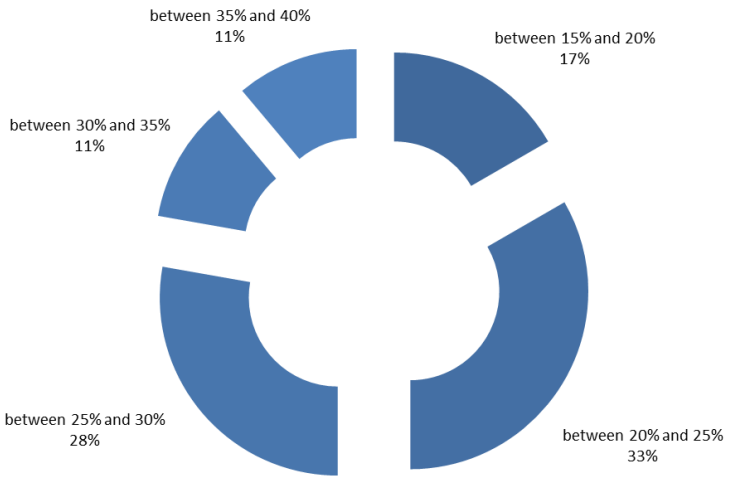
Benefits



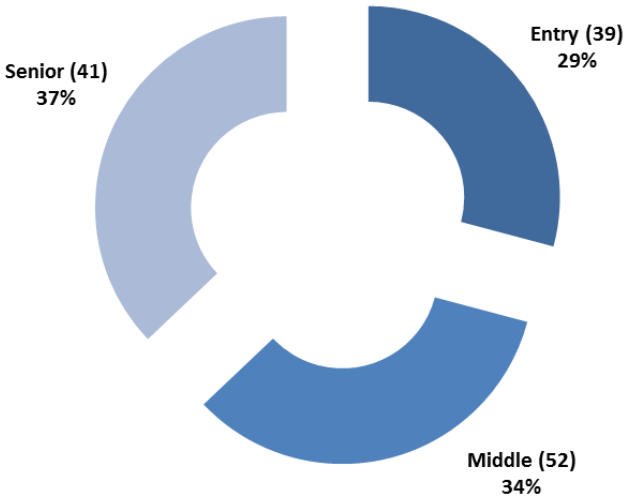
Promotions



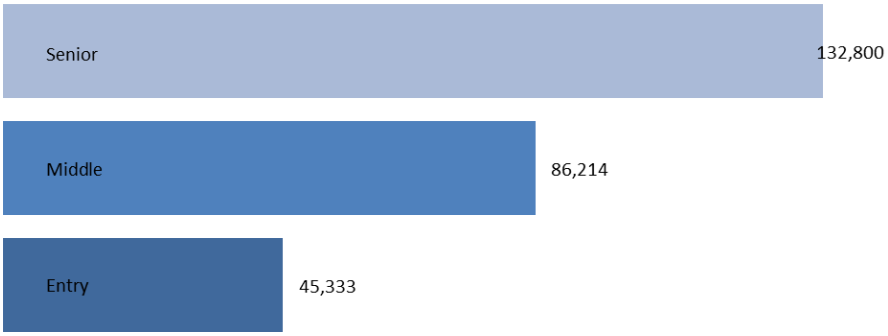
Increments



"FINDINGS FROM 132 MICROSOFT DYNAMICS PROGRAMMERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Microsoft Dynamics Programmer in Pakistan is earning Rs. 45,333/- average monthly basic salary while a middle level employee receives Rs. 86,214/- and a senior employee in this job function takes home Rs. 132,800/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

ENTRY LEVEL

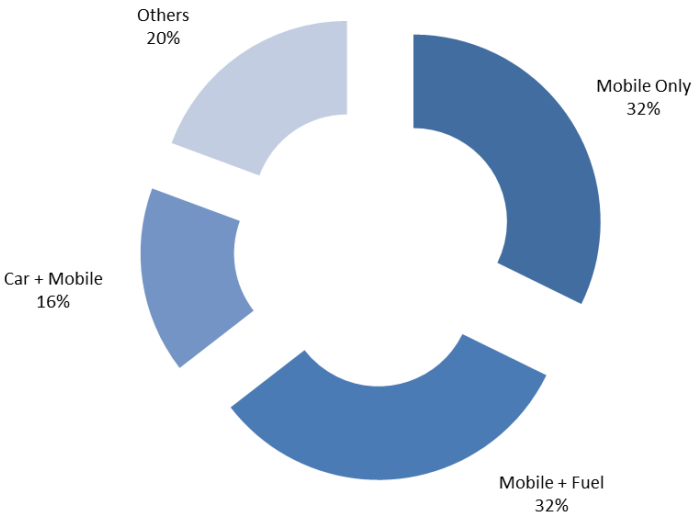
ENTRY LEVEL MICROSOFT DYNAMICS PROGRAMMERS

The Microsoft Dynamics Programmers have been included in this survey for the first time.

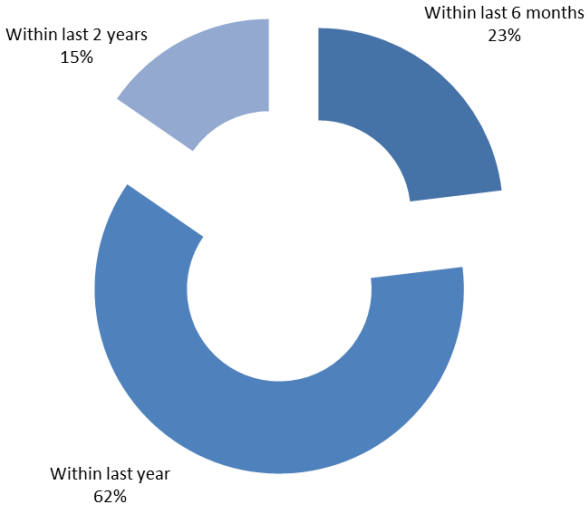
The average national basic salary this year is at Rs. 45,333/-

Average Salaries

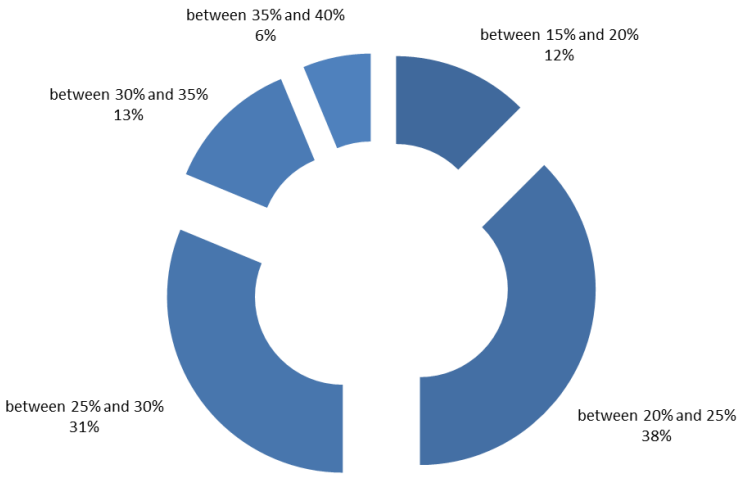
Benefits



Promotions



Increments



MIDDLE LEVEL

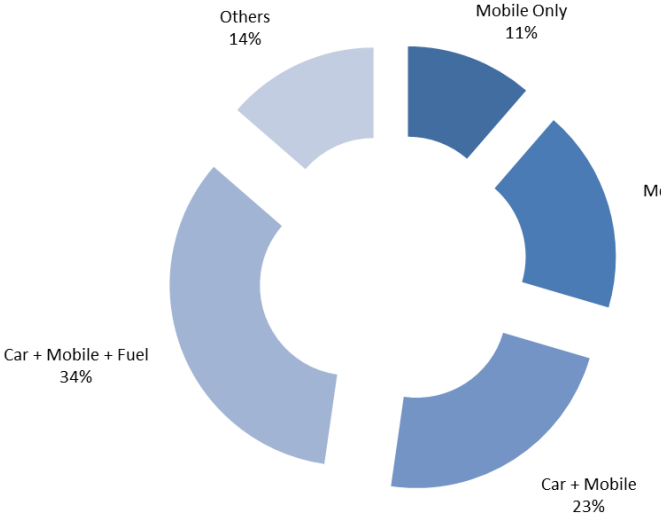
MIDDLE LEVEL MICROSOFT DYNAMICS PROGRAMMERS

The Microsoft Dynamics Programmers have been included in this survey for the first time.

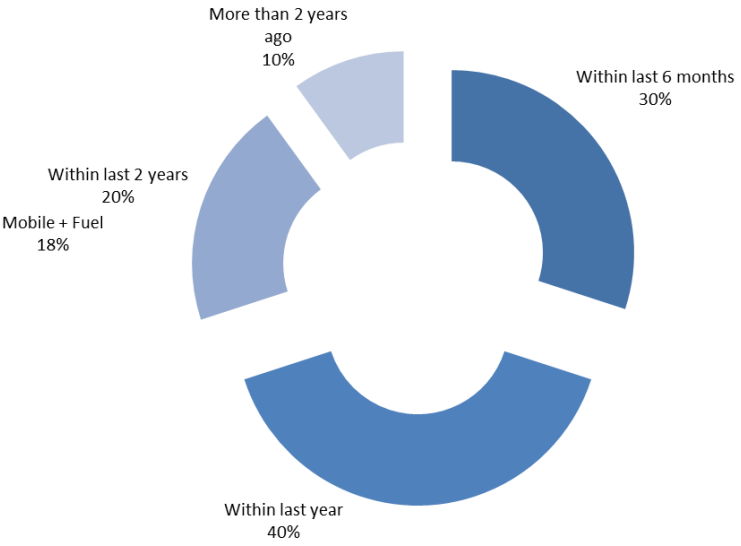
The average national basic salary for Middle Level employees this year is at Rs. 86,214/-

Average Salaries

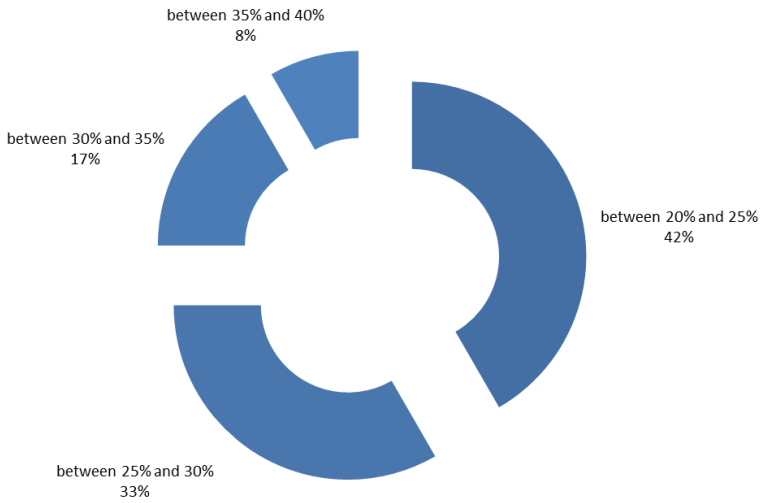
Benefits



Promotions



Increments



SENIOR LEVEL

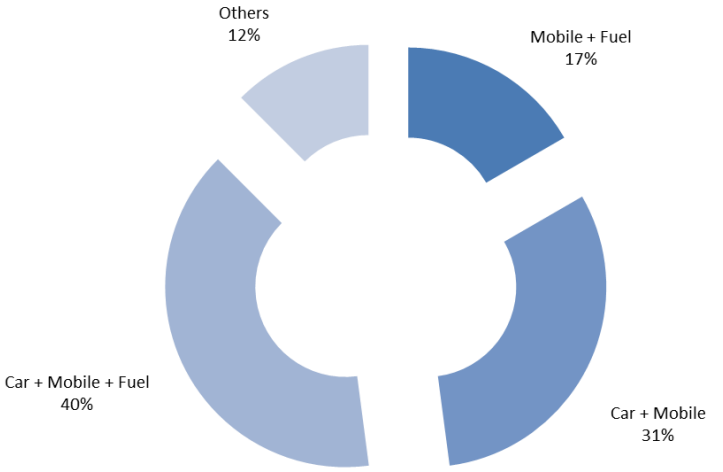
SENIOR LEVEL MICROSOFT DYNAMICS PROGRAMMERS

The Microsoft Dynamics Programmers have been included in this survey for the first time.

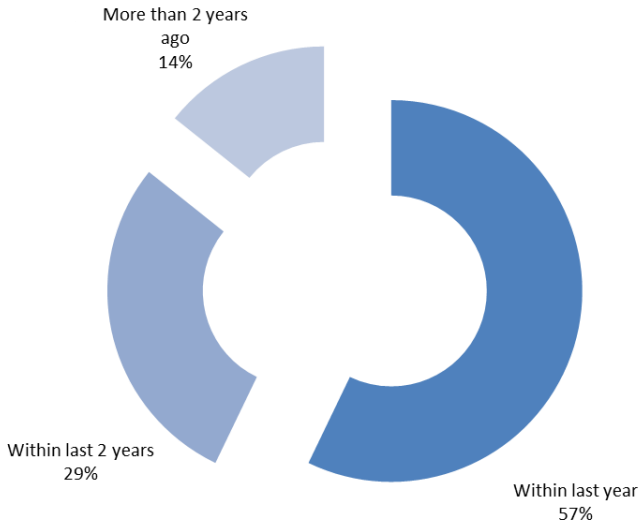
The average national basic salary for Senior Level employees this year is at Rs. 132,800/-

Average Salaries

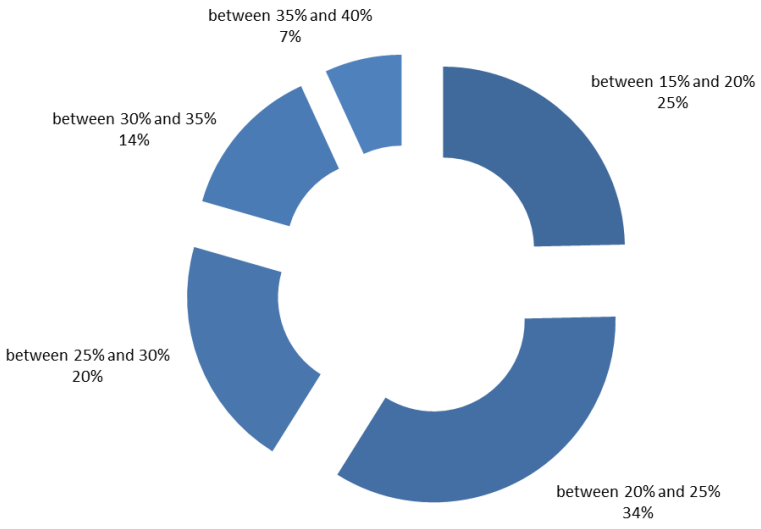
Benefits



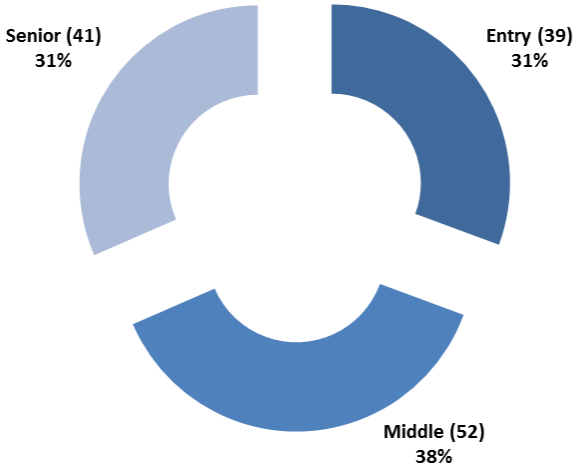
Promotions



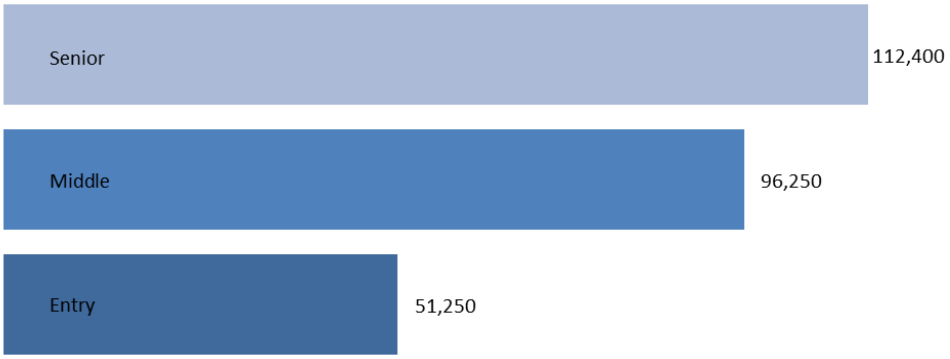
Increments



"FINDINGS FROM 111 GAME DESIGNERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Game Designer in Pakistan is earning Rs. 51,250/- average monthly basic salary while a middle level employee receives Rs. 96,250/- and a senior employee in this job function takes home Rs. 112,400/- per month.

Note: For Game Designers an entry level function denotes 0-2 years of experience, middle level 2-4 years of experience and a senior level employee is believed to have over 4 years of experience.

ENTRY LEVEL

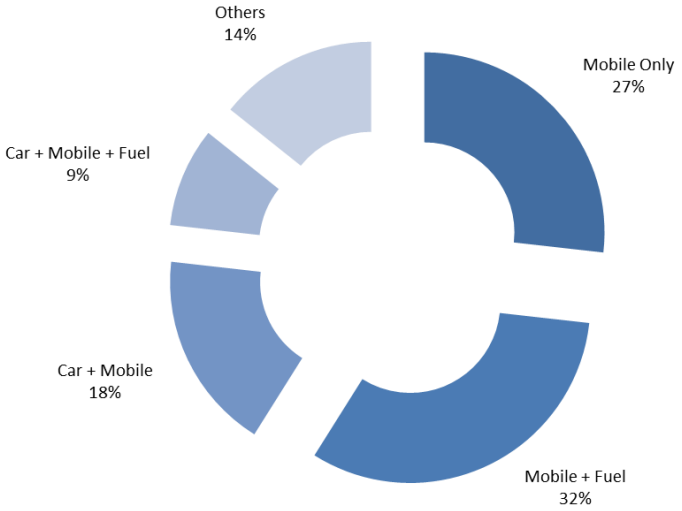
ENTRY LEVEL GAME DESIGNERS

18.78% Increase in average national salaries of entry level Game Designers over 2014

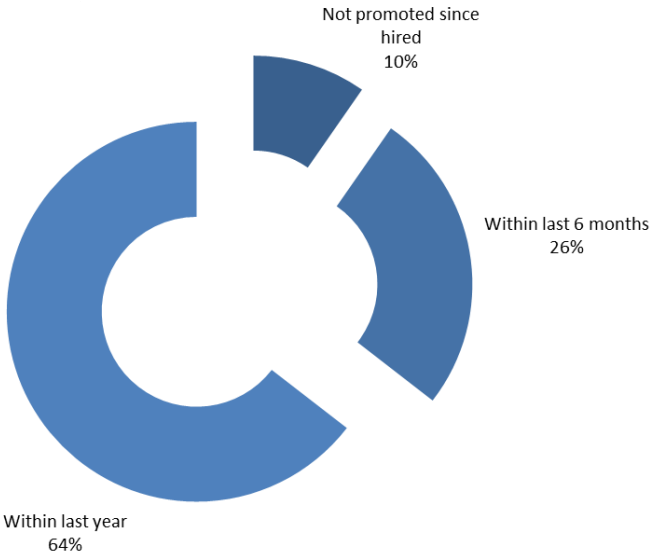
The average national basic salary this year is at Rs. 51,250/-

Average Salaries

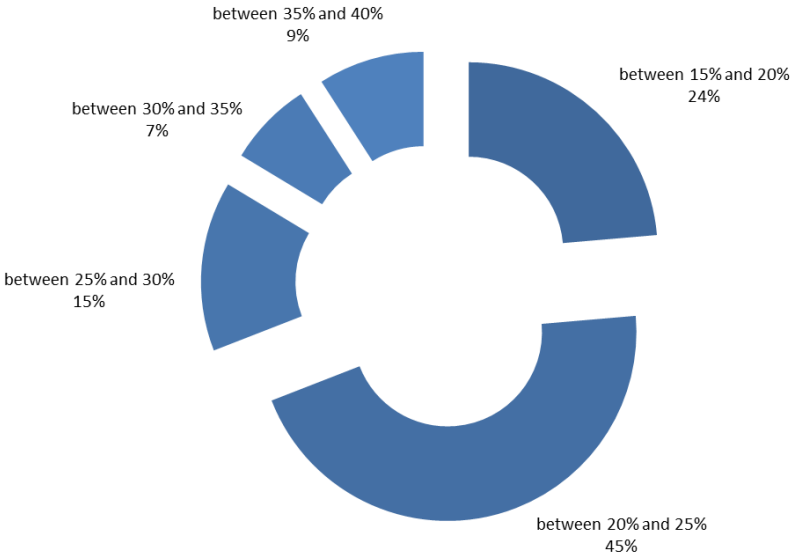
Benefits



Promotions



Increments



MIDDLE LEVEL

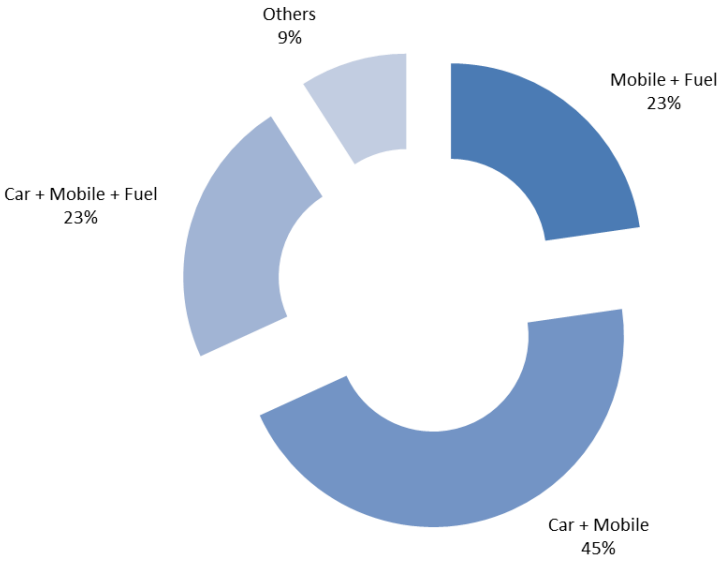
MIDDLE LEVEL GAME DESIGNERS

29.12% Increase in average national salaries of middle level Game Designers over 2014

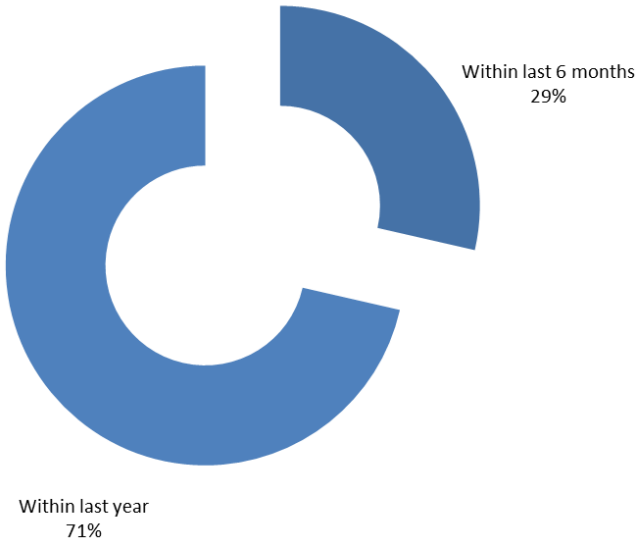
The average national basic salary this year is at Rs. 96,250/-.

Average Salaries

Benefits



Promotions



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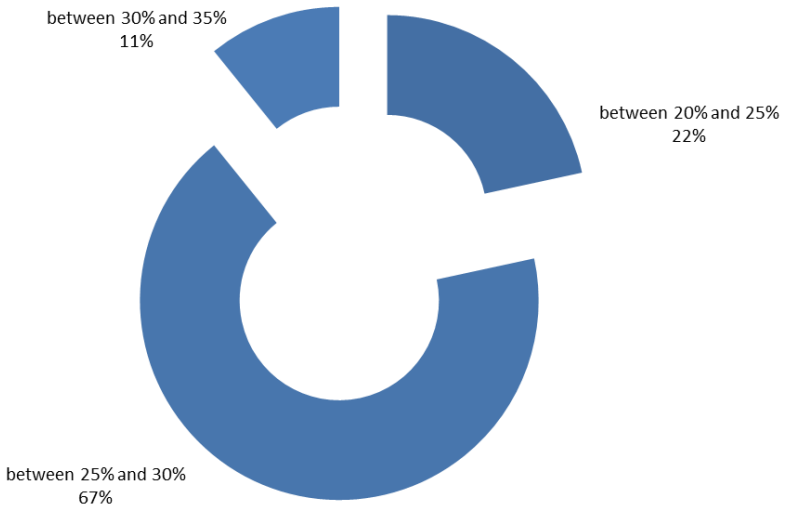


SENIOR LEVEL

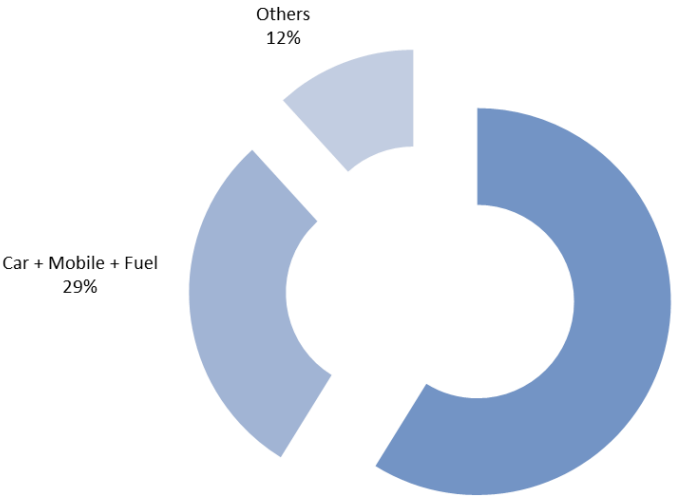
SENIOR LEVEL GAME DESIGNERS

30.59% Increase in average national salaries of Senior level Game Designers over 2014

The average national basic salary this year is at Rs. 112,400/-.

Average Salaries

Benefits



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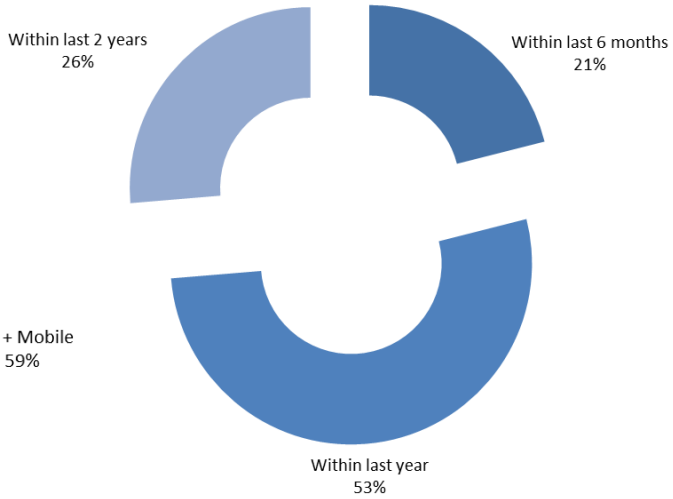
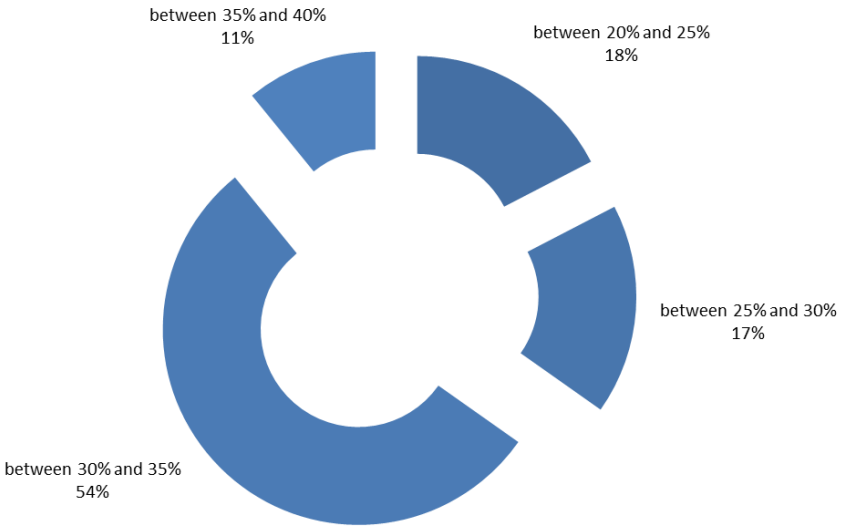


Increments



MIDDLE LEVEL

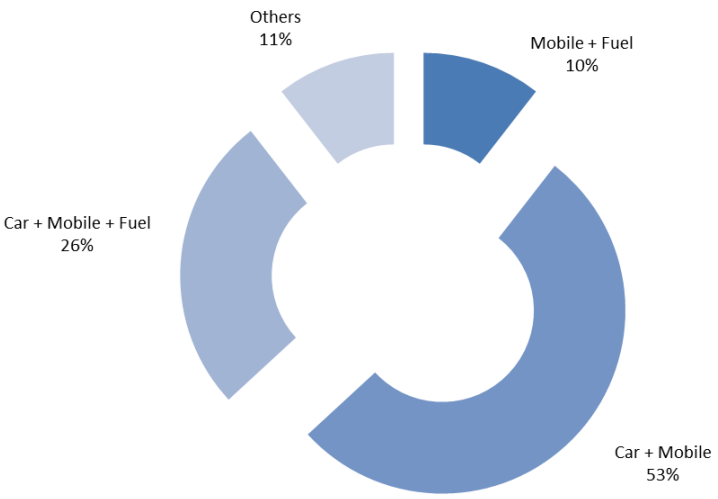
MIDDLE LEVEL GAME DESIGNERS

38.85% Increase in average national salaries of Middle level Game Producers over 2014

The average national basic salary this year is at Rs. 79,142/-

Average Salaries

Benefits



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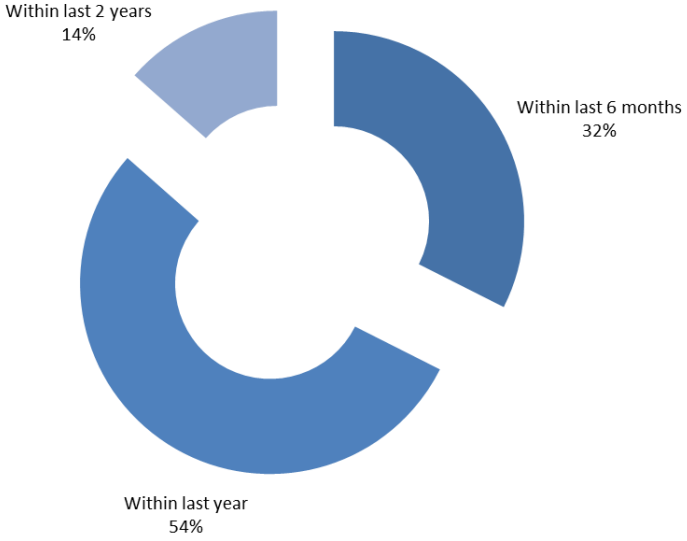
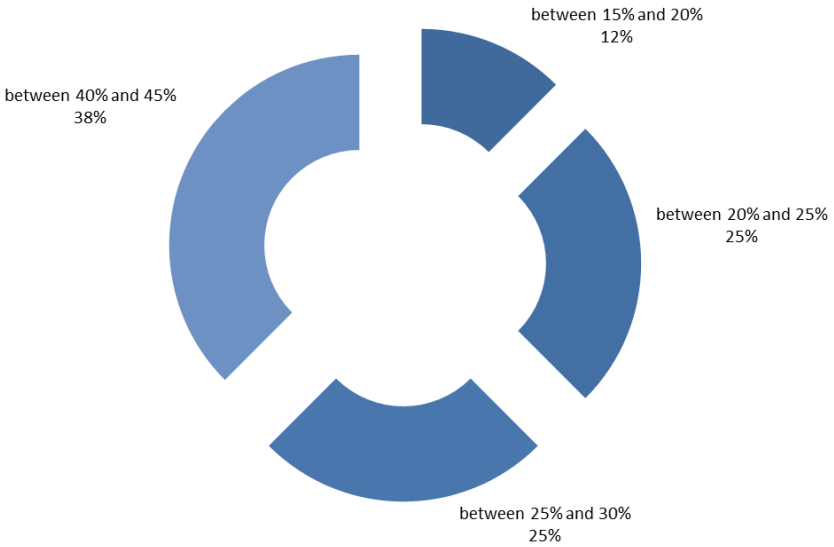


Increments



SENIOR LEVEL

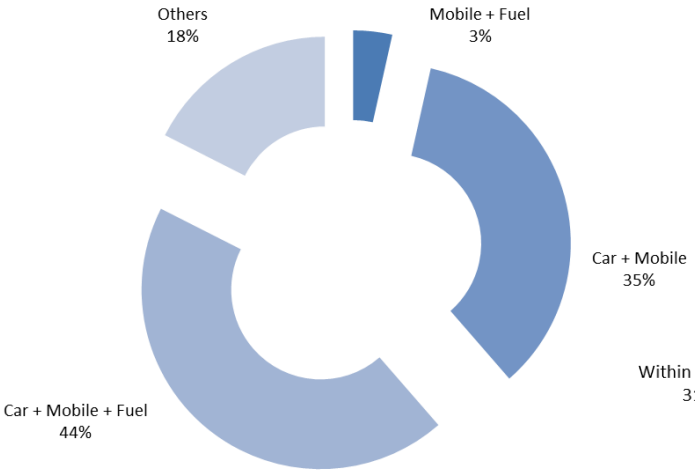
SENIOR LEVEL GAME PRODUCT MANAGER

3.78% Increase in average national salaries of Senior Game Product Managers over 2014

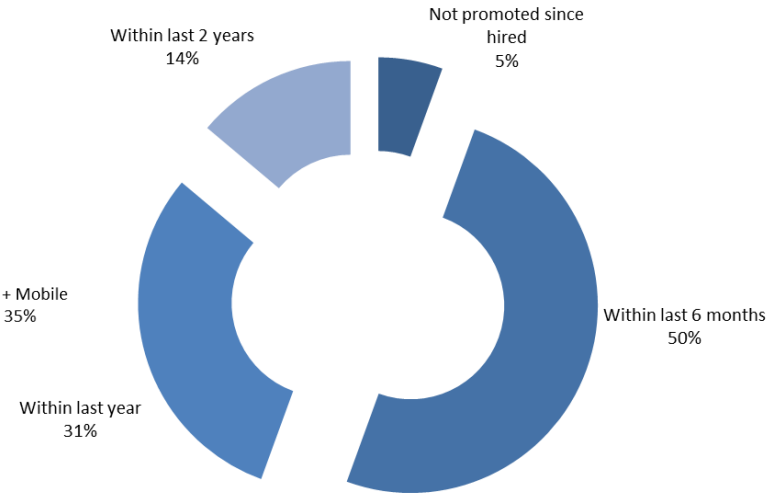
The average national basic salary this year is at Rs. 245,620/-.

Average Salaries

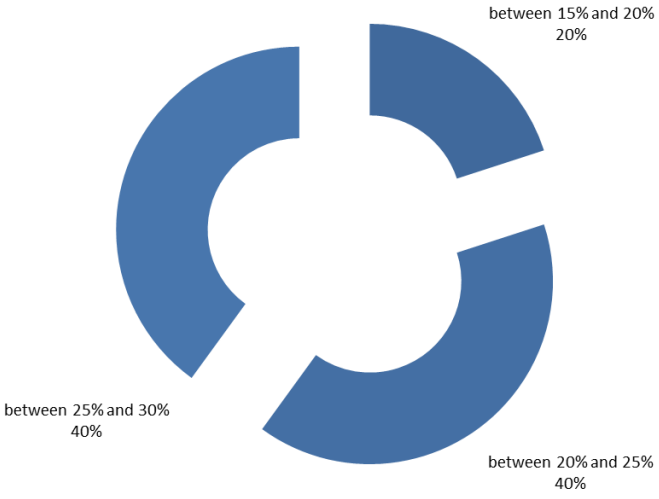
Benefits



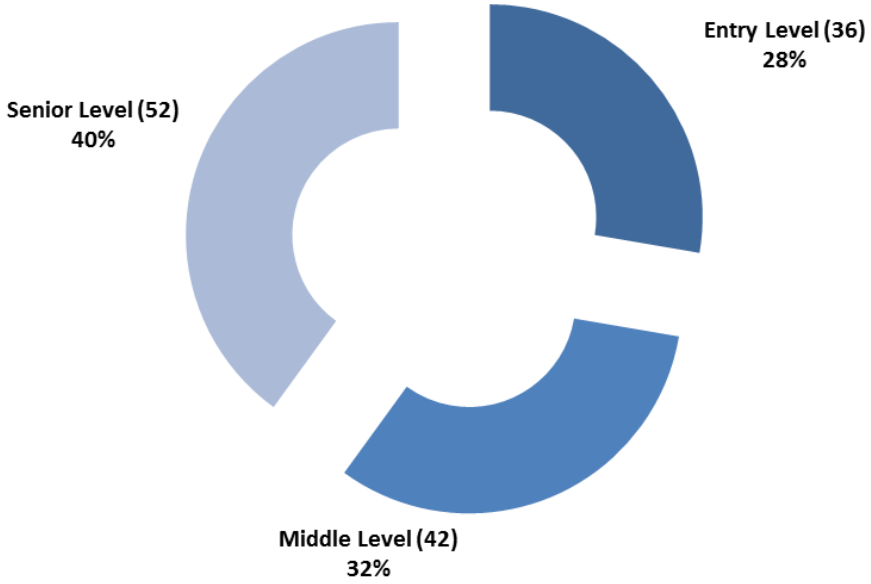
Promotions



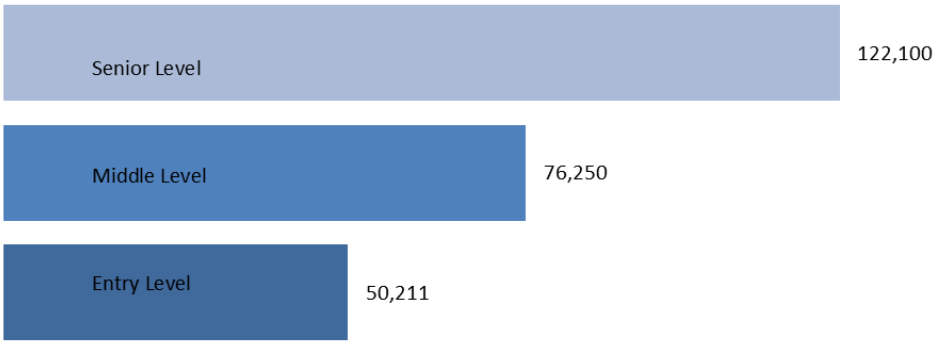
Increments



"FINDINGS FROM 130 DATABASE ADMINSTRATORS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Database Administrator in Pakistan is earning Rs. 50,211/- average monthly basic salary while a middle level employee is earning Rs. 76,250/- and a senior employee in this job function takes home Rs. 122,100/- per month.

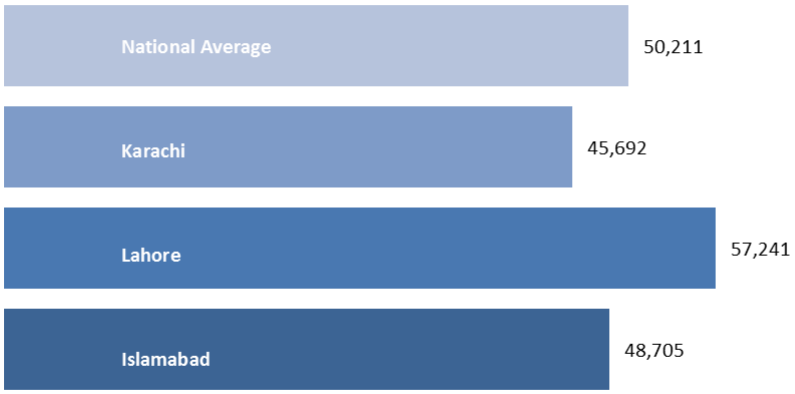
Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

ENTRY LEVEL

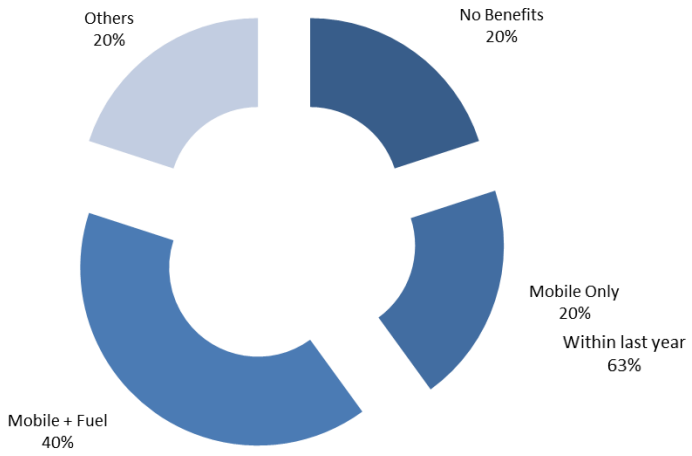
ENTRY LEVEL DATABASE ADMINISTRATORS

2.62% decrease in average national salaries of entry level Database Administrators over 2014

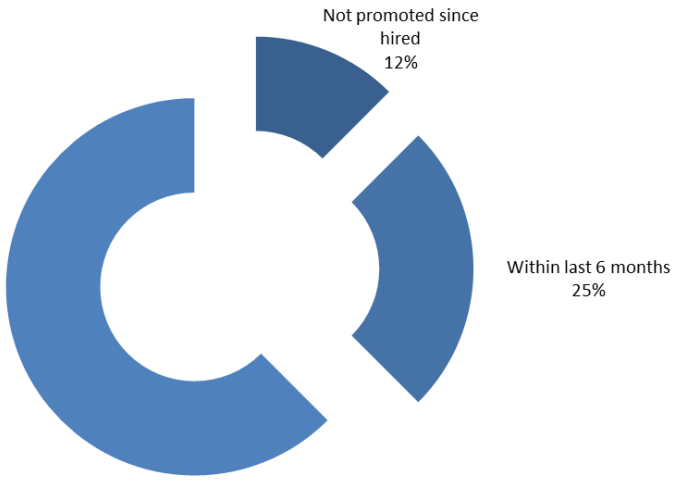
Average Salaries



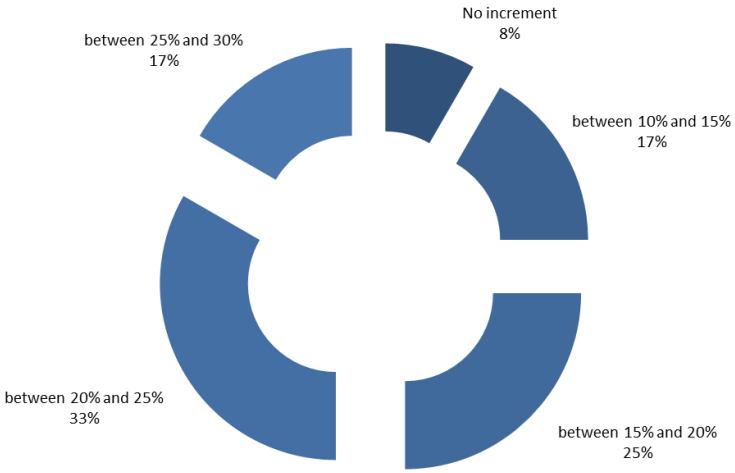
Benefits



Promotions



Increments

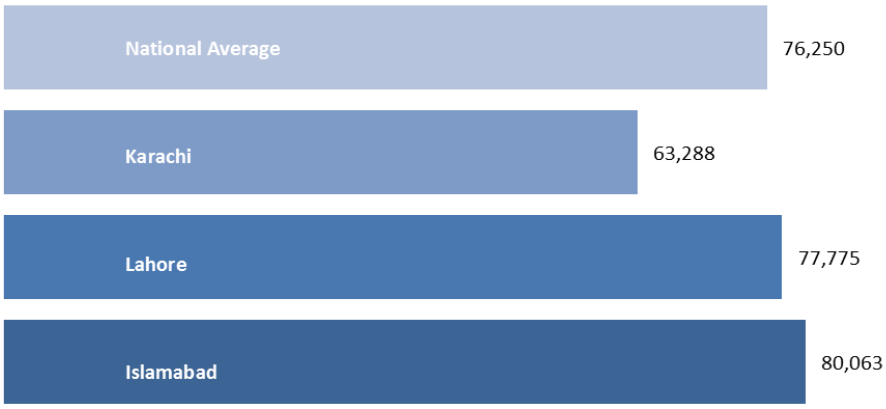


MIDDLE LEVEL

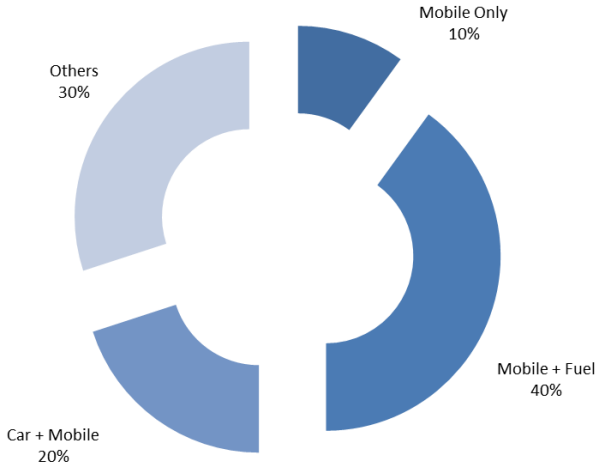
MIDDLE LEVEL DATABASE ADMINISTRATORS

2.69% Increase in average national salaries of middle level BPO Professionals over 2014

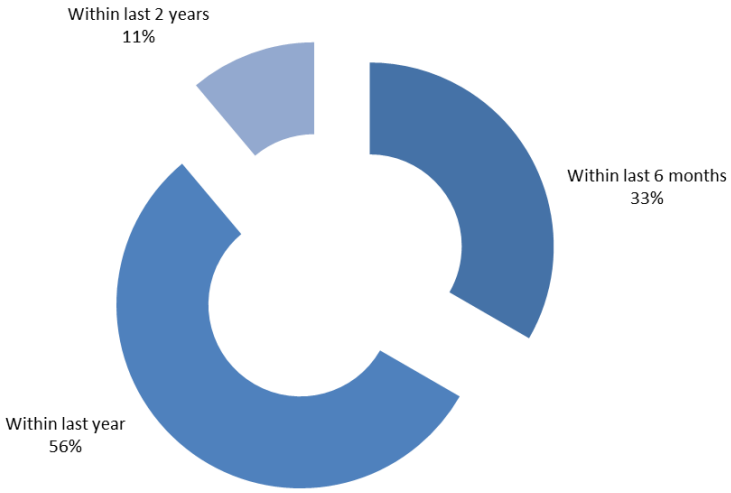
Average Salaries



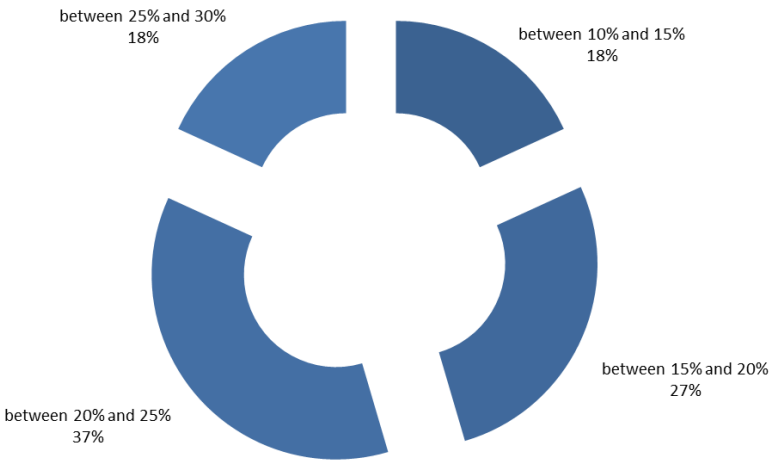
Benefits



Promotions



Increments

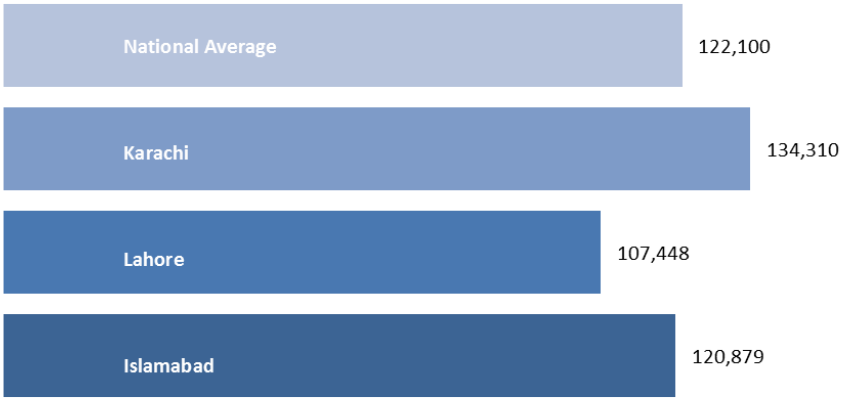


SENIOR LEVEL

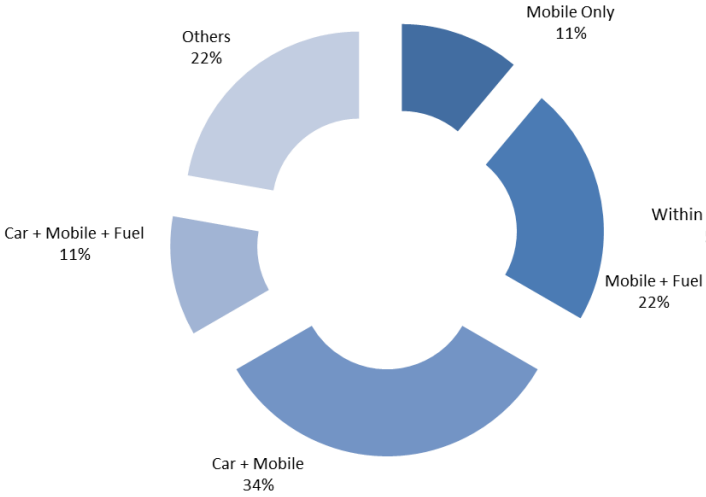
SENIOR LEVEL DATABASE ADMINISTRATORS

5.09% Increase in average national salaries of senior level Database Administrators over 2014

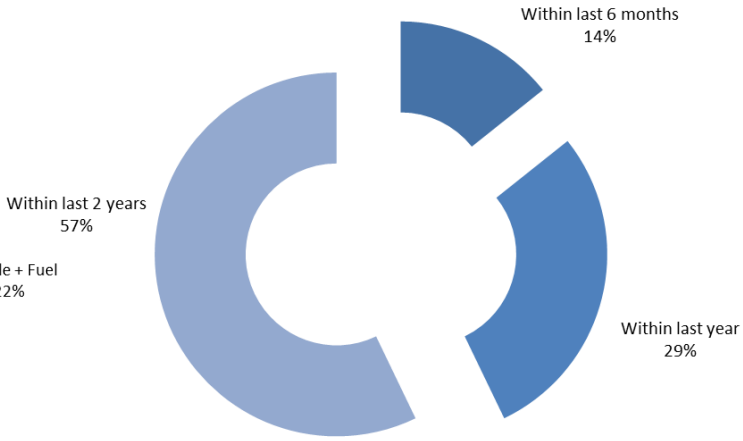
Average Salaries



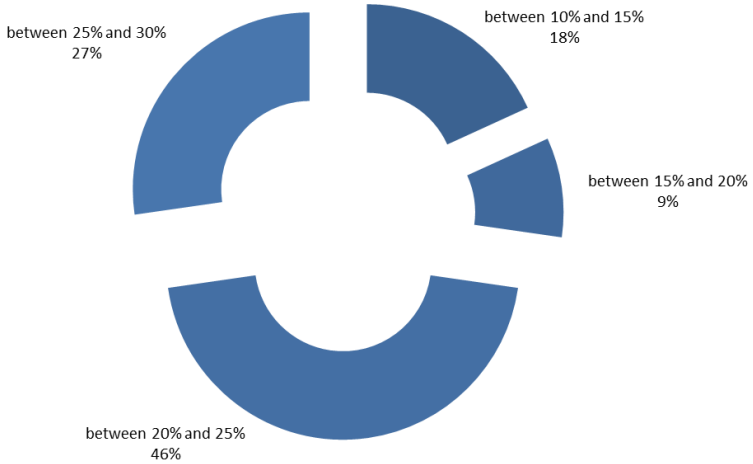
Benefits



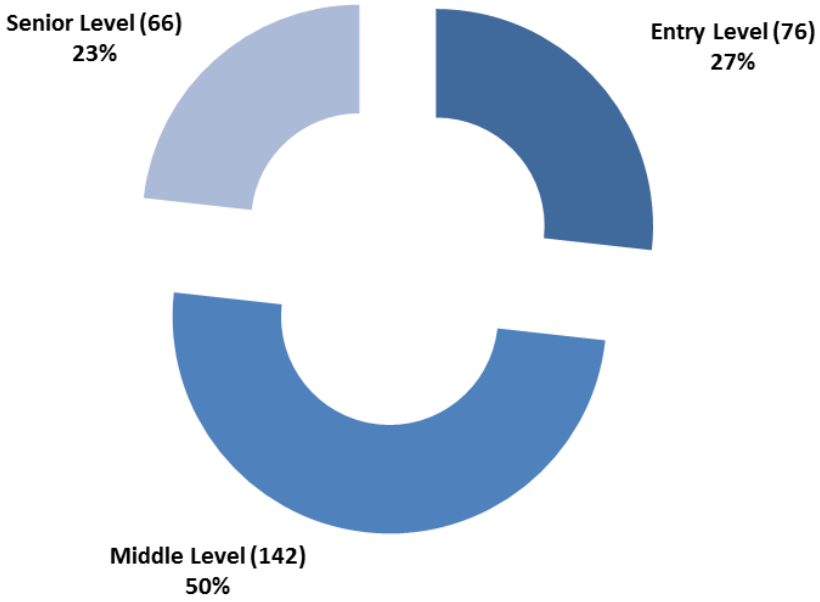
Promotions



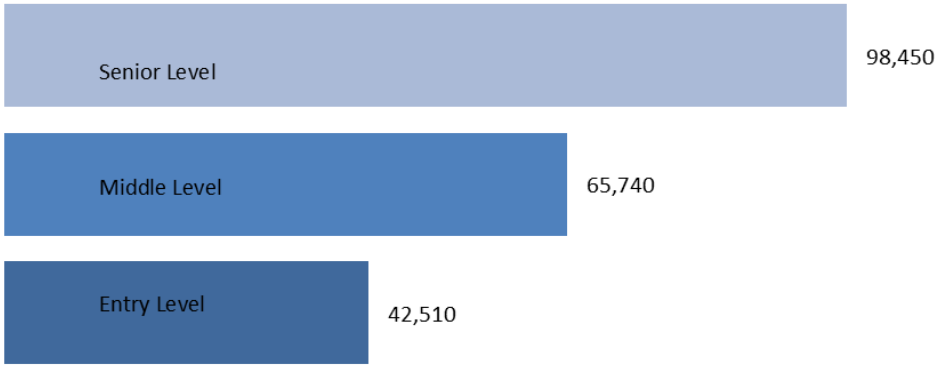
Increments



"FINDINGS FROM 284 GRAPHIC DESIGNERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Graphic Designer in Pakistan is earning Rs. 42,510/- average monthly basic salary while a middle level employee is earning Rs. 65,740/- and a senior employee in this job function takes home Rs. 98,450/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

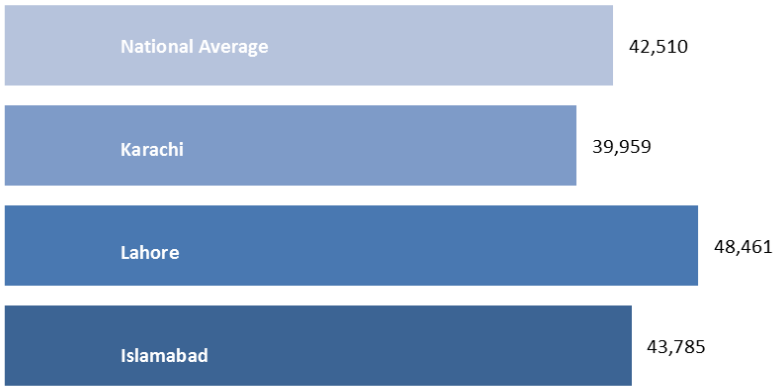
ENTRY LEVEL

ENTRY LEVEL GRAPHIC DESIGNER

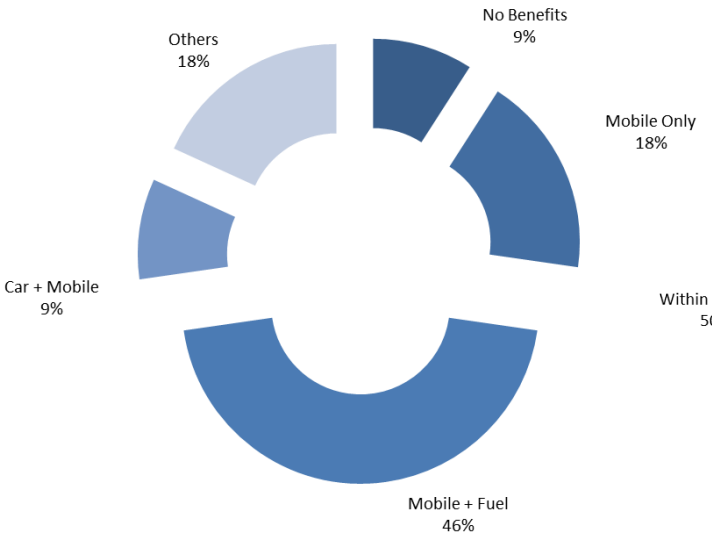
13.21% Increase in average national salaries of entry level Graphic Designers over 2014

The national average monthly salary this year is 42,510/-,
Karachi average is 39,959/-, Lahore 48,461/- and Islamabad Rs. 43,785/-

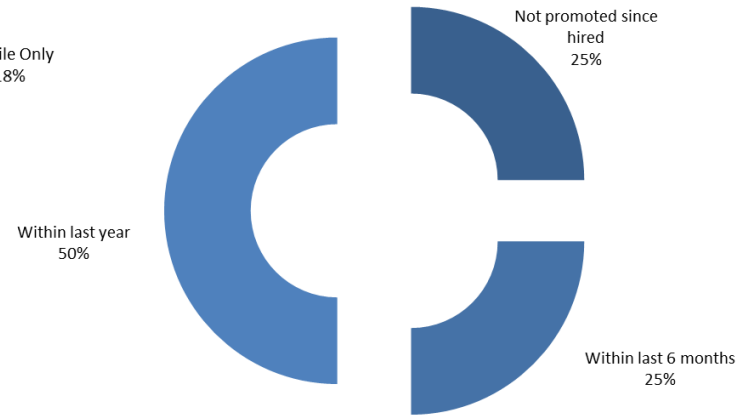
Average Salaries



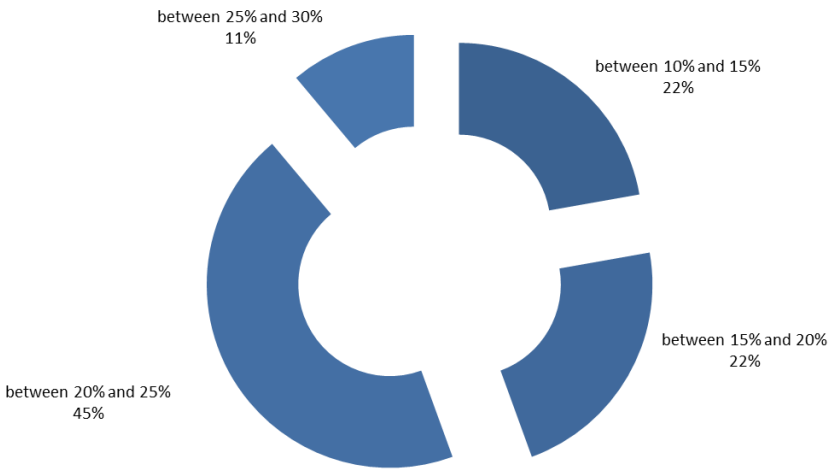
Benefits



Promotions



Increments



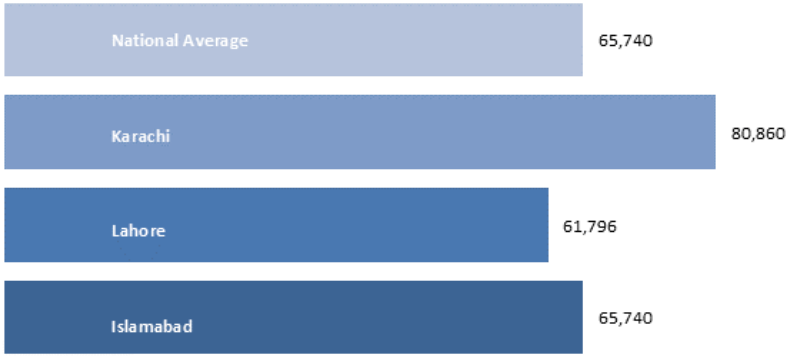
MIDDLE LEVEL

MIDDLE LEVEL GRAPHIC DESIGNER

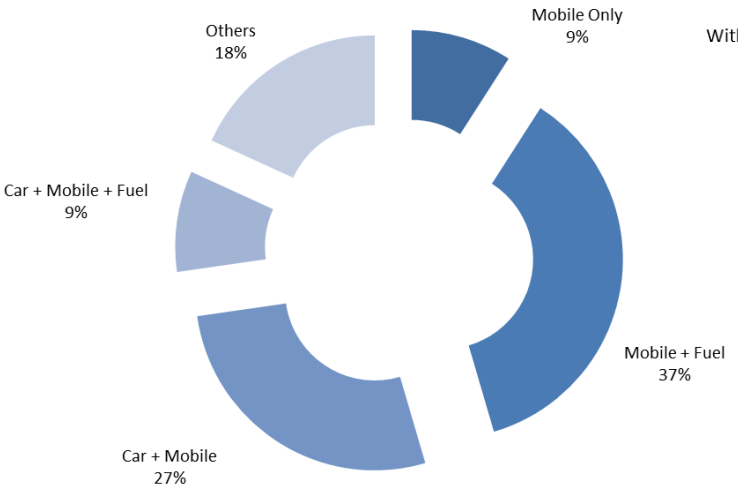
5.74% Increase in average national salaries of middle level Graphic Designers over 2014

The national average monthly salary this year is 65,740/-, Karachi average is 80,860/-, Lahore 61,796/- and Islamabad Rs. 65,740/-

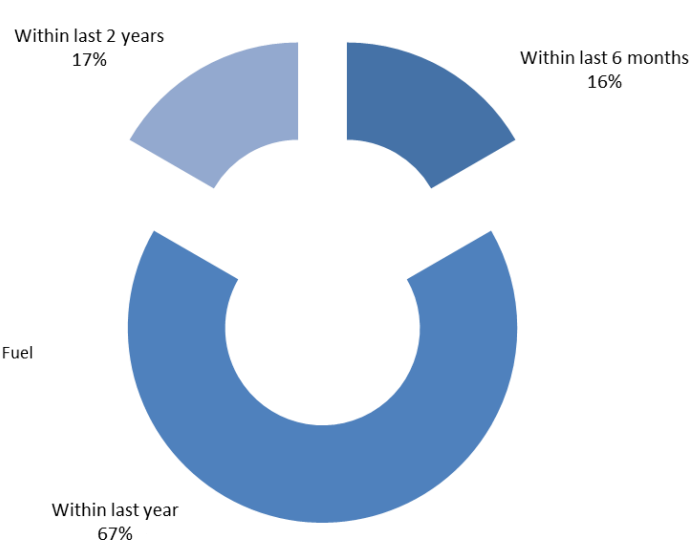
Average Salaries



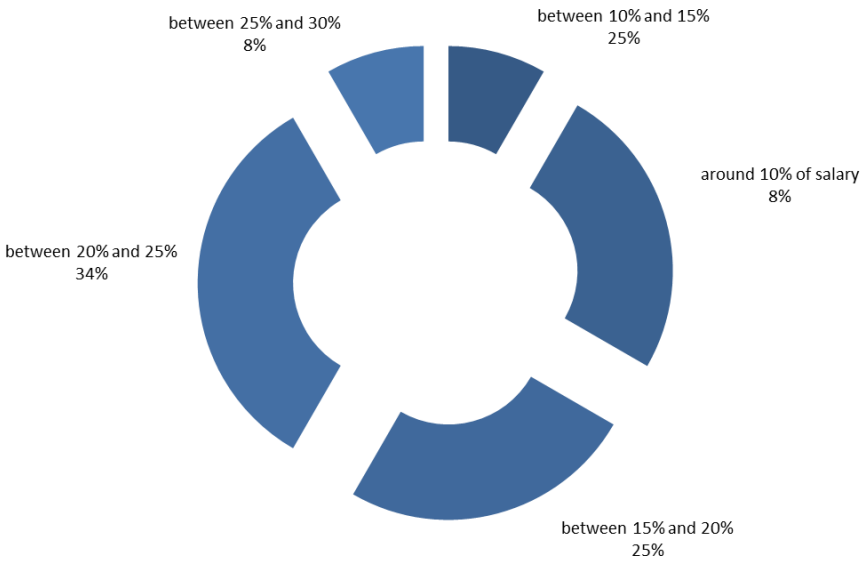
Benefits



Promotions



Increments



SENIOR LEVEL

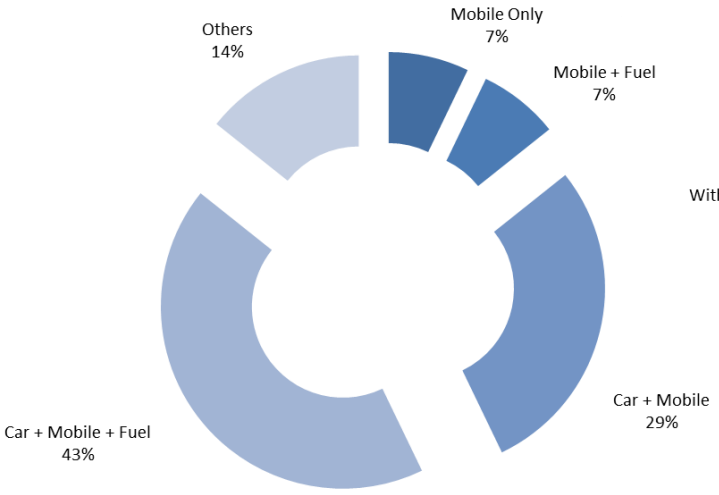
SENIOR LEVEL GRAPHIC DESIGNER

3.79% Increase in average national salaries of senior level Graphic Designers over 2014.

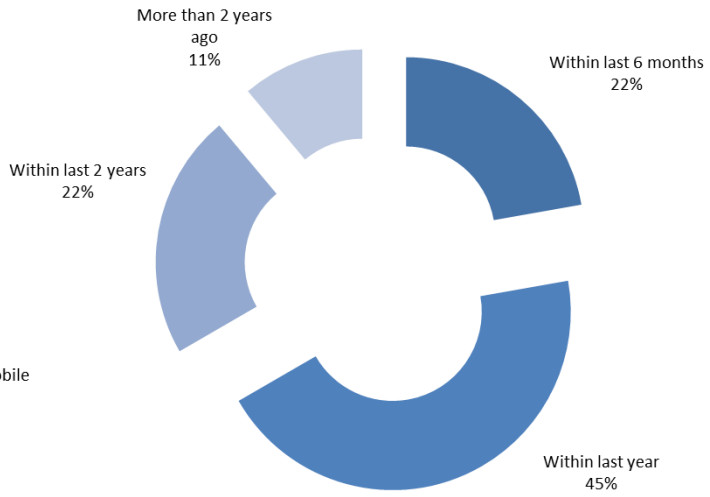
The national average monthly salary this year is 98,450/-, Karachi average is 109,280/-, Lahore 89,590/- and Islamabad Rs. 94,512/-

Average Salaries

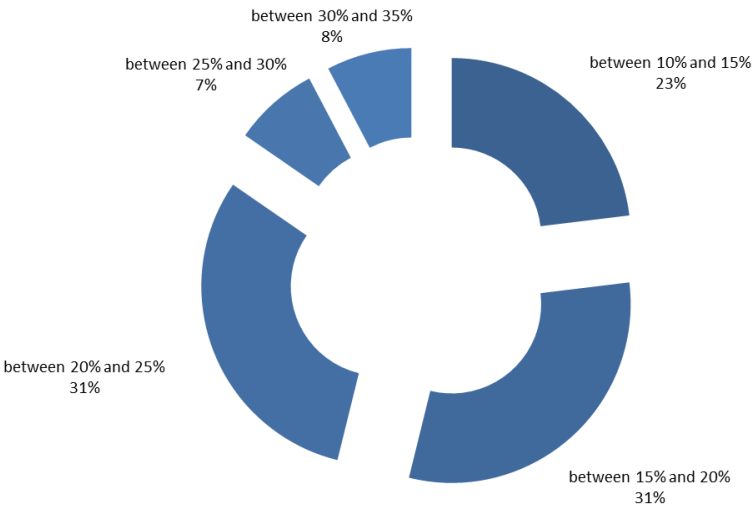
Benefits



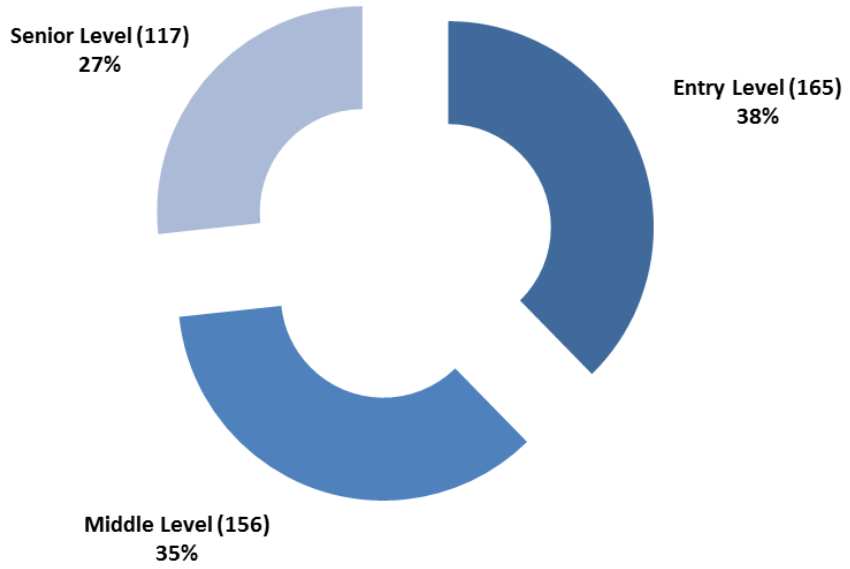
Promotions



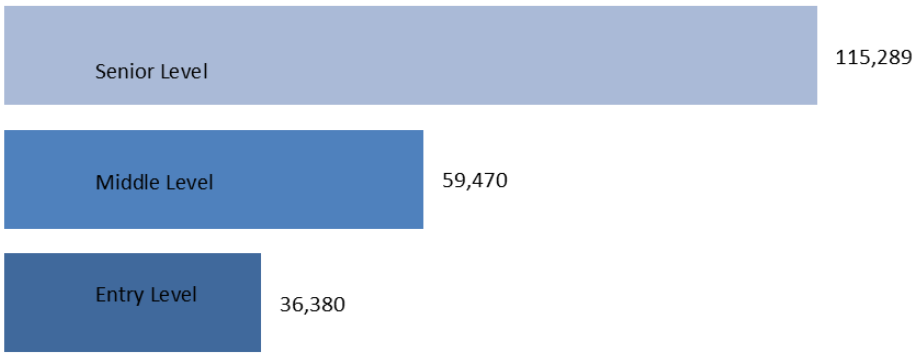
Increments



"FINDINGS FROM 438 HELPDESK / SUPPORT PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Helpdesk / Support Professional in Pakistan is earning Rs. 36,380/- average monthly basic salary while a middle level employee is earning Rs. 59,470/- and a senior employee in this job function takes home Rs. 115,289/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

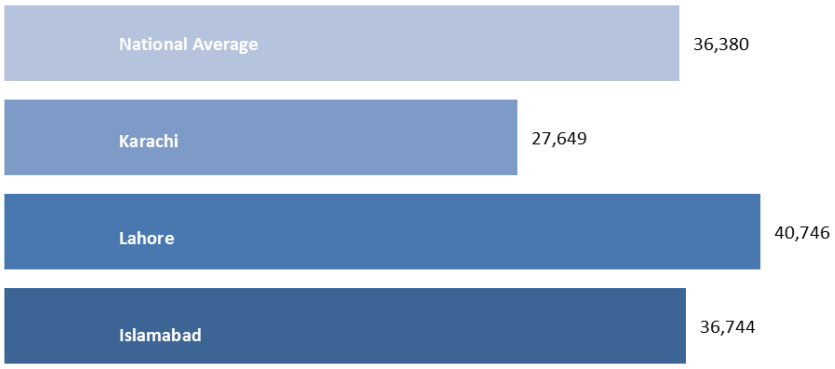
ENTRY LEVEL HELPDESK / SUPPORT PROFESSIONAL

ENTRY LEVEL

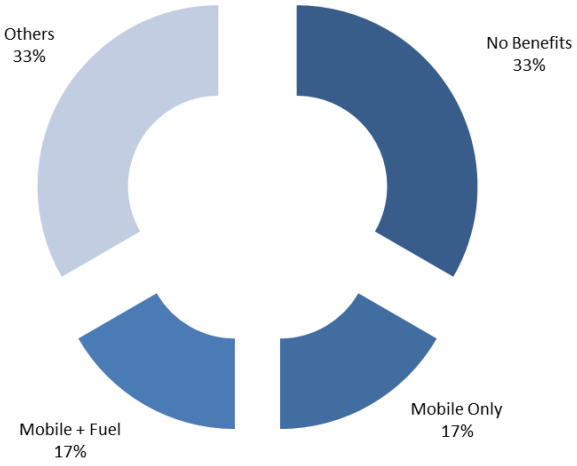
Average Salaries

12.53% Increase in average national salaries of entry level Helpdesk professionals over 2014

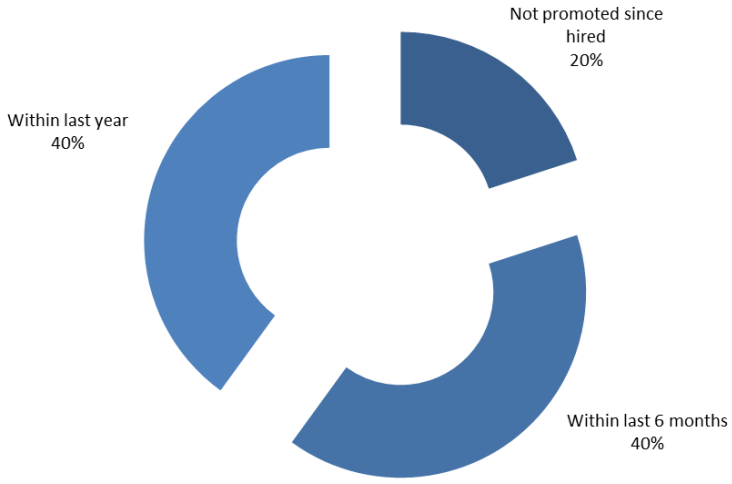
The average national basic salary this year is at Rs. 36,380/-, Karachi average is Rs. 27,649/-, Lahore Rs. 40,746/- and Islamabad salaries are Rs. 36,744/-



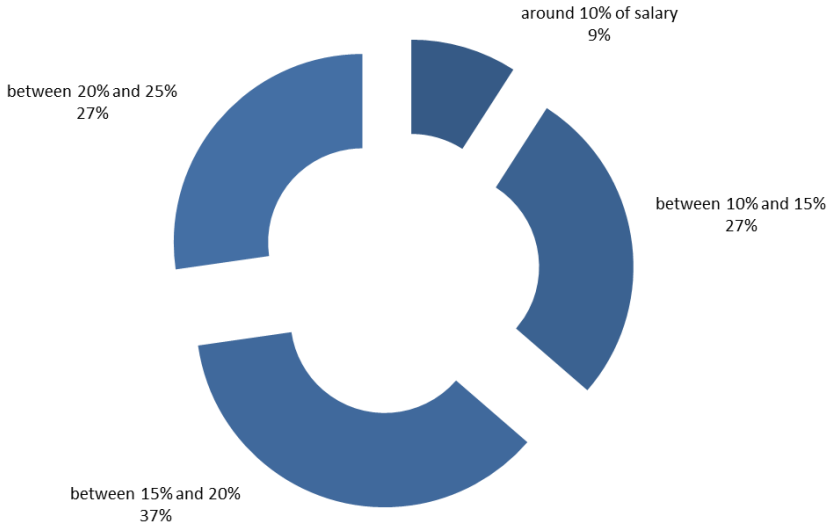
Benefits



Promotions



Increments



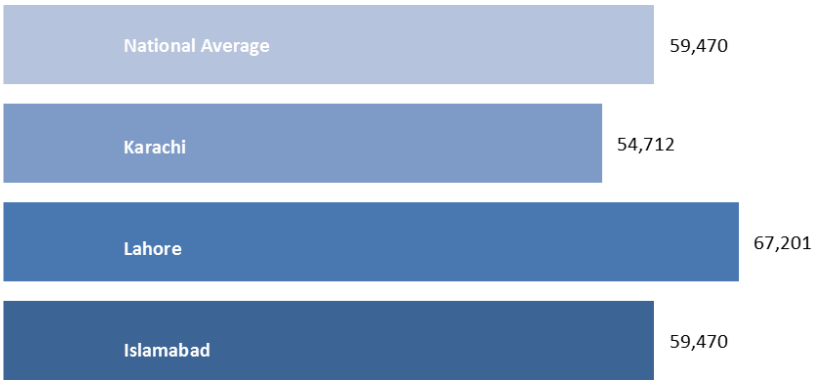
MIDDLE LEVEL

MIDDLE LEVEL HELPDESK / SUPPORT PROFESSIONAL

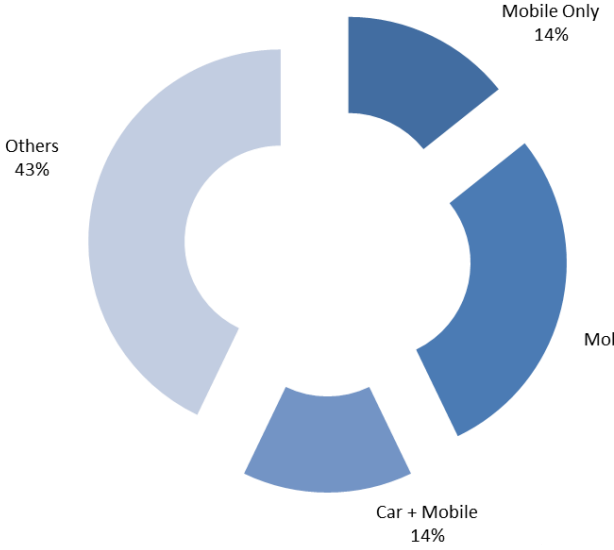
-6.88% Decrease in average national salaries of Middle Level Helpdesk professionals over 2014

The average national basic salary this year is at Rs. 59,470/-, Karachi average is Rs. 54,712/-, Lahore Rs. 67,201/- and Islamabad salaries are Rs. 59,470/-

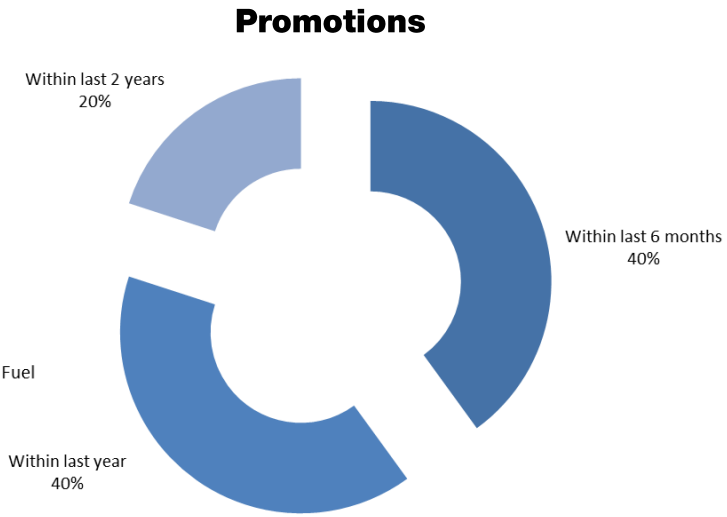
Average Salaries



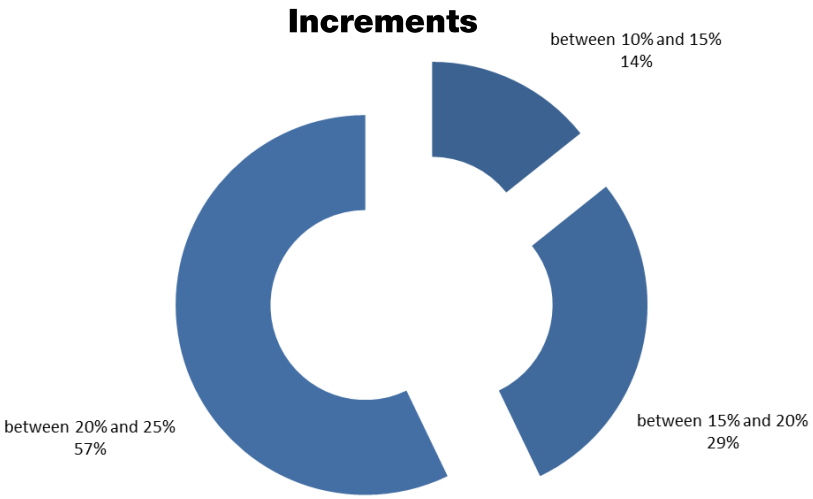
Benefits



Promotions



Increments



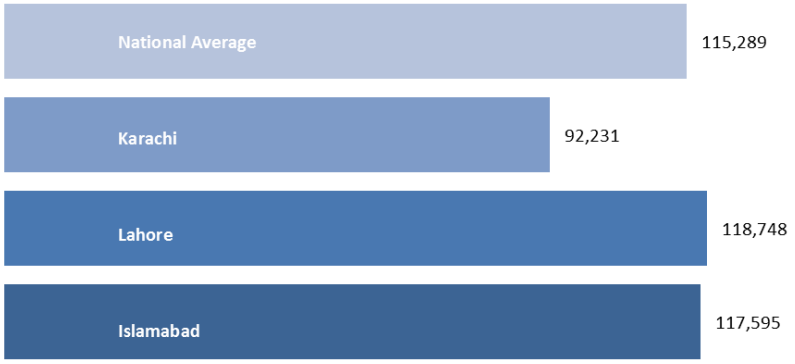
SENIOR LEVEL HELPDESK / SUPPORT PROFESSIONAL

SENIOR LEVEL

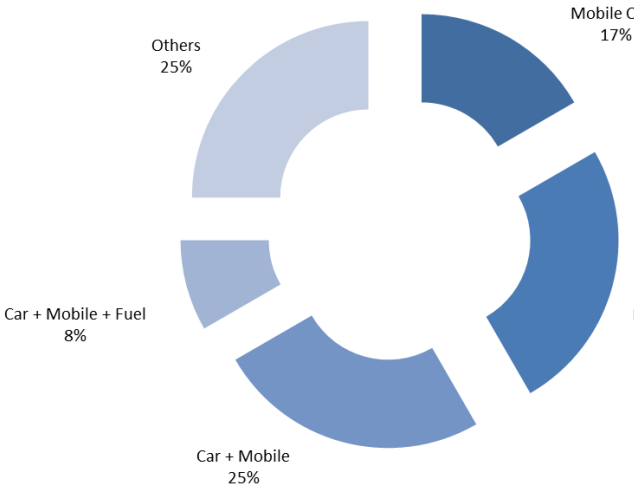
Average Salaries

-2.73% Decrease in average national salaries of Senior Level Helpdesk professionals over 2014

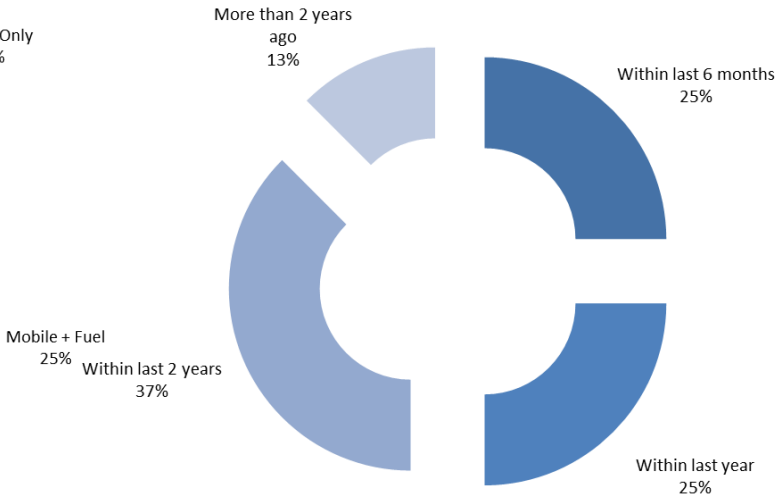
The average national basic salary this year is at Rs. 115,289/-, Karachi average is Rs. 92,231/-, Lahore Rs. 118,748/- and Islamabad salaries are Rs. 117,595/-



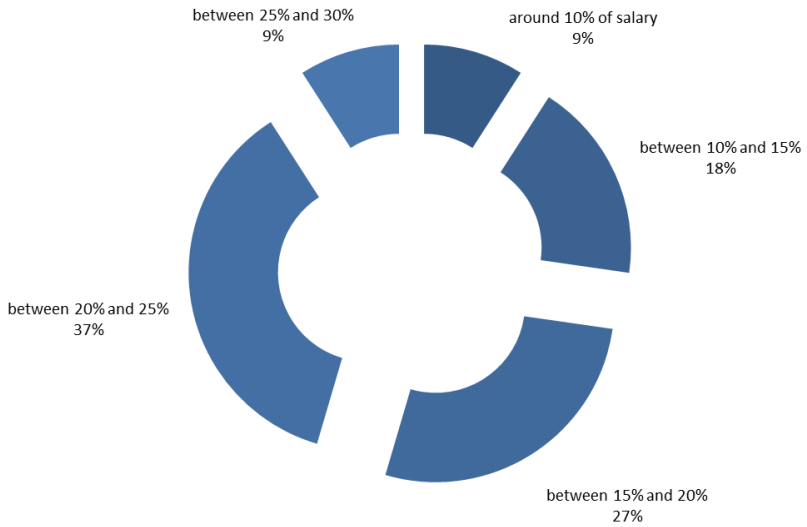
Benefits



Promotions

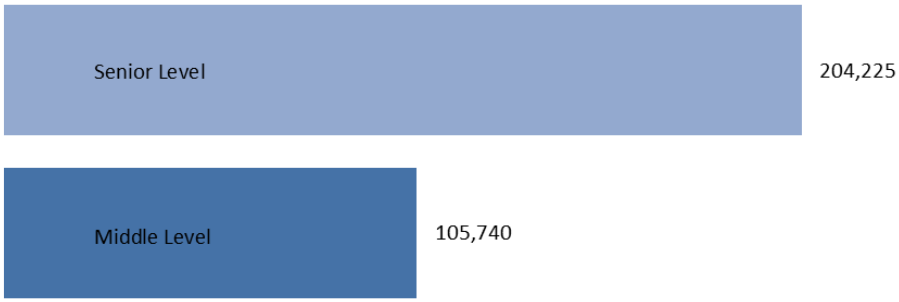


Increments



"FINDINGS FROM 72 PRODUCT MANAGERS NATIONWIDE"

AVERAGE NATIONWIDE SALARIES



The survey reveals a Middle level Product Manager in Pakistan is earning Rs. 105,740/- average monthly basic salary while a senior level employee is earning Rs. 204,225/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

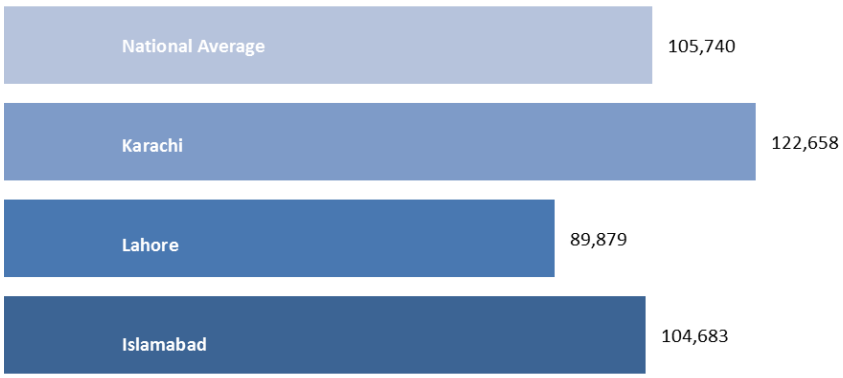
MIDDLE LEVEL

MIDDLE LEVEL PRODUCT MANAGER

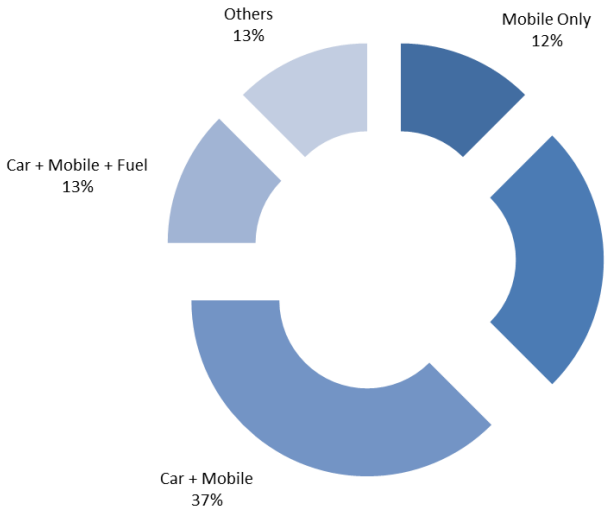
6.33% Increase in average national salaries of Middle Level Product Managers over 2014

The average national basic salary this year is at Rs. 105,740/-, Karachi average is Rs. 122,658/-, Lahore Rs. 89,879/- and Islamabad salaries are Rs. 104,683/-

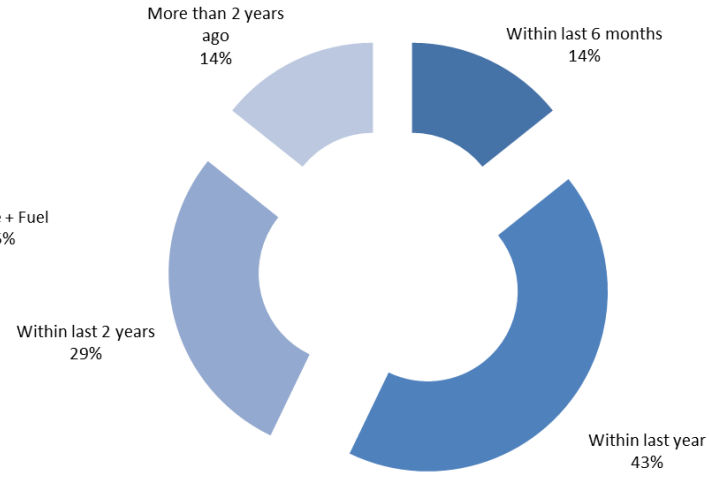
Average Salaries



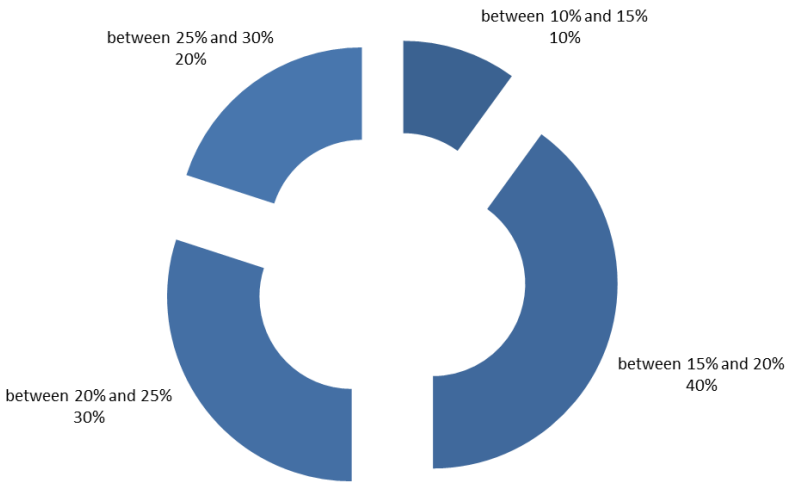
Benefits



Promotions



Increments



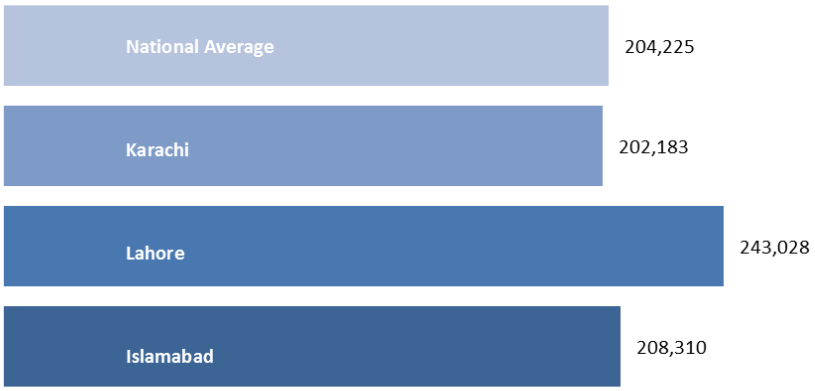
SENIOR LEVEL

SENIOR PRODUCT MANAGER

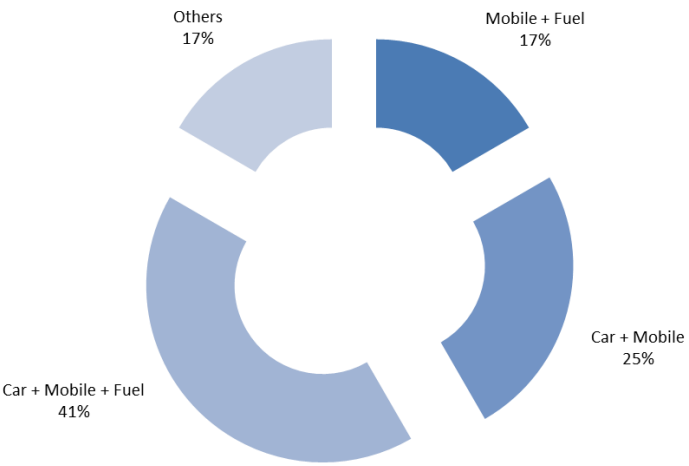
Average Salaries

3.62% Increase in average national salaries of Senior Level Product Managers over 2014

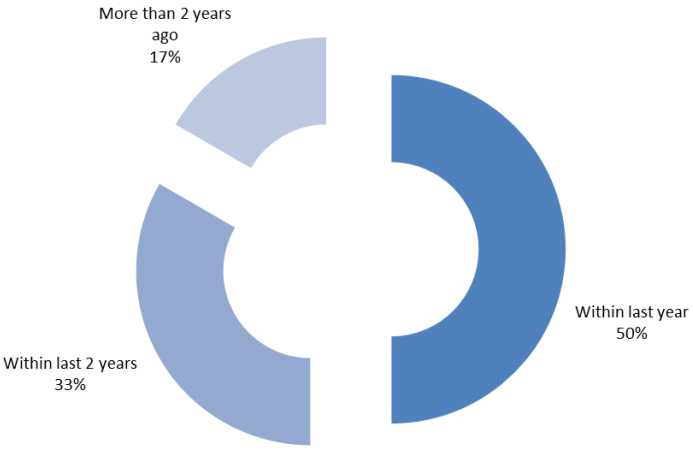
The average national basic salary this year is at Rs. 204,225/-, Karachi average is Rs. 202,183/-, Lahore Rs. 243,028/- and Islamabad salaries are Rs. 208,310/-



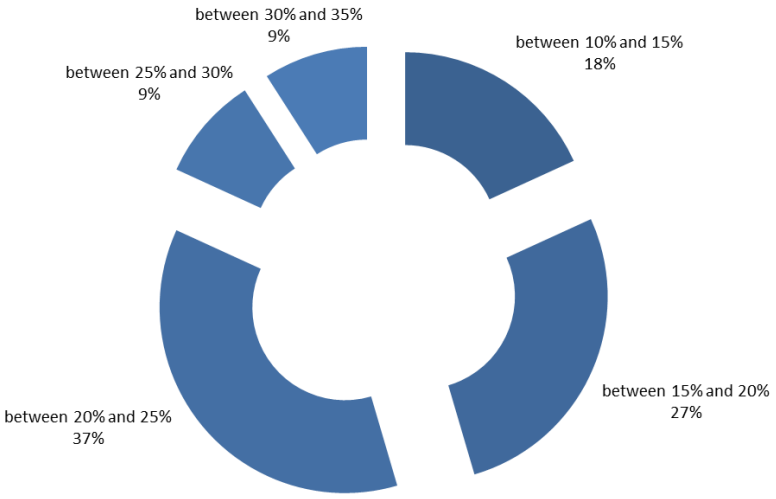
Benefits



Promotions

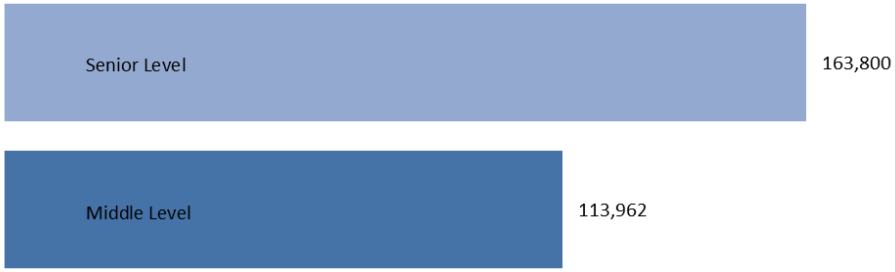


Increments



"FINDINGS FROM 265 PROJECT MANAGERS NATIONWIDE"

AVERAGE NATIONWIDE SALARIES



The survey reveals a Middle level Project Manager in Pakistan is earning Rs. 113,962/- average monthly basic salary while a Senior Level employee is earning Rs. 163,800/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

MIDDLE LEVEL

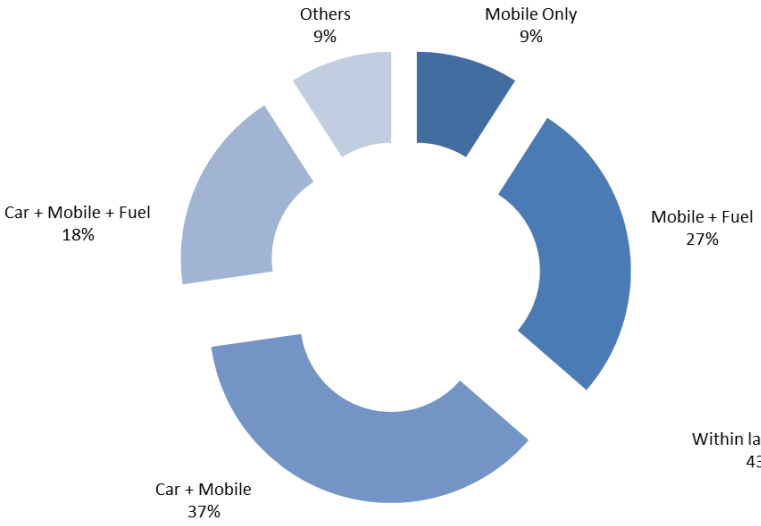
MIDDLE LEVEL PROJECT MANAGER

Average Salaries

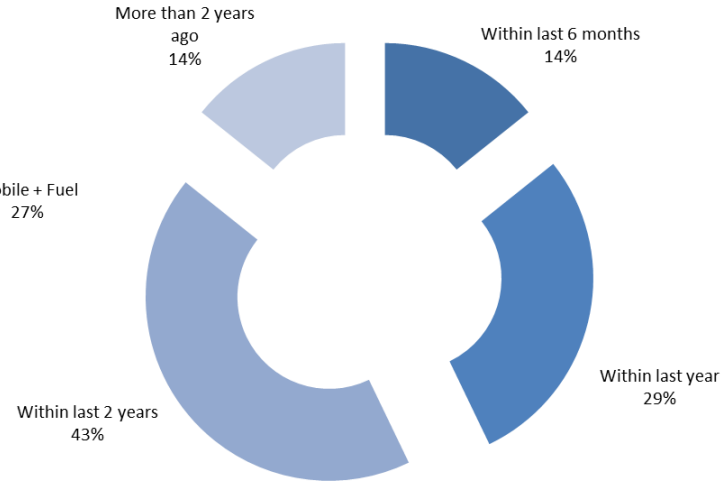
8.46% Increase in average national salaries of Middle Level Project Managers over 2014

The average national basic salary this year is at Rs. 113,962/-, Karachi average is Rs. 104,845/-, Lahore Rs. 131,056/- and Islamabad salaries are Rs. 112,822/-

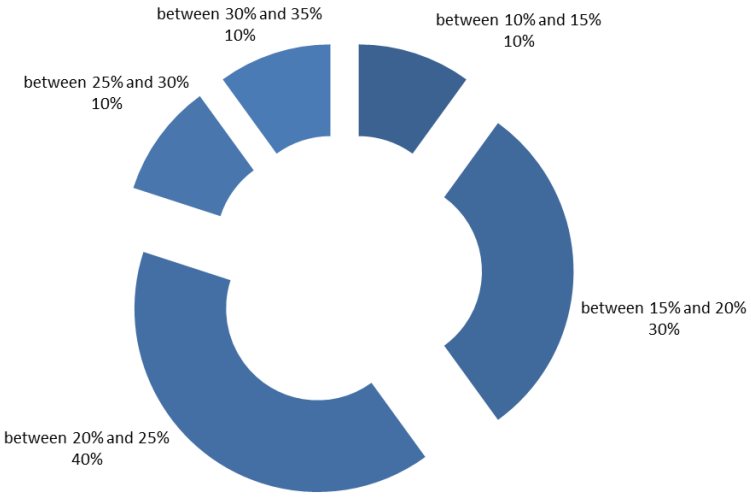
Benefits



Promotions



Increments



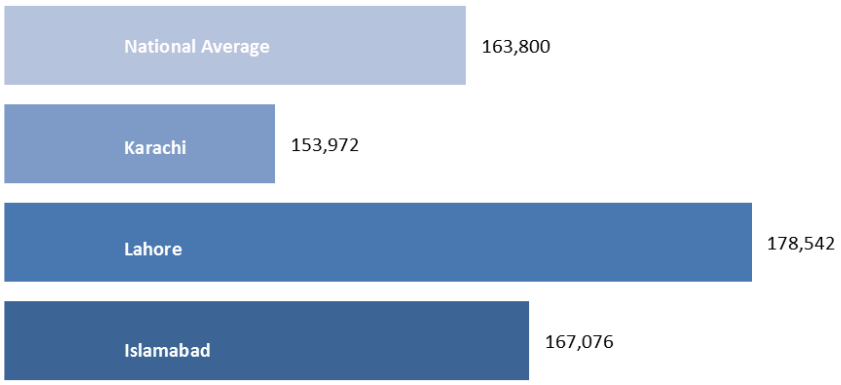
SENIOR LEVEL

SENIOR PROJECT MANAGER

Average Salaries

5.64% Increase in average national salaries of Senior Level Project Managers over 2014

The average national basic salary this year is at Rs. 163,800/-, Karachi average is Rs. 153,972/-, Lahore Rs. 178,542/- and Islamabad salaries are Rs. 167,076/-



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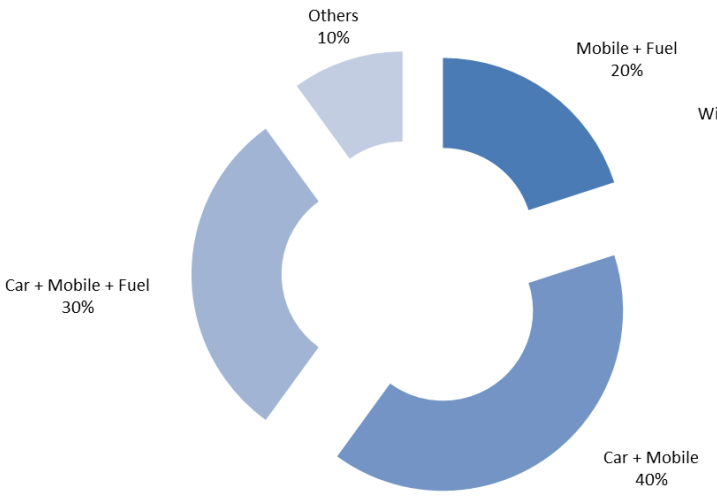

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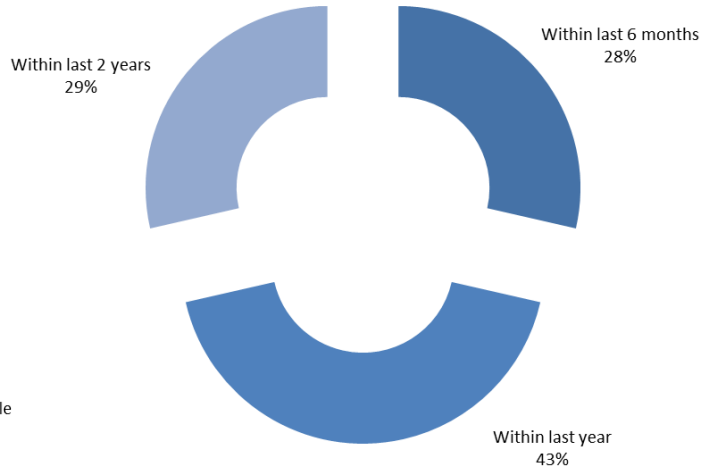
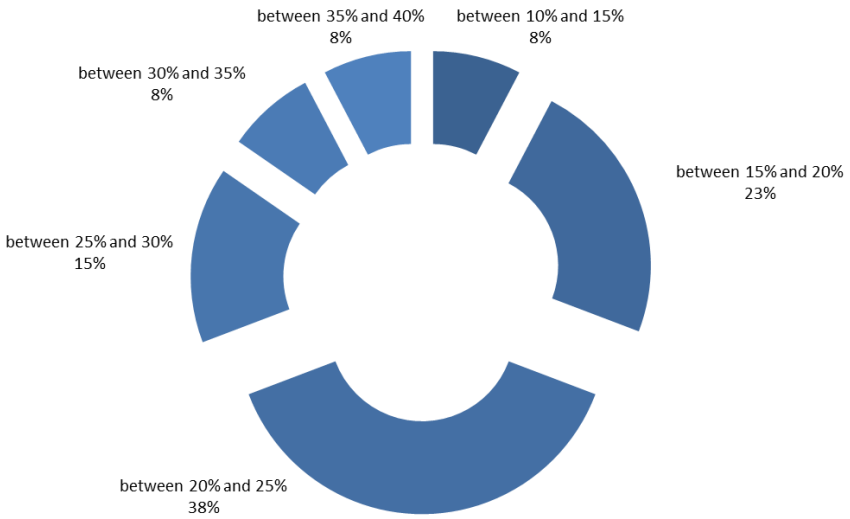
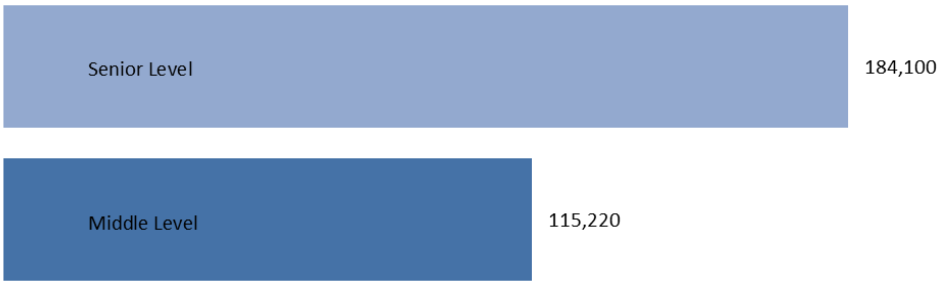


Increments



"FINDINGS FROM 124 SOFTWARE DEVELOPMENT MANAGERS NATIONWIDE"

AVERAGE NATIONWIDE SALARIES



The survey reveals a Middle level Software Development Manager in Pakistan is earning Rs. 115,220/- average monthly basic salary while a senior level employee is earning Rs. 184,100/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

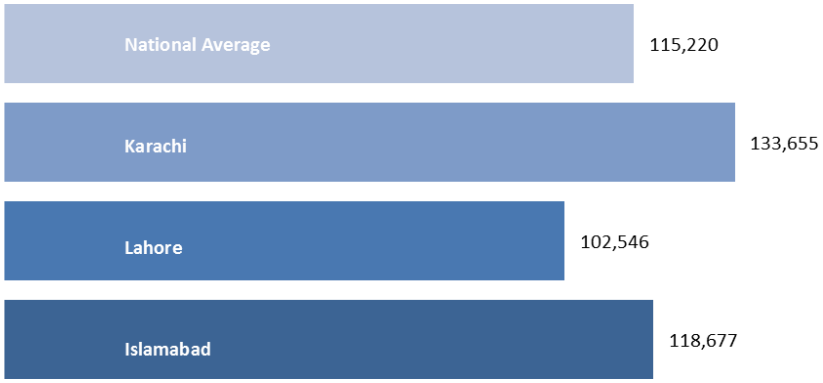
MIDDLE LEVEL

MIDDLE LEVEL SOFTWARE DEVELOPMENT MANAGER

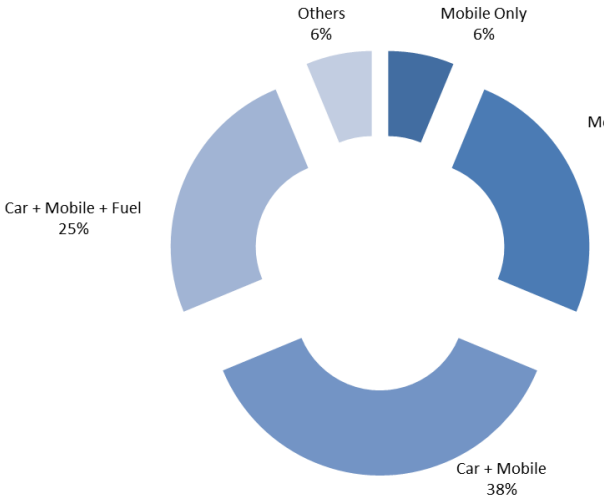
12.04% Increase in average national salaries of Middle Level Software Development Managers over 2014

The average national basic salary this year is at Rs. 115,220/-, Karachi average is Rs. 133,655/-, Lahore Rs. 102,546/- and Islamabad salaries are Rs. 118,677/-

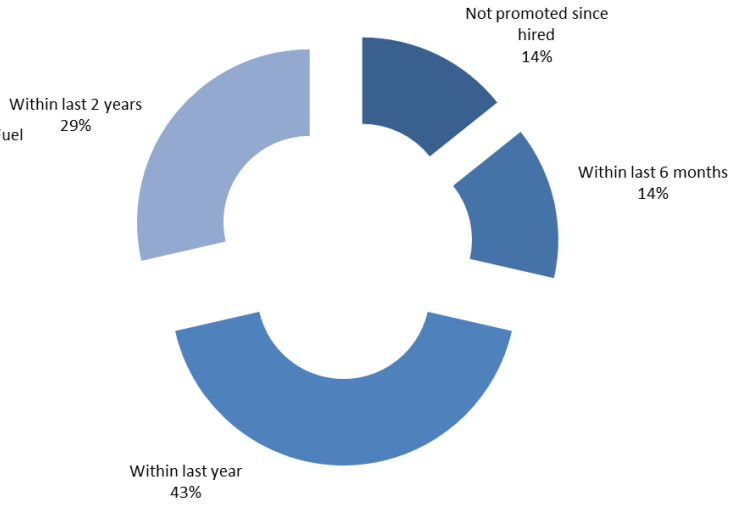
Average Salaries



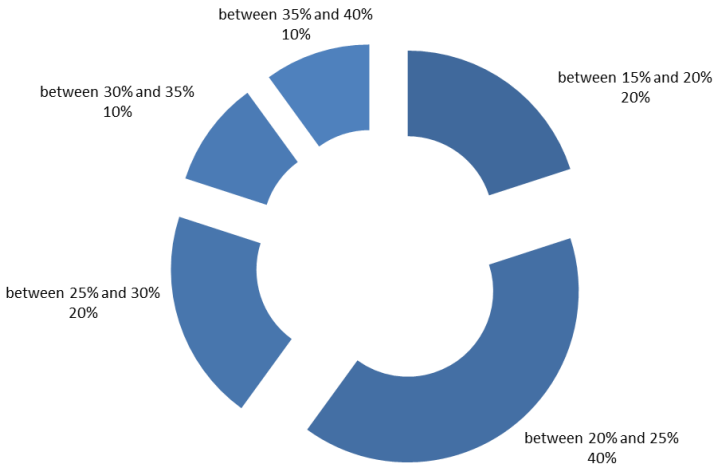
Benefits



Promotions



Increments



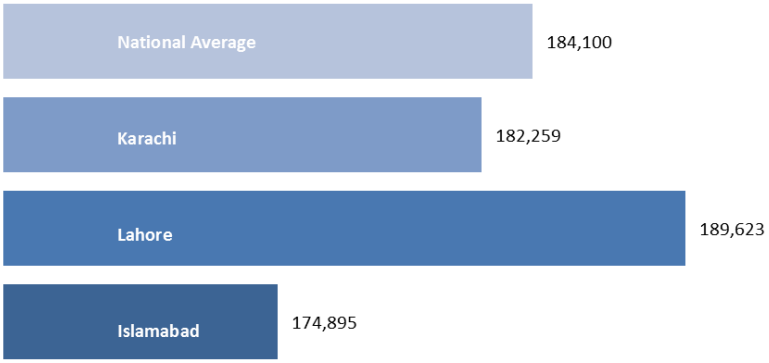
SENIOR LEVEL

SENIOR SOFTWARE DEVELOPMENT MANAGER

6.3% Increase in average national salaries of Senior Software Development Managers over 2014

The average national basic salary this year is at Rs. 184,100/-, Karachi average is Rs. 182,259/-, Lahore Rs. 189,259/- and Islamabad salaries are Rs. 174,895/-

Average Salaries



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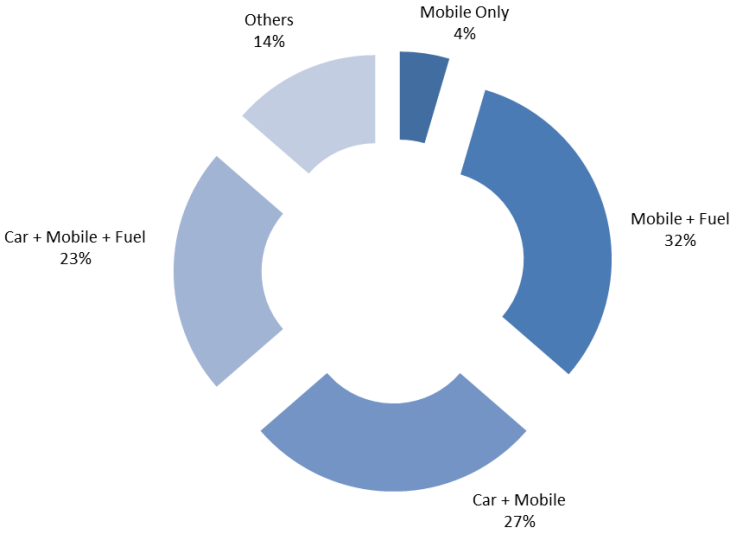
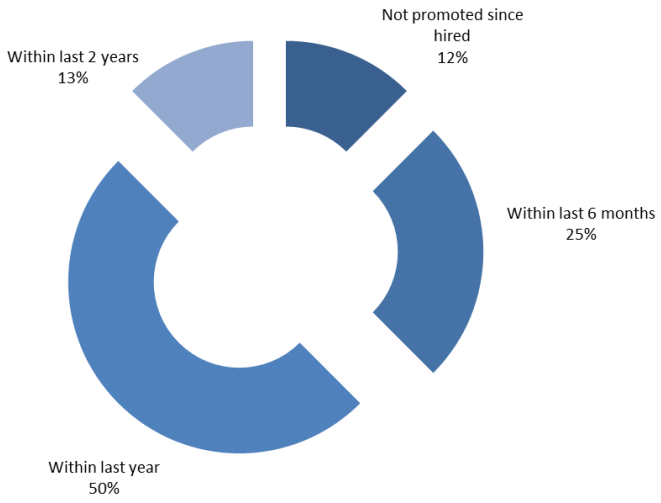
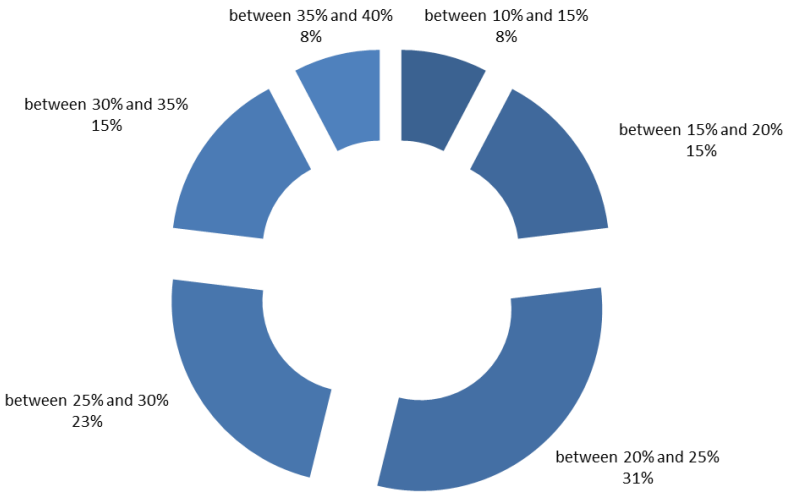


Promotions

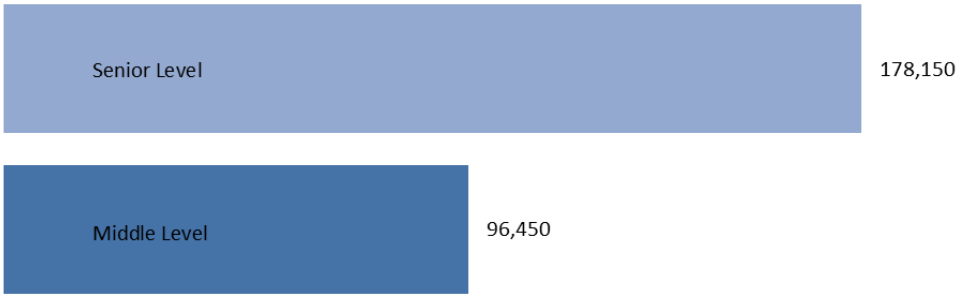


Increments



"FINDINGS FROM 304 TEAM LEADS NATIONWIDE"

AVERAGE NATIONWIDE SALARIES



The survey reveals a Middle level Team Leader in Pakistan is earning Rs. 96,450/- average monthly basic salary while a senior level employee is earning Rs. 178,150/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

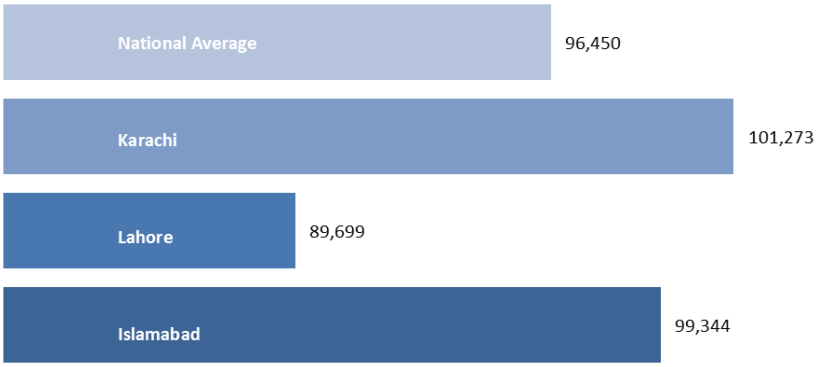
MIDDLE LEVEL

MIDDLE LEVEL TEAM LEADER

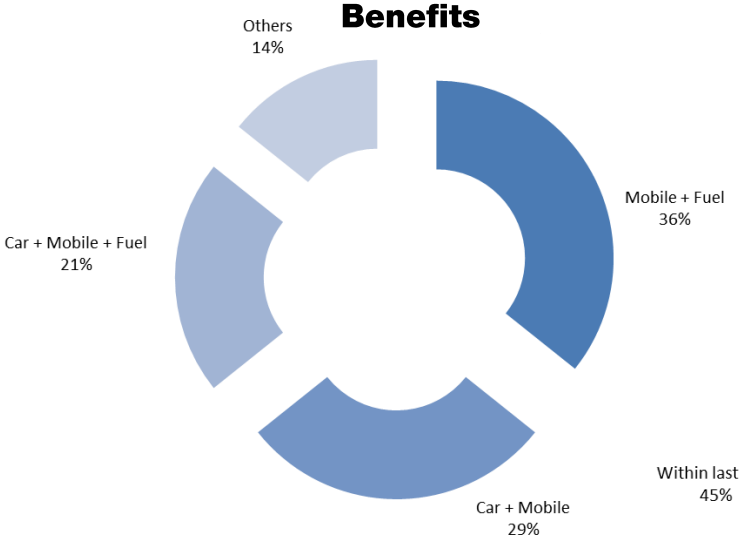
14.17% Increase in average national salaries of Middle Level Team Leaders over 2014

The average national basic salary this year is at Rs. 96,450/-, Karachi average is Rs. 101,273/-, Lahore Rs. 89,699/- and Islamabad salaries are Rs. 99,344/-

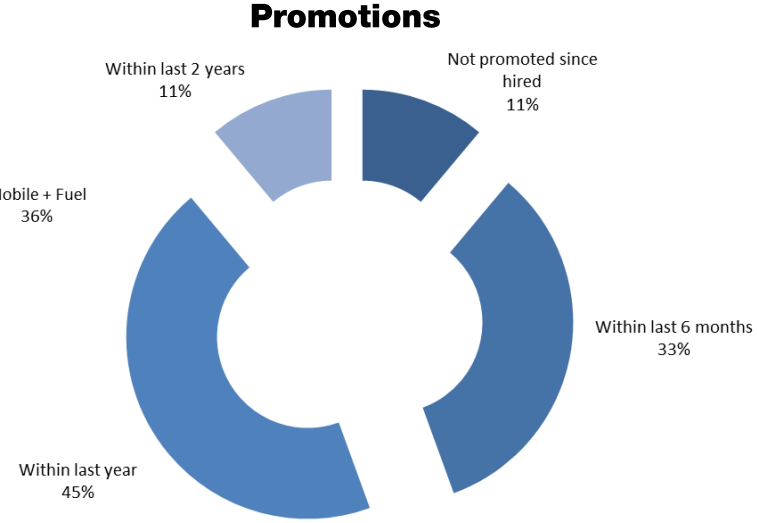
Average Salaries



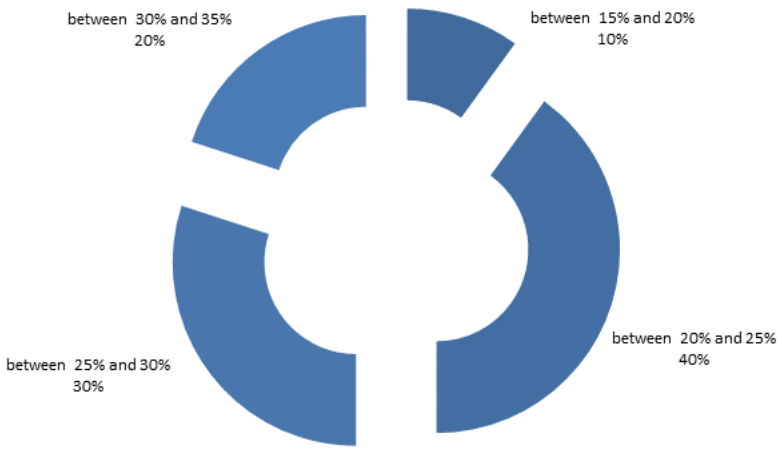
Benefits



Promotions



Increments



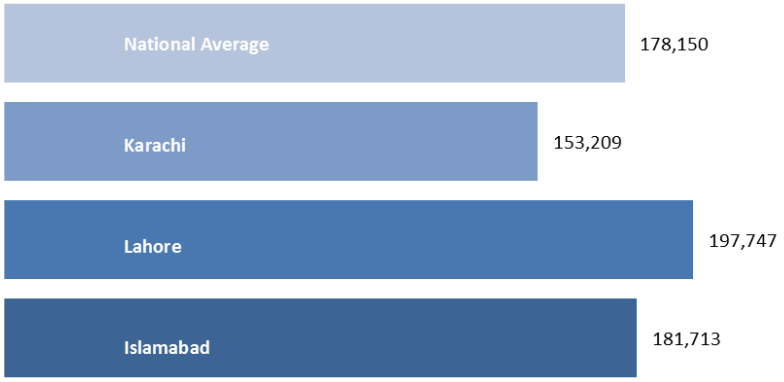
SENIOR LEVEL

SENIOR TEAM LEAD

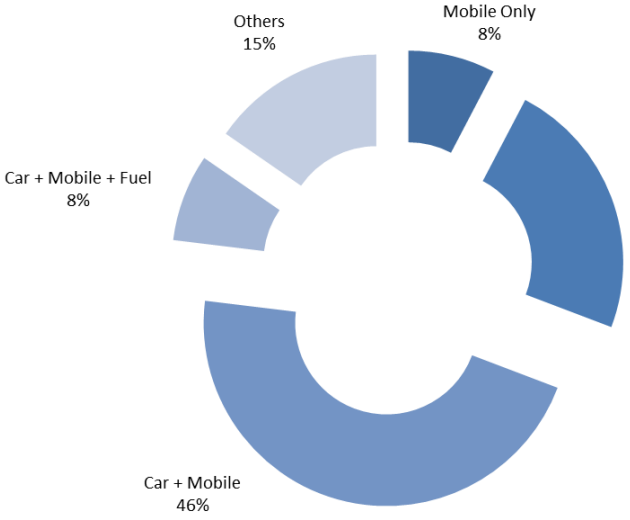
13.25% Increase in average national salaries of Senior Team Leaders over 2014

The average national basic salary this year is at Rs. 178,150/-, Karachi average is Rs. 153,209/-, Lahore Rs. 197,747/- and Islamabad salaries are Rs. 181,713/-

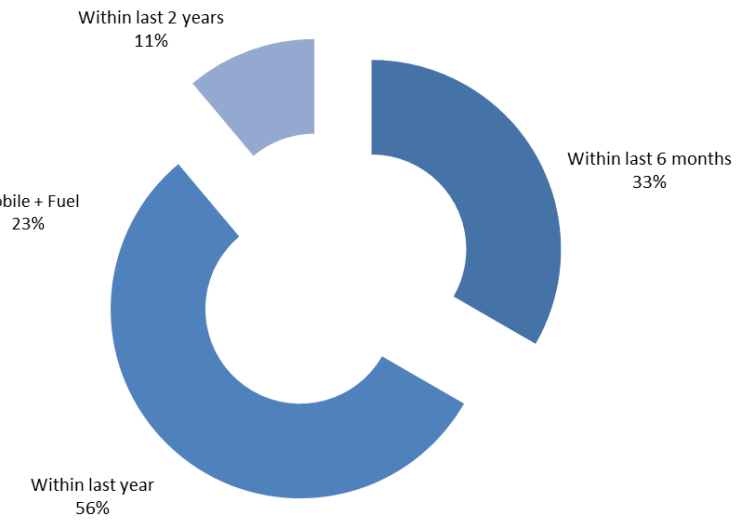
Average Salaries



Benefits



Promotions



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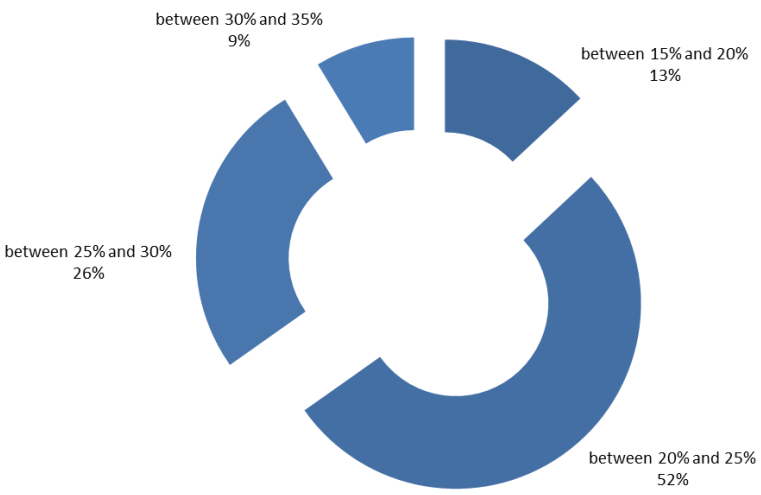
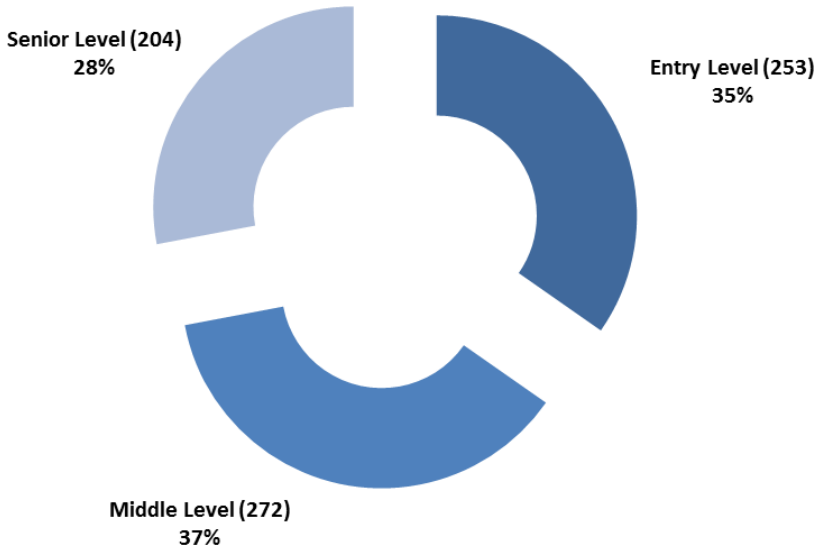
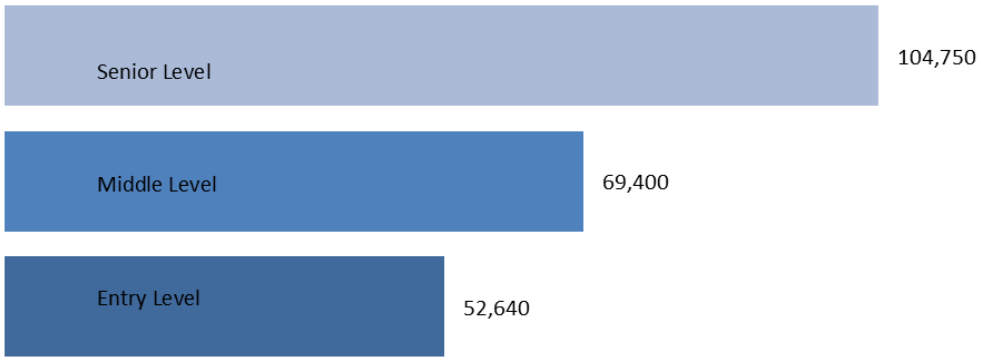


"FINDINGS FROM 729 QUALITY ASSURANCE PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Quality Assurance Professional in Pakistan is earning Rs. 52,640/- average monthly basic salary while a middle level employee is earning Rs. 69,400/- and a senior employee in this job function takes home Rs. 104,750/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

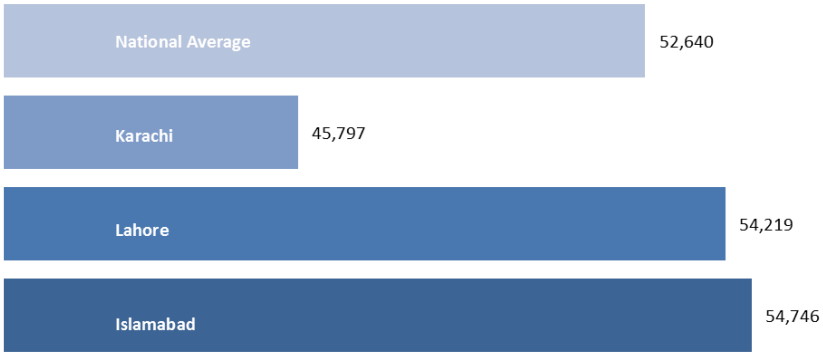
ENTRY LEVEL

ENTRY LEVEL QUALITY ASSURANCE PROFESSIONAL

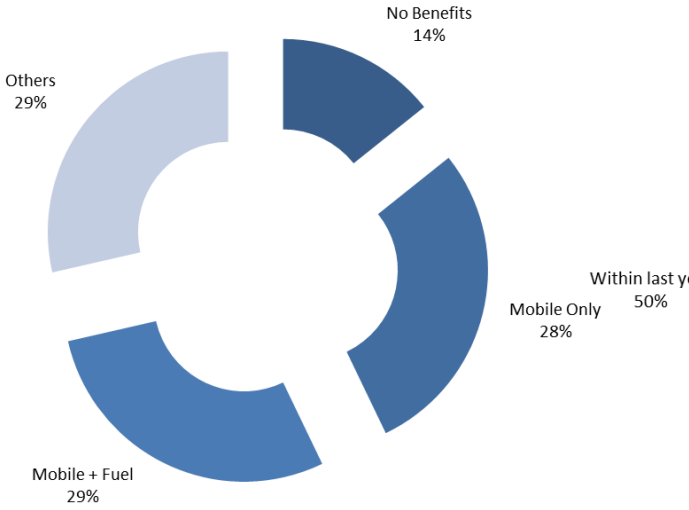
12.96% Increase in average national salaries of entry level QA professionals over 2014

The average national basic salary this year is at Rs. 52,640/-, Karachi average is Rs. 45,797/-, Lahore Rs. 54,219/- and Islamabad salaries are Rs. 54,746/-

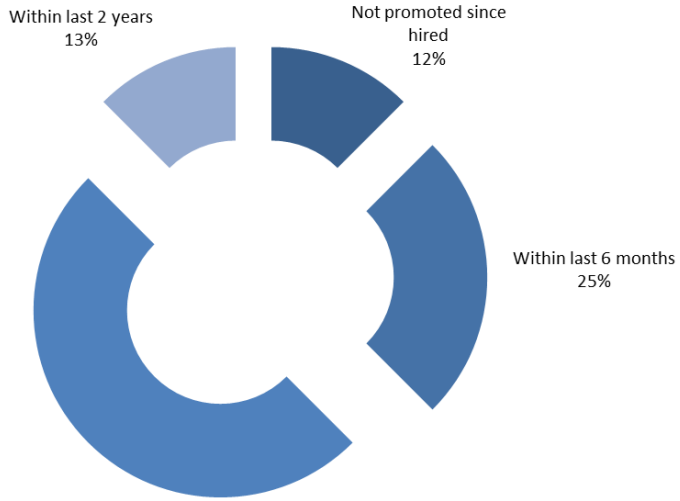
Average Salaries



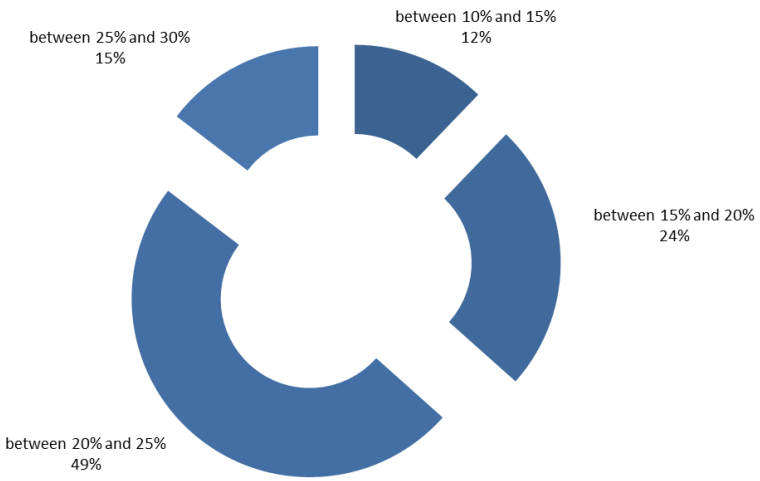
Benefits



Promotions



Increments



MIDDLE LEVEL

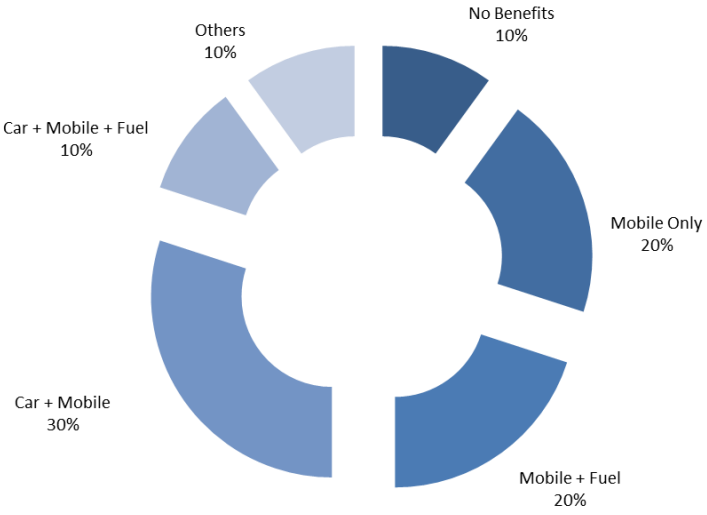
MIDDLE LEVEL QUALITY ASSURANCE PROFESSIONAL

5.81% Increase in average national salaries of Middle Level QA professionals over 2014

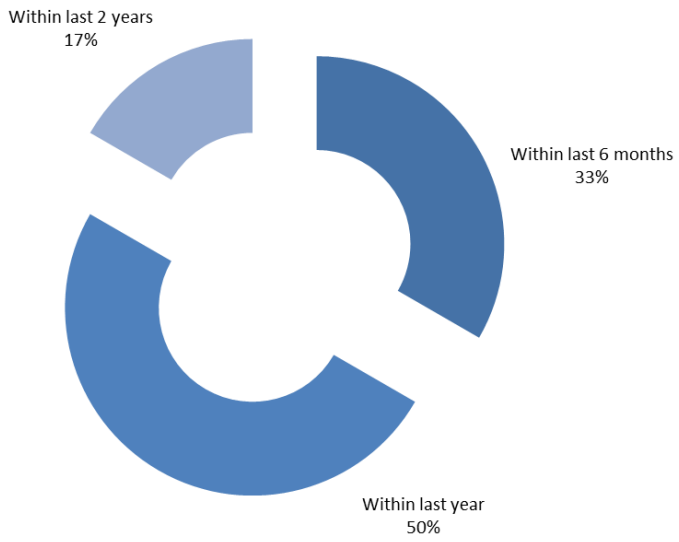
The average national basic salary this year is at Rs. 69,400/-, Karachi average is Rs. 73,564/-, Lahore Rs. 60,378/- and Islamabad salaries are Rs. 70,094/-

Average Salaries

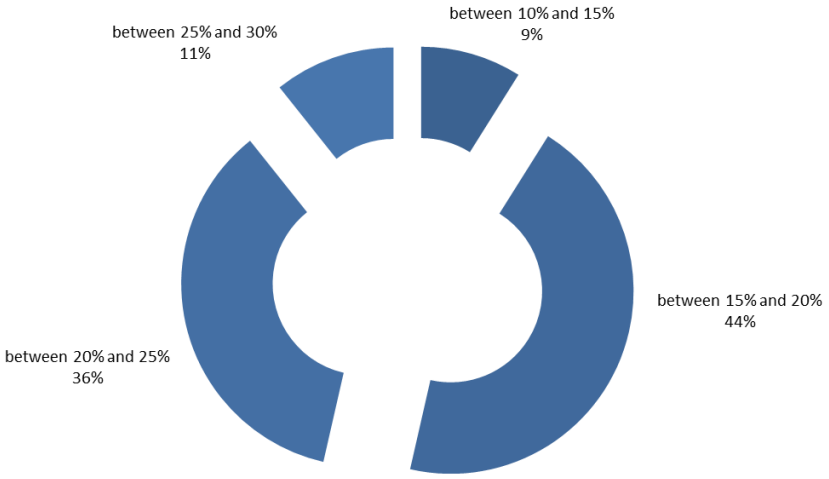
Benefits



Promotions



Increments



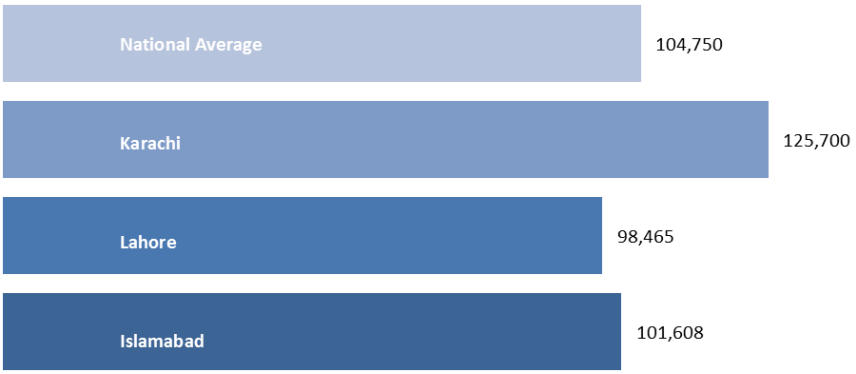
SENIOR LEVEL

SENIOR LEVEL QUALITY ASSURANCE PROFESSIONAL

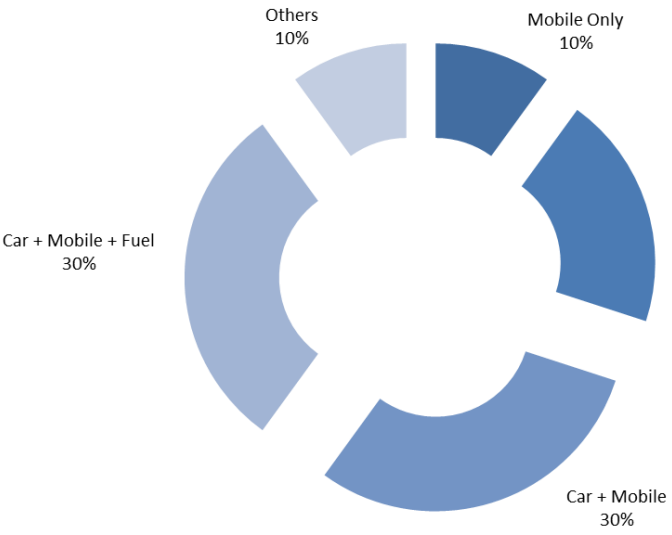
13.58% Increase in average national salaries of Senior Level QA professionals over 2014

The average national basic salary this year is at Rs. 104,750/-, Karachi average is Rs. 125,700/-, Lahore Rs. 98,465/- and Islamabad salaries are Rs. 101,608/-

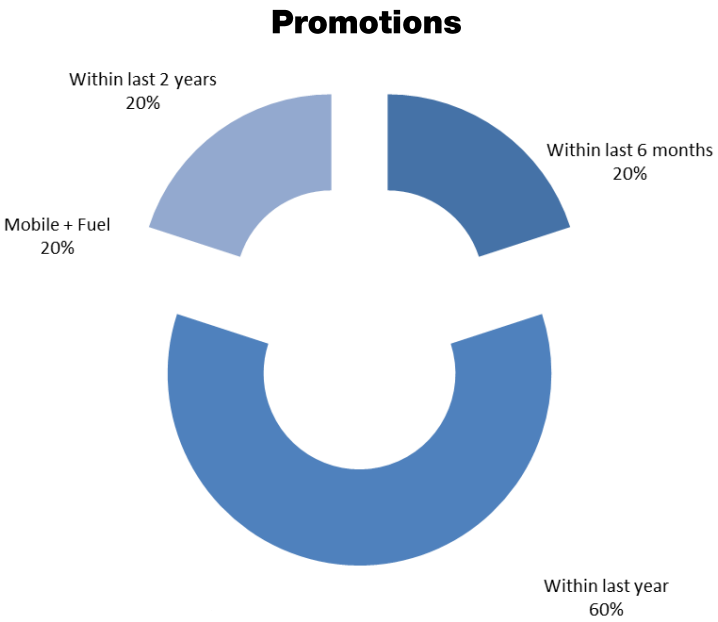
Average Salaries



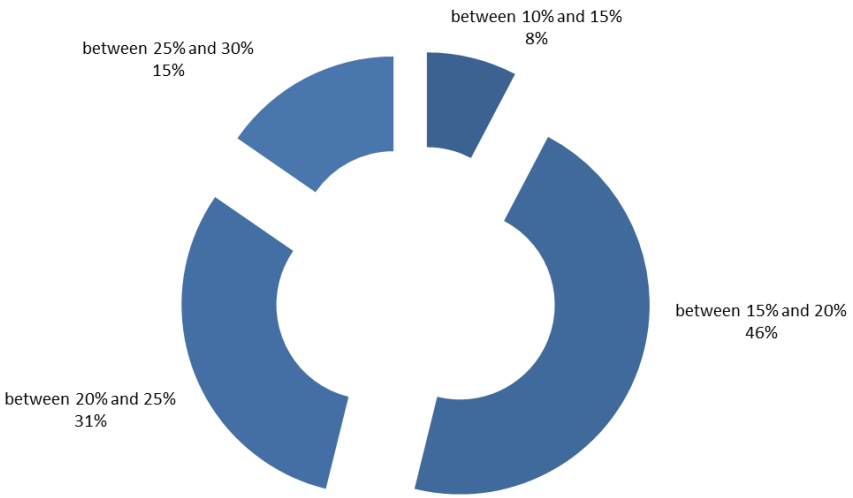
Benefits



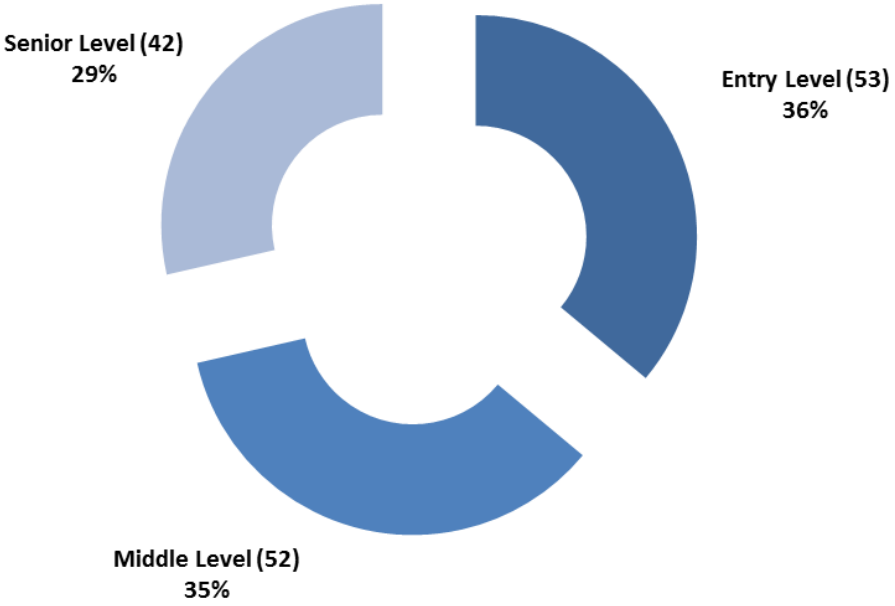
Promotions



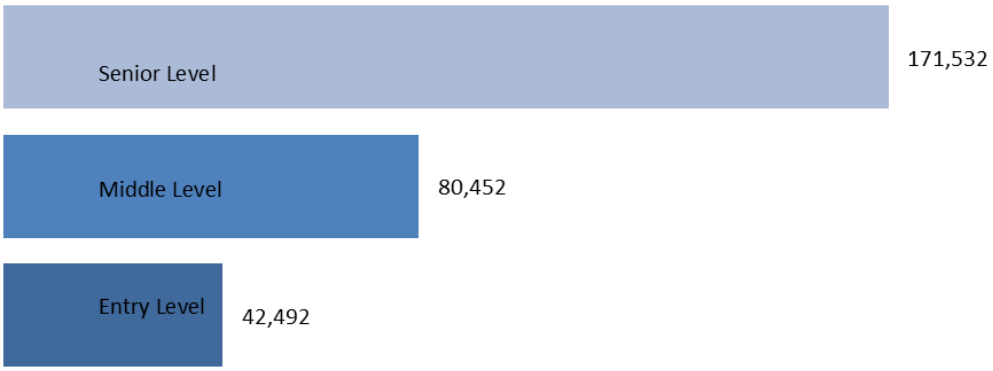
Increments



"FINDINGS FROM 147 DATA MINERS / SCIENTISTS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Data Miner / Data Scientist in Pakistan is earning Rs. 42,492/- average monthly basic salary while a middle level employee is earning Rs. 80,452/- and a senior employee in this job function takes home Rs. 171,532/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

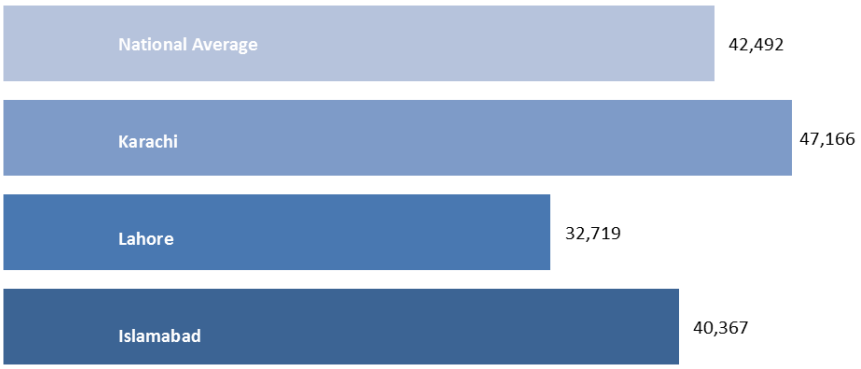
ENTRY LEVEL DATA MINER / DATA SCIENTIST

ENTRY LEVEL

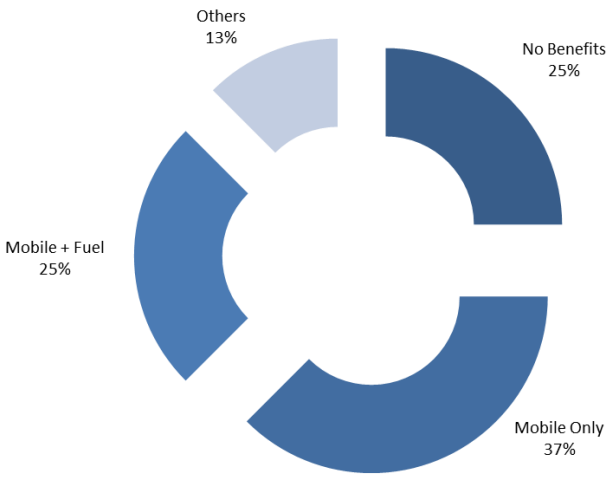
Average Salaries

29.09% Increase in average national salaries of entry level Data Scientists over 2014

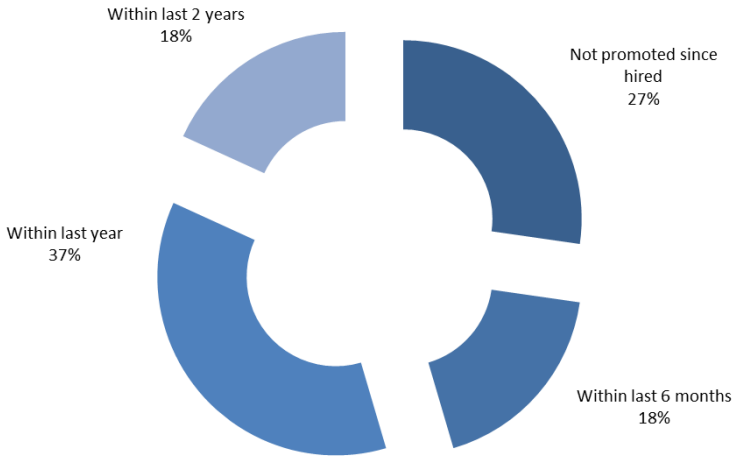
The average national basic salary this year is at Rs. 42,492/-, Karachi average is Rs. 47,166/-, Lahore Rs. 32,719/- and Islamabad salaries are Rs. 40,367/-



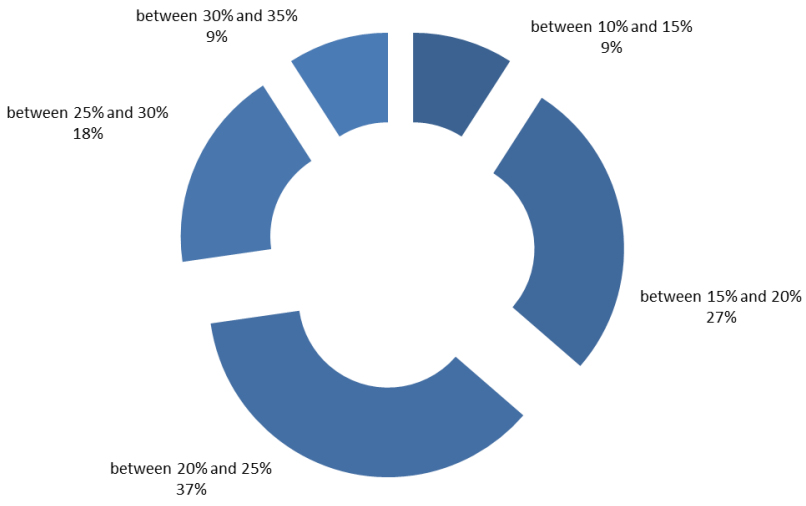
Benefits



Promotions



Increments



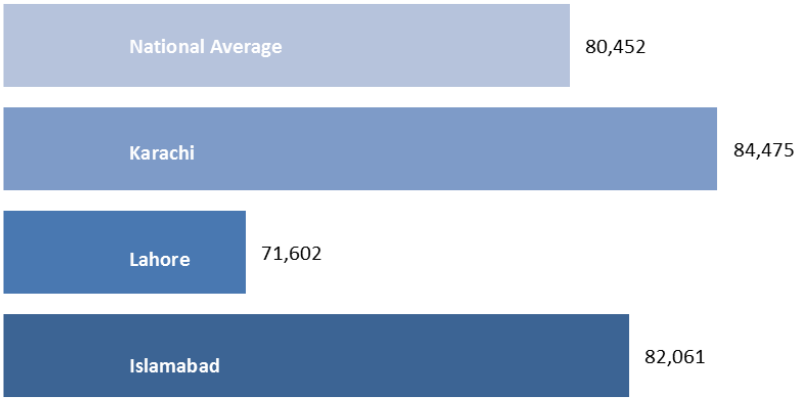
MIDDLE LEVEL

MIDDLE LEVEL DATA MINER / DATA SCIENTIST

11.4% Increase in average national salaries of Middle Level Data Scientists over 2014

The average national basic salary this year is at Rs. 80,452/-, Karachi average is Rs. 84,475/-, Lahore Rs. 71,602/- and Islamabad salaries are Rs. 82,061/-

Average Salaries



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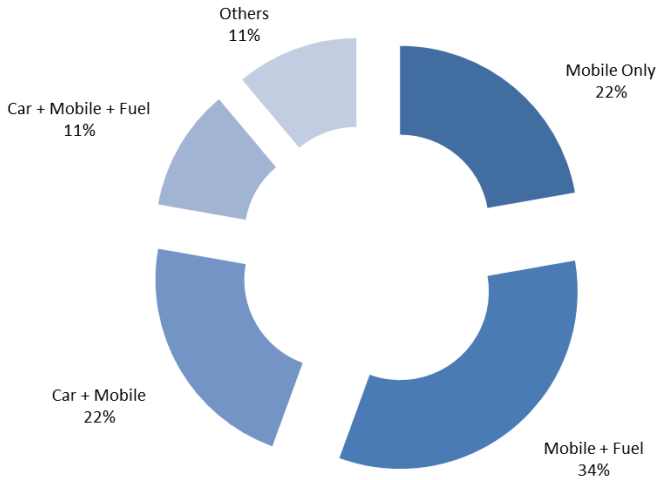
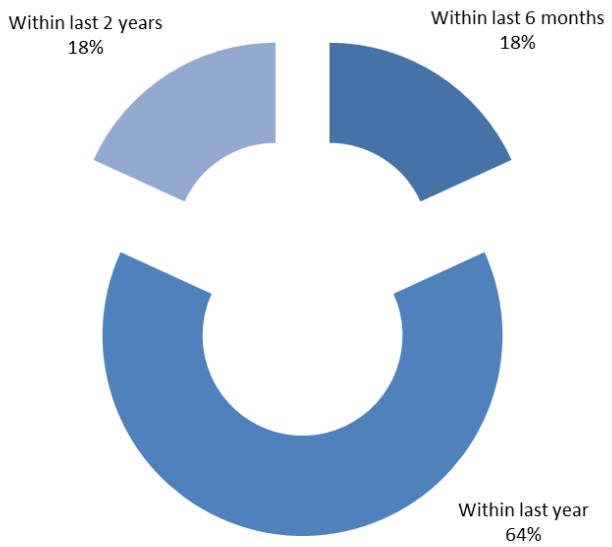
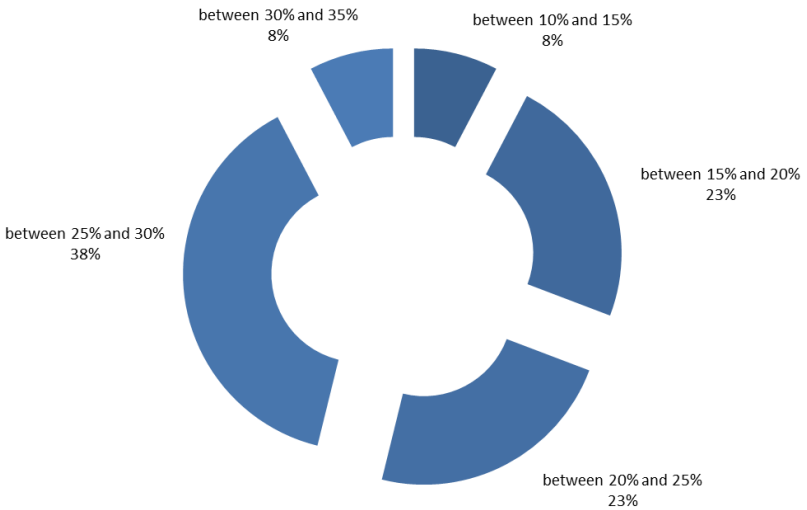


Promotions



Increments



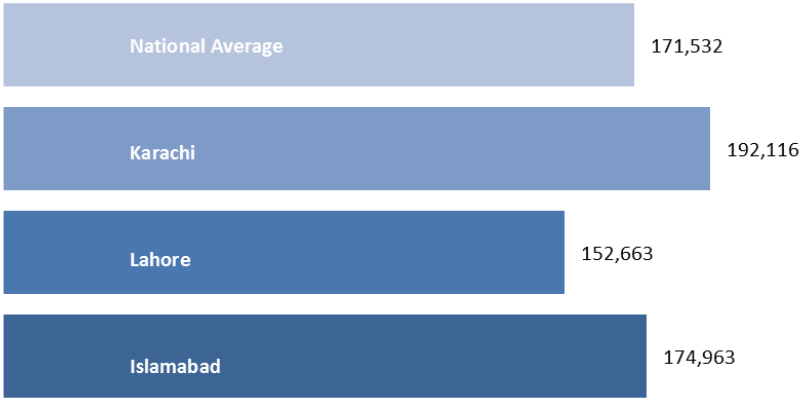
SENIOR LEVEL

SENIOR LEVEL DATA MINER / DATA SCIENTIST

5.56% Increase in average national salaries of Senior Level Data Miner / Data Scientist over 2014

The average national basic salary this year is at Rs. 171,532/-, Karachi average is Rs. 192,116/-, Lahore Rs. 152,663/- and Islamabad salaries are Rs. 174,963/-

Average Salaries



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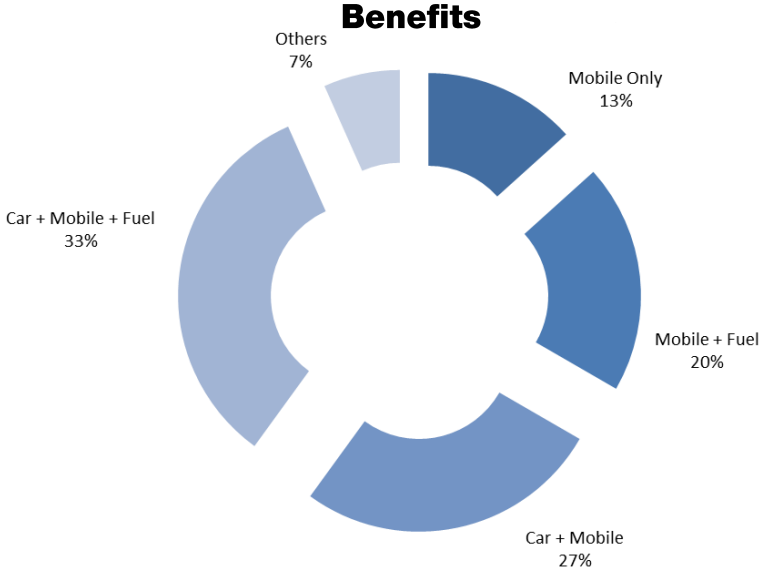
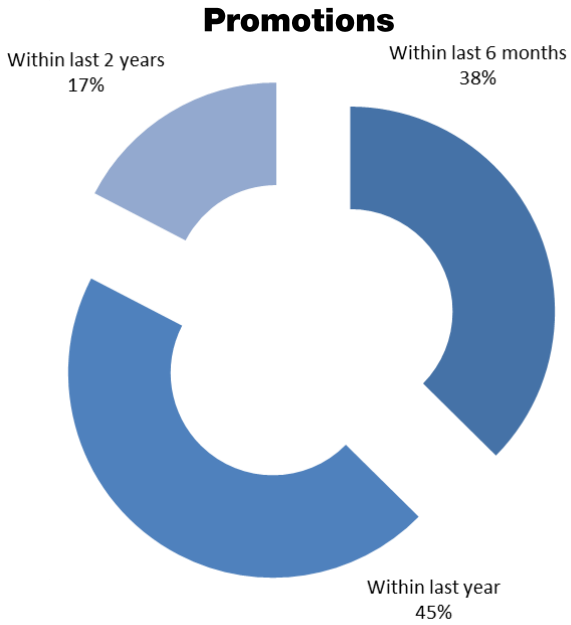


Promotions



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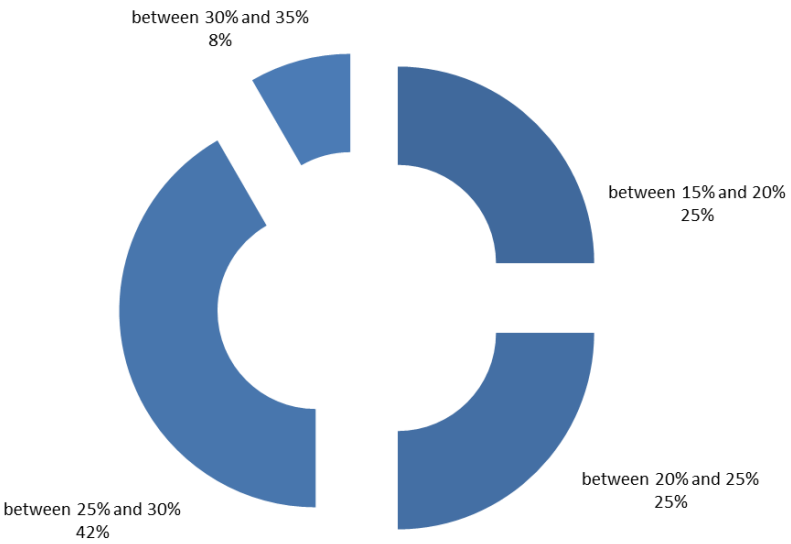
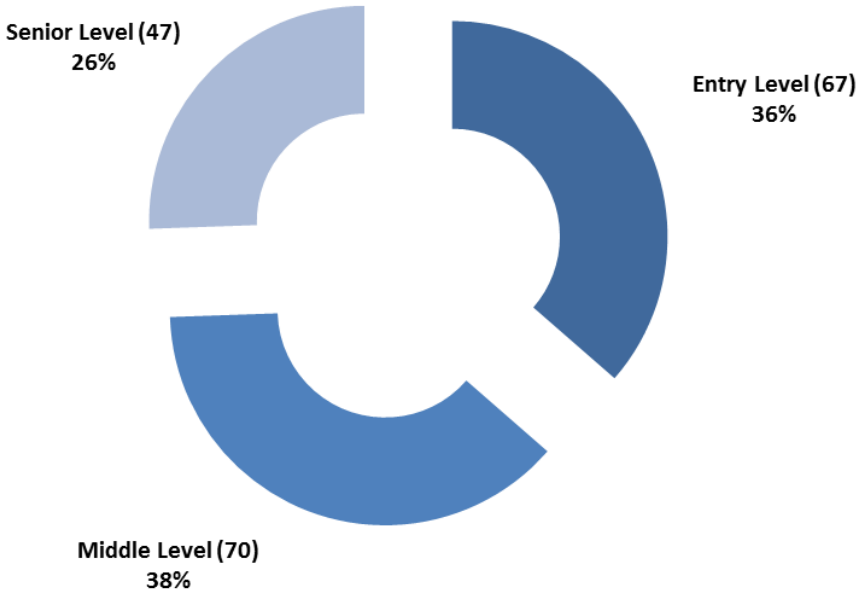
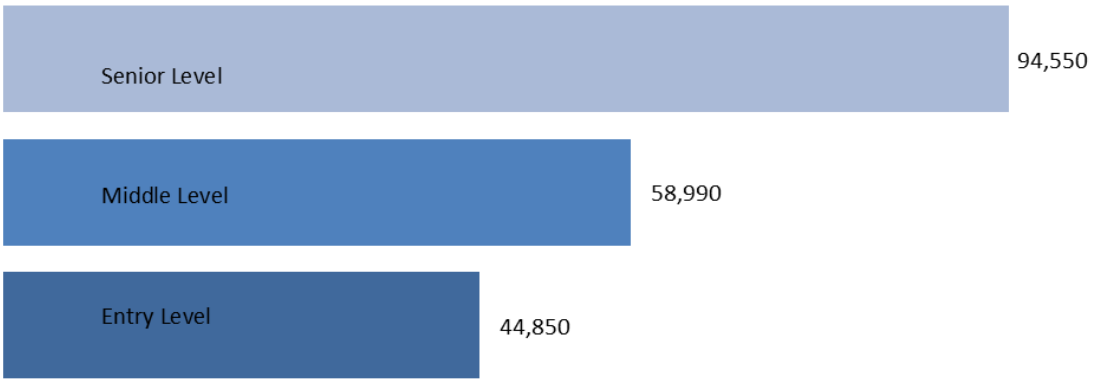


"FINDINGS FROM 184 TECHNICAL WRITERS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Technical Writer in Pakistan is earning Rs. 44,850/- average monthly basic salary while a middle level employee is earning Rs. 58,990/- and a senior employee in this job function takes home Rs. 94,550/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

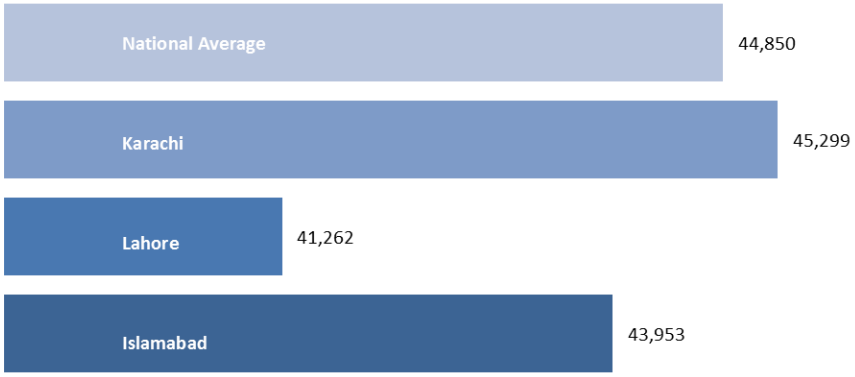
ENTRY LEVEL

ENTRY LEVEL TECHNICAL WRITER

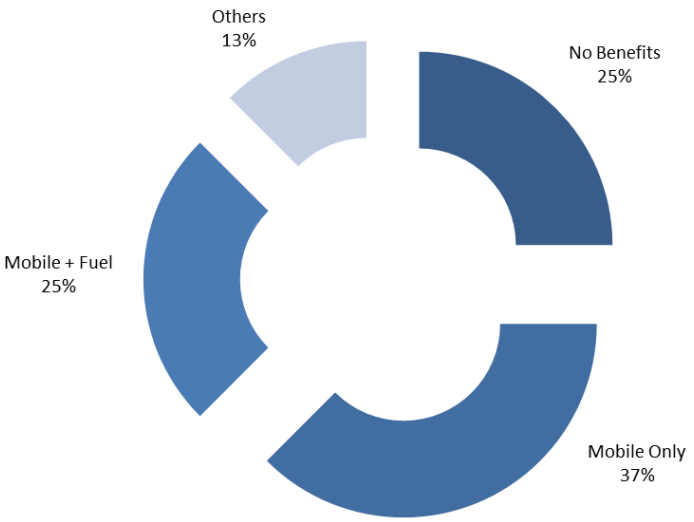
Average Salaries

24.2% Increase in average national salaries of entry level Technical Writers over 2014

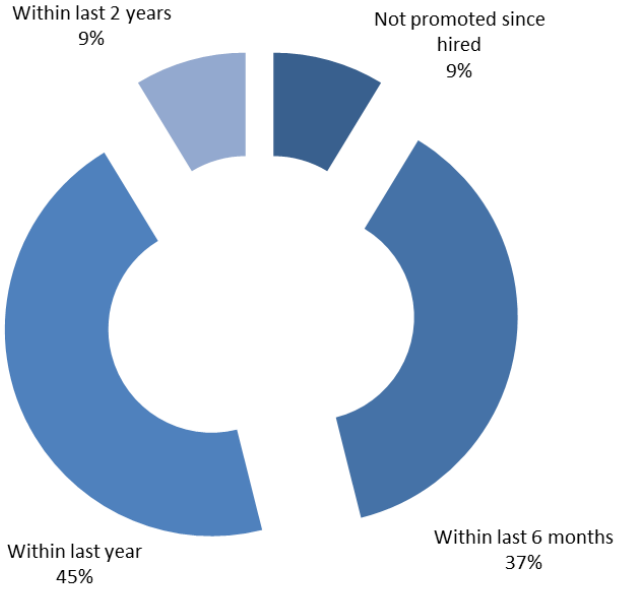
The average national basic salary this year is at Rs. 44,850/-, Karachi average is Rs. 45,299/-, Lahore Rs. 41,262/- and Islamabad salaries are Rs. 43,953/-



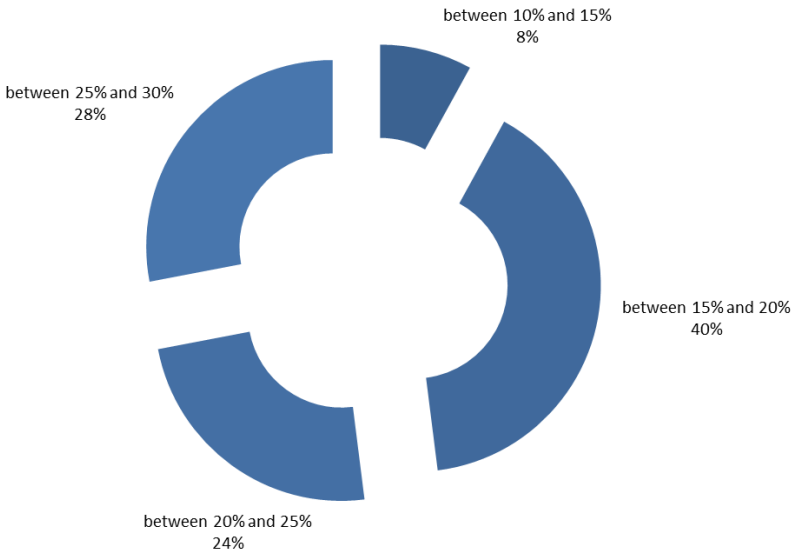
Benefits



Promotions



Increments



MIDDLE LEVEL

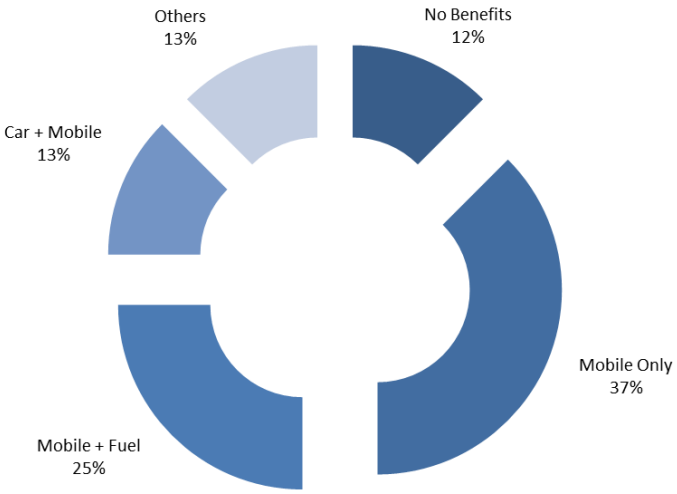
MIDDLE LEVEL TECHNICAL WRITER

20.73% Increase in average national salaries of Middle Level Technical Writers over 2014

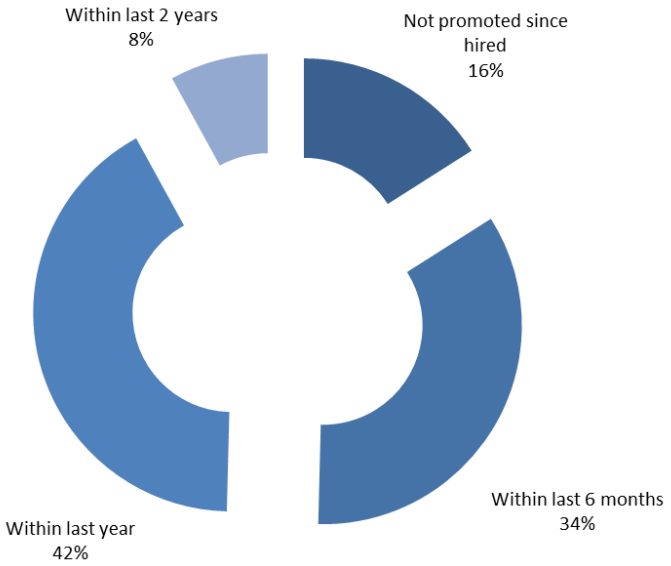
The average national basic salary this year is at Rs. 58,990/-, Karachi average is Rs. 64,889/-, Lahore Rs. 53,681/- and Islamabad salaries are Rs. 56,630/-

Average Salaries

Benefits



Promotions



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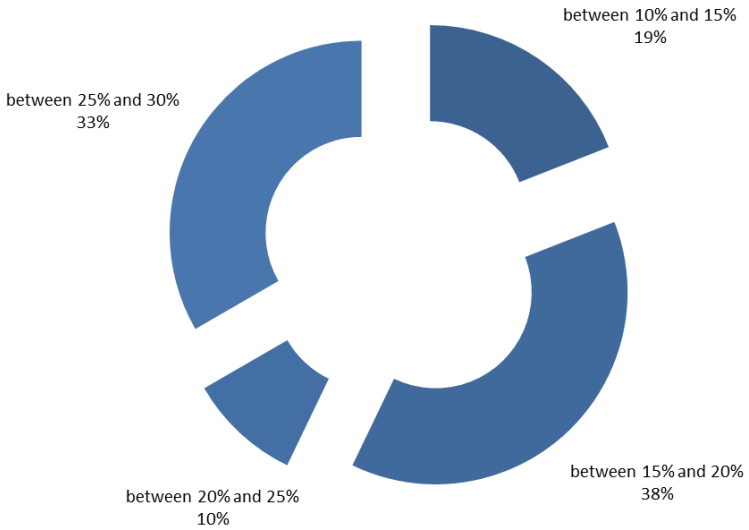


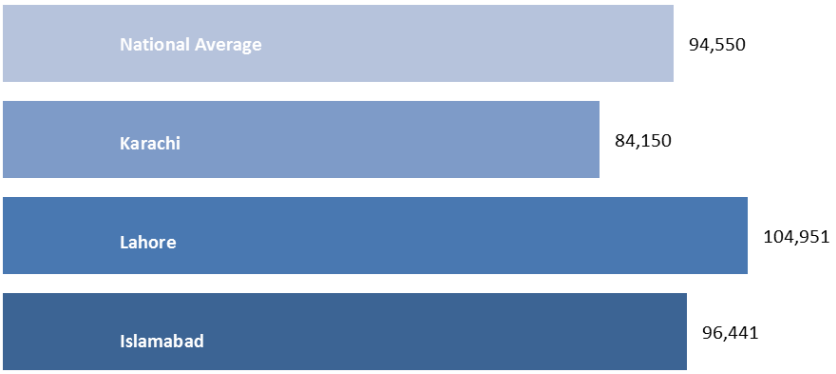
SENIOR LEVEL

SENIOR LEVEL TECHNICAL WRITER

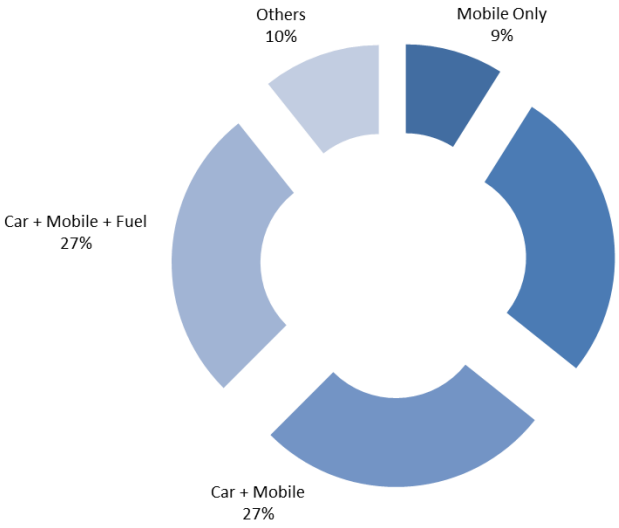
8.93% Increase in average national salaries of Senior Level Technical Writer over 2014

The average national basic salary this year is at Rs. 94,550/-, Karachi average is Rs. 84,150/-, Lahore Rs. 104,951/- and Islamabad salaries are Rs. 96,441/-

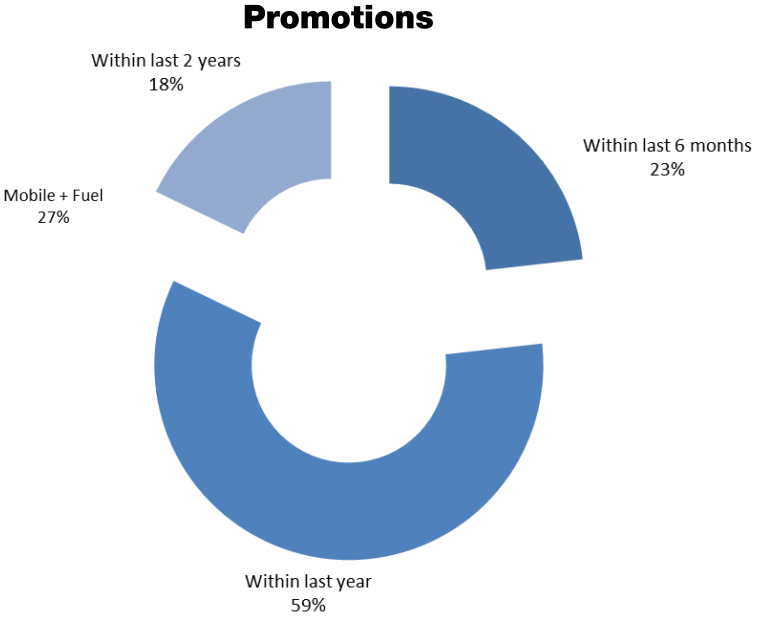
Average Salaries



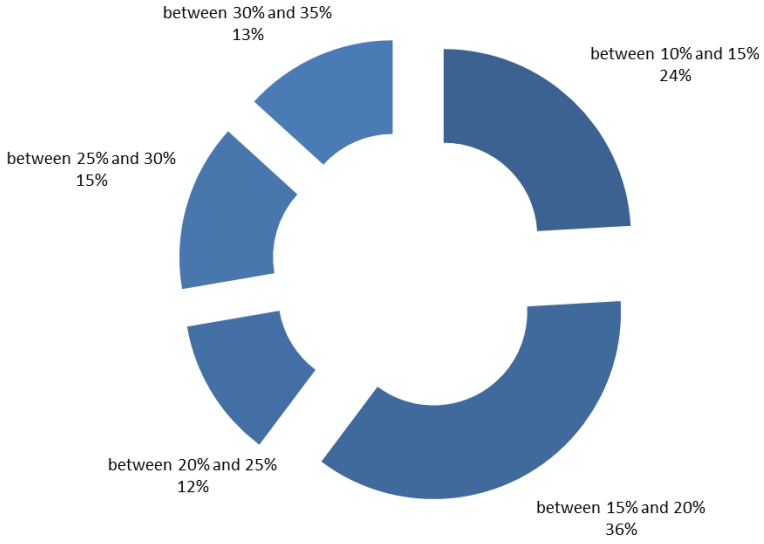
Benefits



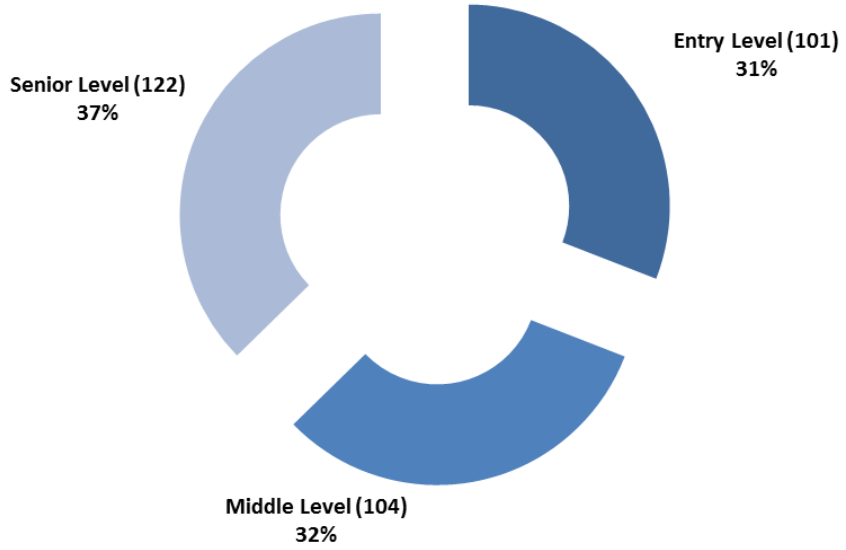
Promotions



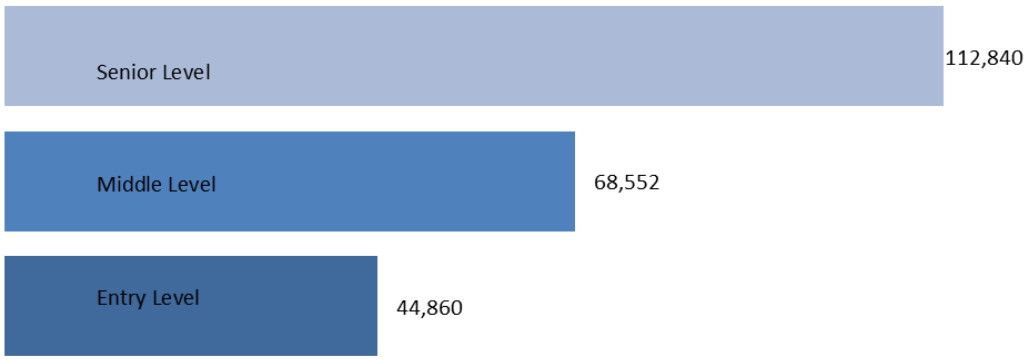
Increments



"FINDINGS FROM 327 SYSTEM ADMINISTRATORS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level System Administrator in Pakistan is earning Rs. 44,860/- average monthly basic salary while a middle level employee is earning Rs. 68,552/- and a senior employee in this job function takes home Rs. 112,840/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

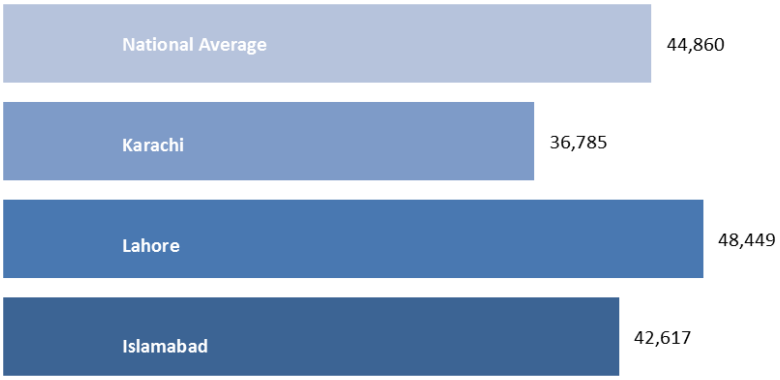
ENTRY LEVEL

ENTRY LEVEL SYSTEM ADMINISTRATOR

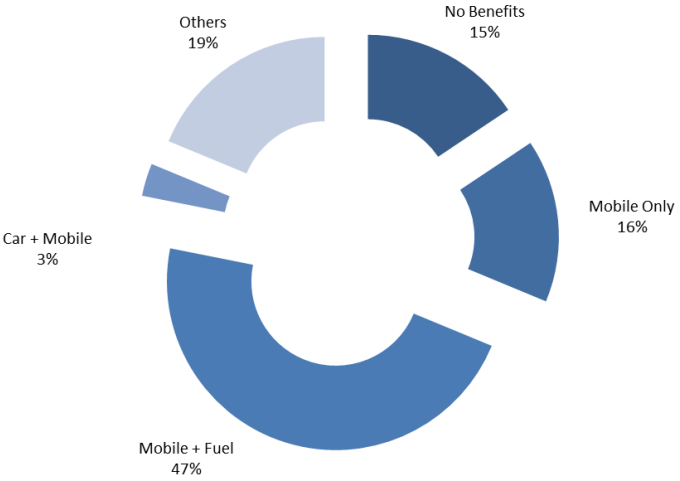
26.76% Increase in average national salaries of entry level System Administrators over 2014

The average national basic salary this year is at Rs. 44,860/-,
Karachi average is Rs. 36,785/-, Lahore Rs. 48,449/- and
Islamabad salaries are Rs. 42,617/-

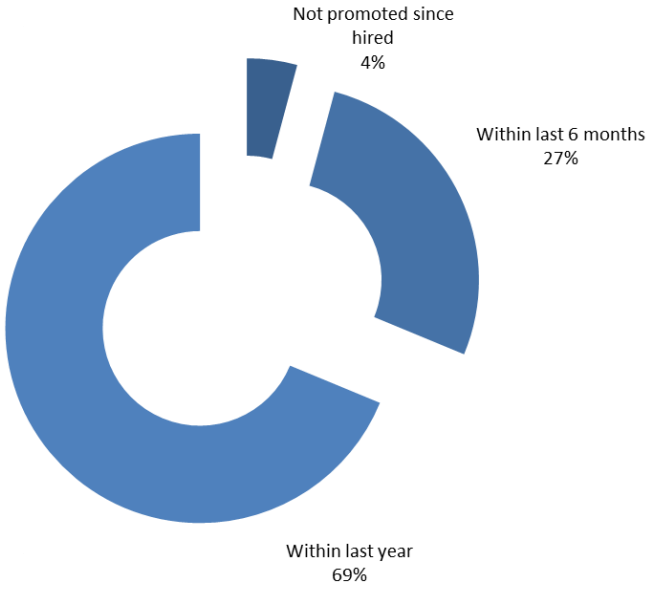
Average Salaries



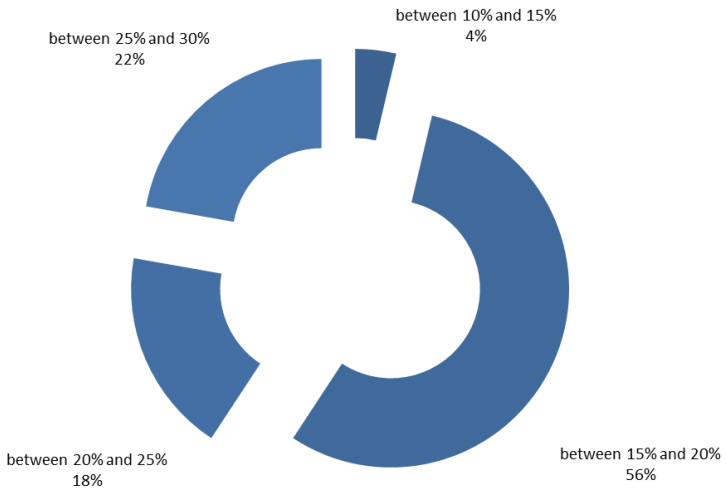
Benefits



Promotions



Increments



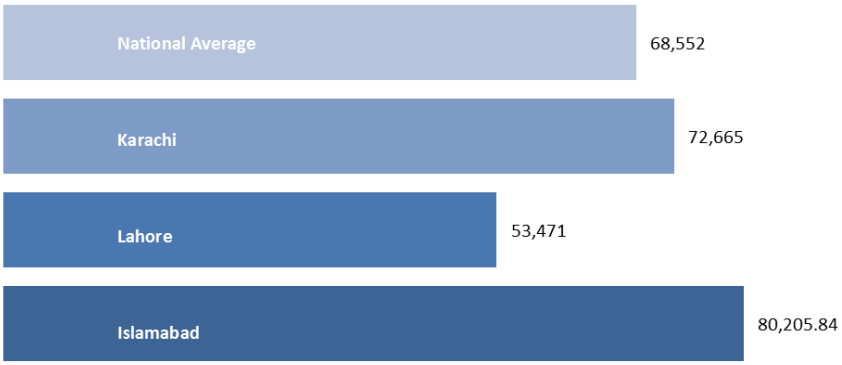
MIDDLE LEVEL

MIDDLE LEVEL SYSTEM ADMINISTRATOR

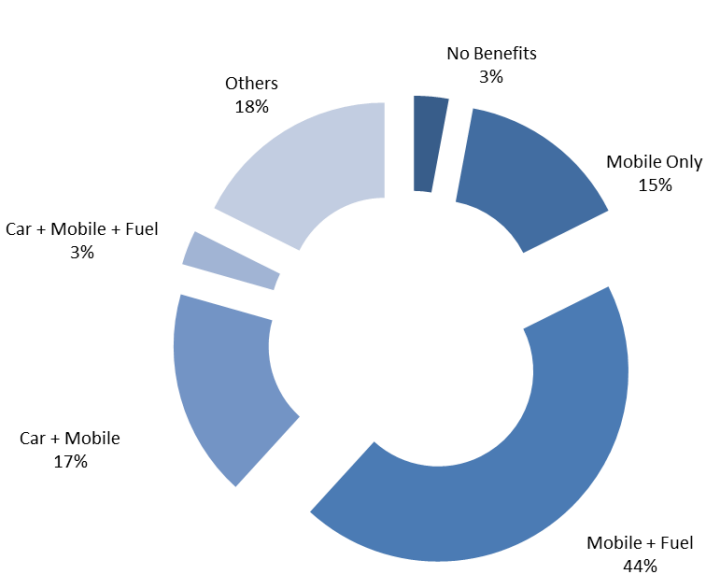
13.47% Increase in average national salaries of Middle Level System Administrators over 2014

The average national basic salary this year is at Rs. 68,552/-, Karachi average is Rs. 72,665/-, Lahore Rs. 53,471/- and Islamabad salaries are Rs. 80,205/-

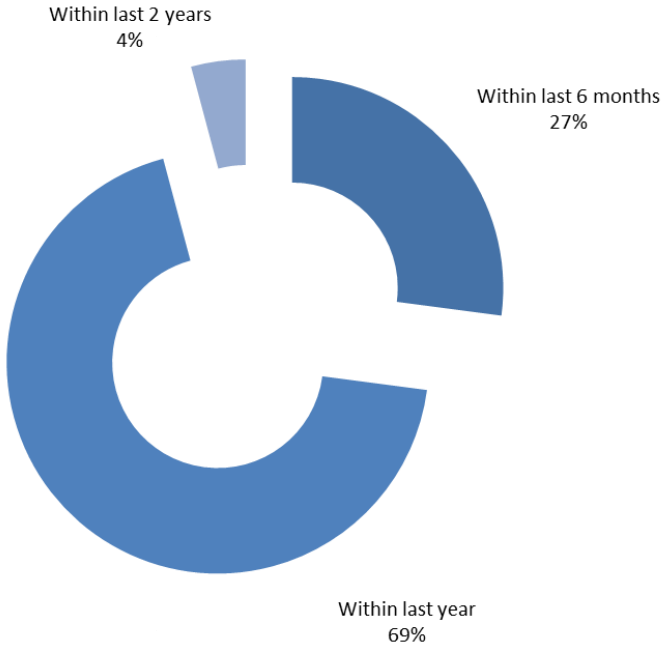
Average Salaries



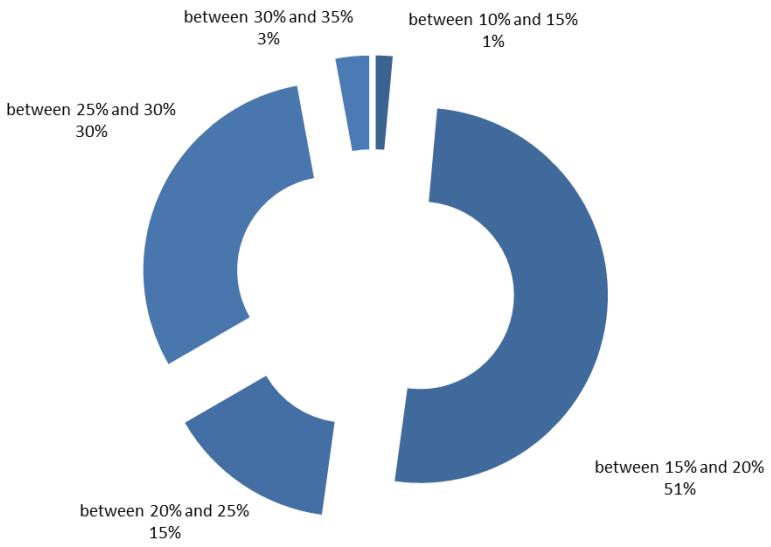
Benefits



Promotions



Increments



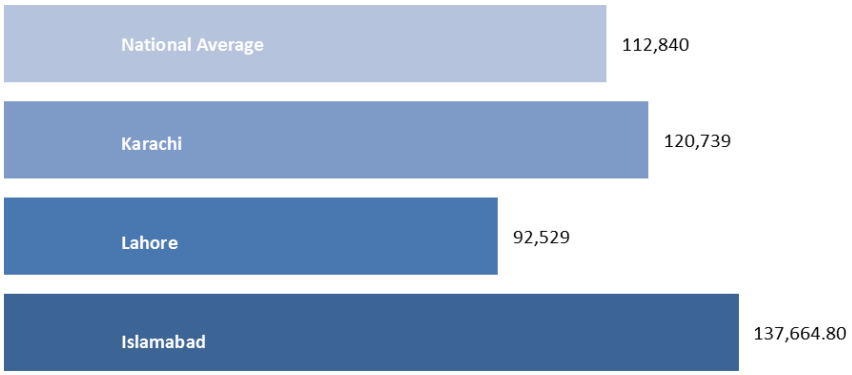
SENIOR LEVEL

SENIOR LEVEL SYSTEM ADMINISTRATOR

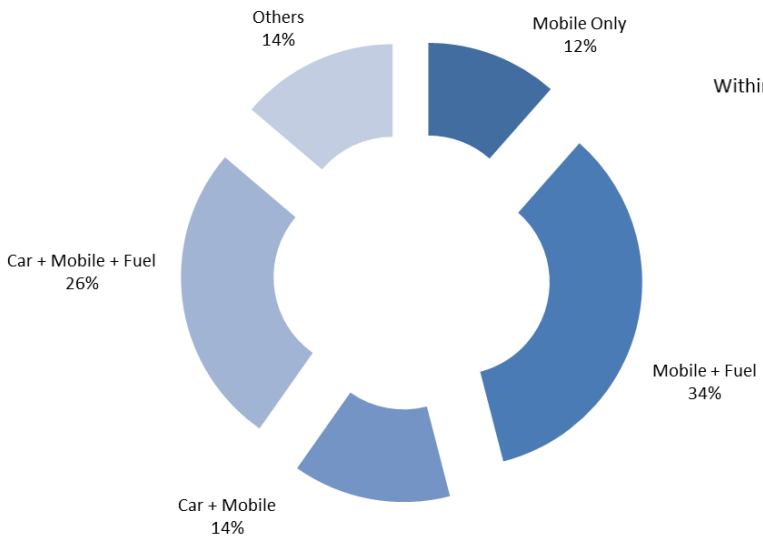
8.76% Increase in average national salaries of Senior Level System Administrators over 2014

The average national basic salary this year is at Rs. 112,840/-, Karachi average is Rs. 120,739/-, Lahore Rs. 92,529/- and Islamabad salaries are Rs. 137,664/-

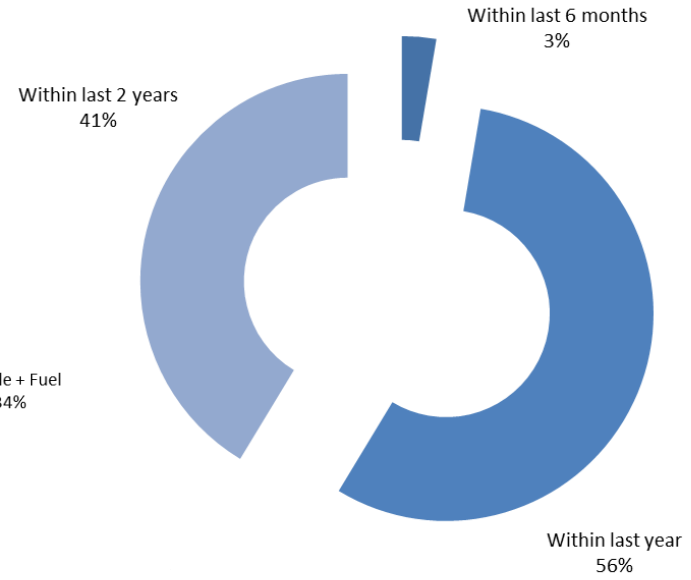
Average Salaries



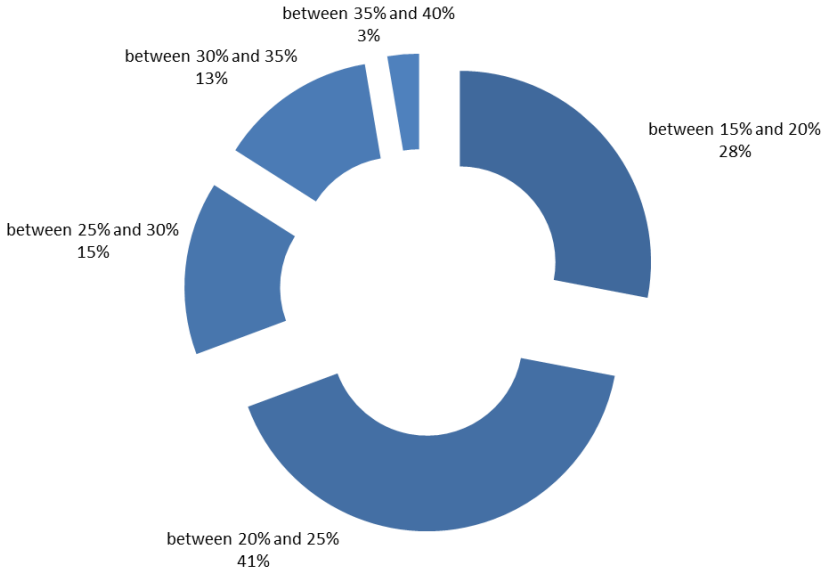
Benefits



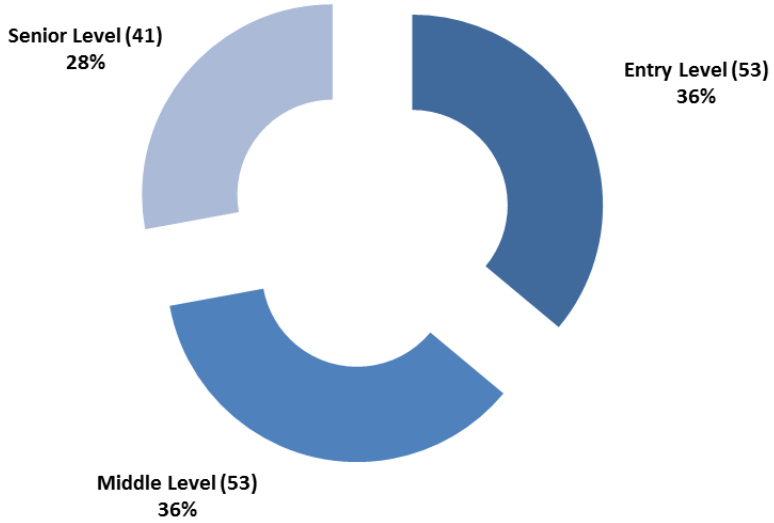
Promotions



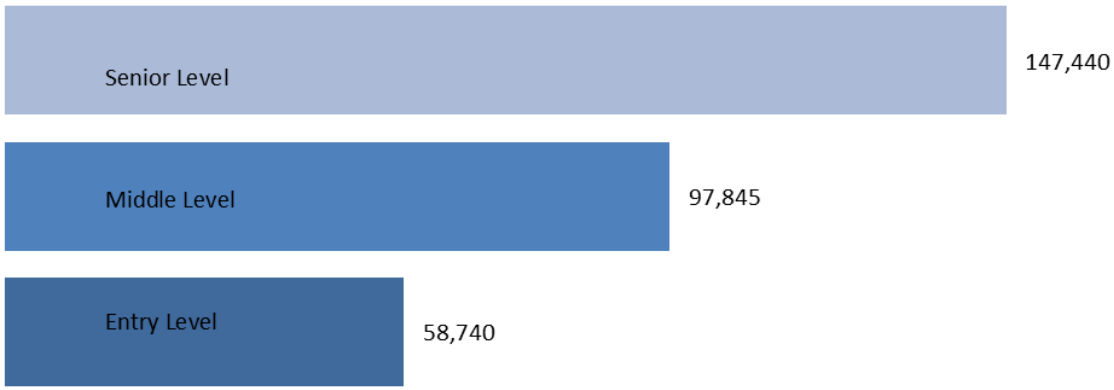
Increments



"FINDINGS FROM 147 RESEARCH & DEVELOPMENT NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Research & Development Professional in Pakistan is earning Rs. 58,740/- average monthly basic salary while a middle level employee is earning Rs. 97,845/- and a senior employee in this job function takes home Rs. 147,440/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

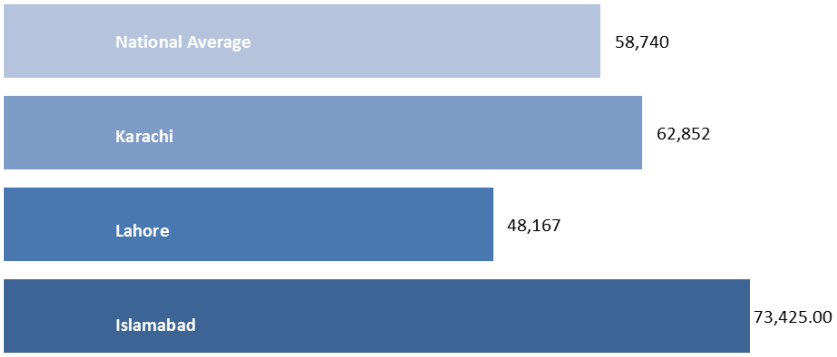
ENTRY LEVEL RESEARCH & DEVELOPMENT PROFESSIONAL

ENTRY LEVEL

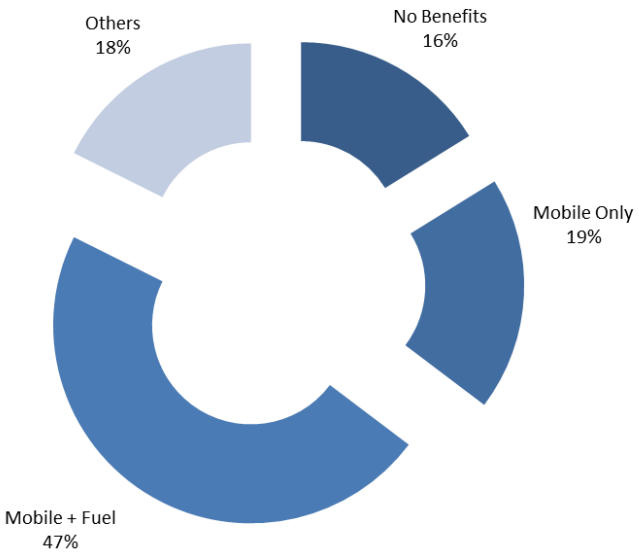
Average Salaries

23.96% Increase in average national salaries of entry level Research & Development Professional over 2014

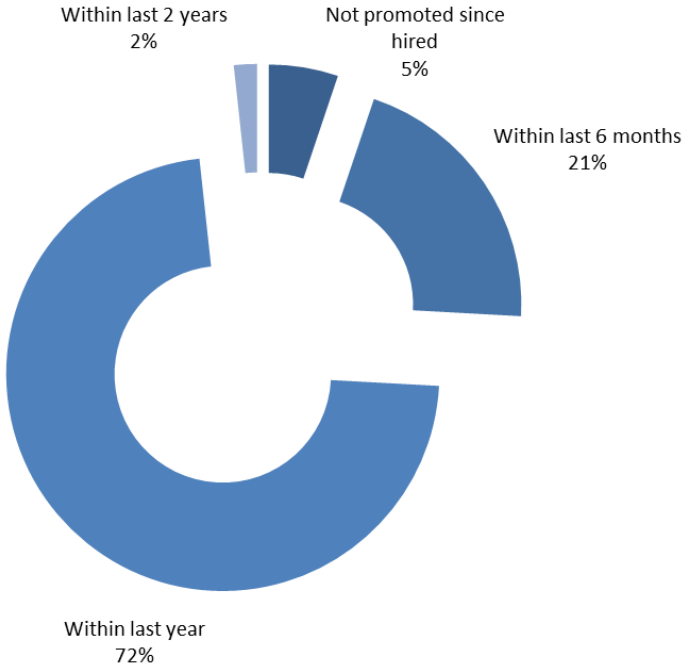
The average national basic salary this year is at Rs. 58,740/-, Karachi average is Rs. 62,852/-, Lahore Rs. 48,167/- and Islamabad salaries are Rs. 73425/-



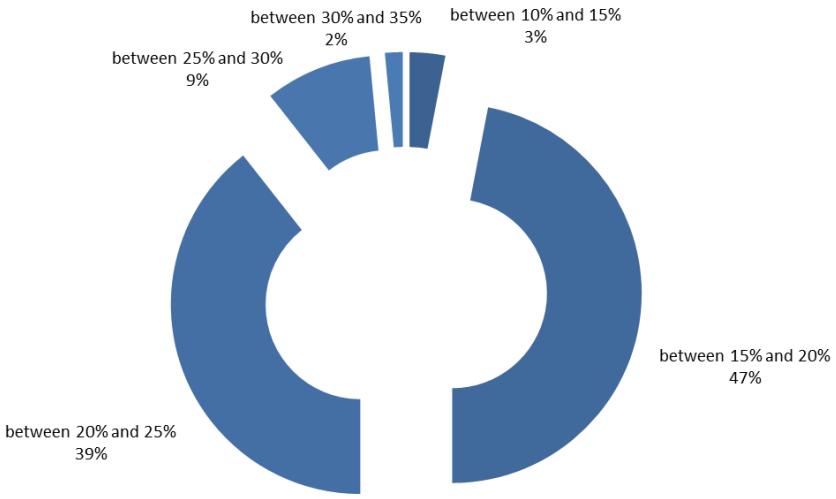
Benefits



Promotions



Increments



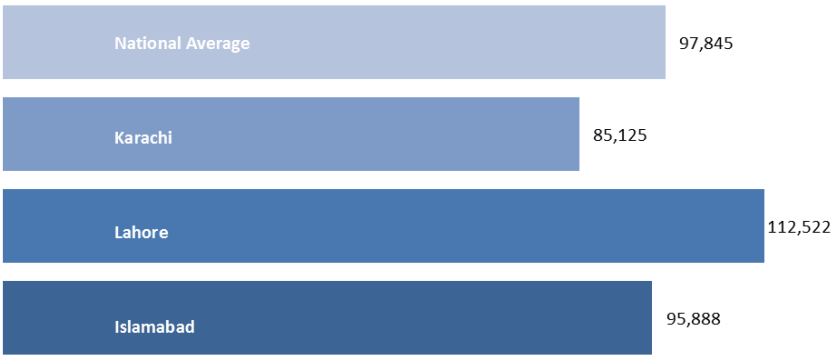
MIDDLE LEVEL

MIDDLE LEVEL RESEARCH & DEVELOPMENT PROFESSIONAL

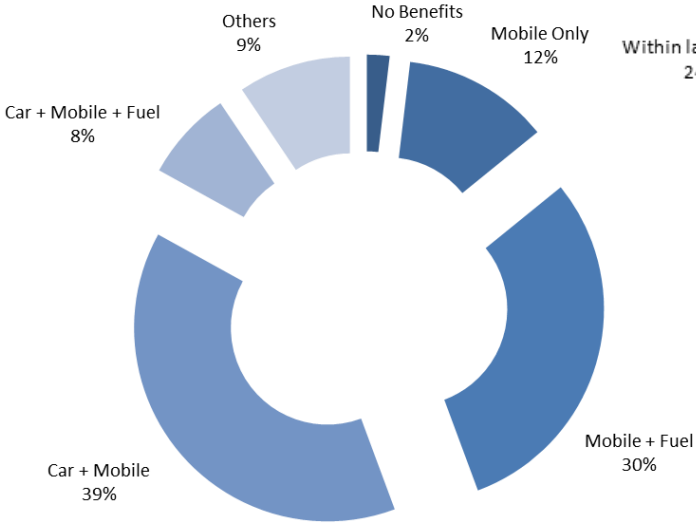
16.33% Increase in average national salaries of Middle Level Research & Development Professionals over 2014

The average national basic salary this year is at Rs. 97,845/-, Karachi average is Rs. 85,125/-, Lahore Rs. 112,522/- and Islamabad salaries are Rs. 95,888/-

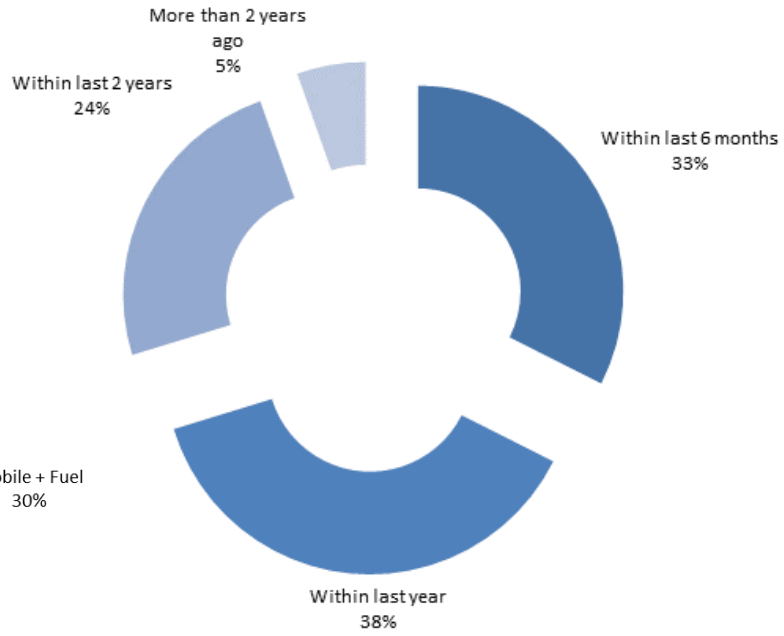
Average Salaries



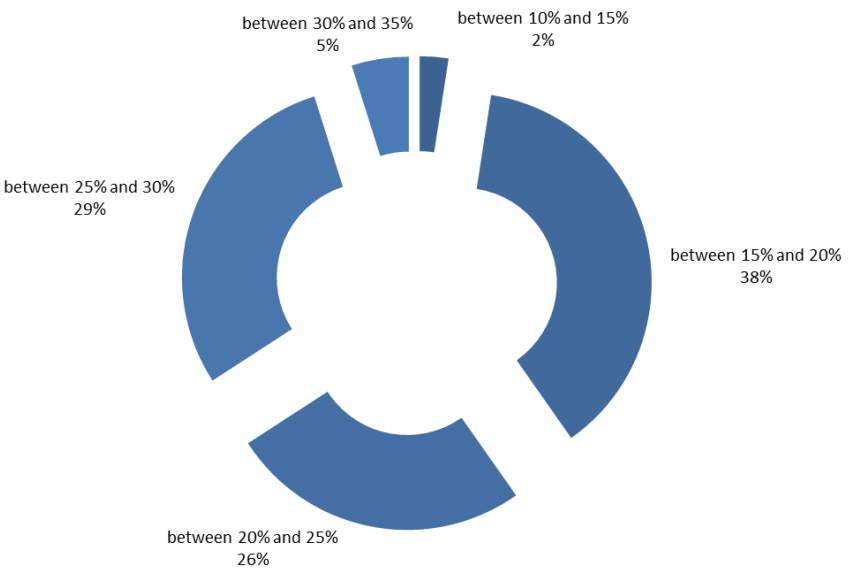
Benefits



Promotions



Increments



SENIOR LEVEL

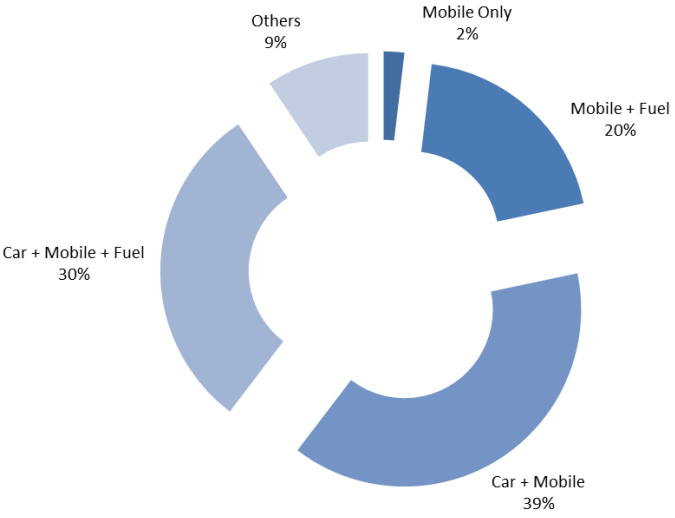
SENIOR LEVEL RESEARCH & DEVELOPMENT PROFESSIONAL

12.88% Increase in average national salaries of Senior Level Research & Development Professionals over 2014

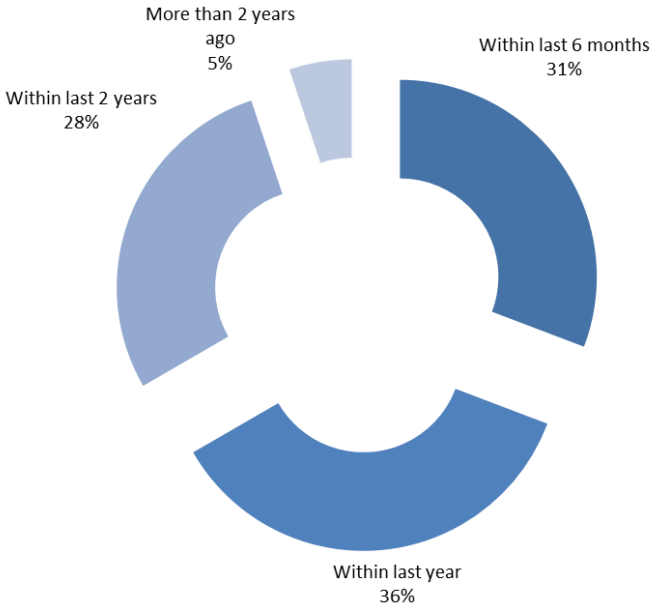
The average national basic salary this year is at Rs. 147,440/-, Karachi average is Rs. 120,901/-, Lahore Rs. 143,017/- and Islamabad salaries are Rs. 150,389/-

Average Salaries

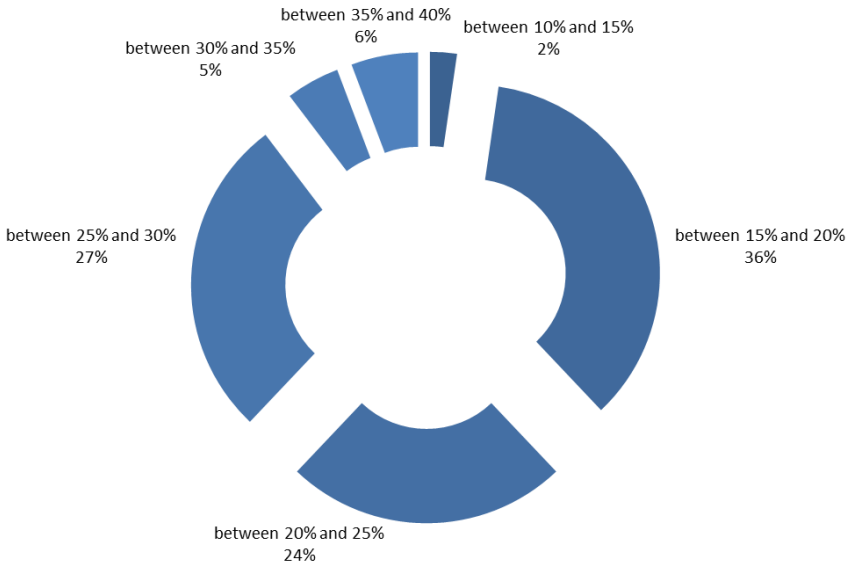
Benefits



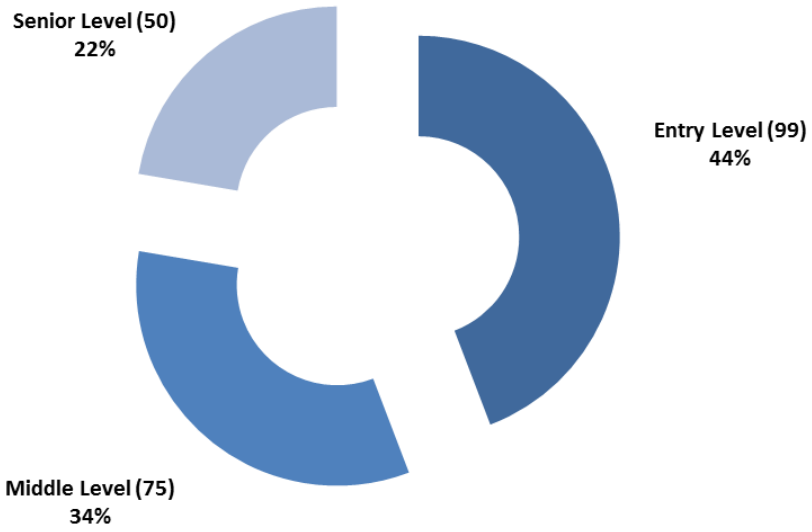
Promotions



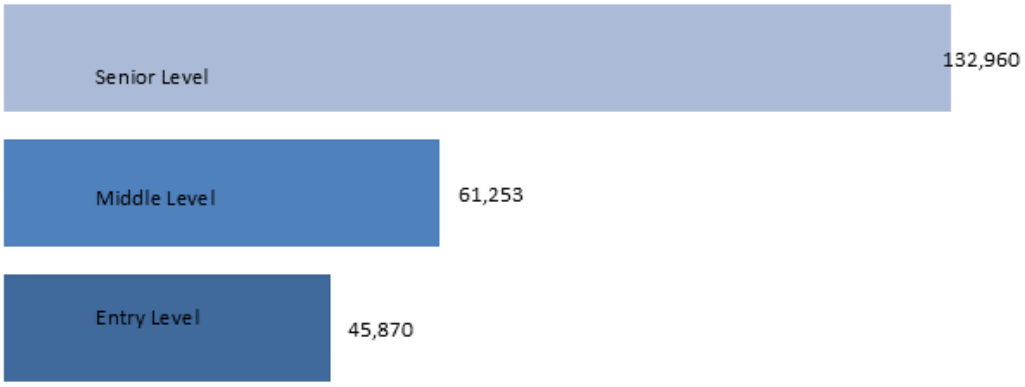
Increments



"FINDINGS FROM 224 SMM & SEO PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Social Media Marketing & Search Engine Optimisation Professional in Pakistan is earning Rs. 45,870/- average monthly basic salary while a middle level employee is earning Rs. 61,253/- and a senior employee in this job function takes home Rs. 132,960/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

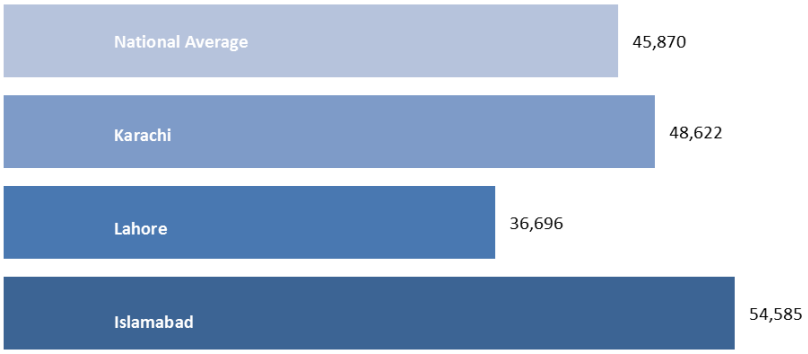
ENTRY LEVEL SMM & SEO PROFESSIONAL

ENTRY LEVEL

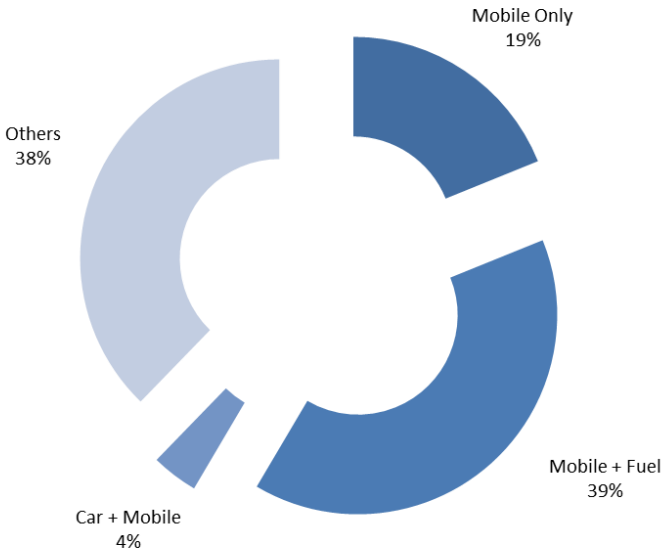
32.38% Increase in average national salaries of entry level SMM & SEO Professional over 2014

The average national basic salary this year is at Rs. 45,870/-, Karachi average is Rs. 48,622/-, Lahore Rs. 36,696/- and Islamabad salaries are Rs. 54,585/-

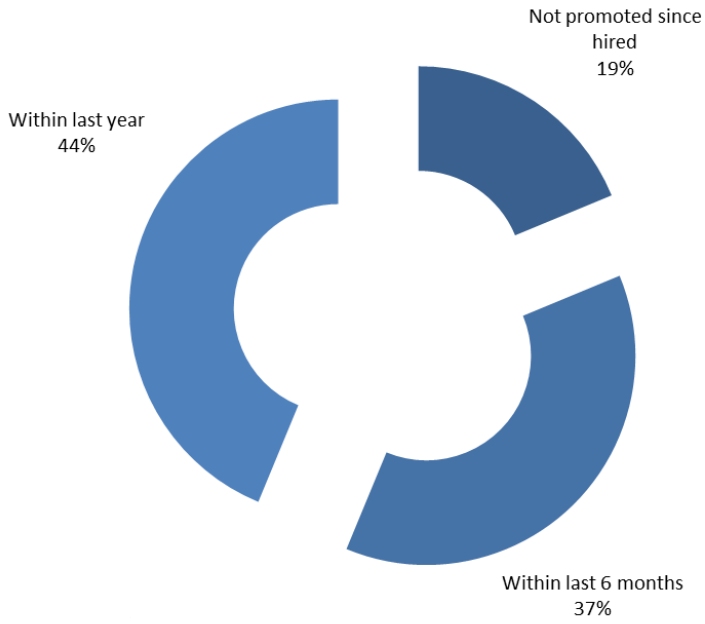
Average Salaries



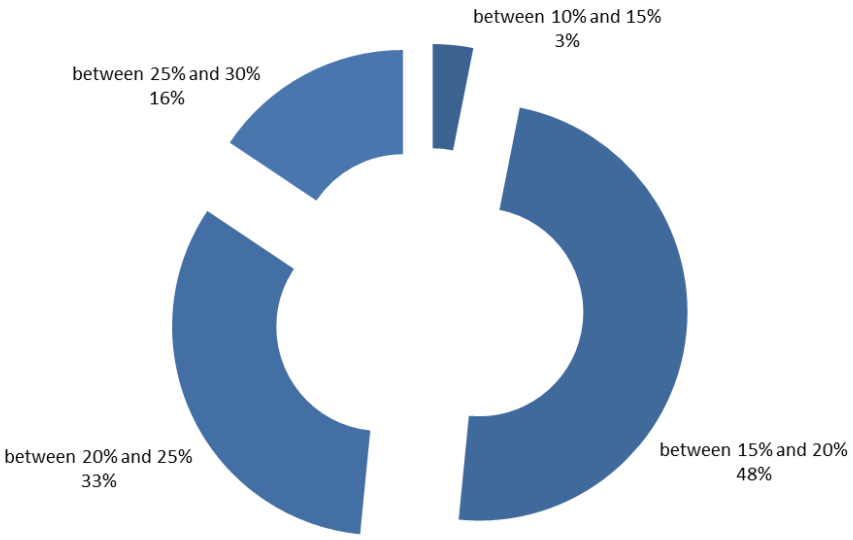
Benefits



Promotions



Increments



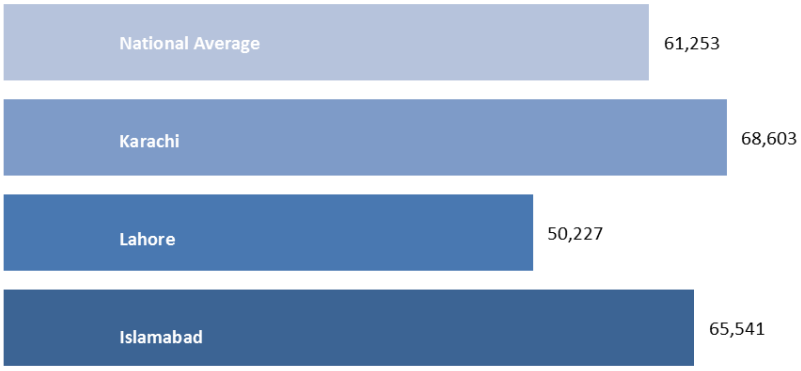
MIDDLE LEVEL RESEARCH & DEVELOPMENT PROFESSIONAL

MIDDLE LEVEL

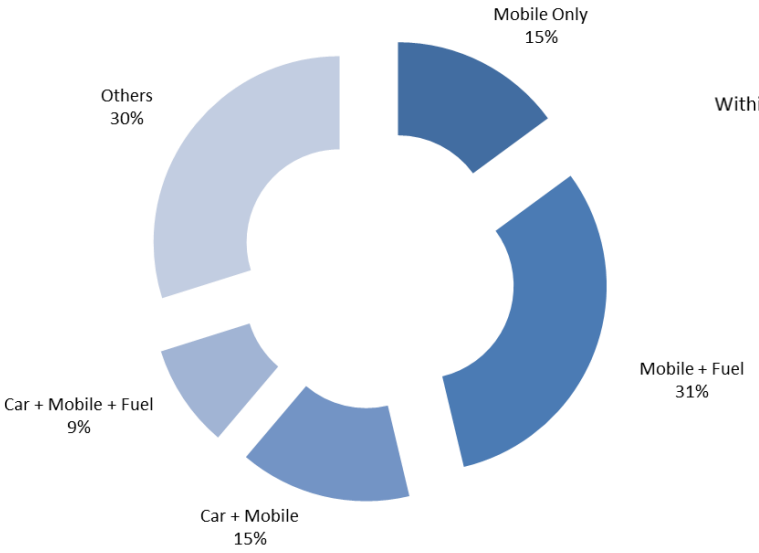
23.36% Increase in average national salaries of Middle Level SMM & SEO Professionals over 2014

The average national basic salary this year is at Rs. 61,253/-, Karachi average is Rs. 68,603/-, Lahore Rs. 50,227/- and Islamabad salaries are Rs. 65,541/-

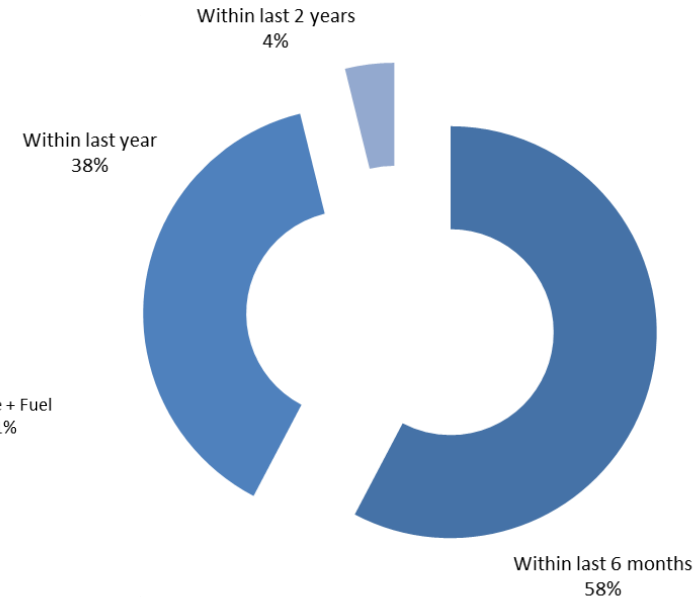
Average Salaries



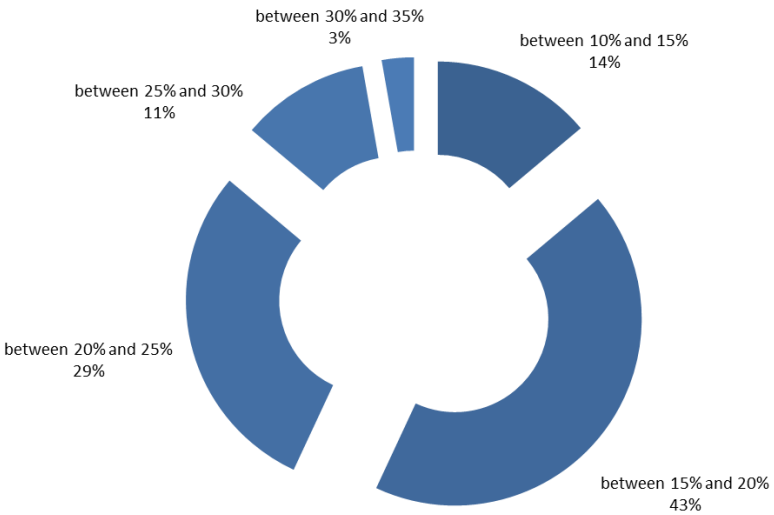
Benefits



Promotions



Increments



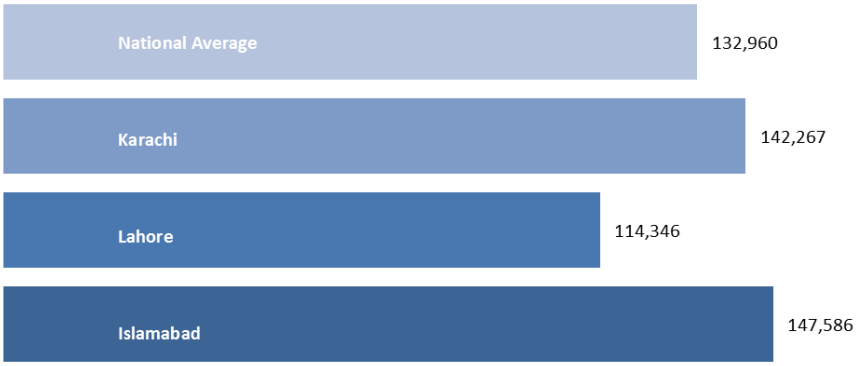
SENIOR LEVEL SMM & SEO PROFESSIONAL

SENIOR LEVEL

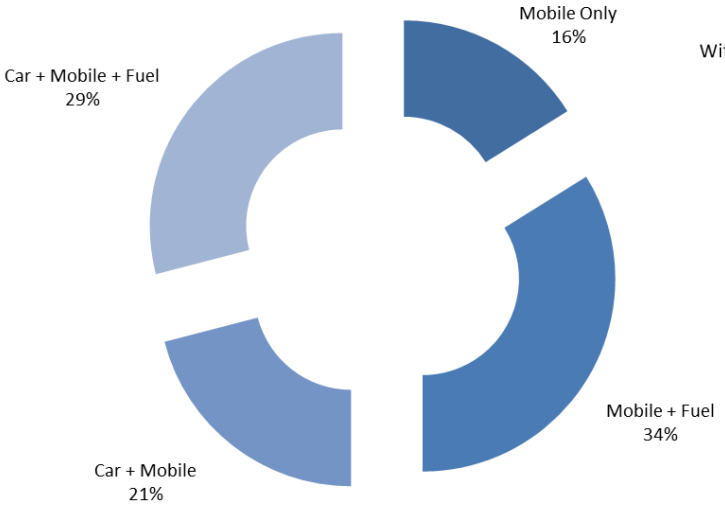
Average Salaries

9.28% Increase in average national salaries of Senior Level SMM & SEO Professionals over 2014

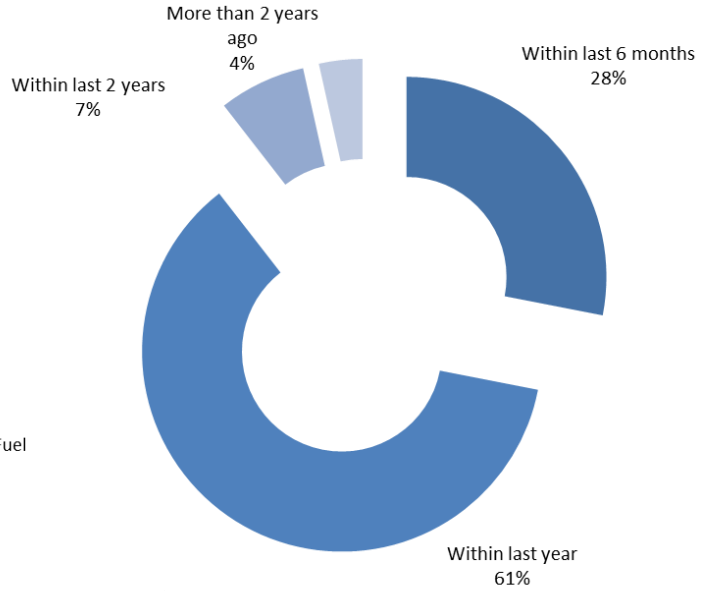
The average national basic salary this year is at Rs. 132,960/-, Karachi average is Rs. 142,267/-, Lahore Rs. 114,346/- and Islamabad salaries are Rs. 147,586/-



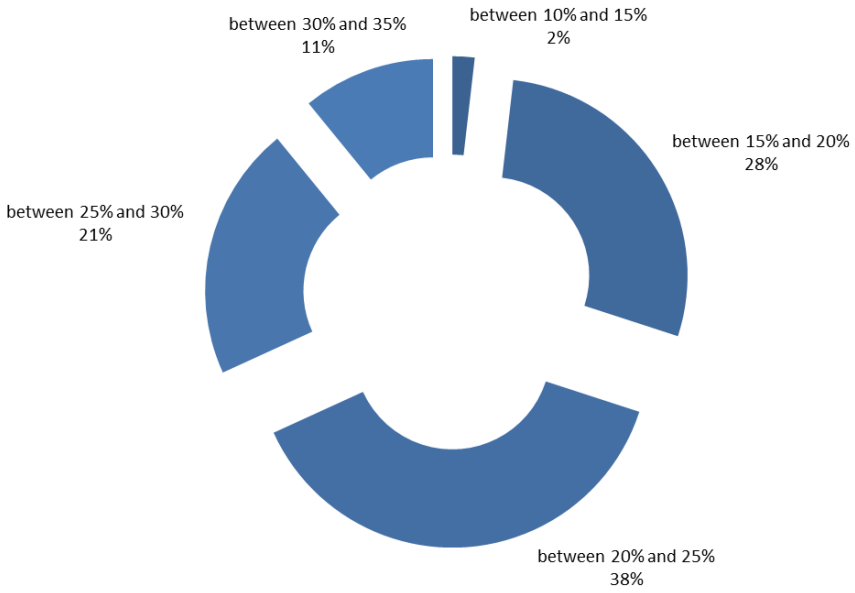
Benefits



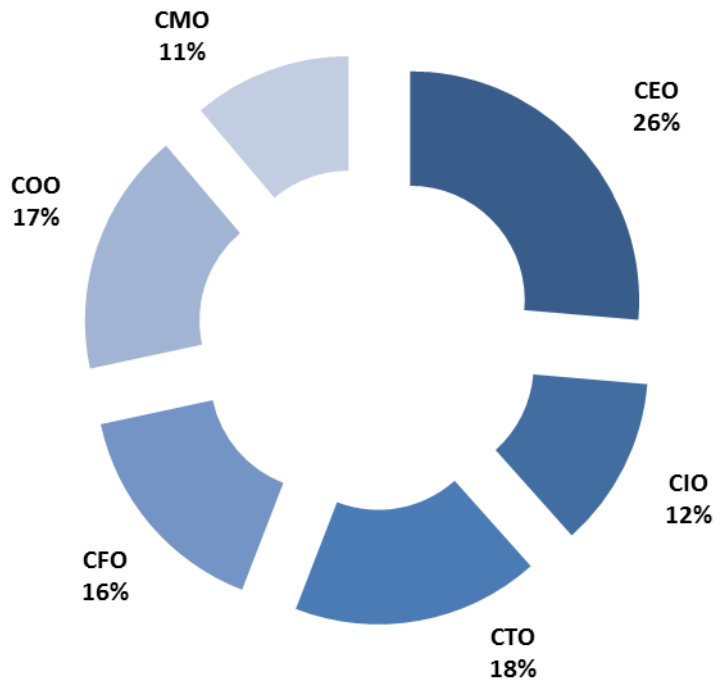
Promotions



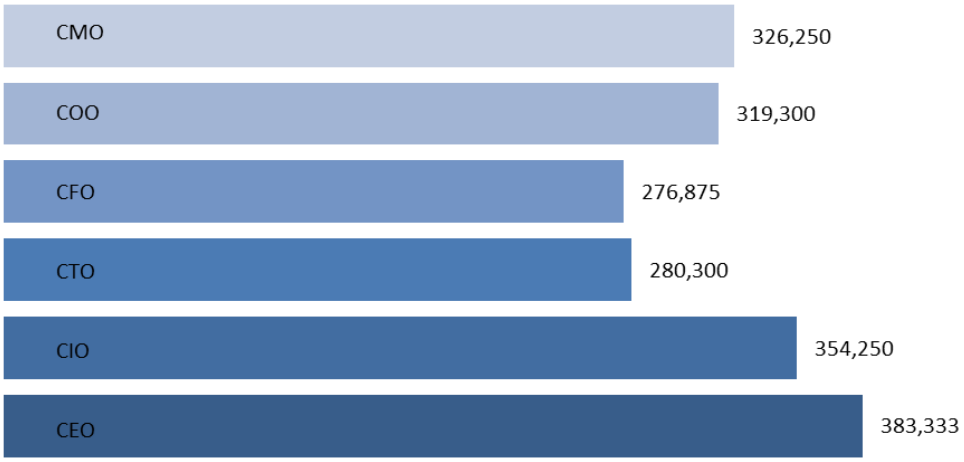
Increments



"FINDINGS FROM 349 SENIOR MANAGEMENT PROFESSIONALS



AVERAGE NATIONWIDE SALARIES



The survey reveals CEOs in Pakistan are earning Rs. 383,333/- average monthly basic salary while CIOs are earning Rs. 354,250/- , CTOs Rs. 280,300/-, CFOs Rs. 276,875/-, COOs Rs. 319,300 and CMOs take home Rs. 326,250/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

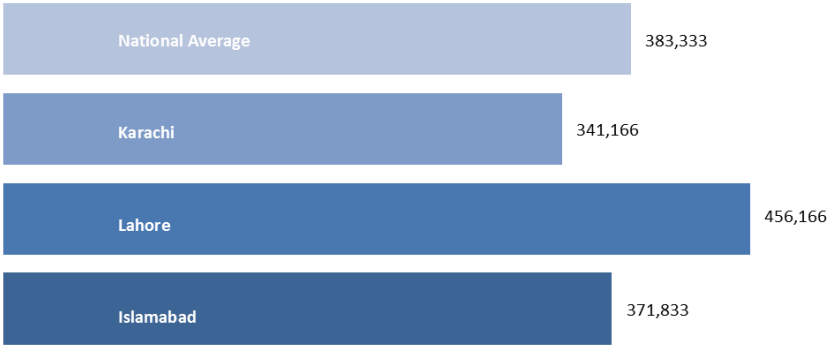
CEO

CEO / DIRECTOR / COUNTRY MANAGER

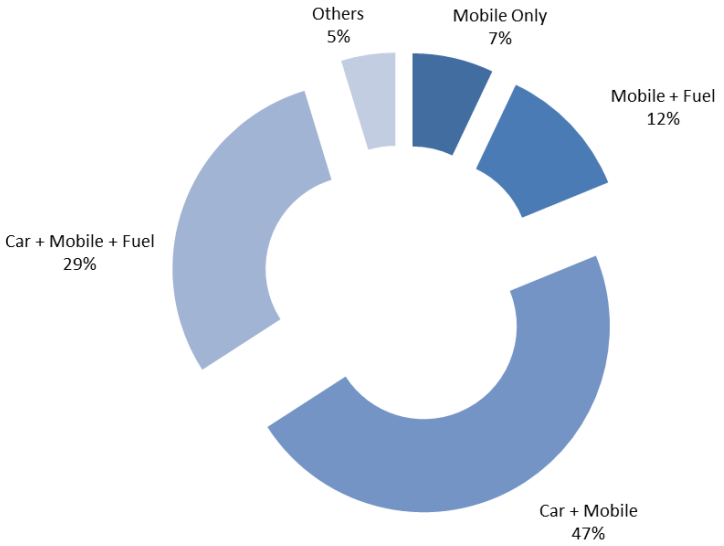
Average Salaries

23.23% Increase in average national salaries of CEOs over 2014

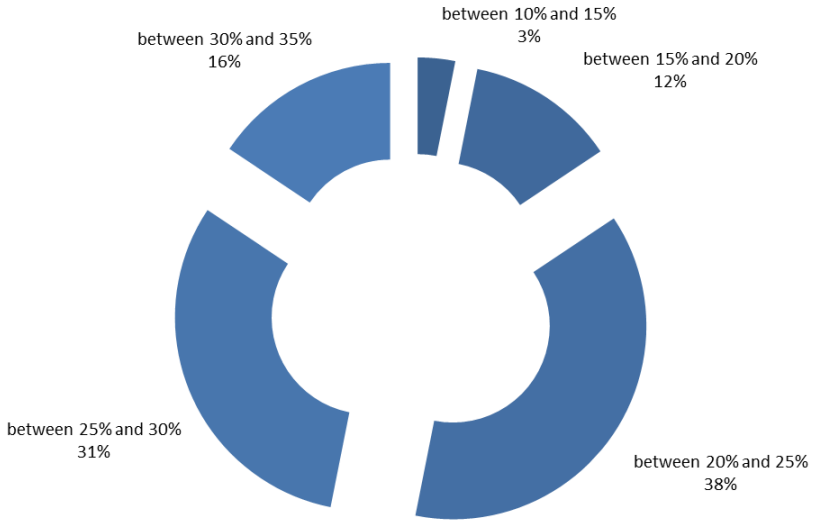
The average national basic salary this year is at Rs. 383,333/-, Karachi average is Rs. 341,166/-, Lahore Rs. 456,166/- and Islamabad salaries are Rs. 371,833/-



Benefits



Increments



63% of our sample CEOs are sole or majority owners of the company while **17%** indicate they are employees who have been promoted to this role.

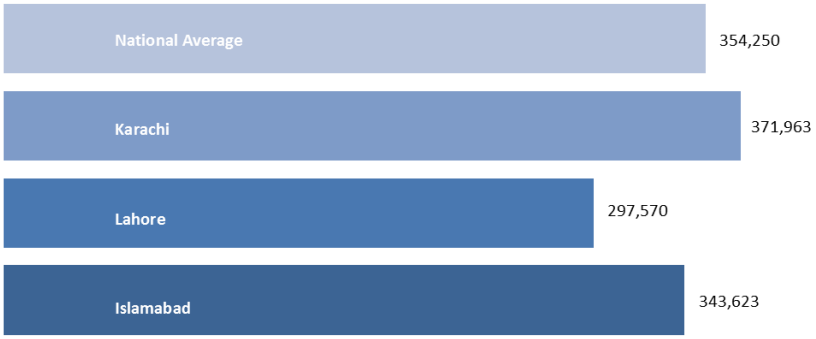
CIO

CHIEF INFORMATION OFFICER

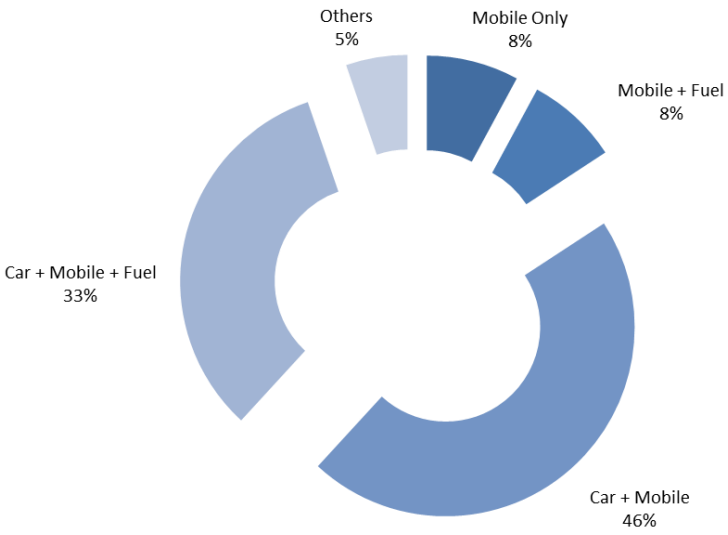
38.24% Increase in average national salaries of CIOs over 2014

The average national basic salary this year is at Rs. 354,250/-, Karachi average is Rs. 371,963/-, Lahore Rs. 297,570/- and Islamabad salaries are Rs. 343,623/-

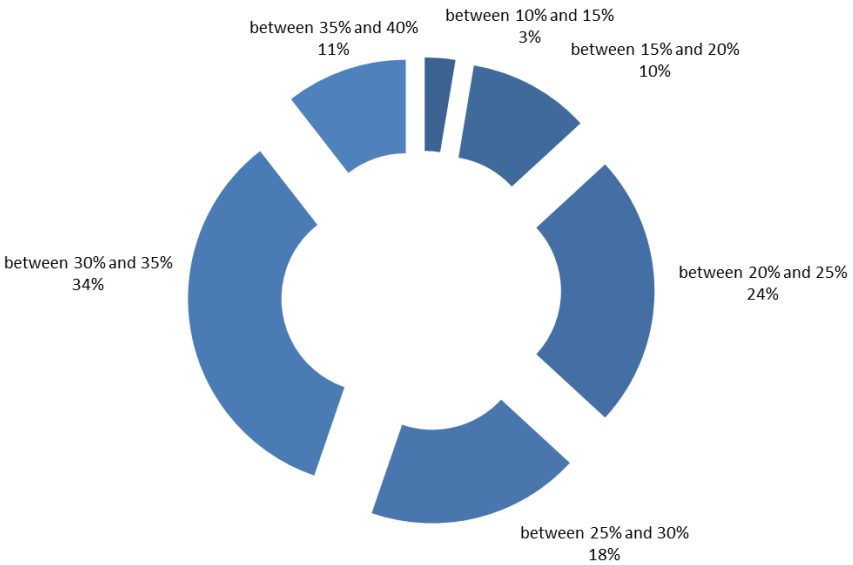
Average Salaries



Benefits



Increments



19% of our sample CIOs are sole or majority owners of the company while **26%** indicate they are employees who have been promoted to this role.

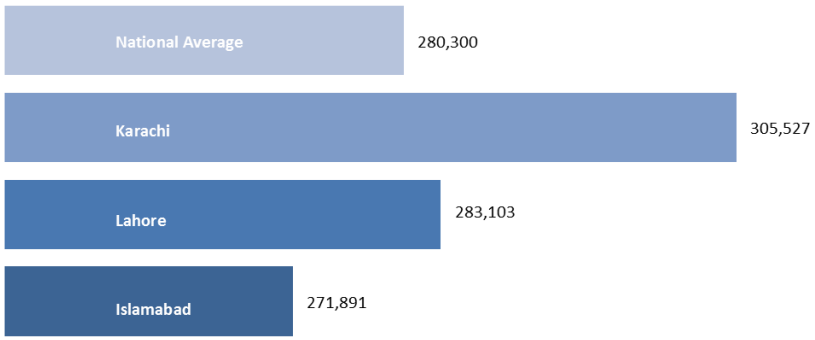
CTO

CHIEF TECHNOLOGY OFFICER

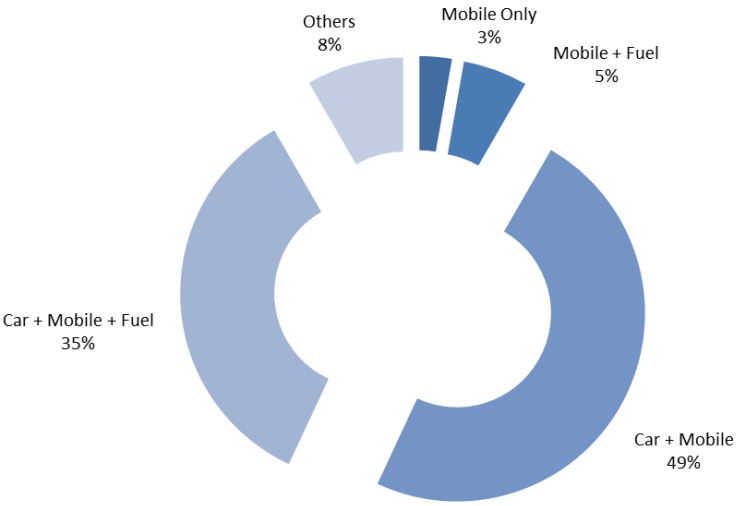
Average Salaries

2.36% Increase in average national salaries of CTOs over 2014

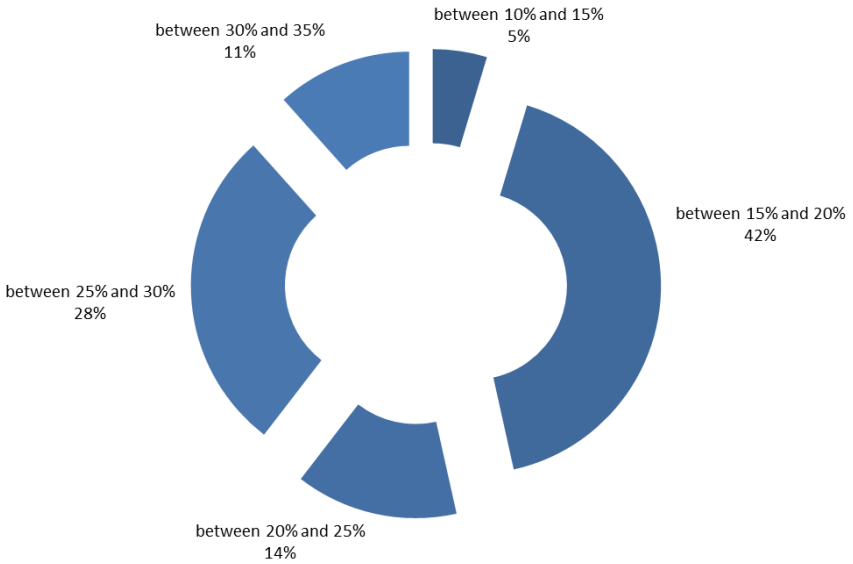
The average national basic salary this year is at Rs. 280,300/-, Karachi average is Rs. 305,527/-, Lahore Rs. 283,103/- and Islamabad salaries are Rs. 271,891/-



Benefits



Increments



15% of our sample CTOs are sole or majority owners of the company while **33%** indicate they are employees who have been promoted to this role.

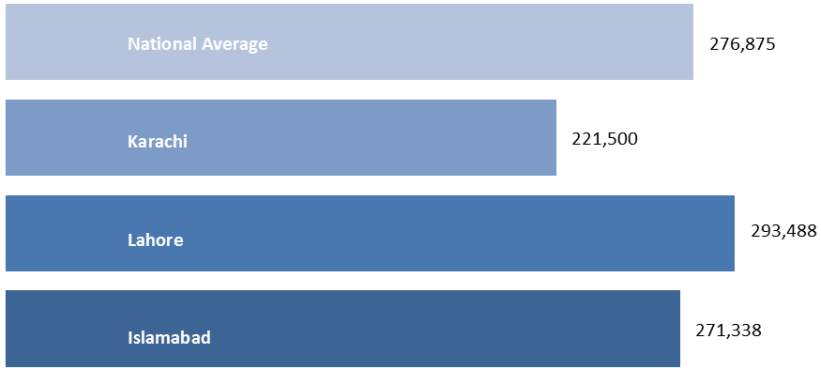
CFO

CHIEF FINANCIAL OFFICER

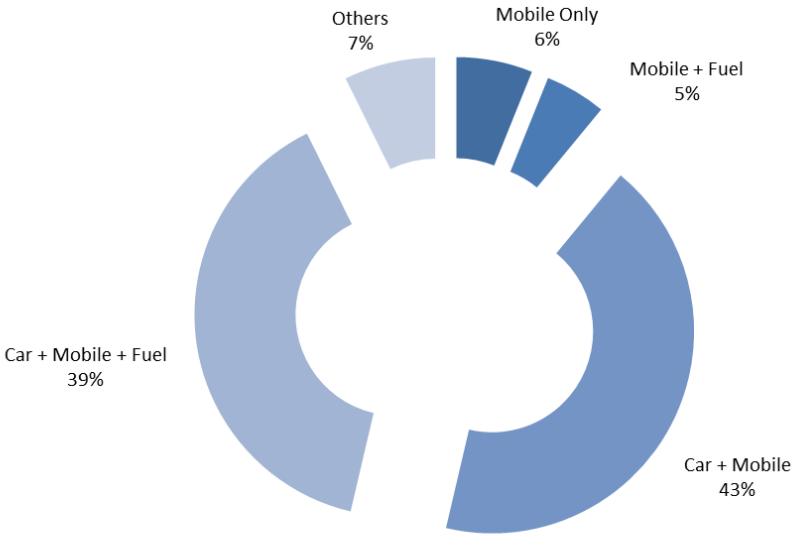
Average Salaries

31.31% Increase in average national salaries of CFOs over 2014

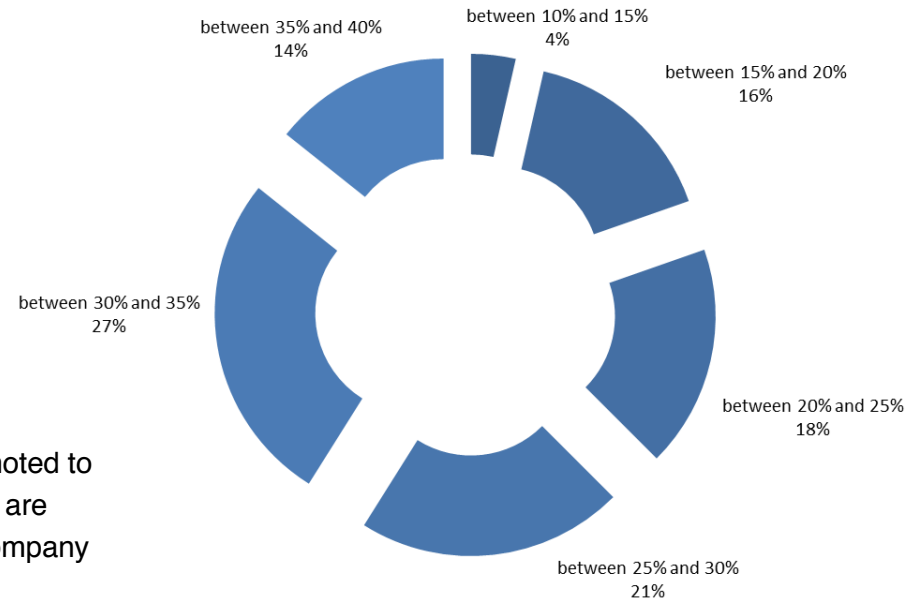
The average national basic salary this year is at Rs. 276,875/-, Karachi average is Rs. 221,500/-, Lahore Rs. 293,488/- and Islamabad salaries are Rs. 271,338/-



Benefits



Increments



66% of our sample CFOs are employees who have been promoted to this role while **33%** indicate they are sole or majority owners of the company

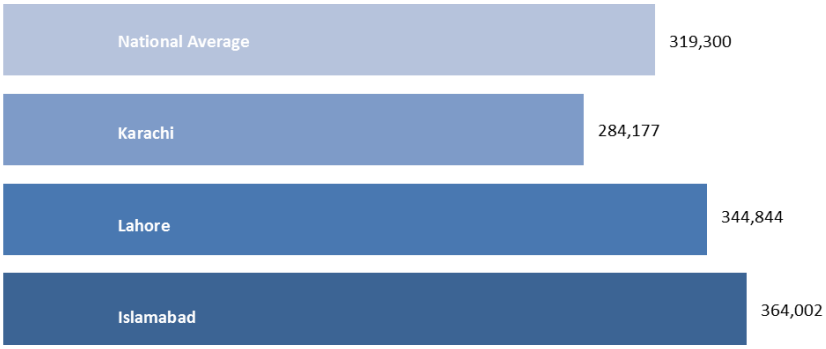
COO

CHIEF OPERATING OFFICER

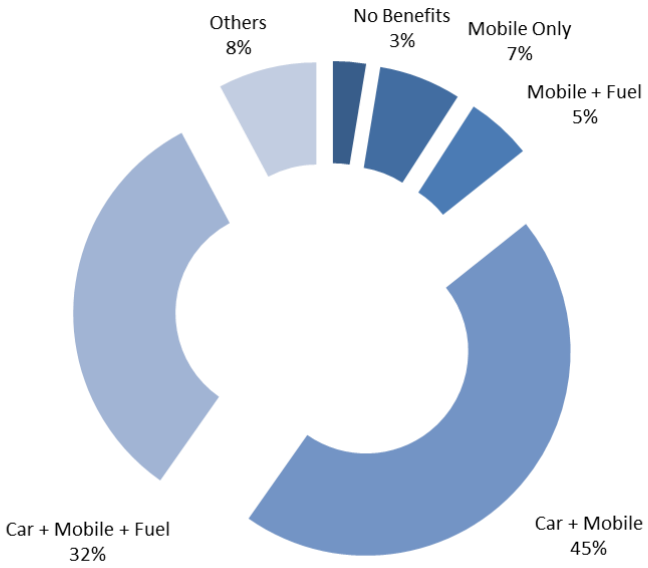
Average Salaries

32.83% Increase in average national salaries of COOs over 2014

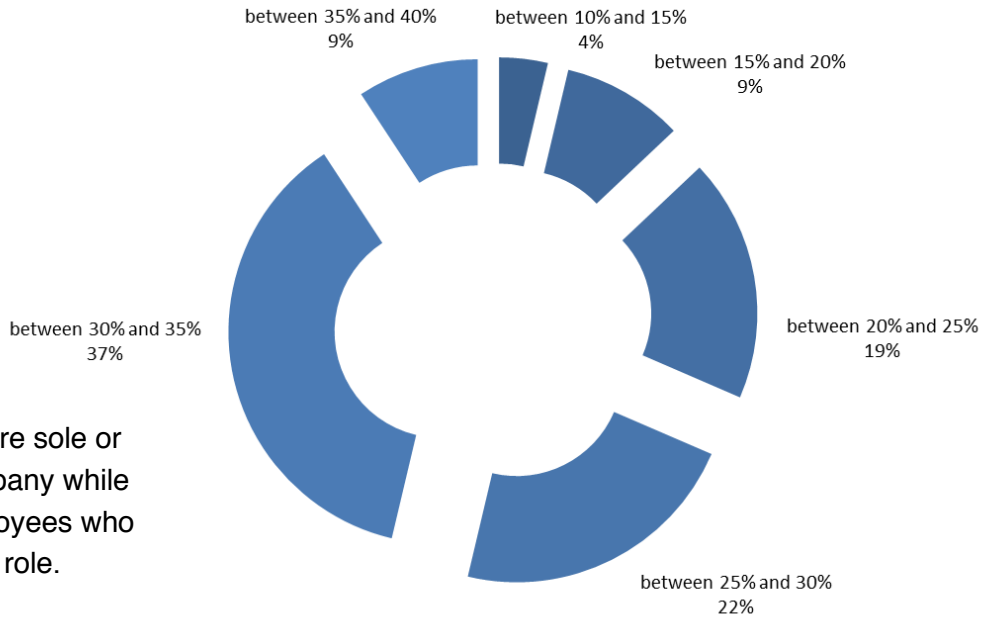
The average national basic salary this year is at Rs. 319,300/-, Karachi average is Rs. 284,177/-, Lahore Rs. 344,844/- and Islamabad salaries are Rs. 364,002/-



Benefits



Increments



31% of our sample COOs are sole or majority owners of the company while **43%** indicate they are employees who have been promoted to this role.

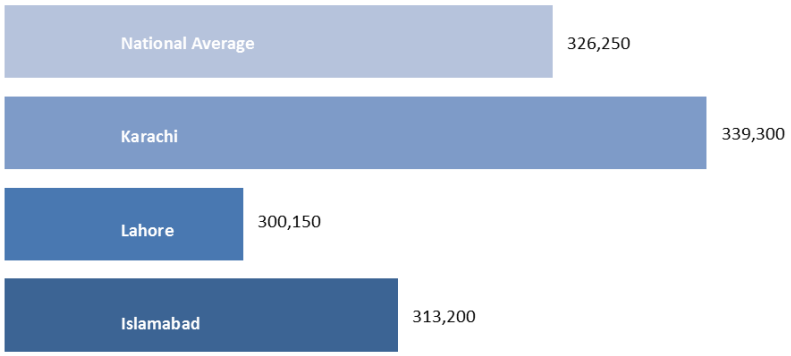
CMO

CHIEF MARKETING OFFICER

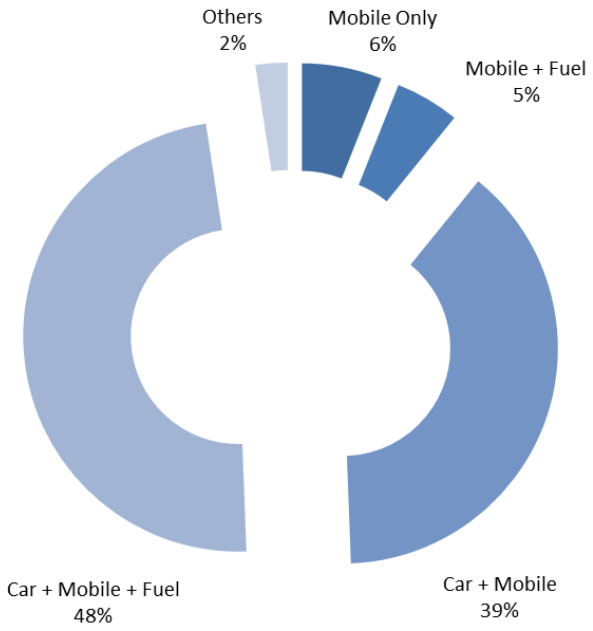
Average Salaries

38.21% Increase in average national salaries of CMOs over 2014

The average national basic salary this year is at Rs. 326,250/-, Karachi average is Rs. 339,300/-, Lahore Rs. 300,150/- and Islamabad salaries are Rs. 313,200/-

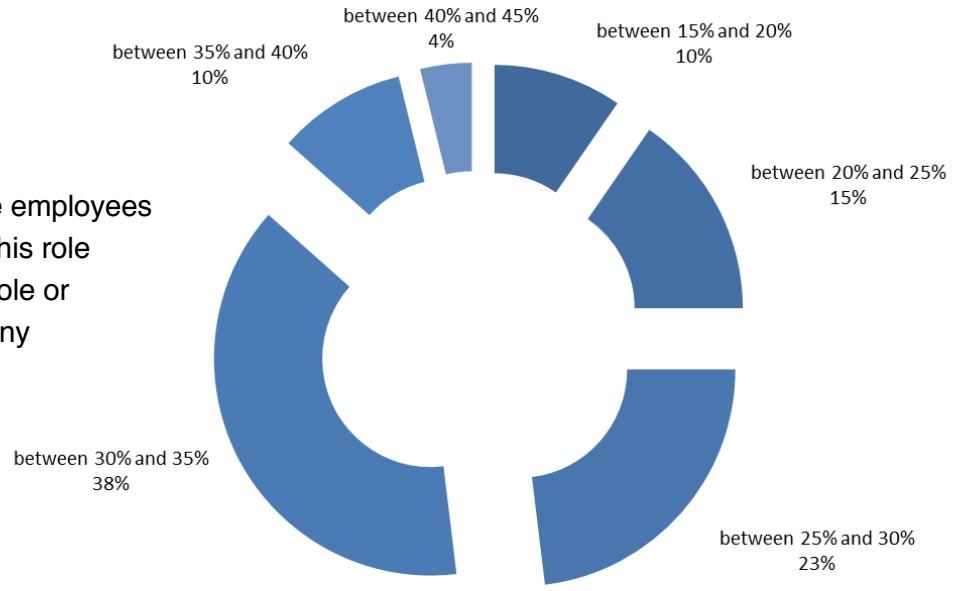


Benefits

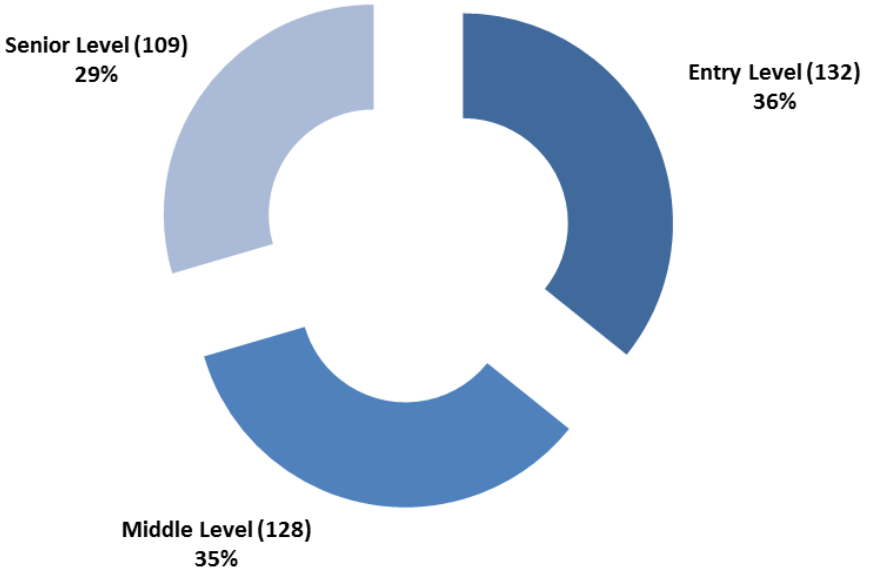


Increments

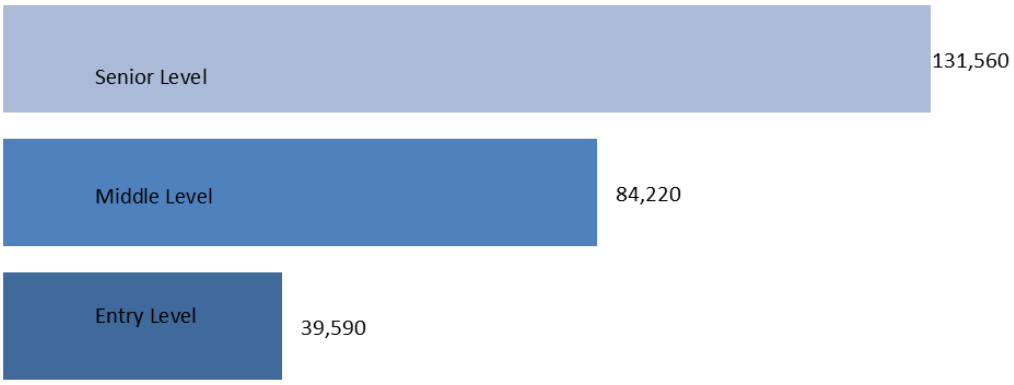
42% of our sample CMOs are employees who have been promoted to this role while **16%** indicate they are sole or majority owners of the company



"FINDINGS FROM 369 HUMAN RESOURCE PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Human Resource Professional in Pakistan is earning Rs. 39,590/- average monthly basic salary while a middle level employee is earning Rs. 84,220/- and a senior employee in this job function takes home Rs. 131,560/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

ENTRY LEVEL

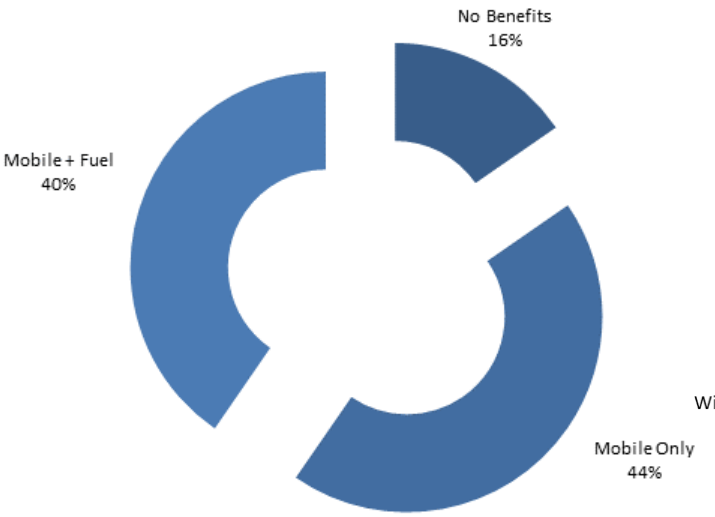
ENTRY LEVEL HUMAN RESOURCE PROFESSIONAL

22.24% Increase in average national salaries of entry level Human Resource Professionals over 2014

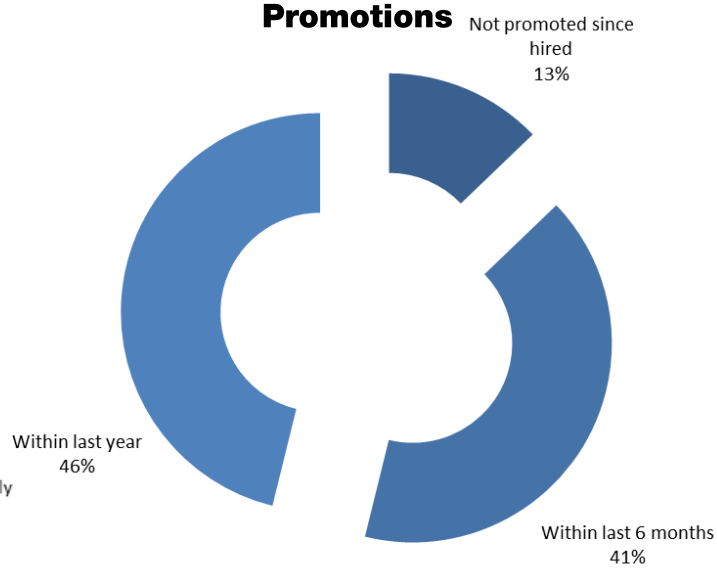
The average national basic salary this year is at Rs. 39,590/-, Karachi average is Rs. 44,737/-, Lahore Rs. 36,027/- and Islamabad salaries are Rs. 40,778/-

Average Salaries

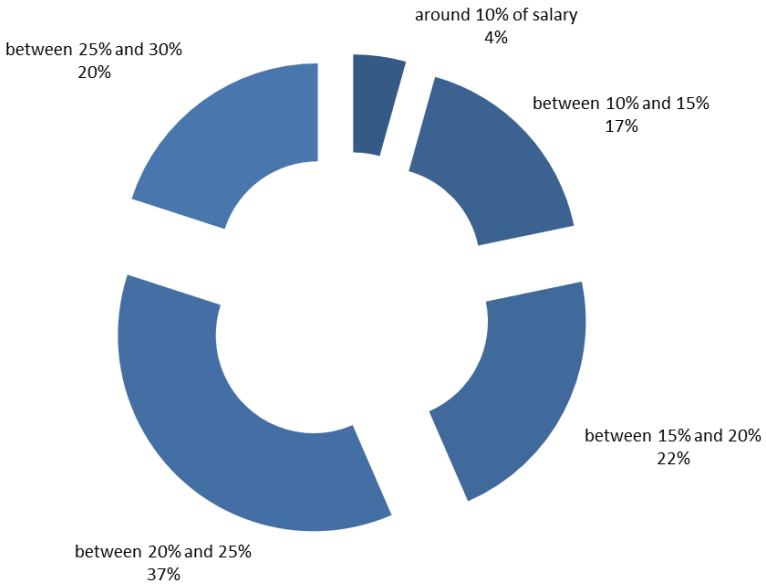
Benefits



Promotions



Increments



MIDDLE LEVEL

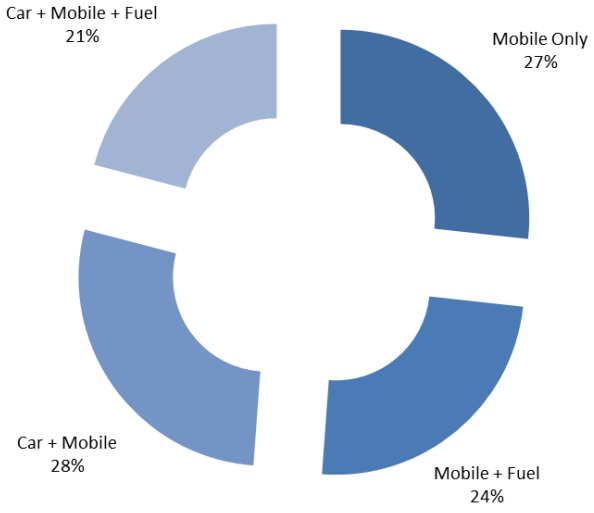
MIDDLE LEVEL HUMAN RESOURCE PROFESSIONAL

31.64% Increase in average national salaries of Middle Level Human Resource Professionals over 2014

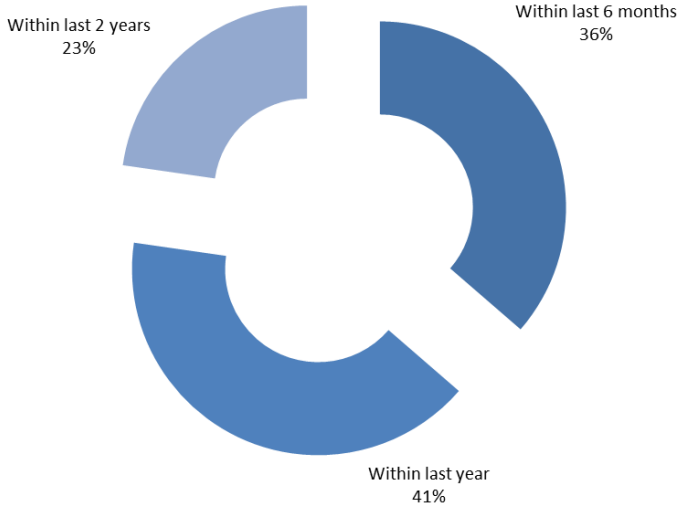
The average national basic salary this year is at Rs. 84,220/-, Karachi average is Rs. 93,484/-, Lahore Rs. 75,798/- and Islamabad salaries are Rs. 95,169/-

Average Salaries

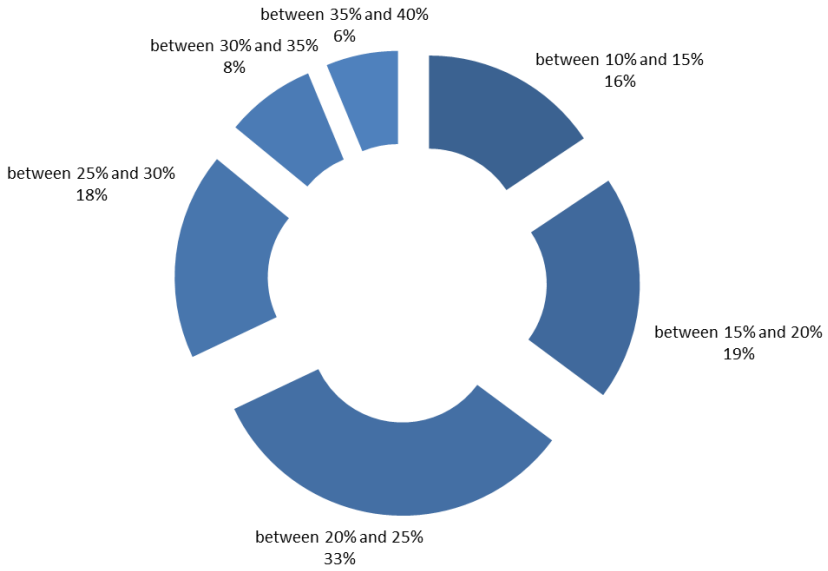
Benefits



Promotions



Increments



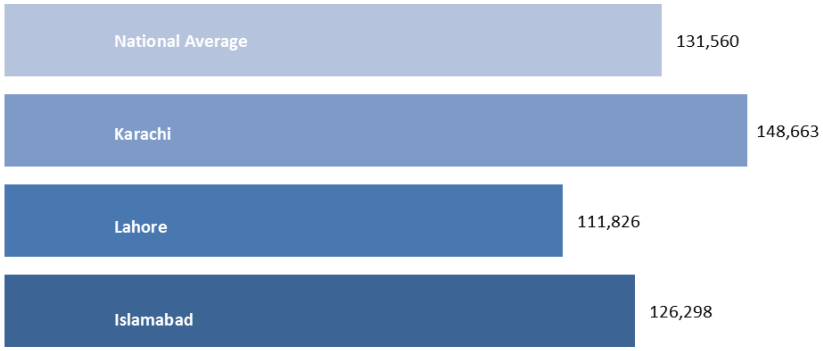
SENIOR LEVEL

SENIOR LEVEL HUMAN RESOURCE PROFESSIONAL

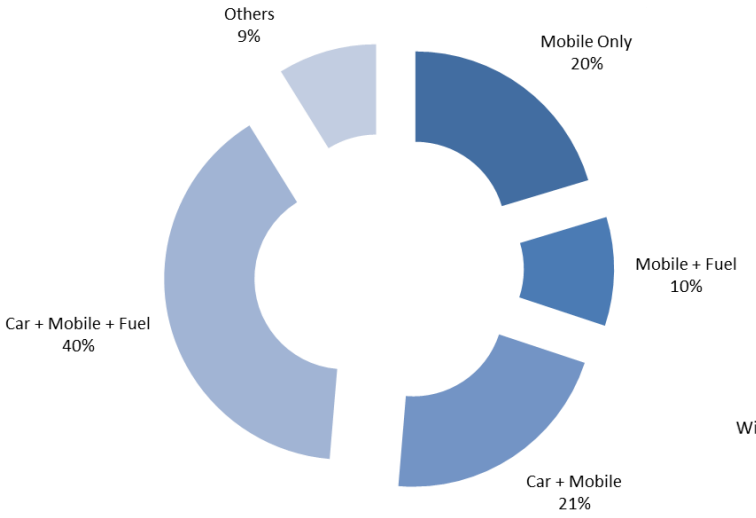
9.94% Increase in average national salaries of Senior Level Human Resource Professionals over 2014

The average national basic salary this year is at Rs. 131,560/-, Karachi average is Rs. 148,663/-, Lahore Rs. 111,826/- and Islamabad salaries are Rs. 126,298/-

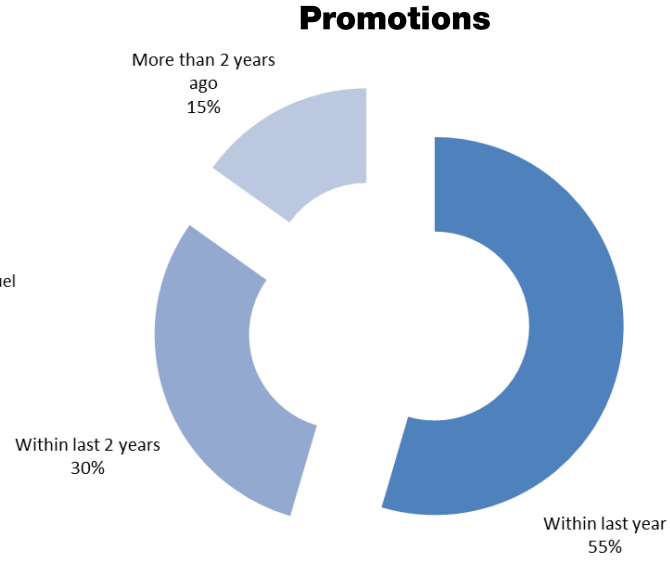
Average Salaries



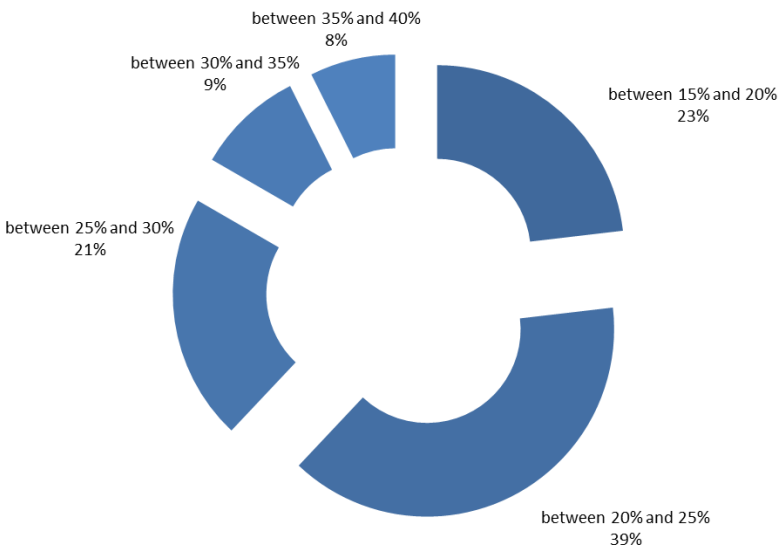
Benefits



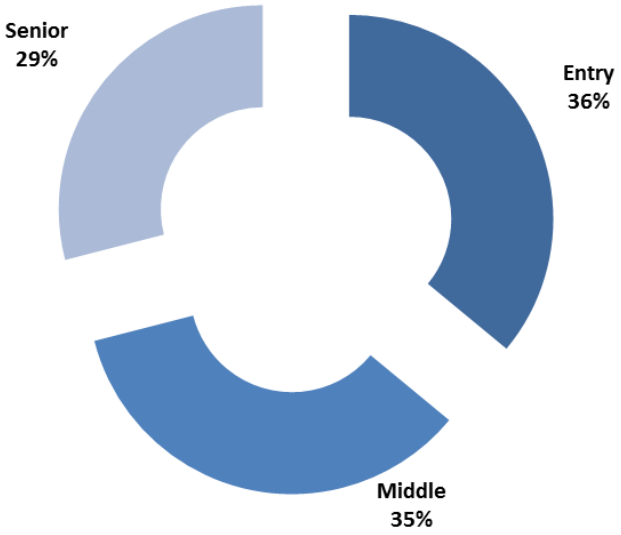
Promotions



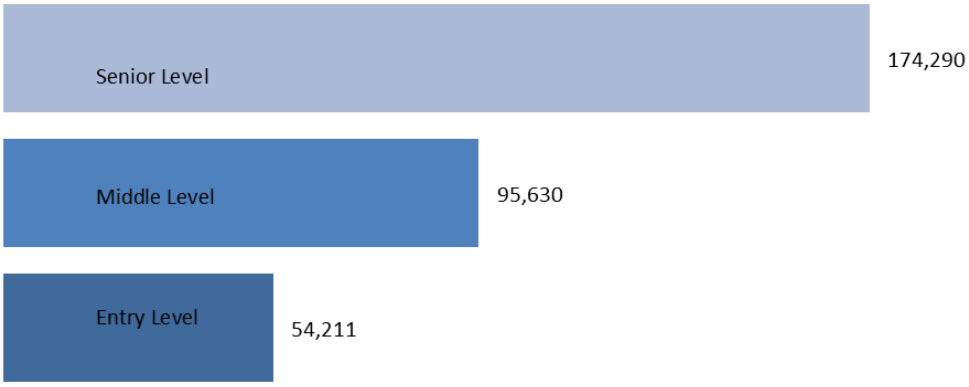
Increments



"FINDINGS FROM 238 MARKETING PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Marketing Professional in Pakistan is earning Rs. 54,211/- average monthly basic salary while a middle level employee is earning Rs. 95,630/- and a senior employee in this job function takes home Rs. 174,290/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

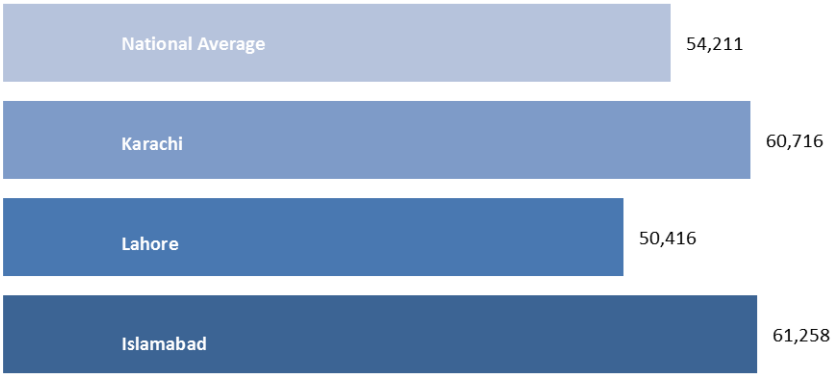
ENTRY LEVEL

ENTRY LEVEL MARKETING PROFESSIONAL

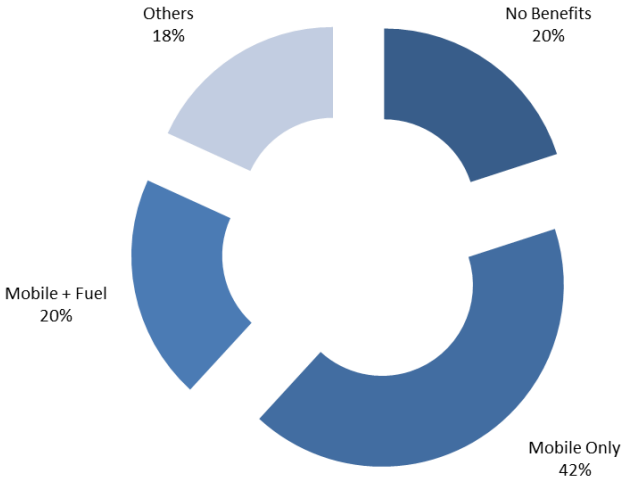
2.67% Increase in average national salaries of entry level Marketing Professionals over 2014

The average national basic salary this year is at Rs. 54,211/-, Karachi average is Rs. 60,716/-, Lahore Rs. 50,416/- and Islamabad salaries are Rs. 61,258/-

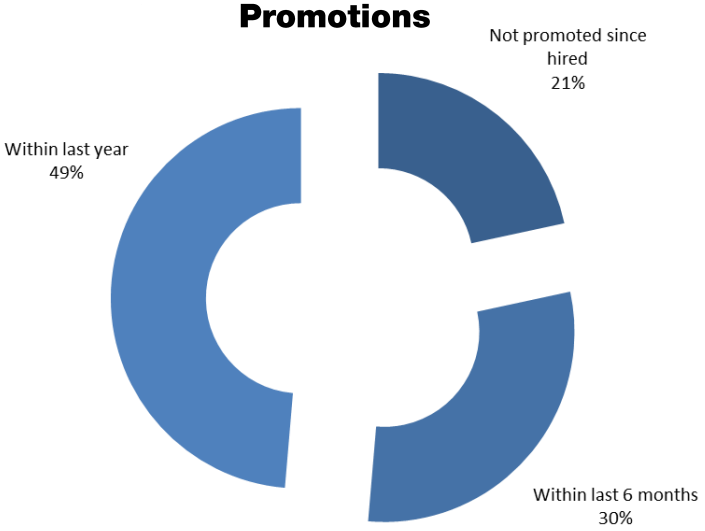
Average Salaries



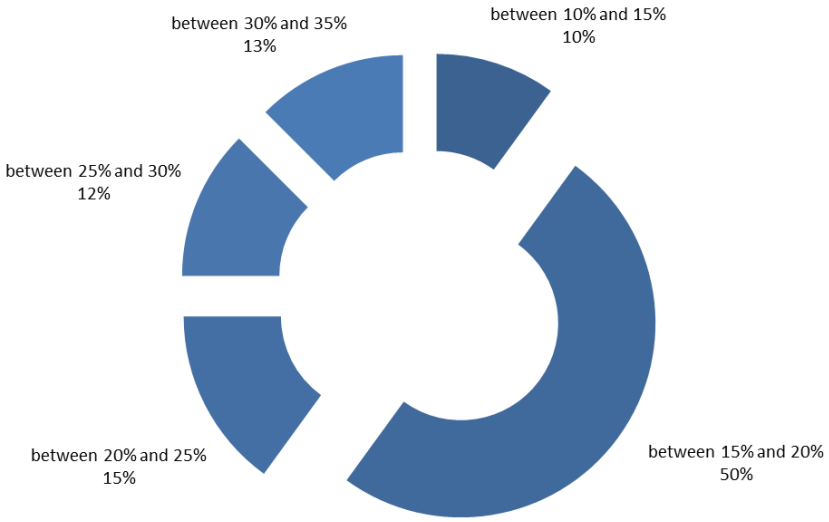
Benefits



Promotions



Increments



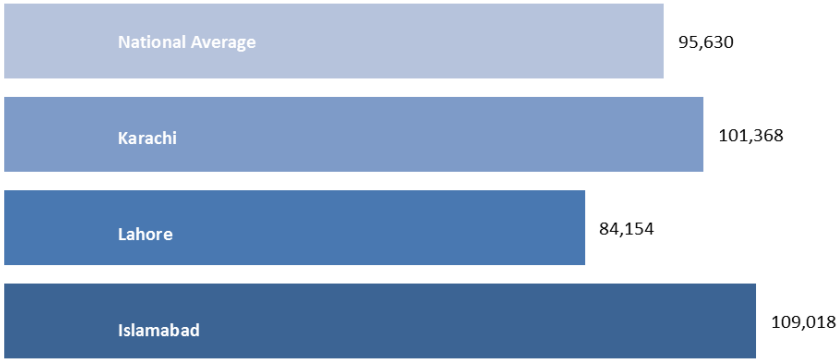
MIDDLE LEVEL

MIDDLE LEVEL MARKETING PROFESSIONAL

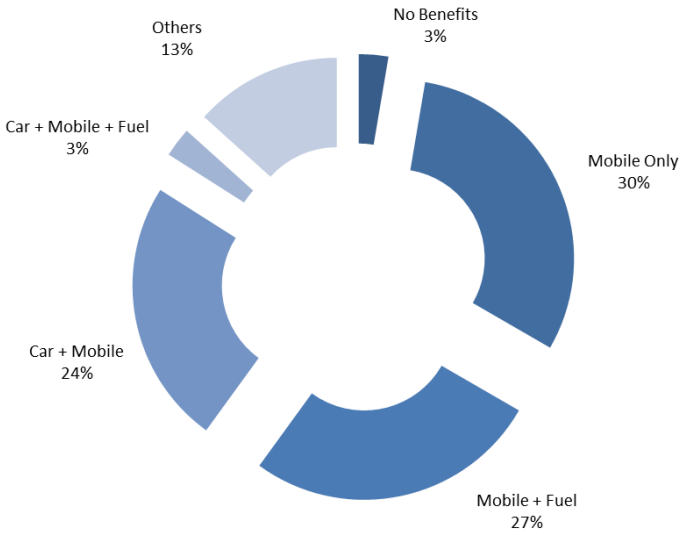
Average Salaries

16.34% Increase in average national salaries of Middle Level Marketing Professionals over 2014

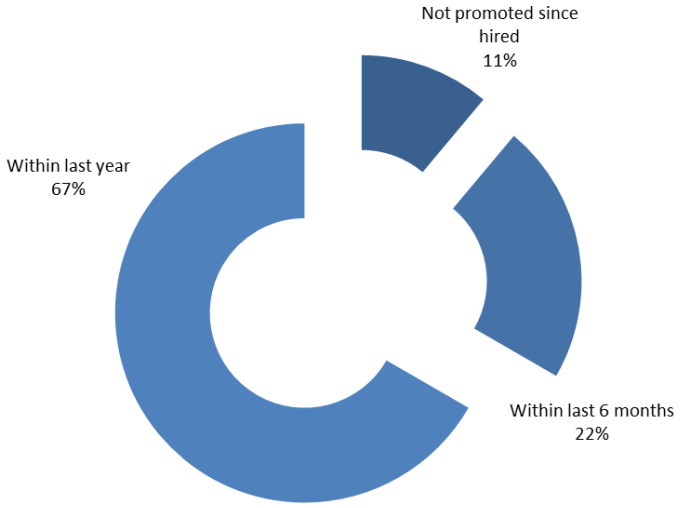
The average national basic salary this year is at Rs. 95,630/-, Karachi average is Rs. 101,368/-, Lahore Rs. 84,154/- and Islamabad salaries are Rs. 109,018/-



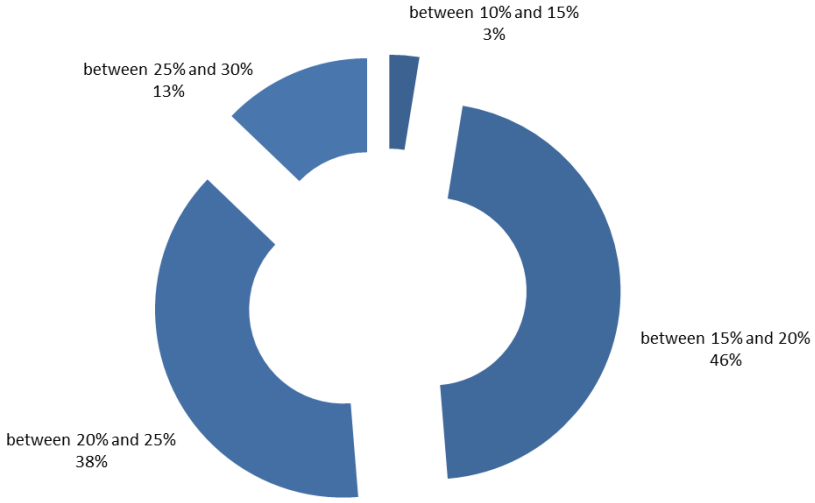
Benefits



Promotions



Increments



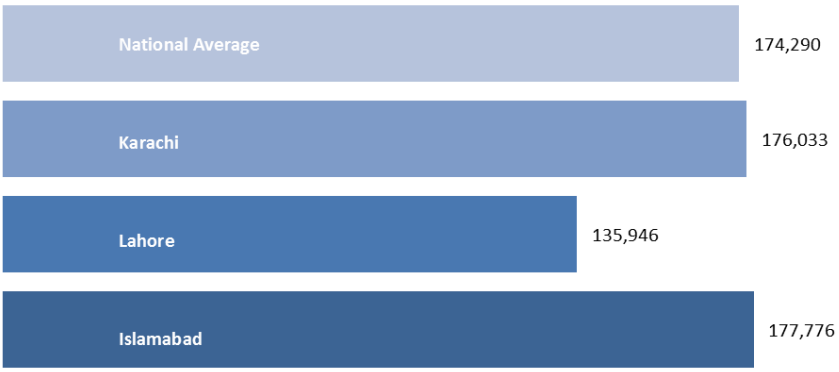
SENIOR LEVEL

SENIOR LEVEL MARKETING PROFESSIONAL

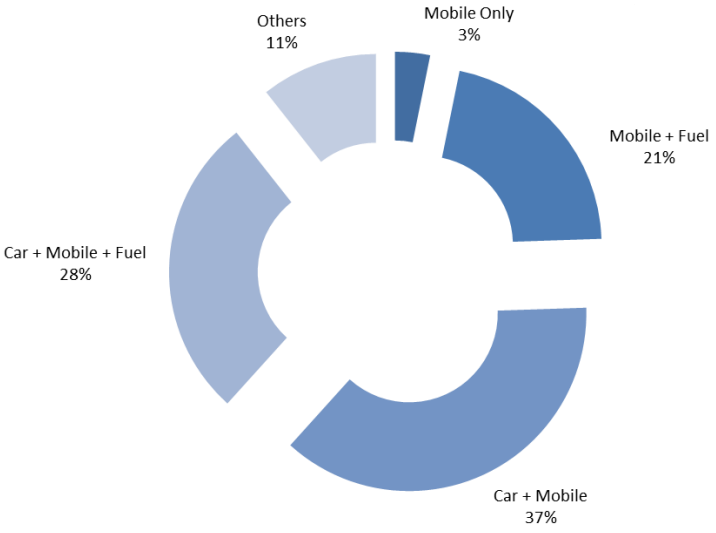
Average Salaries

0.44% Increase in average national salaries of Senior Level Marketing Professionals over 2014

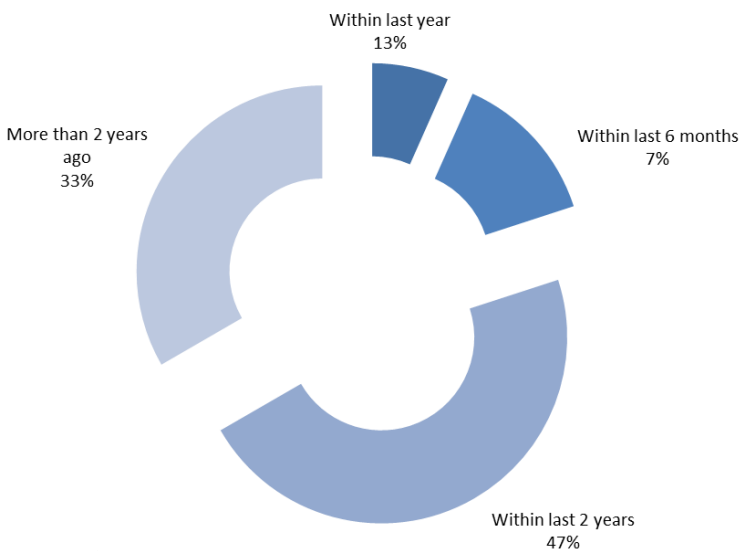
The average national basic salary this year is at Rs. 174,290/-, Karachi average is Rs. 176,033/-, Lahore Rs. 135,946/- and Islamabad salaries are Rs. 177,776/-



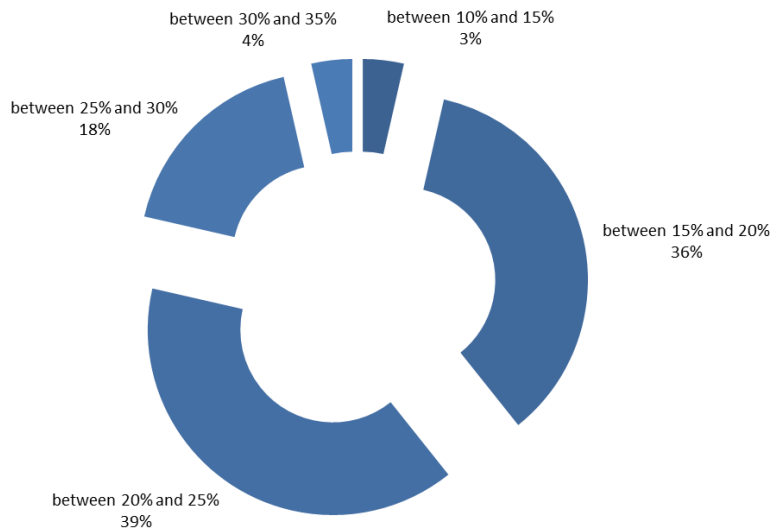
Benefits



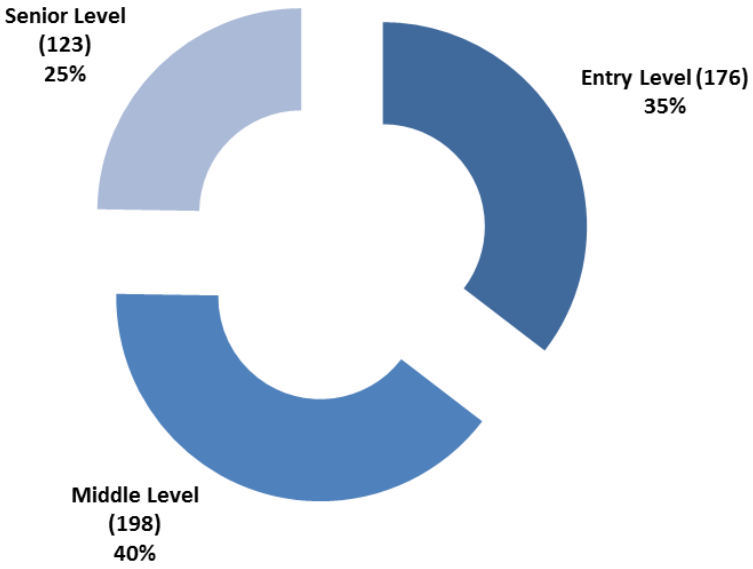
Promotions



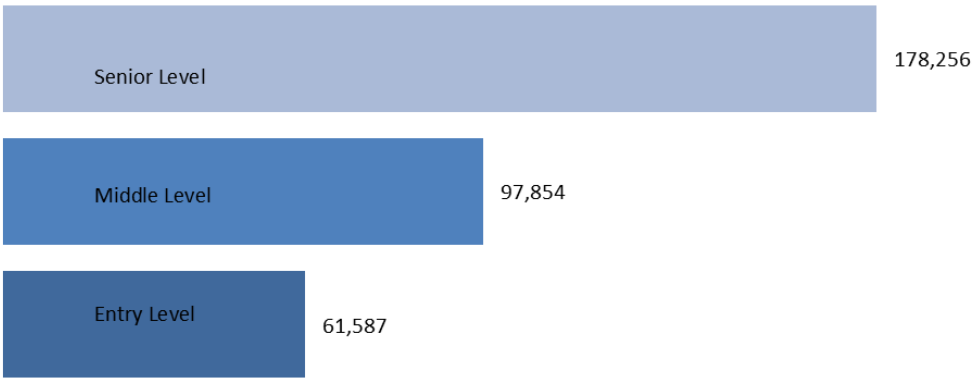
Increments



"FINDINGS FROM 497 BUSINESS DEVELOPMENT / SALES PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Business Development / Sales Professional in Pakistan is earning Rs. 61,587/- average monthly basic salary while a middle level employee is earning Rs. 97,854/- and a senior employee in this job function takes home Rs. 178,256/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

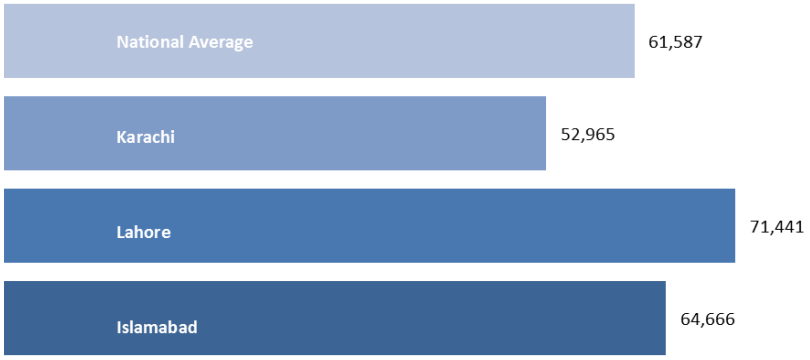
ENTRY LEVEL BUSINESS DEVELOPMENT / SALES PROFESSIONAL

ENTRY LEVEL

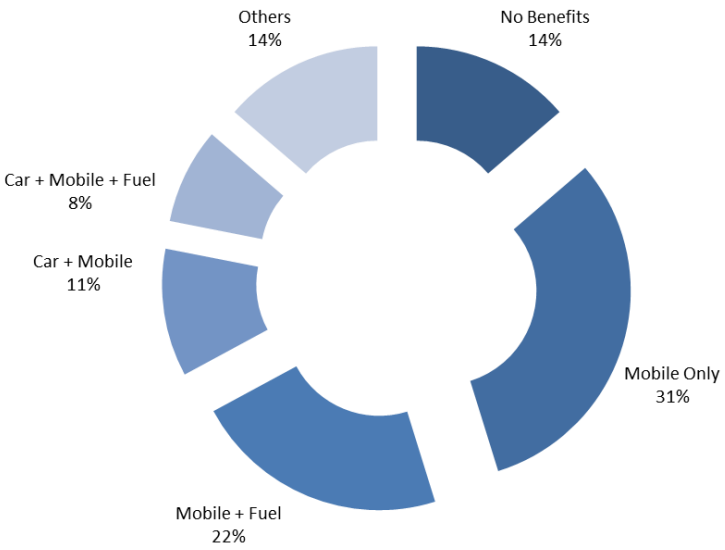
5.3% Increase in average national salaries of entry level Business Development / Sales Professionals over 2014

The average national basic salary this year is at Rs. 61,587/-, Karachi average is Rs. 52,965/-, Lahore Rs. 71,441/- and Islamabad salaries are Rs. 64,666/-

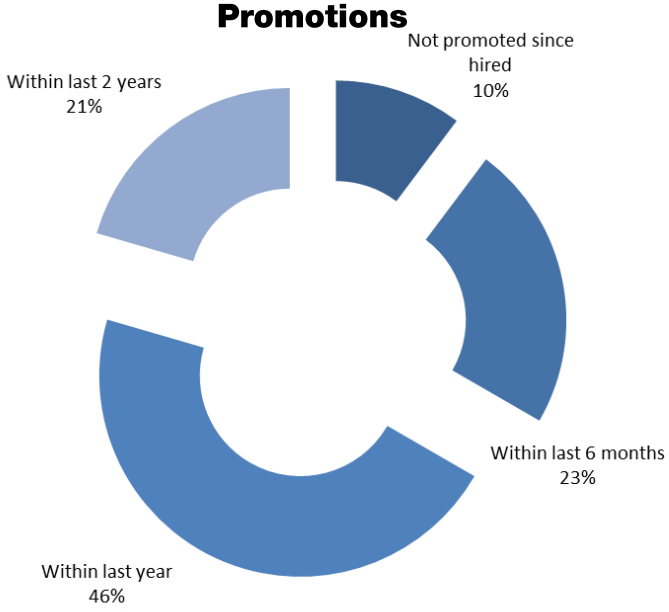
Average Salaries



Benefits



Promotions



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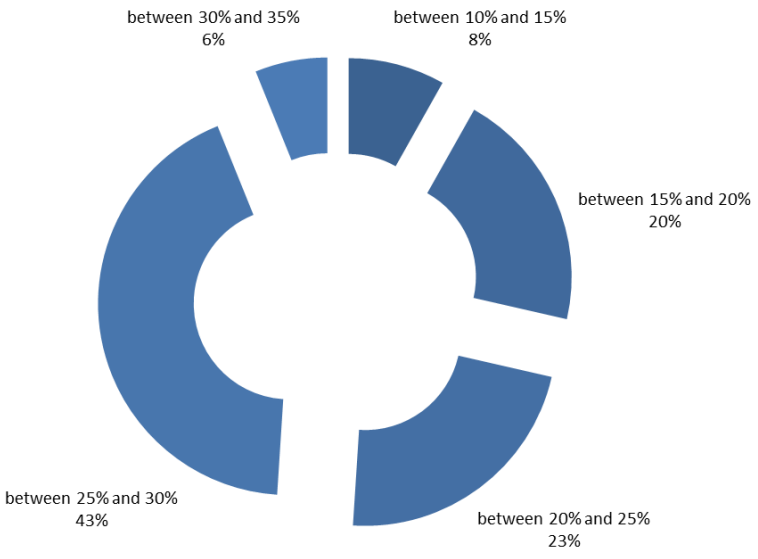


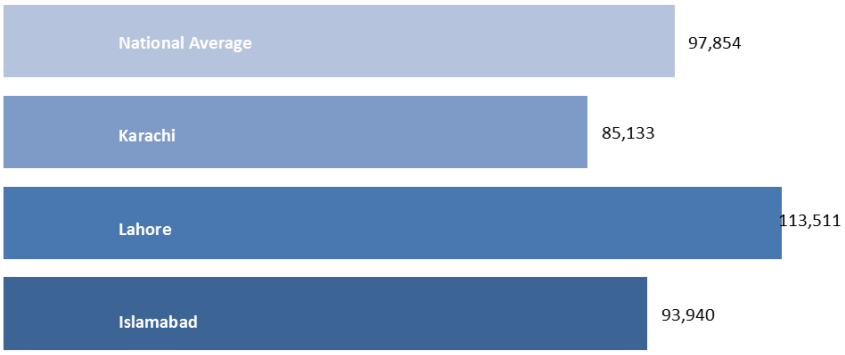
MIDDLE LEVEL BUSINESS DEVELOPMENT / SALES PROFESSIONAL

MIDDLE LEVEL

Average Salaries

2.34% Increase in average national salaries of Middle Level Business Development / Sales Professionals over 2014

The average national basic salary this year is at Rs. 97,854/-, Karachi average is Rs. 85,133/-, Lahore Rs. 113,511/- and Islamabad salaries are Rs. 93,940/-



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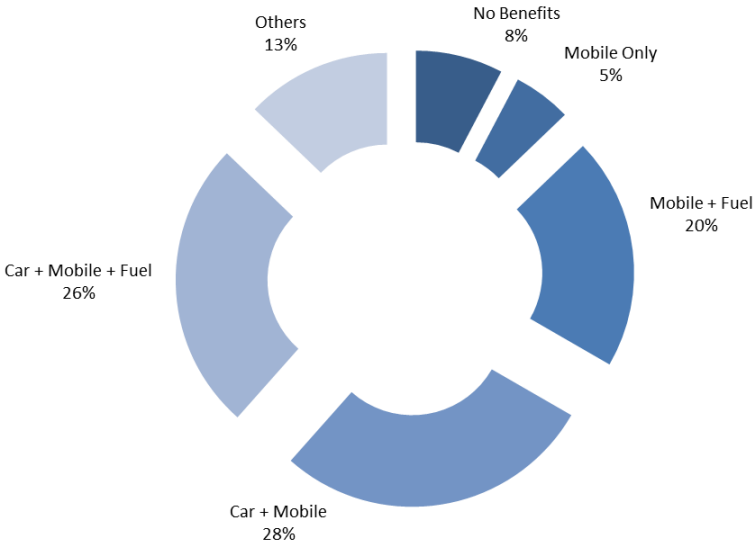

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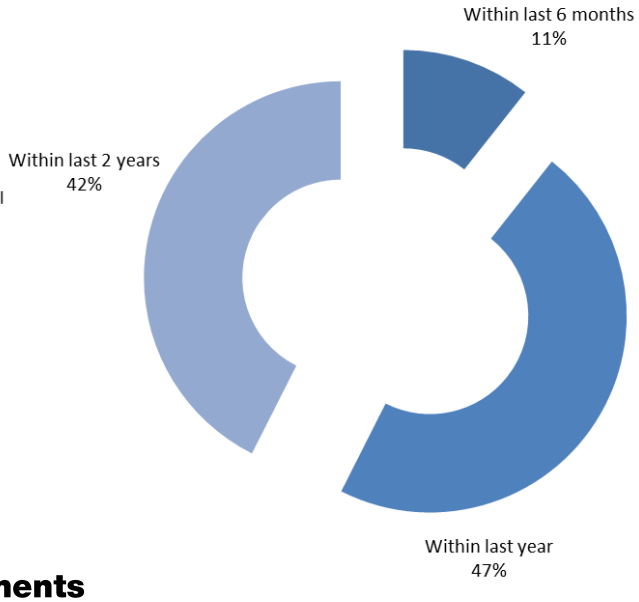

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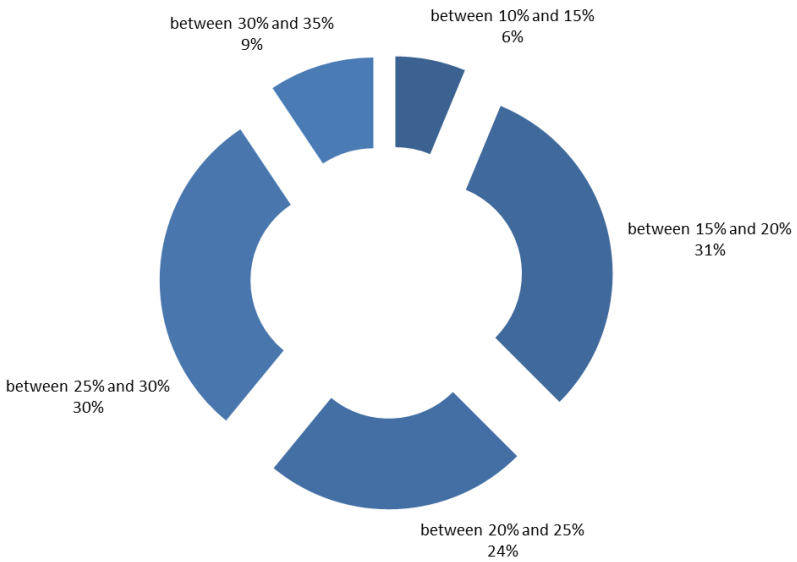


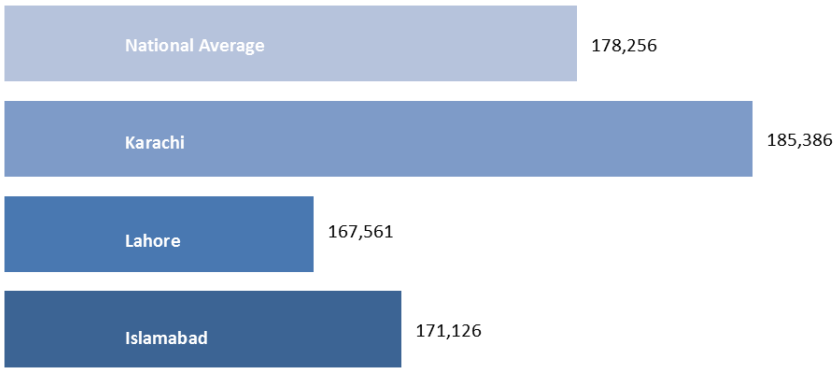
SENIOR LEVEL BUSINESS DEVELOPMENT / SALES PROFESSIONAL

SENIOR LEVEL

3.3% Increase in average national salaries of Senior Level Business Development / Sales Professionals over 2014

The average national basic salary this year is at Rs. 178,256/-, Karachi average is Rs. 185,386/-, Lahore Rs. 167,561/- and Islamabad salaries are Rs. 171,126/-

Average Salaries



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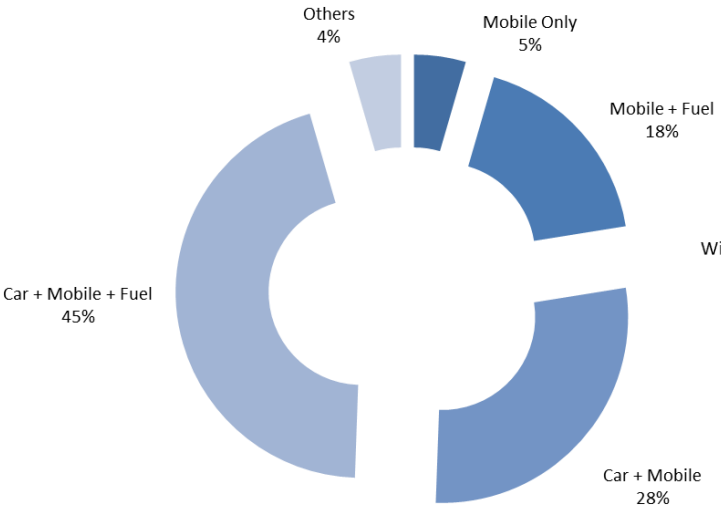
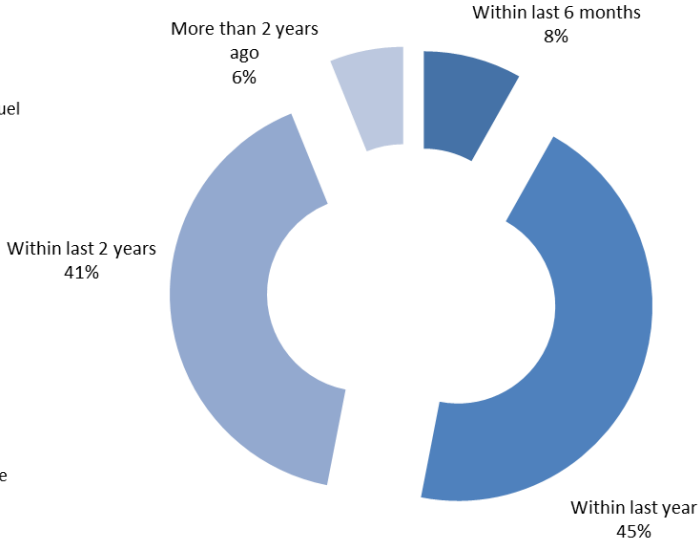
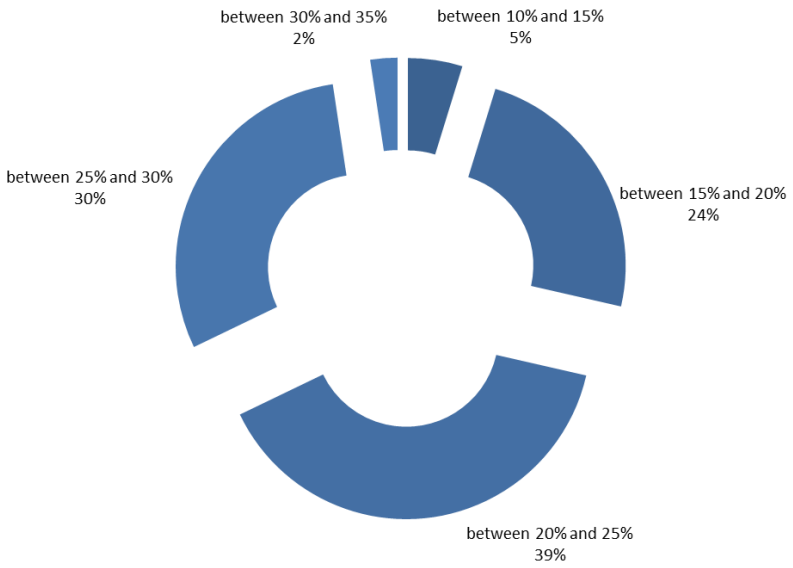


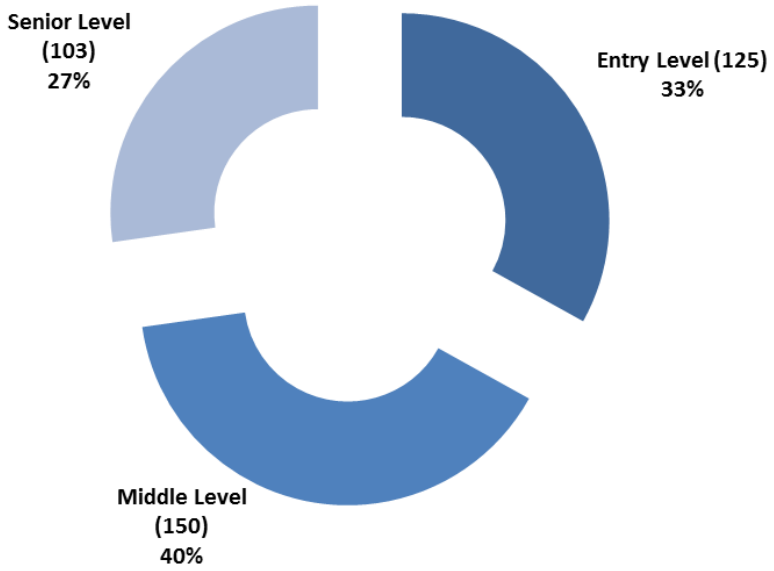
Promotions



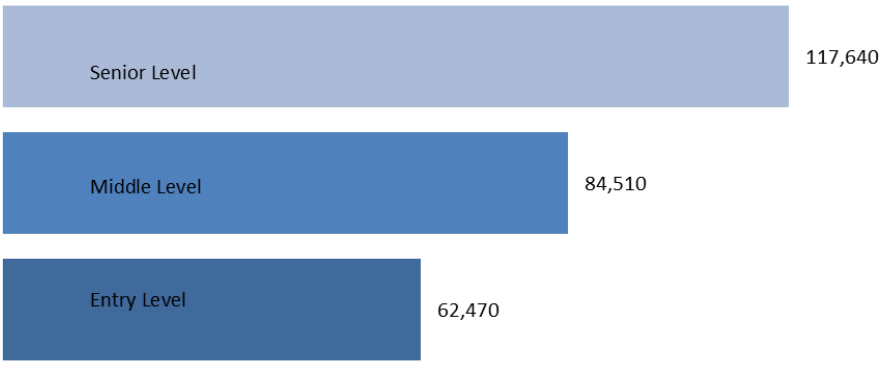
Increments



"FINDINGS FROM 378 BUSINESS / STRATEGY ANALYSTS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Business / Strategy Analyst in Pakistan is earning Rs. 62,470/- average monthly basic salary while a middle level employee is earning Rs. 84,510/- and a senior employee in this job function takes home Rs. 117,640/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

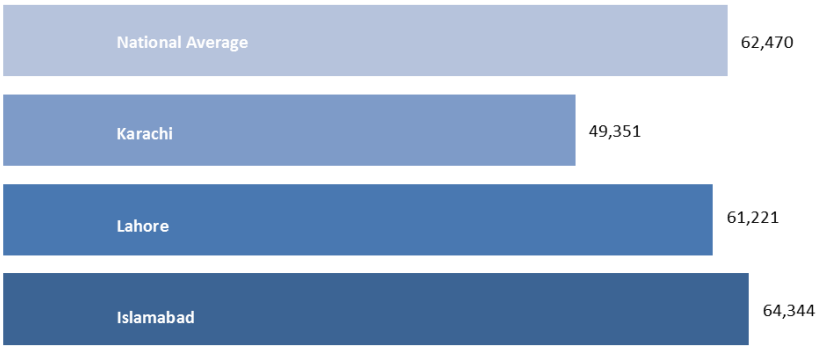
ENTRY LEVEL

ENTRY LEVEL BUSINESS / STRATEGY ANALYST

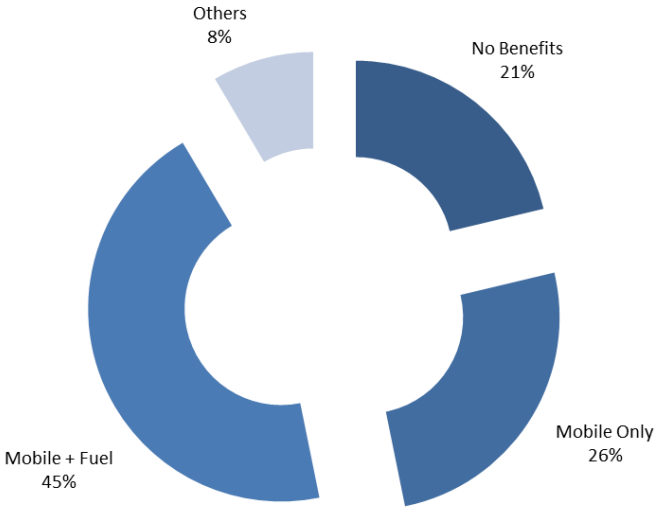
8.64% Increase in average national salaries of entry level Business / Strategy Analysts over 2014

The average national basic salary this year is at Rs. 62,470/-, Karachi average is Rs. 49,351/-, Lahore Rs. 61,221/- and Islamabad salaries are Rs. 64,344/-

Average Salaries



Benefits



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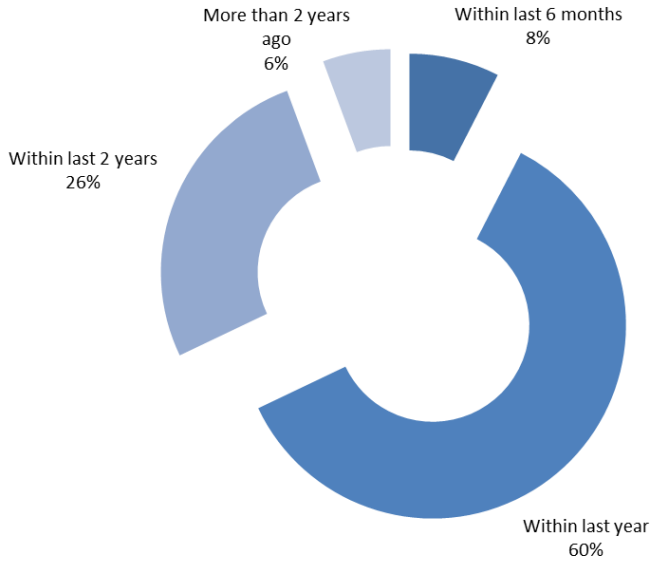
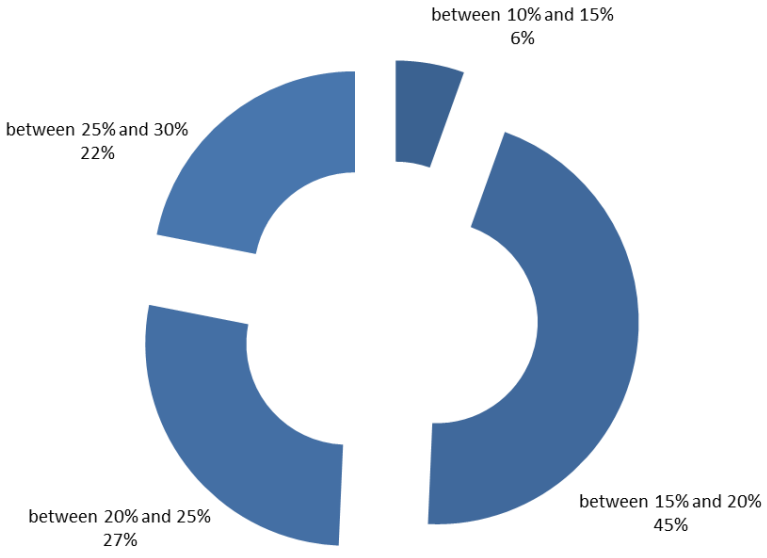


Increments



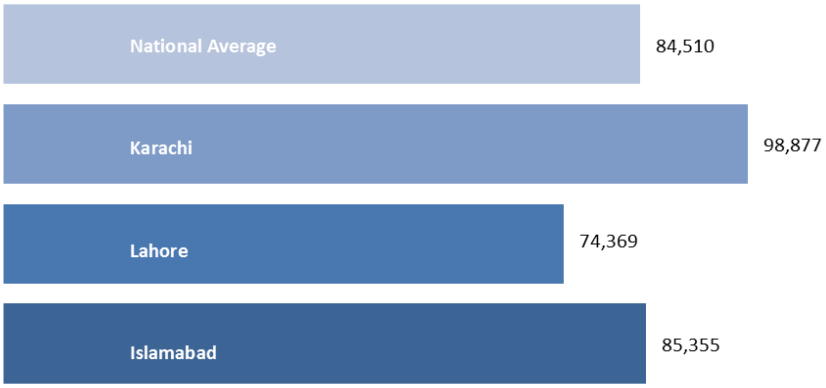
MIDDLE LEVEL

MIDDLE LEVEL BUSINESS / STRATEGY ANALYST

14.25% Increase in average national salaries of Middle Level Business / Strategy Analysts over 2014

The average national basic salary this year is at Rs. 84,510/-, Karachi average is Rs. 98,877/-, Lahore Rs. 74,369/- and Islamabad salaries are Rs. 85,355/-

Average Salaries



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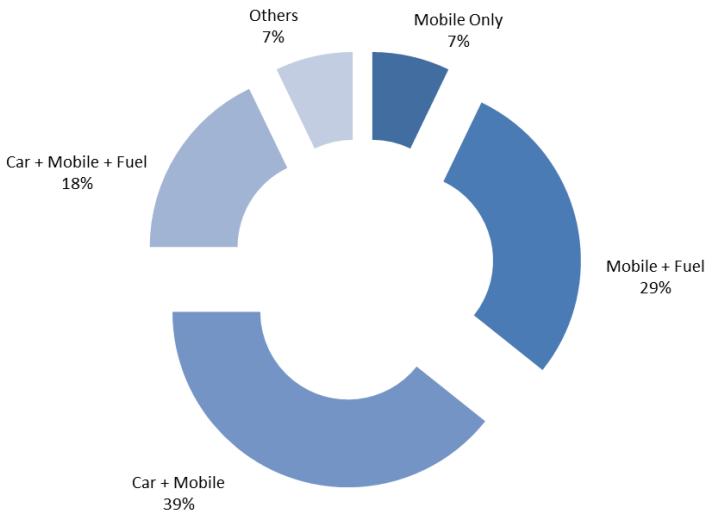
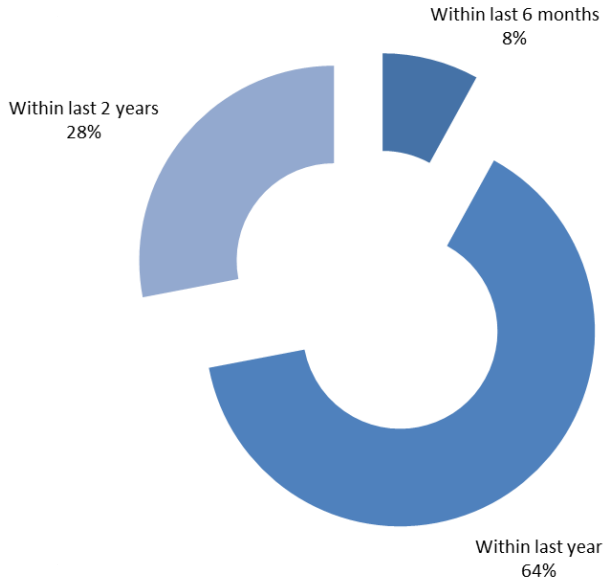
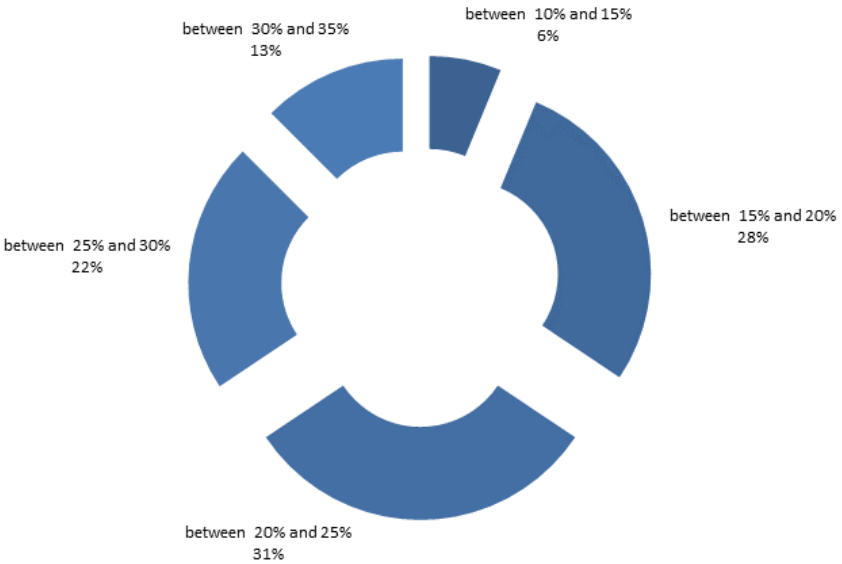


Promotions



Increments



SENIOR LEVEL

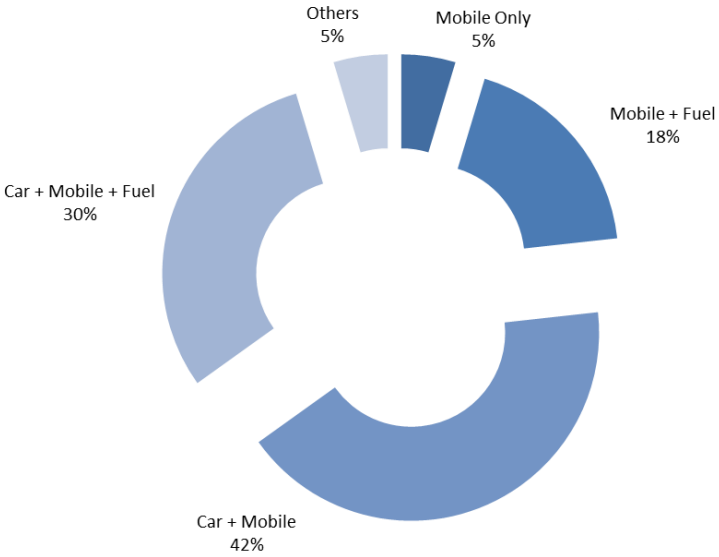
SENIOR LEVEL BUSINESS / STRATEGY ANALYST

6.91% Increase in average national salaries of Senior Level Business / Strategy Analysts over 2014

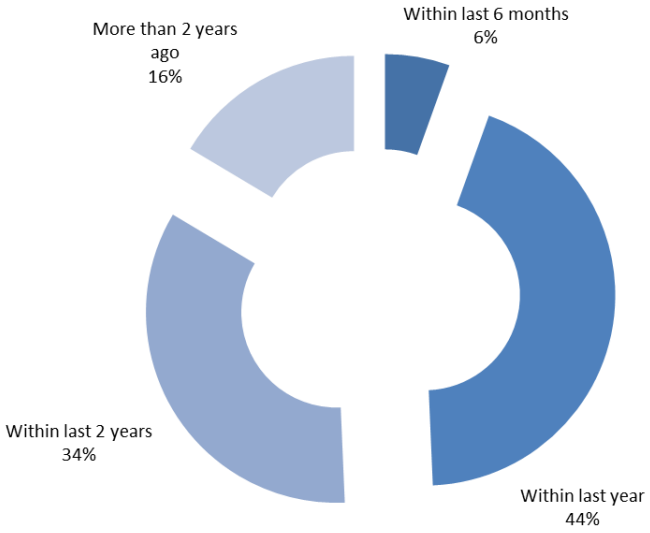
The average national basic salary this year is at Rs. 117,640/-, Karachi average is Rs. 129,404/-, Lahore Rs. 105,876/- and Islamabad salaries are Rs. 122,346/-

Average Salaries

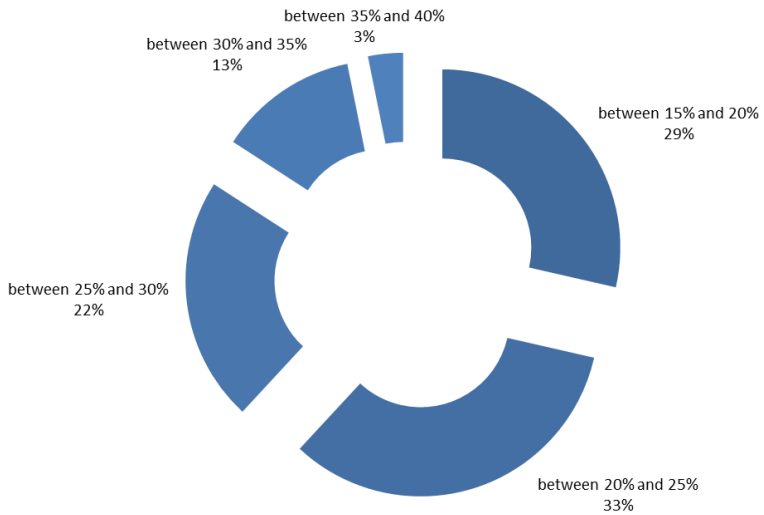
Benefits



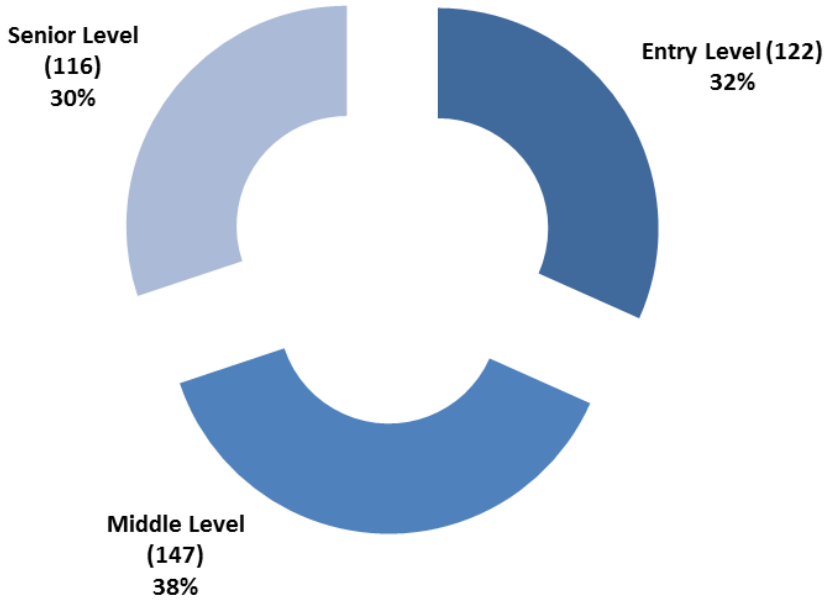
Promotions



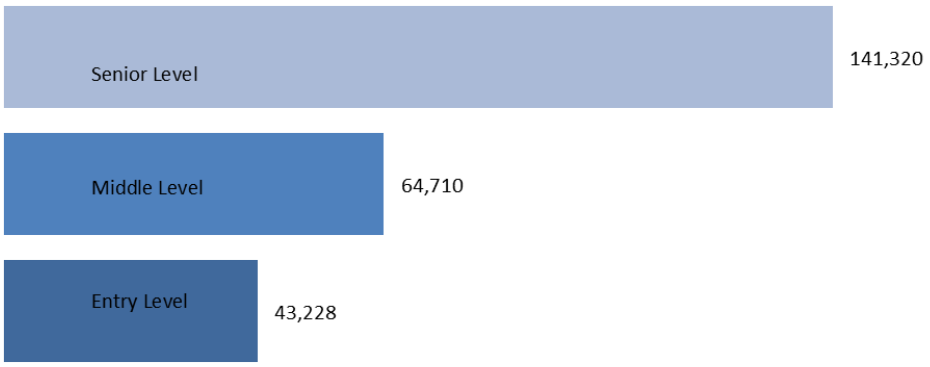
Increments



"FINDINGS FROM 385 FINANCE PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Finance Professional in Pakistan is earning Rs. 43,228/- average monthly basic salary while a middle level employee is earning Rs. 64,710/- and a senior employee in this job function takes home Rs. 141,320/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

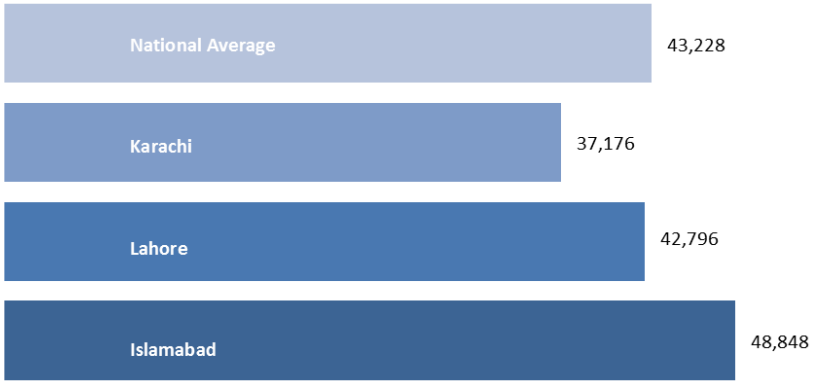
ENTRY LEVEL

ENTRY LEVEL FINANCE PROFESSIONAL

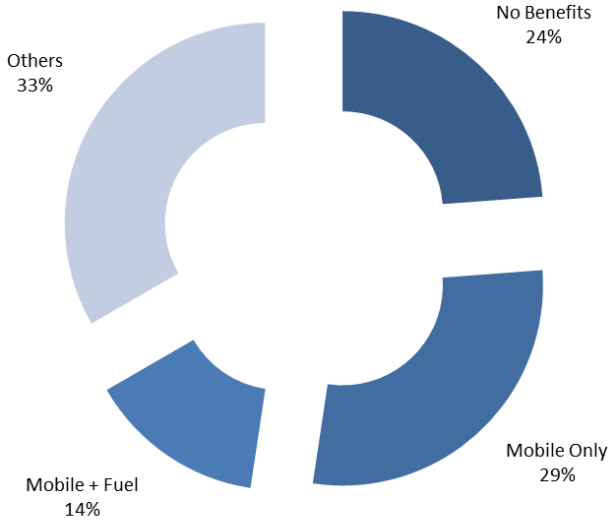
17.12% Increase in average national salaries of entry level Finance Professionals over 2014

The average national basic salary this year is at Rs. 43,228/-, Karachi average is Rs. 37,176/-, Lahore Rs. 42,796/- and Islamabad salaries are Rs. 48,848/-

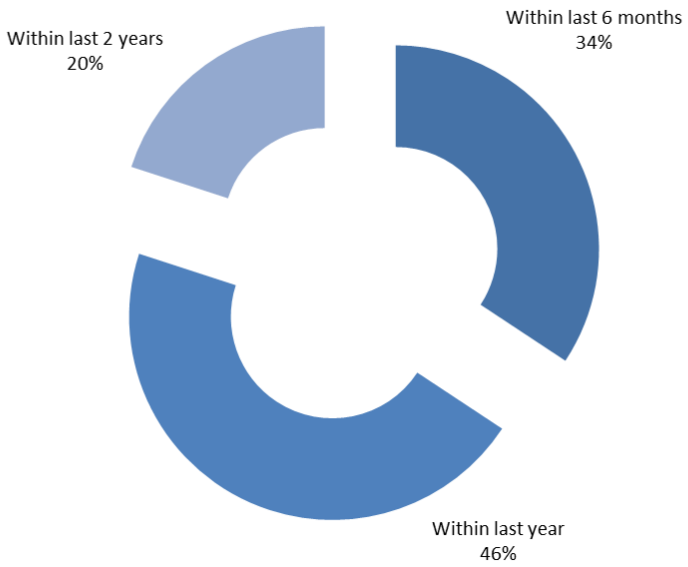
Average Salaries



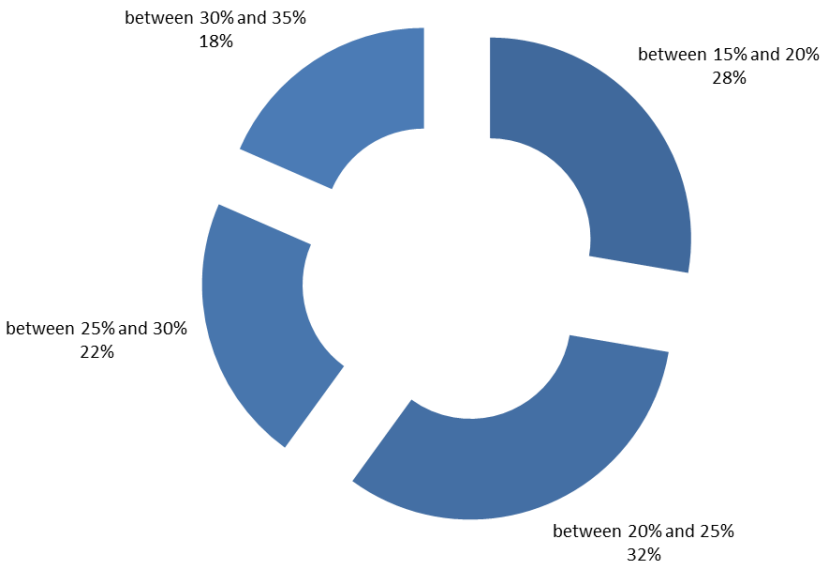
Benefits



Promotions



Increments



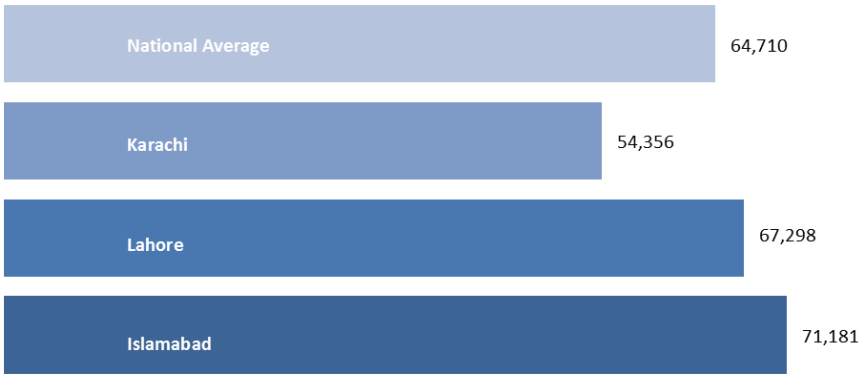
MIDDLE LEVEL

MIDDLE LEVEL FINANCE PROFESSIONAL

12.54% Increase in average national salaries of Middle Level Finance Professionals over 2014

The average national basic salary this year is at Rs. 64,710/-, Karachi average is Rs. 54,356/-, Lahore Rs. 67,298/- and Islamabad salaries are Rs. 71,181/-

Average Salaries



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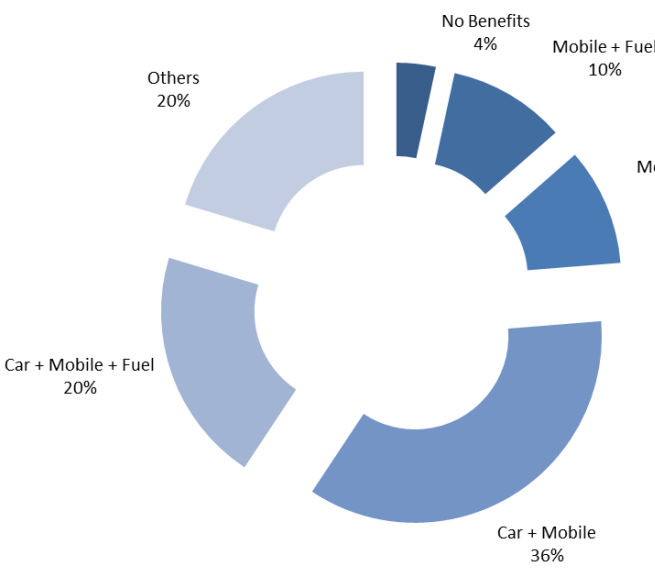
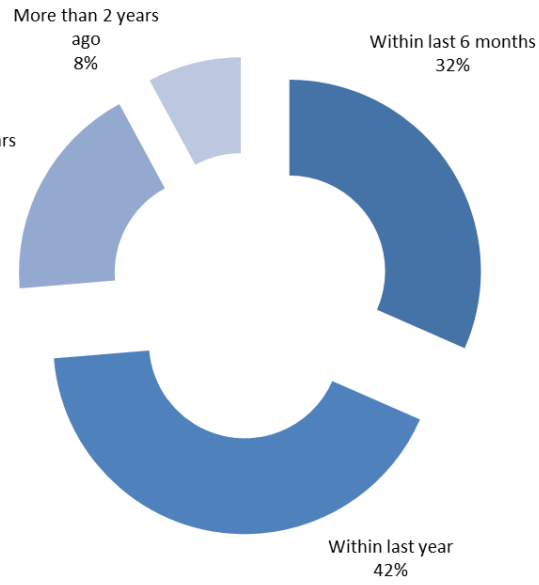


Promotions



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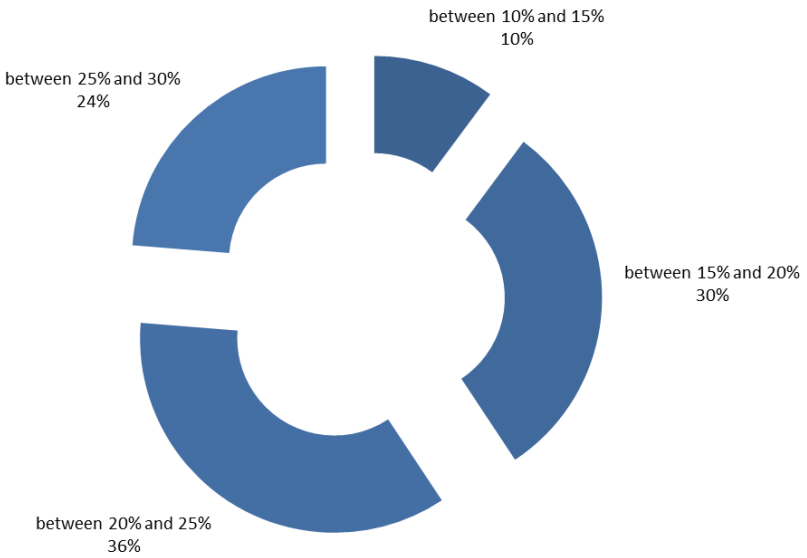


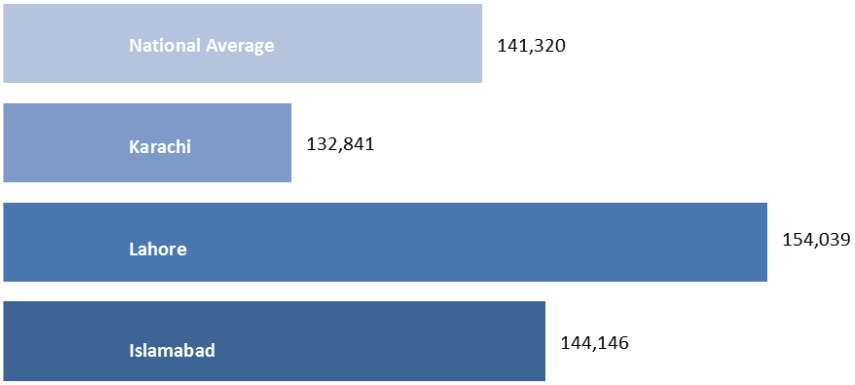
SENIOR LEVEL

SENIOR LEVEL FINANCE PROFESSIONAL

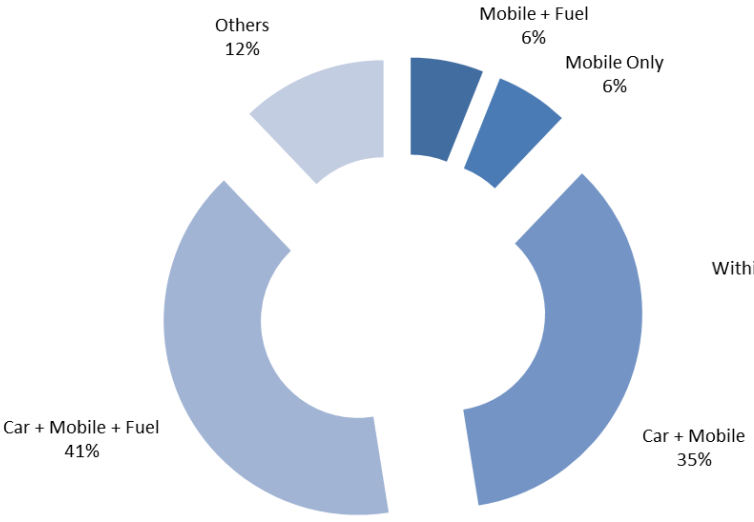
19.29% Increase in average national salaries of Senior Level Finance Professionals over 2014

The average national basic salary this year is at Rs. 141,320/-, Karachi average is Rs. 132,841/-, Lahore Rs. 154,039/- and Islamabad salaries are Rs. 144,146/-

Average Salaries



Benefits



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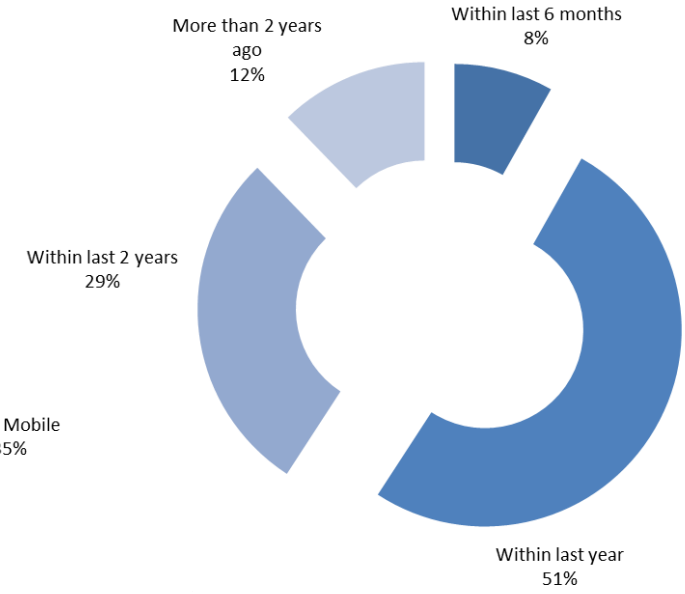

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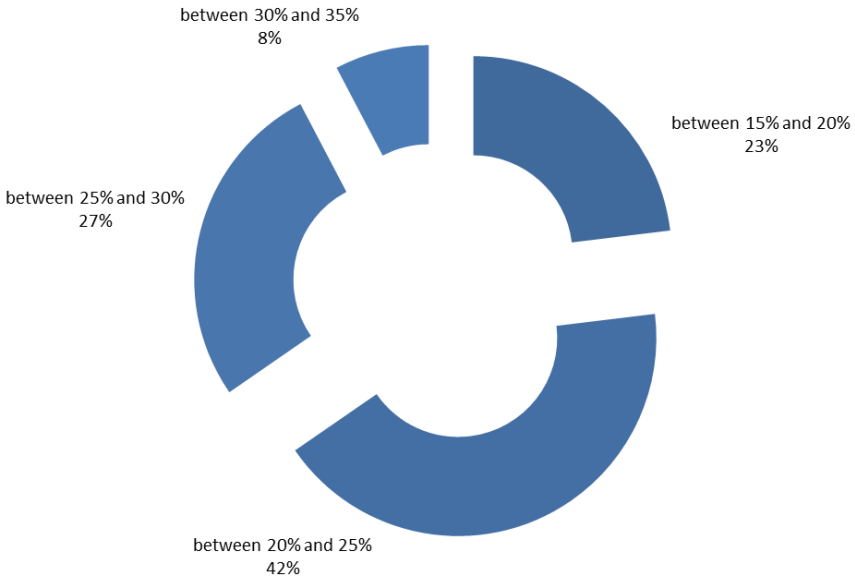
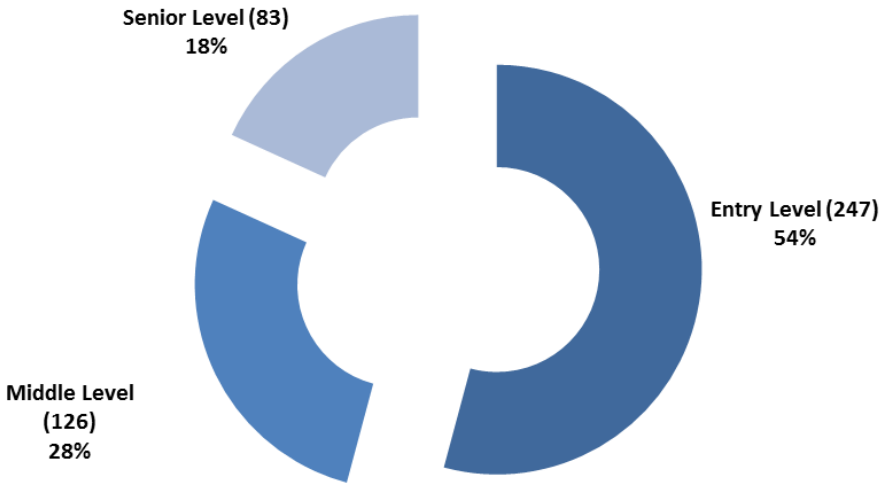
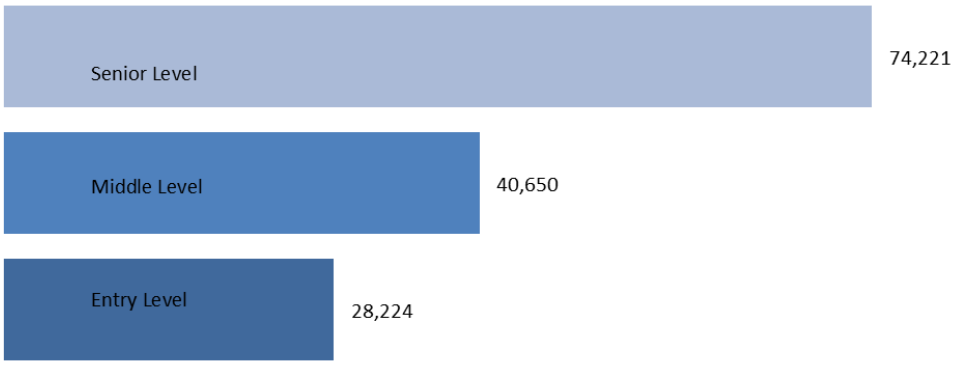


"FINDINGS FROM 456 ADMINISTRATION PROFESSIONALS NATIONWIDE"



AVERAGE NATIONWIDE SALARIES



The survey reveals an entry level Administration Professional in Pakistan is earning Rs. 28,224/- average monthly basic salary while a middle level employee is earning Rs. 40,650/- and a senior employee in this job function takes home Rs. 74,221/- per month.

Note: An entry level function denotes 0-3 years of experience, middle level 4-6 years of experience and a senior level employee is believed to have over 6 years of experience.

ENTRY LEVEL ADMINISTRATION PROFESSIONAL

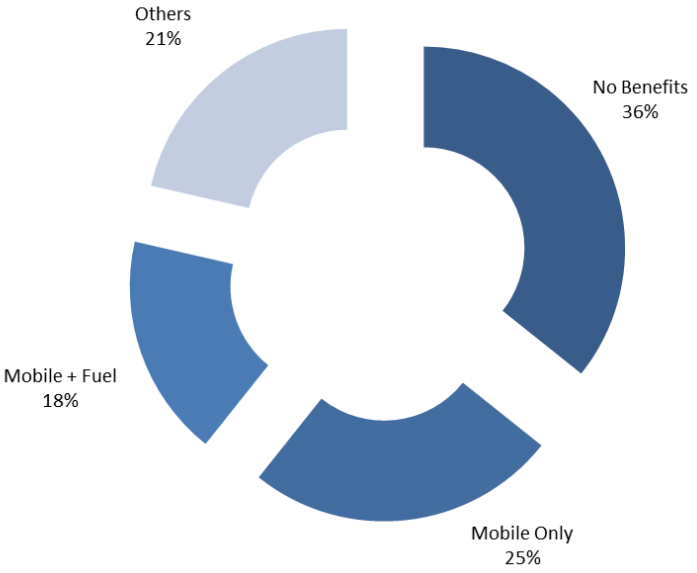
ENTRY LEVEL

Average Salaries

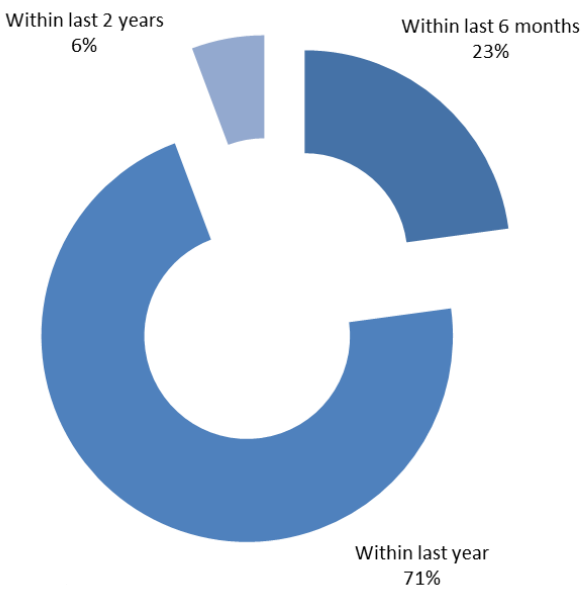
22.68% Increase in average national salaries of entry level Administration Professionals over 2014

The average national basic salary this year is at Rs. 28,224/-, Karachi average is Rs. 24,273/-, Lahore Rs. 31,611/- and Islamabad salaries are Rs. 29,635/-

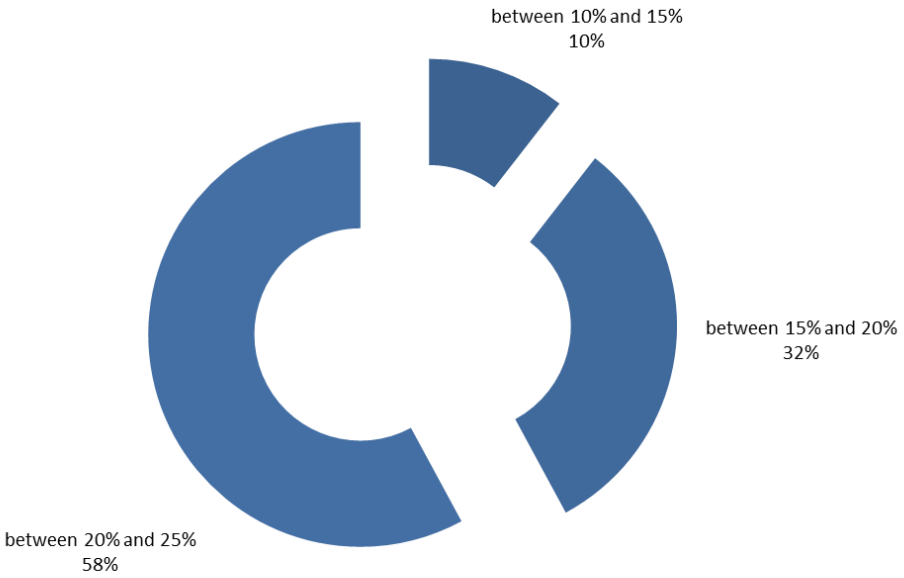
Benefits



Promotions



Increments



MIDDLE LEVEL

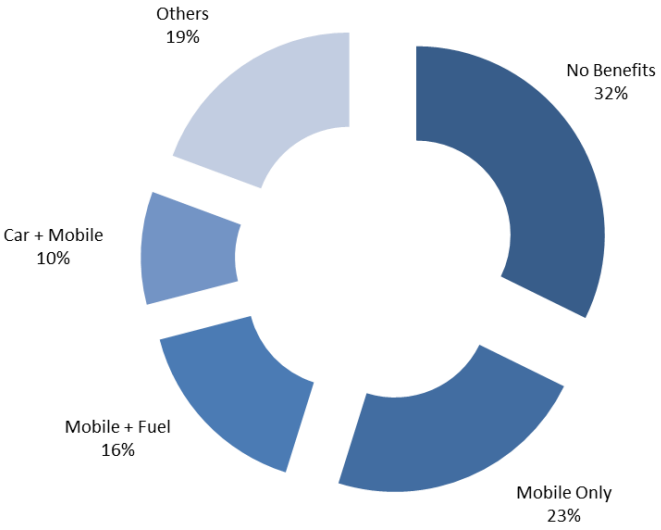
MIDDLE LEVEL FINANCE PROFESSIONAL

6.62% Increase in average national salaries of Middle Level Administration Professionals over 2014

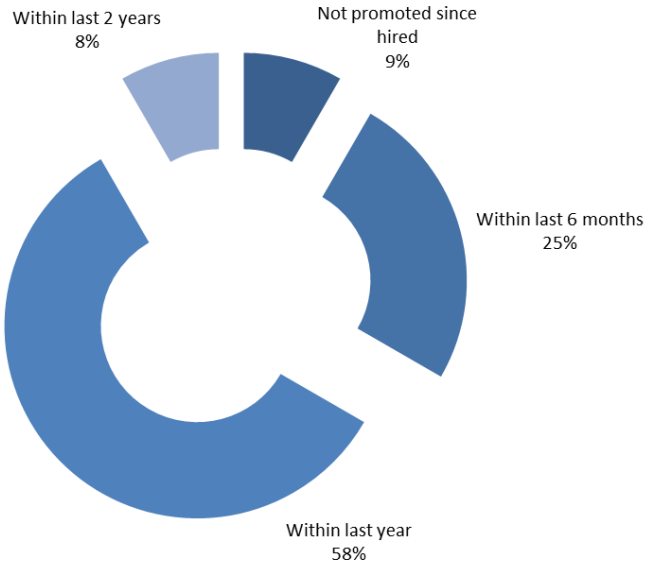
The average national basic salary this year is at Rs. 40,650/-, Karachi average is Rs. 36,179/-, Lahore Rs. 41,870/- and Islamabad salaries are Rs. 44,715/-

Average Salaries

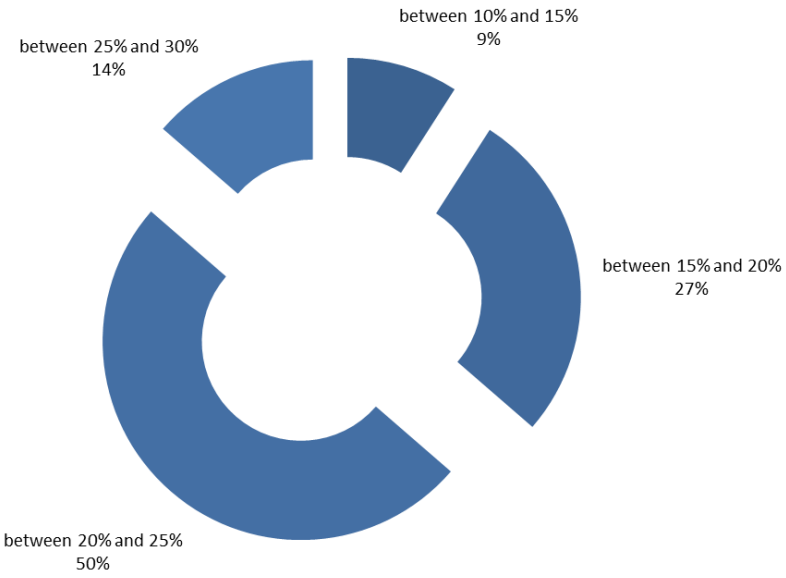
Benefits



Promotions



Increments



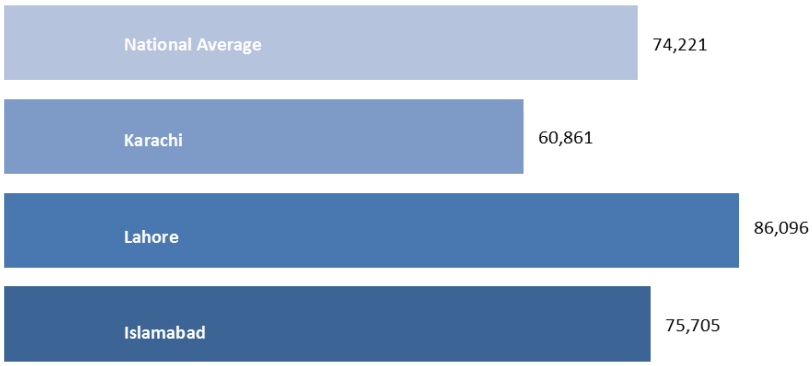
SENIOR LEVEL

SENIOR LEVEL FINANCE PROFESSIONAL

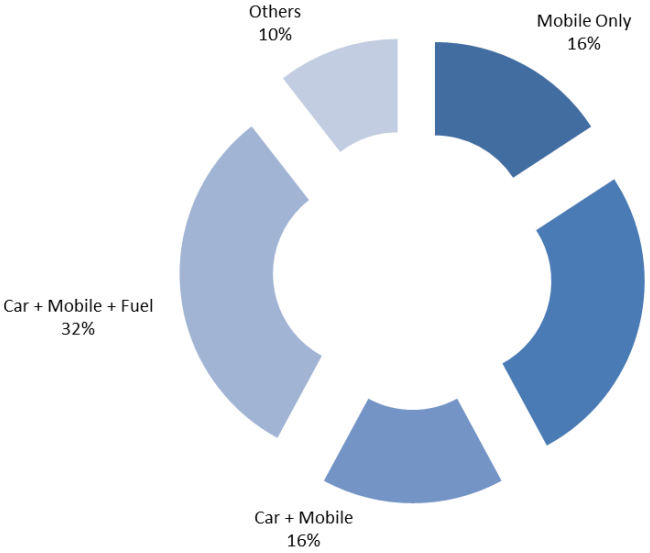
4.23% Increase in average national salaries of Senior Level Administration Professionals over 2014

The average national basic salary this year is at Rs. 74,221/-, Karachi average is Rs. 60,861/-, Lahore Rs. 86,096/- and Islamabad salaries are Rs. 75,705/-

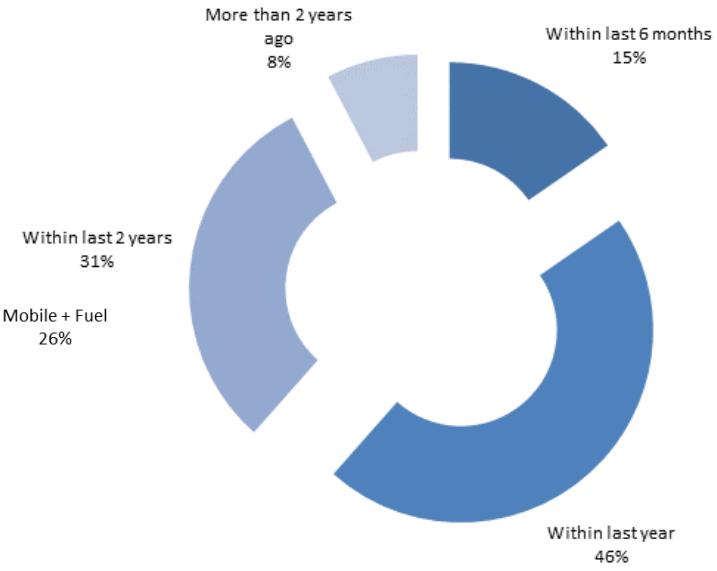
Average Salaries



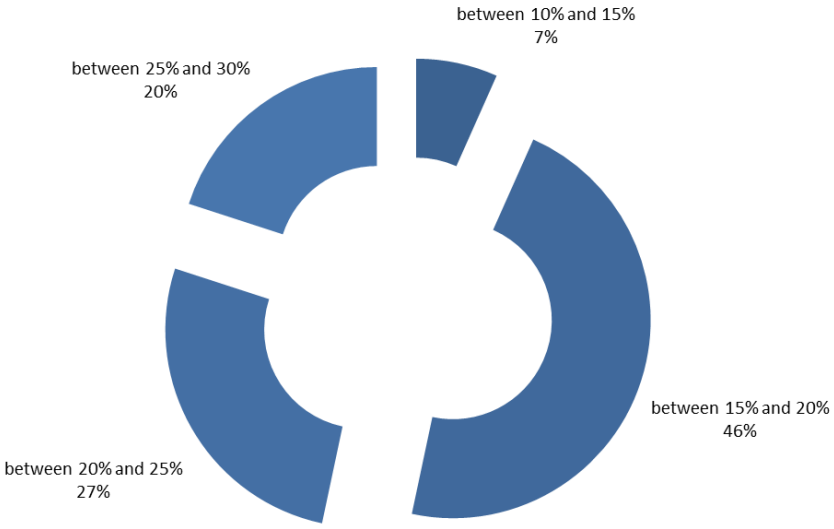
Benefits



Promotions



Increments



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