



Salary Navigator

HR Roles (2026)



Foreword

In today's dynamic business environment, understanding the latest salary trends in Human Resources is essential for both organizations and HR professionals. This Salary Navigator by Corenza provides up-to-date compensation benchmarks across various industries, company sizes, and experience levels. It covers key HR roles, enabling companies to build competitive pay structures and HR talent to gauge their career growth effectively.

This report offers valuable insights drawn from manufacturing, services, financial sectors, and startups, helping to bridge the gap between market realities and HR compensation practices. Since professionals from top B-schools are generally paid more than others, we have tried to capture those salary ranges separately.

The data presented in this report has been sourced from reputable platforms including Naukri, Ambition Box, Glassdoor, Internshala and 6figure complemented by Corenza's own market estimates. We advise the readers to do their own research before taking any action.

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1. HR Salaries in Manufacturing and Service Industries

a. Large Companies, Listed Companies and Unicorn Startups

(Annual Fixed Salary in INR Lakhs)

Department / Experience	2-5 Years	5-10 Years	10-15 Years	15+ Years
Talent Acquisition	5-12	10-25	20-35	40-75
HR Generalist/ Business Partners	5-15	15-35	20-60	50-95
Learning & Development	5-10	10-22	20-35	35-60
Compensation & Benefits	5-12	12-25	25-50	45-80
Talent Mgmt/ Org Dev/ Performance Mgmt	5-12	10-25	20-45	35-85
Industrial Relations	5-12	10-22	20-35	32-65
HR Operations/ HRIS/ HR Administration	5-10	10-20	15-25	22-50
Head Of Human Resources	-	-	35-90	70-140
CHRO/ CPO	-	-	45-100	110-350

Note: For the purpose of this report, large companies are defined as organizations with more than 500 employees or an annual revenue exceeding INR 500 crore. These include established listed companies and unicorn startups with significant scale.

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1. HR Salaries in Manufacturing and Service Industries

b. Small Companies, Startups and MSMEs

(Annual Fixed Salary in INR Lakhs)

Department / Experience	2-5 Years	5-10 Years	10-15 Years	15+ Years
Talent Acquisition	4-10	10-25	15-40	30-65
HR Generalist/ Business Partners	5-10	12-30	20-55	35-70
Learning & Development	4-8	10-18	15-25	25-50
Compensation & Benefits	4-8	8-15	15-30	25-50
Talent Mgmt/ Org Dev/ Performance Mgmt	5-10	12-25	15-30	30-65
Industrial Relations	4-8	8-20	15-28	25-50
HR Operations/ HRIS/ HR Administration	3.5-7.5	8-15	12-20	18-40
Head Of Human Resources	-	-	30-75	50-120
CHRO/ CPO	-	-	40-90	80-150

Note: For the purpose of this report, small companies include startups, MSMEs, and emerging businesses typically having fewer than 500 employees and annual revenues below INR 500 crore.

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2. HR Salaries in Financial Services, NBFCs, BFSI and PE/ VC

(Annual Fixed Salary in INR Lakhs)

Department / Experience	2-5 Years	5-10 Years	10-15 Years	15+ Years
Talent Acquisition	6-15	10-25	20-35	35-80
HR Generalist/ Business Partners	5-20	15-30	20-45	40-80
Learning & Development	5-8	10-20	18-30	35-70
Compensation & Benefits	6-15	12-20	18-32	35-85
Talent Mgmt/ Org Dev/ Performance Mgmt	6-15	10-20	20-35	35-80
Employee Engagement	5-10	8-16	15-25	25-55
HR Operations/ HRIS/ HR Administration	4-8	10-18	15-25	24-50
Head Of Human Resources	-	-	40-75	70-135
CHRO/ CPO	-	-	45-100	100-350

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3. HR Salaries of alumni of Top B-Schools

(Annual Fixed Salary in INR Lakhs)

Department / Experience	2-5 Years	5-10 Years	10-15 Years	15+ Years
Talent Acquisition	10-15	15-35	30-55	50-90
HR Generalist/ Business Partners	10-18	18-35	30-60	50-90
Learning & Development	10-18	15-30	30-50	50-85
Compensation & Benefits	10-20	18-35	30-60	55-95
Talent Mgmt/ Org Dev/ Performance Mgmt	10-15	15-35	32-60	50-95
HR Analytics/ HR Technology	10-15	15-30	32-48	45-75
Head Of Human Resources	-	-	45-95	80-150
CHRO/ CPO	-	-	60-100	120-350

Note: We have included a separate salary benchmark for alumni of top B-Schools, recognizing their distinct career paths and compensation trends in HR roles.

Although there is no standard list of top B-Schools, we have observed that professionals from these institutes have good compensation trajectory: XLRI, TISS, MDI Gurgaon, the IIMs, IITs with management programs, XIMB, Welingkar, FMS Delhi, JBIMS, IIFT, TAPMI, SPJIMR, ISB, SIBM, NMIMS, and IIMT.

This is not an exhaustive list and is based on our observation.

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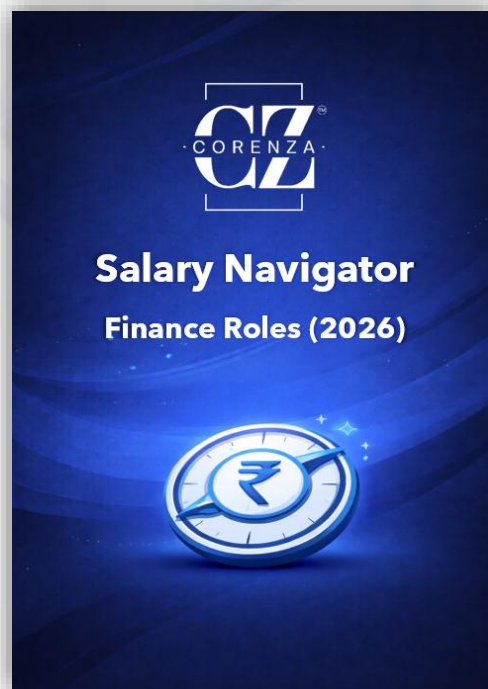
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