**A research paper on People Value Management at Aquarelle India Pvt Ltd**

Abstract

Employees are the most important, valuable and productive asset of an organization and retaining them is one of the toughest challenges for the managers. As the replacement cost of key employees involves huge turnover, there is a need to develop a fully integrative retention policy to tackle such type of problems.These days organization’s talent is its primary source of competitive advantage. Performance of organization depends upon performance of its employees. If employees of an organization possess unique competence, that will differentiate them from their competitors. The current global economic situation has increased overall jobseekers in employment market worldwide, but there is still notable talent shortage in different sectors and different countries, this leads to increase the problem of “SKILL Mismatch”. As today’s corporate world requires a person with multitasking skill, As a result, finding the “right” person for a particular job is becoming more challenging. Not only acquisition even retention of talented workforce has become greatest challenge for organization, to retain top talent market driven remuneration policy is the result from survey. Turnover of employees is costly for organization. The cost of employee turnover is from 40% - 100% of an employee's annual salary, when we consider productivity, recruiting costs, reduced efficiency in transition and time. This Study fills the gap by identifying the market value of people by adopting market driven remuneration policy and to retain them.

**1. Introduction**

In most organizations, more than 50% of the fixed costs are “people” related costs. Furthermore, the cost of “people turnover” (quality people) is extremely high (Chakraborty & Das, 2019). The PVM process is a “market driven” remuneration philosophy, which looks at people as “value agents” as opposed to “Cost centers”.

There is nothing worst than losing a top grade competitor because of poor PVM process, It is very very costly to lose top talent specially in top middle management and always time consuming and risky to find right replacement.

The scope of People Value Management is to identify roles from CXO level to grass roots across the organization (Chakraborty & Das, 2023). For each of these roles we have to identify skill set at three levels, basic, intermediatory and proficiency. The whole backbone of the PVM process is that it is based on “market rates”

PVM has 2 wings classified firstly competency benchmarking to arrive at benchmarking competency matrix is the prior step and second Compensation benchmarking put together arrives People value management (SaiGanesh, Parameswaran, 2024)

People value management is a conceptual approach a detailed methodology and a set of tool to enhance the value of all categories of employment through value realization plans, improvement methods for value oriented processes and systems (Chakraborty & Das, 2020), and mechanisms for capturing and ensuring the expected value.

* 1. **Competency**

Competencies are derived from specific job families within the organization and are grouped around categories (Chakraborty & Das, 2022).

Eg., strategy, relationships, innovation, leadership, risk-taking, decision-making, emotional intelligence, etc.

* 1. **Competency matrix**

A skills matrix, or competency matrix, is a tool to map required and desired skills for a team or project. The main goal of the matrix is to identify the skill sets a specific role requires, match them with those of a team member and identify any gaps between the two.

**Create competency matrix:**

1. Determine the skills needed to complete a project.

2. Gauge each team member's current level of skills:

1. No competency/experience
2. General level of competency/experience
3. Intermediate level of competency/experience
4. Advanced level of competency/experience

3. Rate each team member's level of interest in a skill.

4. Use the information from the skills matrix to determine any missing skills needed.

There are three key elements of the PVM process which must clearly be explained and understood

**1.4 Job type**

A job type is a “category” which is comparable within a company or an industry. Examples of job types are:

Leadership: CEO, Marketing directors, Factory manager, Profit center head etc

Grass roots:Nurse, Machine operators, Store Keepers, HR executives, etc

**1.5 Job ladders**

Create job ladders that categorize all these “job types” into a ladder with the most “skilled job” on the top and the most “unskilled job” at the bottom (SaiGanesh, Parameswaran, 2013).

**1.6 Job strategy sheets (JSS)**

This is a critical document in the PVM process. All ‘job types’ (specially the ones with many people within it) should have a ‘JSS’; the main purpose of which is to analyze the current remuneration package vs market rate and to develop the remuneration strategy/level/engineering for this job type… so that we attract and retain the talent we wish to

Compensation benchmarking: Considering job description to establish salary survey in order to identify external market for each benchmark position

The main purpose is to analyse the current remuneration packages vs market rate and to develop the remuneration strategy for the job type

**1.7 Skill, Matrix, Grading of Operations & Employee Grading Criteria**

* Review the skills and competence required for the role of different categories of the employment
* It helps to identify the gaps in the skills and assess the training needs.
* Plan the manpower budget to execute the particular task and increase the productivity.

To evaluate and recognize the set of standard performance of the employees

**1.8 Pay Benchmarking & PVM Master Data Sheet**

* To ensure that the employees are being compensated as per prevailing market rate of wages/ salary.
* To retain the talent and reduce the attrition rate
* Some of the factors that can affect pay rates include geographic location nature and type of industries located in surroundings, dependable sources of live hood, transportation facility.
* Job strategy plan sheet-developed for each category of employment at the beginning of financial year, and are aligned with the pay-benchmarking.
* PVM Master data sheet-Generated and reviewed on monthly basis to ascertain the pay, overtime cost, Incentives and other compensation variance compare to market rate, and for identification of anomalies in term of Overtime, Incentives and bonuses paid to employees based on job types.

**2.Literature Review**

Hartley (1995) the organization needs employees who are adaptable, inventive, ready to contribute and go well beyond the letter of the expected set of responsibilities or agreement of work with the goal that they can contribute well for the organization development. Jayashree and Harwani (2020) The COVID-19 epidemic has significantly altered organisational practices, highlighting the need of mental, physical, and emotional well-being. Organisations have implemented agile personnel management techniques, flexible workforces, and innovative ecosystems to manoeuvre through the "next normal." This transition emphasises the development of progressive initiatives, facilitating employee adaptation, and cultivating robust organisational values and cultures to succeed during crises ( Maji, 2024 ).

Dr.Dake Rajesh This study is undertaking by distinguishing the skill level of a person's exhibition or occupation related abilities to fill those gaps through powerful preparing. While there's challenge in enrolling gifted attendants, associations should start creating proactive preparing methodologies to improve the nursing proficient abilities which is profoundly needed to satisfy client with an association in a drawn out affiliation (Chakraborty & Das, 2019). This 100 expertise grid graph helps organization as a device to distinguish ability holes, alongside competency inadequacies, inside its labor force. We are certain this instrument brings positive effect for the medical services associations in preparing territory. R. Sugumari and S.Rupa (2014) bring the details regarding competency, competency mapping and employee’s performance and training. This paper also brings out the difference of skills in the current working scenario. Author fills the gap by finding motivational factor to have imperative impact on the performance with the help of competency mapping. Yuvaraj (2011) and Das & Panja (2022) in their study have featured that competency planning recognizes a person's qualities and shortcomings to help them better get themselves and it depicts what must be finished. Competency planning is perhaps the most exact methods in distinguishing the work and conduct capabilities of a person in an association Kirubadevi & Sai Ganesh (2016). Dr. Nagaraju and Sathya Narayana Gowda (2012) in their article presumed that competency is a critical conduct of workers in the example associations that empowers the unrivalled exhibition of the associations overall. Competency planning loans to develop, capacity to receive new advancements (Chakraborty & Das, 2020) and comprehend the necessities of clients. Dr.V. K. Jain (2013) In this article has presumed that the term of abilities included ascribes, abilities and information boundaries in detail and makes a hole examination in the real and wanted abilities and surveys the preparation needs of the workers. Balaji and Vimala (2012) In their investigation have depicted that the competency holes are discovered to be higher in work related abilities, execution and Meta characteristics of representatives in the association. These could be created by offering preparing to the representative (Das, 2022). Dr. P. Suguna and Tamilselvi (2013) this paper found that competency planning should not be viewed as remunerations and it isn't just accomplished for affirmed representatives of an association and it should likewise be possible for contractors or for those looking for work to show their abilities.Girish. R and Dr.S.Kamala Suganti (2020) Enlisting and Retaining the skilled and likely representatives of their association Carrying out an arrangement, techniques and practices that make serious inside the workplace and it absolutely pulls in different partners towards our association (Chakraborty & Das, 2019). Improved work culture and better business correspondence among its various stakeholders, which t builds up a faithfulness factor among themselves.Pratibha Goswami (2015) This paper describes about the Worker's offer alludes to making a balance between worker's work fulfilment and execution of the representative in work culture. Worker's Value Proposition can be utilized as a viable apparatus of work marking as it diagrams the ideal and alluring imperatives of representatives related to business. By making the better enrollment goals, recognizing the requirements of work and the situating of the workers at the correct spot, and by making the estimations of existing workers in the association.Zhang (2016) Relational relationship in the midst of the various divisions fundamentally affects representative turnover aim (Das & Panja, 2022). At the point when an association or a division have complex relational relationship, there are numerous segments or little gatherings, it very well might be muddled for representatives to manage the relationship with colleagues what's more, supervisors, or the specialists are to burn through a great deal of effort to include connections inside the association or the division, they are fairly liable to leave the work.Pushpa Hongal(2020) A study on talent management, this study brings out the importance of talent, causes and reasons for the employee turnover and how talent management is affecting the employee turnover and also creating competitive advantage with the help of talent management (Das & Mukherjee, 2018).

**4.Research Methodology**

In this study, the data is taken from two sources.

1.Data was collected by Critical incident method/ Interview method which is the primary data.

2.Data was collected from various organisational websites like Naukri.com, Linkedin accessible on web which is the secondary data.

Research Design

This research uses Exploratory Research (Qualitative method) and Critical Incident Method. People Value Management is to manage people value through Skills matrix and compensation benchmarking hence retaining talent at Aquarelle India pvt ltd.Exploring the use of remuneration for enhancing employee retention and reduce employee turnover at Aquarelle India pvt ltd

Data Analysis

**Design Department**

Data is extracted from Job portal , Considering the below excel sheet data of design department employees taken from top companies , employees are drawn as a sample from NIFT and NON NIFT based on their designations .

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Candidate Name** | **Work Exp** | **Annual Salary** | **Current Location** | **Current Employer** | **Industry** | **Age/Date of Birth** |
| 1 | Raj Kumar Rana | 9 | 16 | Bangalore/bengaluru | Goodwill Vanijya Pvt. Ltd. | Retail | 38 y (06 Jan 1983) |
| 2 | [Nishkam Tripathi](https://resdex.naukri.com/preview/preview?resid=e31736d6f499016f1460d0d7ec7ed4c9505f01544c110f6&uname=667106f60f50758943045524722dedc106044a091142544b52486) | 10 | 20 | Bangalore/bengaluru | Arvind | Textile | 36 y (14 Jan 1985) |
| 3 | [Sandeep Kumar Singh](https://resdex.naukri.com/preview/preview?resid=224a29f61026e3695cc08d58ae0235045a5a01554e130e6&uname=46cf04b05bc706104e24d0bbdc4605c11b0c5705037c535440550209035d183a5a58495c4e5f0b02546) | 14 | 20.7 | Bangalore/bengaluru | Cotton World Exports | Textile | 39 y (07 Jan 1982) |
| 4 | [Pragya Gulati](https://resdex.naukri.com/preview/preview?resid=4b33697812efbf6bd586179d7fe810a85e5d09524a1109126&uname=1a116fc4cfeeca0d50fe2e9064f2d630181f5806034208181d4604040c4d083a4454405a4d5f0b02546) | 3 | 4.8 | Bangalore/bengaluru | Eco Sustain Fashions | Retail | 29 y (19 Mar 1991) |
| 5 | [Sakshi Arora](https://resdex.naukri.com/preview/preview?resid=a588124ed449a4d62d78002dc086692c5e550850421300126&uname=be688f917779c104fefc9b55cda569071b0c5212124a58535c5310585c0f211d4e58485f0f1207006) | 4 | 5.7 | Bangalore/bengaluru | Pitaya Brands Sourcing & Retail Pvt Ltd | Retail | 26 y (16 Sep 1994) |
| 6 | [Soni Kumari](https://resdex.naukri.com/preview/preview?resid=ed8719653655f695b26639bd2d20df1f5d5c0a5442100e106&uname=3173b71356bcf5644d11024c71ba21ae03185400084a17525c4f18465d0b5048635e4c52481d460e560c6) | 4 | 4.2 | Bangalore/bengaluru | Studs&stones | Retail | 27 y (19 Aug 1993) |
| 7 | [Vishal Deoriya](https://resdex.naukri.com/preview/preview?resid=5e9374c4e79cc7320a4fa8e161d6d24e5b580e544b1a0a136&uname=bde38590ea34f88a48c320867a4b34be0c085613135a58577358100002564f194c546) | 4 | 9 | Bangalore/bengaluru | The Purpleturtles Pvt Ltd | Textile | 30 y (01 Feb 1991) |
| 8 | [Jasvir Kaur](https://resdex.naukri.com/preview/preview?resid=1a1772ec528a590f452bc468879f4cb25d5d0f5749100a166&uname=ac487ad6f6a6a7116b37f7405d870f3e05085300095550535840041a2d5e0c1b4a550f504e1c6) | 5 | 7.9 | Bangalore/bengaluru | Magic Crate | Textile | 26 y (12 Jan 1995) |
| 9 | [Syeda Mishkat Aalam](https://resdex.naukri.com/preview/preview?resid=5cf7b1b85df2b4eef1f371bcb60386275e540e5249170c116&uname=dd4326cdfea71e7510025c07e0e64e761b005012124858550314310f005808160d5a4e5e6) | 5 | 4.5 | Bangalore/bengaluru | Unmark Retail (pl) | Retial | 27 y (28 Apr 1993) |
| 10 | [Neethu M A](https://resdex.naukri.com/preview/preview?resid=6adcef3be0f558210b64edc8cd5af59c5d5c0b5348170c146&uname=4a6acef53f20ba09687fca59d31cbd5f26085c151256584f5d4614071f5e044a1a0a61544c1001011702154e6) | 5 | 6 | Bangalore/bengaluru | Shop Lc | Retial | 27 y (12 May 1993) |
| 11 | [Najah](https://resdex.naukri.com/preview/preview?resid=d756accec47423f3cbf579c2ee8403d75b540b534a1101146&uname=4655f93942d218233de74304fd91c685060c530012480911046116050c500d5440564c6) | 7 | 9.1 | Bangalore/bengaluru | Lifestyle Int | Retial | 29 y (26 Oct 1991) |
| 12 | [Shamik Purkayastha](https://resdex.naukri.com/preview/preview?resid=78b7fe8fc74dd69d4d4b68a9f11f70c45b5d0c5948110d146&uname=df462c6e754e37e6bc8f1806a8f093b91b05580c13484954414a10110c4a15124279465e401804435a0e176) | 8 | 12.2 | Bangalore/bengaluru | Landmark Group | Textile | 32 y (23 Dec 1988) |
| 13 | [Remesh Haridas](https://resdex.naukri.com/preview/preview?resid=72db5e43efe3a41da260a959dda2ca925b5f0d5449160a186&uname=03c8befc6f571b329120389c201043521a085404094b5140414815091e79061742504d1d421e056) | 8 | 13.5 | Bangalore/bengaluru | Shahi Exports | Textile | 30 y (23 Jan 1991) |
| 14 | [Sini K.](https://resdex.naukri.com/preview/preview?resid=5a6e3571841e1909e487250b24be1d515c5a0c574f130e6&uname=2a1b6a5cf33c5f86513cd9fba8044979020c5a081b7c01157358100002564f194c546) | 12 | 15 | Bangalore/bengaluru | Arvind Limited | Textile | 36 y (27 Jul 1984) |
| 15 | [Pragya Gulati](https://resdex.naukri.com/preview/preview?resid=4b33697812efbf6bd586179d7fe810a85e5d09524a1109126&uname=1a116fc4cfeeca0d50fe2e9064f2d630181f5806034208181d4604040c4d083a4454405a4d5f0b02546) | 3 | 4.8 | Bangalore/bengaluru | Eco Sustain Fashions | Retail | 29 y (19 Mar 1991) |
| 16 | [Vaidehee Tundalwar](https://resdex.naukri.com/preview/preview?resid=f9b726a839c82cc151c208818e8cf9dc5c590053431108116&uname=b1d313ed0a5a3f62f658f0c150face041e0c50051f4b5c4447541f0c0c55161b5179465e401804435a0e176) | 5 | 5 | Bangalore/bengaluru | Cotton World | Retail | 28 y (11 Dec 1992) |
| 17 | [Rajith K Shetty](https://resdex.naukri.com/preview/preview?resid=b221413df05113f19f463326af70ab015b5400504a1b0e186&uname=1207317c6ccfc061bb4da7f5591a45721a0c53080e4b4a4956550511540b211d4e58485f0f1207006) | 5 | 6 | Bangalore/bengaluru | Pvh | Retail | 28 y (11 Sep 1992) |
| 18 | [Pavana](https://resdex.naukri.com/preview/preview?resid=0f8a36bc7f4d9c91438b9d2f911d8fc45c590952491009176&uname=a0ff87595c6ca75caeedc4aa2a331547382c6f20346217637a73302c2c6b211d4e58485f0f1207006) | 5 | 5 | Bangalore/bengaluru | Aditya Birla | Retail | 26 y (01 Jun 1994) |
| 19 | [Sravani Dasari](https://resdex.naukri.com/preview/preview?resid=381f9b7c82546cd5cd2e0a0861be9ab45e5401544d130c186&uname=85b967b64d071c6f07355be1e0612bb71b1f58171b4d50455252101a040b564b1b79465e401804435a0e176) | 6 | 5 | Bangalore/bengaluru | Quantum Inte | Retail | 28 y (27 May 1992) |
| 20 | [Joslyn Sherly Suaris](https://resdex.naukri.com/preview/preview?resid=6119965b249819c2ea780ee35880e85c5a550d52491300186&uname=819a7e2317815ceaca4a87215bb2b3b702024a0d034d6610041231110c510e150d5a4e1d481f6) | 7 | 5.9 | Bangalore/bengaluru | Dickies India | Retail | 28 y (17 Mar 1992) |
| 21 | Ganesh R | 3 | 4.5 | Bangalore/bengaluru | Shahi Exports | Textile | 25 y (27 Apr 1995) |
| 22 | Kuldeep Parashar | 3 | 6 | Bangalore/bengaluru | Raymond | Textile | 27 y (31 Aug 1993) |
| 23 | [Mohammad Moonis](https://resdex.naukri.com/preview/preview?resid=c2c1bdf22c6ef725f93d14987b63fb8a505e0a524d110a156&uname=98f47194a71658c685af27e3f3aaba9005025100174e58455e4e1e06044a5049635e4c52481d460e560c6) | 3 | 5.2 | Bangalore/bengaluru | Raymond | Textile | 28 y (13 Jul 1992) |
| 24 | [Venkatesan.m](https://resdex.naukri.com/preview/preview?resid=78678002e9e2163fd26012659ef19bd75b5a0e5549160c176&uname=dde63422d07dcd83f5a965f7a3ad13381e08570a1b571747524303010e79061742504d1d421e056) | 6 | 6.3 | Bangalore/bengaluru | Aditya Birla | Textile | 29 y (20 May 1991) |
| 25 | [Shagun Bhardwaj](https://resdex.naukri.com/preview/preview?resid=1ed47456581718ab7a684994432f52065b590b544d1701156&uname=c25c8569e166505c45c24659575fe7891b0558060f4d5b495253151f0c535848635e4c52481d460e560c6) | 7 | 5.4 | Bangalore/bengaluru | Acus Impex P.L | Textile | 29 y (09 Jan 1992) |
| 26 | [Priyanka D](https://resdex.naukri.com/preview/preview?resid=c2a722318f0cac2e7e9c1296487cbc845e5b0a524c110c146&uname=ab50b82440d2a8d20566b3795572d56e181f50181b4d52405754031d0a560b13635e4c52481d460e560c6) | 7 | 8 | Bangalore/bengaluru | Levi Strauss | Textile | 28 y (14 Apr 1992) |
| 27 | [Akhil P Xavier](https://resdex.naukri.com/preview/preview?resid=91ade8b16c9a868f5dd2bc998ed722cd5c5d0950491701106&uname=e92be16f56bfa77a4ccda5ebff987f370e024b0c1f4252495a4d310f005808160d5a4e5e6) | 4 | 4.5 | Bangalore/bengaluru | Updates Clothing | Retail | 27 y (12 Jul 1993) |
| 28 | [Md Jasimuddin Mallick](https://resdex.naukri.com/preview/preview?resid=2b84873d27b69fa518142b0cb57a16355d5e01534f100f166&uname=ff54674112272663a21aee7697b2600e02024a0913120e18036116050c500d5440564c6) | 4 | 5.5 | Bangalore/bengaluru | Soch Apparels Pvt Ltd | Retail | 32 y (23 Nov 1988) |
| 29 | [Nitin Patil](https://resdex.naukri.com/preview/preview?resid=0e4fb7b40fdcea9bab1c94b0dadfd4f25b5e0b584d1501196&uname=d89ddc235b6d909aeca04f6d937d65e90b02560d144a0a51525518042d5e0c1b4a550f504e1c6) | 5 | 6.5 | Bangalore/bengaluru | Reliance Trends | Retail | 29 y (14 Jun 1991) |
| 30 | [Ashish Kumar](https://resdex.naukri.com/preview/preview?resid=6ac6b47cf219bcce9c472913ff29a7c75b580a5042130e136&uname=d0a16e2b2c761db3aece2e6d8497f26a091e5108094b174f52461309034a0913635e4c52481d460e560c6) | 5 | 5 | Bangalore/bengaluru | Jockey India | Retail | 29 y (31 Aug 1991) |
| 31 | [Sarvesh Kumar](https://resdex.naukri.com/preview/preview?resid=f9019d9b3937f79bc34c69b784cfd4075e5c01594a1401196&uname=6a837c5530131ac1af483bfc74d0ba551b0c4b171f50514f5a47055a5d08543a4454405a4d5f0b02546) | 5 | 6 | Bangalore/bengaluru | Reliance Trends | Retail | 28 y (13 Dec 1992) |
| 32 | [Paridhi Maurya](https://resdex.naukri.com/preview/preview?resid=e02d2b42fe0398b5edba9aab3185f98c5c5401514d1709166&uname=c55d7945370be25914c1906c0d12e599180c4b081e4b504c525403110c6) | 5 | 5.3 | Bangalore/bengaluru | Tulips | Retail | 27 y (30 Sep 1993) |
| 33 | [Aravindraj](https://resdex.naukri.com/preview/preview?resid=5ada7e8947f39bffcd58023bf374f63c5f5c0153421a0c136&uname=fc93bd12d6c5ec73b3299b112ae8c24d091f5817134d5d525248455f2d5e0c1b4a550f504e1c6) | 4 | 5 | Bangalore/bengaluru | Gokaldas Exports | Textile | 26 y (19 Feb 1995) |
| 34 | [Ankita Verma](https://resdex.naukri.com/preview/preview?resid=2906043f68a0cc6bd5168bff2002e7ee5c5f095049120d176&uname=24e1e64515bc78ff90f005cc4d4a86d1091f4d080957584f584805095a79061742504d1d421e056) | 5 | 6.5 | Bangalore/bengaluru | Madura Coats | Textile | 28 y (20 Jan 1993) |
| 35 | [Sangeetha Sadasivan](https://resdex.naukri.com/preview/preview?resid=0218205d971d0d244f50553e59752bf75f5f0d5949150d146&uname=491babdff362c1fd171bbc41511975fc1b0c57061f464d49520f02090958121355584f0b19310f005808160d5a4e5e6) | 3 | 5.2 | Bangalore/bengaluru | Rare Rabbit | Retail | 26 y (26 Aug 1994) |
| 36 | [Neha Kunkal](https://resdex.naukri.com/preview/preview?resid=ee43962727aa26f3d07808cb3dc86be35d580f504f140a156&uname=f46ade1742d9835a02f34f14fca860e9060851001116795852491e0743500f6) | 4 | 5 | Bangalore/bengaluru | Dresswalla Clothing Co. | Retail | 27 y (08 Nov 1993) |
| 37 | [Musafar Ahammed](https://resdex.naukri.com/preview/preview?resid=2c4ed5de527e4b60d0734c374221d20b5c5b0b584e1400186&uname=35fb51c24c56ee19d9c347e7b1c1cd9f05184a001c424b425253140d1f79061742504d1d421e056) | 4 | 5.4 | Bangalore/bengaluru | Greynium Information Technologies | Retail | 26 y (16 May 1994) |
| 38 | [Rashmi](https://resdex.naukri.com/preview/preview?resid=985b32650031b6ab046f7a03938132b55d5500564c1501196&uname=5875cb61d814d32603ea98ff065db0ea1a0c4a09174a1752524910112d57081c571740500f18066) | 3 | 4.2 | Bangalore/bengaluru | Madhu India Deco | Textile | 26 y (08 Mar 1994) |
| 39 | [Kedareshwari J](https://resdex.naukri.com/preview/preview?resid=2c8f3197a01e8fed2bff99ca9e9806c75e5e0955421209186&uname=686042d09fa037ac03c137cf5bc5471e181f580f135751401d4b485d2d5e0c1b4a550f504e1c6) | 3 | 4.9 | Bangalore/bengaluru | Aman Exports | Textile | 25 y (01 Jun 1995) |
| 40 | [Smoronee Baruah](https://resdex.naukri.com/preview/preview?resid=91e7d20cc4698ffdc9ab74ed8fb3a0205a590d5243170f156&uname=05806360d5937bb7568a0493076e43511b005613154d5c441d43101a1858093a4454405a4d5f0b02546) | 7 | 7.4 | Bangalore | Landmark Group | Textile | 30 y (30 Jan 1991) |

Fig.4.1 Design Department Data Collection

**Interpretation:**

In the above data there are various designations involved from junior executive (Grass root) to Design Director , For all of these designations skills, salary and experience ,data is collected from Job portal Average salary is drawn for all designations in the textile industry keeping Retail industry as benchmarking

**Designer:**

This information is drawn in contradictory with Experience, compensation and skills there are about 50% of candidates in the textile industry and 50% of candidates in retail industry.

Textile average salary: 5.5 L

Retail average salary: 5.2 L

Fig.4.1.1 Designer Average salary From Company to Experience

**CAD Designer:**

This data is attracted conflicting with Experience, remuneration and abilities there are about 25% of competitors in the Textile industry and 75% in retail industry.

Textile average salary: 5.7 L

Retail average salary: 5.4 L

Fig.4.1.2 CAD Designer Average Compensation from Company to Experience

**Product Developer:**

This data is attracted opposing with Experience, pay and abilities there are about 50% in the textile industry and 50% in retail industry.

Textile average salary: 5.9 L

Retail average salary: 5.2 L

Fig.4.1.3 Product Developer Average Compensation from Company to Experience

**Senior Designer:**

The data is drawn by considering the factors like salary band, Skills , experience in the top companies in the textile and retail industries.

Textile average salary: 11.6 L

Retail average salary: 9.1 L

Fig.4.1.4 Senior designer Average Compensation from Company to Experience

**Product Manager:**

This information is drawn in contradictory with Experience, compensation and skills there are about 50% of candidates in the textile industry and 50% of candidates in retail industry.

Textile average salary: 11 L

Retail average salary: 12 L

Fig.4.1.5 Product Manager Average Compensation from Company to Experience

**Design Director:**

This data is attracted opposing with Experience, pay and abilities there are about 50% in the textile industry and 50% in retail industry.

Textile average salary: 55L

Retail average salary: 63 L

Fig.4.1.6 Design Director Average Compensation from Company to Experience

**4.2 Fabric Department**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **#** | **Candidate Name** | **Work Exp** | **Annual Salary** | **Current Location** | **Current Employer** | **Age/Date of Birth** |
| 1 | [Venkatesh G Kulkarni](https://resdex.naukri.com/preview/preview?resid=f3a833a60b6c46ac7ee7d35f0c4f4a665d5e0c55431a0d166&uname=17c1748369294994256cf619c1311fd11e08570a1b575c525b7e02001a5c151b63514e474c1001011702154e6) | 30 | 27 | Bangalore/bengaluru | Sunham Home Fashions , Liaison Office In India | 50 y (01 Jul 1970) |
| 2 | P Gopal Krishana sharama | 23 | 22 | Bangalore/bengaluru | VD FASHIONS | 45y(12-may-1975) |
| 3 | [K.B.Laxminarayana](https://resdex.naukri.com/v2/preview/preview?uniqId=c3834bced6a4409d863467f3355e3284590b585819170c42051445580e5d561c1400020217405c550c5343140e6&sid=4311587335&hfFlowName=contextcv) | 26 | 26 | Bangalore/bengaluru | LUWA India Pvt Ltd | 49y(03-jan-1971) |
| 4 | [Aravinth](https://resdex.naukri.com/preview/preview?resid=89e00bc880389896390e525058354ca55a5e0c55491008156&uname=ebf0770f40f6b78ebebaf6176410b02f091f5817134d4d4941441c076) | 9 | 8 | Bangalore/bengaluru | Ranger Apparel Export | 32 y (01 Sep 1988) |
| 5 | [Amit Sharma](https://resdex.naukri.com/preview/preview?resid=3fedb38ba12e6bfd544c6bea7ac68d3f5a5d0b564b160c156&uname=085a39236facdb77fbeaf14f76252dae09005015025b4118016) | 10 | 9 | Bangalore/bengaluru | Ramsons Garment Finishing Equipments Pvt. Ltd. | 34 y (27 Feb 1987) |
| 6 | [Harish U](https://resdex.naukri.com/preview/preview?resid=211904307c199bfb9af3e3ca03b5b8045e5f0a564f1409196&uname=ed6e7421188c1e2aaae04eef6c9ae160000c4b08094b4c53524e310f005808160d5a4e5e6) | 11 | 13.1 | Bangalore/bengaluru | United Aryan Epz Ltd ( Kenya) | 34 y (18 Dec 1986) |
| 7 | [Rajeev Kumar](https://resdex.naukri.com/preview/preview?resid=bd43176d946e17091eeddd795cb0211f5b590b58421b0e146&uname=094ff180d593aad07267bff48aed43be1a0c53041f55494452531d5a5b79061742504d1d421e056) | 14 | 14.3 | Bangalore | Reliance Retail | 42 y (01 Feb 1979) |
| 8 | Ravi.m | 11 | 8.2 | Bangalore/bengaluru | Formal Clothing Div ( Bang Overseas ) | 40 y (26 Jul 1980) |
| 9 | [Balraj A](https://resdex.naukri.com/preview/preview?resid=858082034c4a73cdf3f4b4a9305ef3705d58095749130a126&uname=d6f4b7e4d73fada54afaae7a8a4536eb2c2c6f283e61786d61603b595401553a4454405a4d5f0b02546) | 11 | 7.5 | Bangalore/bengaluru | Shahi Exports Pvt Ltd., | 37 y (26 Jan 1984) |
| 10 | [Devaraja](https://resdex.naukri.com/preview/preview?resid=479e2f974303aaea4b96f4581e7cd9ea5c58085648100b186&uname=4bcbba6dec8e80844d3cd14b9f18516d0c084f004b1209150218465d0179061742504d1d421e056) | 15 | 6.5 | Bangalore/bengaluru | Eastern Silk Industries Ltd | 45 y (11 Apr 1975) |
| 11 | Jagadeesh Kangoori | 15 | 13 | Bangalore/bengaluru | Future Lifestyle Fashions Ltd. | 36 y (01 Jun 1984) |
| 12 | [G Surya Narayana Reddy](https://resdex.naukri.com/preview/preview?resid=472242d0c9c7e84fcc9e6ad6d1e8f7f85b5f0d584c150e126&uname=62e1a90752f81e66b841b70c5baae2211b184b181b0d4b445745085b590c211d4e58485f0f1207006) | 15 | 12 | Bangalore/bengaluru | Indian Designs Exports Pvt Ltd | 36 y (14 Jun 1984) |
| 13 | [Abhishek M](https://resdex.naukri.com/preview/preview?resid=9e41548e5f660987ee4b7ca818bde8505d5a09594c1308176&uname=844e7e4dd54c9020fcb71248a75a34fc090f5108094b5c4a4759055a5d0b513a4454405a4d5f0b02546) | 5 | 3.6 | Bangalore/bengaluru | Shahi Exports | 27 y (03 Jan 1994) |
| 14 | [Krishnakumar](https://resdex.naukri.com/preview/preview?resid=27229c3ff5259e1eacb24e09144512605b5c0951421100196&uname=7479c98577cdbddcb113a0f275458ac004025e04094b52545e4003050251083a4454405a4d5f0b02546) | 5 | 3 | Bangalore/bengaluru | Scotts Garments | 30 y (20 Apr 1990) |
| 15 | [Murugeswari](https://resdex.naukri.com/preview/preview?resid=f1cedf750b3bd57b89be74d81a016b005b5b01574a1701166&uname=0f16a7a244daa802dfefcd5b5acd369a050c500d094c5f4c4653040f0c79061742504d1d421e056) | 5 | 5.4 | Bangalore/bengaluru | Linea Fashions | 27 y (29 May 1993) |
| 16 | [Dinesh Babu.b](https://resdex.naukri.com/preview/preview?resid=f33da60990f802f09c413a60b03ccb385d5b0a524b1201106&uname=1a9902abffb07f8adffc396fdc6ba08b0c045704094b4957544540280a5400134f17425c4c6) | 5 | 6.8 | Bangalore/bengaluru | Bhartiya International | 27 y (02 May 1993) |
| 17 | [Ravindra](https://resdex.naukri.com/preview/preview?resid=13d2907e73c4f97129e945f7ad8738cd595a0d54431b0a166&uname=1e7cbedae40ad236b04a9b5e78d8c415031f5817134d5d53520f07280a5400134f17425c4c6) | 6 | 3.9 | Bangalore/bengaluru | Eland Apparel Ltd | 37 y (22 Nov 1983) |
| 18 | [Inbaraj](https://resdex.naukri.com/preview/preview?resid=5df13b4f861280e075811bdd272e0b5c5d580b544f150c106&uname=a94a0c3094006ebd6a0a91152fc1368e21035b00084253100617310f005808160d5a4e5e6) | 6 | 5 | Bangalore/bengaluru | Indian Designs | 30 y (15 Jan 1991) |
| 19 | [Atyam Pratap](https://resdex.naukri.com/preview/preview?resid=1b1f7436e517d4de21e1472081fe33095b590f5643130b106&uname=3881395957706b7e4286f8d7e69342b8181f58151b531740475810055f09504a635e4c52481d460e560c6) | 6 | 4 | Bangalore/bengaluru | Shahi Exports | 33 y (16 Jul 1987) |
| 20 | [Lakshminaraynanan.m](https://resdex.naukri.com/preview/preview?resid=020521d7638966f48a79d98ef2dd6db65a540153421509176&uname=f44ac89d7b1ce5159d1846b3f3a2379a040c5212124e504f5e0f120a086) | 6 | 6.2 | Bangalore/bengaluru | Shahi Exports | 32 y (02 May 1988) |
| 21 | [Babu Mp](https://resdex.naukri.com/preview/preview?resid=d0e1cbf1ffb41461d60c81cd7caef72d5c5d0c58491100166&uname=a22e3250953c9b9525e0d5603c9581432a2c7b3437736d444b75140b2d5e0c1b4a550f504e1c6) | 8 | 7.5 | Bangalore/bengaluru | Wildcraft India Pvt Ltd | 30 y (20 Jun 1990) |
| 22 | [Dinesh Babu .b](https://resdex.naukri.com/preview/preview?resid=14b4c9b7f07d51bee3fa5c0285124d5d5a540a57491a0c156&uname=6a166e3abce032c503cafb58ed6c33770c045704094b49575445310f005808160d5a4e5e6) | 8 | 5.3 | Bangalore | Birdy Exports | 28 y (02 Apr 1992) |
| 23 | [Vinoth Kumar](https://resdex.naukri.com/preview/preview?resid=a95e6daa64eabd8f930edb2cbda366775c580c524c1600146&uname=d490419d63a75e0a88f75c989fb0318c050c500d0e4c5e575a4f1e1c0579061742504d1d421e056) | 8 | 6 | Bangalore/bengaluru | Dickies - Vf Corporation (vfc) Www.vfc.com | 32 y (23 Mar 1988) |
| 24 | [Sneha.m](https://resdex.naukri.com/preview/preview?resid=0d5248d95b5d98dab09af564f4702ece5c550b534d100f156&uname=f03da2aa97f6c3da233d1c34a7d22d131b035c091b5058515d40425b5e79061742504d1d421e056) | 3 | 4 | Bangalore/bengaluru | Shahi Exports | 27 y (22 Nov 1993) |
| 25 | [Manjunath Shebinakatti](https://resdex.naukri.com/preview/preview?resid=009a367fab8efd51cf78e887c2f019b25c590c514a110a186&uname=d24af583d0619a85cbcd7ac714d74834050c570b0f0d4d444b520511015c211d4e58485f0f1207006) | 5 | 6 | Bangalore/bengaluru | Aditya Birla Fashion And Retail Ltd | 27 y (25 Jun 1993) |
| 26 | [Rohith A](https://resdex.naukri.com/preview/preview?resid=bd15ece8505e405807940591ea68390d5c5f0c52491500136&uname=4d1f2900f0d1948c601f5e1d25fd1d6c1a0251080e4b5a4952481a280a5400134f17425c4c6) | 5 | 4.2 | Bangalore/bengaluru | Go Go International Pvt Ltd | 32 y (02 Jan 1989) |
| 27 | [Darshan K](https://resdex.naukri.com/preview/preview?resid=04081e1af230cf7082152896d29777af5c5e00584d1208116&uname=2c9ba2b7add2edb838ee13ce67b157430c0c4b121242570f581048505579061742504d1d421e056) | 5 | 4 | Bangalore/bengaluru | Shahi Exports | 32 y (20 Jun 1988) |
| 28 | [Sayanka Ghosh](https://resdex.naukri.com/preview/preview?resid=4e1269874de23b232ce588c13aa97a6e5d5900574f140d166&uname=a2798b3bb6bf90721514d206b544e40a0a0c57150f4950110316310f005808160d5a4e5e6) | 5 | 3.3 | Bangalore/bengaluru | Texport Industries | 27 y (21 Jan 1994) |
| 29 | [Yogesh Sharma](https://resdex.naukri.com/preview/preview?resid=d27c1448fff6f85c95c98ab52dbb6a425d5f0152491601146&uname=cccf0eba525c7f7224ed85ca1a55c01611025e04094b17525b4003050c085843110b1873461c0904554f194c546) | 5 | 4.2 | Bangalore/bengaluru | K.mohan And Company | 27 y (08 May 1993) |
| 30 | [Atyam Pratap](https://resdex.naukri.com/preview/preview?resid=1b1f7436e517d4de21e1472081fe33095b590f5643130b106&uname=3881395957706b7e4286f8d7e69342b8181f58151b531740475810055f09504a635e4c52481d460e560c6) | 6 | 4 | Bangalore/bengaluru | Shahi Exports | 33 y (16 Jul 1987) |
| 31 | [Madhusudan](https://resdex.naukri.com/preview/preview?resid=da8c09cf23082c9ef5880386eaea8e625c5408524b1308106&uname=d8b50f545520d8fc5a936471976a37d50a00580512564a5457401f46095c121b4a79495c551c0904554f194c546) | 6 | 5 | Bangalore/bengaluru | Shahi Exports | 29 y (05 Nov 1991) |
| 32 | [P.manikandan](https://resdex.naukri.com/preview/preview?resid=1d16f795c4b7217dc41cba2d2beb6262595f0c5748140a126&uname=70f9a777a7cee9a77f135d16d2d8c7fa050c570825575c590111415f6) | 10 | 6 | Bangalore/bengaluru | Vf Asia Pvt Ltd | 34 y (21 May 1986) |
| 33 | [Ravindra K](https://resdex.naukri.com/preview/preview?resid=0f80f02faa96fd712cf7c2bbd67a22ec595809554d1201106&uname=7c38127e315df2c3fe53264338e0ae451a0c4f0814474b406c4602031e531513634b445748170e005808160d5a4e5e6) | 10 | 6 | Bangalore/bengaluru | Gokaldas Exports Ltd | 42 y (22 Nov 1978) |
| 34 | [Jason Christopher Lewis](https://resdex.naukri.com/preview/preview?resid=d8fc9602d70937011e1799a2c1eba802595a0e594d140f6&uname=40fc84f0adb0a18f45ebb3c08ce5c3e7020c4a0e144f5c565a526) | 16 | 14.5 | Bangalore/bengaluru | Future Retail | 39 y (29 Nov 1981) |
| 35 | [Iliyas Mohammad](https://resdex.naukri.com/preview/preview?resid=8683af3a670fa16c5593a8e12b4c68f95a590b524a1209146&uname=881a77e0bbc1b51830d1bb7fcceaf24125025100174e58456c106) | 10 | 11.5 | Bangalore/bengaluru | Lifestyle | 40 y (04 Feb 1981) |
| 36 | [Praveen Acharya](https://resdex.naukri.com/preview/preview?resid=4134f7093bd4cd81087565f8d4c4f8f95a5d0e554f150b116&uname=8a5d2873993697b6d742288601590399181f58171f4657610218495c6) | 11 | 12.2 | Bangalore/bengaluru | Future Fashion | 36 y (12 Apr 1984) |
| 37 | [Ananthanagu V](https://resdex.naukri.com/preview/preview?resid=56f33d6ca766df4beb6dfc7c097e06d15e5b00594a15016&uname=eb02b1cd9f3bdc426ca2bb330b8d288c060c5e1425555852524f100a0550210342514e5c0f120743500f6) | 13 | 12.8 | Bangalore/bengaluru | Page | 38 y (21 May 1982) |

Fig 4.2 Fabric Department data collection

**Interpretation:**

In the above data there are various designations involved from Executive to Divisional General Manager, For all of these designations skills, salary and experience, data is collected from Job portal Average salary is drawn for all designations in the textile industry, there is no benchmarking required because fabric departments are found only in textile industry so here benchmarking is considered amongst the companies

**Executive:**

This information is drawn in contradictory with Experience, compensation and skills in textile industry

Textile average salary: 4.6 L

Fig.4.2.1 Executive Average salary From Company to Experience

**Fabric Sourcing Assistant:**

This information is drawn in contradictory with Experience, compensation and skills in textile industry

Textile average salary: 5.15 L

Fig.4.2.2 Fabric Sourcing Assistant Average salary From Company to Experience

**Assistant Manager:**

The data describes the average salary of a designation by comparing it with the top companies within the industry

Textile average salary: 9.44 L

Fig.4.2.3 Assistant Manager Average salary From Company to Experience

**Commercial Manager:**

The data describes the average salary of a designation by comparing it with the top companies within the industry

Textile average salary: 12.75 L

Fig.4.2.4 Commercial Manager Average salary From Company to Experience

**Manager:**

The data describes the average salary of a designation by comparing it with the top companies within the industry

Textile average salary: 11.1 L

Fig.4.2.5Manager Average salary From Company to Experience

**Divisional General Manager:**

The data describes the average salary of a designation by comparing it with the top companies within the industry

Textile average salary: 25 L

Fig.4.2.5 Divisional General manager Average salary From Company to Experience

**4.3 Human Resource Department**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| # | **Candidate Name** | **Work Experience** | **Annual Salary** | **Current Location** | **Current Employment** | **Industry** | **Age/Date of Birth** |
| 1 | [Ramakrishna S](https://resdex.naukri.com/preview/preview?resid=a7e5eb1a82cbcae69d81a3e191eb9d4c5b550f53431308176&uname=286a1fb50de4efe08b0c5fc847382b8b1a0c541417504e19056116050c500d5440564c6) | 6 | 4.2 | Bangalore/bengaluru | Birdy Exports Pvt Ltd | Textile | 34 y (15 Dec 1986) |
| 2 | [Vasant Halatti](https://resdex.naukri.com/preview/preview?resid=659f4cc015d84b4ad392bbfecb805bfe5d5c0a564d1b00196&uname=6c8a1ab65498aaf4e7f548c507da5710000c55000e575043414e0500084b123a4454405a4d5f0b02546) | 3 | 4.2 | Bangalore/bengaluru | Soch Apparels | Textile | 28 y (03 Jan 1993) |
| 3 | [Sabeeha Kousar C.z](https://resdex.naukri.com/preview/preview?resid=c1efb8afd0b2e8936b0e9716b281ce525c550b58431a0e146&uname=3ca49aa04213d3f5508dc0a6911fb8081b0c5b041f4b584c405643585c0a211d4e58485f0f1207006) | 5 | 4.3 | Bangalore/bengaluru | Gokaldas Exports | Textile | 28 y (24 Dec 1992) |
| 4 | [Naveen Raj Thangavel](https://resdex.naukri.com/preview/preview?resid=b16a6667dee56988b4bcf06c5e06271c5d550d5443120e176&uname=4f0879a3919301846a5d6ea503980a3d0b0c4b041f515f4e414f101e085c0f3a4454405a4d5f0b02546) | 5 | 4.5 | Bangalore/bengaluru | Dollar Industries | Manufacturing | 26 y (08 Oct 1994) |
| 5 | [Roshini.r](https://resdex.naukri.com/preview/preview?resid=e11191baa0edf981e57aa55d222fa1f05c5c00514d1701196&uname=a22247b550775915216b06ab0045215c1a024a09144a4b445745085d2d5e0c1b4a550f504e1c6) | 4 | 4.5 | Bangalore/bengaluru | Quess It Staffing | others | 29 y (29 Jul 1991) |
| 6 | [Ambarisha](https://resdex.naukri.com/preview/preview?resid=8d7654e31b7b508e14a96bed9634471c595f015343170c116&uname=7367d38cba206d71953aad6af91baf6809005b085440516) | 5 | 4.8 | Bangalore | Texport Industries | Textile | 36 y (24 Dec 1984) |
| 7 | [Manjunath J Nayak](https://resdex.naukri.com/preview/preview?resid=a9c1a51062acc504129b8ccb242816a15d5f0f5242100f126&uname=24866b68a59079f86cc7bece6cf1612c060c40001149534b596116050c500d5440564c6) | 6 | 4.8 | Bangalore/bengaluru | Future Lifestyle | Textile | 31 y (15 Feb 1990) |
| 8 | [Ankita Singh Parihar](https://resdex.naukri.com/preview/preview?resid=d388642ccaf49b82a1c47546fe83fb545a550a514c110b186&uname=af447a33d9ada46ac8322c276c738a90090352080e424f44564f10280a5400134f17425c4c6) | 6 | 5 | Bangalore/bengaluru | Fossil India Pvt Ltd | Manufacturing | 33 y (06 Jan 1988) |
| 9 | [Nikul Choudhary](https://resdex.naukri.com/preview/preview?resid=d2466dd0991b8f9ca7038c013a9be7f75b550d514c130e196&uname=658cf28001bae96877d8c53923b874aa06045214164e5b405b53310f005808160d5a4e5e6) | 9 | 5 | Bangalore/bengaluru | Krishna Labels | Manufacturing | 31 y (05 May 1989) |
| 10 | [Shwetha Shetty](https://resdex.naukri.com/preview/preview?resid=3d986827bf9447792f51f3c636ae51ba5b5f0c594b100b126&uname=8394b527ff6f13143ae380479549a9271b054e040e4b58525b44051c140d553a5a58495c4e5f0b02546) | 6 | 5 | Bangalore/bengaluru | Bombay Rayon | Textile | 34 y (01 Jan 1987) |
| 11 | [Vinayaka.ab](https://resdex.naukri.com/preview/preview?resid=b2952cc2899f2b750bb14417afea4ae75c5a01584a1a00106&uname=b00aafa9c3ac3f0d25a6018438b6dc361e04570003425240514c101a5d0b211d4e58485f0f1207006) | 4 | 5 | Bangalore/bengaluru | Sakthi Accumulators | Manufacturing | 27 y (06 Apr 1993) |
| 12 | [Chandrashekarreddy Rv](https://resdex.naukri.com/preview/preview?resid=99fc96e4b6bb1562f3e2514a3f5190975d540050491609176&uname=f272f6a6dbb74f521b6cd81b899b25890b05580f1e5158525b441a091f4b041e4740100a1840280a5400134f17425c4c6) | 5 | 5 | Bangalore/bengaluru | Bounce | others | 30 y (30 Jan 1991) |
| 13 | Abdul Gafoor | 7 | 5.1 | Bangalore | Page Industries Ltd. | Textile | 32 y (01 Sep 1988) |
| 14 | [Shanthakumar M](https://resdex.naukri.com/preview/preview?resid=6d6a18b5cd928ef40b35888addf11fac5c5f0b584f1708156&uname=6bae62bec4a24ae11d1a7818effc9fba051b4a091b4d4d4973461c0904554f194c546) | 6 | 5.2 | Bangalore/bengaluru | Travel Retail Services | Others | 30 y (30 Jan 1991) |
| 15 | [Ramesh](https://resdex.naukri.com/preview/preview?resid=e7141f6f136ed2b5355868988976d0815b5b0e53421008186&uname=95d077b63b13de435fbe24d8e69aeda051540d544f170c120b196) | 9 | 5.3 | Bangalore/bengaluru | Indauto Filters | Manufacturing | 34 y (08 Jun 1986) |
| 16 | [G.yamini Navya Kumari](https://resdex.naukri.com/preview/preview?resid=1c1442610514025b4b211356e72bbfcf5b5900534c1300126&uname=b6d83a9f9d30606d6ce0fd624fc33aa7110c5408144a174f525708092d5e0c1b4a550f504e1c6) | 6 | 5.5 | Bangalore/bengaluru | Arvind Lifestyle | Textile | 31 y (02 Nov 1989) |
| 17 | [Sowmya Alexander](https://resdex.naukri.com/preview/preview?resid=5664af8bb7a145c05f9e75574296fad65b550a524a130d106&uname=f0e5457713c169ccfc475e2ac7a53bc31b024e0c03425d525c540b095b79061742504d1d421e056) | 6 | 5.5 | Bangalore/bengaluru | Himatsingka Seide | Textile | 27 y (03 May 1993) |
| 18 | [Dhanya Shettigar](https://resdex.naukri.com/preview/preview?resid=876377eea629d6018c90ddbf3e9fcda95c5c01554e170d196&uname=5b1bf300e264a66e449e12262e2c9a2a0c05580f034217525b44051c045e00081279465e401804435a0e176) | 6 | 5.8 | Bangalore/bengaluru | Aster Hospital | Others | 27 y (31 May 1993) |
| 19 | [Ishita Ahuja](https://resdex.naukri.com/preview/preview?resid=7640008ea976d64d6450e70d250596965e5a0d5349130a136&uname=054d726c7109e9f4430a6b59984f90ab011e51080e425849464b10515e79061742504d1d421e056) | 6 | 6 | Bangalore/bengaluru | Marriott International | Others | 27 y (01 Nov 1993) |
| 20 | [Vinay Gowda](https://resdex.naukri.com/preview/preview?resid=904f055e027b685a1a4c5c4fe9003dae5a5b0b504d1600186&uname=70ea81b7ad5cfa6d772bc0028b3b022a1e04570003445656574045595f0a6) | 7 | 6 | Bangalore/bengaluru | I-source Infosystems | Others | 32 y (13 Jun 1988) |
| 21 | [Ritesh Srivastava](https://resdex.naukri.com/preview/preview?resid=c1160a4ba704c272eacd9b13c67abe585a5b00534a1b08126&uname=a6622793f0e897343b0dc6cf814484ec1a044d04094b4b40595203011b58120e424f4073461c0904554f194c546) | 6 | 7 | Bangalore/bengaluru | Randstad Technologies | Others | 29 y (05 Oct 1991) |
| 22 | [Sukesh Kumar](https://resdex.naukri.com/preview/preview?resid=a018ad50e55c170a18f829376524a2ed5a540d5542120f196&uname=0856bd152c50b5cca6a1066d943d75171b185204094b174a464c101a1e510808555861544c1001011702154e6) | 9 | 8.1 | Bangalore/bengaluru | Himatsingka Seide | Textile | 32 y (06 Jan 1989) |
| 23 | [S. Alexander](https://resdex.naukri.com/preview/preview?resid=e770b0e5a398e342e532a6a5cefb8d525e5f0e514f1400166&uname=01cfeb3982be55c20319b4b846b65da9100c5700164641100a1845280a5400134f17425c4c6) | 2 | 2.5 | Bangalore/bengaluru | Rajsriya | Manufacturing | 26 y (07 Apr 1994) |
| 24 | [Bharath Kumar M](https://resdex.naukri.com/preview/preview?resid=f88f95250efa5c697831496b0ee1fcf65d550d55481a0f116&uname=95142a0d5fe9bb4ea257c0246bd848362a0558131b575143525308505f0c211d4e58485f0f1207006) | 2 | 2.2 | Bangalore/bengaluru | Pointec | Manufacturing | 26 y (08 Feb 1995) |
| 25 | [Priya Shahi](https://resdex.naukri.com/preview/preview?resid=66de2fefbfa68271adc1e41c719945865e550b524a170d136&uname=e7e7d9017d6fe941c9ada285ae7df336181f500f19464a52435318110c08514b1a001373461c0904554f194c546) | 2 | 2.9 | Bangalore/bengaluru | Reliance Ajio | Manufacturing | 29 y (10 Jan 1992) |
| 26 | [Chandra Chandu](https://resdex.naukri.com/preview/preview?resid=a707f1281bea8aa1abf65cdcf0d11ce75d550b51481a0e166&uname=d5481e32250e12a87a48e18115c23f510b05580f1e5158425b401f0c18085449635e4c52481d460e560c6) | 3 | 2.8 | Bangalore/bengaluru | Hyundai | Manufacturing | 27 y (16 Feb 1994) |
| 27 | [Rajesh Kumar](https://resdex.naukri.com/preview/preview?resid=1ecf1df7d9423bbfbc414e3d1c8bd21a505e0a524a1001146&uname=ca6a691c35a2688ef43f152ffa1b26f01a0c5304094b5b44504a1909000b211d4e58485f0f1207006) | 3 | 2.7 | Bangalore/bengaluru | Clifton Export | Manufacturing | 23 y (22 Dec 1997) |
| 28 | [Saiprasad](https://resdex.naukri.com/preview/preview?resid=20d417e7326ca28d0474cae732777e9a5d5f0f5343120a116&uname=0fba3bc7225a435f4aeeea30acafa52a1b0c501108424a4057511e0707581303635e4c52481d460e560c6) | 2 | 2.5 | Bangalore/bengaluru | Resolve | Others | 25 y (07 Oct 1995) |
| 29 | [Rajendra Prasad Vl](https://resdex.naukri.com/preview/preview?resid=533996aec1501407b750721df309082b5e5b0854421b0d146&uname=0a32b2d7777b7224c1b62b5e771d657b1a0c530414474b404353101b0c5d171613091673461c0904554f194c546) | 2 | 2.9 | Bangalore/bengaluru | Excelity | Others | 24 y (19 Aug 1996) |
| 30 | [Nishaka](https://resdex.naukri.com/preview/preview?resid=5d4d3968df689ba171e1adba5088947d5d540c544f120d136&uname=bad52b810acdb56eb95ab6a04c9990bd06044a091b48584273461c0904554f194c546) | 3 | 2.4 | Bangalore/bengaluru | Addeco | Others | 23 y (06 Apr 1997) |
| 31 | [Gedeon S](https://resdex.naukri.com/preview/preview?resid=92bde938fef23aa09c415e01dbbb24915e5a09544f1501176&uname=ca09e5aa935b6e4c08cbb5c2ff13e8570f045d084814081073461c0904554f194c546) | 3 | 2.6 | Bangalore/bengaluru | Teamlease | Others | 26 y (11 Dec 1994) |
| 32 | [Manjunath G K](https://resdex.naukri.com/preview/preview?resid=93579ce3abd0b274d085aa98a7f5ef405b540a534a160b176&uname=1b7ddefa704da279f6bf8b6721e5adb3050c570b0f4452150a1140280a5400134f17425c4c6) | 4 | 3 | Bangalore/bengaluru | Sea Hawk | Others | 28 y (09 Jun 1992) |
| 33 | [Divya H](https://resdex.naukri.com/preview/preview?resid=f2bc845b99c7f2781e7754e88ed71ef4505c015049120d186&uname=ce3a6dafa3e4579f84e9e7ffad51cb190c044f181b4b5e4e444510285c0b524b115e4c52481d460e560c6) | 2 | 2 | Bangalore/bengaluru | Dress Master | Textile | 21 y (05 Jul 1999) |
| 34 | [K Girish](https://resdex.naukri.com/preview/preview?resid=0b5226a066a22e76891ed9629448a5c95f5b01514f110d146&uname=c8bd2bd79f8877992b79460bd6fdedfc01035f0e3a4a5e5556425f01036) | 2 | 2.3 | Bangalore/bengaluru | Texport | Textile | 25 y (24 Apr 1995) |
| 35 | [Rekha](https://resdex.naukri.com/preview/preview?resid=4836507adbf65fe35cb5d4a2a0c491ed505c08504e150b136&uname=2214266da71edecf24babd4ab1f41aae1a0852091b515c45575847505409503a4454405a4d5f0b02546) | 2 | 2.2 | Bangalore/bengaluru | Texport | Textile | 26 y (02 Oct 1994) |
| 36 | [Bharati P Pujeri](https://resdex.naukri.com/preview/preview?resid=4267d7d51cb401e5580da48cdac0a6f85d5500594f140f176&uname=217b5c57136ca4822b4487fe936222c00a0558131b575051464b101a040b513a4454405a4d5f0b02546) | 3 | 2.5 | Bangalore/bengaluru | Gokuldas | Textile | 30 y (20 Jan 1991) |
| 37 | [Harshitha](https://resdex.naukri.com/preview/preview?resid=c5fd184fbeac1fdcbfcb861ff2cc29df5e5d08504f170b126&uname=762d7e8ebadbb973c163af84fb1010a0000c4b12124a4d49520f1c011951131b635e4c52481d460e560c6) | 3 | 2.6 | Bangalore/bengaluru | Gokuldas | Textile | 25 y (27 Jul 1995) |
| 38 | [Chethan M](https://resdex.naukri.com/preview/preview?resid=5c491b5441fbd4fc76a81fbc6c58e8a35d5509594d150f106&uname=c2f639db659d04c6310f188db3ecf3d30b055c151242574a464c485d5c79061742504d1d421e056) | 3 | 3 | Bangalore/bengaluru | Page | Textile | 26 y (09 Jan 1995) |
| 39 | [Deepak.r](https://resdex.naukri.com/preview/preview?resid=b8461995ffa67a81b443c34a9a9324635c5b08534e1a0c106&uname=a791212c894658dfde1188ff2a85fb5b0c085c111b484b170517310f005808160d5a4e5e6) | 3 | 2.8 | Bangalore/bengaluru | Page | Textile | 28 y (23 Jun 1992) |
| 40 | [Parvathi Kn](https://resdex.naukri.com/preview/preview?resid=cedb64af95e3f13ead33fa59ef5c4a3c5b550b564a1b0a106&uname=199dd52a6eb7fef3b0eab8f571331b85180c4b171b575148584f405e2d5e0c1b4a550f504e1c6) | 4 | 3 | Bangalore/bengaluru | Raymond | Textile | 32 y (06 Sep 1988) |
| 41 | [Vinutha R](https://resdex.naukri.com/preview/preview?resid=ac2b1aca6dae4dafaec0a719aacfff7f505c08544c1b00156&uname=3f0739e57ccc2a29399e8256c58db7380e5c0c59421b0c1706145f5c5e0a556) | 1 | 2 | Bangalore/bengaluru | Deduc | Others | 22 y (10 Mar 1998) |
| 42 | [Asha Harish](https://resdex.naukri.com/preview/preview?resid=2f1a04fbe31a70832118888daafd2a395e580d534b1a0c186&uname=44160cbfd755dd97135da5061b385d90091e51004a1309110218495c2d5e0c1b4a550f504e1c6) | 2 | 2 | Bangalore/bengaluru | Zodiac Clothing | Textile | 28 y (23 Jun 1992) |
| 43 | [Santhosha S](https://resdex.naukri.com/preview/preview?resid=a2273ad5c38430d10804fdbb282fa9b85f5c00584c150d146&uname=f9b8d5ac17403f4c50a6124021db1aa71b0c571512564f535255415b2d5e0c1b4a550f504e1c6) | 2 | 2.2 | Bangalore/bengaluru | Bosch | Manufacturing | 24 y (25 Jun 1996) |
| 44 | [Aparna C](https://resdex.naukri.com/preview/preview?resid=fe6111682558cd2d5cd151a956243bf85e5a085249110a126&uname=7048cd0636eca6c526ec54327795fd5d091d581314425a404351045e5b0f211d4e58485f0f1207006) | 2 | 2.4 | Bangalore/bengaluru | Jaycee Trading | Manufacturing | 25 y (04 Jul 1995) |
| 45 | [Sowjanya K H](https://resdex.naukri.com/preview/preview?resid=531b3238cf061f23ff63772cafc84ba7505c0d5849110b196&uname=94ca6765b110f61caff874e07daa9c281b024e0b0f445656574031110c510e150d5a4e5e6) | 2 | 2.4 | Bangalore/bengaluru | Pearl Global | Textile | 22 y (18 Apr 1998) |
| 46 | [Rajesh N Rajesh](https://resdex.naukri.com/preview/preview?resid=0ca6b554f7f7ee7540c9d4c17fa26e80505c0d57491b08166&uname=bef95b9fcc520efd794d4a12dd6298e3060051131b495c525b1141592d5e0c1b4a550f504e1c6) | 1 | 2.4 | Bangalore/bengaluru | Gokaldas Exports | Textile | 26 y (31 Jul 1994) |
| 47 | [Naveen Kumar Ms](https://resdex.naukri.com/preview/preview?resid=5effab13c5aa9d8a7c76ca4e341ce0015c5a0d554b1401106&uname=26a822c2ebaf87d7701f703824733d01060c4f041f4d5b4e51431d1d2d5e0c1b4a550f504e1c6) | 2 | 2.5 | Bangalore/bengaluru | Indian Designs | Textile | 36 y (24 Jun 1984) |
| 48 | [Vinayaka.ab](https://resdex.naukri.com/preview/preview?resid=b2952cc2899f2b750bb14417afea4ae75c5a01584a1a00106&uname=b00aafa9c3ac3f0d25a6018438b6dc361e04570003425240514c101a5d0b211d4e58485f0f1207006) | 4 | 5 | Bangalore/bengaluru | Sakthi | Manufacturing | 27 y (06 Apr 1993) |
| 49 | [Naveen Raj Thangavel](https://resdex.naukri.com/preview/preview?resid=b16a6667dee56988b4bcf06c5e06271c5d550d5443120e176&uname=4f0879a3919301846a5d6ea503980a3d0b0c4b041f515f4e414f101e085c0f3a4454405a4d5f0b02546) | 5 | 4.5 | Bangalore/bengaluru | Dollar | Manufacturing | 26 y (08 Oct 1994) |
| 50 | [Bhagyashri](https://resdex.naukri.com/preview/preview?resid=652acbd53a9bb24e08584c2c1d16cfe55c540855491309186&uname=72b874045c0b25a3b60b43e9cc14de310a05580603424a49414802011958211d4e58485f0f1207006) | 4 | 4 | Bangalore/bengaluru | Ex2 Solutions | others | 31 y (08 Aug 1989) |
| 51 | [Roshini.r](https://resdex.naukri.com/preview/preview?resid=e11191baa0edf981e57aa55d222fa1f05c5c00514d1701196&uname=a22247b550775915216b06ab0045215c1a024a09144a4b445745085d2d5e0c1b4a550f504e1c6) | 4 | 4.5 | Bangalore/bengaluru | Quess It Staffing | others | 29 y (29 Jul 1991) |
| 52 | [Chandrashekarreddy Rv](https://resdex.naukri.com/preview/preview?resid=99fc96e4b6bb1562f3e2514a3f5190975d540050491609176&uname=f272f6a6dbb74f521b6cd81b899b25890b05580f1e5158525b441a091f4b041e4740100a1840280a5400134f17425c4c6) | 5 | 5 | Bangalore/bengaluru | Bounce | others | 30 y (30 Jan 1991) |
| 53 | [Vasant Halatti](https://resdex.naukri.com/preview/preview?resid=659f4cc015d84b4ad392bbfecb805bfe5d5c0a564d1b00196&uname=6c8a1ab65498aaf4e7f548c507da5710000c55000e575043414e0500084b123a4454405a4d5f0b02546) | 3 | 4.2 | Bangalore/bengaluru | Soch | Textile | 28 y (03 Jan 1993) |
| 54 | [Sabeeha Kousar C.z](https://resdex.naukri.com/preview/preview?resid=c1efb8afd0b2e8936b0e9716b281ce525c550b58431a0e146&uname=3ca49aa04213d3f5508dc0a6911fb8081b0c5b041f4b584c405643585c0a211d4e58485f0f1207006) | 5 | 4.3 | Bangalore/bengaluru | Gokaldas | Textile | 28 y (24 Dec 1992) |
| 55 | [G.yamini Navya Kumari](https://resdex.naukri.com/preview/preview?resid=1c1442610514025b4b211356e72bbfcf5b5900534c1300126&uname=b6d83a9f9d30606d6ce0fd624fc33aa7110c5408144a174f525708092d5e0c1b4a550f504e1c6) | 6 | 5.5 | Bangalore/bengaluru | Arvind | Textile | 31 y (02 Nov 1989) |
| 56 | [Manjunath J Nayak](https://resdex.naukri.com/preview/preview?resid=a9c1a51062acc504129b8ccb242816a15d5f0f5242100f126&uname=24866b68a59079f86cc7bece6cf1612c060c40001149534b596116050c500d5440564c6) | 6 | 4.8 | Bangalore/bengaluru | Future | Textile | 31 y (15 Feb 1990) |
| 57 | [Sowmya Alexander](https://resdex.naukri.com/preview/preview?resid=5664af8bb7a145c05f9e75574296fad65b550a524a130d106&uname=f0e5457713c169ccfc475e2ac7a53bc31b024e0c03425d525c540b095b79061742504d1d421e056) | 6 | 5.5 | Bangalore/bengaluru | Himatsingka Seide | Textile | 27 y (03 May 1993) |
| 58 | [Nagesh N](https://resdex.naukri.com/preview/preview?resid=71b03b19684e0b1a93be81664078d5315c5e0e544b1708166&uname=bbeb43c69db78e9b496191bd3c88e510060c5e04094b00110511310f005808160d5a4e5e6) | 6 | 4 | Bangalore/bengaluru | Arvind | Textile | 30 y (04 Aug 1990) |

Fig 4.3 HR department data collection

**Interpretation:**

the above data there are various designations involved from junior executive to Manager,For all of these designations skills, salary and experience ,data is collected from Job portal Average salary is drawn for all designations in the textile industry keeping Manufacturing and Other industry as benchmarking

**Junior Executive:**

Thus data is extracted by considering the salary range 2 to 2.5 L per annum and 0 to 3 years as experience with basic HR knowledge.33% candidates in the above data belongs to Textile industry, 42% of candidates belongs to manufacturing industry and rest 42% of candidates belongs to other industries

Textile average salary: 2.3 L

Manufacturing average salary: 1.9 L

Others average salary: 1.4 L

Fig.4.3.1 Junior executive Average salary From Company to Experience

**Executive:**

Thus data is extracted by considering the salary range 2 to 3 L per annum and 2 to 4 years as experience with basic Intermediate level knowledge.44% candidates in the above data belongs to Textile industry, 28% of candidates belongs to manufacturing industry and rest 28% of candidates belongs to other industries

Textile average salary: 2.5 L

Manufacturing average salary: 2.6 L

Others average salary: 2.6 L

Fig.4.3.2 Executive Average salary From Company to Experience

**Senior Executive:**

Thus data is extracted by considering the salary range 4 to 6 L per annum and 4 to 6 years as experience with basic Intermediate level knowledge.55% candidates in the above data belongs to Textile industry, 18% of candidates belongs to manufacturing industry and rest 27% of candidates belongs to other industries

Textile average salary: 4.7 L

Manufacturing average salary: 4.7 L

Others average salary: 4.5 L

Fig.4.3.3Senior executive Average salary From Company to Experience

**Manager:**

Thus data is extracted by considering the salary range 4 to 6 L per annum and 4 to 6 years as experience with basic Intermediate level knowledge 38% candidates in the above data belongs to Textile industry, 28% of candidates belongs to manufacturing industry and rest 18% of candidates belongs to other industries

Textile average salary: 5.3 L

Manufacturing average salary: 5 L

Others average salary: 5.6 L

Fig.4.3.4 Manager Average salary From Company to Experience

**4.4 Logistics Department**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Candidate Name** | **Work Exp** | **Annual Salary** | **Current Location** | **Industry** | **Current Employer** | **Age/Date of Birth** |
| 1 | [Ajay Singh](https://resdex.naukri.com/preview/preview?resid=051875c2ea4ac2e2aece680f1360eb2b5b580d504a1008106&uname=133b3d0762d870eb6e827de587f264c30907581825130d525a4a101a1a58133a5a58495c4e5f0b021708146) | 6 | 8 | Bangalore/bengaluru | Manufacturing | Glitfree | 34 y (16 Mar 1987) |
| 2 | [Devina Tiwari](https://resdex.naukri.com/preview/preview?resid=a85af5e8eb46956831ab0662c50a6f895a5509504b160c116&uname=e4623da3c903e58e52231da51df31a2f0c084f08144217555a56101a040b563a4454405a4d5f0b02546) | 7 | 10 | Bangalore/bengaluru | Manufacturing | Schneider | 31 y (27 Dec 1989) |
| 3 | [Manjushree B R](https://resdex.naukri.com/preview/preview?resid=142697229f17530e1b5406bf861362a05a5a095843100b126&uname=cd52f92868c5994a168ac11b67eee7c7050c570b0f5051535644131a5c00584a635e4c52481d460e560c6) | 8 | 9 | Bangalore/bengaluru | Manufacturing | Dabur India | 30 y (11 Jul 1990) |
| 4 | [Vinay Thakur](https://resdex.naukri.com/preview/preview?resid=c1c7e6b3a6b7a1b050b57d1f83dcc4c25b550c554b1a01146&uname=26b4d6f8cd6fdd764de3f6d4e17bef4b1c05580a0f514f485d40085a5d08523a4454405a4d5f0b02546) | 6 | 10 | Bangalore/bengaluru | Others | Firstsource | 33 y (02 Dec 1987) |
| 5 | [Pragnya Parimita Pradhan](https://resdex.naukri.com/preview/preview?resid=4d831d369cc2a5538dd8a042cc428d575c5d01534a130d126&uname=0054bb24b926140ca0dd82de62bc5936181f5806145a5851431840280a5400134f17425c4c6) | 6 | 8 | Bangalore/bengaluru | Others | Novo Nordisk | 30 y (02 Feb 1991) |
| 6 | [Khushboo Sahu](https://resdex.naukri.com/preview/preview?resid=299b391951cca6312c5e3830d7029a455b5a095943140c196&uname=58b5e95632eecd185feff43ae3cdae1503054c121241564e0452485a2d5e0c1b4a550f504e1c6) | 7 | 8 | Bangalore/bengaluru | Others | Betterplaces | 29 y (07 Jan 1992) |
| 7 | [Guru Prasad K](https://resdex.naukri.com/preview/preview?resid=0125dfa55af8c63f06aee9bc5d88044f5c590b5642140b156&uname=b77cbaa298fd29429bc4b84bcdebd99a0f184b140a51585252451a5a5c79061742504d1d421e056) | 7 | 9 | Bangalore/bengaluru | Others | Abb India | 31 y (08 Feb 1990) |
| 8 | [Atul Choudhary](https://resdex.naukri.com/preview/preview?resid=250dfc815a3ab3ad0397d81d53076354515b0f574916016&uname=141a0a86872cee825dc801b1b28d20fb09194c0d54424d545f1146280a5400134f17425c4c6) | 8 | 10 | Bangalore/bengaluru | Others | Petoo | 38 y (07 Dec 1982) |
| 9 | [Rithu Easwaramurthhy](https://resdex.naukri.com/preview/preview?resid=09674cc9fb84dcb87771325f567f9be75e550d564b1b0d106&uname=ab48132e440f7d01a2609b7cced684ee1a044d090f0d4b405948075a5879061742504d1d421e056) | 6 | 8 | Bangalore/bengaluru | Textile | Coats Group | 30 y (06 Nov 1990) |
| 10 | [Pramod B Mataraba](https://resdex.naukri.com/preview/preview?resid=9a277612e242be3097819cd4e9f1ad695a5b08544b150c196&uname=dc69e5086dd1aa221bc1d980849e28ab381f580c15475440474003090f58211d4e58485f0f1207006) | 7 | 8 | Bangalore/bengaluru | Textile | Nike India | 31 y (12 Apr 1989) |
| 11 | [Sandeep Kumar B N](https://resdex.naukri.com/preview/preview?resid=8ce90a49f887507cc96136c54090007a5c5a0d524d120e106&uname=cccfaadd602d5cb01233480a9d80ced41b0c57051f46490f0119490318540008635e4c52481d460e560c6) | 8 | 9 | Bangalore/bengaluru | Textile | Max Fashion | 36 y (28 Aug 1984) |
| 12 | [Rakesha Gm](https://resdex.naukri.com/preview/preview?resid=bf55414f5837c1babae24c216b521a0459590f5142160b196&uname=628f012aa27dce0cac9af22dbf1514cf1a0c5204094b580f544c31060c4c0a084a17425c4c6) | 8 | 9 | Bangalore/bengaluru | Textile | Firstsource | 31 y (01 Mar 1990) |
| 13 | [Shambhulinga](https://resdex.naukri.com/preview/preview?resid=2720afe25d7ac2cc1b18a6ef635796f75e540e50491b0b116&uname=ea4d5a2293c4ee427f476ab3d75730781b05580c184b4c4c401843280a5400134f17425c4c6) | 2 | 4.5 | Bangalore/bengaluru | Manufacturing | Merhaki Foods | 28 y (25 Jul 1992) |
| 14 | [Mubashir Kc](https://resdex.naukri.com/preview/preview?resid=2f0e90267444f9f0ad34e195d8b50c225d5a00564c1101146&uname=657a5d338389696c83380611db07d4db05185b00094b50535842415f2d5e0c1b4a550f504e1c6) | 3 | 5 | Bangalore/bengaluru | Manufacturing | Truebell | 25 y (29 Jul 1995) |
| 15 | [Adithya Raj](https://resdex.naukri.com/preview/preview?resid=bc6fd03f8c3c0c4cb2aa63116dd067b4505d01594b150b196&uname=d9e99764761ad6594d8f60b19527edba09095015125a5853524b5f1e0679061742504d1d421e056) | 3 | 4 | Bangalore/bengaluru | Manufacturing | Godre | 24 y (18 Aug 1996) |
| 16 | [Shivakumar](https://resdex.naukri.com/preview/preview?resid=587d569560f9703997d3c793bfa772c65c5c0f55491a0b196&uname=cf5cfe814339b15d1bc4502acb3ecc1b0d1f1712124a4f4058541c091f0d593a4454405a4d5f0b02546) | 3 | 5 | Bangalore/bengaluru | Manufacturing | Hindustan | 29 y (13 Nov 1991) |
| 17 | [Lavanya](https://resdex.naukri.com/preview/preview?resid=880d358609d4934bd61285750ef6853a5f580a524d1108106&uname=576a9122b758fa7bd1698605fc2ec4800e5c0c5242110818071840465f0a514c0d0a17051742585a0b586) | 2 | 4 | Bangalore/bengaluru | Manufacturing | Flipkart | 23 y (10 Jul 1997) |
| 18 | [Sourabh Kumar Sirmour](https://resdex.naukri.com/preview/preview?resid=e353465cef1ce1aa267338aa118ae9325f5f0b524c1b09136&uname=f3d115085ef0a6c39ba3a969406304df1b024c131b41514a464c101a1e5013174c4c5373461c0904554f194c546) | 3 | 4 | Bangalore/bengaluru | Others | Concentrix | 26 y (22 Oct 1994) |
| 19 | [Ashwati G. Nambiar](https://resdex.naukri.com/preview/preview?resid=4bc206a4adb47c54ce08bd3de92fe9ff5c5c0a574c1400146&uname=71737e1c221d5c22f5a1fd52e7c2a3a7091e51161b57504f046116050c500d5440564c6) | 2 | 3.9 | Bangalore/bengaluru | Others | Faurecia | 28 y (26 Feb 1993) |
| 20 | [Ruthwik Gunjal](https://resdex.naukri.com/preview/preview?resid=74669963e05ea8b7cb31fbe98ee15b855d540e584d150c136&uname=0b83ba3ba9f774d1c73a78a1e6d2f94f1a184d090d4a520f54541f020c55211d4e58485f0f1207006) | 2 | 3.6 | Bangalore/bengaluru | Others | Opcommerce | 25 y (22 Aug 1995) |
| 21 | [Tania Khan](https://resdex.naukri.com/preview/preview?resid=f1d3402942e474a9276cb9bd2eb5690e5f580155481b0b126&uname=da088180ca37595ff40762a9115655161c0c57081b120d16011448280a5400134f17425c4c6) | 2 | 3.5 | Bangalore/bengaluru | Others | First Advantage | 26 y (13 May 1994) |
| 22 | [Kushal G C](https://resdex.naukri.com/preview/preview?resid=3b205c90584acd6fb590d5b1e18495995d550e514a1700186&uname=2273cdd5ca05381f2a097f3010ebcde703184a091b4f5e420218485d2d5e0c1b4a550f504e1c6) | 2 | 5 | Bangalore/bengaluru | Textile | Arvind | 26 y (15 Jan 1995) |
| 23 | [Vakkalgaddi Srikant](https://resdex.naukri.com/preview/preview?resid=e12d845767109b4391d6d7227ac130975d5c00574d1101156&uname=87d9228f70b43a2c5e167d2d4b2b27911e434a131348584f4711415f2d5e0c1b4a550f504e1c6) | 3 | 5 | Bangalore/bengaluru | Textile | Madura Coats | 26 y (05 Jul 1994) |
| 24 | [Akshay Patankar](https://resdex.naukri.com/preview/preview?resid=e67f022aa1a8b12c258ff1092e45edd65f5e0a584e1301166&uname=6ee5fd7d8e6c048b4b9f0b691d7b802e09064a090342494047401f030c4b524a130b614a401907021702154e6) | 2 | 4.4 | Bangalore/bengaluru | Textile | Aditya Birla | 24 y (30 Apr 1996) |
| 25 | [Ratheesh Kumar K](https://resdex.naukri.com/preview/preview?resid=4ba824f52d3af16ef196e63a5718b9215e5d0b534d1408156&uname=37e5f2d70bd8af360e6cbb60525956041a0c4d091348584f5d401f515d79061742504d1d421e056) | 3 | 3.9 | Bangalore/bengaluru | Textile | Nike | 26 y (30 Nov 1994) |
| 26 | [Naveenkumarkg](https://resdex.naukri.com/preview/preview?resid=f9410b5a9eb940e96b8b99a68d391adb5c5a0b57421100116&uname=3b40c0da456c74690ff55e9d0fc16008060c4f041f4d52545e4003030a0b5548635e4c52481d460e560c6) | 1 | 3 | Bangalore/bengaluru | Manufacturing | Auto Parts | 28 y (13 Aug 1992) |
| 27 | [Chandreshekar](https://resdex.naukri.com/preview/preview?resid=9ee0c3be91e79e2d3b3eeea43016ccf55f5a0c5543120a116&uname=12a72e31dcbb705c7f576c04cbe3bc420b05580f1e514c52515210062d5e0c1b4a550f504e1c6) | 2 | 3 | Bangalore/bengaluru | Manufacturing | Zomato Media | 27 y (01 Jul 1993) |
| 28 | [Jishnu](https://resdex.naukri.com/preview/preview?resid=a671238649ba76e9bd8837a2ff5d4b62505f0e544c130b116&uname=83c7edcae2100164e54d7b1232f6e6aa02044a09145652180610310f005808160d5a4e5e6) | 1 | 3.1 | Bangalore/bengaluru | Manufacturing | Monisha Cargo | 24 y (12 Nov 1996) |
| 29 | [Shamseer P](https://resdex.naukri.com/preview/preview?resid=863bf07285a065f97679e49f51f8aa195f5a0c534d170f146&uname=bd0dae32f2901a99d9149ed5e6e0a4bc1b05580c09465c534340150914580f3a515c455a4717050c500d5440564c6) | 1 | 3 | Bangalore/bengaluru | Manufacturing | Id Fresh | 25 y (19 May 1995) |
| 30 | [Arun Sawaiyan](https://resdex.naukri.com/preview/preview?resid=e9159deb48b536d34ef03d1ac21599045f580b5942100c106&uname=d38a57261ec887b31acba4e8b3b3d878091f4c0f54505856524808090300553a4454405a4d5f0b02546) | 1 | 3 | Bangalore/bengaluru | Manufacturing | TCS | 27 y (25 Jan 1994) |
| 31 | [Karan Mithran](https://resdex.naukri.com/preview/preview?resid=691c13609aa6f0d97543a5ad69bea2095d5401514c1b0e146&uname=1f70d0120f18c969fea46dbe523b0f5c030c4b00140d54484749310f005808160d5a4e5e6) | 2 | 3.1 | Bangalore/bengaluru | Others | Startec Aegis | 28 y (02 Jul 1992) |
| 32 | [Sayoosh Sayu](https://resdex.naukri.com/preview/preview?resid=884cff290ffb701b00af66d739a7f30a5e580b544b1701146&uname=ba79b4688f02ab19e93ac10bdc09e3781b0c400e1550510f4040081d5f79061742504d1d421e056) | 1 | 3.5 | Bangalore/bengaluru | Others | Ekart | 26 y (27 Feb 1995) |
| 33 | [Bysani Venkata Sai Subramanyam](https://resdex.naukri.com/preview/preview?resid=2b1a2be5845b9a3af1b45464c385dfae5c540b554e1209196&uname=1a72531ada8537d232051a142fb3a4a80a144a00144a4a54515310050c57181b4e0b190a6116050c500d5440564c6) | 2 | 3.6 | Bangalore/bengaluru | Others | K12 Tech | 27 y (25 Feb 1994) |
| 34 | [Syed Mohammed](https://resdex.naukri.com/preview/preview?resid=1ba594d2b8a3f0b3c839d0fdc636e0275b5a00514d1501146&uname=883a95354bf1d1ccd65531912b037cd81b145c05094e00117358100002564f194c546) | 2 | 3.1 | Bangalore/bengaluru | Others | Localcube | 28 y (19 May 1992) |
| 35 | [Sangameshwaran](https://resdex.naukri.com/preview/preview?resid=32387f7c7c02194f8f6419e29915bf035e5b005243140c116&uname=66a7bd87936430a4a2582b91de3872251b0c57061b4e5c525b56101a0c57574c635e4c52481d460e560c6) | 2 | 3 | Bangalore/bengaluru | Textile | Arvind | 23 y (28 Jul 1997) |
| 36 | [Ullas.m](https://resdex.naukri.com/preview/preview?resid=c1e2f6e869b5c5757b157461aad4f37d5d590b58431008196&uname=abee49a387d548dbe647d007099dc72d1d01550009555053461043280a5400134f17425c4c6) | 2 | 3 | Bangalore/bengaluru | Textile | Arvind | 24 y (06 Jul 1996) |
| 37 | [Harshit Tiwari](https://resdex.naukri.com/preview/preview?resid=a8ad7a03f5f535415333a3ba43d9c0385f5d0b514e1400106&uname=85b39281986cef8d7491122289e28539000c4b12124a4d0f474806091f505043635e4c52481d460e560c6) | 2 | 3.8 | Bangalore/bengaluru | Textile | Soch | 24 y (19 Feb 1997) |
| 38 | [Prabhakar](https://resdex.naukri.com/preview/preview?resid=8e02e6ede4e475f707889abc8c5b66c85e580a5948160f176&uname=21ce065adeff648f4f59a7fd746cf431181f5803124252404151041c194c524e1079465e401804435a0e176) | 2 | 3 | Bangalore/bengaluru | Textile | Texport | 38 y (20 Mar 1983) |
| 39 | [Burra Vidya Sagar](https://resdex.naukri.com/preview/preview?resid=a6a9ec51cb3c37e77ada86128e9e27db5a5b09534d1a086&uname=5e6bd09bf48ddb3fe0b28c287e5d38200a184b131b5550454a4002090a58136) | 10 | 10 | Bangalore/bengaluru | Manufacturing | Gati Kintetsu | 46 y (26 Dec 1974) |
| 40 | [Subin Babu](https://resdex.naukri.com/preview/preview?resid=b979637a08bf3cf749cd1adfb7b8fe6b5a590c52431a08126&uname=5c887045ac98b25dd2026111fce534331b185b0814424d555252141a146) | 10 | 10.2 | Bangalore/bengaluru | Manufacturing | Acc Limited | 31 y (24 Mar 1990) |
| 41 | [Satheesh Kumar T P](https://resdex.naukri.com/preview/preview?resid=5f8316cd118afc398cfa9225ade72bf15a5c0d5948130b166&uname=0a695e66287d2506d6f1c34ffe61bcc71b0c4d3e17465a49011141586) | 11 | 10.5 | Bangalore/bengaluru | Manufacturing | Volvo | 32 y (26 Oct 1988) |
| 42 | [Prasanth Nair](https://resdex.naukri.com/preview/preview?resid=384568bbdc50a734015703596f6ba877505e005542100f6&uname=9990a107b07b19944982b28873d149af051d4b00094257555b4f10011f6) | 12 | 11.6 | Bangalore/bengaluru | Manufacturing | Bata | 38 y (05 Feb 1983) |
| 43 | [Vikram Chenni](https://resdex.naukri.com/preview/preview?resid=46b9f48d9d08f3cee9d2112257e909165c5c0057421608136&uname=e509a51c6eeef315d4e2020672b49ac11e0452131b4e5a49564f1f012d5e0c1b4a550f504e1c6) | 14 | 11 | Bangalore/bengaluru | Manufacturing | Kramer Electronics | 43 y (22 Jul 1977) |
| 44 | [Raghu Nalloor](https://resdex.naukri.com/preview/preview?resid=c8970f82cb8e71c698975ce35efe84a85f540d5943170a6&uname=268d4a43217664319604970b8e29bef31a0c5e090f7c5719056) | 11 | 12 | Bangalore/bengaluru | Others | Tamer | 35 y (28 Feb 1986) |
| 45 | [Chandramowli Mss](https://resdex.naukri.com/preview/preview?resid=cdb6d9b1c3896cdb71c60998a163353c5c5a01594f150d126&uname=b33df109e6cef94e73417667d340515e05024e0d134e4a4273461c0904554f194c546) | 12 | 10.2 | Bangalore/bengaluru | Others | Berry Global | 35 y (31 Jul 1985) |
| 46 | [B P Darshan](https://resdex.naukri.com/preview/preview?resid=78164be64b9fc59606c13e80a3b9cf095c58095748170c146&uname=19a88585ec01925c39c39140178b931a0c0c4b1212565d40415219090301563a4454405a4d5f0b02546) | 12 | 11.8 | Bangalore/bengaluru | Others | Dunzo | 33 y (30 Nov 1987) |
| 47 | [Adarsha](https://resdex.naukri.com/preview/preview?resid=6bc517e984745dae61ca93326d20c723595b0c594b1b0e106&uname=527f8fdd3a9b9f78ac7d80466c73296b0903580512424b525b406) | 12 | 12 | Bangalore/bengaluru | Others | Ajax Fiori E | 35 y (30 May 1985) |
| 48 | [Abhinandan.s T](https://resdex.naukri.com/preview/preview?resid=d0caaedbb34dbcf7ec420f7b3fbca25a595b0f524c1600116&uname=690ee1137ab5323d2aecf43097cc5ba3090f510814425745524f021c6) | 14 | 12 | Bangalore/bengaluru | Others | Ample Tec | 38 y (15 Jul 1982) |
| 49 | [Shivashankar G](https://resdex.naukri.com/preview/preview?resid=80dba4d24610ec5770c7bc9fbca0edf95e5f0b534d1709106&uname=c3df06665cdf68ed80ce0346bcfc2fb11b05580f11424b0f4049181e0c0b564c635e4c52481d460e560c6) | 10 | 12 | Bangalore/bengaluru | Textile | Reliance | 33 y (30 Nov 1987) |
| 50 | [Kashif Ahamed](https://resdex.naukri.com/preview/preview?resid=774b0de308be99a79b33dbf5ef96cd175b5b0a5043170d116&uname=2ac8b473e67d7a538a0b1408ff0f4d69030c4a09134517405b401c0d0979181742504d1d421e056) | 15 | 12 | Bangalore/bengaluru | Textile | Himatsingka Seide | 37 y (11 Jun 1983) |
| 51 | [Manisha Yadav](https://resdex.naukri.com/preview/preview?resid=3da44faf6e9267a3ff29da619e594dda5d5f0a594e1608116&uname=f7036c1d161a9ee423d3cd678db18f1305140f554c130019036116050c500d5440564c6) | 3 | 4.8 | Bangalore/bengaluru | Manufacturing | Flipkart | 25 y (10 May 1995) |
| 52 | [Venkatesh S](https://resdex.naukri.com/preview/preview?resid=736abdef22b5b7158d681ff78d0ffe095f5d09544e1b0a176&uname=135db1c0af1d536b4ca8cfffff503c361b0c570b1f464f445d4a185b5b01211d4e58485f0f1207006) | 4 | 4.2 | Bangalore/bengaluru | Manufacturing | Zinka | 28 y (12 Apr 1992) |
| 53 | [Prashanth Kumar R](https://resdex.naukri.com/preview/preview?resid=5317c21934b19ef155d9497f2aafb1115f550956481a00146&uname=0d36a63ae0af05319572023a631fb8be181f5812124257555b0f1304025e554c635e4c52481d460e560c6) | 4 | 4.9 | Bangalore/bengaluru | Manufacturing | Pentland | 26 y (23 Apr 1994) |
| 54 | [Satish S V](https://resdex.naukri.com/preview/preview?resid=c17763d7c4acaa0fc87e29f4e7767ee55d580a524c1300146&uname=b332cc3eae19fbba073971a7e5c360691b0c4d0913505152451441280a5400134f17425c4c6) | 3 | 4.1 | Bangalore/bengaluru | Manufacturing | Bisleri | 29 y (02 Mar 1992) |
| 55 | [Basil Wilson](https://resdex.naukri.com/preview/preview?resid=1a5f2547ae8ed954641f419d81b89a865d5e0b5149170f156&uname=d098a7193dc1d52840599ecb076381ae0a0c4a0816560815006116050c500d5440564c6) | 3 | 4.5 | Bangalore/bengaluru | Others | Bellacor | 26 y (01 Sep 1994) |
| 56 | [Shridhar](https://resdex.naukri.com/preview/preview?resid=d27a121afc4f3684583f47af033149d55d5908584e1a00186&uname=af4c5c30dd41a2b0565cf662f4b60c3100024a00174257484049030109510008635e4c52481d460e560c6) | 3 | 4 | Bangalore/bengaluru | Others | Brigade | 28 y (10 Jan 1993) |
| 57 | [Vathaluru Sunil Kumar Reddy](https://resdex.naukri.com/preview/preview?resid=e10ce33b4950b01c3956b2ba7cded6155d580a584d160c136&uname=a26194c2e93ec5370b6dab63d05bb51c1b18570816484c4c5253030d095d184e635e4c52481d460e560c6) | 3 | 4 | Bangalore/bengaluru | Others | Karvy Global | 28 y (06 May 1992) |
| 58 | [Ganesh Rao I N](https://resdex.naukri.com/preview/preview?resid=80b7b41befe419c0cdcc4737062c2e485f5b0a5442160e186&uname=20081a9f88a388b7f33b552d7729b9330f0c5704094b4b405c481f595c08211d4e58485f0f1207006) | 4 | 4.9 | Bangalore/bengaluru | Others | Siemens | 24 y (24 Oct 1996) |
| 59 | [Kiranreddy](https://resdex.naukri.com/preview/preview?resid=df385ee111b0c032a71d75c5cb3295035f5a0e534d140f146&uname=ed188cbfc0093b4f9339ea80c278d94b03044b0014515c45575841595f0a554f150e61544c1001011702154e6) | 4 | 5 | Bangalore/bengaluru | Others | Hp | 29 y (18 Jun 1991) |
| 60 | [Meenuga Raghavendra](https://resdex.naukri.com/preview/preview?resid=1da39dd6c4d4919d778de4335e5c414a5e5d0d524c100a196&uname=4850a1f353c688c5db1c88e12fa0c07e05085c0f0f4458535246101e085705084279465e401804435a0e176) | 4 | 4 | Bangalore/bengaluru | Others | Edvantage Tec | 26 y (12 Jun 1994) |
| 61 | [Chandrashaker](https://resdex.naukri.com/preview/preview?resid=07e734a884865b4ca1a4259eba9edf685e5c0a55491208116&uname=409bc15f4c6c481441f072016f8dbab20b05580f1e564a49564a101a5d79061742504d1d421e056) | 3 | 4.2 | Bangalore/bengaluru | Others | Load Controls | 34 y (25 Dec 1986) |
| 62 | [L Nagaraj](https://resdex.naukri.com/preview/preview?resid=aa061de4892433052b5c2d8e3494746e5d5c0858491300116&uname=c833472715689acfe92666570bd5783c044357001d424b40594b310f005808160d5a4e5e6) | 4 | 5.5 | Bangalore/bengaluru | Textile | Myntra | 27 y (10 Nov 1993) |
| 63 | [Sujoy Deb Roy](https://resdex.naukri.com/preview/preview?resid=1fcb4e9221a91d2a5eda5cc71a58b58e5d5e0d5043150a176&uname=c629cca403efd30f45cc12daf70d0d140c085b13155a4a54594e08280a5400134f17425c4c6) | 3 | 4.5 | Bangalore/bengaluru | Textile | Corp attire | 41 y (21 Jul 1979) |
| 64 | [Varikuti Manjunath Reddy](https://resdex.naukri.com/preview/preview?resid=2cd604e06e7b508c95f66d869f9876e05c5b0d544b170f196&uname=72246ad3a3dea9d975748c9b1c45644f050c570b0f4d58555b1048515b54211d4e58485f0f1207006) | 4 | 4.6 | Bangalore/bengaluru | Textile | Madura | 24 y (21 Jun 1996) |
| 65 | [A.jayaprakash](https://resdex.naukri.com/preview/preview?resid=c2b0bd1c682e63f69c8034139959997b5c5800594b1a0a106&uname=5aea3b214f58b9559f466e516bb75fdf020c40000a51584a5252195a5b0b553a4454405a4d5f0b02546) | 4 | 4 | Bangalore/bengaluru | Textile | Reliance | 29 y (06 May 1991) |

Fig.4.4 Logistics Department Data Collection

**Interpretation:**

In the above data there are various designations involved from junior executive (Grass root) to Manager, For all of these designations skills, salary and experience ,data is collected from Job portal Average salary is drawn for all designations in the textile industry keeping Manufacturing and other industry as benchmarking

**Junior Executive:**

This information is drawn in contradictory with Experience, compensation and skills there are about 31% of candidates in the textile industry and 38% of candidates in manufacturing industry and 31% of candidates from other industries

Textile average salary: 3.2 L

Manufacturing average salary: 3 L

Other average salary:3.3 L

Fig.4.4.1 Junior Executive Average salary From Company to Experience

**Executive:**

Thus data is extracted by considering the salary range 3.5 to 5 L per annum and 4 to 6 years as experience with basic Intermediate level knowledge.31 % candidates in the above data belongs to Textile industry, 38% of candidates belongs to manufacturing industry and rest 31% of candidates belongs to other industries

Textile Average salary: 4.5 L

Manufacturing Average salary: 4.5 L

Others Average salary: 3.8 L

Fig.4.4.2 Executive Average salary From Company to Experience

**Senior Executive:**

This data is attracted with Experience, pay and abilities there are about 27% in the textile industry and 27% in manufacturing industry and 46% in other industries

Textile average salary: 4.4 L

Others average salary: 4.3 L

Manufacturing average salary: 4.5 L

Fig.4.4.3 Senior executive Average Compensation from Company to Experience

**Assistant manager:**

This information is drawn in contradictory with Experience, compensation and skills there are about 33% of candidates in the textile industry and 25% of candidates in manufacturing industry and 42% of candidates from other industries

Textile average salary:8.5 L

Manufacturing average salary: 9 L

Other average salary:9 L

Fig.4.4.4 Assistant Manager Average salary From Company to Experience

**Manager:**

This information is drawn in contradictory with Experience, compensation and skills there are about 17% of candidates in the textile industry and 41% of candidates in manufacturing industry and 42% of candidates from other industries

Textile average salary: 12 L

Manufacturing average salary: 10.6L

Other average salary: 11.6 L

Fig.4.4.5 Manager Average salary From Company to Experience

**4.5 Purchase Department**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **#** | **Candidate Name** | **Work Exp** | **Annual Salary** | **Current Location** | **Current Employer** | **Age/Date of Birth** |
| 1 | [Pradyumna Patra](https://resdex.naukri.com/preview/preview?resid=b12386752b0ca5aa03ed3b0ab84f08bc5e580a59421709176&uname=01b19fc8b3060fe76d9f9e25ea92b44d0e5c0d584d110f19021048465b0953436) | 2 | 3 | Bangalore/bengaluru | Korrun | 24 y (31 May 1996) |
| 2 | [Sowmya Gr](https://resdex.naukri.com/preview/preview?resid=3b9b8ae99f01a76e2d4274a30770c7355e5d0c594a150b156&uname=c4f9ff17ea17ae275cb1b3b0f16138bc1b024e0c03421710074603280a5400134f17425c4c6) | 3 | 3 | Bangalore/bengaluru | Firepro | 30 y (14 Jul 1990) |
| 3 | [Harish Kg](https://resdex.naukri.com/preview/preview?resid=9ef14a05acba3a56e16eee2a9069ea0f5e580d534b1a0b106&uname=0888896a4911ed39473d0e9b0f1375ed000c4b08094b52460317310f005808160d5a4e5e6) | 3 | 3 | Bangalore/bengaluru | Aditya Birla | 29 y (16 Jan 1992) |
| 4 | [Sindhu](https://resdex.naukri.com/preview/preview?resid=956392661525b6bc169c257ca88d4da65f5c09594e130b176&uname=8b49f413f3387b566d6138cb6ff4eac90e5c0c514d130918021942465d0e514d0d0e160b1240515a01546) | 3 | 4 | Bangalore/bengaluru | Page | 23 y (23 Aug 1997) |
| 5 | [Dinesh Markonda](https://resdex.naukri.com/preview/preview?resid=51e0a415c71710e37223bf1bea584b6d5f5f00594c1209136&uname=d33850e445692784791b83da702407580c045704094b5440414a1e060958211d4e58485f0f1207006) | 3 | 3 | Bangalore/bengaluru | Bombay Rayon | 30 y (10 Aug 1990) |
| 6 | [Rajkumar R](https://resdex.naukri.com/preview/preview?resid=6e2abe3086c0d02853b3d693ca5956ac5d5d0e5242150f156&uname=abbfd4286138622558d6fed3668af9d01b185b131b41514041401b0318540008635e4c52481d460e560c6) | 13 | 12 | Bangalore/bengaluru | Loyal Textile | 35 y (20 Mar 1986) |
| 7 | [Aditya Shrikant Joshi](https://resdex.naukri.com/preview/preview?resid=d3196e028fe43e35901cf90dcd9b35b550580f514b136&uname=68f955ff7e12c5f95c052d8dd425cec90909501503424a4b5c5219016) | 19 | 14.5 | Bangalore/bengaluru | Future | 44 y (13 Sep 1976) |
| 8 | [Rajkumar R](https://resdex.naukri.com/preview/preview?resid=6e2abe3086c0d02853b3d693ca5956ac5d5d0e5242150f156&uname=abbfd4286138622558d6fed3668af9d01b185b131b41514041401b0318540008635e4c52481d460e560c6) | 13 | 12 | Bangalore/bengaluru | Loyal Textile | 35 y (20 Mar 1986) |
| 9 | [Aditya Shrikant Joshi](https://resdex.naukri.com/preview/preview?resid=d3196e028fe43e35901cf90dcd9b35b550580f514b136&uname=68f955ff7e12c5f95c052d8dd425cec90909501503424a4b5c5219016) | 19 | 14.5 | Bangalore/bengaluru | Future | 44 y (13 Sep 1976) |
| 10 | [Manjunath R](https://resdex.naukri.com/preview/preview?resid=2aee2c0395628fd3949bc1dac33442d050580a5842160b126&uname=2fb46da80b4ecb7466d5fce5f44f6a72050c570b0f534b485d42145a5f0a523a4454405a4d5f0b02546) | 1 | 2.4 | Bangalore/bengaluru | Aditya Birla | 23 y (10 Jul 1997) |
| 11 | [Yogendra S](https://resdex.naukri.com/preview/preview?resid=551e27bd6a39bfec1195f3eced65a3be5f5a0857421509126&uname=2fcd1b9ec9c866855da346a0b426af3d11025e0414474b4040531806044f0009635e4c52481d460e560c6) | 2 | 2.4 | Bangalore/bengaluru | Korrun | 25 y (23 Nov 1995) |
| 12 | [Srigayathri](https://resdex.naukri.com/preview/preview?resid=b4bb58edce1eeb4470d9f7f22e6156c6505c0a58431700176&uname=6018c4a38bb1945c3e6d8440001b91721b1f50061b5a58555b53185b5f0d211d4e58485f0f1207006) | 2 | 2.4 | Bangalore/bengaluru | Sangamithra | 22 y (24 Apr 1998) |
| 13 | [Keerthiga Dhanraj](https://resdex.naukri.com/preview/preview?resid=fa84feb2c94c6e93679d985fa7005f4d505f005142130b146&uname=375d3b128ab1e37b2b4c2c2665af085103085c130e4b50465217425f2d5e0c1b4a550f504e1c6) | 2 | 3 | Bangalore/bengaluru | Dixcy Textiles | 23 y (06 Mar 1998) |
| 14 | [Shanthi Jalakumar](https://resdex.naukri.com/preview/preview?resid=f5a8052e9c248d4a6cc38033ff1a9d045f5e0a55421508196&uname=6e0bcf8f419977cd20f389714c5797001b05580f0e4b504b524d100318540008130061544c1001011702154e6) | 2 | 2.6 | Bangalore/bengaluru | Motherland Garments | 26 y (09 Sep 1994) |
| 15 | [Umesha Naik](https://resdex.naukri.com/preview/preview?resid=4daaddf44a61286bba171f0cc1fb4eb15a540c584c160a116&uname=cd45077c6303b90dd35fc8ff71749b6a00044c0c1f50514f52481a280a5400134f17425c4c6) | 10 | 10.2 | Bangalore/bengaluru | Max | 35 y (30 Sep 1985) |
| 16 | [Manjunath S](https://resdex.naukri.com/preview/preview?resid=25ca130d7b2b171529489f52a2d8e8345e550a594f1a0e156&uname=2561ddc32d45f2dfe9b8829154b15ee8050c570b0f4d58555b53140c09405848140061544c1001011702154e6) | 9 | 6 | Bangalore/bengaluru | First Steps Baby | 32 y (10 Jun 1988) |
| 17 | [Jayaraj K C](https://resdex.naukri.com/preview/preview?resid=fb7ac3d99a85f65fe22031ee308af7055f5809584a1000126&uname=44e245727f1e961b701e8d72962fe81a020c40000842534a5017310f005808160d5a4e5e6) | 7 | 4.8 | Bangalore/bengaluru | Jeans Knit | 34 y (05 Dec 1986) |
| 18 | [Bhaskar P](https://resdex.naukri.com/preview/preview?resid=1f033503e8dcbabe25586bffb8cfe737505f0f584a1709146&uname=7b8c41521922d84296cca16690261fdf0a05581211424b5107401d042d5e0c1b4a550f504e1c6) | 8 | 5 | Bangalore/bengaluru | Texport | 35 y (12 Apr 1985) |
| 19 | [Pavan Venkatesh](https://resdex.naukri.com/preview/preview?resid=b87ef7a706b20474f789d3e6dc18e5f65c5a0a594f1708106&uname=af4ba57ea12560259e4ff03b43b0ef35180c4f00140d4f445d4a101c084a094c10001273461c0904554f194c546) | 4 | 4 | Bangalore/bengaluru | Arvind | 27 y (08 Dec 1993) |
| 20 | [Baliwada Rama Krishna](https://resdex.naukri.com/preview/preview?resid=5e0484b5b9e6d8cce2528aa2e972c2275c590b5743130f106&uname=9915efb3b0b0016578a5bff74464edd61a0c5400115150525b4f101b06550c4b635e4c52481d460e560c6) | 6 | 4.5 | Bangalore/bengaluru | Gokaldas exports | 36 y (30 Sep 1984) |
| 21 | [Anil Kumar R](https://resdex.naukri.com/preview/preview?resid=7499a4dfd99e3c3726f5eca80bd556ce5c540f574f140b136&uname=a1bdee8e4b3358181bf74796e6bb3f320903500d0a424d49524f48592d5e0c1b4a550f504e1c6) | 5 | 4.5 | Bangalore/bengaluru | Ranger Apparel | 29 y (20 May 1991) |

Fig 4.5 Purchase department data collection

**Interpretation:**

In the above data there are various designations involved from Junior Executive to Assistant General Manager, For all of these designations skills, salary and experience, data is collected from Job portal Average salary is drawn for all designations in the textile industry, there is no benchmarking required because Purchase departments are found only in textile industry so here benchmarking is considered amongst the companies

**Junior Executive:**

This information is drawn in contradictory with Experience, compensation and skills in textile industry

Textile Average salary: 2.18 L

Fig.4.5.1 Junior Executive Average salary From Company to Experience

**Executive:**

This information is drawn in contradictory with Experience, compensation and skills in textile industry

Textile Average salary: 3.2 L

Fig.4.5.2 Executive Average salary From Company to Experience

**Senior Executive:**

The data describes the average salary of a designation by comparing it with the top companies within the industry

Textile Average salary: 4.3 L

Fig.4.5.3 Senior Executive Average salary From Company to Experience

**Assistant Manager:**

The data describes the average salary of a designation by comparing it with the top companies within the industry

Textile average salary: 6.8 L

Fig.4.5.4 Assistant Manager Average salary From Company to Experience

**Manager:**

The data describes the average salary of a designation by comparing it with the top companies within the industry

Textile Average salary: 7.5 L

Fig.4.5.5Assistant manager Average salary From Company to Experience

**Assistant General Manager:**

The data describes the average salary of a designation by comparing it with the top companies within the industry

Textile Average salary: 14.6 L

Fig.4.5.6 Assistant General manager Average salary From Company to Experience

**4.6 Competency Matrix**

|  |  |  |  |
| --- | --- | --- | --- |
| **General** | **Level 1** | **Level 2** | **Level 3** |
| Motivated | Takes time to connect work to others’ intrinsic motivators. | Demonstrates drive and self motivation | Engages, enables and supports the team to deliver its goals / targets |
| Optimistic | Developing the ability to view the work environment from a positive point of view in order to suceed in the carrier | Flexible and versatile to adapt to any new environment, Positive personality, Pro Active thinker. | Capable of operating alone or as part of a team  while working with minimal supervision, Efficiency, Accuracy,prioritizing. |
| Multi tasking | Involve one self in 2 to 3 task at a time | Able guide and suggest in different task at a time | Tracking on peers,performing multiple jobs at a time wiyh 100% accuracy , problem solving ability with multitasking |
| Flexibility | - Establishes good interpersonal relationships by helping people feel valued, appreciated, and included in discussions | Presents own ideas; seeks and develops suggestions of others; makes procedural suggestions | modifying one’s own behavior to accommodate tasks, situations, and individuals involved |
| Time management | Effectively manages one’s time and resources to ensure that work is completed efficiently. | Identifies more critical and less critical activities and tasks, adjusts priorities when appropriate | Uses time effectively and prevents irrelevant issues or distractions from interfering with work completion |
| Adaptability | Treats change and new situations as opportunities for learning or growth | adjusting effectively to work within new work structures, processes, requirements, or cultures. | Maintaining effectiveness when experiencing major changes in work tasks or the work environment |
| Integrity | Expresses what one is thinking even when it is not required or when it would be easy to refrain from being open about the situation | Openly admits to having made mistakes when this will benefit the organization; creates a climate of openness through own example. | Abandons “safe ground” to carve out a new direction that is in the best interests of the broader community/sector. |
| Committed | Uses appropriate influence strategies (such as demonstrating benefits or giving rewards) to gain genuine agreement | Describes expectations, goals, requests, or future states in a way that provides clarity and excites interest | Using appropriate interpersonal styles and techniques to gain acceptance of ideas or plans |
| Result Oriented | Establishes high goals for organization success and personal accomplishment | meets or exceeds those goals | conveys a sense of urgency and drives issues to closure |
| Productive | Goal oriented,Able to achieve time lines, | Effectively handled the assignments to deliver positive results. | Able to take risk,Coordination with other ddepartments, Opness to take decision |
| Self-confidence  A matured and justified self-belief in one’s ability to do the job, and the conveyance of that belief | Projects a belief in abilities and self-worth that does not require validation by others. | Takes on new opportunities with expectations of succeeding | Willing to champion ideas and maintains a justified belief in one’s own ability to be effective. |

Fig 4.6.1 General Skills

|  |  |  |  |
| --- | --- | --- | --- |
| **Interpersonal** | **Level 1** | **Level 2** | **Level 3** |
| Leadership | Consistently remains open to ideas offered by others; recommends and uses good ideas from sources outside the immediate environment to solve problems. | Actively seeks alternative solutions; recognizes problems as opportunities for process improvement. | Continuously seeking (or encouraging others to seek) opportunities for different and innovative approaches to addressing organizational problems and opportunities. |
| Team player | Actively participates as a member of a team to move the team toward the completion of goals. | Maintains strong, personal connections with team members and key stakeholders. | Aligns personal work and performance with the broader team to achieve mutual outcomes. |
| Customer Relation Management. | Makes customers and their needs a primary focus of one’s actions | develops and sustains productive customer relationships. | Builds rapport and cooperative relationships with customers. |
| Communication skills | Proactively communicates; informs others of what they need to know | Capably articulates thoughts and ideas in speaking and listens carefully to others | Utilizes oral and written communication to enhance relationships across the organization. |
| Vendor relationship management | Basic idea about vendor | Maintains strong, personal connections with team members and key stakeholders. | Communicating with frequent review meeting. |
| Relationship management skills | Responds and relates well to peers and to those in positions of authority | Responds and relates well to people in all positions, inside and outside his or her organization or field of expertise | Responds and relates extremely well to people in all positions, initiating and maintaining relationships inside and outside his or her organization and field of expertise |
| Liaison | Ensures mutual exchange of information between colleagues and customers | Keeps people informed to ensure co-ordination of effort and that work is done effectively | Strives to improve the quality of team and inter-team working |
| Training & Development | Communicates high expectations; links performance improvement and skill development to relevant personal and business goals; | checks for understanding of and commitment to performance and development goals as well as follow-up activities. | planning and supporting the development of individual skills and abilities |
| Coordinating | Makes procedural or process suggestions for achieving team goals or performing team functions; | fulfils team responsibilities; demonstrates personal commitment to the team. | Adheres to the team’s expectations and guidelines |
| Relationship Building | excels at meeting with and building relationships with people from different backgrounds | proactively identifies new or important professional working relationships and works to develop them overtime | uses strategic relationship to develop business opportunity and to influence change within relevant spheres |
| Collaborative | identifies opportunities and takes action to share ideas | Finds common ground and works with others to create “win-win” situations | Willing to share information and resources to improve group outcomes. |

Fig 4.6.2 Interpersonal Skills

|  |  |  |  |
| --- | --- | --- | --- |
| **Intellectual** | **Level 1** | **Level 2** | **Level 3** |
| problem-solving skills. | Uses sound or logical judgment to spot and analyze problems, | Develop alternative solutions and initiate corrective action | Identifies, evaluates and weighs alternatives of multiple solutions |
| continuous learning | Actively identifies new areas for learning | Regularly creates and takes advantage of learning opportunities | uses newly gained knowledge and skills on the job and learns through their application |
| Analytical skills. | Gathers information by observation, benchmarking, interviews, and general inquiry from a variety of sources to reach a conclusion. | Uses data and observation to evaluate options, test solutions, and anticipate outcomes. | - Breaks complex ideas or situations into component parts and uses logic to understand how each component works |
| Conceptual Skills | Quickly identifies the central or underlying issues in a complex situation | Develops analogies or metaphors to explain a situation. | Applies a theoretical framework to understand a specific situation. |
| Creative | Uses imagination to develop new perspectives and ideas | Experiments with ideas, methodologies, and practices to find better ways to do things. | , challenge pre-existing conceptions, and find new ways to approach problems. |
| Task prioritization | Uses time effectively and prevents irrelevant issues or distractions from interfering with work completion | Effectively allocates own time to complete work; coordinates own and others’ schedules to avoid conflict | Identifies more critical and less critical activities and tasks; adjusts priorities when appropriate |
| Innovative | Generates innovative solutions in work situations | Tries different and novel ways to deal with work problems and opportunities. | Targets important areas for innovation and develops solutions that address meaningful work issues |
| Decision making | Identifies and understands issues, problems, and opportunities | ; using effective approaches for choosing a course of action or developing appropriate solutions | taking action that is consistent with available facts, constraints, and probable consequences. |
| Logical reasoning | Explains facts, data or other information to a target audience | Interprets or analyzes complex information to make inferences or draw conclusions by applying rules involving many steps | Effectively analyzes information to discern trends and patterns and makes accurate inferences or draws accurate conclusions |
| Strategic Planning | Identifies more critical and less critical activities and assignments; adjusts priorities when appropriate | Uses time effectively and prevents irrelevant issues or distractions from interfering with work completion. | Establishing courses of action for self and others to ensure that work is completed efficiently |
| Attention to detail | Accomplishes tasks by considering all areas involved, no matter how small | shows concern for all aspects of the job | accurately checks processes and tasks; is watchful over a period of time |
| Cross Functional knowledge | Able to adopt according to culture | Able to manage and grasp qauickly so that it boost culture and productive | Create and manage a cross funcional opportunity |
| Project management | Accomplishes task by communivating and leadership quality | shows concern for all aspects of the job | Create task schedule, Critical thinking |

Fig 4.6.3 Intellectual Skills

|  |  |  |  |
| --- | --- | --- | --- |
| **Technical** | **Level 1** | **Level 2** | **Level 3** |
| SAP | basic understanding of business processes, SAP acronyms and project concepts. | Working with background jobs and batch input Use the clipboard Working with multiple sessions Customizing local layout, desktop shortcuts and parameter IDs | programming and module customization using ABAP, Statements, Functions, and Expressions for Data, |
| WFX | Basic computer knowledge,ERP knowledge | Ability to understand System controls, Use the ERP to maximum | Look for improvements and automations within the ERP |
| Tally ERP 9 | Understanding of basic features associated with Tally | Identify the key components of Tally and Process and record the business transactions and manage the accounts information | handling accounting and GST,TDS & Income Tax Returns in tally |
| MS - Office (word, excel) | the ability to open, create, save and modify documents in Word, create spreadsheets in Excel. | using Mail Merge in Word or creating posters and other graphics-heavy documents in Publisher, formulas in Excel, | capability to import and export information in all the MS Office applications, using Excel for custom financial forms, using graphics and tracking changes between shared documents in Word |
| MS - Office (powerpoint, outlook) | ability to send and receive email in Outlook, understanding of basic tools in powerpoint | Creating slideshows in PowerPoint, knowing how to create address books and set up auto-responders in outlook | customizing presentations in PowerPoint. organizing, finding, and sorting messages, creating meetings and appointments in outlook |
| Auto Cad | understanding basic drafting and designing concepts such as dimension principles | knowledge of assembly drawing that equip the users with the essential drafting skills to solve problems in AutoCAD | use AutoCAD commands to make a drawing, dimension a drawing, applying constraints, insert texts and blocks, create 3D objects, generate drafting views of the model, 3d print a model, use CAD Standards, and advanced applications |
| Adobe (photoshop, illustrator, indesign) | using all the tools and windows on adobe | knows how to edit and cleanup photos on photoshop, add photos, text, and graphics to your designs on indesign and to make quick colour adjustments, gradients meshs & how to blend it all together on illustrator | knows to create icons and illustrations on photoshop, design pamphlets and PDFs on indesign and knows how to design and make charts on illustrator |
| MS - Office (word, excel) | the ability to open, create, save and modify documents in Word, create spreadsheets in Excel. | using Mail Merge in Word or creating posters and other graphics-heavy documents in Publisher,formulas in Excel, | capability to import and export information in all the MS Office applications, using Excel for custom financial forms, using graphics and tracking changes between shared documents in Word |
| MS - Office (powerpoint, outlook) | ability to send and receive email in Outlook, understanding of basic tools in powerpoint | Creating slideshows in PowerPoint, knowing how to create address books and set up auto-responders in outlook | customizing presentations in PowerPoint. organizing, finding, and sorting messages, creating meetings and appointments in outlook |
| Corel Draw | using pen tool and brush tool, knowing object drawing in various shapes including filling, editing and adding characteristics to the objects. | Making patterns and drawing motives to an object. Adding text and information like pictures into shapes | Converting flat images to 3D images. Filling colors, adding drop shadows and crating layers to a textile. Creating perspectives to the output |
| CLO 3D Modelling | Marking and cutting patterns along with arranging them in the right order. Laying 2D and 3D avatars. virtual stitching and simulations of the garment. Including adjustments and draping of the garment | Changing the physical properties like colour and texture of a garment. Adding Trims and changing the color of trims to the garment | Creating final look of the garment. Including animations to the garment and rendering the garment into various formats and sizes. Creating multiple views for the garment. |
| SAP program | basic understanding of business processes, SAP acronyms and project concepts. | Working with background jobs and batch input Use the clipboard Working with multiple sessions Customizing local layout, desktop shortcuts and parameter IDs | programming and module customization using ABAP, Statements, Functions, and Expressions for Data, |

Fig 4.6.4 Technical skills

**5.Conclusion**

This study provides the organization with valuable insights into market-driven remuneration policies, ensuring alignment with industry standards. It highlights the high level of recognition employees receive from their direct supervisors for their contributions at work, thereby enhancing the perceived value of employment. The survey offers clarity on retention strategies and future plans for critical talent, while also critically analyzing the skill sets required for various job roles across three different levels. The use of a skill matrix enables department heads to accurately assess and decide the appropriate skill levels for different designations. Moreover, people value management contributes to the development of a world-class remuneration strategy.

To further enhance organizational effectiveness:

1. Implement a structured performance appraisal and feedback system to evaluate employee contributions.

2. Introduce a skill matrix checklist to ensure employees meet the required criteria.

3. Evaluate how employee skills directly contribute to business growth and success.

4. Expand the scope of the study beyond Bangalore to include all metropolitan cities, enabling a comprehensive the creation of an average pay band.

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