

2005

Salary Survey of Indian Technical Communicators



India Chapter

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1. Overview

1.1 About the survey

STC India chapter conducted a salary survey of Technical Communicators working in India. This web based, anonymous survey was open to all Technical Communicators working in India including those who are not members of STC. The survey was open from 20th April 2005 to 10th May 2005.

A total of 455 respondents completed the survey. Of the total responses received, 7 were discarded for anomalous data and remaining 448 are considered for the analysis in this report. The survey comprised of two parts, one with compulsory questions and one with optional questions. For the complete questionnaire used in the survey, see *Appendix A. Survey questions*.

Response to the optional questions varied from 383 to 408.

1.2 About statistical measures used in this report

Base: The total responses in a given category.

Mean: The value computed by averaging the tabulated responses.

10%: Ten percent of the responses were below this value; ninety percent were above this value

25%: Twenty-five percent of the responses were below this value; seventy-five percent were above this value.

50%: Fifty percent of the responses were below this value; fifty percent were above this value. (This is also called the median)

75%: Seventy-five percent of the responses were below this value; twenty-five percent were above this value.

90%: Ninety percent of the responses were below this value; ten percent were above this value.

TrimMean: This value is the mean taken by excluding 10% of data points from the top and bottom tails of a data set. In other words, this is an average of values excluding the extreme cases.

Salary/year of experience: Most of the tables also indicate the measures for Salary/year of experience. This parameter is included to compare influence of various factors on the salary on level grounds, i.e. to exclude the effect of experience. If all or most of the survey participants from a specific category have a higher number of years of experience, the average salary in that particular category may be reflected as very high. In such cases, the Salary/year of experience parameter will give a more realistic comparison of salaries in related categories.

For example, if you compare the salaries of Technical Communicators in Industrial Control and Energy domains on the parameter of average annual salary as well as average salary/year of experience (see 9. *Domain/ Industry verticals*), you can conclude that the reported average salary of Technical Communicators in Industrial Control is very high, not because this domain pays more, but because all the people participating in this survey from this domain were having higher experience than people in other domains.

All salary figures mentioned in this report are in Indian Rupees unless specifically mentioned otherwise.

2. Key results

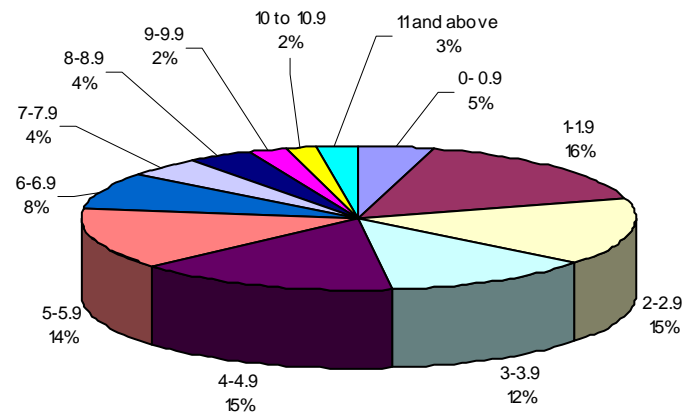
- ❑ The survey shows a growth 22.2% in the average salaries of Indian Technical Communicators as compared to the average salaries in 2003.
- ❑ Pune happens to be the highest paying city followed by Delhi and Bangalore. The highest raise compared to 2003 has happened in other non-metro cities and Chennai, though.
- ❑ Salary levels of Technical Communicators with higher experience have increased more significantly compared to those at the entry level.
- ❑ Salary levels of Indian Technical Communicators are about 15% to 38% of those of the US counterparts. The difference is higher in the lesser experience range. Salary levels in US increase at a faster rate than in India.
- ❑ Technical Communicators with engineering background and those working as independent consultants are being offered higher salaries than the others. Team structure and size, organization type and size, certifications in Technical Communication or Management education seem to have very little or no influence on salary levels.
- ❑ About 70% of Technical Communicators in India are satisfied with their salaries.
- ❑ At least 50% of the Technical Communication jobs in India are created by the outsourcing trend.
- ❑ About 94% of the survey participants indicated that they work as permanent, full time employees.
- ❑ The extreme cases reported are: Lowest salary Rs. 30,000 per annum (Chennai) and highest salary of Rs. 22, 00,000 per annum (Bangalore).
- ❑ Only 6 participants indicated that they charge on hourly basis. This data set being too small is neglected for the analysis in this report.

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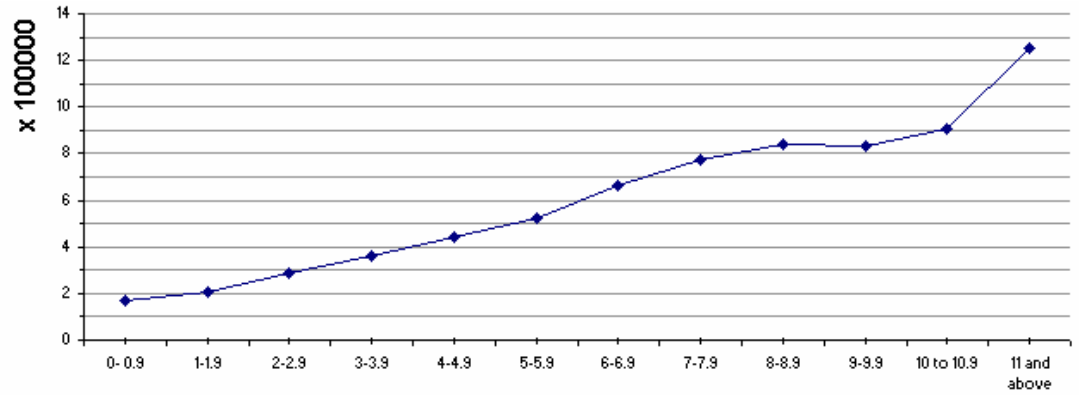
3. Experience

Experience (Years)*	Base	Salary (Rs. per annum)							Salary/year of experience (Rs. per annum)						
		Average	TrimMean	10%	25%	50%	75%	90%	Average	TrimMean	10%	25%	50%	75%	90%
0 - 1	20	170,807	168,286	94,800	115,000	153,000	212,350	285,735	170,807	168,286	94,800	115,000	153,000	212,350	285,735
1 - 2	70	209,003	206,285	96,000	144,000	210,500	254,250	315,500	173,066	169,074	72,000	102,125	148,000	225,750	301,200
2 - 3	67	291,697	287,150	170,400	240,000	300,000	338,000	414,000	135,082	134,291	76,800	104,333	139,000	165,000	200,000
3 - 4	53	364,683	361,922	220,800	270,000	360,000	450,000	520,000	113,772	113,491	67,600	88,000	108,333	140,000	159,867
4 - 5	67	451,761	441,377	268,000	345,000	405,000	515,000	725,000	107,240	104,551	62,000	80,625	100,000	125,000	158,500
5 - 6	60	521,575	521,556	300,000	400,000	500,000	675,000	750,000	101,831	101,922	60,000	79,550	100,000	131,000	150,000
6 - 7	37	665,899	663,093	360,000	500,000	700,000	754,000	876,000	109,800	109,265	60,000	83,333	116,667	125,667	146,000
7 - 8	19	777,316	777,316	500,000	625,000	750,000	822,500	942,800	109,570	109,570	71,429	89,286	100,000	112,500	134,686
8 - 9	17	837,375	837,375	460,000	652,000	780,000	1,000,000	1,240,000	103,731	103,731	57,500	81,500	97,500	125,000	155,000
9 - 10	10	830,900	830,900	543,000	574,500	834,000	982,500	1,152,300	92,322	92,322	60,333	63,833	92,667	109,167	128,033
10 -11	7	906,429	906,429	560,000	630,000	830,000	1,137,500	1,342,000	89,019	89,019	56,000	63,000	83,000	108,068	127,382
11 and above	11	1,253,640	1,253,640	670,000	900,000	1,100,000	1,530,000	2,000,000	90,669	90,669	46,154	62,133	84,615	122,274	133,333

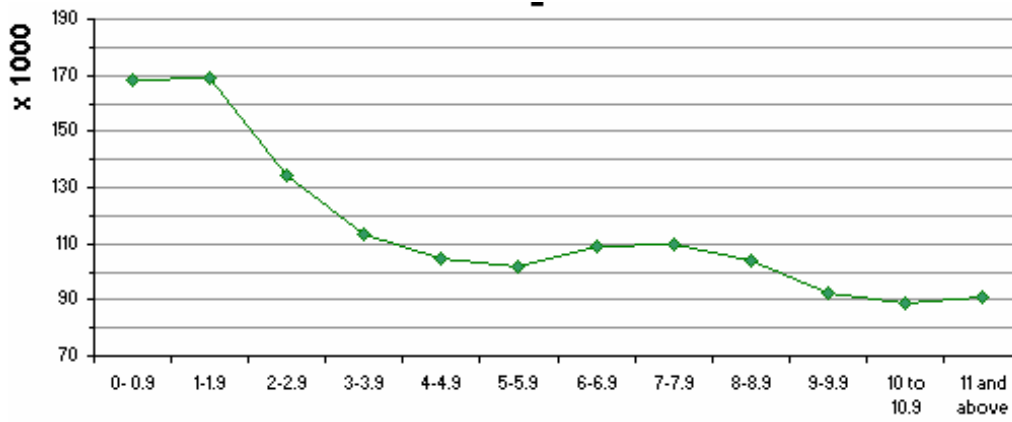
* The ranges exclude the upper most limits hence if you are looking for a boundary case, you should read the range where the case is lower limit of the range. For example, if you are looking for the salary level of a Technical Communicator with exactly 2 years of experience, you should refer to the 2-3 range and not the 1-2 range.



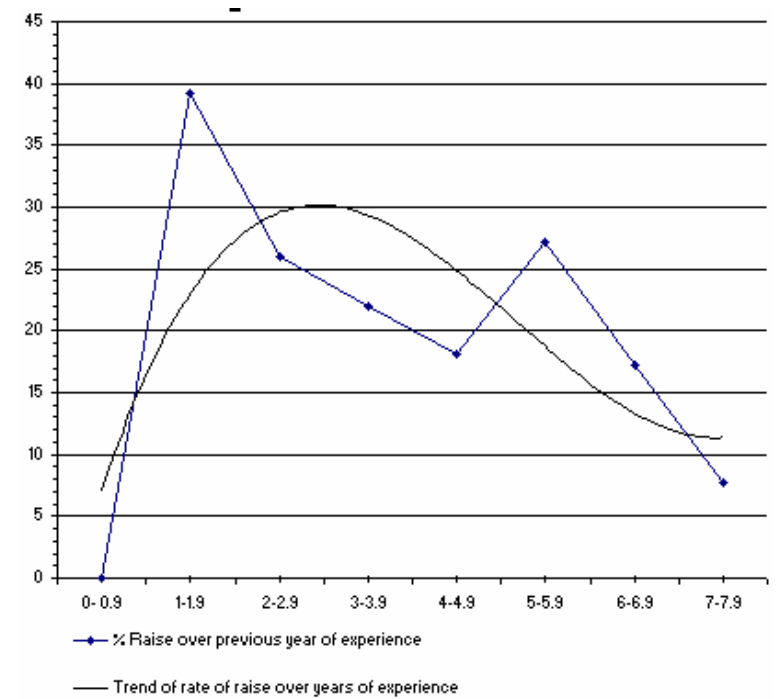
Profile of respondents



Average salary (TrimMean) per annum (Rs./year)



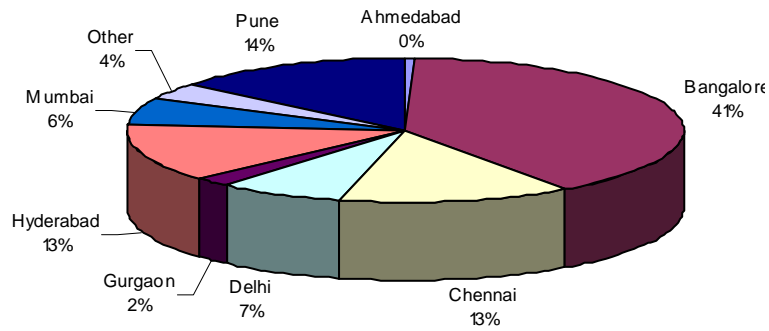
Average salary (TrimMean) per annum neutralized for experience (Rs./year/year of experience)



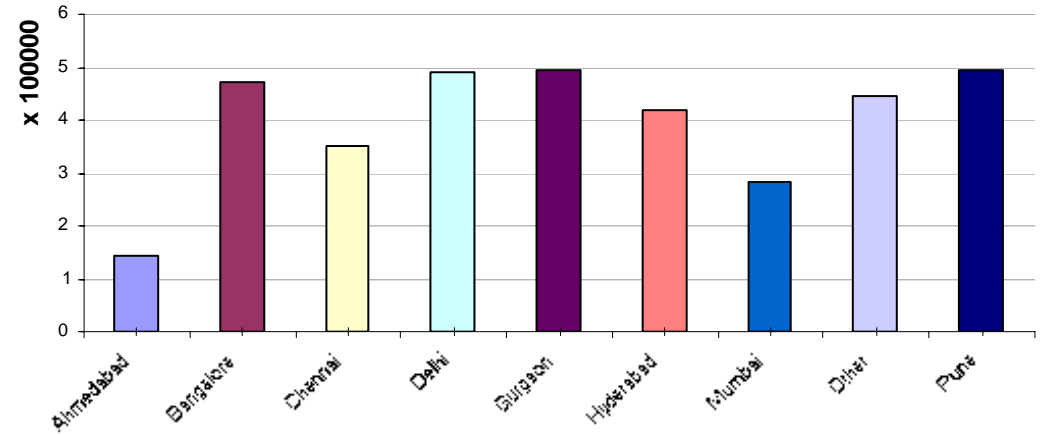
% Raise over previous year of experience
Trend of rate of raise over years of experience

4. Location

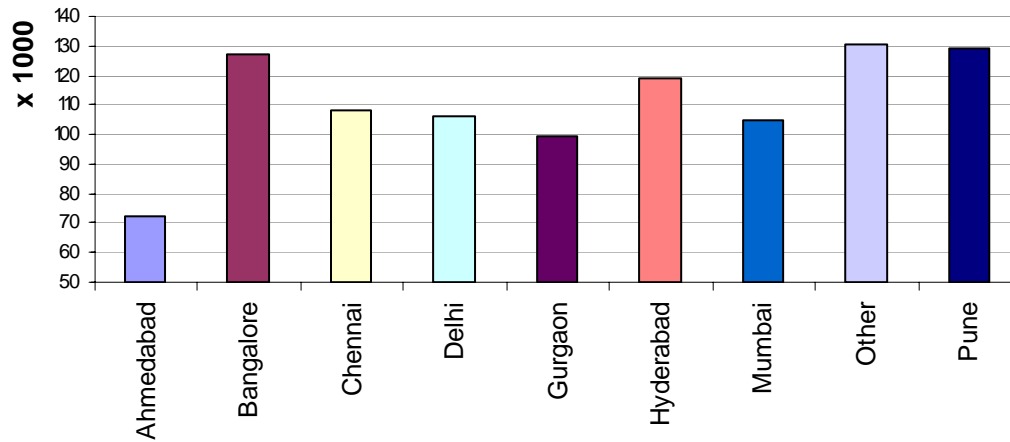
Location	Base	Salary (Rs. per annum)							Salary/year of experience (Rs. per annum)						
		Average	TrimMean	10%	25%	50%	75%	90%	Average	TrimMean	10%	25%	50%	75%	90%
Ahmedabad	2	144,000	144,000	67,200	96,000	144,000	192,000	220,800	72,000	72,000	33,600	48,000	72,000	96,000	110,400
Bangalore	179	503,534	471,245	200,000	280,000	450,000	651,000	826,000	131,942	126,828	71,886	95,500	118,000	150,000	204,200
Chennai	60	382,664	352,363	144,000	200,000	300,000	400,000	765,000	109,456	108,216	60,000	72,000	101,875	143,000	180,000
Delhi	33	512,697	490,419	250,000	320,000	480,000	650,000	738,600	107,875	106,501	62,667	80,000	99,333	130,000	168,200
Gurgaon	10	493,500	493,500	287,000	360,000	490,000	633,500	690,700	99,102	99,102	70,250	81,667	94,375	114,214	129,625
Hyderabad	57	430,285	417,646	145,200	220,000	391,000	550,000	770,000	122,777	118,798	55,000	87,333	122,000	144,000	206,400
Mumbai	27	300,789	282,452	110,400	133,260	250,000	355,000	510,000	111,758	104,880	61,320	71,500	96,000	128,500	154,400
Other	18	444,455	444,455	192,600	270,000	350,000	408,250	888,000	130,518	130,518	49,490	71,375	95,000	154,375	276,500
Pune	62	525,796	494,821	250,000	324,250	441,000	700,000	827,000	133,668	129,377	71,486	100,000	125,000	150,000	216,200



Profile of respondents



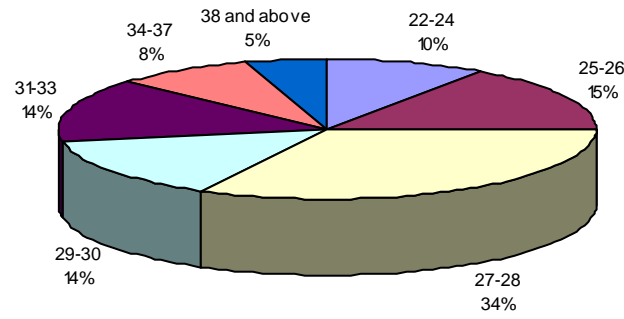
Average salary (TrimMean) per annum (Rs./year)



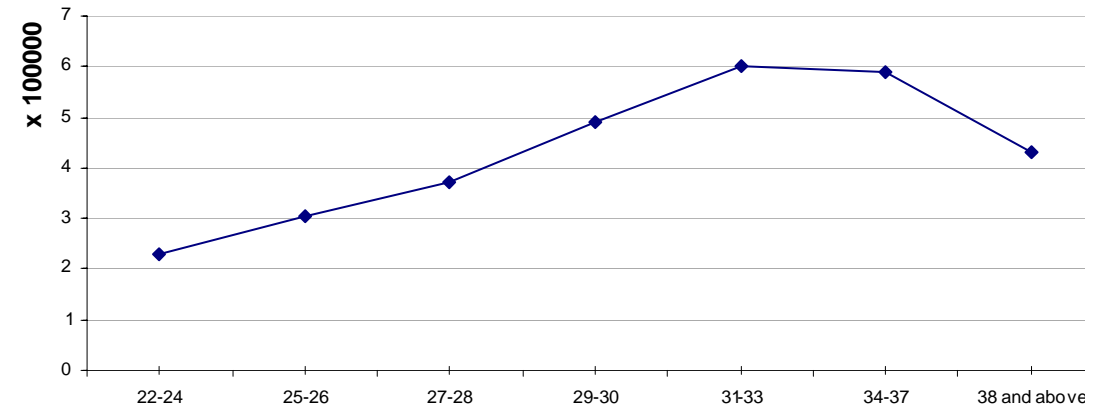
Average salary (TrimMean) per annum neutralized for experience (Rs./year/year of experience)

5. Age

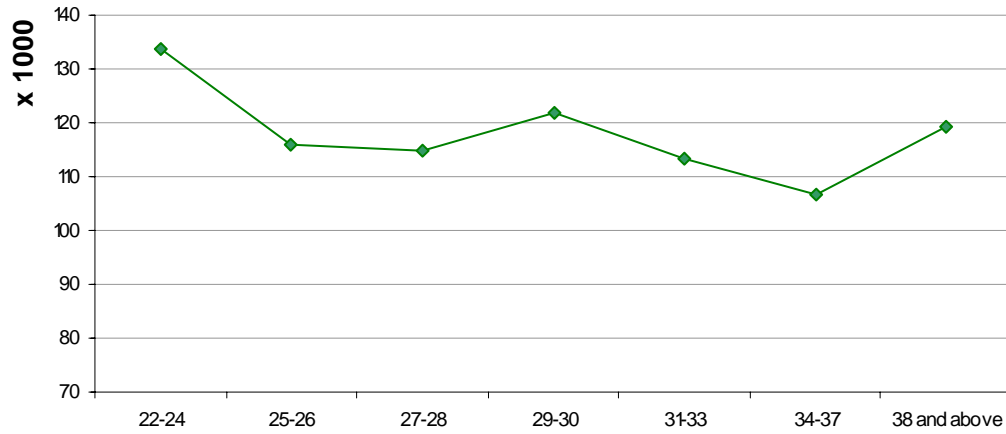
Age (Years)	Base	Salary (Rs. per annum)							Salary/year of experience (Rs. per annum)						
		Average	TrimMean	10%	25%	50%	75%	90%	Average	TrimMean	10%	25%	50%	75%	90%
22-24	51	236,838	229,931	96,000	147,000	220,000	300,000	350,000	139,130	133,885	72,000	96,000	113,333	175,000	220,000
25-26	80	317,740	305,156	134,068	224,500	283,500	400,000	502,500	116,040	116,040	112,872	114,060	116,040	118,020	119,208
27-28	169	378,715	373,595	160,066	257,250	338,000	475,000	686,500	119,619	114,695	60,000	76,250	107,571	145,750	183,125
29-30	74	521,003	489,371	216,000	300,000	438,000	700,000	817,000	125,883	121,726	69,725	89,100	116,667	150,000	202,800
31-33	75	629,578	602,585	290,400	405,000	600,000	750,000	933,600	115,703	113,271	66,280	89,000	116,667	137,333	150,000
34-37	43	609,372	588,179	208,000	364,000	550,000	700,000	1,109,000	114,488	106,753	51,600	71,714	102,500	129,444	182,000
38 and above	26	457,917	429,335	159,629	250,000	365,627	600,000	800,000	124,104	119,165	61,915	87,083	113,485	150,000	200,000



Profile of respondents



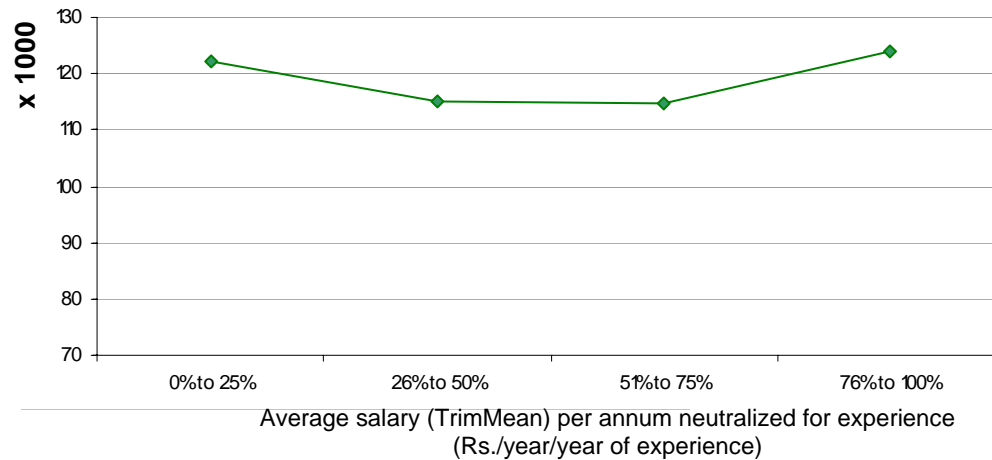
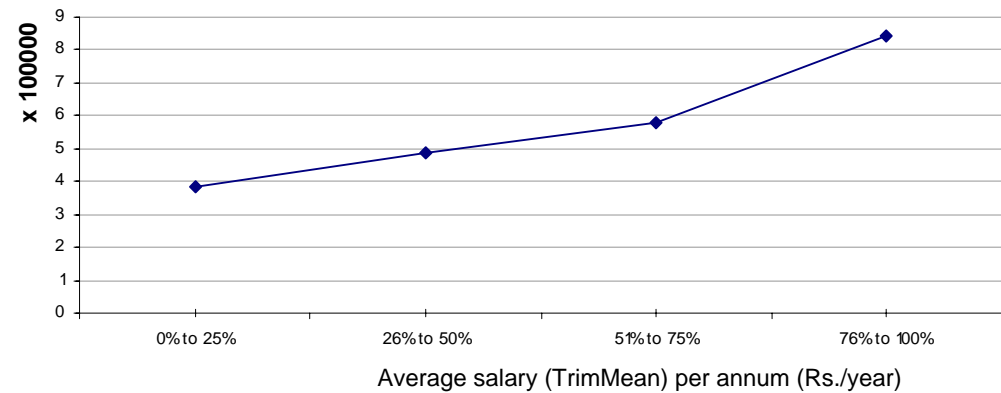
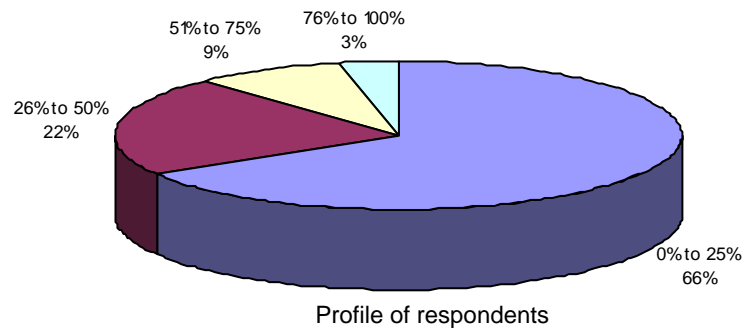
Average salary (TrimMean) per annum (Rs./year)



Average salary (TrimMean) per annum neutralized for experience (Rs./year/year of experience)

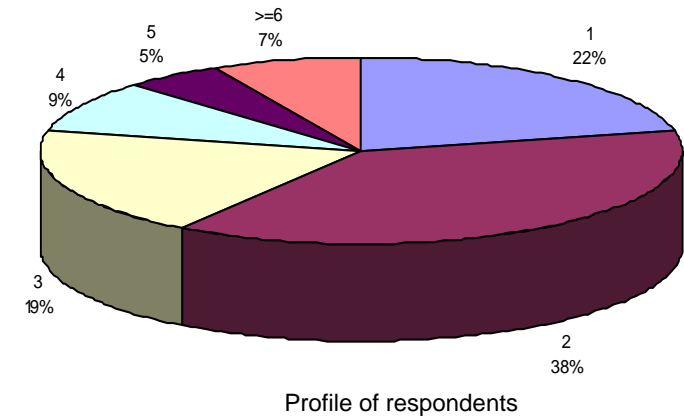
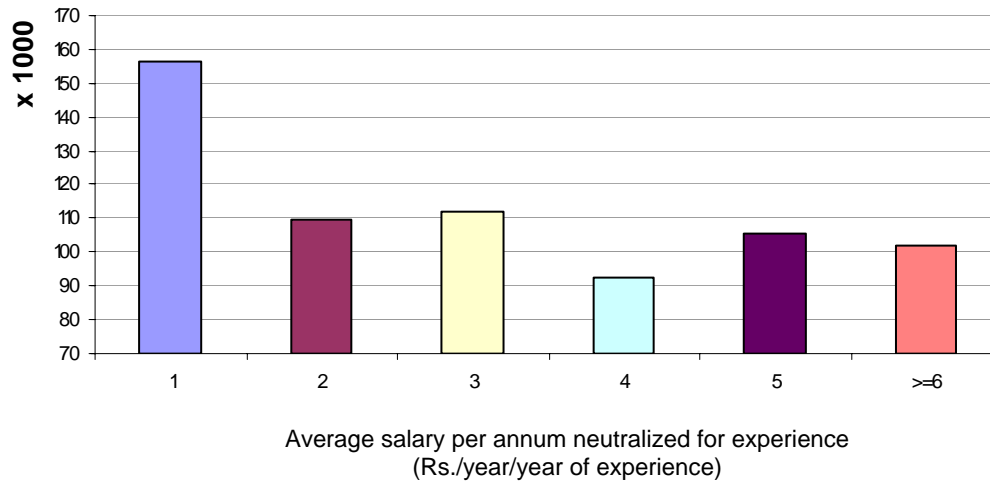
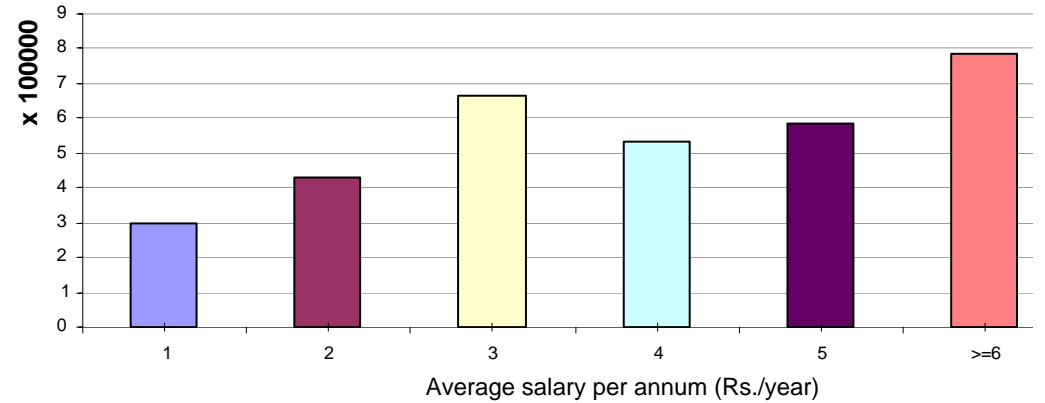
6. Time spent on managerial activities

Time Spent on Managerial Activities	Base	Salary (Rs. per annum)							Salary/year of experience (Rs. per annum)						
		Average	TrimMean	10%	25%	50%	75%	90%	Average	TrimMean	10%	25%	50%	75%	90%
0% to 25%	286	407,799	383,965	150,000	243,750	333,000	500,000	746,000	127,073	122,027	60,000	86,667	114,318	150,000	214,250
26% to 50%	94	516,131	489,236	198,600	286,500	420,000	700,000	854,000	117,561	115,085	72,000	90,000	115,608	139,167	171,250
51% to 75%	38	585,711	579,833	239,800	360,000	600,000	795,000	921,000	120,861	114,659	62,500	84,750	106,071	139,643	173,000
76% to 100%	14	844,241	844,241	248,000	440,000	685,000	1,178,843	1,425,000	123,880	123,880	57,505	90,938	130,715	146,500	196,748



7. Average years per job

Average years per job	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
1	76	297,917	156,315
2	132	432,613	109,748
3	67	665,272	112,264
4	31	533,645	92,334
5	18	582,807	105,559
>=6	26	782,615	102,139



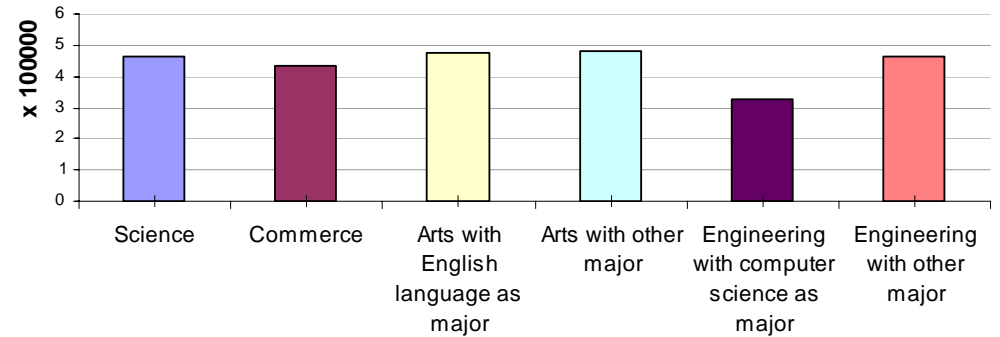
8. Education

Education	Science	Commerce	Arts with English language as major	Arts with other major	Engineering with computer science as major	Engineering with other major	Tech. Comm. related	Medical or Pharmacy	Management	Other	Respondent Total
Certificate course	1% (1)	3% (2)	3% (2)	1% (1)	8% (6)	1% (1)	49% (37)	0% (0)	7% (5)	28% (21)	75
Diploma	4% (3)	1% (1)	1% (1)	1% (1)	18% (14)	12% (9)	10% (8)	1% (1)	15% (12)	38% (30)	78
Graduate degree	26% (76)	19% (57)	10% (30)	10% (30)	7% (20)	28% (83)	0% (1)	1% (2)	2% (5)	1% (2)	298
Post graduate degree	18% (37)	2% (4)	23% (47)	12% (24)	13% (27)	3% (7)	6% (12)	0% (1)	19% (39)	11% (23)	203
Doctoral degree	40% (2)	0% (0)	40% (2)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	20% (1)	5
Other	8% (2)	0% (0)	4% (1)	4% (1)	0% (0)	4% (1)	15% (4)	0% (0)	4% (1)	62% (16)	26

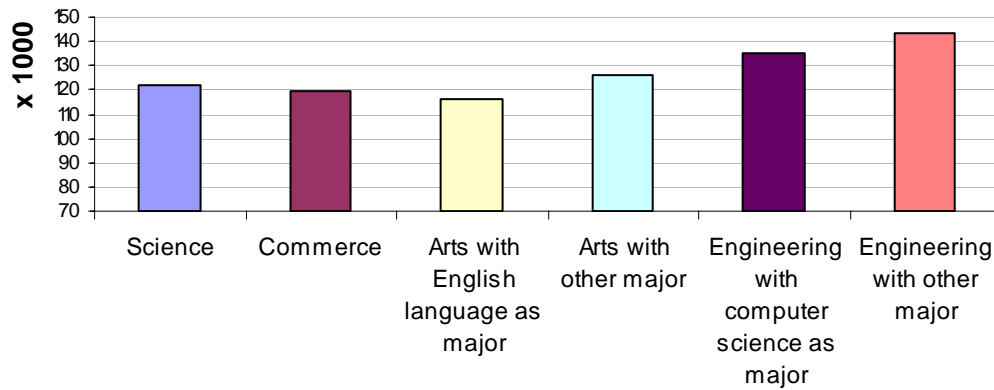
Formal Education in Technical Communication	Base	%	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
No formal education in Technical Communication	381	87	458,862	123,587
Some formal education in Technical Communication	57	13	404,667	123,321

Formal Education in Management	Base	%	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
No formal Management education	342	89	444,961	128,058
PG, Diploma, or Certificate in Management	43	11	492,843	112,793

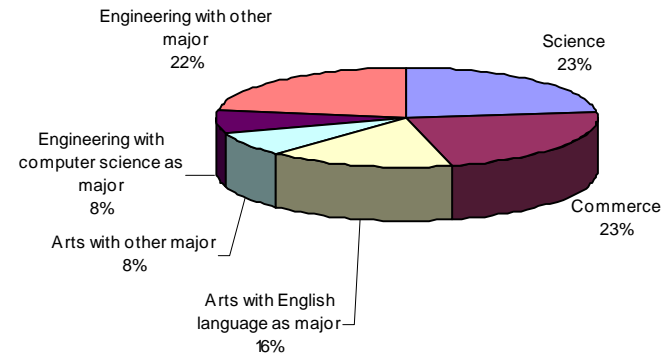
Academic Stream	Base	%	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
Science	88	23	462,825	121,897
Commerce	85	23	435,722	119,749
Arts with English language as major	59	16	478,085	116,127
Arts with other major	29	8	479,848	126,363
Engineering with computer science as major	30	8	327,212	135,216
Engineering with other major	84	22	464,698	143,681



Average salary per annum (Rs./year)



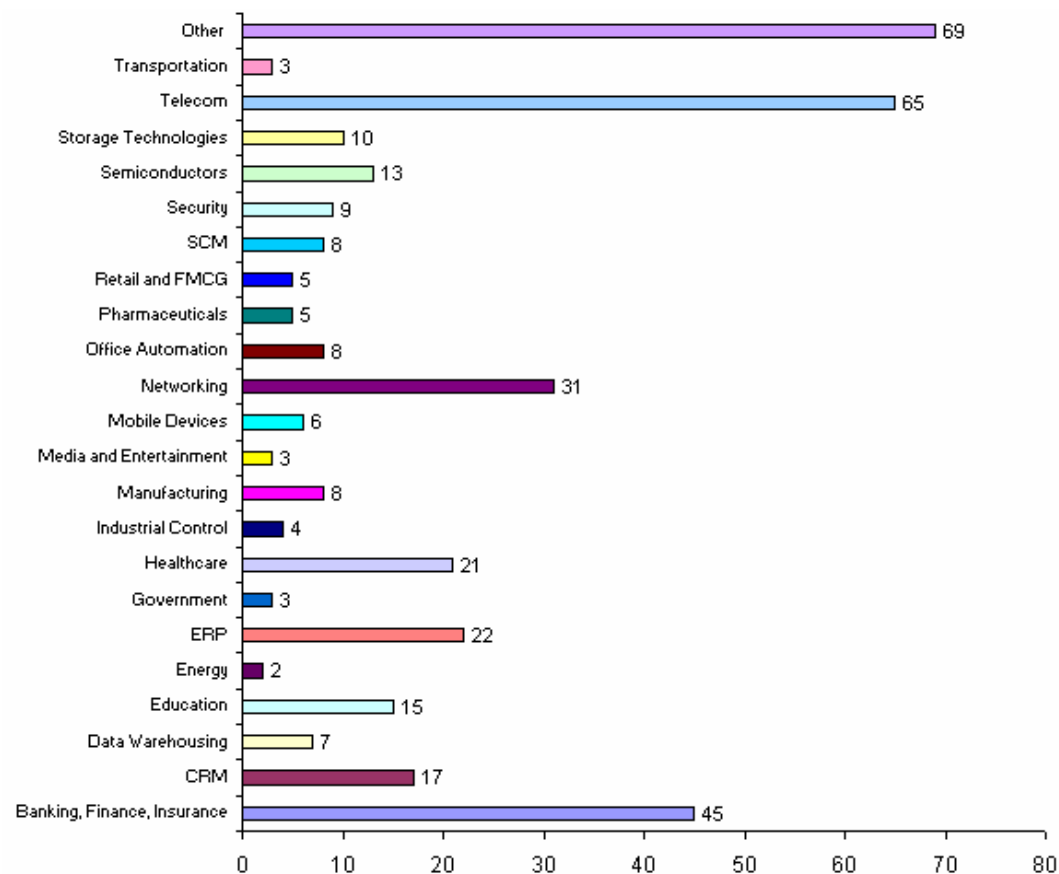
Average salary per annum neutralized for experience (Rs./year/year of experience)



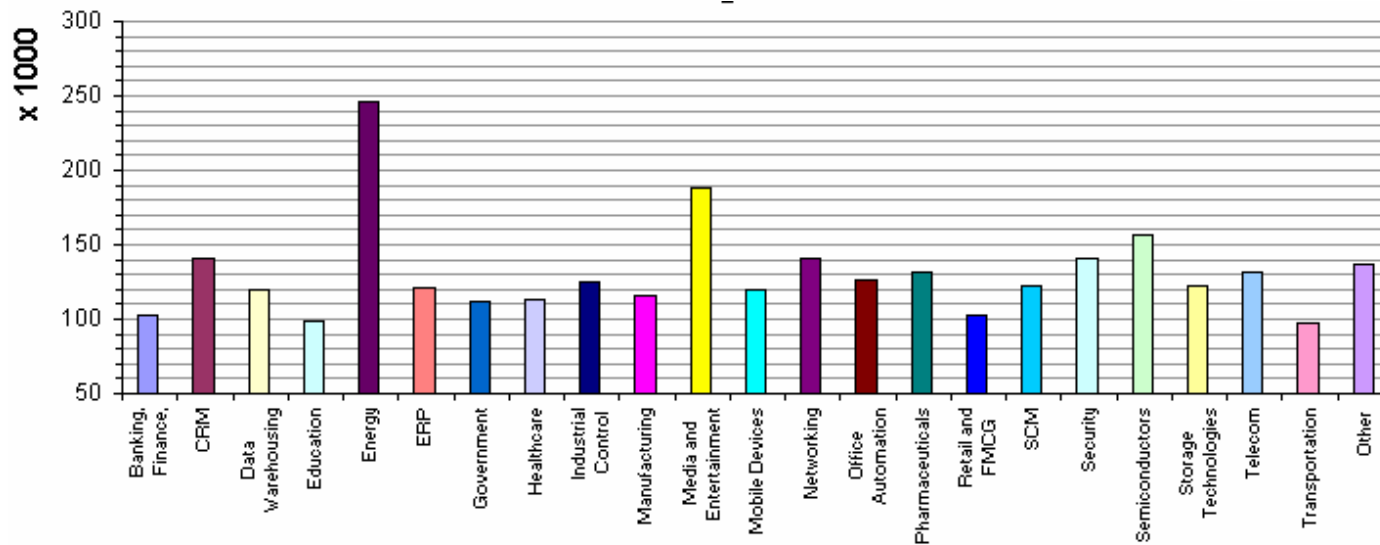
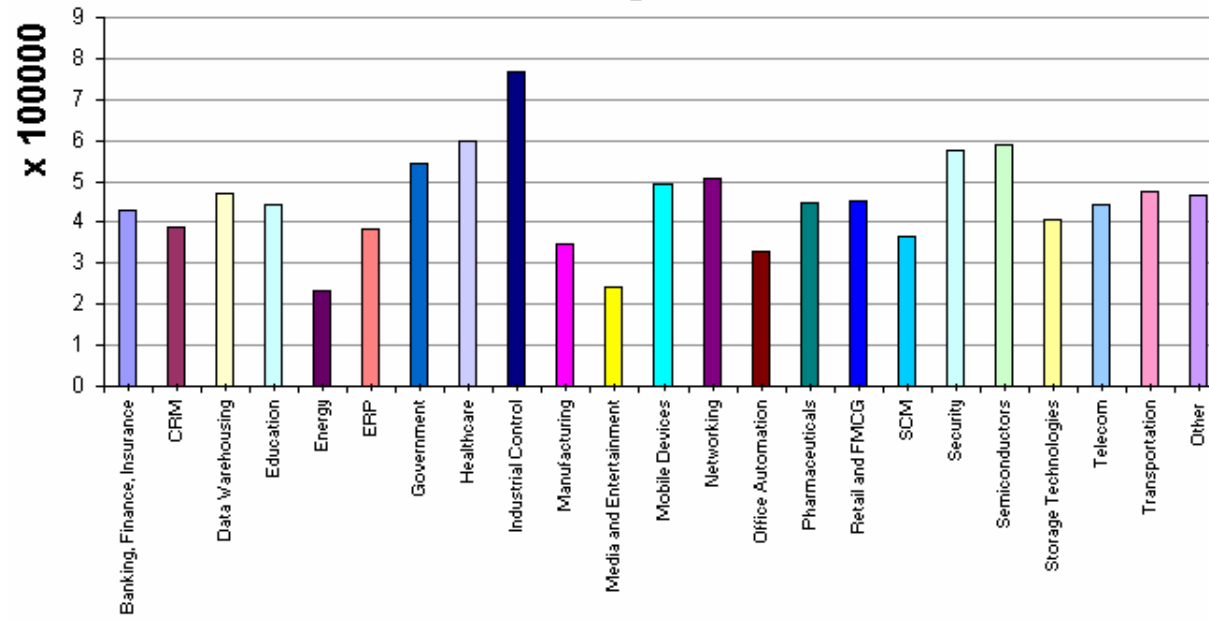
Profile of respondents

9. Domain/ Industry verticals

Domain/industry vertical	Base	%	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
Banking, Finance, Insurance	45	12	429,889	102,995
CRM	17	4	386,765	140,942
Data Warehousing	7	2	472,751	119,405
Education	15	4	441,667	98,176
Energy	2	1	235,000	245,500
ERP	22	6	385,500	121,507
Government	3	1	544,667	112,000
Healthcare	21	6	596,619	112,536
Industrial Control	4	1	769,500	125,188
Manufacturing	8	2	345,000	115,321
Media and Entertainment	3	1	240,333	188,333
Mobile Devices	6	2	493,667	119,292
Networking	31	8	508,000	140,293
Office Automation	8	2	329,625	125,990
Pharmaceuticals	5	1	449,000	130,960
Retail and FMCG	5	1	452,000	103,000
SCM	8	2	367,125	122,067
Security	9	2	577,778	141,148
Semiconductors	13	3	590,385	156,582
Storage Technologies	10	3	405,400	122,025
Telecom	65	17	443,766	131,138
Transportation	3	1	476,667	97,833
Other	69	18	465,093	136,505

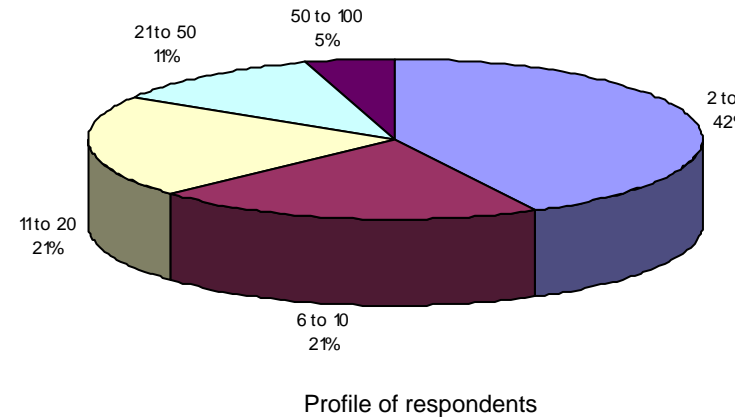
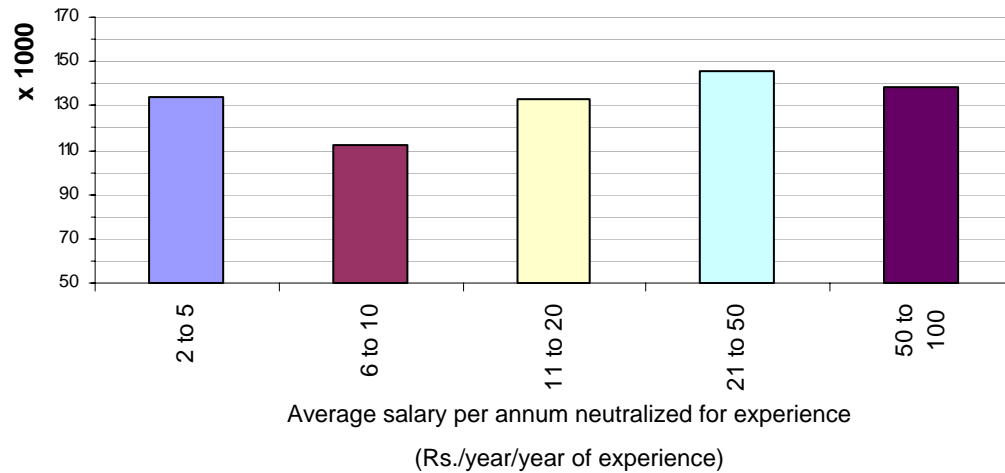
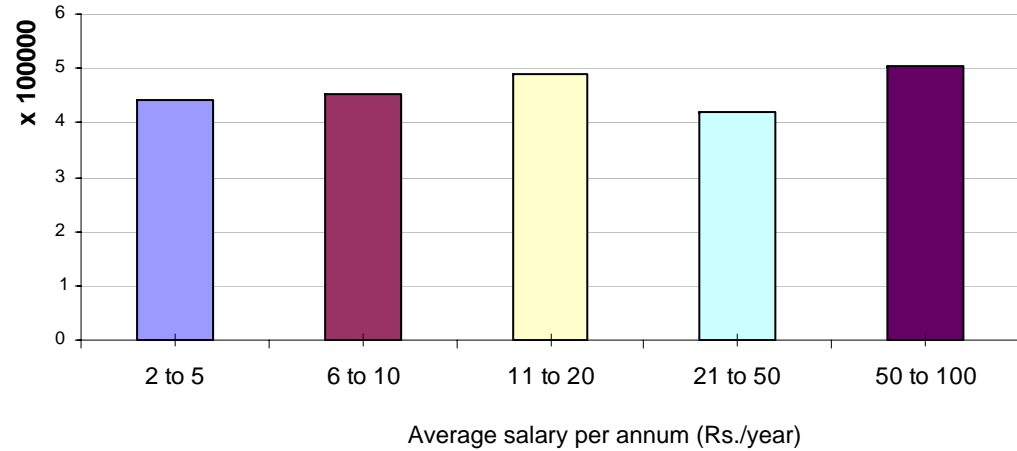


Profile of respondents



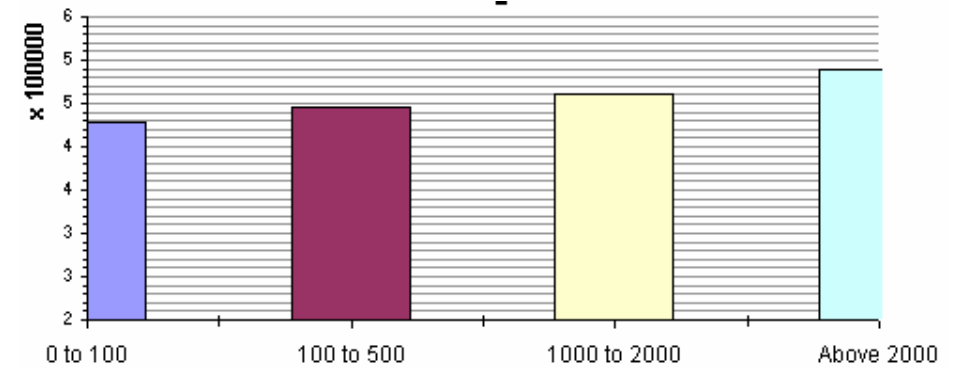
10. Team size

Team size	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
2 to 5	137	442,357	133,603
6 to 10	67	454,525	112,072
11 to 20	67	488,005	132,918
21 to 50	37	418,999	145,403
50 to 100	15	505,467	138,765

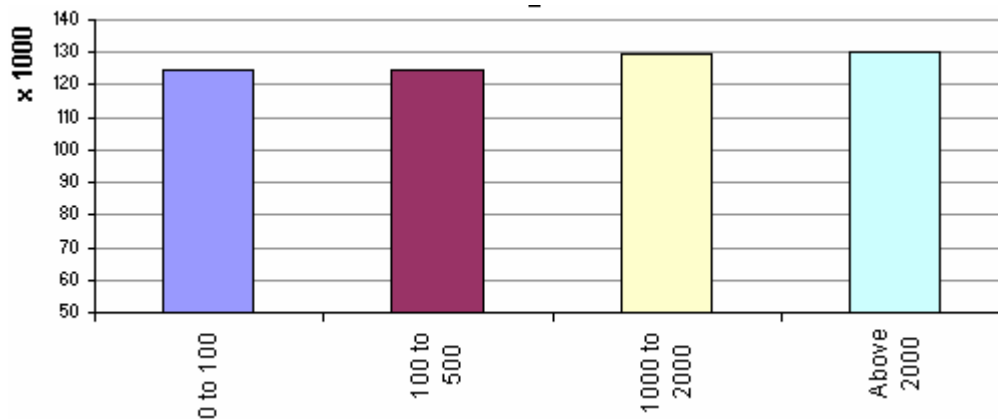


11. Organization size

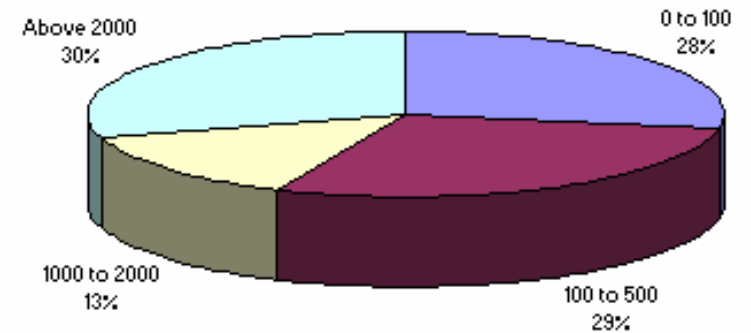
Organization Size	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
0 to 100	95	428,628	124,819
100 to 500	99	446,264	124,870
1000 to 2000	46	460,786	129,368
Above 2000	102	489,044	129,860



Average salary per annum (Rs./year)



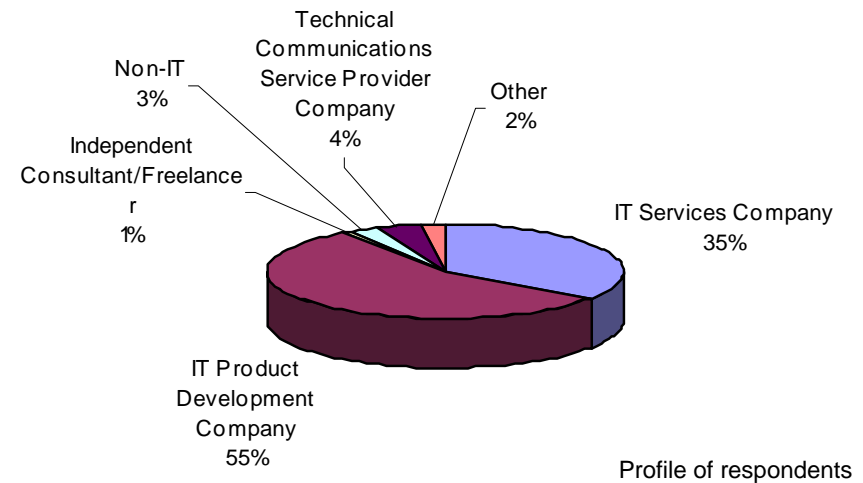
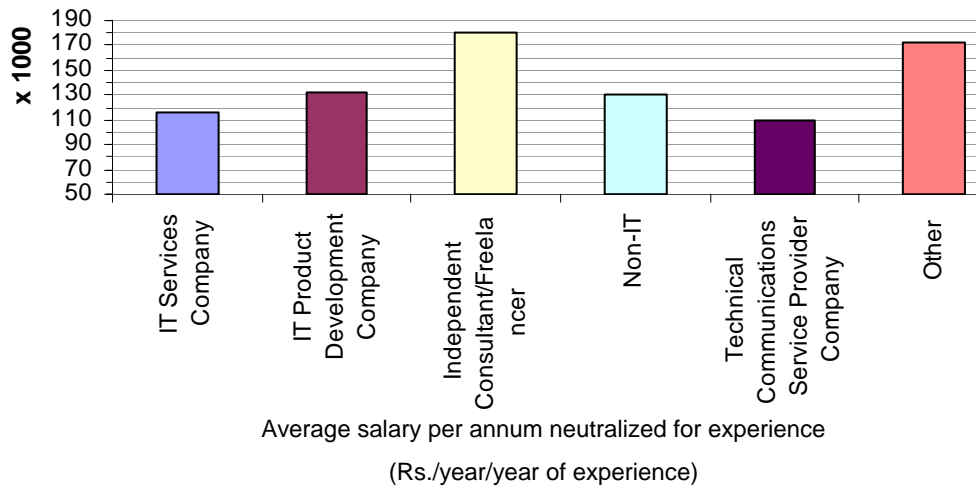
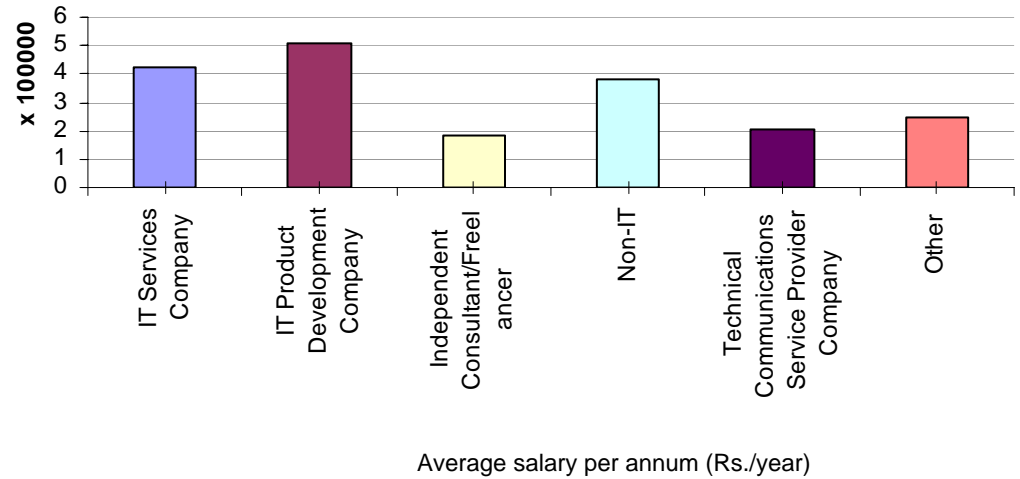
Average salary per annum neutralized for experience (Rs./year/year of experience)



Profile of respondents

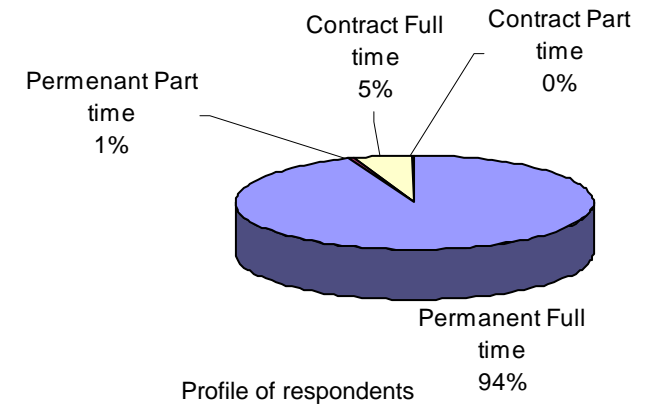
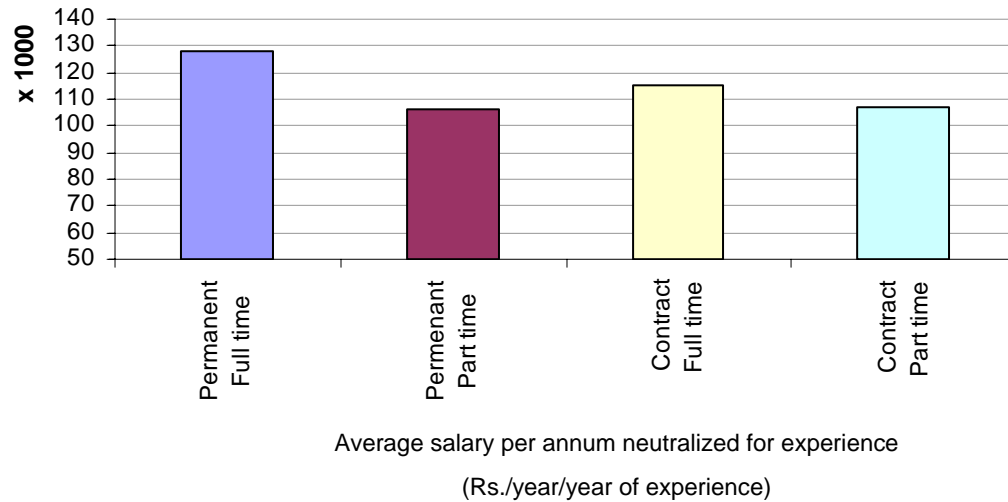
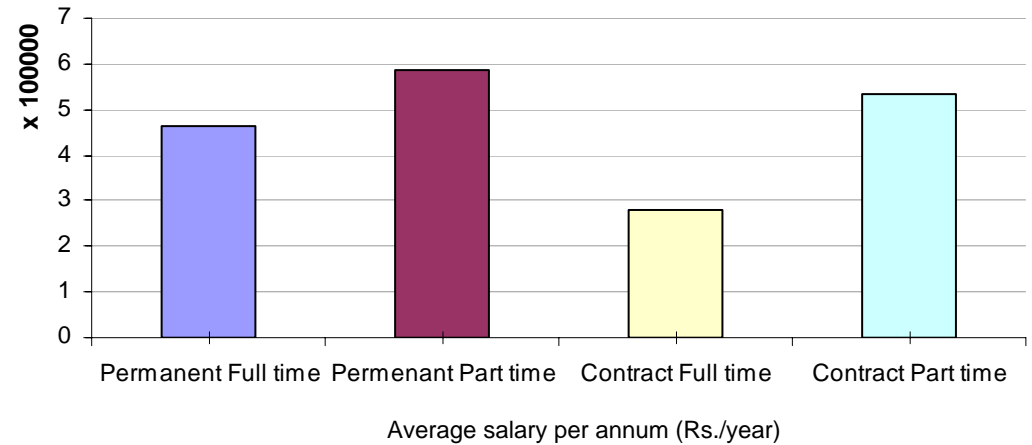
12. Organization type

Organization Type	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
IT Services Company	139	425,303	116,163
IT Product Development Company	221	507,019	131,800
Independent Consultant/Freelancer	3	180,000	180,000
Non-IT	11	384,364	130,873
Technical Communications Service Provider Company	16	202,908	110,173
Other	9	249,000	171,500



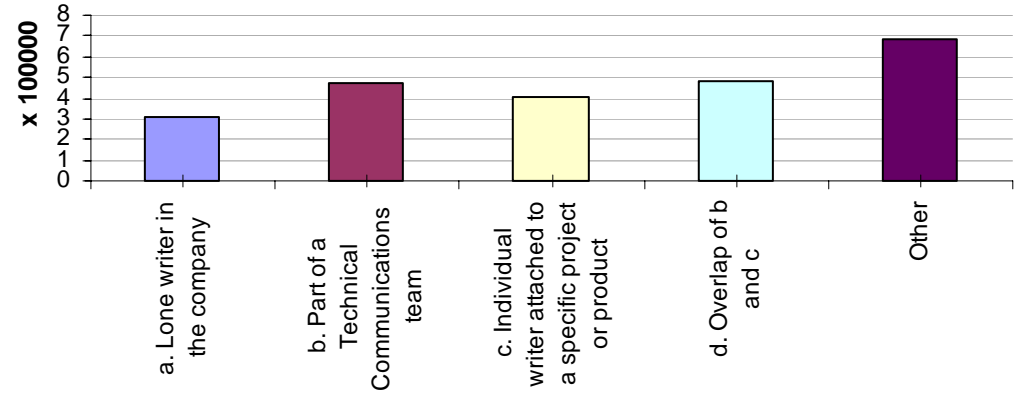
13. Type of engagement

Type of Engagement	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
Permanent Full time	376	462,997	127,656
Permanent Part time	3	585,000	105,952
Contract Full time	21	280,571	115,256
Contract Part time	1	535,000	107,000

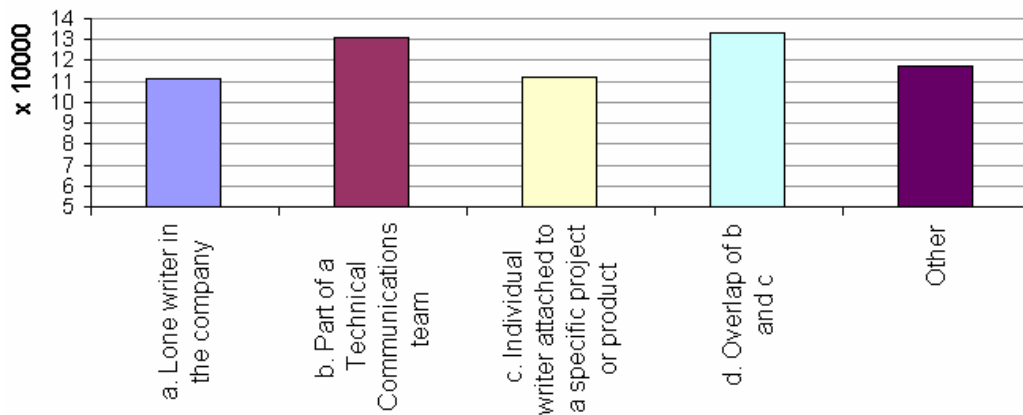


14. Team structures

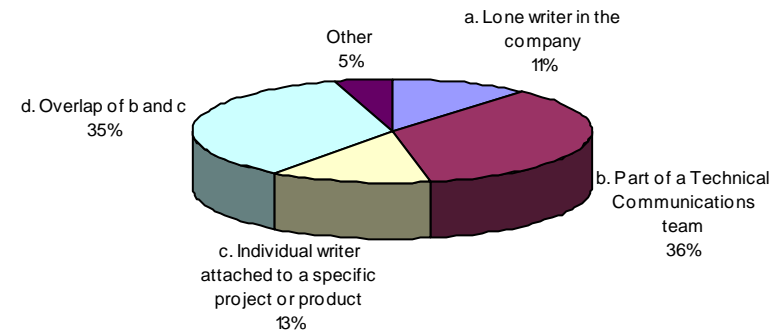
Team Structure	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
a. Lone writer in the company	45	304,078	111,207
b. Part of a Technical Communications team	141	468,431	130,767
c. Individual writer attached to a specific project or product	52	400,150	111,995
d. Overlap of b and c	140	477,126	133,064
Other	19	679,789	117,260



Average salary per annum (Rs./year)



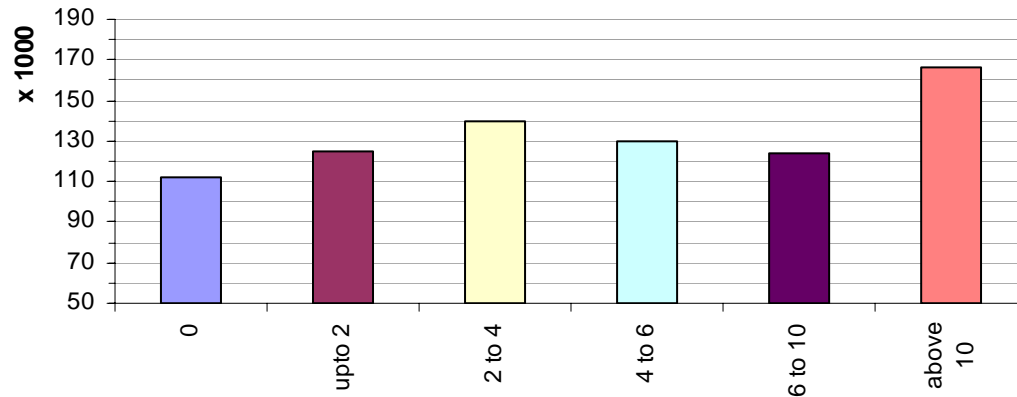
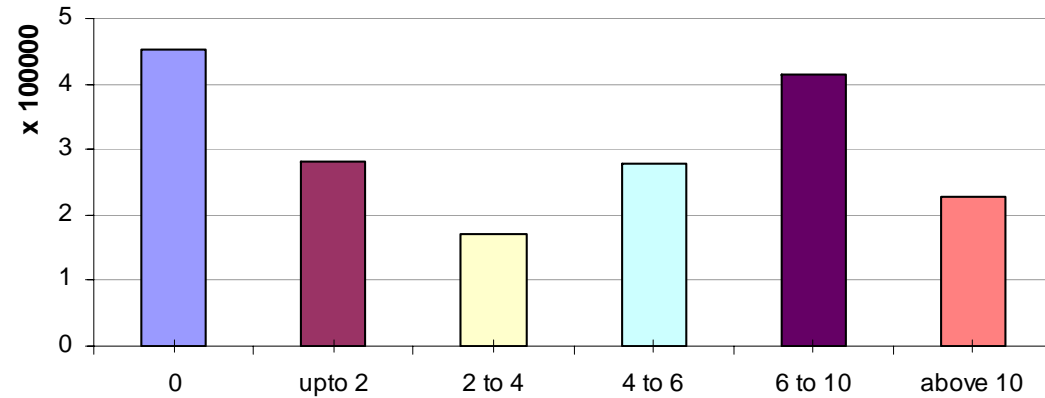
Average salary per annum neutralized for experience (Rs./year/year of experience)



Profile of respondents

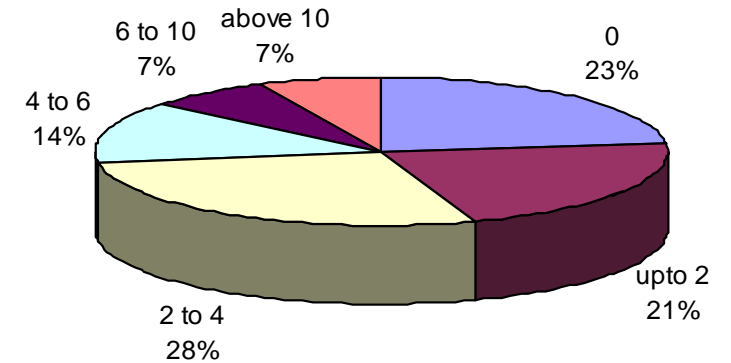
15. Work experience in other professions

Experience in other profession (Years)	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
0	87	452,979	112,499
up to 2	80	280,279	125,095
2 to 4	104	172,319	139,368
4 to 6	51	279,129	130,092
6 to 10	26	414,308	123,648
above 10	26	227,000	166,358



Average salary per annum neutralized for experience (Rs./year/year of experience)

Average salary per annum (Rs./year)

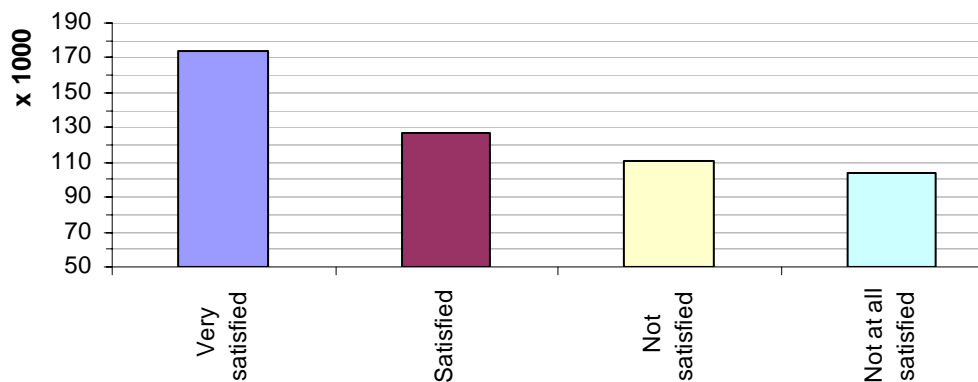
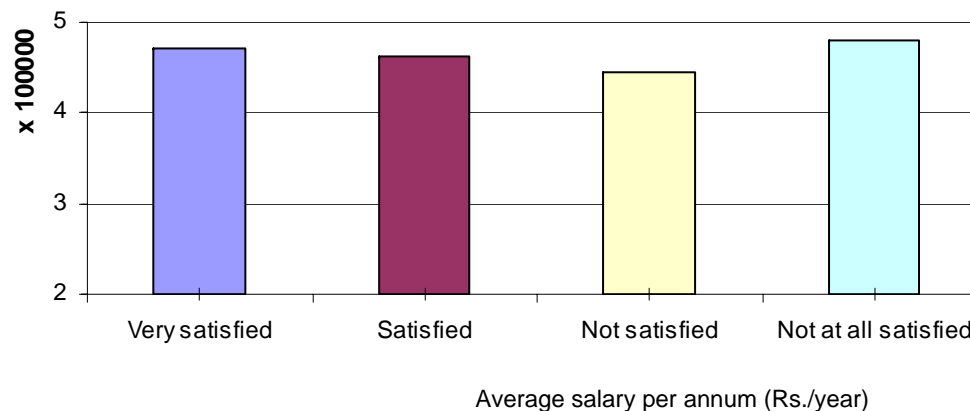


Profile of respondents

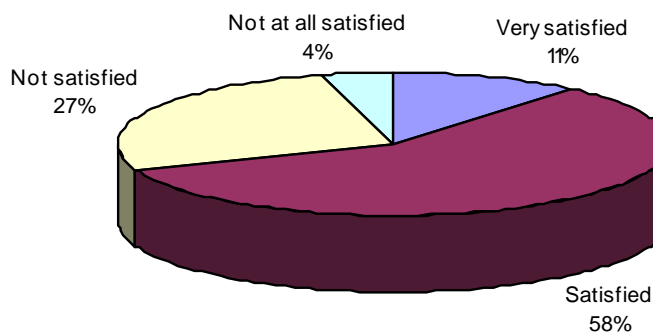
16. Satisfaction level with salary

16.1 Monetary benefits

Monetary Benefits	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
Very satisfied	44	470,857	174,246
Satisfied	233	462,523	126,742
Not satisfied	106	444,488	110,478
Not at all satisfied	17	481,118	104,010



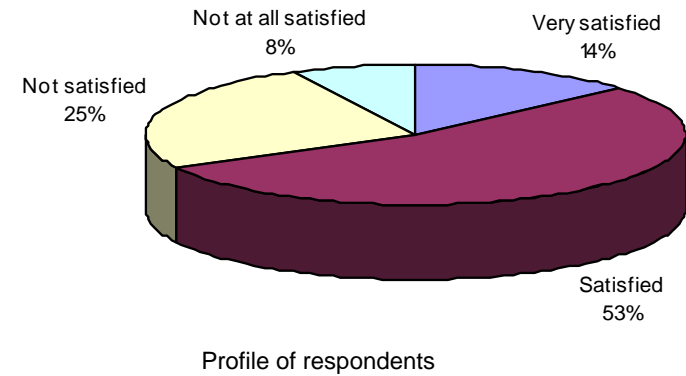
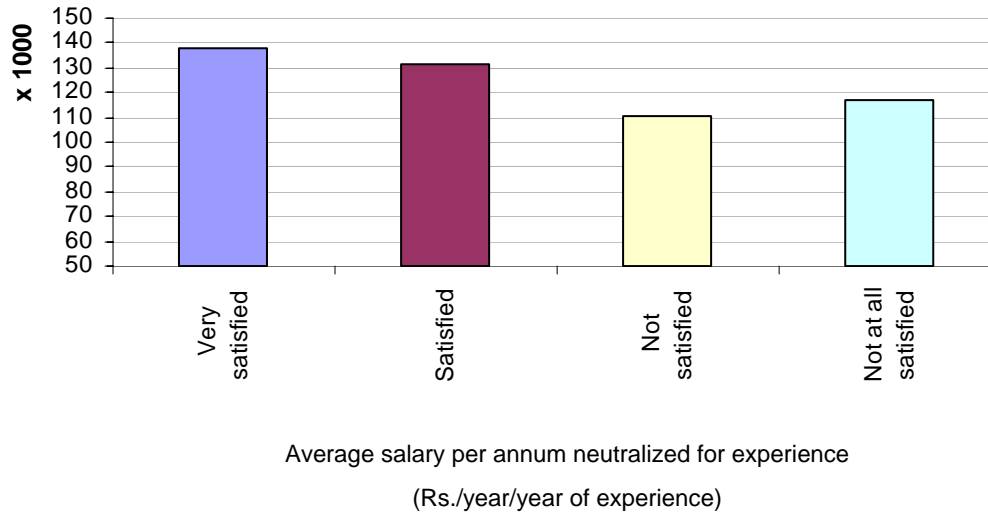
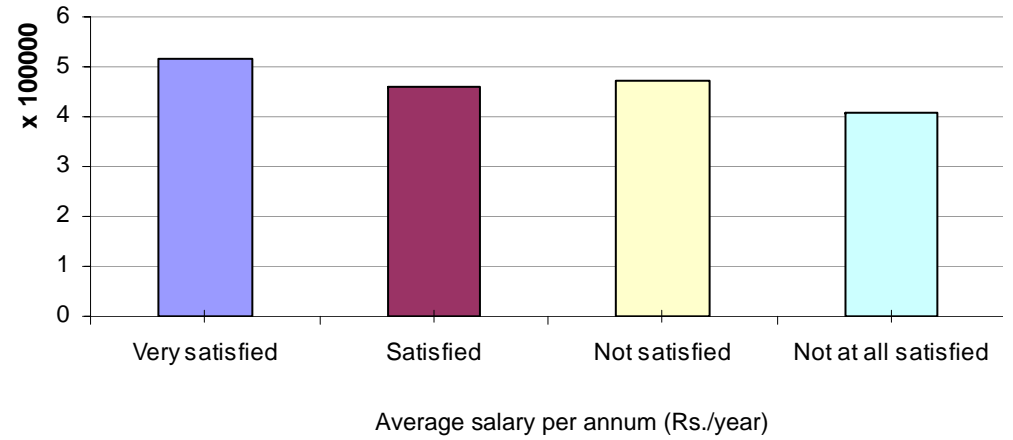
Average salary per annum neutralized for experience (Rs./year/year of experience)



Profile of respondents

16.2 Non-monetary benefits

Non-monetary Benefits	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
Very satisfied	45	514,671	137,507
Satisfied	176	459,418	131,098
Not satisfied	83	470,678	110,744
Not at all satisfied	25	408,960	116,618



17. Non-monetary benefits

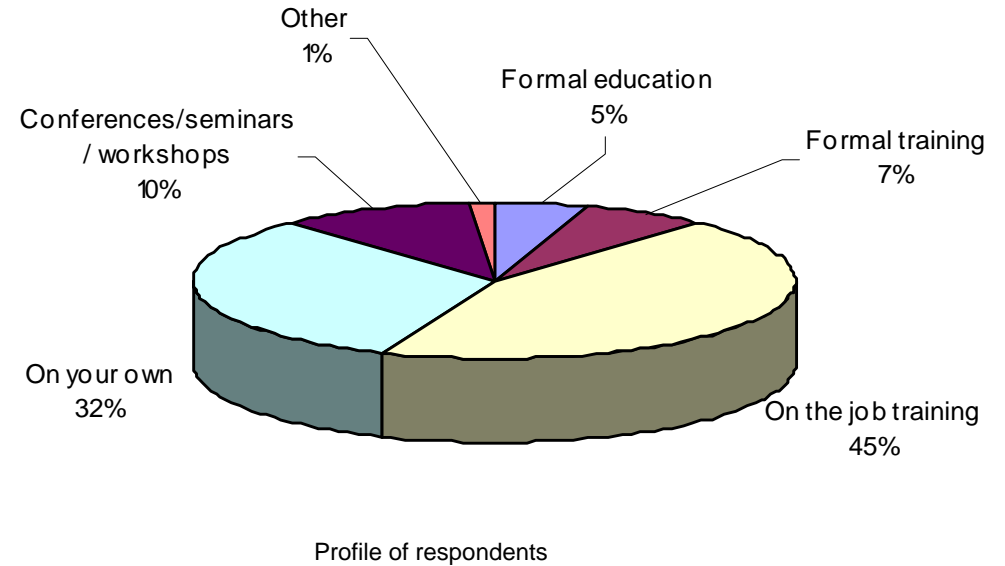
Non-monetary Benefits	Response Percent	Response Total
Health insurance for self	75.8%	291
Health insurance for dependents	69.5%	267
Personal Accident Insurance	50%	192
Employee stock options	28.4%	109
Employee stock purchase plan	16.7%	64
Flexible Work Timings	66.9%	257
Maternity Leave	50.8%	195
Facility to work from home	21.9%	84
Free Cafeteria Services	38%	146
Conveyance to Workplace	26.6%	102
Sponsorship to membership of professional bodies like STC	20.3%	78
Sponsorship to attend seminars, workshops, and trainings	33.3%	128
Educational Assistance	27.9%	107
Other	1.8%	7

18. Triggers for change in job

Weight → Reason	1	2	3	4	5	Response Average
Higher/Better/More responsibilities	28% (102)	9% (32)	9% (33)	18% (68)	36% (134)	3.27
Better workplace environment	25% (79)	14% (45)	14% (46)	20% (66)	27% (86)	3.11
More convenient geographical location	25% (73)	15% (45)	22% (64)	16% (47)	23% (67)	2.97
Bigger size organization	24% (69)	22% (64)	27% (80)	14% (42)	13% (38)	2.71
More challenging technologies	27% (94)	8% (29)	13% (45)	21% (73)	32% (112)	3.23
More advanced TC tools	28% (94)	9% (29)	18% (59)	14% (47)	31% (104)	3.11

19. Source of acquiring core skills

Source of acquiring core skills	Response Total
Formal education	36
Formal training	48
On the job training	317
On your own	229
Conferences/seminars/ workshops	74
Other (please specify)	10
Total Respondents	408



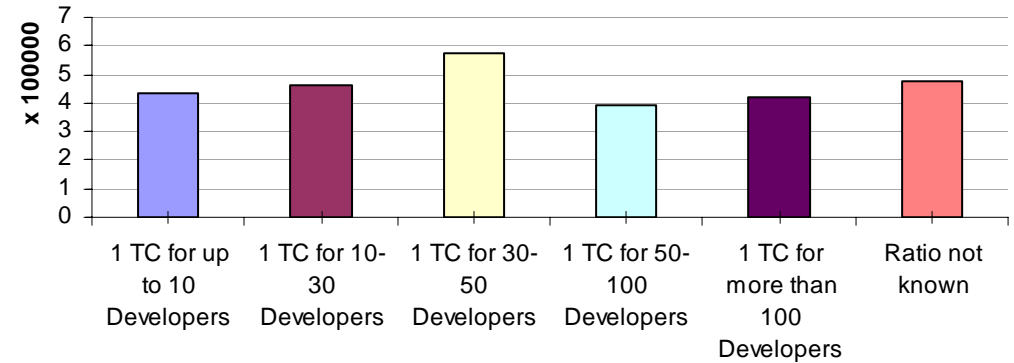
(Multiple answer choices were allowed, hence the total won't match.)

20. Job titles

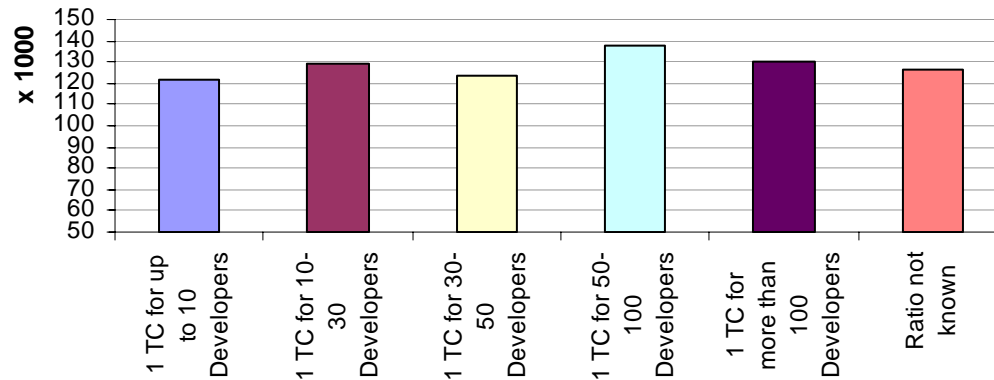
Job Title	Response Total	Response Percent
Technical Writer	170	43.1%
Technical Communicator	14	3.6%
Technical Editor	9	2.3%
Information Developer	29	7.4%
Information Engineer	1	0.3%
Engineer-Documentation/Technical Communications	1	0.3%
Consultant -Documentation/Technical Communications	3	0.8%
Senior Technical Writer	51	12.9%
Senior Technical Communicator	6	1.5%
Senior Technical Editor	7	1.8%
Senior Information Developer	7	1.8%
Senior Information Engineer	0	0%
Senior Engineer-Documentation/Technical Communications	3	0.8%
Technical Writing Team Leader	21	5.3%
Technical Publications Manager	5	1.3%
Communications Manager	2	0.5%
Corporate Communications Manager	1	0.3%
Director/CEO	1	0.3%
Other	63	16%

21. Ratio of number of TCs/number of developers

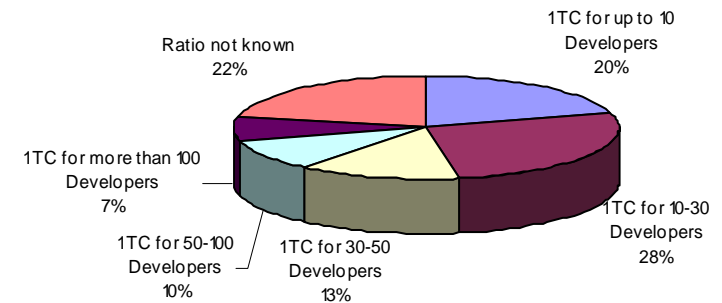
Technical Communicators/Developers ratio	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
1 TC for up to 10 Developers	77	433,391	121,887
1 TC for 10-30 Developers	102	458,801	129,513
1 TC for 30-50 Developers	51	573,663	123,556
1 TC for 50-100 Developers	38	388,737	138,108
1 TC for more than 100 Developers	27	417,589	129,935
Ratio not known	83	474,366	126,620



Average salary per annum (Rs./year)



Average salary per annum neutralized for experience (Rs./year/year of experience)



Profile of respondents

22. Type of work

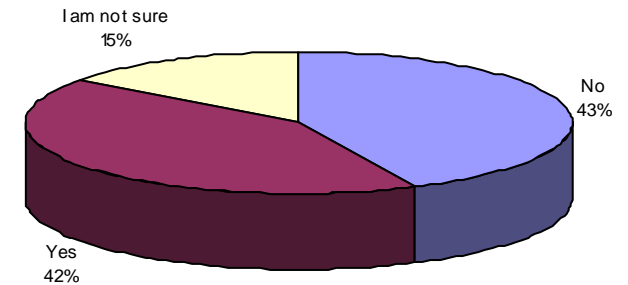
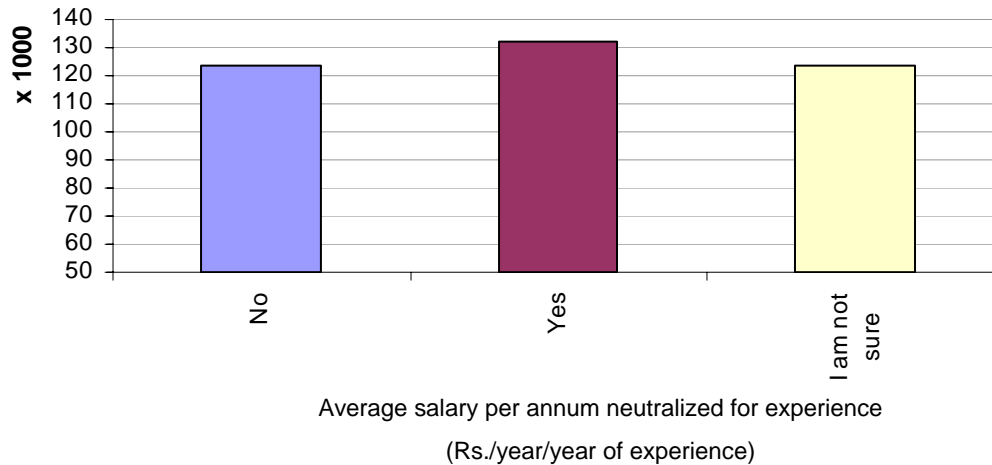
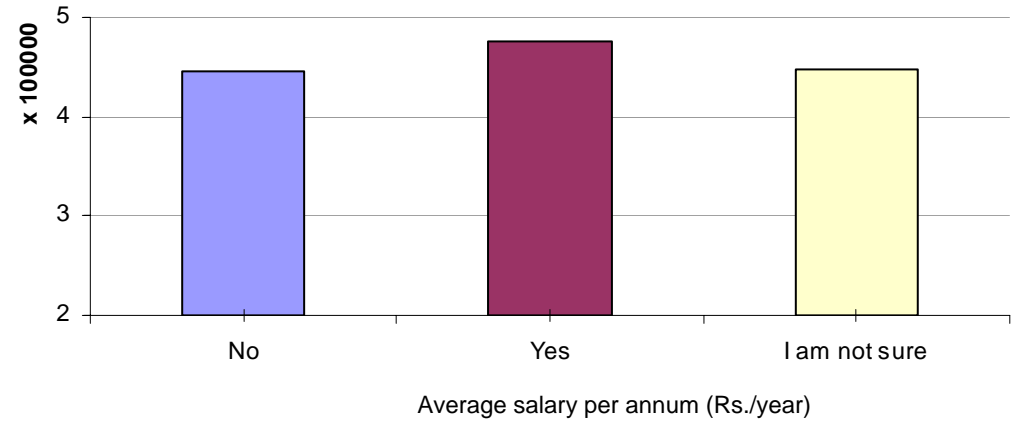
Type of Work	Response Percent	Response Total
Maintaining and updating existing documents	77.7%	313
Creating new documents	82.6%	333
Information design and architecture	24.1%	97
Instructional design	16.4%	66
Preparing marketing communications	19.1%	77
Copy editing	27%	109
Managing a team of Technical Communicators	25.6%	103

23. Tools

Frequency of use	Microsoft Office	Microsoft Project	Adobe FrameMaker	Adobe Acrobat	RoboHelp	WebWorks Publisher	Epic Editor and alike	Proprietary Authoring Tools	Screen Capturing Tools	Version Control Tools	Respondent Total
Frequently	80% (326)	13% (52)	45% (181)	62% (253)	35% (142)	13% (51)	8% (32)	10% (39)	61% (248)	54% (218)	405
Intermittently	17% (39)	24% (56)	12% (27)	23% (53)	25% (57)	12% (28)	6% (13)	9% (21)	24% (56)	14% (33)	232
Rarely	5% (8)	28% (43)	26% (40)	11% (17)	28% (44)	21% (33)	10% (16)	10% (15)	14% (22)	12% (18)	156
Never	2% (2)	33% (40)	36% (43)	5% (6)	24% (29)	56% (67)	72% (87)	51% (61)	0% (0)	14% (17)	120
Total Respondents											405

24. Outsourcing

Was your current work done by a Technical Communicator outside India earlier?	Base	Average salary (Rs. per annum)	Average salary/year of experience (Rs. per annum)
No	169	445,229	123,583
Yes	166	476,070	132,390
I am not sure	58	446,718	123,901



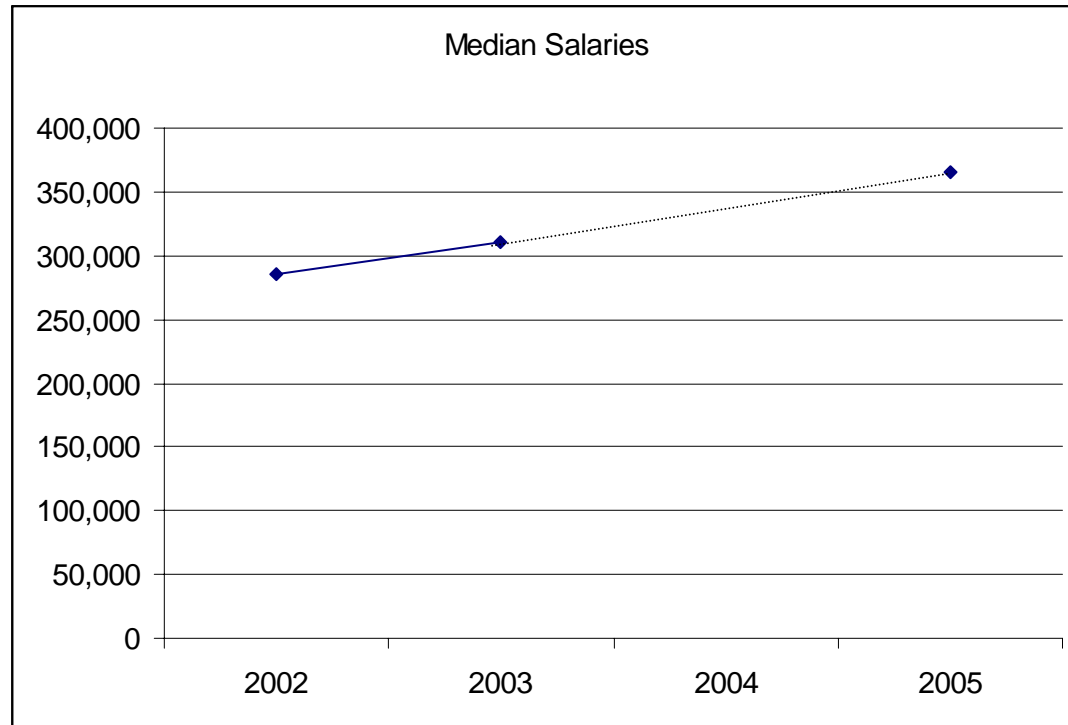
25. Comparison with 2003 STC India survey results

Grouping	Base		Mean		% Rise	10%		25%		50%		75%		90%	
	2003	2005	2003	2005		2003	2005	2003	2005	2003	2005	2003	2005	2003	2005
Total	211	438	374761	457,917	22.2	1,50,000	159,629	2,18,000	250,000	3,10,000	365,627	4,53,000	600,000	7,00,000	800,000
Education Level															
Bachelor's Degree	121	184	355620	447,074	25.7	1,42,000	151,800	2,04,000	240,000	3,00,000	360,000	4,25,000	600,000	7,00,000	800,000
Master's Degree	90	198	400495	450,490	12.5	1,80,000	180,000	2,40,000	252,750	3,50,000	372,500	5,00,000	600,000	7,02,000	780,000
Age															
22-26	66	131	237014	286,244	20.8	1,20,000	120,000	2,00,000	190,000	2,31,000	260,000	2,80,000	350,000	3,60,000	450,000
27-28	37	89	344389	378,715	10.0	1,40,880	160,066	2,22,000	257,250	3,25,000	338,000	4,00,000	475,000	5,27,200	686,500
29-30	36	74	422719	521,003	23.3	2,08,000	216,000	2,76,000	300,000	3,90,000	438,000	5,62,500	700,000	6,75,000	817,000
31-33	32	75	477974	629,578	31.7	1,89,096	290,400	2,97,000	405,000	4,22,500	600,000	7,06,250	750,000	8,43,400	933,600
34-37	25	43	504051	609,372	20.9	-	208,000	2,40,000	364,000	4,50,000	550,000	7,00,000	700,000	-	1,109,000
38 and above	15	26	505000	665,752	31.8	-	173,760	3,62,500	333,750	4,60,000	685,000	5,50,000	895,000	-	1,100,000
Experience															
0-2	24	144	212825	230,987	8.5	-	96,000	1,48,000	150,000	2,15,500	237,000	2,81,250	300,000	-	350,000
2-3	50	66	239536	358,427	49.6	1,27,080	216,000	1,87,440	265,500	2,16,000	345,000	2,77,500	445,500	3,79,500	527,500
3-4	45	52	342194	435,192	27.2	1,88,000	253,000	2,40,000	336,250	3,00,000	400,000	4,00,000	500,000	5,00,000	676,500
4-7	58	129	416584	595,115	42.9	2,57,000	319,600	3,02,500	400,000	4,00,000	600,000	5,12,665	750,000	6,10,300	813,000
7-10	22	35	627750	834,553	32.9	-	500,000	4,26,375	624,000	7,00,000	780,000	7,50,000	1,000,000	-	1,260,000
10 and above	11	12	756273	1,253,336	65.7	-	683,000	4,75,000	950,000	7,00,000	1,175,000	10,15,500	1,515,000	-	1,956,000

Grouping	Base		Mean		% Rise	10%		25%		50%		75%		90%	
City															
Bangalore	89	179	407126	503,534	23.7	1,96,000	200,000	2,40,000	280,000	3,50,000	450,000	5,00,000	651,000	7,00,000	826,000
Chennai	36	60	281972	382,664	35.7	1,53,000	144,000	2,12,376	200,000	2,65,000	300,000	3,26,250	400,000	4,25,500	765,000
Delhi	30	33	394513	512,697	30.0	1,53,600	250,000	2,10,000	320,000	3,12,500	480,000	5,12,665	650,000	7,32,000	738,600
Hyderabad	13	57	365452	430,285	17.7	-	145,200	2,40,000	220,000	4,00,000	391,000	4,56,000	550,000	-	770,000
Mumbai	11	27	312182	300,789	-3.6	-	110,400	1,77,000	133,260	3,00,000	250,000	3,95,000	355,000	-	510,000
Pune	18	62	505056	525,796	4.1	-	250,000	3,56,250	324,250	4,72,500	441,000	5,95,750	700,000	-	827,000
Other	10	18	254220	444,455	74.8	-	192,600	1,46,150	270,000	2,20,000	350,000	2,42,500	408,250	-	888,000

26. Trend

Year	Median Salary in INR	Median Salary in USD (\$1=Rs.45)
2002	285,000	\$6,333
2003	310,000	\$6,889
2004		
2005	365,627	\$8,125



27. Comparison with US salaries

27.1 Comparison with 2004 US survey results

years of Experience in technical Communication	Base		Mean			10%		25%		50%		75%		90%	
	India	US	India	US	Ratio of US to Indian salary	India	US	India	US	India	US	India	US	India	US
	0-2	145	32	6,306	41,690	7	2,133	—	3,333	35,000	5,333	40,000	6,667	45,000	7,778
2-5	184	341	9,721	52,290	5	5,478	37,230	6,850	43,000	8,889	50,000	11,778	59,920	15,556	71,000
6-10	98	546	16,078	62,950	4	8,756	44,500	12,222	52,000	15,556	61,100	18,611	72,000	25,254	82,600
11 and above	11	916	27,859	72,160	3	14,889	50,350	20,000	60,000	24,444	70,000	34,000	82,500	44,444	96,430

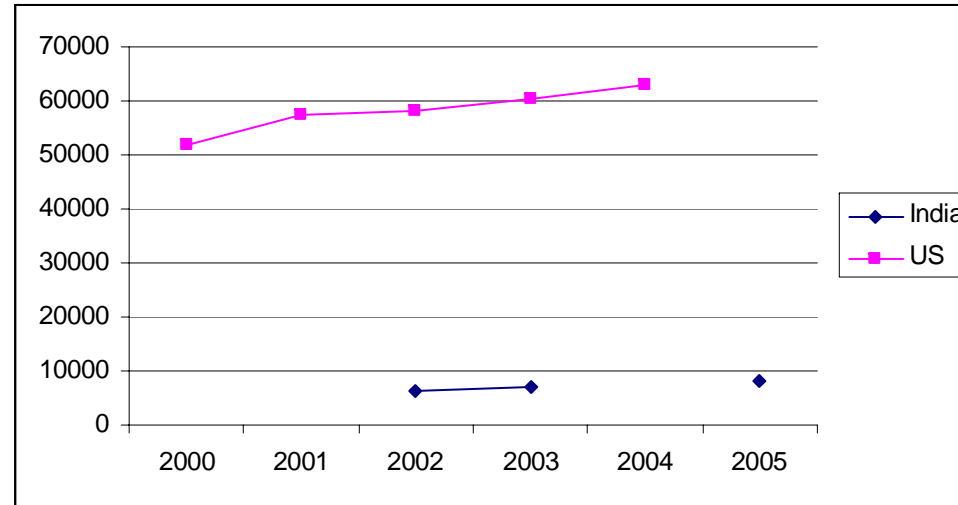
All figures in this table are in USD. Indian salaries are converted to USD at the conversion rate of USD 1 = INR 45.

Figures for US are taken from STC's 2004 salary survey for US.

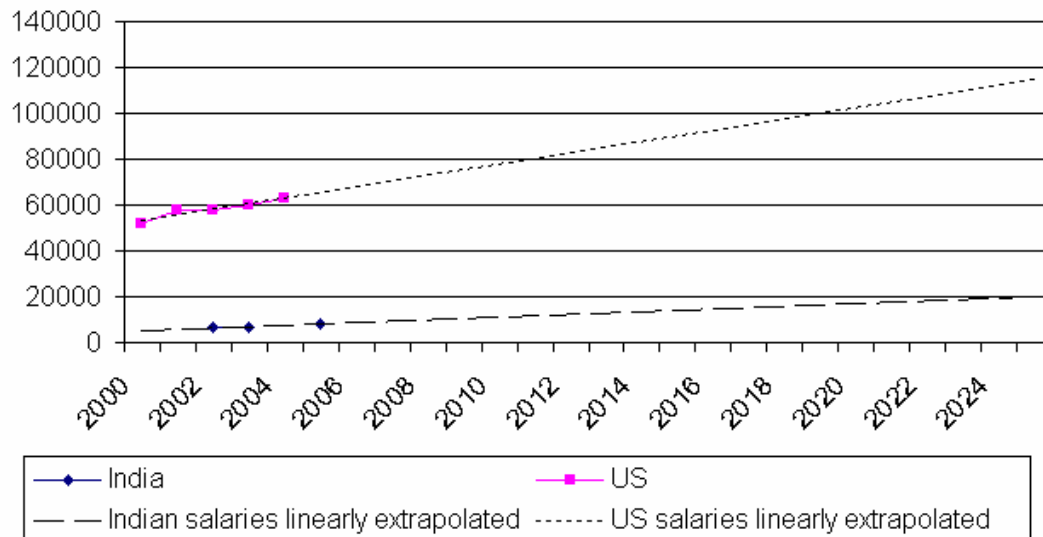
27.2 Comparison of trends

Year	India	US
2000		52,000
2001		57,500
2002	6,333	58,000
2003	6,889	60,240
2004		63,000
2005	8,125	

Figures in USD



Median Salaries in US and India (figures in USD)



Extrapolation of Median Salaries in US and India (figures in USD)

28. Appendix A. Survey questions

Mandatory Questions

1. For how many years have you been working in the technical communication profession?

2. What is your age in years?

3. What is your annual salary?
(Include all the monetary benefits paid as salary component like HRA, etc.
Enter the amount before tax deductions.
Enter the amount in Rupees without any punctuation, currency symbols, and separators.)

OR

If you are not a salaried individual, what is the average hourly rate you charge?
(Enter the amount before tax deductions.
Enter the amount in Rupees without any punctuation, currency symbols, and separators.)

4. Where are you located?

Ahmedabad

Bangalore

Chennai

Delhi

Gurgaon

Hyderabad

Mumbai

Pune

Other (please specify)

5. What percentage of your time on the job is spent in managerial or supervisory role?

0% to 25%

26% to 50%

51% to 75%

76% to 100%

6. Before taking up the present job, how many times have you changed jobs in the technical communication profession?

Optional Questions

About you:

1. For how many years have you been working in other profession(s) before taking up the technical communication profession?

2. Where have you learned majority of your technical communication skills?

Formal education

Formal training

On the job training

On your own

Conferences/seminars/ workshops

Other (please specify)

3. What is your academic background?

Matrix with

X axis options as Science, Commerce, Arts with English language as major, Arts with other major, Engineering with computer science as major, Engineering with other major, Technical Communication related, Medical or Pharmacy, Management, Other

and Y axis options as Certificate course, Diploma, Graduate degree, Post graduate degree, Doctoral degree, Other

3. What is your job title?

4. What is the type of your employment?

Matrix with

X axis options as Full-time, Part-time

and Y axis options as Permanent employee, Contract employee

5. Which of the following does best describe your relationship with your organization?

- a. Lone writer in the company
- b. Part of a Technical Communications team
- c. Individual writer attached to a specific project or product
- d. Overlap of b and c

Other (please specify)

About your workplace:

1. What does best describe the organization you are working for?

Non-IT

IT Product Development Company

IT Services Company

Technical Communications Service Provider Company

Independent Consultant/Freelancer

Other (please specify)

2. What is total headcount (in India) of the organization that you work for?

3. What is the domain/industry vertical in which the product you are writing about fits best?

4. If you are a part of Technical Communications team, what is the team size?

5. What is the typical Technical Communicators/Developers ratio at your workplace?

About your Work:

1. What tools do you typically use at work place?

Matrix with

X axis options as Microsoft Office, Microsoft Project, Adobe FrameMaker, Adobe Acrobat, RoboHelp, WebWorks Publisher, Epic Editor and alike, Proprietary Authoring Tools, Screen Capturing Tools, Version Control Tools

and Y axis options as Frequently, Intermittently, Rarely, Never

2. What type of activities have you spent your majority of time in the last one year?

Maintaining and updating existing documents

Creating new documents

Information design and architecture

Instructional design
 Preparing marketing communications
 Copy editing
 Managing a team of Technical Communicators

3. Was your current work done by a Technical Communicator outside India earlier?

4. Which audience do you work for?

Indian
 Asian
 European
 US
 Canadian
 Australian
 African
 Global
 Other (please specify)

About your compensation:

1. What are the non-monetary benefits you get from your employer?

Health insurance for self
 Health insurance for dependents
 Personal Accident Insurance

Employee stock options
 Employee stock purchase plan
 Flexible Work Timings
 Maternity Leave
 Facility to work from home
 Free Cafeteria Services
 Conveyance to Workplace
 Sponsorship to membership of professional bodies like STC
 Sponsorship to attend seminars, workshops, and trainings
 Educational Assistance
 Other (please specify)

2. How satisfied are you with your current compensation?

Matrix with

X axis options as Very satisfied, Satisfied, Not satisfied, Not at all satisfied

and Y axis options as Monetary Benefits, Non-monetary Benefits

3. If you quit your current job for another, other than better monetary benefits, what other things you would be looking for? Select a higher score for a more important factor.

Matrix with

X axis options as 1, 2,3,4,5

and Y axis options as Higher/Better/More responsibilities, Better workplace environment,

More convenient geographical location, Bigger size organization, More challenging technologies, More advanced TC tools

Appendix B: About STC and STC India Chapter

STC is an individual membership organization dedicated to advancing the arts and sciences of technical communication—the largest organization of its type in the world. Its more than 17,000 members include technical writers and editors, graphic designers and technical illustrators, information architects and developers, photographers and audiovisual specialists, Web and intranet page designers, multimedia artists, and others whose work involves making technical information available to those who need it. STC promotes the public welfare by educating its members and industry about issues concerning technical communication.

STC India chapter started in 1999. It plays a key role in educating technical communication professionals in the country by organizing learning sessions and conferences that impart information about the skills required to shape their careers. STC India publishes a bimonthly, *Indus* that has won several awards. STC India is also actively promoting education in Technical Communication in India by providing academic scholarships. To learn more about the activities of STC India chapter, see www.stc-india.org.