

Salary Band Designer

HR & WorkTech

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Designs salary bands — min/mid/max per level with overlap and compa-ratio guidance — for an Indian employer. Use it to build a pay structure. For the strategy behind it, use the Compensation Philosophy Document.

Purpose of this tool & output

Design level-wise pay bands

How the output is used

Use it to design level-wise pay bands so compensation is structured, fair and defensible.

Important cautions

AI-generated bands; anchor on real market survey data.

Companion documents

- Compensation Philosophy Document
- CTC Breakup Structurer
- Variable Pay / Incentive Plan
- ESOP Communication Note
- Benefits Benchmarking
- Total Rewards Statement Generator

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.