

THE 2018-19 CXO COMPENSATION SURVEY



UNDERSTAND KEY TRENDS IN C-SUITE COMPENSATION, HIRING AND ATTRITION

IMA's 2018-19 CXO Compensation Survey provides **benchmark-setting data and insights** on compensation and other practices related to managing the C-Suite.

It is based on a **rigorous methodology**, refined over two decades. The results and analysis are **current**, given that the data was collected over January-February 2019, with FY20 projections on key parameters.

IMA's 1,400-strong member community forms the representative set from which the respondent base is drawn. Over 165 companies from our Forum base responded to a detailed questionnaire, and the data was validated through robust in-house checking.

The focus of this year's survey is exclusively on the top-management level, providing insights on HR practices relevant to the C-Suite. In addition to the overall results, cuts by **segment, sector, size and ownership** are provided on key indices.

20

Years Running



165+ respondents



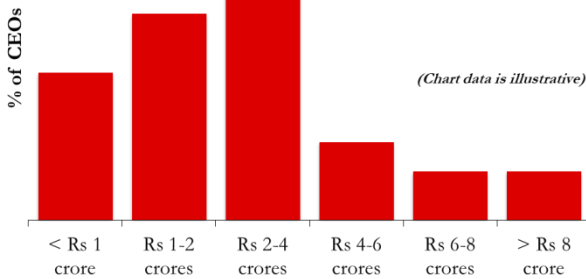
Top Companies
Represented



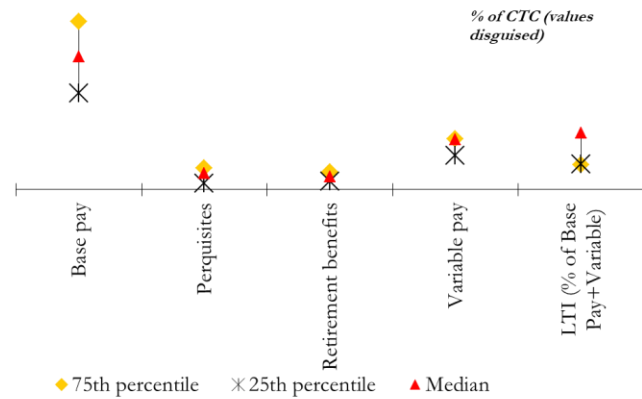
Data cuts
Industry vs Services
8 Sectoral Groupings
Splits by revenue,
ownership and
listing status

BENCHMARK YOURSELF AGAINST OTHER INDUSTRY LEADERS

CEO CTC Ranges



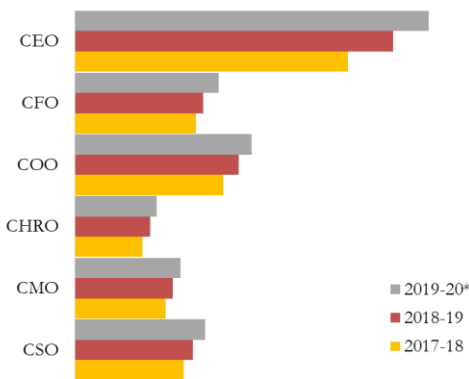
CFO Pay Composition



CTC pay ranges widely by level, industry, ownership type, and across C-suite bands

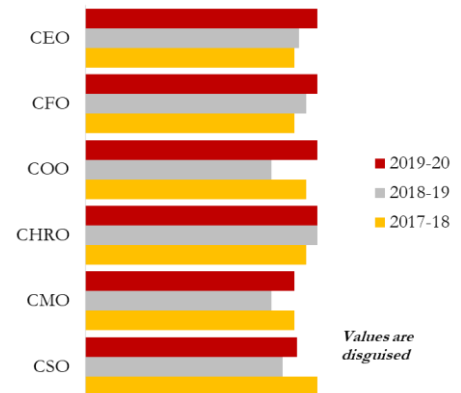
CFO pay composition is skewed more heavily towards the fixed components than for CEOs

CTC Pay: Actual and Projected



Average cost-to-company will move up by 8-10% in the 2019-20

Change in CTC Pay: FY18-20



Pay hikes in FY20 will be somewhat bigger than in the previous two years

Other Highlights

- Gender diversity remains poor across corporate India; 40% of companies have no women in their C-suite
- At the median, companies hold 4 Board meetings a year but this differs by company-type
- Most companies prefer to recruit C-suite executives through word of mouth networking or internal promotions. Global search firms are the least preferred channel
- C-suite attrition is relatively contained: few companies report high turnover at this level and FY20 is expected to be similar

Subscription Fees: Rs 1,20,000 + taxes

Special Fees For Members of IMA Forums:	Early Bird	Regular
	Rs 45,000 + taxes (before May 06, 2019)	Rs 60,000 + taxes (after May 06, 2019)

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DEEP-DIVE INTO KEY C-SUITE ISSUES

CONTENTS

SEGMENT

AREAS ADDRESSED

C-Suite Structure



- Top-team size and composition
- CXO age profiles
- Gender diversity: current practices and trends over the last few years

Compensation



- Medians, distributions and ranges for total Cost to Company (CTC) and Base Pay for CXO positions in FY18, FY19 and FY20
- Pay composition: base pay, perquisites, and retirement benefits (% of CTC); and Long-Term Incentives (LTIs) as a ratio of total pay
- Changes in pay at each level – actual or projected – over FY18-20
- Drivers of compensation
- Analysis by segment, sector, ownership, listing status and turnover

Recruitment



- Trends in top-management hiring: last 12 and next 12 months
- Hiring conditions for CXO positions
- Recruitment channels, and desired traits/qualities at the leadership level – with category-wise splits

Attrition



- C-suite departures: actual and forecast
- Key drivers of attrition –voluntary and involuntary – with category splits

Board Structure and Functioning



- Size and composition, including break-ups by type of directors
- Frequency of Board and Committee meetings

DERIVE LASTING VALUE

OUR PUBLICATIONS

The 2018 Executive & Board Remuneration Report



Finance Department Performance Benchmarks 2018-19



The 2018-19 CXO Compensation Survey



The India Employment Report 2017



The India Consumption Report 2016



A Study of India's States, 2018

