Business Analyst Salary India 2026-2031 PDF

Self-reported PayScale data (885 profiles, updated 16 September 2026) puts the average Business Analyst (IT) base salary in India at about Rs 7.5 lakh a year. Freshers with under 1 year average about Rs 4.6 lakh total pay, and those with 1 to 4 years about Rs 6.2 lakh. Indeed India (597 salaries, updated 31 October 2026) shows an average of about Rs 9.1 lakh. Senior Business Analysts average about Rs 14.2 lakh base on PayScale.

Key takeaways

- PayScale (self-reported, 885 profiles, updated 16 September 2026): Business Analyst (IT) average base pay about Rs 7.5 lakh, typical range Rs 3.2 lakh to about Rs 20 lakh.
- Entry level (under 1 year) averages about Rs 4.6 lakh total pay (66 salaries), and 1 to 4 years about Rs 6.2 lakh (502 salaries).
- Senior Business Analysts average about Rs 14.2 lakh base on PayScale (698 profiles), and about Rs 10.1 lakh total pay even at 1 to 4 years.
- Indeed lists Hyderabad, Bengaluru and Mumbai as top-paying cities, at about Rs 9.4 lakh to Rs 9.9 lakh on average.
- Requirements analysis, SQL, Excel and data analysis are core BA skills on PayScale. Product Management, a common next step, averages about Rs 22.2 lakh.

How to read these numbers

Every salary in this report comes from a page we opened on PayScale India or Indeed India. Both are built from pay that people report themselves, and Indeed also uses job postings. So treat them as a guide.

- **Base pay vs total pay.** Base is your fixed salary. Total pay adds bonus and other cash. PayScale's experience-level figures are total pay.
- **Which title.** PayScale's main title here is Business Analyst (IT), which covers analysts working with software and tech teams. Indeed's Business Analyst title is broader.
- **Sample size and date.** We give both each time. Larger samples are more reliable.
- **Your offer will differ** by company, city, domain knowledge and interview performance.

We tried to open AmbitionBox and Glassdoor pages, but they blocked access, so no numbers from those sites are used.

Business analyst salary by experience

Experience	Average pay (per year)	Based on	Source
Fresher (under 1 year)	Rs 4.6 lakh (total pay)	66 salaries	PayScale, Business Analyst (IT)
1 to 4 years	Rs 6.2 lakh (total pay)	502 salaries	PayScale, Business Analyst (IT)
5 to 9 years	47% above the role average (rupee figure not shown)	not shown	PayScale, Business Analyst (IT)
All levels (average base)	Rs 7.5 lakh	885 profiles	PayScale, Business Analyst (IT)
All levels (average base)	Rs 9.1 lakh	597 salaries	Indeed India, Business Analyst
Senior Business Analyst, 1 to 4 years	Rs 10.1 lakh (total pay)	181 salaries	PayScale, Senior Business Analyst
Senior Business Analyst (average base)	Rs 14.2 lakh	698 profiles	PayScale, Senior Business Analyst

PayScale's typical base range for Business Analysts (IT) is about **Rs 3.2 lakh to Rs 20 lakh** (10th to 90th percentile). PayScale shows only a percentage for 5 to 9 years, so we do not make up a rupee figure. For the 5-year mark, the Senior Business Analyst numbers are the best guide.

Salary by city

Indeed India (updated 31 October 2026) lists these top-paying cities for business analysts. It does not give a sample size per city.

City	Average base pay (per year)
Hyderabad	Rs 9.9 lakh
Bengaluru	Rs 9.9 lakh
Mumbai	Rs 9.4 lakh
Gurgaon	Rs 8.8 lakh
Chennai	Rs 8.7 lakh

The top five cities are close to each other. PayScale also lists Bangalore, Chennai, Pune, Mumbai and Hyderabad among the main cities, without city pay figures.

Salary by company type

Product, fintech and global firms. Indeed's top-paying companies for business analysts, based on job postings over the past 36 months, include Diverse Lynx (about Rs 23.4 lakh), A-1 Technology

(about Rs 22 lakh), PayU (about Rs 21.3 lakh), Cactus Communications (about Rs 20.5 lakh), NiCE Actimize (about Rs 20.3 lakh) and Eurofins (about Rs 20 lakh). These are usually experienced roles.

IT services companies (mass hiring). These hire many freshers at fixed packages. Business Today (25 December 2025) reported Infosys packages of **Rs 7 lakh** for Digital Specialist Engineer trainees and **Rs 11 lakh, Rs 16 lakh and Rs 21 lakh** for Specialist Programmer L1, L2 and L3, with Infosys group CHRO Shaji Mathew confirming packages of up to Rs 21 lakh. EnggWave (21 March 2026) reported TCS NQT packages of **Rs 3.36 lakh** (Ninja), **Rs 7 lakh** (Digital) and **Rs 9 lakh** (Prime) for undergraduates. We could not open an official TCS notice, so confirm these on the TCS careers site. The higher bands need strong test scores and coding or AI skills.

IT services and consulting. PayScale lists TCS, CSC, HCL Technologies, Deloitte, Accenture, Allianz, Capgemini, DXC Technology and Infosys among common employers of business analysts, without pay for each. Many BAs start here and move to product companies later.

Skills that raise your pay

PayScale lists these as top Business Analyst (IT) skills: **business analysis, requirements analysis, project management, SQL, Microsoft Excel, data analysis, UML and process improvement**. PayScale does not show the pay effect of each skill, so use it as a checklist.

Business analysts who grow faster usually:

- Write clear requirements and user stories that developers can build from
- Use SQL and Excel to check facts themselves
- Build simple dashboards in Power BI or Tableau
- Know one domain deeply, such as banking, insurance or retail
- Run meetings well and handle many stakeholders

Next roles and their pay

PayScale averages (self-reported, base pay, all experience levels):

Next role	Average base pay	Based on	Extra skills usually needed
Senior Business Analyst	Rs 14.2 lakh	698 profiles	Domain depth, leading workshops
Data Scientist	Rs 10.1 lakh	1,122 profiles (Sep 2026)	Python, statistics, machine learning
Product Manager, Software	Rs 22.2 lakh	441 profiles (2026)	Product thinking, roadmaps, several years

For comparison, PayScale shows Data Analysts at about Rs 5.8 lakh average base (2,081 profiles, October 2026). Business analysts who add strong data skills can also move toward analytics or data science, while those with strong product sense often move toward product management.

How AI changes the business analyst role

AI tools can now draft requirements, summarise meetings, write SQL and create first-draft reports. That removes some routine work but makes judgement more valuable.

- Naukri's World AI Day Report 2026 (via Telangana Today) found AI skills in **15.4%** of tech job descriptions, up from 0.9% in 2020. It names Product Management and Data Science and Analytics among the functions that rely most on AI.
- Naukri JobSpeak for October 2026 (via CareerIndia) showed AI/ML hiring up **32%** year on year, with overall white-collar hiring up 14%.
- WEF's Future of Jobs Report 2025 (via People Matters) says **analytical thinking** is the top core skill, called essential by 70% of employers.

Many companies now run AI projects, and each one needs someone to define the problem, set success measures and check the results. Business analysts who understand AI tools, data and the business are well placed for this work.

Year by year: what to learn and expect

2026

Learn Excel, SQL, Power BI and how to write requirements and user stories. Do 2 or 3 case-study projects. PayScale's entry average of about Rs 4.6 lakh is a fair benchmark.

2027

In your first job, learn your business domain and Agile ways of working. Use AI tools to draft documents, but check every detail.

2028

With 1 to 2 years, aim for a raise or switch. PayScale's 1 to 4 year average is about Rs 6.2 lakh. Add process mapping and stronger data analysis.

2029

Aim for senior BA work: owning a product area and leading workshops. PayScale shows Senior BAs at about Rs 10.1 lakh total pay in years 1 to 4.

2030

WEF expects 39% of workers' existing skills to change by 2030. Learn how AI projects are scoped, measured and tested.

2031

No source we opened publishes business analyst salary forecasts for 2031, so we do not give one. With about 5 years, strong domain knowledge and data skills, you are best placed for senior BA, product owner or product manager roles.

A 5-step plan for a student

1. **Learn the tools.** Excel, SQL and Power BI or Tableau.

2. **Learn the BA basics.** Requirements, user stories, process maps and Agile.
3. **Pick a domain.** Banking, insurance, retail or healthcare. Read how that business makes money.
4. **Build case studies.** Take a real problem, analyse data and write a short recommendation.
5. **Apply widely and compare.** Apply for BA trainee, analyst and IT services roles. Compare offers with the PayScale and Indeed numbers in this report.

Frequently asked questions

What is the salary of a business analyst fresher in India?

PayScale (self-reported, 66 salaries, updated September 2026) shows about Rs 4.6 lakh a year total pay for Business Analysts (IT) with under 1 year of experience.

How much does a business analyst earn after 5 years?

PayScale shows 5 to 9 year BAs at about 47% above the role average but gives no rupee figure. Senior Business Analysts average about Rs 14.2 lakh base.

Which city pays business analysts the most?

Indeed India (October 2026) lists Hyderabad and Bengaluru at about Rs 9.9 lakh, followed by Mumbai, Gurgaon and Chennai.

Will AI replace business analysts?

No source we opened says so. WEF says analytical thinking is the top skill employers want. AI handles drafting, so problem framing and domain knowledge matter more.

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Sources and further reading

- PayScale: Business Analyst, IT salary in India (self-reported)
- PayScale: Senior Business Analyst salary in India (self-reported)
- PayScale: Data Scientist salary in India (self-reported)
- PayScale: Product Manager, Software salary in India (self-reported)
- PayScale: Data Analyst salary in India (self-reported)
- Indeed India: Business Analyst salaries (self-reported and job postings)
- Business Today: Infosys hikes fresher pay to Rs 21 lakh for specialised tech roles (December 2025)
- EnggWave: TCS NQT hiring 2026, Ninja, Digital and Prime packages (news report, not an official TCS notice)
- Telangana Today: AI skills feature in 15.4% of tech job descriptions (Naukri World AI Day Report 2026)
- CareerIndia: Naukri JobSpeak October 2026, AI and ML roles jump 32%
- People Matters: 170 million jobs to emerge by 2030 but 92 million at risk, WEF warns (Future of Jobs Report 2025)

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