



S - Strategic

T - Talent

A - Advancement &

R - Reward

S - System

Lets Achieve  
**STARS**



**EDUSE MARKETING PVT LTD**

# Monthly Task Requirements

## What are the Key Tasks?

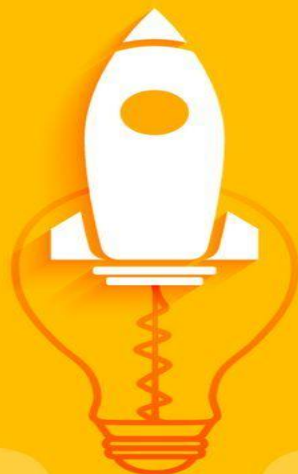
**1.Task Completion Requirement:** Employees must complete **5 key tasks** each month to ensure performance tracking and career growth.


**2.Salary Eligibility:** Employees must complete at least **3 tasks per month** to be eligible for their salary payout.

**3.Diverse Task Categories:** Tasks include **skill development, project completion, team collaboration, reporting, and self-assessment** to ensure a well-rounded performance evaluation.

**4.Performance Impact:** Completing more tasks leads to **higher STAR ratings**, increasing the chances of promotion and salary hikes.

**5.Tracking & Accountability:** Employees must log their completed tasks in the STAR system, with periodic reviews conducted by management.





# Performance Evaluation Criteria

## How Does the STAR Rating Work?

The STAR Program follows a structured **performance evaluation system** that ensures employees are rewarded based on their dedication and achievements. Every 3 months, an average star rating is calculated based on task completion.

Average Star Rating	Outcome
5 Stars	Promotion & Salary Hike
4 Stars	Promotion (No Salary Hike)
3 Stars	No Promotion, No Hike
2 Stars	One Step Demotion in Rank & Salary
1 Star or Less	Termination for 3 Months

- **Achieving 5 Stars** : Employees are eligible for **promotion and a salary hike**.
- **Achieving 4 Stars** : Employees get a **promotion** but no salary hike.
- **Achieving 3 Stars** : No promotion and no salary increase, but the position is retained.
- **Achieving 2 Stars** : Employees face a **one-step demotion in rank and salary**.
- **Achieving 1 Star** : Employees are **terminated from the STAR Program for 3 months** and must reapply.

# Salary & Rank Structure

## Career Growth and Salaries

The STAR Program is designed to provide structured growth opportunities based on performance. Employees start at different ranks and can progress based on their quarterly star ratings. Below is the breakdown of rank, salary, and monthly task requirements.

Position	Direct Sale	Group Sale	Group Resale	Booster	Prime Booster	Salary
Sales Executive	5440	136000	34000	2	1	8500
Senior Sales Executive (Sr. S.E.)	7040	176000	44000	2	1	11000
Sales Development Manager	9600	240000	60000	4	2	15000
Senior Sales Development Manager	11520	288000	72000	4	2	18000
Business Development Manager	13760	344000	86000	5	2	21500
Senior Business Development Manager	16640	416000	104000	6	3	26000
Junior Area Sales Manager	18880	472000	118000	6	3	29500
Area Sales Manager	21440	536000	134000	7	3	33500
Senior Area Sales Manager	24320	608000	152000	8	4	38000
Sales Manager	26560	664000	166000	9	4	41500
Senior Sales Manager	28800	720000	180000	10	5	45000
Zonal Manager	31040	776000	194000	11	5	48500
Senior Zonal Manager	34560	864000	200000	13	5	54000
National Sales Manager	36800	920000	230000	13	6	57500
National Sales Head	39360	984000	246000	15	7	61500
Associate Vice President	41600	1040000	260000	16	8	65000
Vice President	48000	1200000	300000	17	9	75000
Senior Vice President	52160	1304000	326000	20	10	81500
President	56640	1416000	354000	25	12	88500
Director Of Sales	64000	1600000	400000	30	15	100000

- Employees who maintain high performance can move up the ranks with salary increments.
- Those who do not meet minimum requirements face demotion or removal from the program.
- The program is designed to encourage continuous professional growth and stability.

Thank  
You!

- for helping us grow.



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