



4th Hiring, Attrition & Compensation Trend Survey : 2015-16

By Genius Consultants Ltd.



About Genius

Date of Establishment

27th July
1993

Head Quarter

Kolkata

Products

Temporary
Staffing

Recruitments

Background
Checks

Payroll
Processing

Compliance
Management

HRMS & Payroll
Software

Turnover

Rs. 521
Crores

Offices

17 in
India

Manpower

300 Direct

40,000
Associates

Contents

- Survey –Scope & Methodology
- Survey Highlights

Survey – Scope & Methodology

Scope of the Survey

The Hiring & Attrition & Compensation Trend Survey is an Annual Survey conducted by Genius Consultants Ltd on Pan India basis to understand the hiring trend for the current financial year. This is the **Fourth** year that the survey is being conducted.

Elements Detailed in the Hiring & Attrition Trend Survey : 2015-16

- Hiring Trend for companies
- Projected increase in Manpower Strength
- Experience band for hiring
- Range of increments in compensation
- Male & Female Hiring Ratio
- Candidate Sourcing avenues
- Difficulties in recruiting
- Overall Attrition level for the FY : 2014-15
- Anticipated level of Attrition for the FY: 2015-16



Survey Methodology

Parameters

- Hiring Trend
- Compensation
- Attrition

Participation

Mailer Sent to **3200** companies
714 companies participated
Successful participation **602**

Technology

- **Web based.NET** technology Used
- Database **SQL Server 2008R2**
- Language **ASP.net C#**

Industries

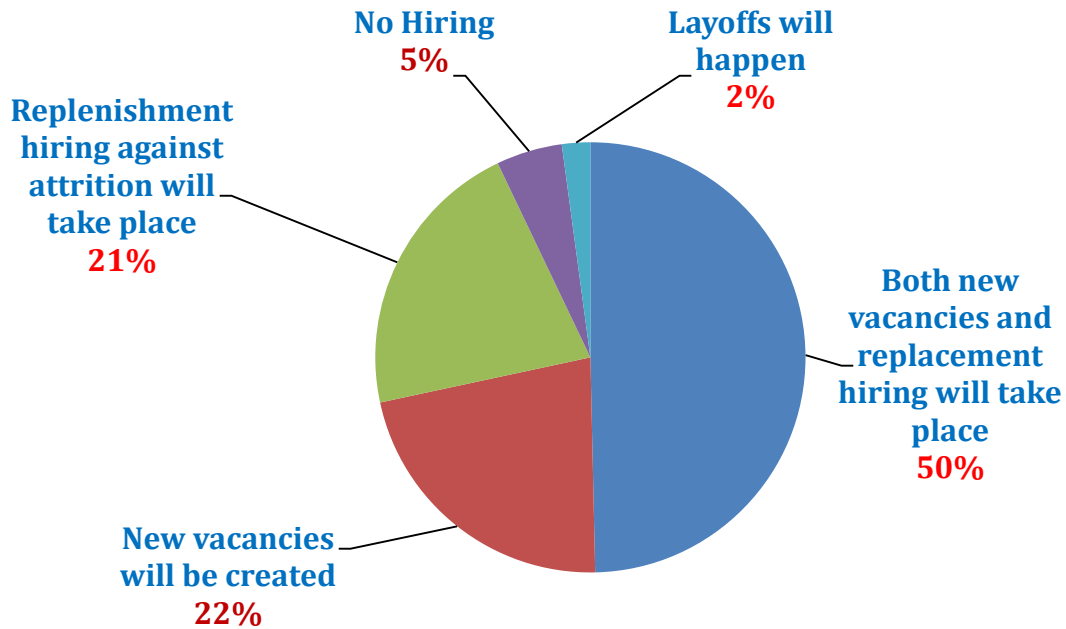
• Auto & Auto Ancilliary, Banking & Finance, Construction & Engineering, Education/Teaching/Training, FMCG, Hospitality, HR Solutions, IT,ITES &BPO, Logistics, Manufacturing, Media, Oil & Gas, Pharma & Medical, Power & Energy, Real Estate, Retail, Telecom.

Cities

• Kolkata , Chennai , Mumbai, Bangalore, New Delhi, Hyderabad, Ahmedabad, Lucknow, Coimbatore, Chandigarh, Jamsedpur Guwahati, Bhubaneswar and Pune.

Survey Highlights

Hiring Trend for companies for the FY : 2015-16



Industries where both new vacancies and replacement hiring will take place:

- IT/ITES/BPO
- Manufacturing,
- Banking & Finance

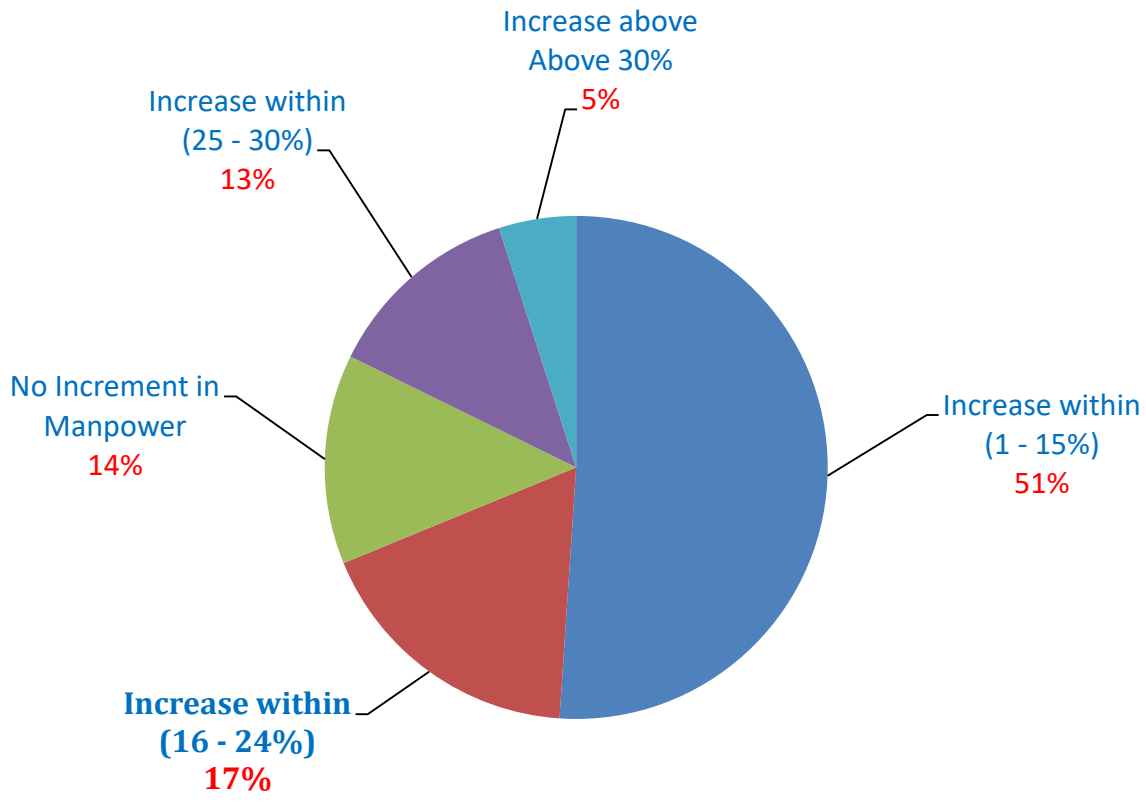
Locations where both new vacancies and replacement hiring will take place:

- New Delhi
- Kolkata
- Chennai

50%

Both new vacancies and replacement hiring will take place

Projected increase in Manpower Strength for the FY:2015-16



Industries where Increase Within (1-15%) will happen :

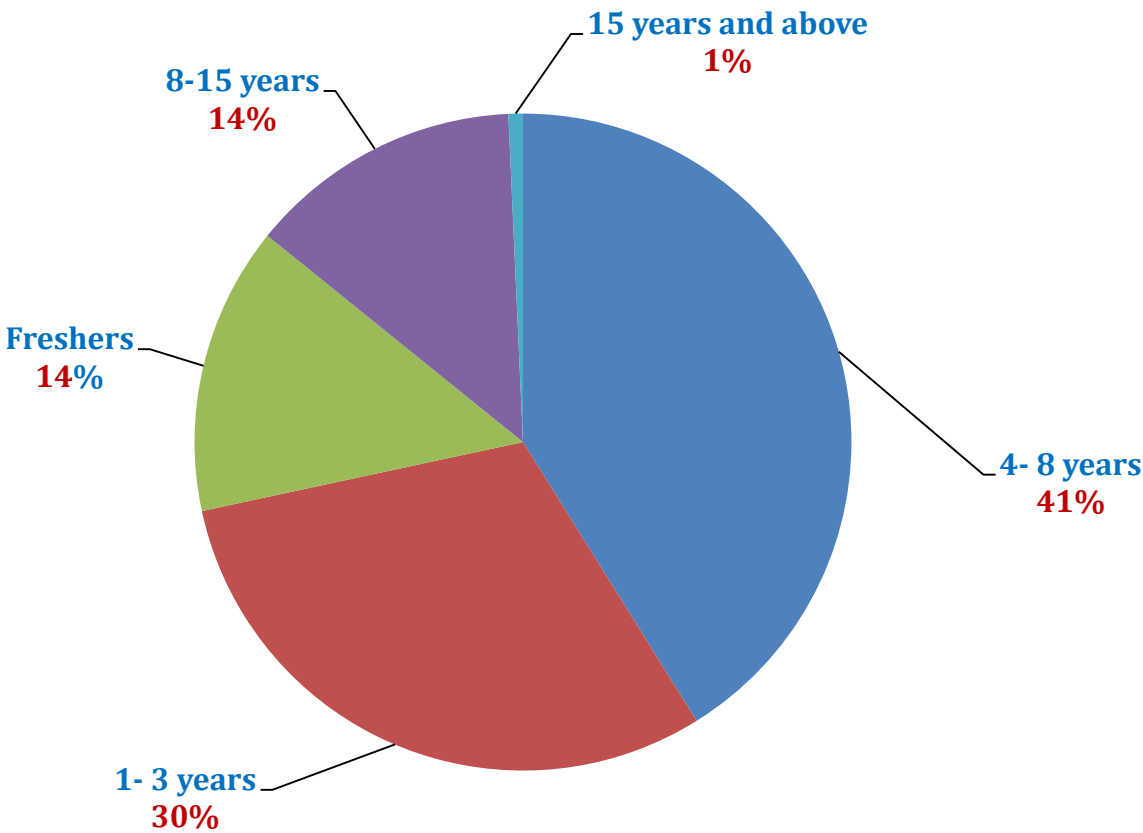
- IT/ITES/BPO
- Manufacturing,
- Construction & Engineering

Locations where Increase Within (1-15%) will happen :

- New Delhi
- Kolkata
- Mumbai

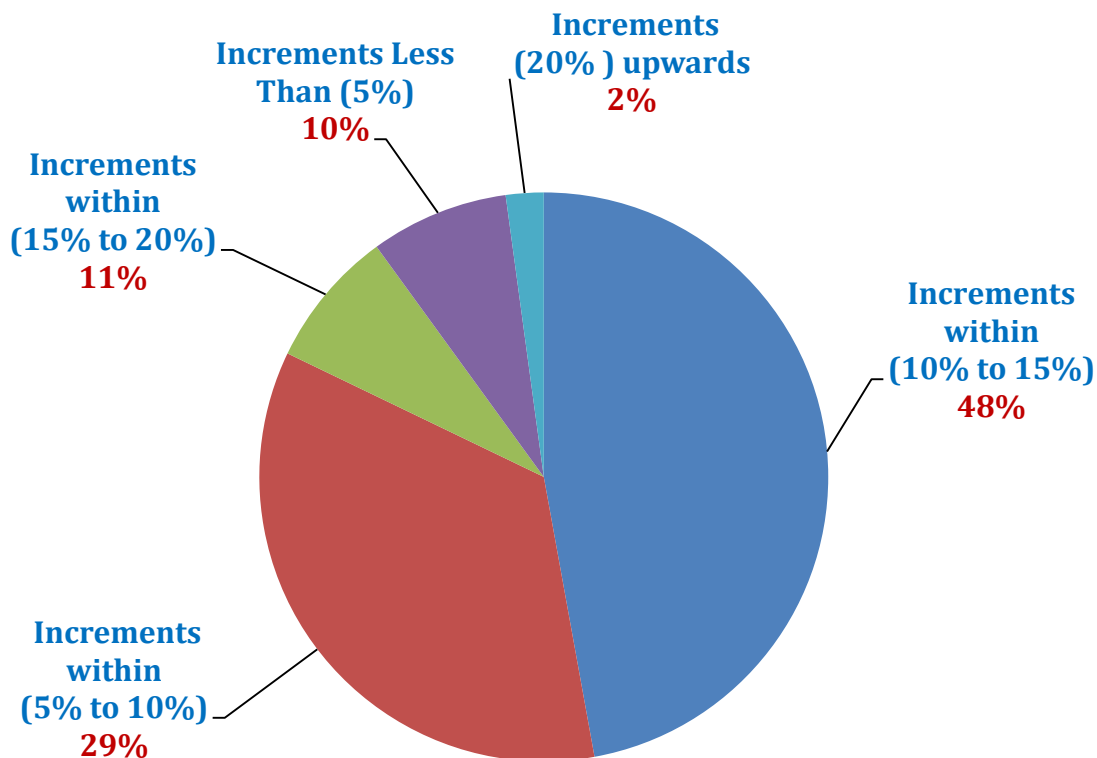
51%
say that increase in manpower strength will be in between 1-15%

Experience Band for Hiring for the FY : 2015-16



41%
*say that highest level of hiring
will take place in the experience
band of
4-8 years.*

Range of Increments in Compensation for the FY : 2015-16



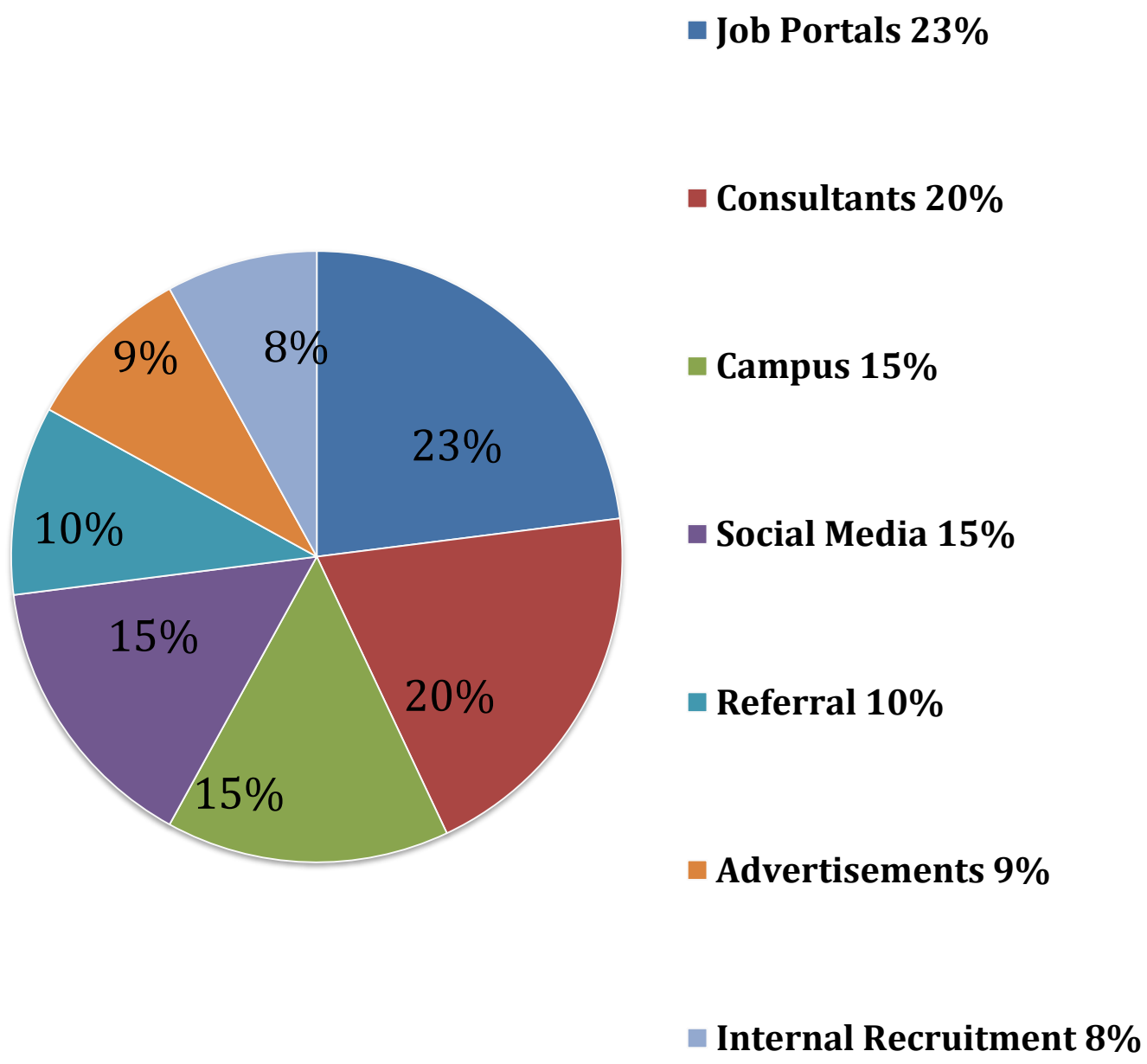
Industries where maximum increment in compensation will take place:

- IT/ITES /BPO
- Banking & Finance
- Construction & Engineering

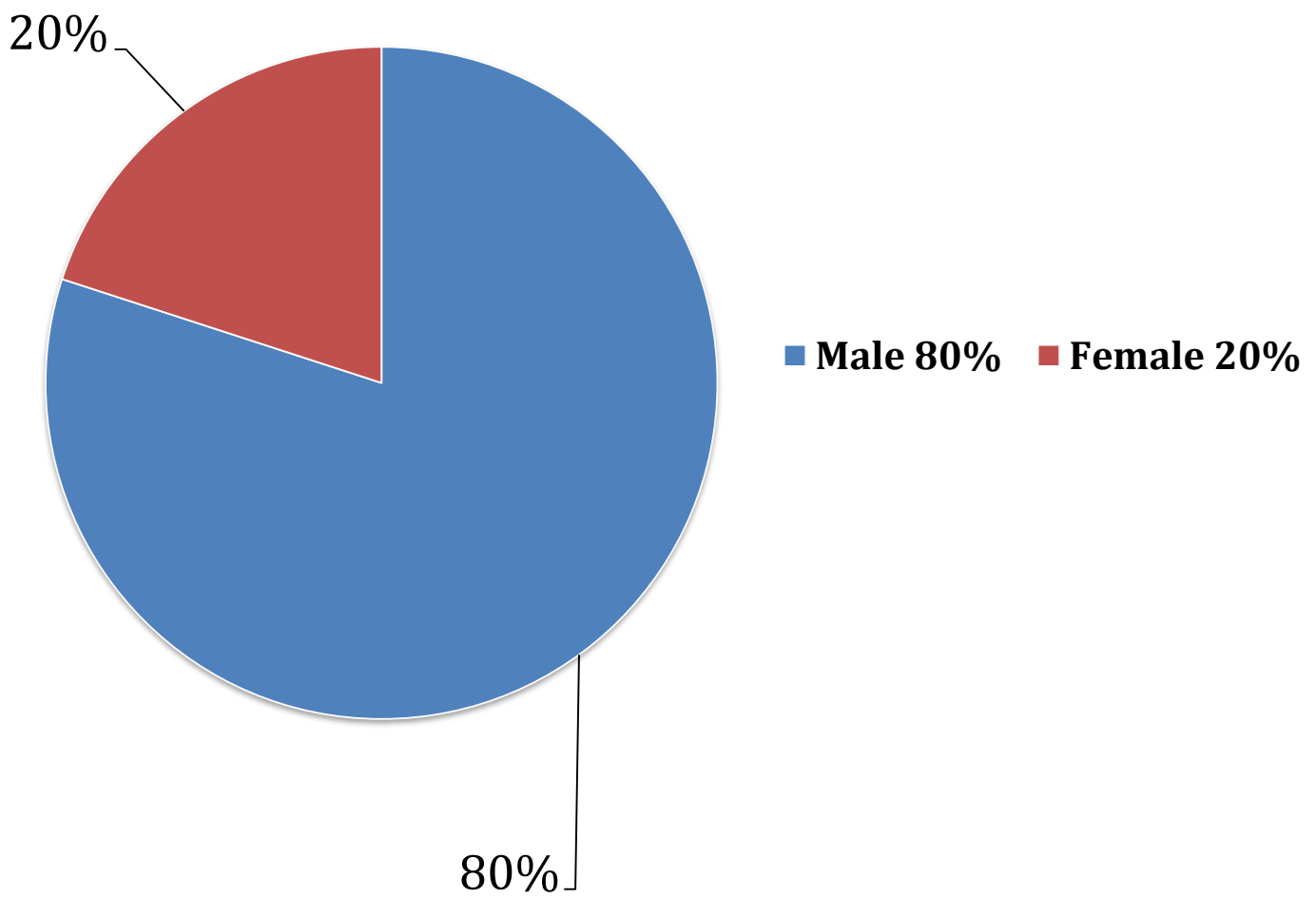
48%

say that increments in compensation will range from 10-15%.

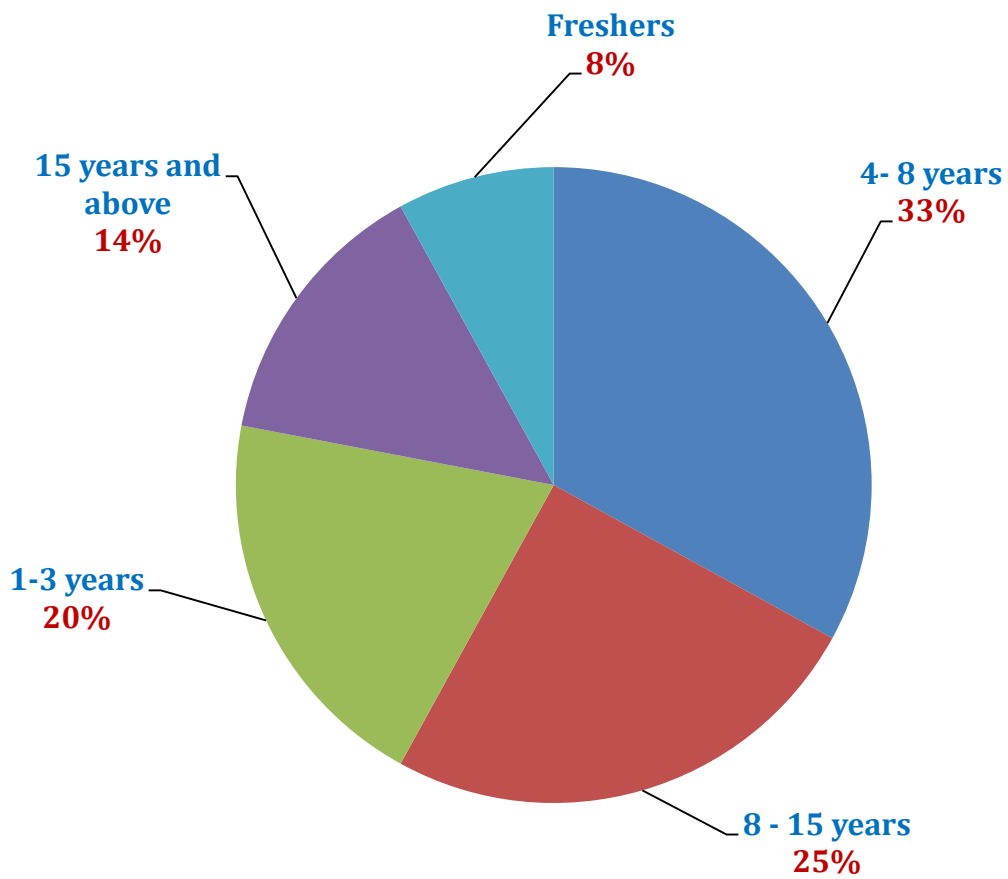
Candidates Sourcing Avenues for the FY:2015-16



Projected Trend in Hiring Male & Female Candidates in FY : 2015-16



Difficulties in recruiting for the FY: 2015-16

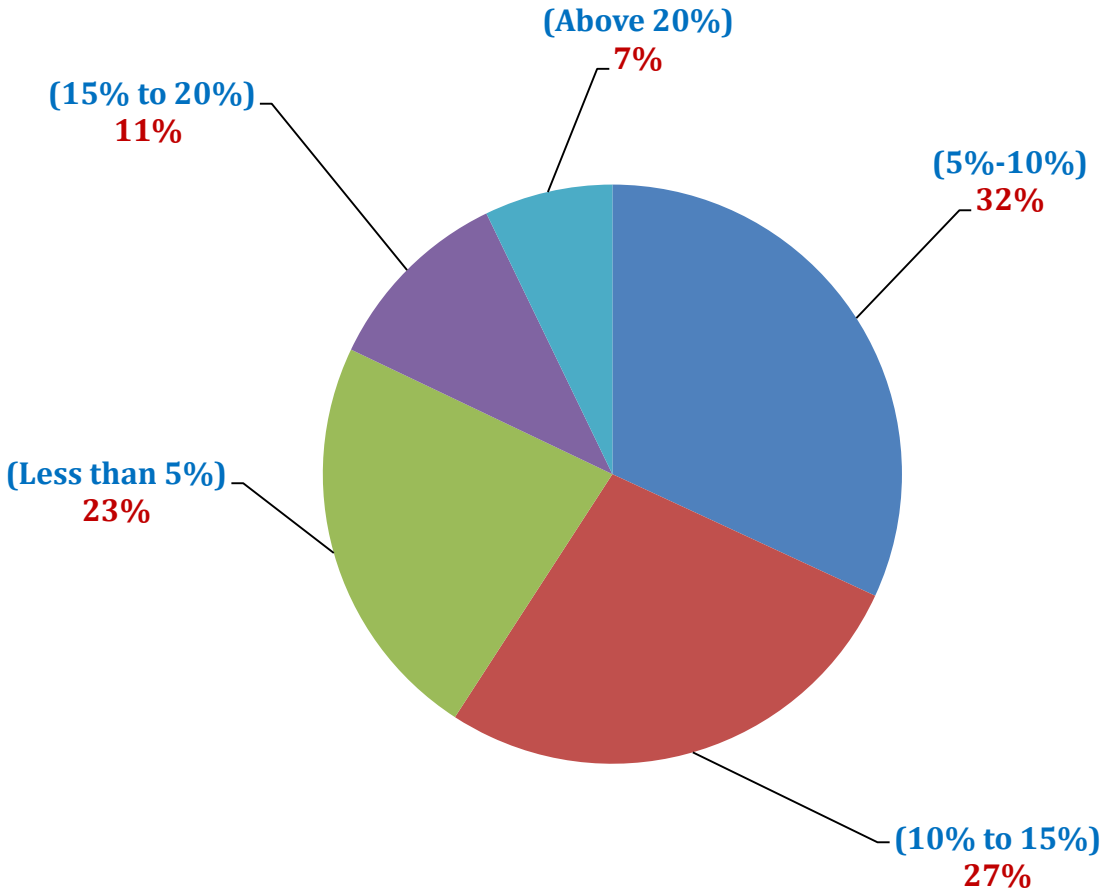


Industries where difficulties in Recruitments will take place:

- Construction & Engineering
- Manufacturing
- Pharma & Medical

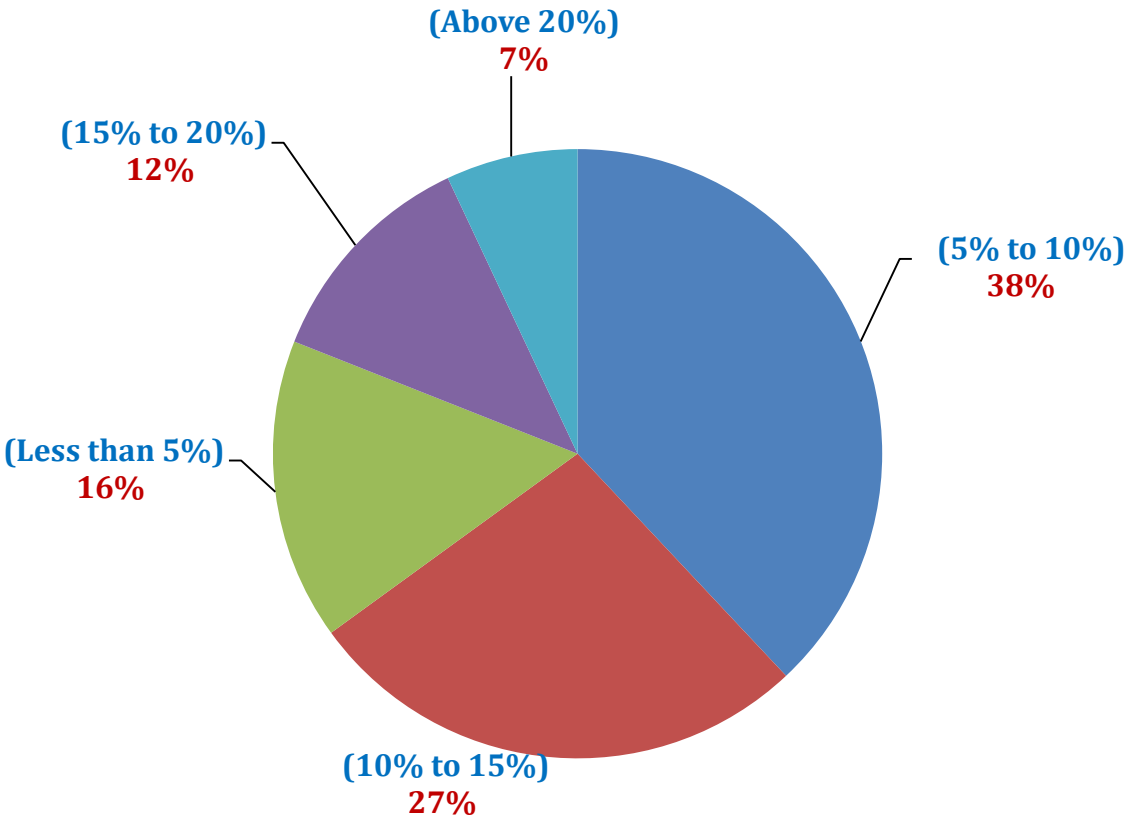
33%
says they will face difficulties in recruiting in the experience band of 4-8 years.

Overall Attrition level for the FY: 2014-15



32%
*say that attrition rate was
between 5% - 10%*

Anticipated Attrition for the FY: 2015-16



38%
*say that attrition rate will be
In between 5% to 10%.*

