



Survey

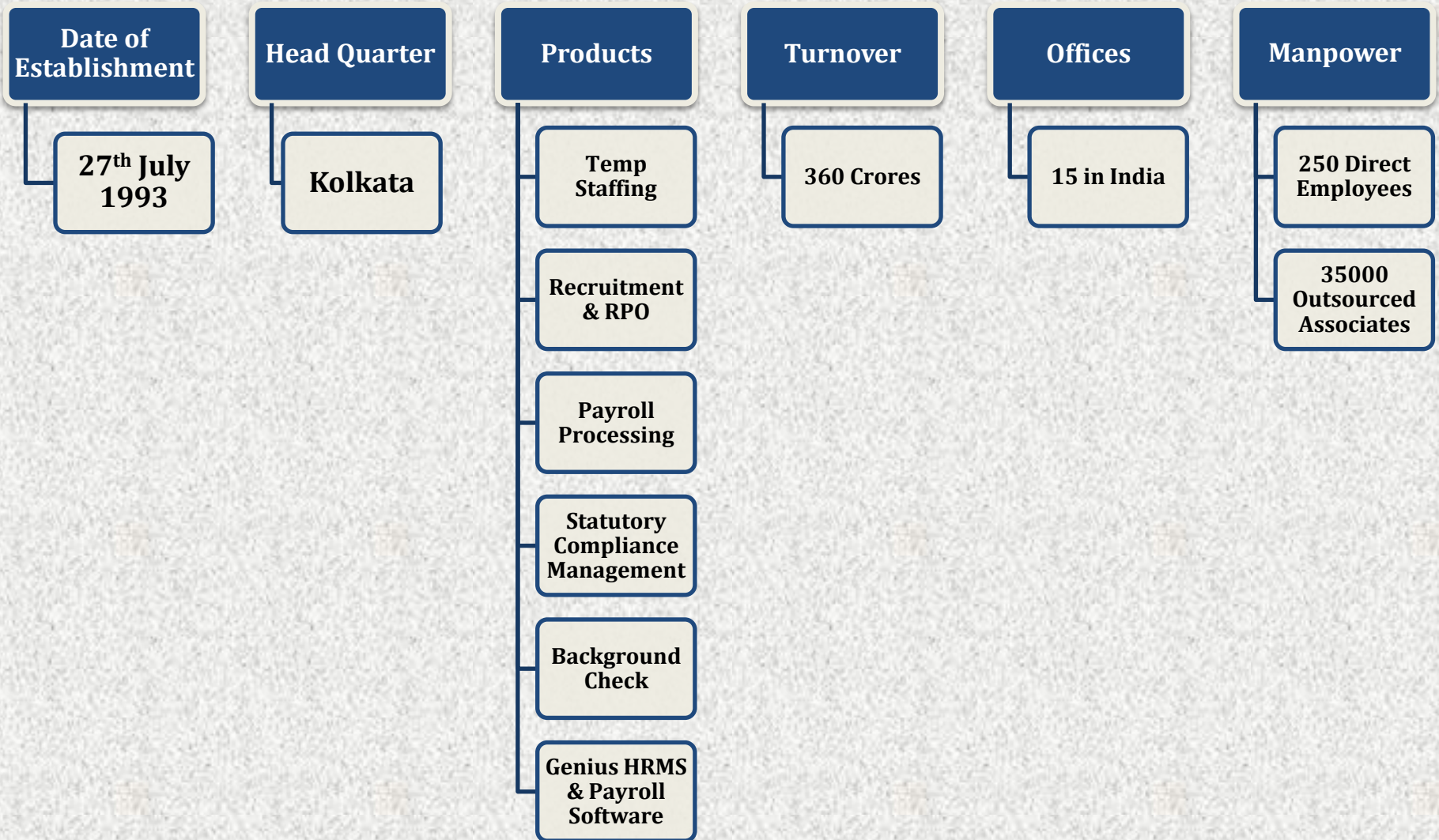
“The Outlook of Employees towards the Employer”

By Genius Consultants Ltd



R P Yadav –Chairman & Managing Director

About Genius



Agenda

- **Survey Methodology**
- **Survey Highlights**
 - ❑ Challenges in Job Search
 - ❑ Reason for Job Change
 - ❑ Factors Enhancing Workplace Satisfaction
 - ❑ Preferred HR Practices
 - ❑ Preferred Industry to Work
 - ❑ Preferred City to Work in

Technology Used

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

Industries Covered

- **Engineering, IT, ITES / BPO, FMCG, Banking and Finance, Telecom, Hospitality, Media, Pharma, Insurance**

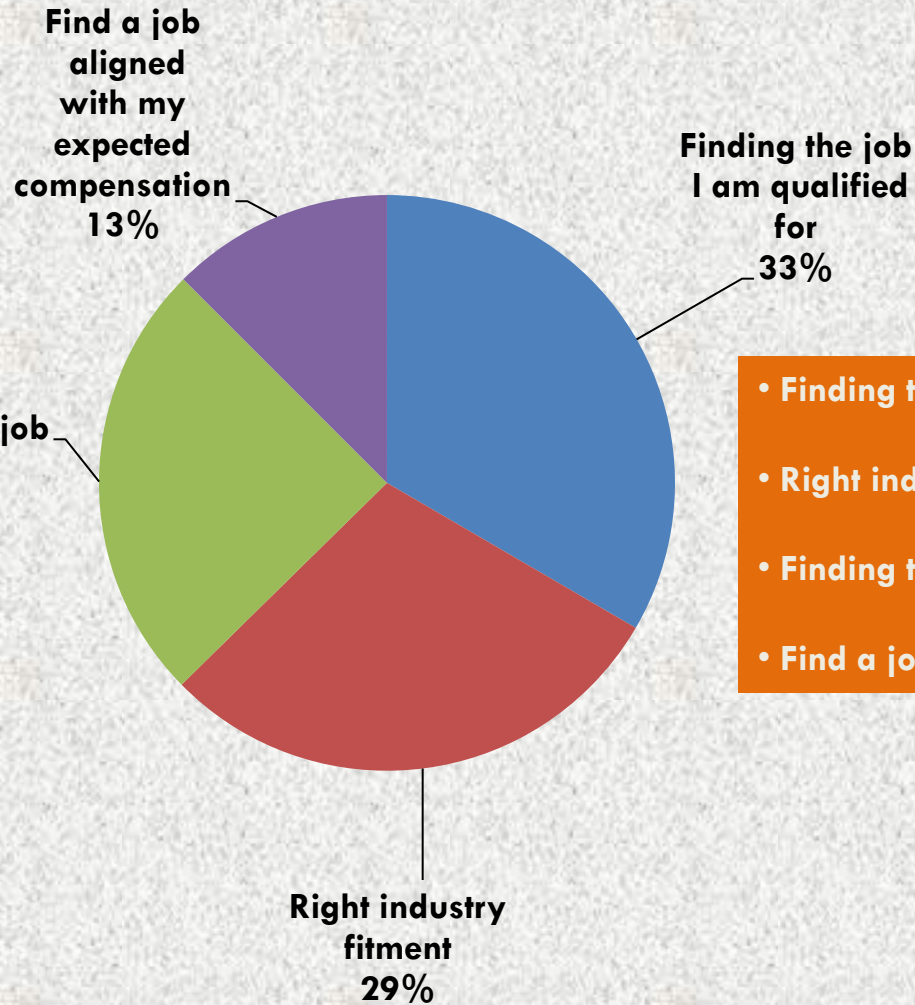
Cities Covered

- **All Metros , Tier I & Tier II Cities & Satellite Towns - 31 Cities**

Participation

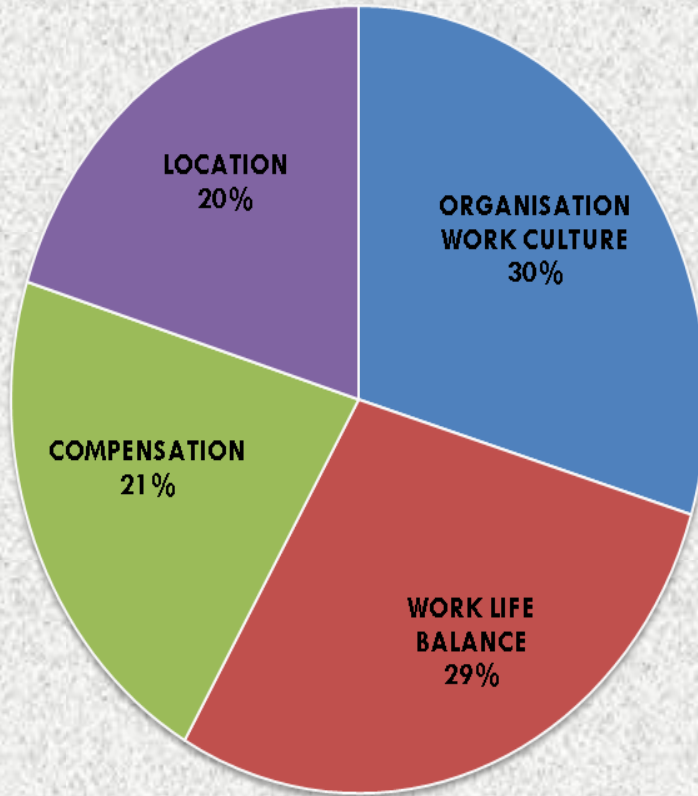
- **Online Mailer: 55,000**
- **Total Entries: 4555**
- **Successful Entries: 1145**

Challenges in Job Search:



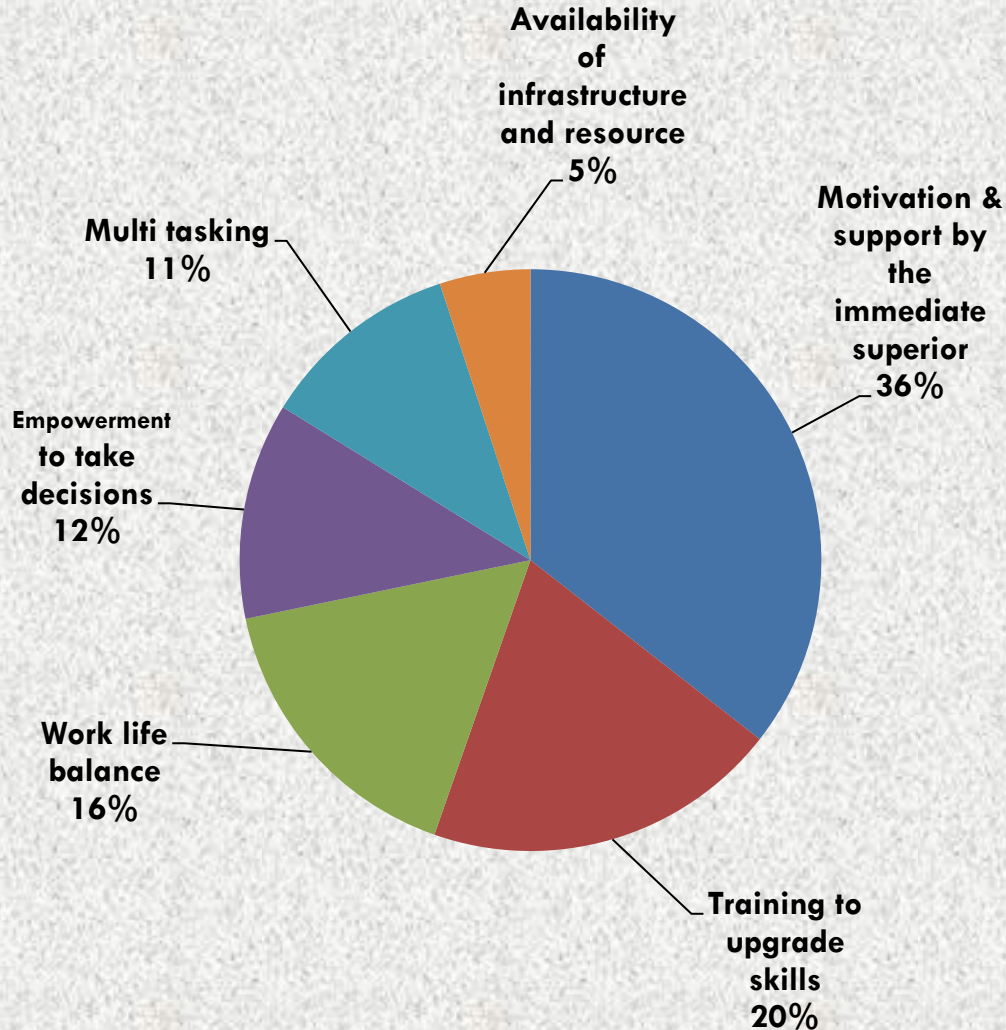
- Finding the job I am qualified for: 33%
- Right industry fitment: 29%
- Finding the job I like: 25%
- Find a job aligned with my expected compensation: 13%

Reason for Job Change



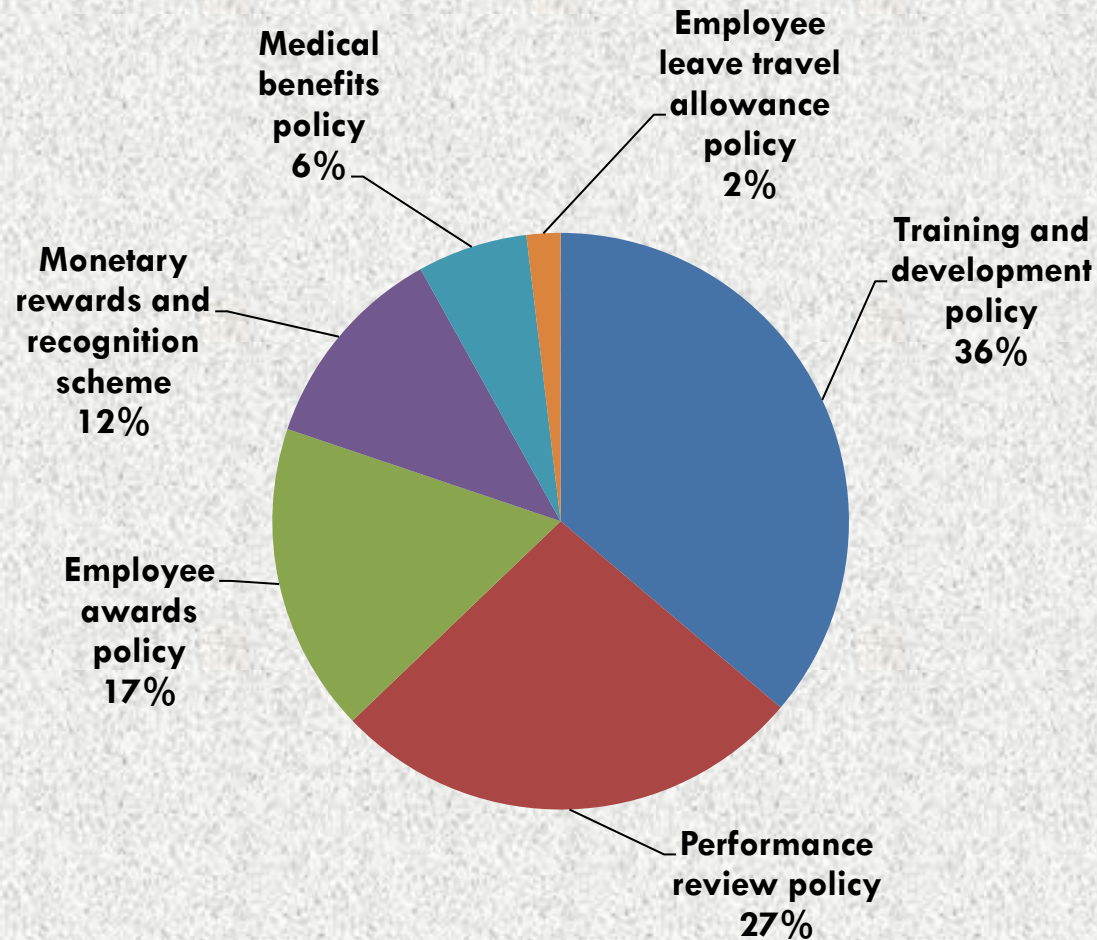
- Organisation work culture: 30%
- Work Life balance: 29%
- Compensation: 21%
- Location: 20%

Factors Enhancing Workplace Satisfaction:



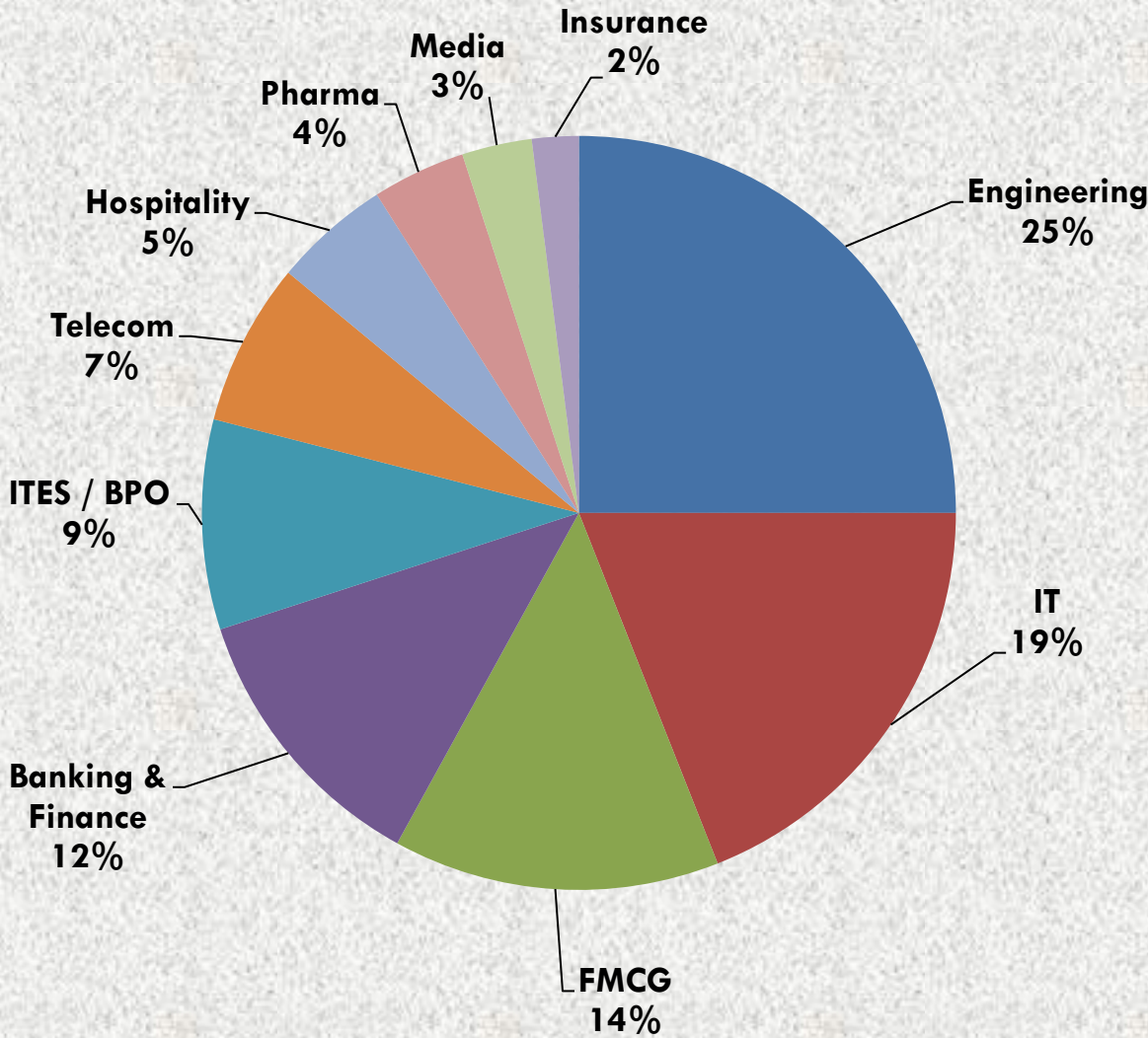
- Motivation & support by the immediate superior: 36%
- Training to upgrade skills: 20%
- Work life balance: 16%
- Empowerment to take decisions: 12%
- Multi tasking: 11%
- Availability of infrastructure & Resource: 5%

Preferred HR Practices:



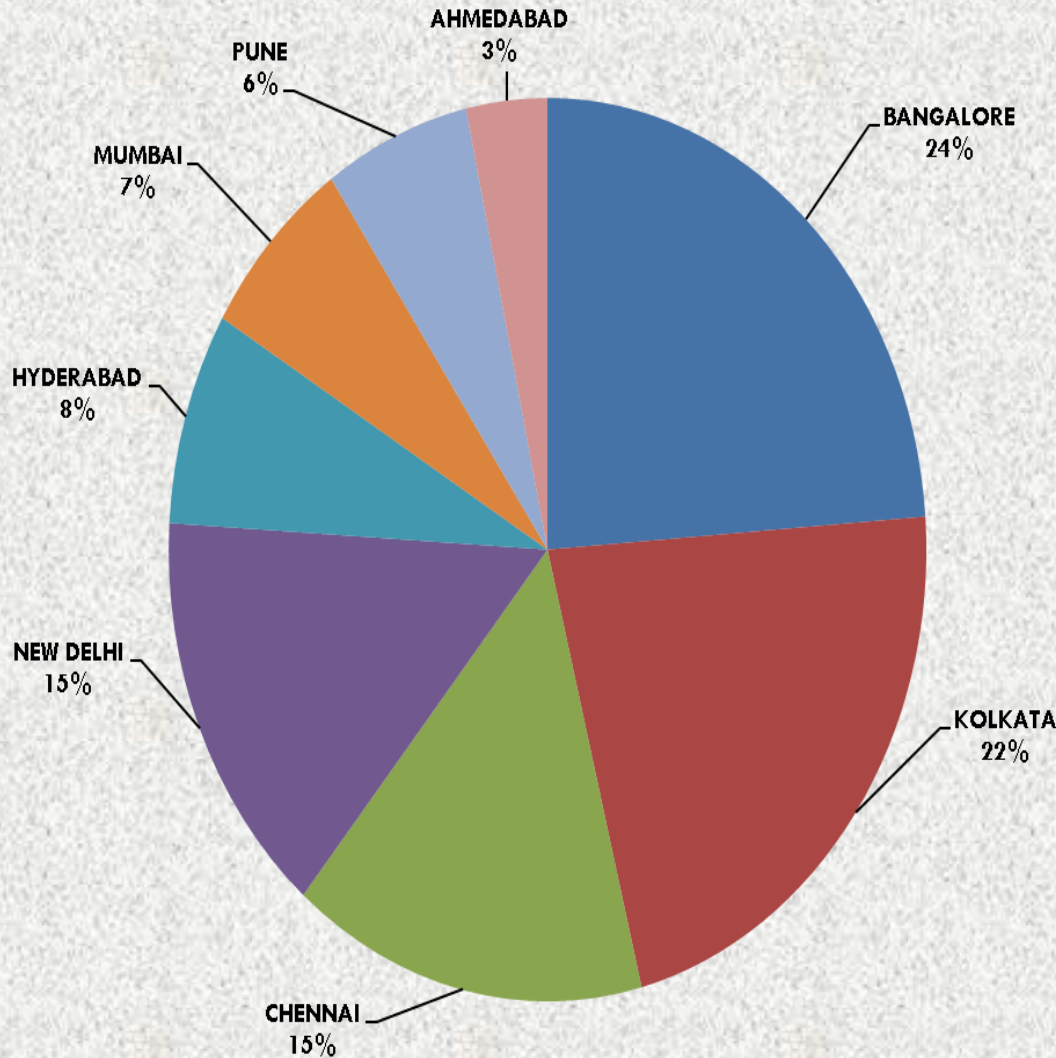
- Training & Development : 36%
- Performance Review : 27%
- Employee Awards:17%
- Monetary Rewards & Recognition:12%
- Medical Benefits: 6%
- Employee Leave Travel Allowance: 2%

Preferred Industry to work:



- **Engineering: 25 %**
- **IT: 19%**
- **FMCG: 14%**
- **Banking & Finance: 12%**
- **ITES/BPO: 9%**
- **Telecom: 7%**
- **Hospitality: 5%**
- **Pharma: 4%**
- **Media: 3%**
- **Insurance: 2%**

Preferred City to work in:



- Bangalore: 24%
- Kolkata: 22%
- Chennai: 15%
- New Delhi: 15%
- Hyderabad: 8%
- Mumbai: 7%
- Pune: 6%
- Ahmedabad: 3%