



Genius Hiring Trend Survey 2012-13

In

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India's Best HR Magazine

Business Manager
Making HR People Complete

Methodology

Survey Background

Online survey conducted on Pan India basis to understand the hiring scenario for the **FY: 2012-13**

Participation

Invitation Mailers Sent to companies : **917** ; Participant: **410** ; Successful Participation: **353**

Technology

Web based .NET technology used, Database: SQL Server 2005 ; Language: ASP.net C #

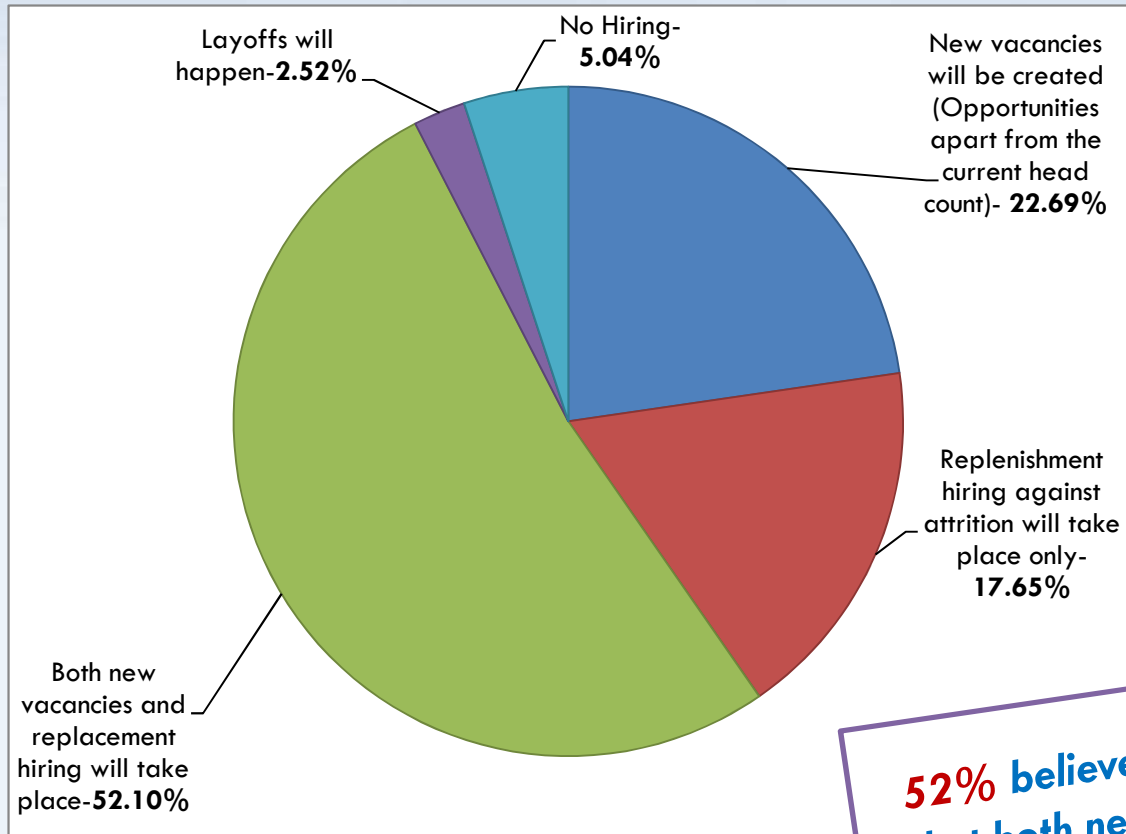
Industries

Auto / Auto ancillary , Banking / Finance, Construction / Engineering, IT/ITES/BPO, Oil & Gas, Pharma / Medical, Power / Energy, Logistics & Supply Chain, Telecom

Cities

Kolkata , Chennai , Mumbai, Bangalore , New Delhi , Hyderabad , Ahmedabad , Pune.

Hiring Scenario for Companies in 2012 - 13



Industries & Locations where both new vacancy & replacement hiring will take place (Upward Trend)

- Auto/ Auto Ancillary
- Construction/ Engineering
- IT/ITES/BPO
- Pharma/Medical
- Power/Energy
- Retail

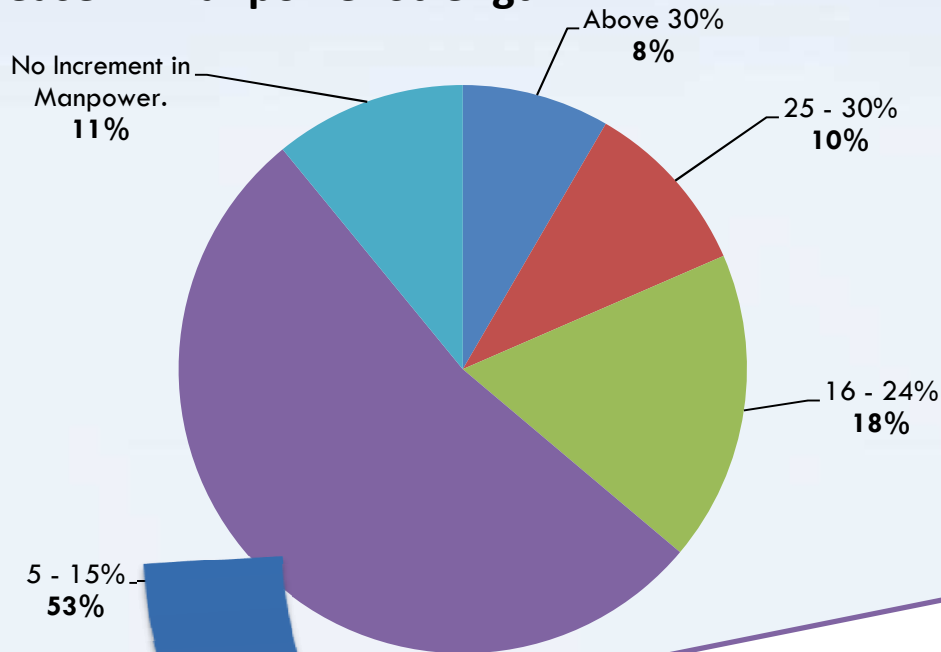
Kolkata, Mumbai, New Delhi, Bangalore

52% believes that both new vacancies and replacement hiring will take place.



Projected Increase in Manpower Strength: FY 2012-13?

Increase in Manpower Strength



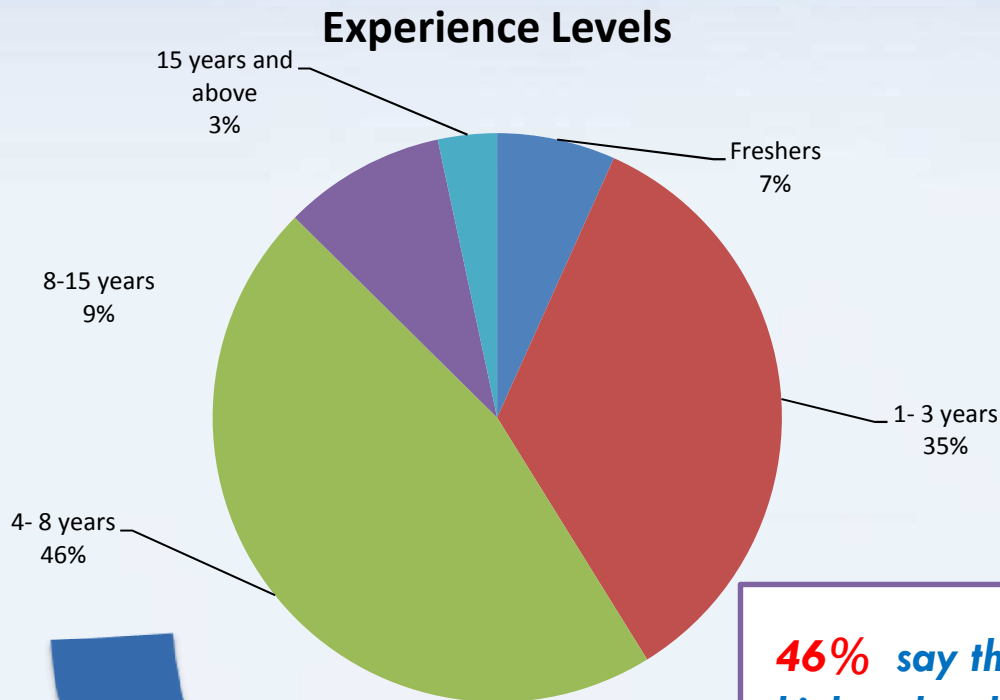
Industries & Locations where there will be increase in manpower strength (Upward trend)

- Auto/ Auto Ancillary
- Construction/ Engineering
- Pharma/Medical
- Power/Energy

Kolkata, Mumbai, Chennai

53% say that increment in manpower strength will be in between **5-15%**

Experience levels which will have the most opportunities: FY 2012-13



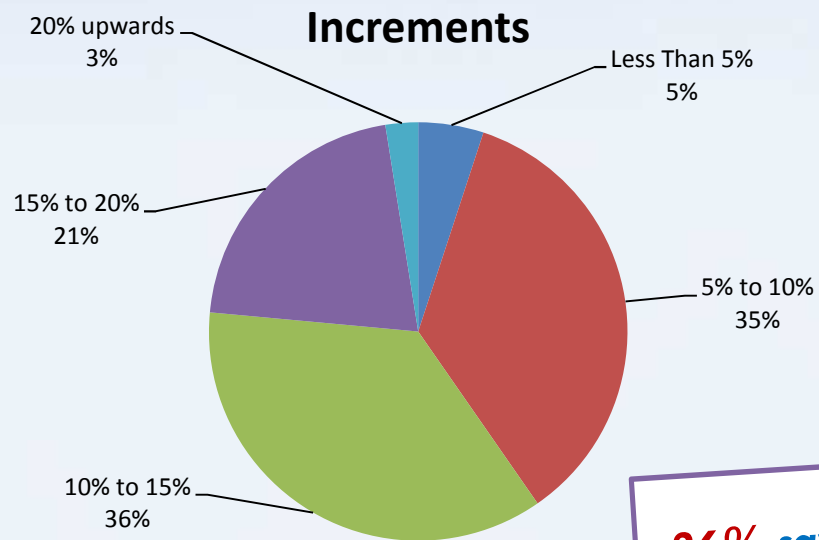
Industries & Locations where the experience levels will have the most opportunities (Upward Trend)

- Auto/ Auto Ancillary
- Construction/ Engineering
- Real Estate
- Power/Energy

Kolkata, Mumbai, Bangalore, Hyderabad

46% say that highest level of Hiring will take place in the experience band of **4-8 years.**

Range of Increments in Organisation : FY 2012-13



36% say that increments will range from **10-15%**

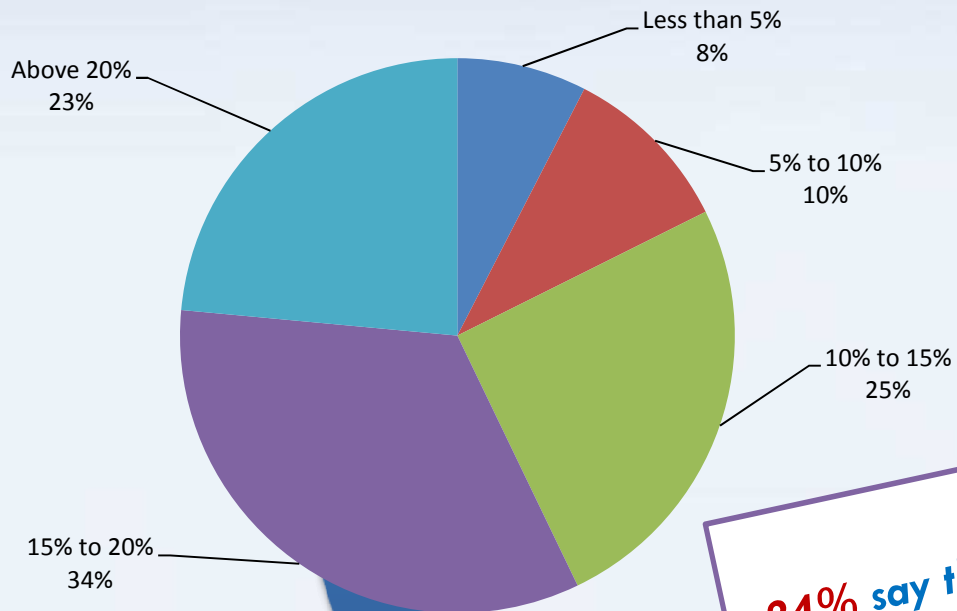
Industries & Locations where maximum increment will take place (Upward Trend)

- Construction/ Engineering
- Pharma/Medical
- Power/Energy
- Retail
- Telecom

Mumbai, Bangalore, New Delhi, Ahmedabad

Overall Attrition level: FY 2011-12

Attrition Level



34% say that
the attrition rate
was in the range
of 15-20%

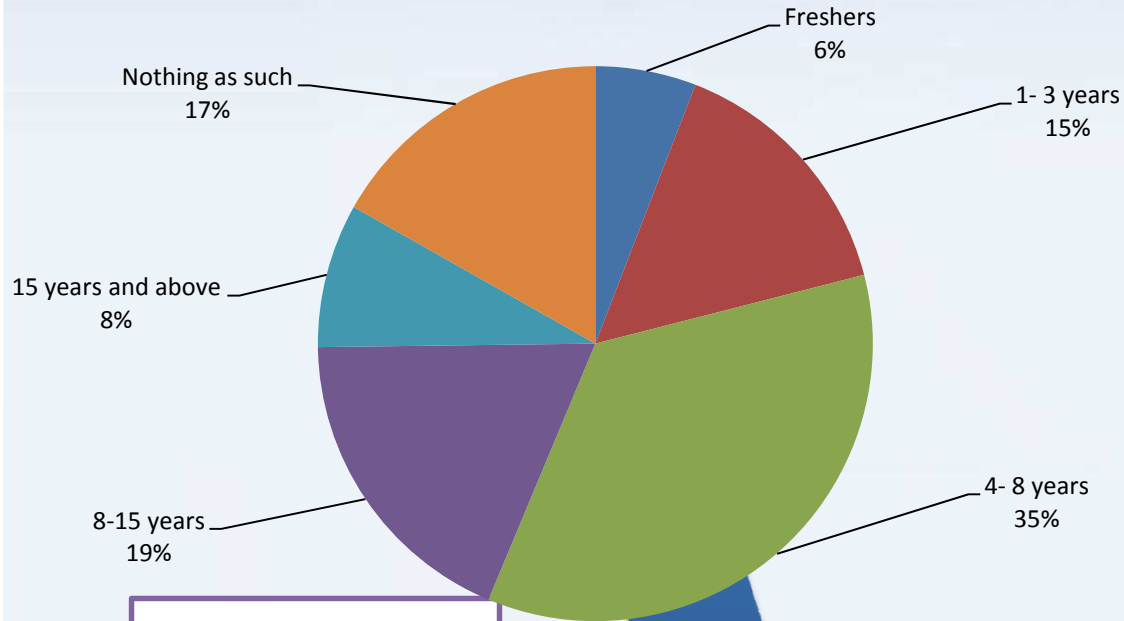
Industries & Locations where
maximum attrition will take
place (Upward Trend)

- Aviation
- IT/ITES/ BPO
- Telecom

Mumbai, Bangalore, New
Delhi, Ahmedabad

Difficulties in Recruiting: FY 2011-12

Difficulties in Recruiting

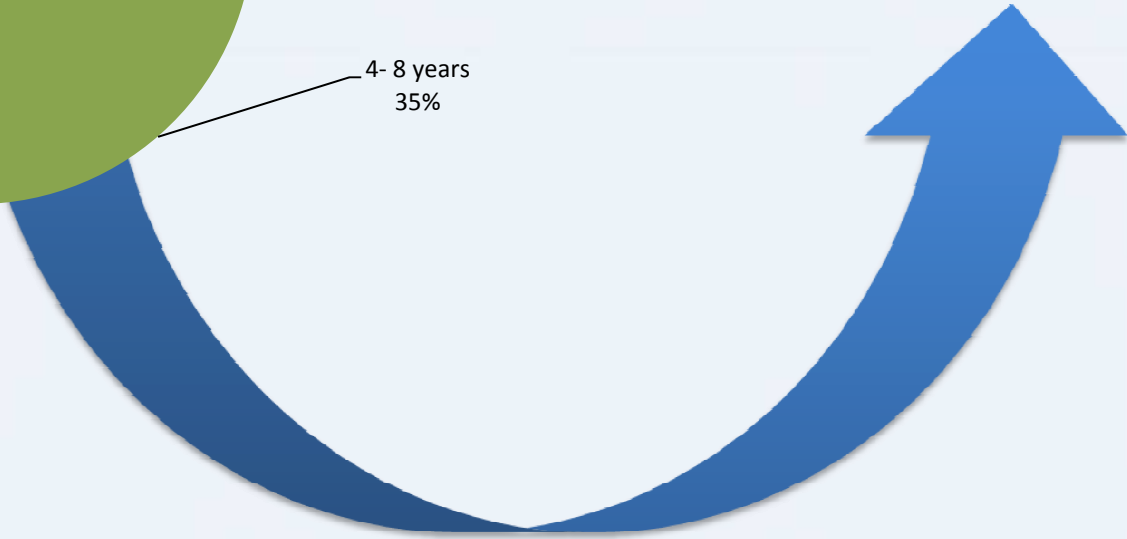


35% faced difficulties in recruiting in the experience band **4-8 years**

Industries & Locations which faced difficulties in Recruiting (Upward Trend)

- Construction/ Engineering
- Education
- Power/Energy
- Hospitality

Chennai, Mumbai, Ahmedabad



Thank You