



# 4<sup>th</sup> Hiring, Attrition & Compensation Trend Survey : 2015-16

By Genius Consultants Ltd.



# About Genius

## Date of Establishment

27<sup>th</sup> 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

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# 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

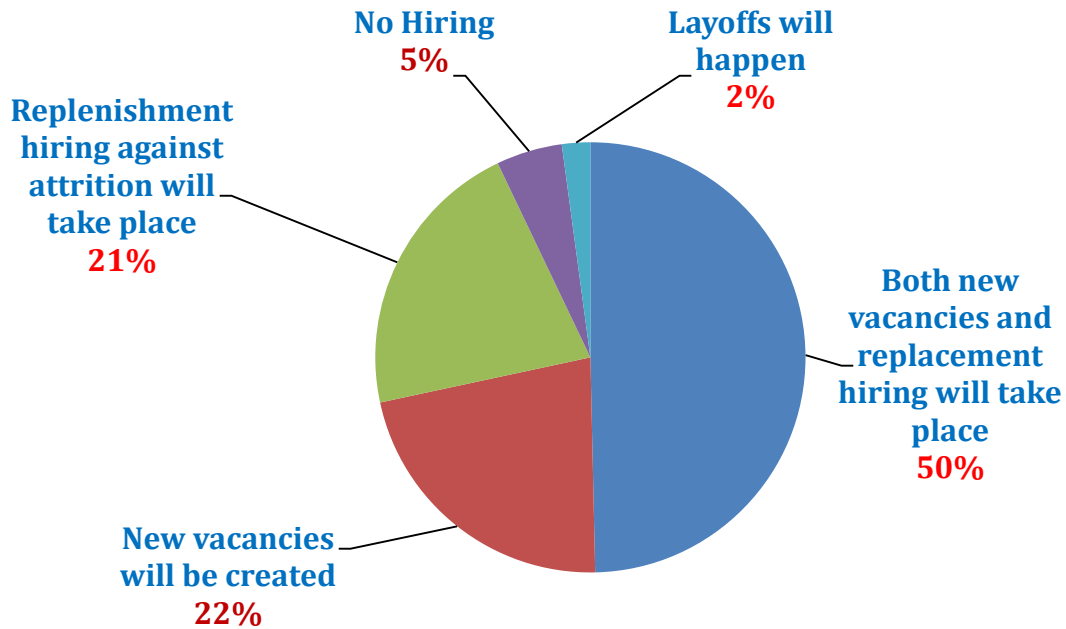
• Auto & Auto Ancilliary, Banking & Finance, Construction & Engineering, Education/Teaching/Training, FMCG, Hospitality, HR Solutions, IT,ITES &BPO, Logistics, Manufacturing, Media, Oil & Gas, Pharma & Medical, Power & Energy, Real Estate, Retail, Telecom.

## 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

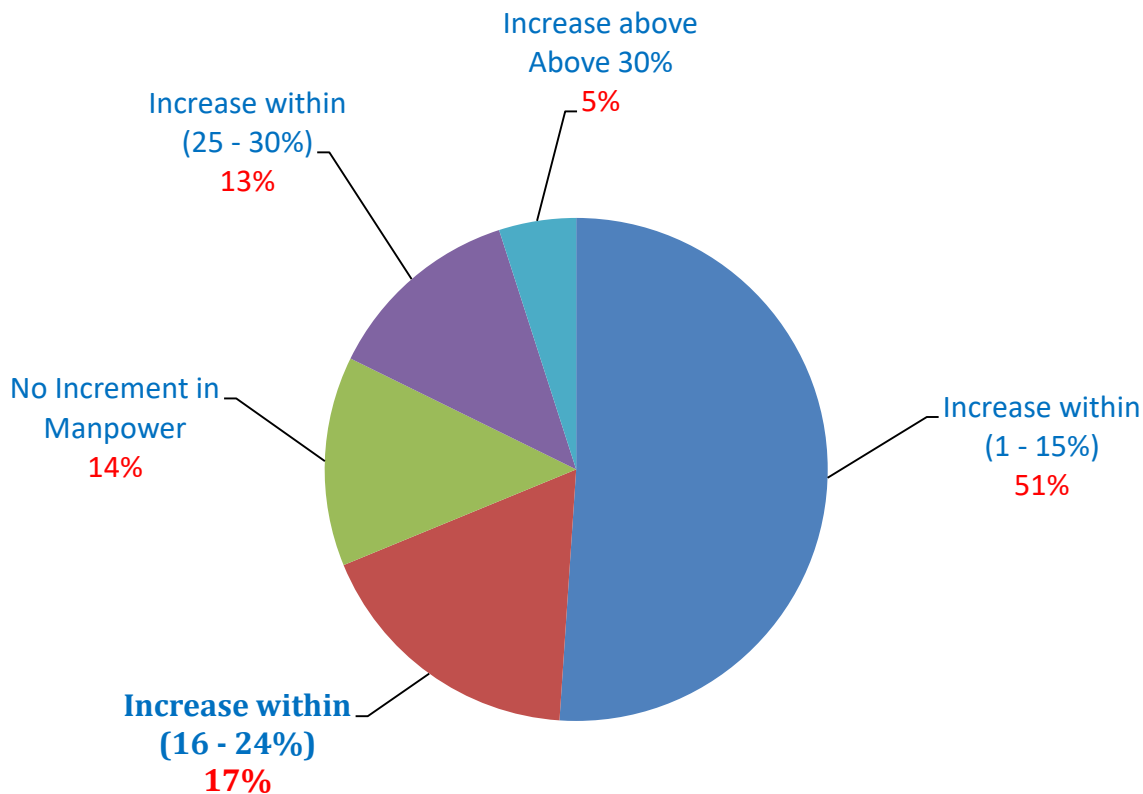
### Locations where both new vacancies and replacement hiring will take place:

- 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

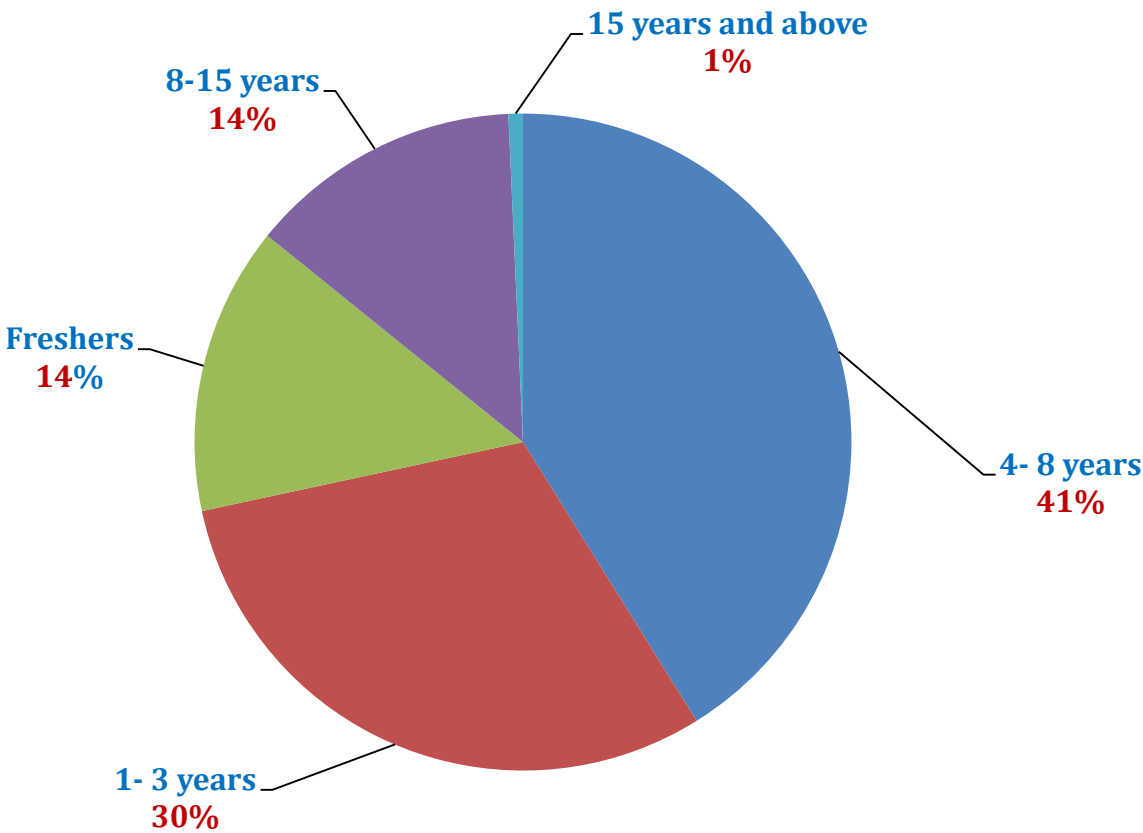
## Locations where Increase Within (1-15%) will happen :

- New Delhi
- Kolkata
- Mumbai

**51%**

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

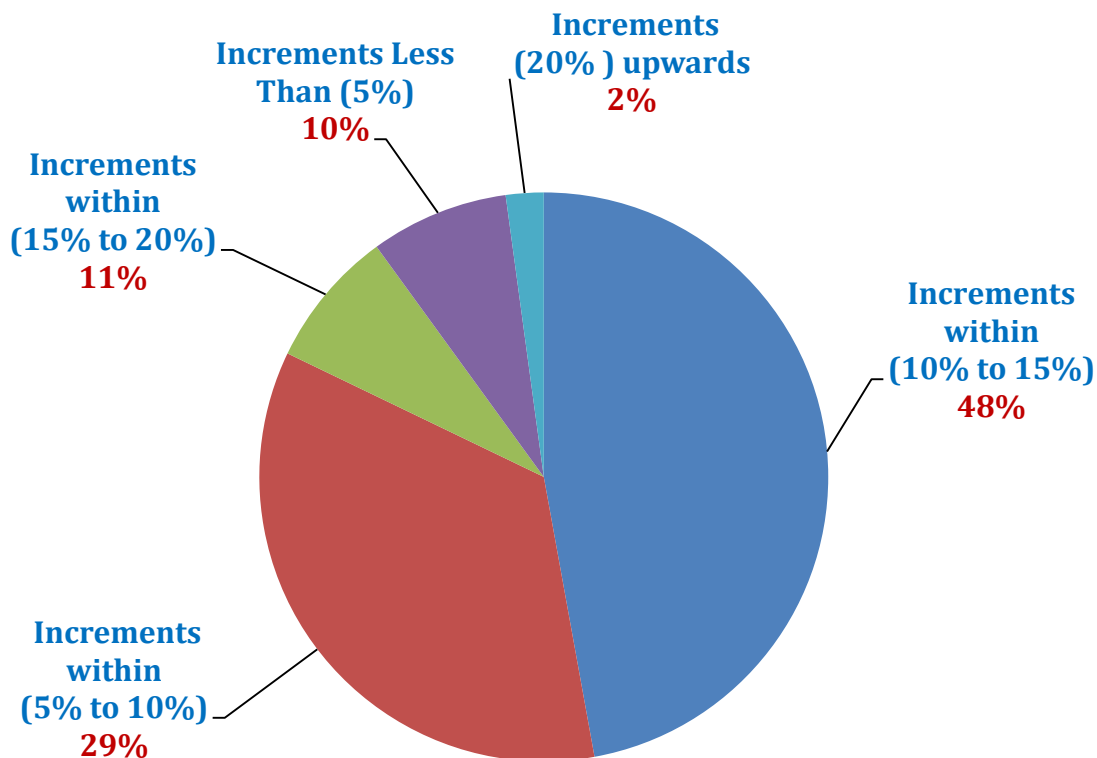
# Experience Band for Hiring for the FY : 2015-16



**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



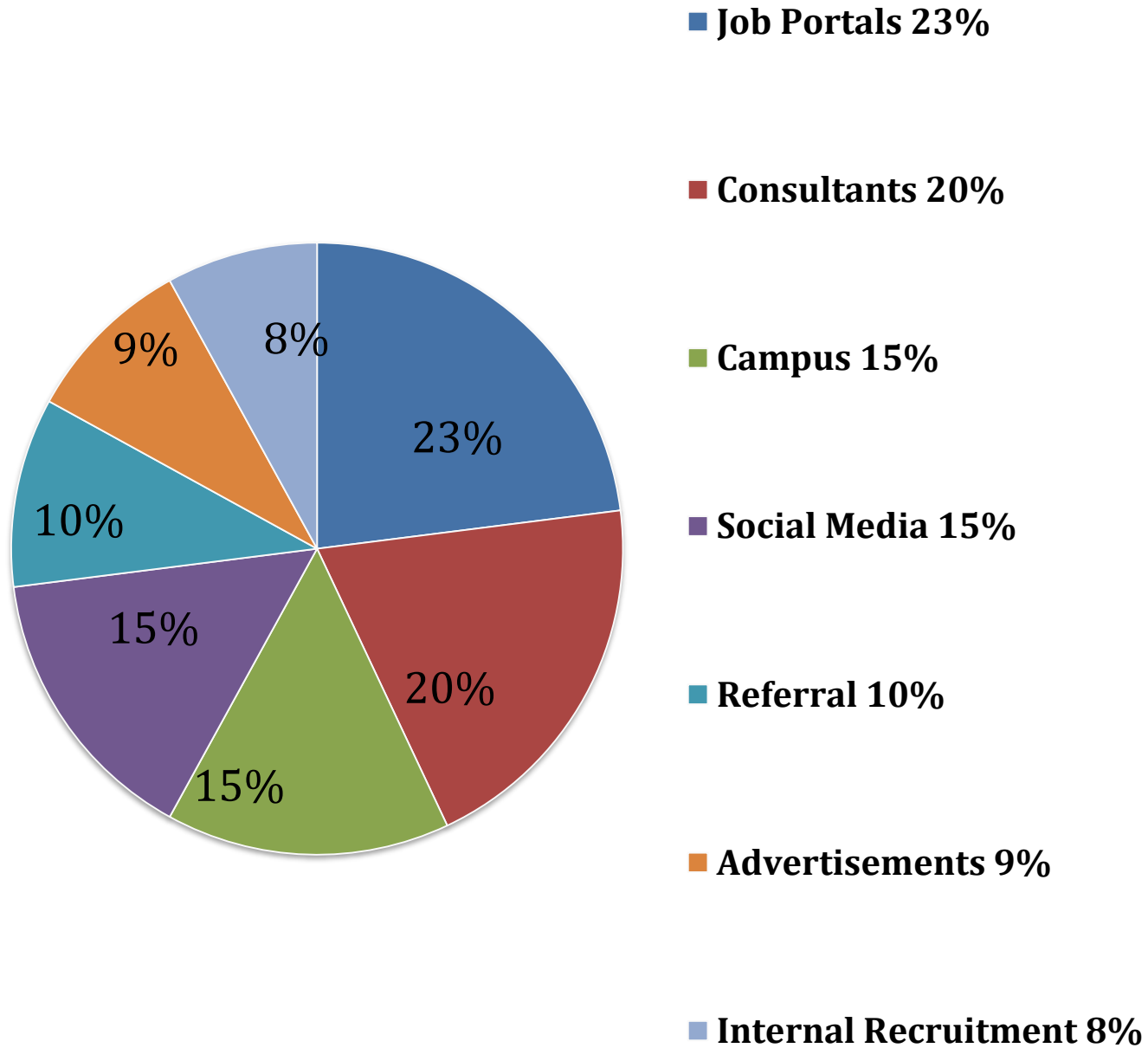
## Industries where maximum increment in compensation will take place:

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

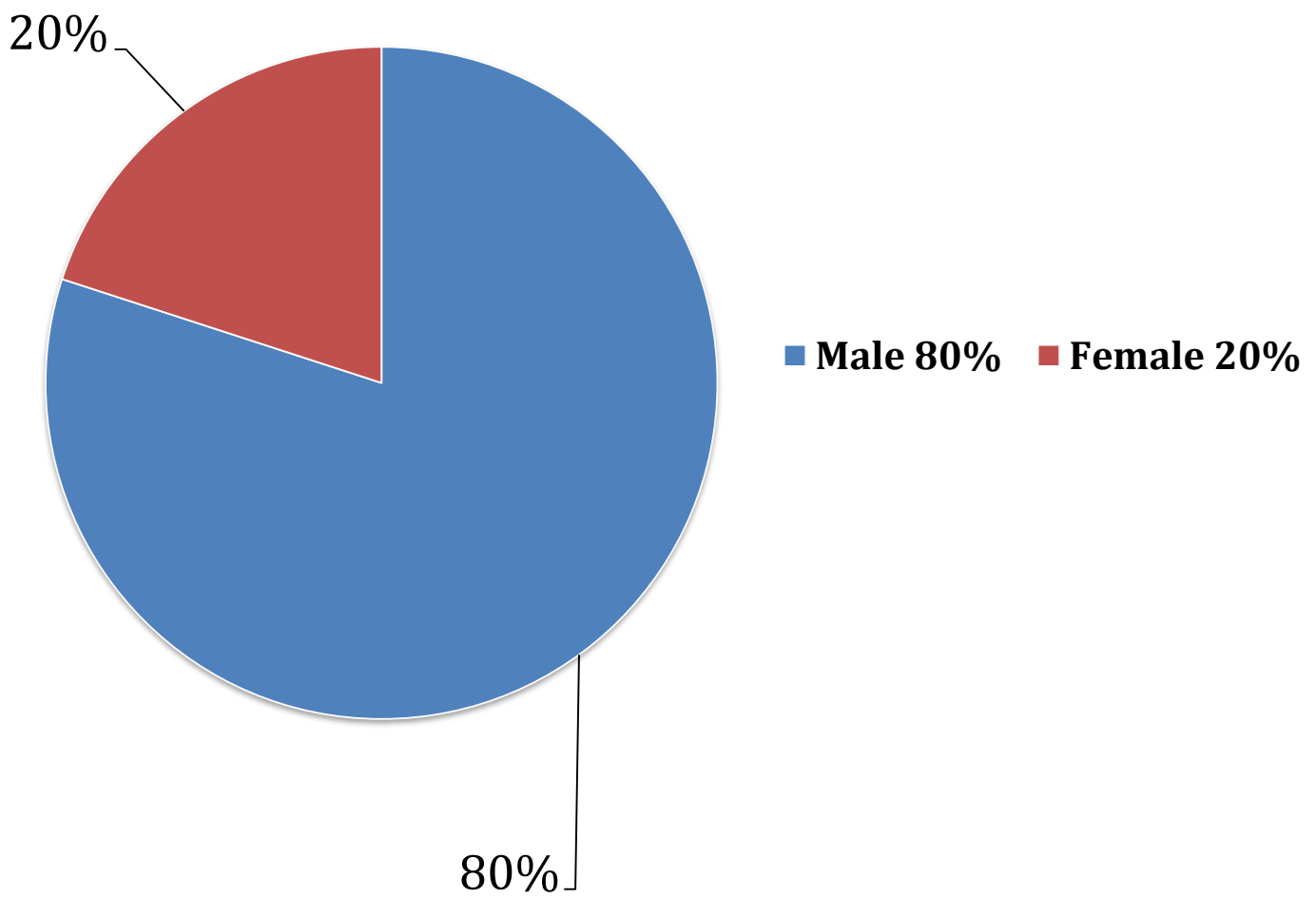
**48%**

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

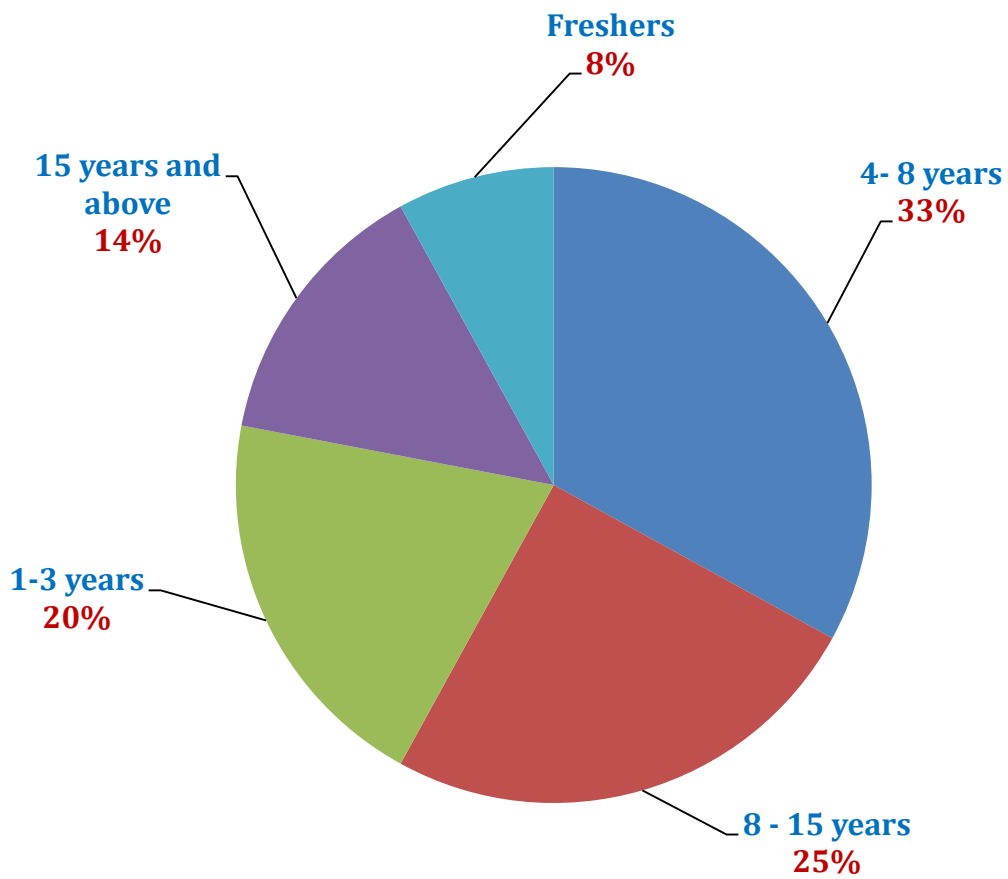
# Candidates Sourcing Avenues for the FY:2015-16



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



# Difficulties in recruiting for the FY: 2015-16

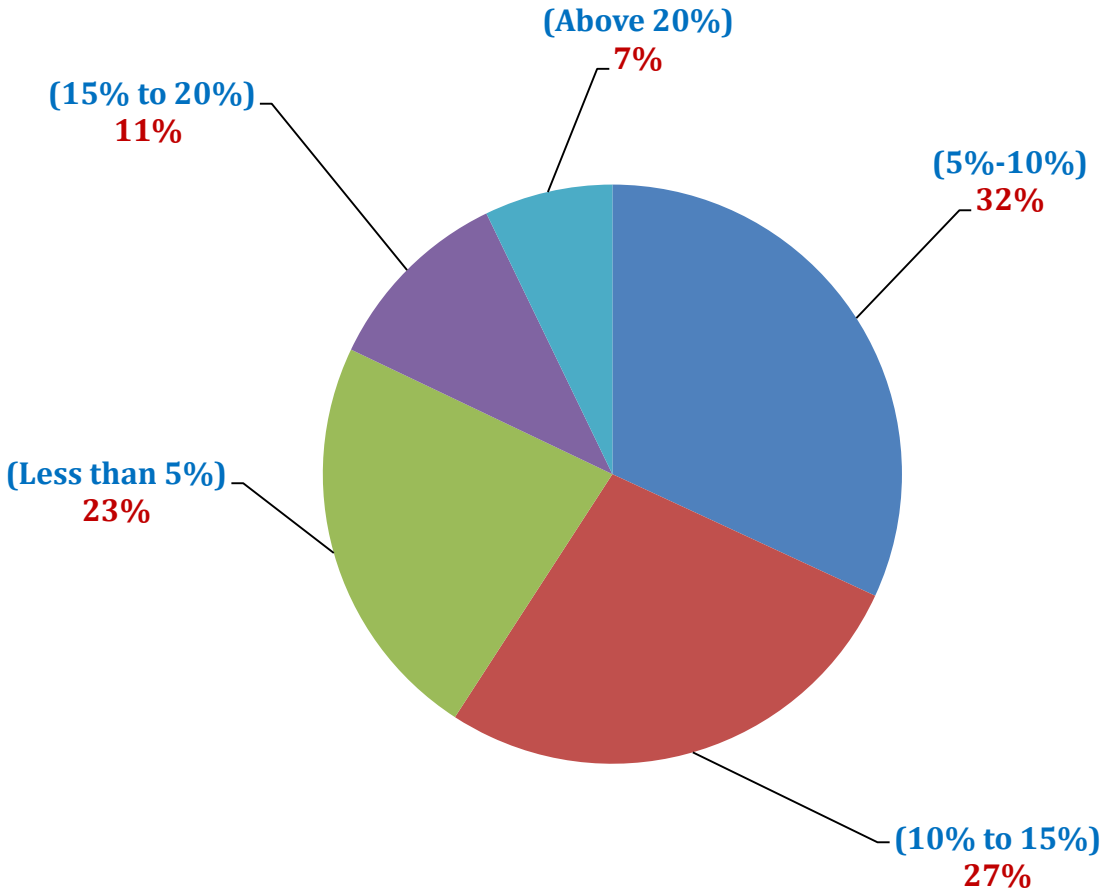


### Industries where difficulties in Recruitments will take place:

- Construction & Engineering
- Manufacturing
- Pharma & Medical

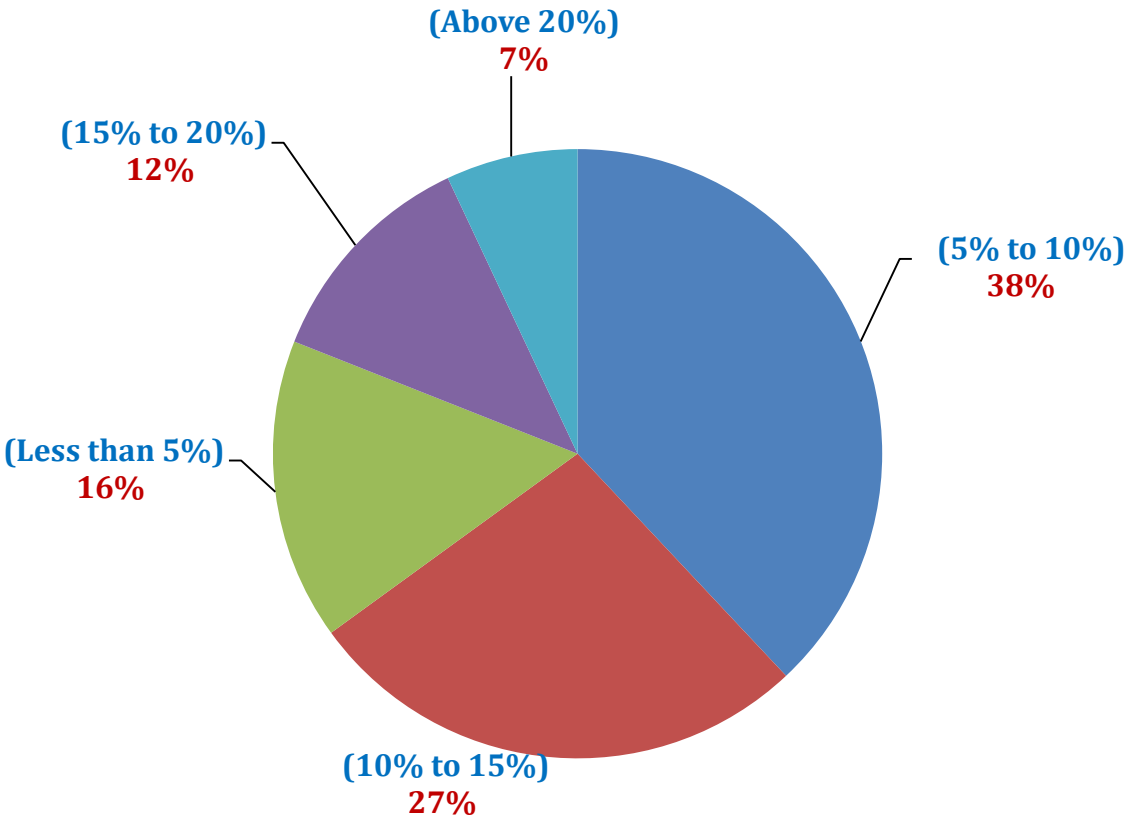
**33%**  
*says they will face difficulties in recruiting in the experience band of 4-8 years.*

# 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%.*

