



## **7<sup>th</sup> Genius Hiring Attrition & Compensation Trend Survey: 2018 - 19**

**Kolkata - May 23<sup>rd</sup>, 2018:** Genius Consultants Limited, an ISO 9001:2015 & ISO/IEC 27001:2013 certified 25 years young and India's leading as well as fastest growing staffing firm, launches its **100% authentic survey** on '**Hiring, Compensation & Attrition Trends in 2018-19**'. The two months long survey derives its statistics from **881 top notch organizations across various industries** and **analyzes data from 1 lakh database to uncover developments in the fastest – growing HR profession.**

*The Chairman and Managing Director, Genius Consultants Ltd., Mr. R.P. Yadav said, "According to Genius's unique Survey research report, the premium findings show that Indian industries are witnessing more pronounced sub-segment differences within industries. Interestingly 57.14% of the corporate participants consider that there will be both new & replacement employment across industries. This year Southern and Western zone of India has been projected to have the brightest hiring scenario. Whereas 41.27% of corporate believes that minimum 5-10% of increment is expected in FY 2018-19. In a nutshell the HR industry is going to be driven by optimistic economic environment."*

### **Major Highlights from the Hiring, Compensation & Attrition Trend Survey FY 2018-19:**

- According to the rigorous survey **57.14%** of the respondents say that **both new & replacement hiring is expected across industries.**
- A figure of **42.06 %** corporate houses say the **projected increase in Manpower Strength for FY 2018 -19 in their companies will be 1 – 15%.**
- **53.17%** of the companies believe **1 – 5 years' work experience levels will have the most opportunities in the FY 2018-19.**
- **20.65%** of Consultants affirms that the **major candidate sourcing avenue is through Job portals and minor is through advertisement.**
- **33.33%** of HRs feels that candidates having **1-3 years of experience faces the major bottlenecks in recruiting.**
- **5-10% is the range of increment that 41.27% of corporates are expecting.**
- When asked an organization's **projected trend in hiring male and female candidates in 2018-19**, the answers were **57.77% Male & 42.23% Female.**
- **65.08%** of the applicants say that **anticipated attrition level will be between 5-15%.** But **39.68% of Junior Level employees are more exposed to attrition.**
- Similar to last year, this year too, **Southern zone has been projected to have the brightest hiring scenario** for organizations/Industries at **32.54%.**
- A whopping **68.25%** of survey takers consider that the **Background check is very crucial before recruiting a candidate.**

*Genius Hiring Trend Survey is an online survey conducted every year to gauge the hiring trends across varied sectors.*

### Survey Statistics:

- The industry wise participation percentage is as follows **Manufacturing, Construction & Engineering, Real Estate – 24.83%, FMCG – 2.61%, Retail – 3.26%, IT/ITES/BPO – 12.41%, Banking & Finance – 5.88% and Auto & Auto Ancillaries – 3.92%** whereas industries like **Telecom, Pharma/Medical, Hospitality, Heavy Equipment, Facility, Electrical/Instrumentation/Automation, Education/Teaching/Training, Consulting etc. made up for the remaining 47.09%.**
- Most of the questions which the participants responded to were unique. The exclusive survey enjoyed participation from top notch corporate brands like – **Siemens India, CESC, BOSCH, Emami, Larsen & Turbo, GLAXO, HNGIL, TIL Limited, Usha Martin, Barclays, AGAPPE, Delloite, Edelweiss, Shapoorji & Pallonji, Stellar Furniture, IL&FS Transportation Network, Lawrence & Mayo, TESCO, Zuventus Healthcare, Tofflon India, Avis, JNU, Maruti Suzuki, Karvy, Bharti Airtel, Vivanta Taj, Marriot International, KPCL, Frankie Faber India Pvt Ltd, Fives India Engineering & Projects Pvt Ltd, Medma Infomatix, Honda Motorcycle & Scooter India Private Limited and many more.**
- Once the National survey was over, the influential report was rigorously scrutinized on the basis of privileged information accessed.

### About Genius Consultants Limited:

Genius Consultants Ltd was established on 27th July 1993. It began its business with Permanent Staffing Solutions as its core competency and in a span of 25 years, Genius has diversified into Flexi Staffing Solutions, Payroll Processing Services, Background Checks & Verification Services, Statutory Compliances Management, Facility Management Services and Payroll / HRMS Software.

We have presence in all Metros / Major Cities - Kolkata, New Delhi, Mumbai, Pune, Chennai, Bangalore, Hyderabad, Ahmedabad, Patna, Lucknow, Bhubaneswar, Chandigarh, Guwahati, Indore and Kochi. With a strong team of 392 core employees and over 50,057 Outsourced Associates as on February 5, 2018, Genius has been serving over 800 clients all over India. Since Fiscal 2015 to February 5, 2018 Genius has conducted 68,491 background checks and placed over 250,000 associates within the time period of 2001 till February 5, 2018.

**For further information contact**

**Ms. Sujata Gangopadhyay - +91 8860870793 – [sujata@geniusconsultant.com](mailto:sujata@geniusconsultant.com)**