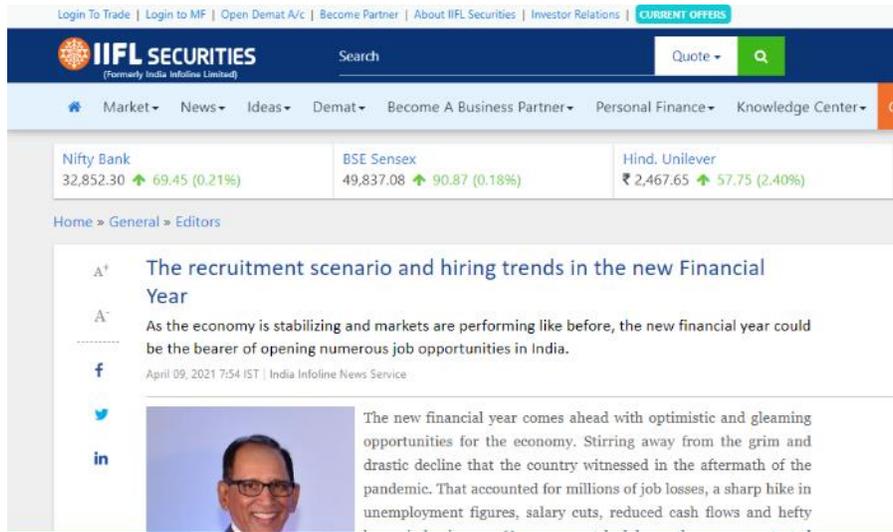


### Media Coverage

Publication	Date	Edition	Link	Headline
India info line	9 April 2021	Online	<a href="https://www.indiaonline.com/article/general-editors-choice/the-recruitment-scenario-and-hiring-trends-in-the-new-financial-year-121040900207_1.html">https://www.indiaonline.com/article/general-editors-choice/the-recruitment-scenario-and-hiring-trends-in-the-new-financial-year-121040900207_1.html</a>	The recruitment scenario and hiring trends in the new Financial Year



The new financial year comes ahead with optimistic and gleaming opportunities for the economy. Stirring away from the grim and drastic decline that the country witnessed in the aftermath of the pandemic. That accounted for millions of job losses, a sharp hike in unemployment figures, salary cuts, reduced cash flows and hefty losses in businesses. However, post-lockdown, the economy started reviving and was quickly on track to reach the pre-pandemic levels. The businesses were picking up, markets were faring well, and employment statistics were also improving. Overall, India's recovery was much faster than anticipated. As the economy is stabilizing and markets are performing like before, the new financial year could be the bearer of opening numerous job opportunities in India. The recently released data by the Centre for Monitoring Indian Economy (CMIE) is testimony to how the current employment scenario is progressing in India. As the unemployment rate declined to 6.5% in January 2021 in comparison to the earlier 9.1% in December 2020. While the employment rate surged to 37.9% as compared to 36.9% in December. Approximately, 12 million additional people were employed in January. Which accounts for the highest spike in employment since March 2020.

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There has also been a gradual increase in the hiring intent, which is indeed a positive outlook for recruitment and overall market. With the new budget announced and government spending on creating jobs under way. We can expect better job opportunities to emerge in the following financial quarters. The IT sector, the telecom industry, the healthcare sector, education, BSFI and FMGC have shown increase in hiring trends in the past couple of months. Along with that, hiring in metros has also witnessed a steep increase, which was badly affected by the pandemic. There has been an average 25% increase in the urban hiring. Employee skills to look out for As hiring trends are gradually increasing, there are a couple of skills that recruiters look for while onboarding new employees. Most skills are often based on the technical knowledge that the job profile may demand. From social media marketing, graphic designing, coding, programming, cloud, and data management, etc. However, there are a few basic soft skills that most recruiters look out for in a candidate regardless of their job profiles. In the recent times, recruiters are seen to be giving more importance to soft skills.

**Adaptability** – working in current volatile conditions, where technology and other things are constantly evolving. Recruiters want employees who can seamlessly adapt to these changing dynamics, are willing to learn and grow. They must be eager to participate in new collaborations and should be aware of the changing roles put forward by the employer.

**Time management** – It is an important skill that recruiters look out for hiring employees for varied fields and sectors. At the end of the day, it all comes down to how efficiently the employee meets the mandated deadlines. Companies would want an employee who abides by the deadlines and works in accordance with it.

**Collaboration** – Most jobs require employees to collaborate with fellow employees. Even with work happening virtually, the situation continues to remain the same. It is very essential that the employee is cordial with other employees and is an efficient team worker.

**Critical thinking** – Organizations look for candidates that are critical thinkers and can provide them with quick solutions for their problems. As challenges at workspace can emerge out of nowhere. Organizations want an employee who would analyze the situation and find the best solution to resolve it quickly.

**Communication** – Communication is now a pre-requisite for any job profile. Especially when most work is happening virtually or remote. Communication is now a key link between an employee and the organization. Good communication skills are one of the top skills that recruiters look for in a candidate.