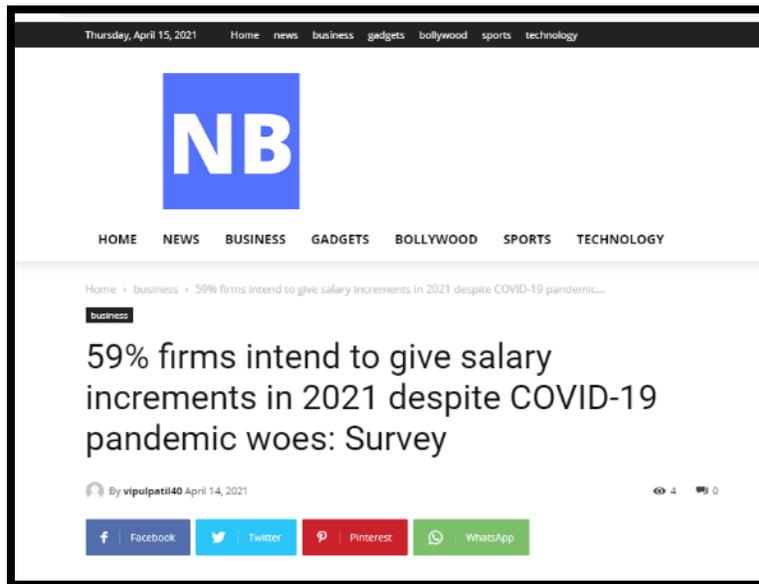


Media Coverage

| Publication | Date | Edition | Link | Headline |
|-------------|---------------|---------|---|---|
| Newsboys24 | 14 April 2021 | Online | https://newsboys24.com/59-firms-intend-to-give-salary-increments-in-2021-despite-covid-19-pandemic-woes-survey/ | 59% firms intend to give salary increments in 2021 despite COVID-19 pandemic woes: Survey |



Mumbai: As the financial system strikes to a restoration path after a pointy decline final 12 months amid the pandemic, a examine has proven that 59 per cent of firms in India are intending to give salary increments to their workers in 2021.

According to staffing firm Genius Consultants 'tenth Hiring, Attrition and Compensation Trend 2021-22', with this spectacular progress fee, the market is predicted to be steady, and the businesses may also relook at their enterprise continuity technique together with strengthening the workforce.

This 12 months, the increment state of affairs appears "welcoming with 59 per cent of companies saying that increment is on the cards, which will range between 5-10 per cent whereas 20 per cent thinks increment will be less than 5 per cent and around 21 per cent thinks that there will be no pay rise in 2021 too", as per the examine.

The examine was carried out on-line amongst 1,200 firms throughout February and March throughout sectors together with banking and finance, development and engineering, schooling/instructing/coaching, FMCG, hospitality, HR options, IT,ITES and BPO, logistics, manufacturing, media, oil and gasoline, pharma and medical, energy and vitality, actual property, retail, telecom, auto and ancillary.

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The nationwide examine additional revealed that round 43 per cent of the members have stated there are openings for brand new recruitments whereas 41 per cent have indicated in the direction of substitute hiring.

However, 11 per cent of the respondents stated there isn't a hope of contemporary hiring, it famous.

The examine discovered that the southern market will lead in phrases of latest job alternatives with 37 per cent hiring, adopted by the western zone with 33 per cent.

It projected that the businesses are re-evaluating in strengthening their workforce with 21 per cent saying that they're planning to improve the workforce power by greater than 15 per cent and on different hand round 26 per cent stated they'll add 10-15 per cent new workers to the workforce.

However, 30 per cent of respondents have stated worker power will improve by 10 per cent adopted by 23 per cent saying there can be no hiring.

In phrases of manpower downsizing, solely 4 per cent of respondents stated lay-offs are on the playing cards in 2021.

The examine additional factors that junior ranges are extra vulnerable than center and senior administration folks and the western zone will see the very best attrition this 12 months.

While most firms have embraced the new working mannequin of do business from home, distant working or hybrid working model, there's at all times a query that arises about worker's productiveness, the examine famous.

Addressing that, 33 per cent respondents stated in phrases of productiveness or dedication there isn't a change whereas adapting to a brand new model of working.

On the opposite, 37 per cent indicated that productiveness fluctuates.

Organisations will focus extra on hiring mid-level candidates adopted by folks with lesser expertise and freshers and the workforce is probably going to be a mixture of girls workers of round 51 per cent and male of round 54 per cent, respectively, in accordance to the examine.

"India Inc is recovering quickly, and they are showing an optimistic outlook towards hiring in 2021. They are planning their overall business strategy, forward-looking the demand of the market and accordingly planning the hiring, compensation package considering their affordability and sustainability as the overhead costs increase year on year," Genius Consultants Chairman and Managing Director R P Yadav stated

Moreover, he identified that the federal government aids and beneficial coverage encouraging the non-public sector will fall again on the expansion trajectory.

When issues opened up final 12 months, the hiring embargo was lifted and industries like banking and NBFC, client merchandise, manufacturing, infrastructure, housing, hospitality, service, tourism, pharmaceutical and e-commerce have been on the way in which to attaining their pre-pandemic figures," he added.