



# Genius Hiring Trend Survey 2012-13

In

Association with

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 #**

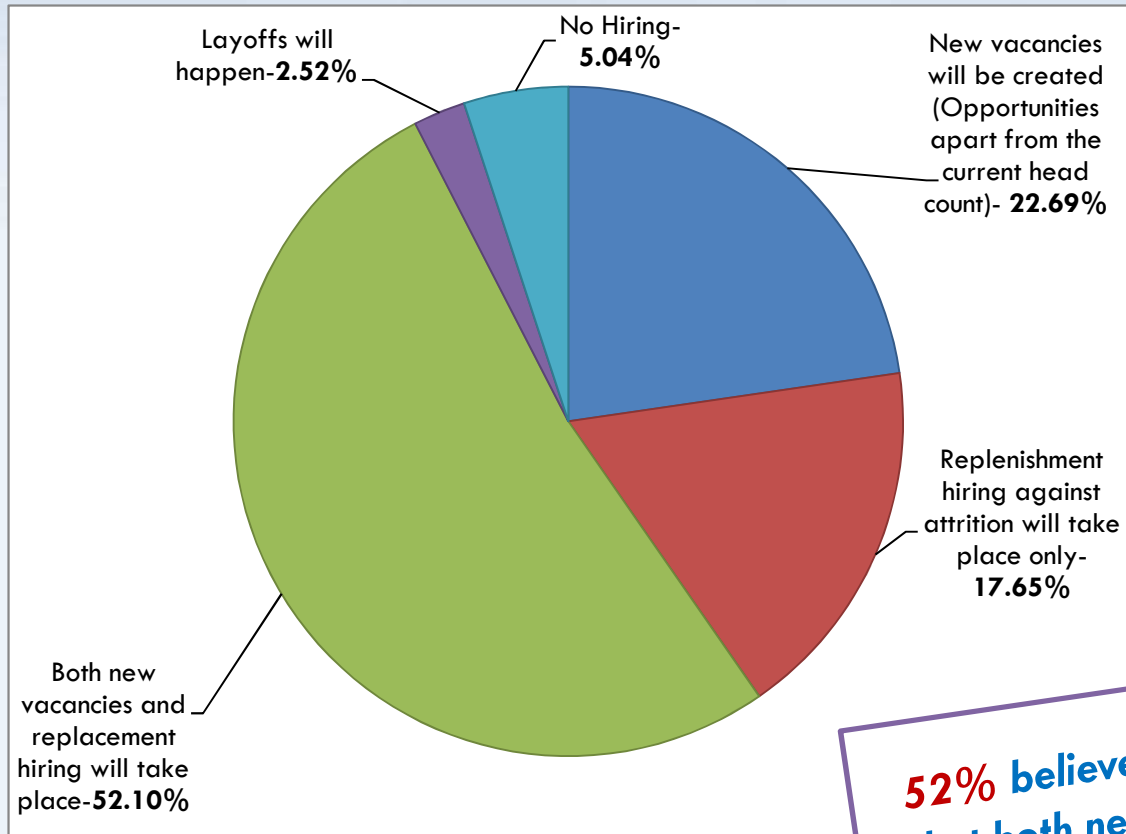
## Industries

**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

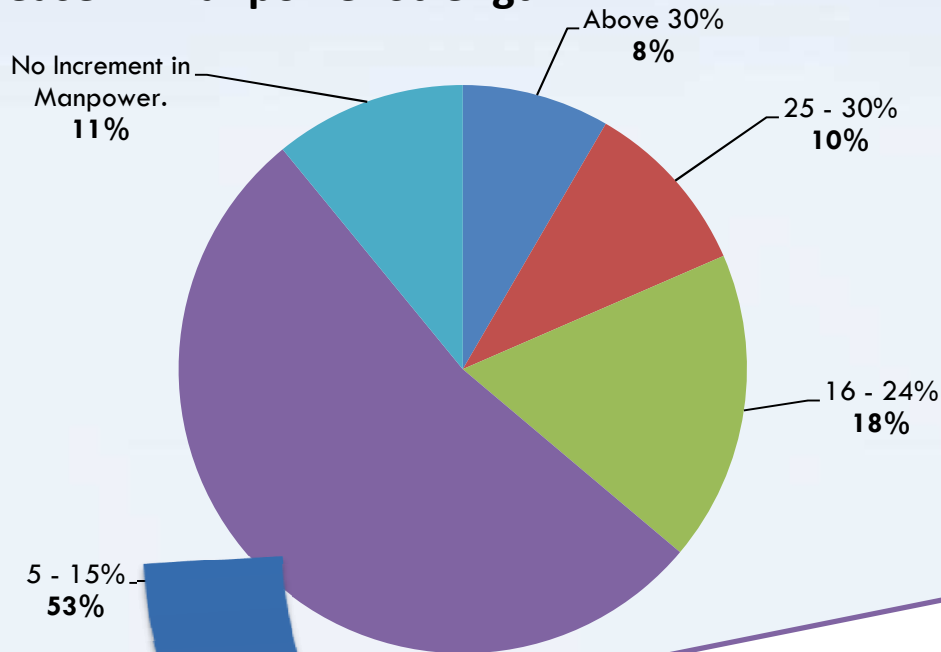
**Kolkata, Mumbai, New Delhi, Bangalore**

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



# Projected Increase in Manpower Strength: FY 2012-13?

## Increase in Manpower Strength



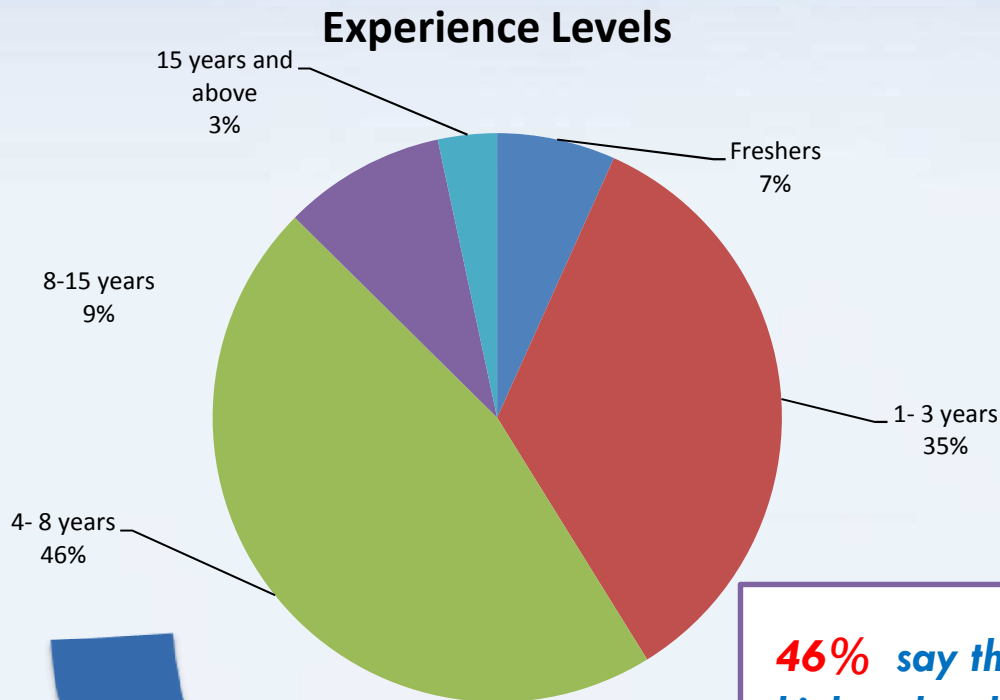
Industries & Locations where there will be increase in manpower strength (Upward trend)

- 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



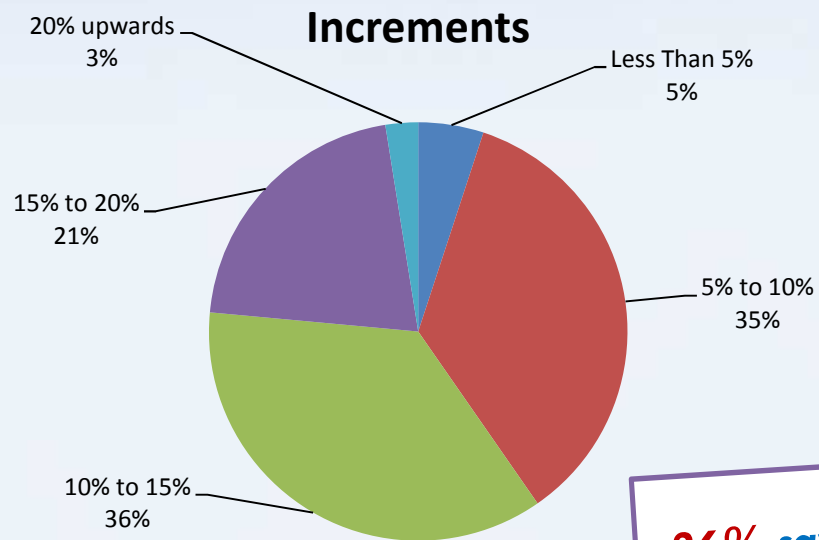
Industries & Locations where the experience levels will have the most opportunities (Upward Trend)

- 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%**

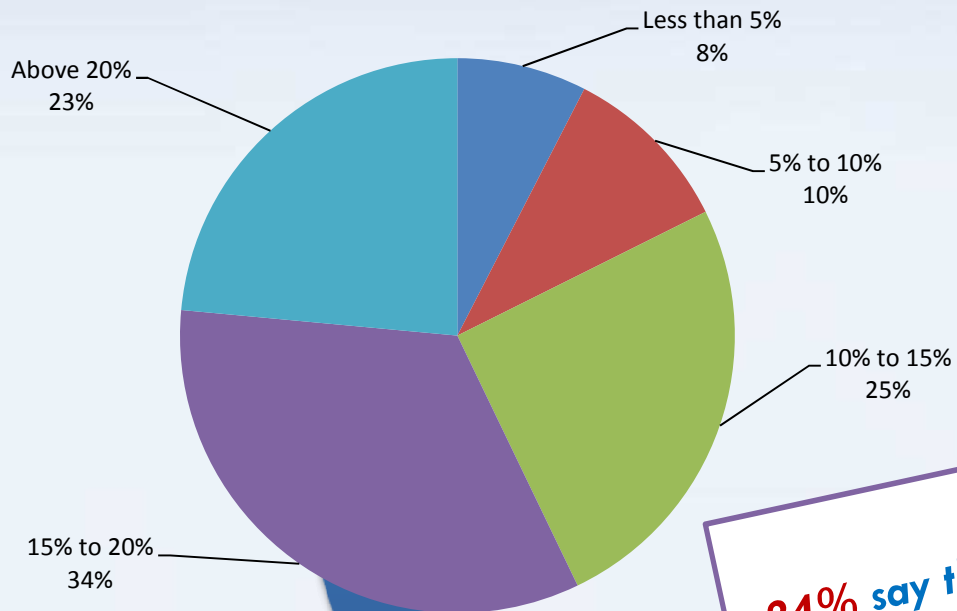
**Industries & Locations where maximum increment will take place (Upward Trend)**

- 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%

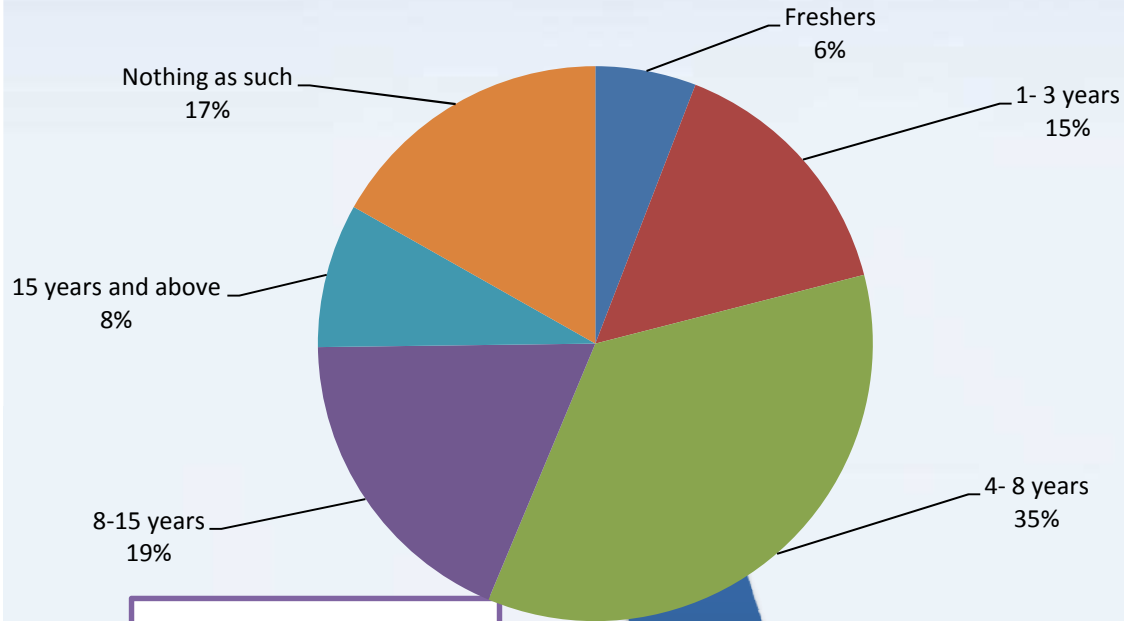
Industries & Locations where  
maximum attrition will take  
place (Upward Trend)

- Aviation
- IT/ITES/ BPO
- Telecom

Mumbai, Bangalore, New  
Delhi, Ahmedabad

# Difficulties in Recruiting: FY 2011-12

## Difficulties in Recruiting

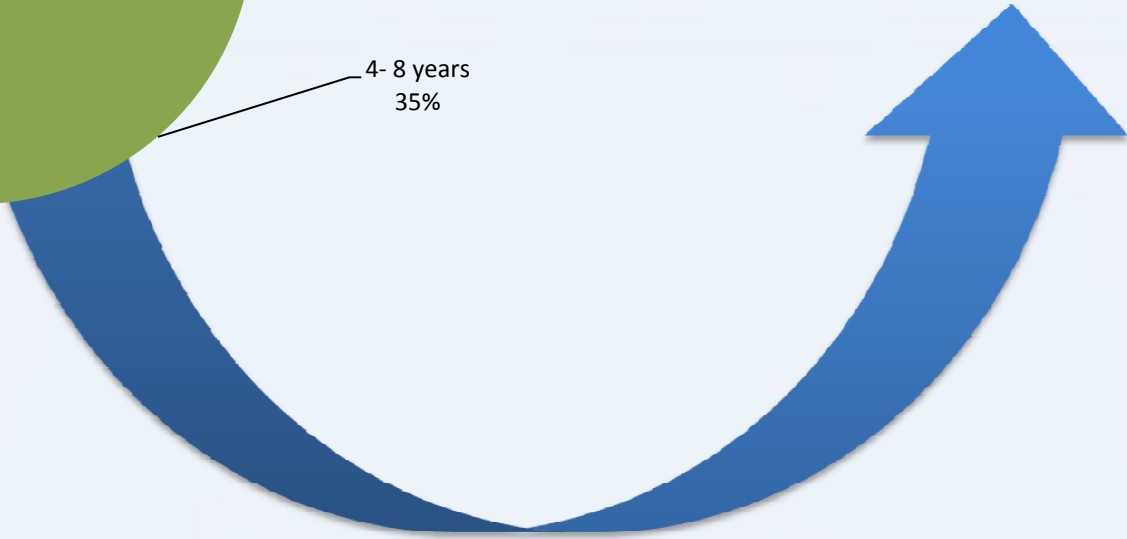


**35%** faced difficulties in recruiting in the experience band **4-8 years**

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

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

Chennai, Mumbai, Ahmedabad





*Thank You*