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Experis IT Employment Outlook Survey

Oct. 2018 - Mar. 2019 India.



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Executive Summary

Experis IT Employment Outlook Survey for the period Oct 2018 – March 2019, was conducted by interviewing around 550 IT employers across India. Outlook for employment, is better, with a lot of opportunities. Executives of the Indian IT companies are quite excited about hiring, new job roles and upskilling of existing employees. Job market is reviving in India with its accelerating growth trajectory among the world's biggest economies.

Corporate India's hiring intention is gearing up after the slow-down in the last few months due to the proposed visa restrictions in USA. Automation is still playing the key role in taking and giving jobs with the right skills and learning curve being the deciding factors for employability. This is one major reason why most of the Indian employers are keen on hiring candidates with a higher learnability quotient, especially in the 0-5 years' experience slab.

With the kind of transformation the industry is going through, employers now are now looking for an agile workforce that is more adaptable to the new age skills such as robotics, big data, analytics, automation. As a result, there is an obvious dip in the mid and senior level hiring as people management is no more a sought-after skill. Instead, companies are looking for experienced professionals who are focused on and adapting advanced technologies such as the Internet of Things, artificial Intelligence, virtual and augmented reality faster than their conventional counterparts.

Companies are also investing in training programs in order to upskill their existing staff to optimize utilization and increase productivity using the same manpower, thus squeezing cost as there is already pressure on margins due to automation.

The Indian IT industry will continue to be a net hirer, majorly governed by thorough job transformations around next generation web technologies, infrastructure and gadgets.

Therefore, hiring intentions will remain positive and will be ruled by alternative hiring strategies.

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India IT Employment Outlook

Hiring intentions in India are up for the next 2 quarters for the IT fraternity. Our survey reports a positive Net employment Outlook of **53%** for the period "October 2018 – March 2019".

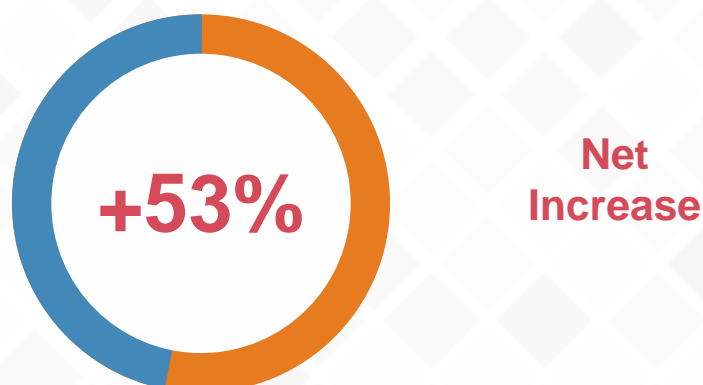
While the big players, especially the IT Software and QA Testing Companies sound more bullish on their employment prospects, non-IT organizations play a bigger role in hiring IT professionals to meet the special requirements for their digital transformation.

New technology trends such as AI, Blockchain, cyber security are sweeping the market off the conventional skills and AI, that seems to be becoming more or less a mainstay in almost all forms of technology is going to pop up in all the new platforms, devices or apps more and more through 2018. 50% + firms will be implementing AI into their products, says a survey by Nasscom.

To hire resources in demand this season, therefore, the HR is disrupting all its conventional strategies and adapting alternative methods to fit the volatile requirements. These alternative talent acquisition strategies include liquid workforce, temp, on-demand hiring, increasing contract resources and implementing up-skilling / reskilling of internal staff to cater to complex / niche requirements.

Major hiring is expected to happen for the junior level with a comparatively rigorous selection process with special perks allocated for those with skills like critical thinking and creativity.

With confident hiring sentiments for the upcoming 2 quarters, Indian IT companies are embracing volatility in businesses with a flexible workforce strategy, commonly known as flexi staffing.



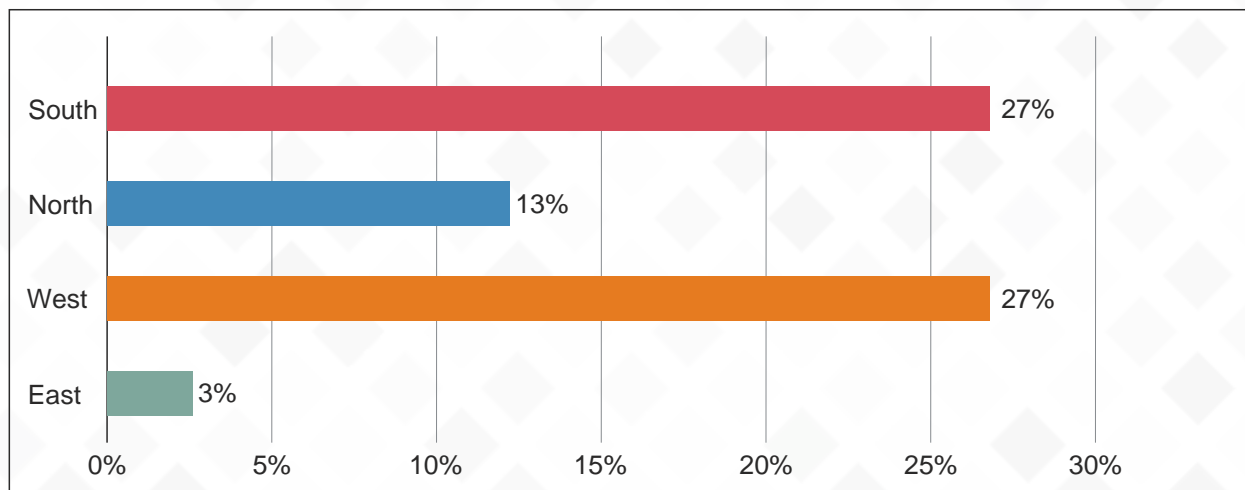
Representation of hiring intentions of IT Employers in India

Hiring Intention

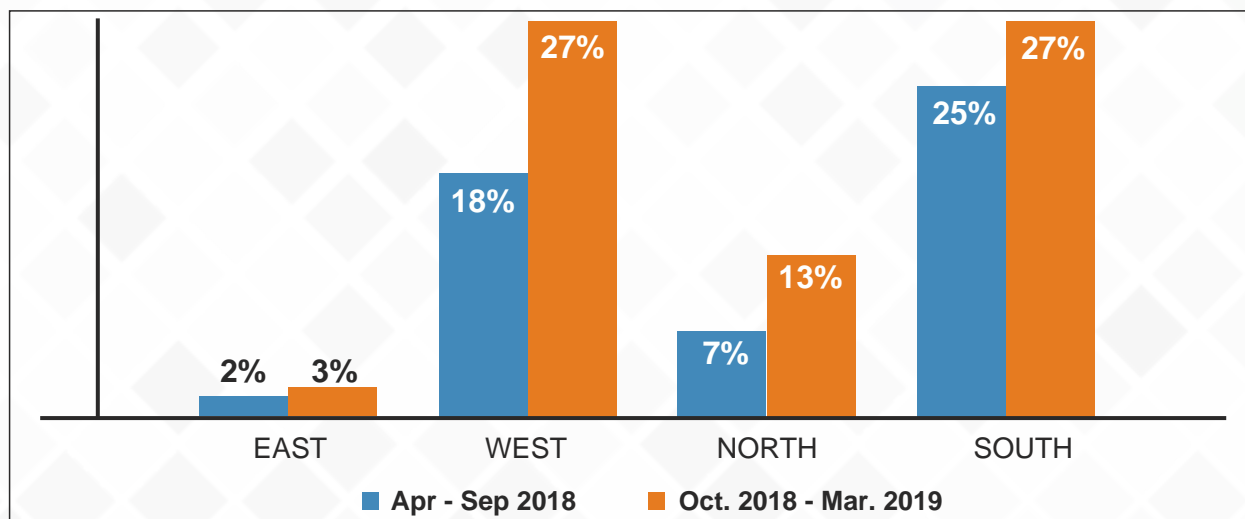


By Geography

The strongest labor market is expected in the Southern and Western regions, with an Employment Outlook of **27%**.

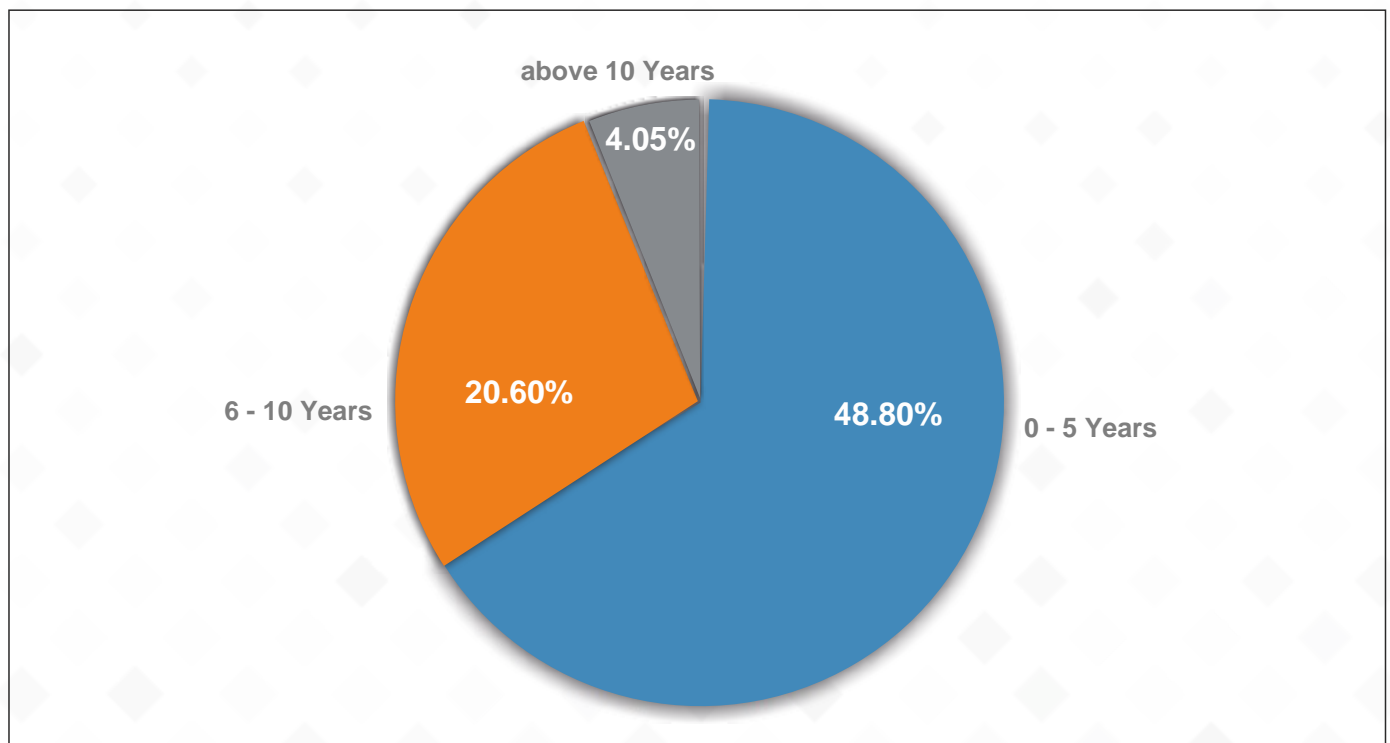


Representation of hiring intentions of the 4 regions in India



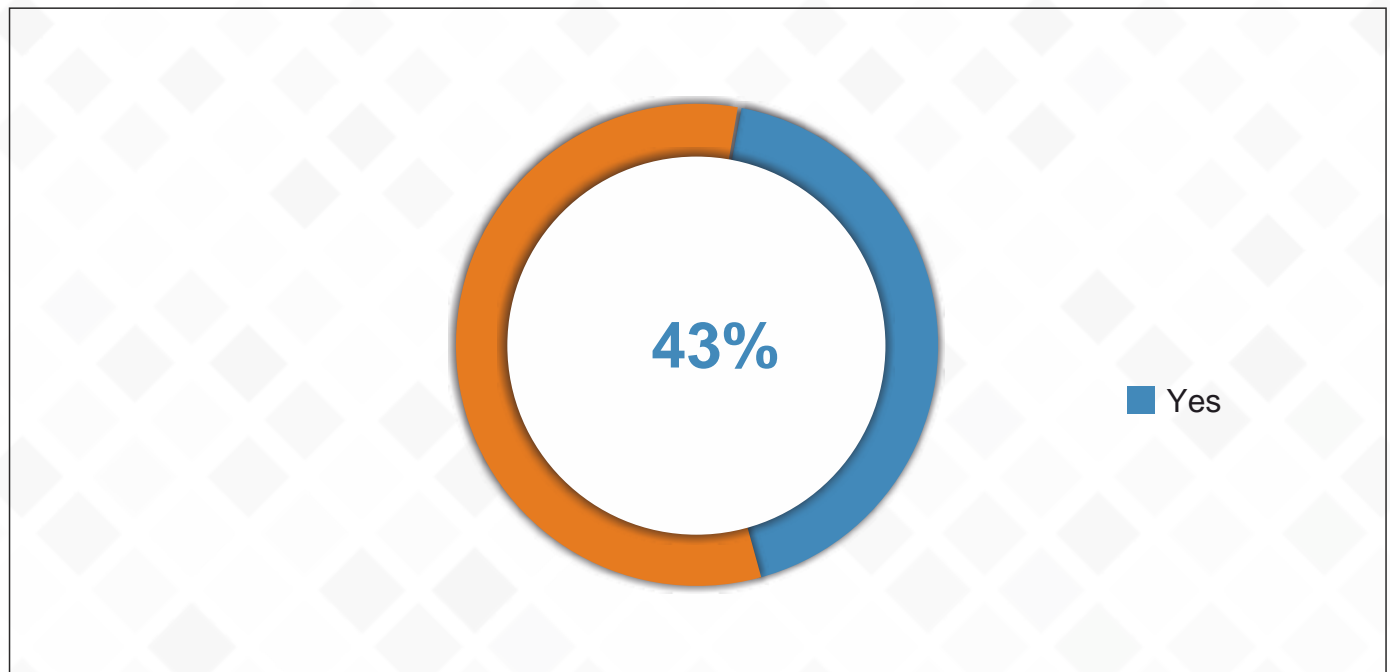
By Level of Experience

Highest hiring intention was reported for candidates in the **0-5 years' experience slab**.



Representation of hiring intentions across experience levels

We asked employers if they plan to hire trained IT graduates in the next **2 quarters**.



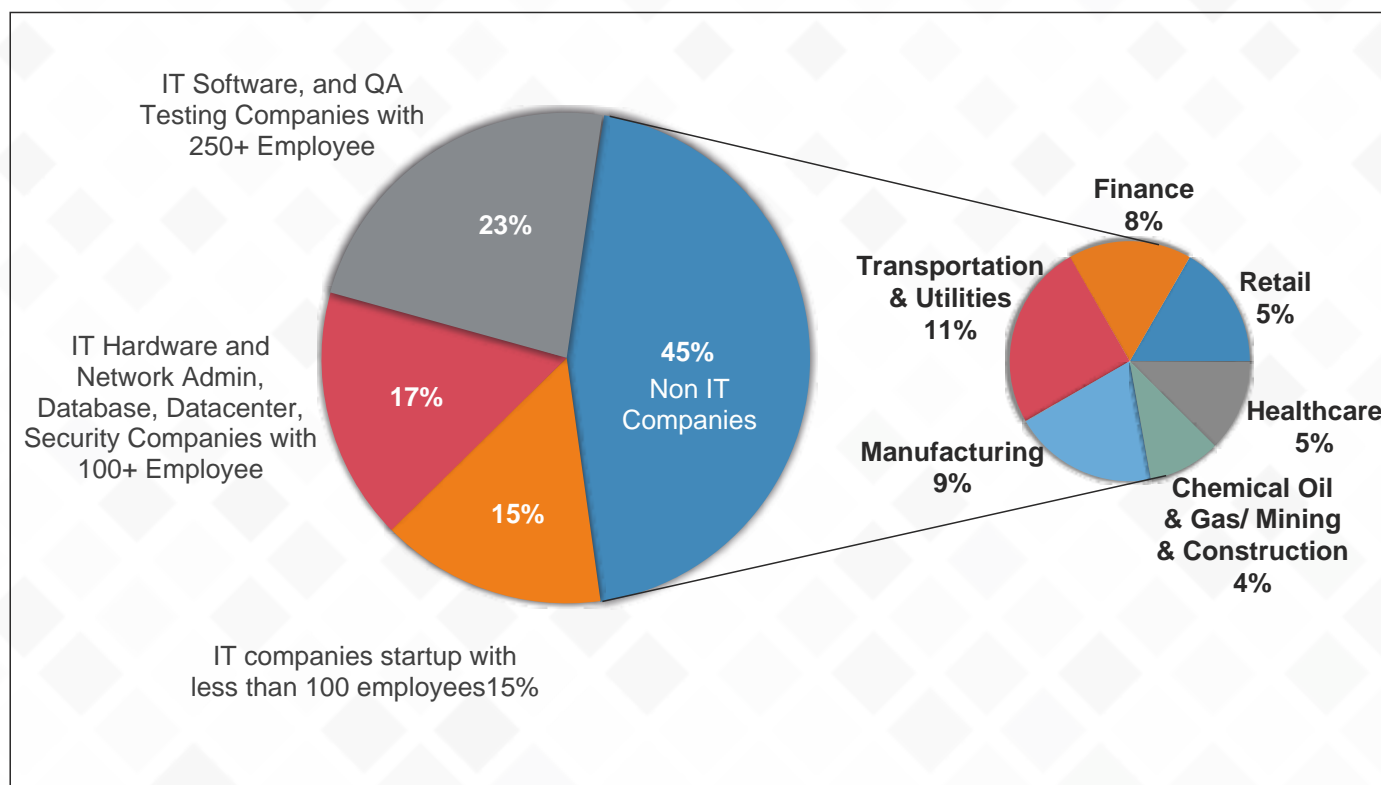
Representation of employers' intentions of hiring trained IT graduates

Trained freshers are in demand in the system, as most IT companies will secure at least 5% of their jobs for trained IT grads. While many IT companies are now looking for fresh talent in the market that is up-skilled already with the latest technologies and job ready from day 1, a lot of companies still want candidates with 1-2 years of prior hands-on experience.



By Type of Organization

The Software companies with more than 250 employees reported highest hiring intention for the upcoming 6 months with a Net Employment Outlook of **+23%**. However, hiring is intended to be higher in the non-IT domains as a direct and obvious result of automation.



Representation of hiring intentions across types of Organizations

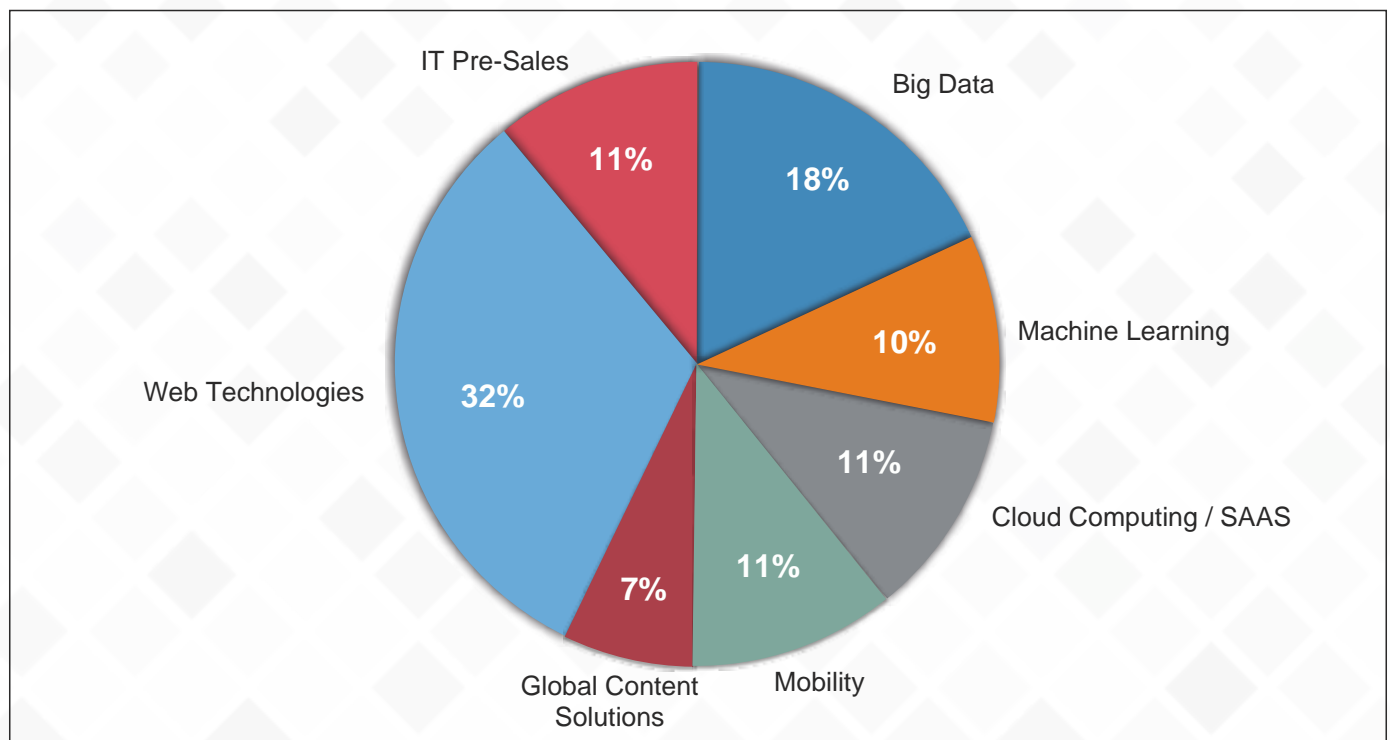
Non-IT companies across various sectors together sum up to a hiring outlook of 45%. Transportation & Utilities, Finance, Manufacturing and Retail sectors will be the major hirers.

Start-ups will contribute substantially to the IT employment in India as the industry has an ever growing set of start-ups (5000-5200) and many of these are working on very niche technologies – AI, blockchain, robotics etc.
(Reference: Nasscom Report)



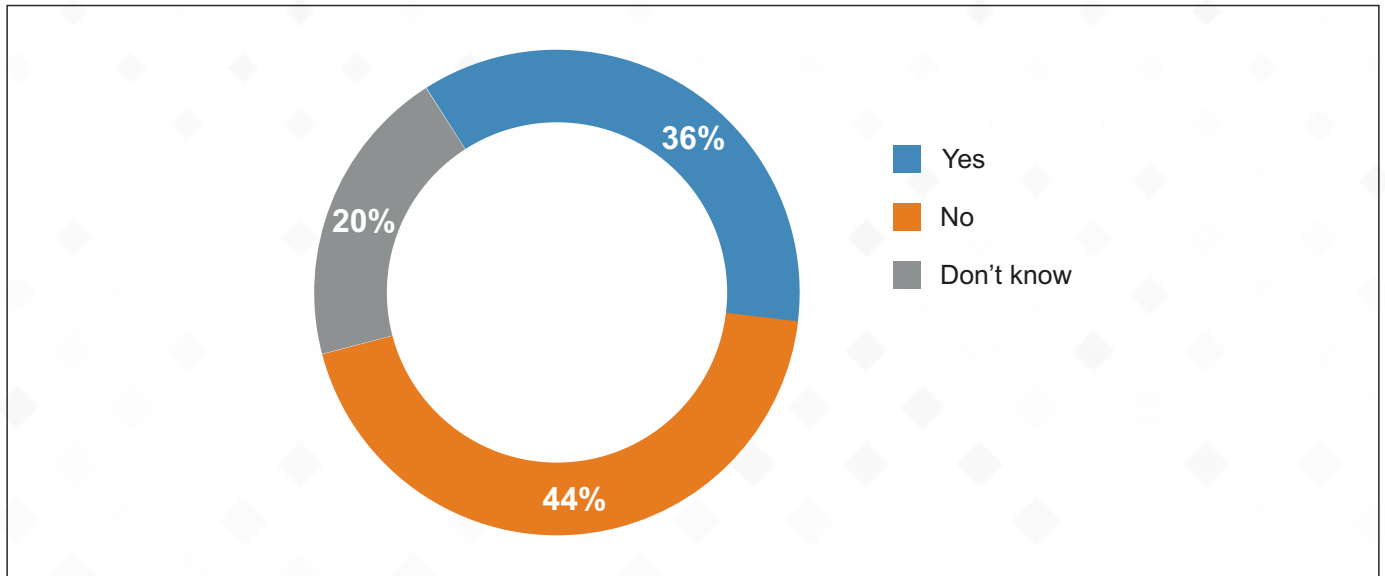
Practice Areas in demand

“Web Technologies” practice area leads the demand with a Net Employment Outlook of **32%**.



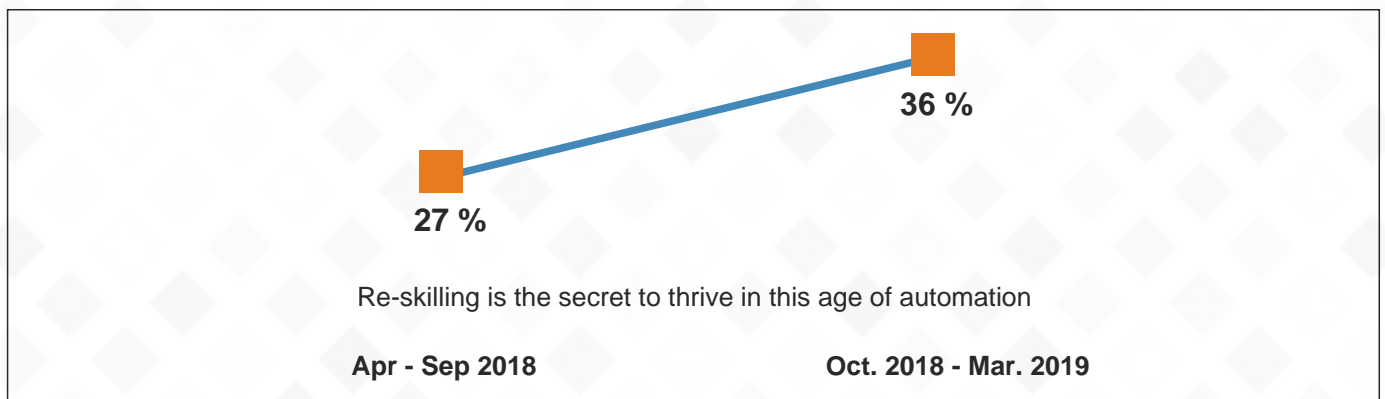
Representation of hiring intentions across practice areas

We asked employers if they plan to upskill their existing staff on certain niche and/or sought-after technology skills.



Representation of employers' plans to upskill existing workforce

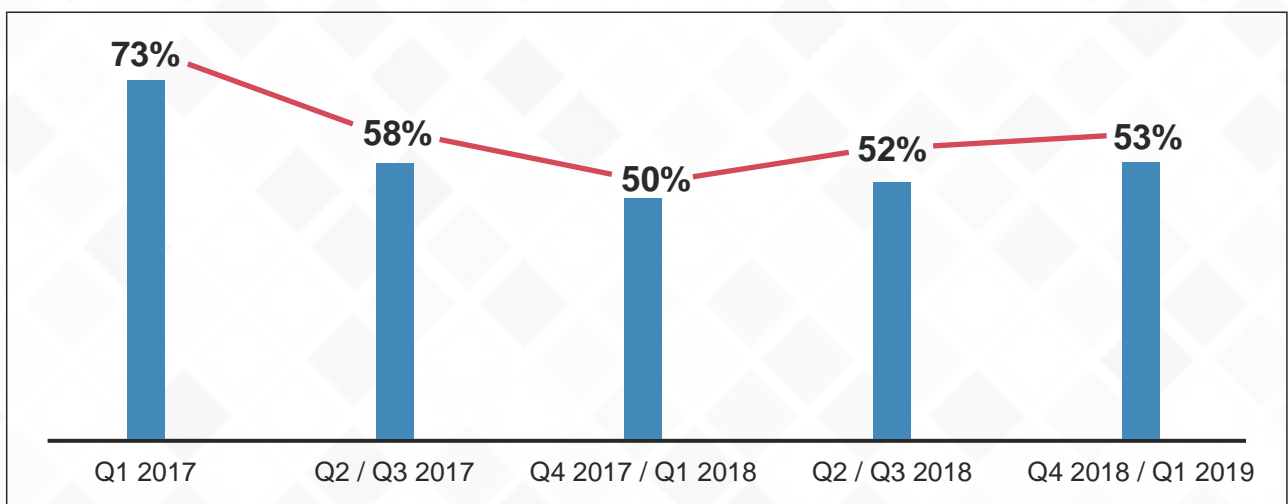
More and more Indian IT employers are realising the need for training and are investing in up-skilling their existing resources while many of them have implemented internal training sessions and reaping benefits already.



Continued focus on reskilling and academic partnerships is what is imperative in the FY 2019, says a Nasscom report.

Historic Comparison

When compared to the previous 2 quarters, hiring intentions improved by 1 percentage point.



Representation of quarter on quarter comparison (NEO)

Key Take-aways of the Survey

1

Net employment outlook for IT workforce in India: **+53%**, up by 1 percentage points from last quarter.

2

Highest labor market in the Southern and Western India: **+27**

3

Highest Hiring intention anticipated for **0 – 5 years' experience slab**

4

Practice Area in demand: **Web Technologies**

5

Type of Organization who plan to **hire the most: Software companies with more than 250 employees**

6

Trained fresh graduates will be in demand

7

Upskilling and reskilling existing workforce remains of paramount importance

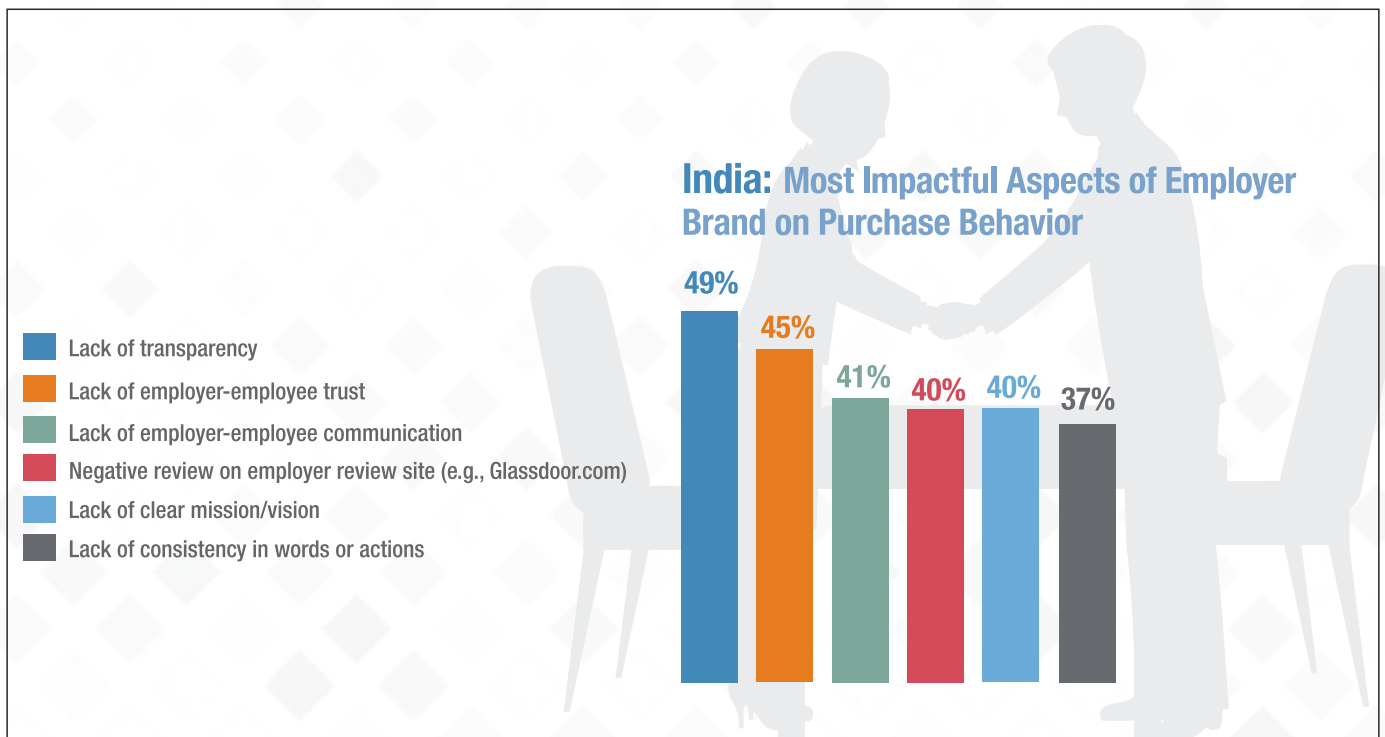
What our Global reports say?

As automation takes over the industry, more and more job seekers are using mobile technology for job search and therefore, a positive user experience leaves a strong impact. The way candidates look at their experience with the recruiters creates a ripple effect. Employer brand and consumer brand are inextricably linked. In today's world of work, people want more than access to jobs. They want value, choice and a personalized approach to help advance their careers and lives.

HR is going through a revamp, focusing on building relationship with the candidates, who are considered as consumers of the HR services. Shifting the recruitment process beyond transactional endeavors to an opportunity to develop relationships with potential customers and advocates will build trust and loyalty, ultimately impacting the bottom line.

A global survey recently conducted by ManpowerGroup highlights how companies should devote equal energy and resources towards the candidate experience as they do to the consumer experience.

Interestingly, one of the most significant links between customer brand and employer brand is found in India where nearly two-thirds (67%) of candidates say they are more likely to work for a company whose products they buy or use.



Source: ManpowerGroup Candidate Experience Survey

The two-way link between product and employer brand, as defined by high or low overlapping positive correlations on both purchase and employment interest, is strongest in the United States, India, Malaysia and Singapore.

“Negative word of mouth works faster than the positive word of mouth. If a candidate has a positive experience, they tell a friend. If they have a negative experience, they post it on social media for the world to see.”

Cynthia Gokhale
Associate Director - Marketing,
ManpowerGroup India.

7 out of 10

Indian candidates would share their negative experience in a one-on-one conversation.

About the Survey

Experis IT Employment Outlook Survey (EITEOS) is a one of its kind exercise executed for the first time in the Indian IT domain. For this survey, Experis IT surveyed IT employers across India. This survey will be conducted every 6 months to measure IT employers' hiring intentions to increase or decrease the number of employees in their workforce.

Indian IT employers across India were surveyed with the focus on their hiring intentions of employment trends pertaining to the regions, type of organizations, practice areas, skills, and experience levels.

About Experis IT

Experis IT, a ManpowerGroup company is a leading provider of innovative IT solutions offering IT Staffing Innovative Hiring Solutions, Borderless Talent Solutions, Custom Application Development, Collaborative Computing Practices, Web & Portal Development, Security & Storage Solutions for various industries, including Banking & Financial Services, Consumer & Retail, IT, Telecom, ITES, Manufacturing & Healthcare.

Company Snapshot

- Over 4500 associates at any given time
- Offshore Development Centers in Kolkata and Bangalore
- Serving 100+ clients across IT sector
- Market-leading University recruiting program and resource development program, giving ManpowerGroup a large stream of top talent
- 200+ specialist IT recruiters
- Hire Train Deploy program of Experis IT won the "Most Innovative Recruiting & Staffing Program" award at the 25th World HRD Congress, 2017

About ManpowerGroup

ManpowerGroup, the world leader in innovative workforce solutions, has been helping clients and candidates win in India since 1997. ManpowerGroup India provides unique value to clients and candidates through a comprehensive suite of innovative solutions, which cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. This is the Human Age, where access to talent has replaced access to capital as the key competitive differentiator. ManpowerGroup India creates powerful connections between organizations and the talent they need to enhance their competitiveness and unleash their workforce potential.

Industry Recognition



Recognized for 7th Consecutive Year as a Top Performer in RPO by Everest Group



One of the World's Most Ethical Companies for 7 consecutive years - more than any organization in the industry



Named one of Fortune's World's Most Admired Companies for 14 consecutive years



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