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Experis IT Employment Outlook Survey

October 2019 - March 2020



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Executive Summary



India's labor force is expected to touch 160-170 million by 2020, based on rate of population growth, increased labor force participation, and higher education enrolment, among other factors.

The fast-paced evolving technology and changing nature of work due to technological disruptions, has made it critical for India to capitalize on its demographic advantage. And the corporates are now recognizing the need to re-engineer the skill ecosystem to meet the demands of Industry 4.0. to stimulate a sustainable development process and transition into a formal economy. Now more than ever, technical skills are hard to find and soft skills are hard to train. According to the India Ratings and Research (Ind-Ra), India needs to increase its labor productivity growth to at least 7.3% in order to attain a GDP of 9%.

Mobilizing a digitally-enabled workforce is no longer an aspiration. Any business that wants to continue to grow and increase the productivity of its workforce will need to implement solutions that include technology advancements—in a connected manner. If they do, they'll see labor productivity increase three times higher than those with stand-alone deployments.

Technological advancement is changing the way organizations get work done and how people choose to work as employers expand their workforce mix options beyond the traditional permanent, full-time role. NextGen Work is a choice for candidates around the globe. NextGen work is that alternative work model that includes contract work, project work, part-time work, seasonal work, temporary work, or “gig” work.

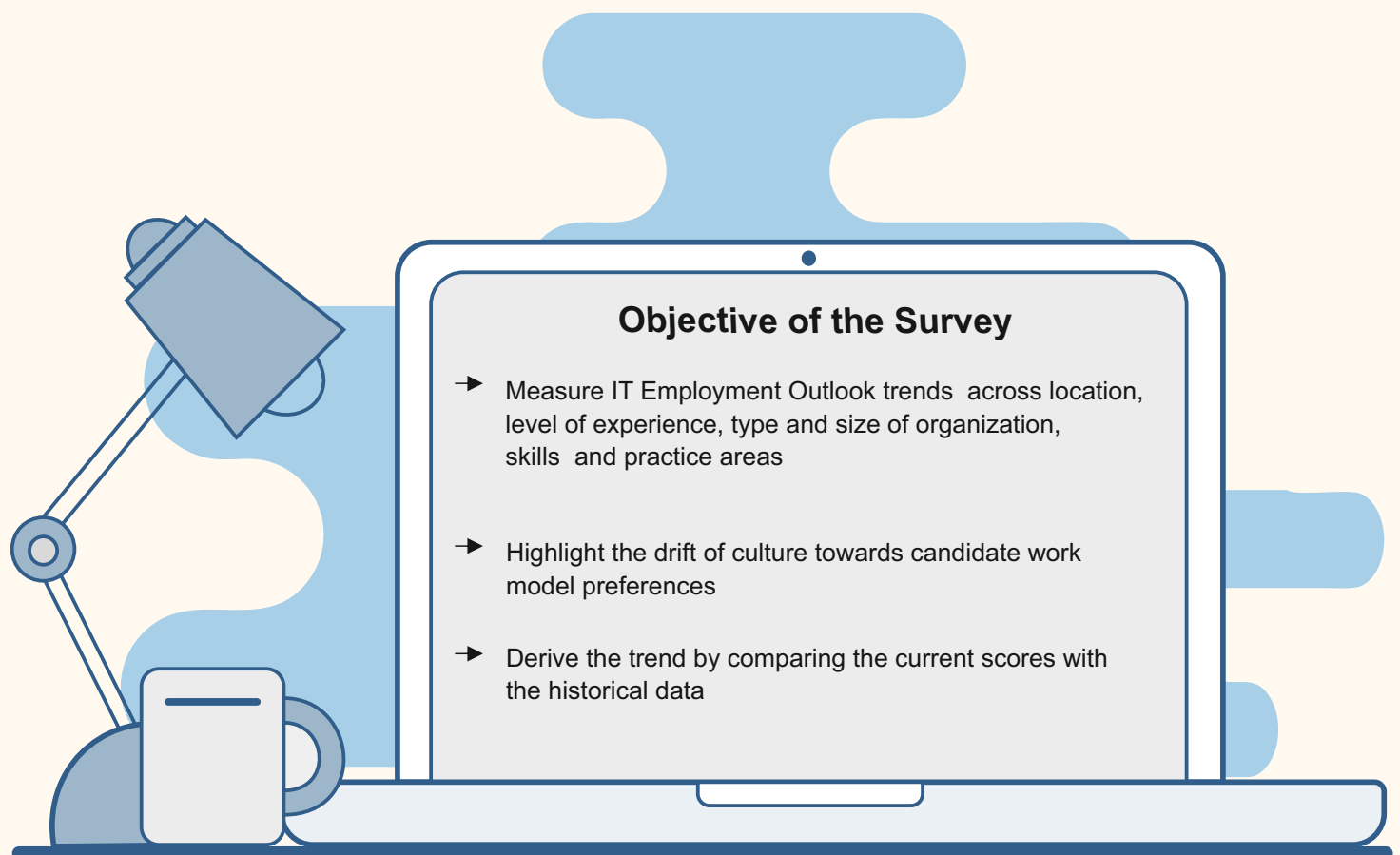
India is leading the global market in terms of supply of this NextGen work, exceeding the demand for alternative work.

About the Survey

Experis IT Employment Outlook Survey (EITEOS) is a forward looking survey that reflects hiring sentiments of Indian IT professionals in both IT and non-IT organizations. The analysis of the survey data is based on certain parameters such as geography, level of experience, type and size of organization, IT skills and practice areas, etc. IT, Retail, Manufacturing, Healthcare, BFSI are the sectors that have been broadly covered in this survey. Companies have been classified as small (10-49 employees), medium (50-249 employees) and large (250+ employees).

Survey Methodology

A sample population of 509 Indian employers (both IT and non-IT) were surveyed through direct calling, a primary research method.



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India IT Employment Outlook

Our half yearly survey results show a Net Employment Outlook of +47.54% for the period “October 2019 – March 2020”.

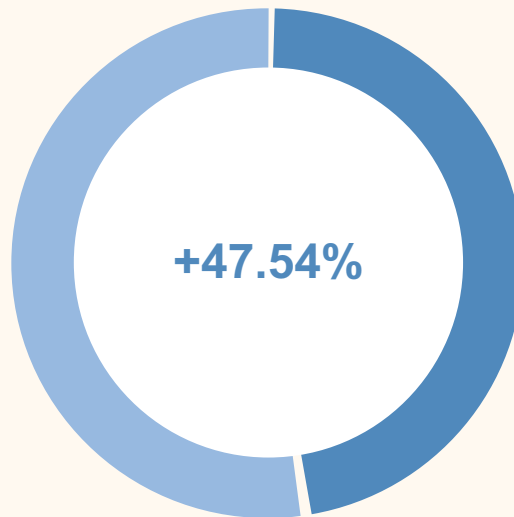


Figure 1: Representation of hiring intentions of IT Employers in India

As a result of automation, reclassification of work is paving way for new skill requirements. While basic technology skills still remain the cornerstone for an IT professional, a supplemental balance of high cognitive skills, social intelligence and integrated thinking will meet the rising demand of employers. Although India, as an economy has been at an average 7 percent (Q1 - 8%, Q2 - 7%, Q3 - 6.6% and Q4 - 5.8%) with a consistent slowing, Technology has been creating jobs besides a few other sectors such as Healthcare, Retail and Manufacturing. Therefore, this industry continues to witness hiring, albeit, at a comparatively lower rate.

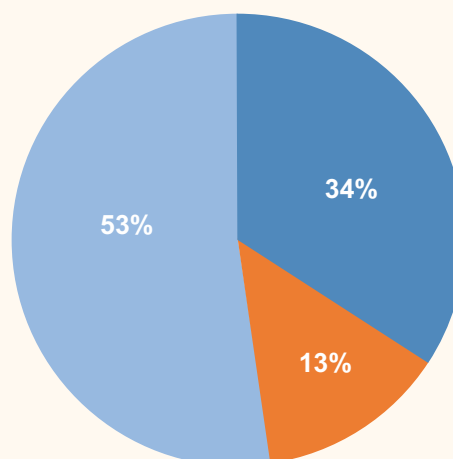


Figure 2: Distribution of the Net IT Employment Outlook across IT and Non-IT employers

According to the Experis IT Employment Outlook Survey (EITEOS), corporate India's IT hiring intention shows a dip of 5 percentage points from what it was in the last 6 months. Practice areas such as Application Support/Maintenance, Helpdesk Support Services, Global Content Solutions, and Hardware & Networking Management Solutions will attract hiring through the rest of 2019 and early 2020.

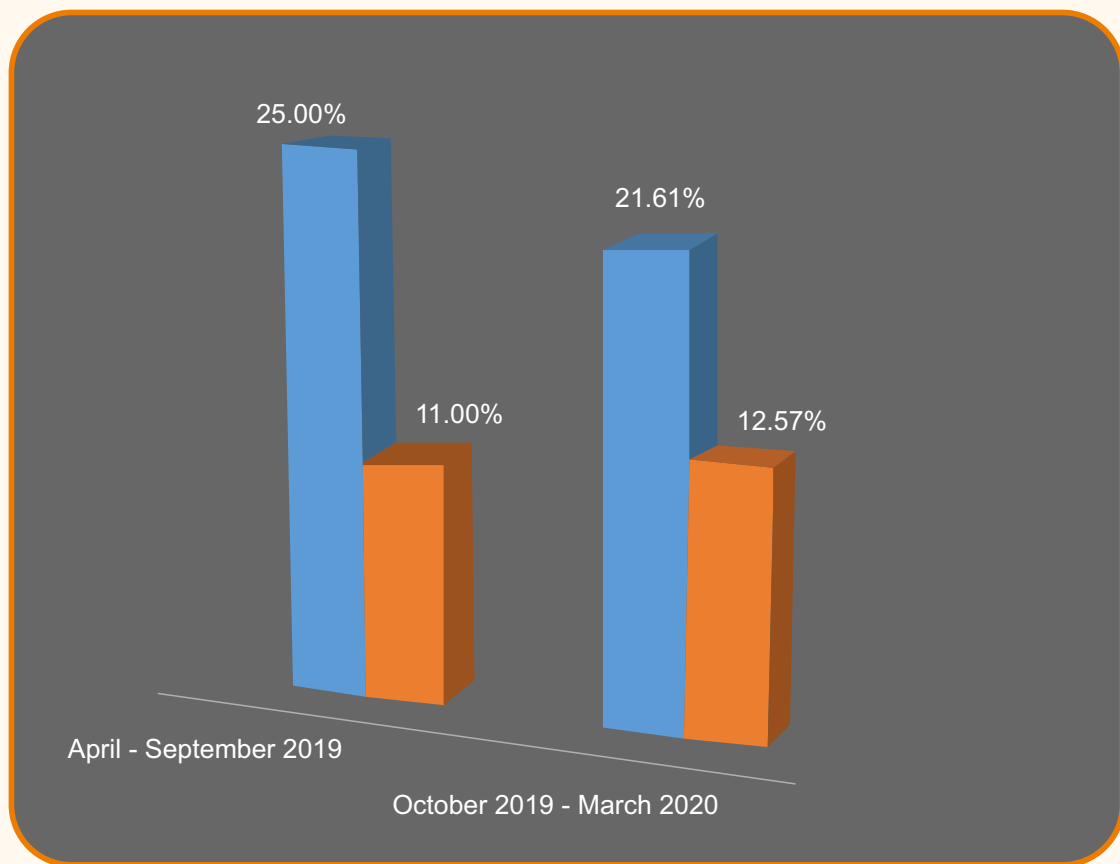


Figure 3: Comparison of the Net IT Employment Outlook across IT Services and Hardware and network companies April 2019 - September 2019 V/S October 2019 - March 2020

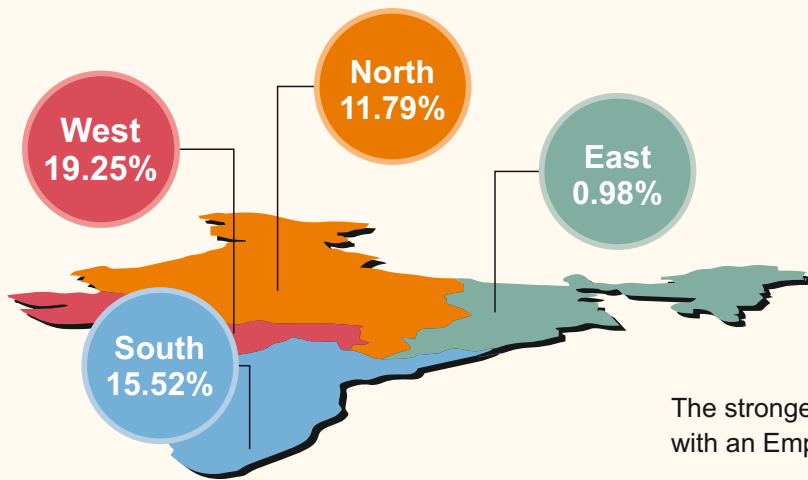
IT Services companies intend to hire more than the IT Hardware and network companies. IT Hardware and network companies showed a higher outlook when compared to the last 2 quarters.

Software development, .Net, Java Spring and Testing and Quality Assurance skills are in demand besides ERP (Oracle, SAP, Workday and any other ERP skill), DevOps and Python. And the Indian IT companies intend to hire mostly freshers, up to 5 years exp., in the western and southern parts of the country.

Demand for talent with new skill sets for the future is reshaping the IT job market which is now gradually aligning with the megatrends of evolving technology. But a huge talent shortage can be expected by the year 2021 thanks to around 2 lakh jobs in AI and Big Data.

Hiring Intention

By Geography



The strongest labor market is expected in the Western region, with an Employment Outlook of **19.25%**.

While major metros remain the hubs for tech talent, tier 2 cities are also coming up in attracting IT professionals. Employers in the tier 2 cities, especially in Jaipur, Chandigarh, Coimbatore, Ahmedabad, Nagpur, Bhubaneshwar and Vishakhapatnam expressed strong intentions of hiring IT talent.

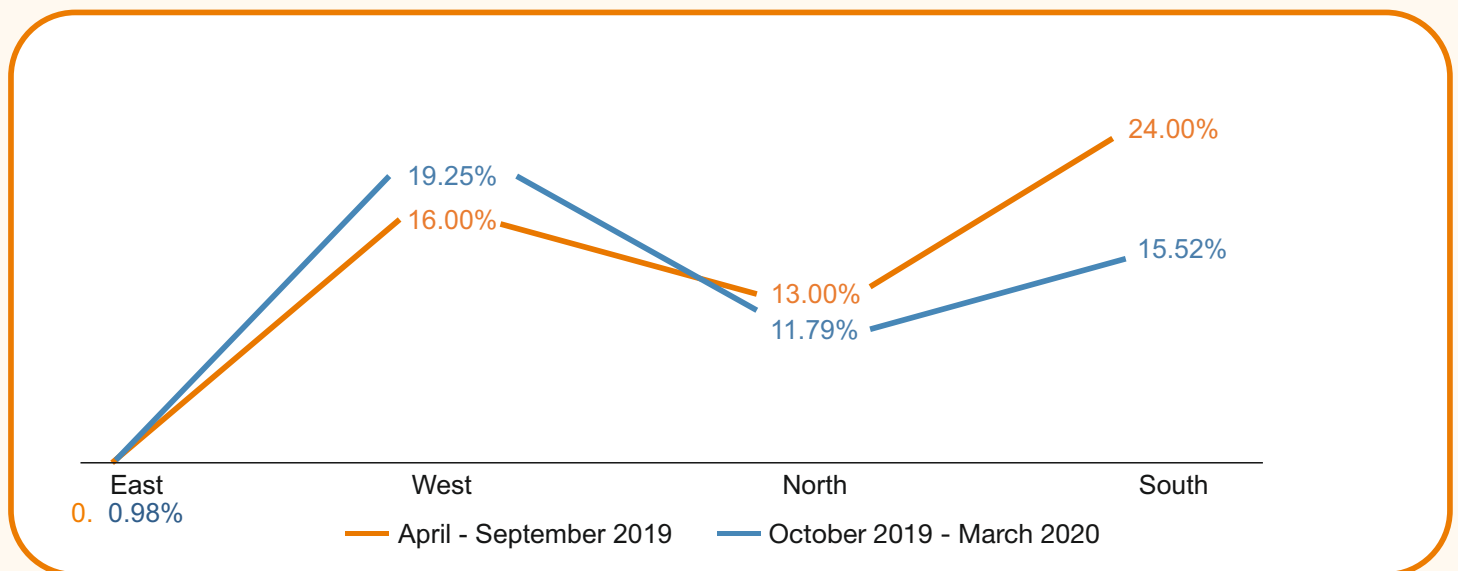


Figure 4: Comparison of Employment Outlook across regions April - September 2019 V/S October 2019 - March 2020

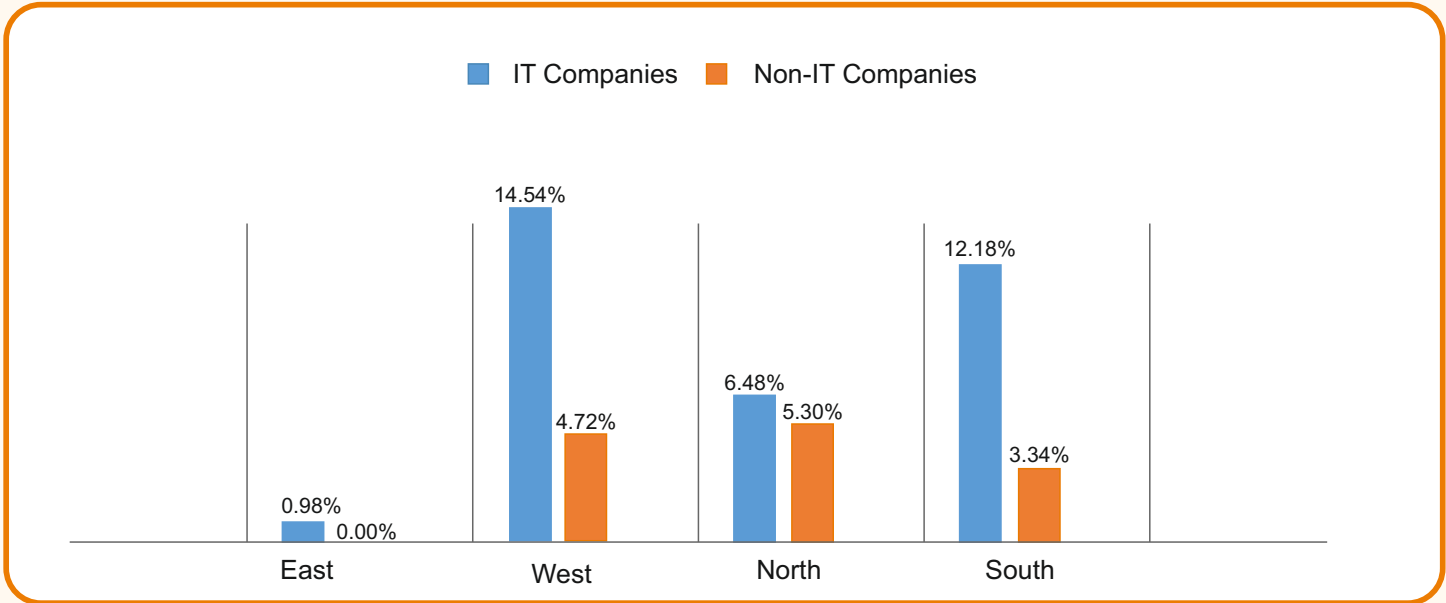


Figure 5: Bifurcation of Employment outlook for IT and Non-IT companies across regions



By Level of Experience

Highest hiring intention was reported for candidates with minimal experience, *0-5 years' experience slab*.

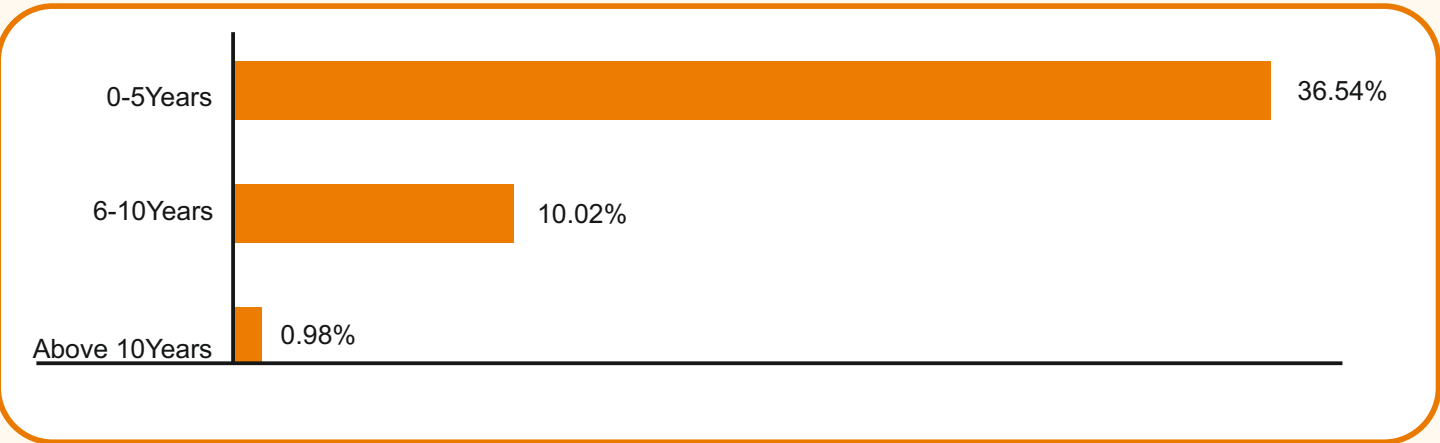


Figure 6: Representation of hiring intentions across experience levels

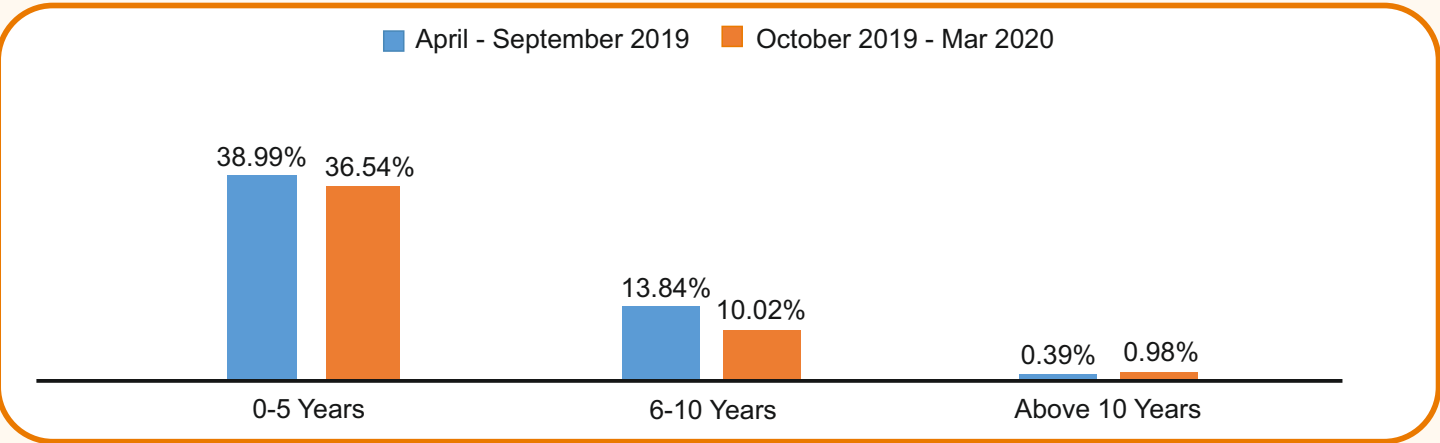
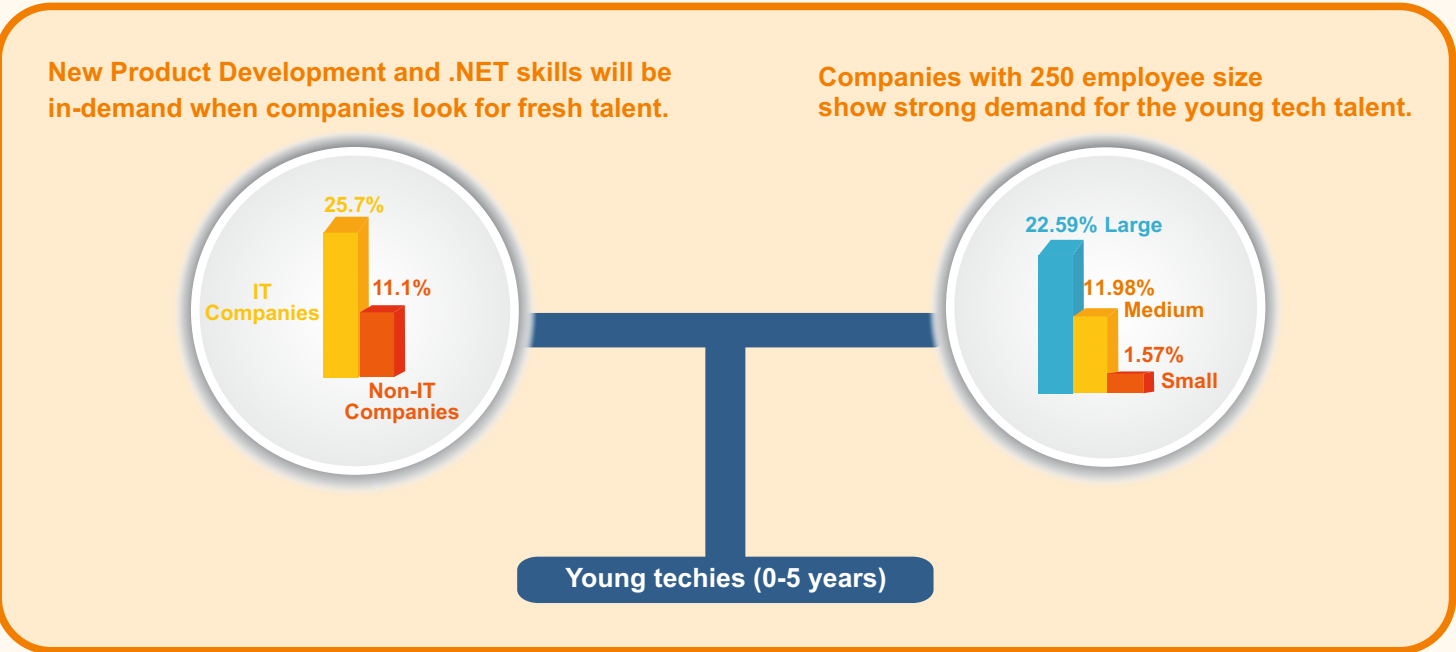


Figure 7: Comparison of Employment Outlook across Experience levels April-September 2019 V/S October 2019-March 2020



By Size of Organization

Large organizations followed by the medium sized organizations expressed strong intentions for hiring tech talent.

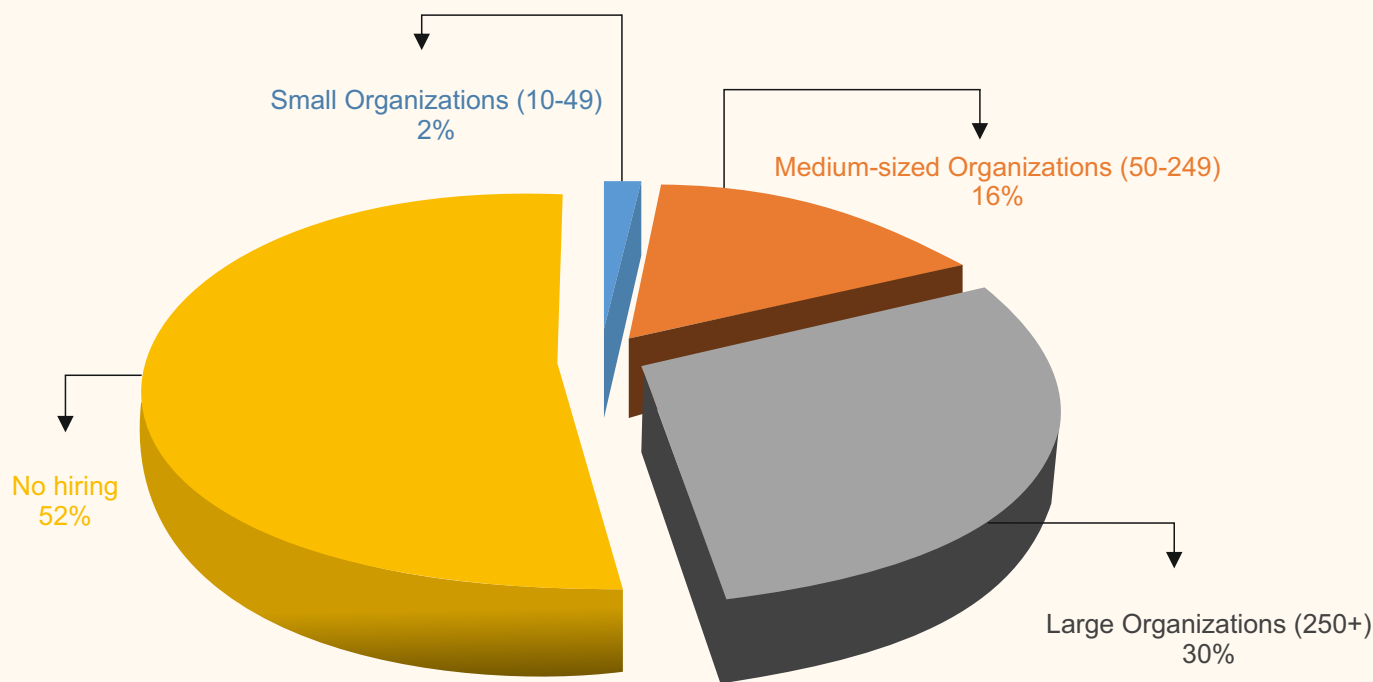


Figure 8: Representation of hiring intentions across size of organization

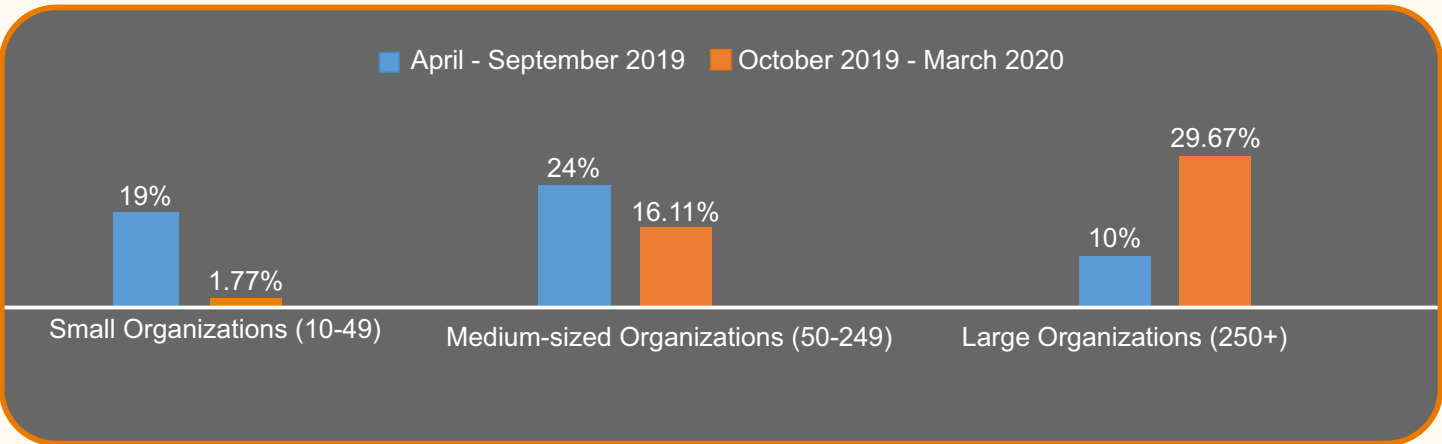


Figure 9 : Comparison of Employment Outlook across org size April-September 2019 V/S October 2019-March 2020

By Type of Organization

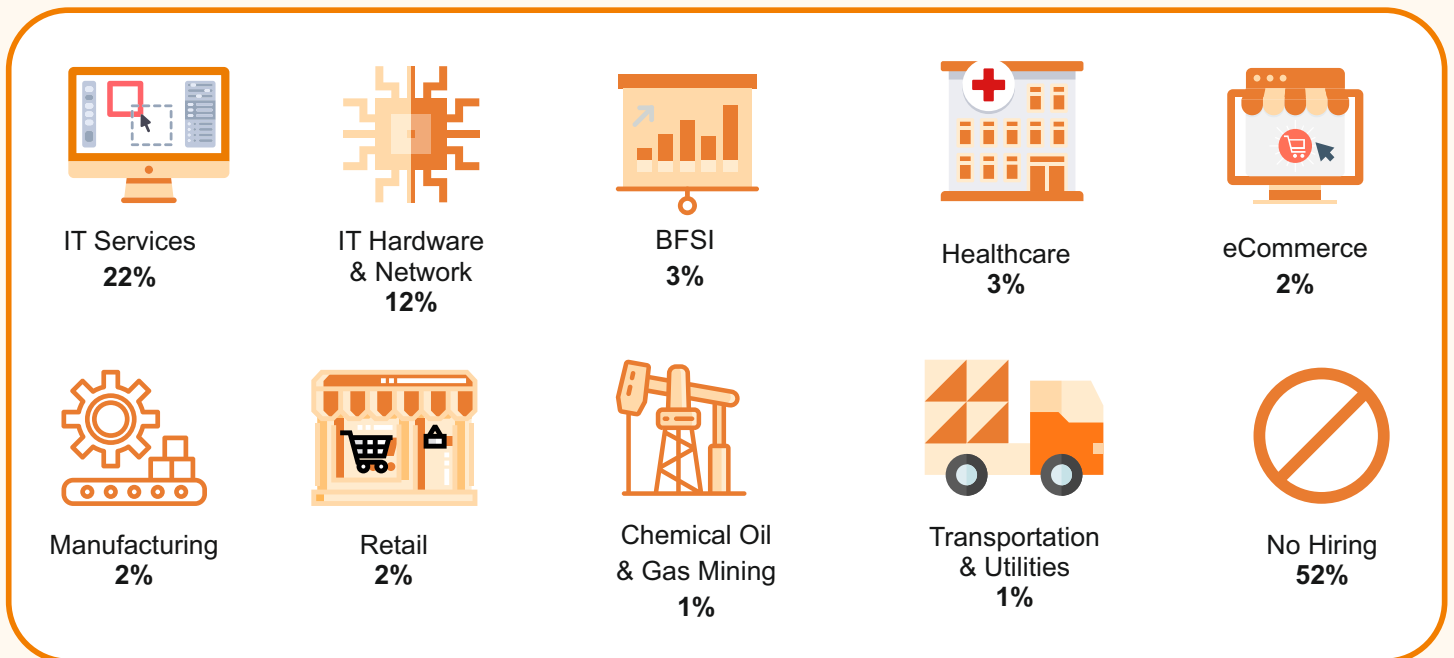


Figure 10: Representation of hiring intentions across type of companies

- ➔ **IT Services companies will remain the biggest employers of tech talent with an employment outlook of +21.61%.**
- ➔ **The non-IT organisations expressed hiring intentions with an employment outlook of +13%.**



Top IT Skills & Practice Areas

Skills in Demand

New Product & Process Development is the hot IT skill that is expected to contribute majorly to adding headcount to the IT workforce in the next 6 months (both IT and non-IT companies). While IT companies expressed stronger hiring intentions for Testing and Quality Assurance, New Product & Process Development, .Net, Java Spring, the non-IT companies intend to hire majorly for New Product & Process Development, ERP, Java Spring and .NET.

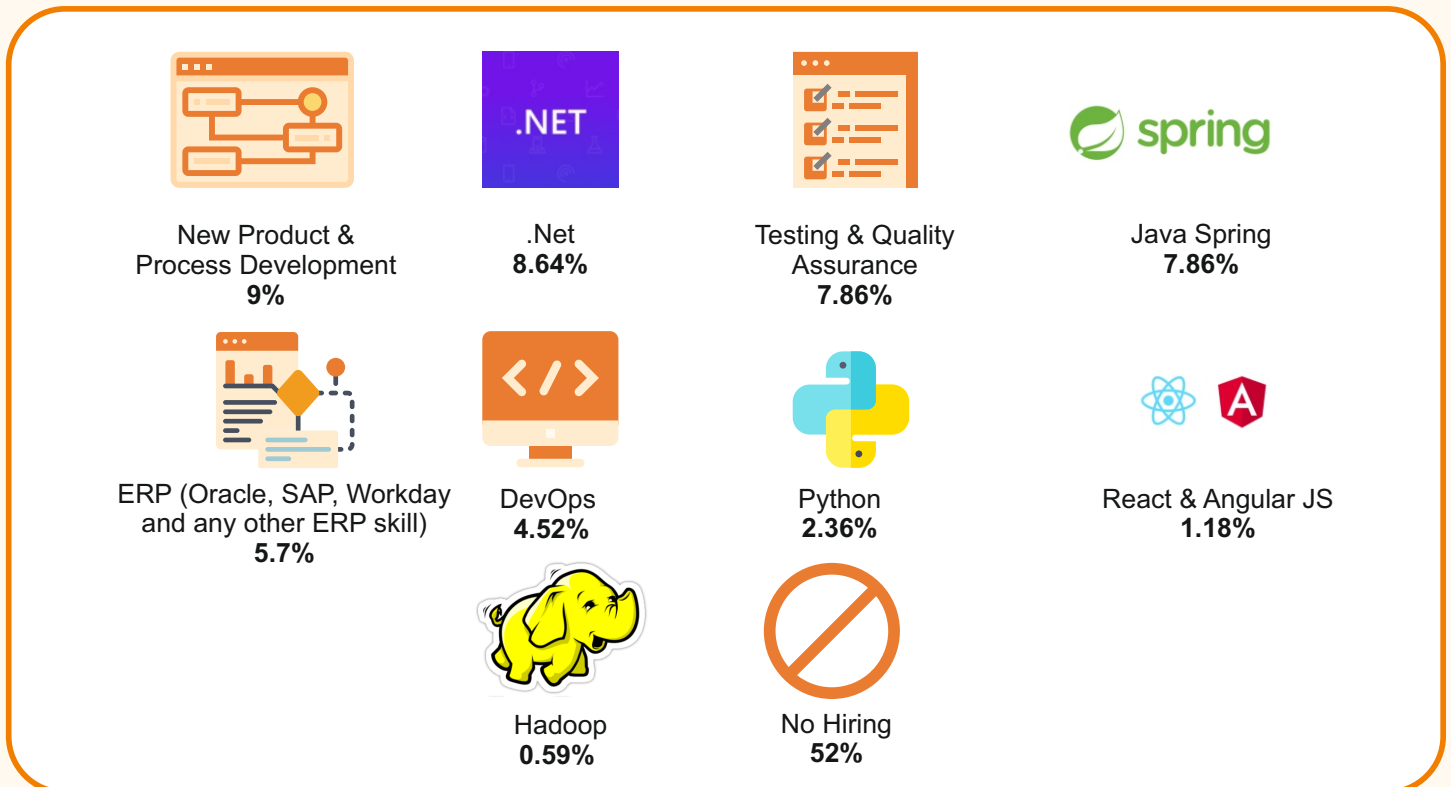


Figure 11: Employment Outlook across IT skills

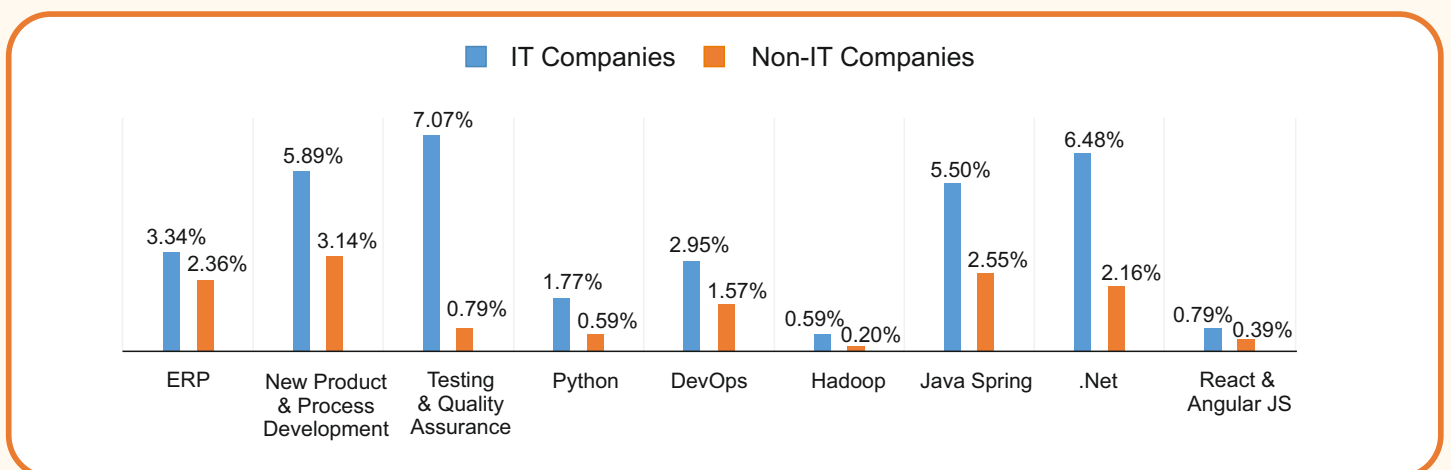


Figure 12: Bifurcation of Employment outlook for IT and Non-IT companies across IT Skills

Some of the preferred technology skill combinations expressed by Indian employers:

While Java/.NET; Software Developer/.NET; Front-end Developer/Java/.NET; etc. continue to be the preferred combination by the employers, .Net Developer/ PLSQL Developer; Magneto/Ajax/Bootstrap framework, Spring/Hibernate, PHP/Golang/C, etc. are the new combinations that are adding to the list of in-demand skillsets, according to the survey. Besides the technology skills, employers are also looking for some or all of the sought after skillsets such as cognitive flexibility and creativity, management and leadership skills, critical thinking etc.

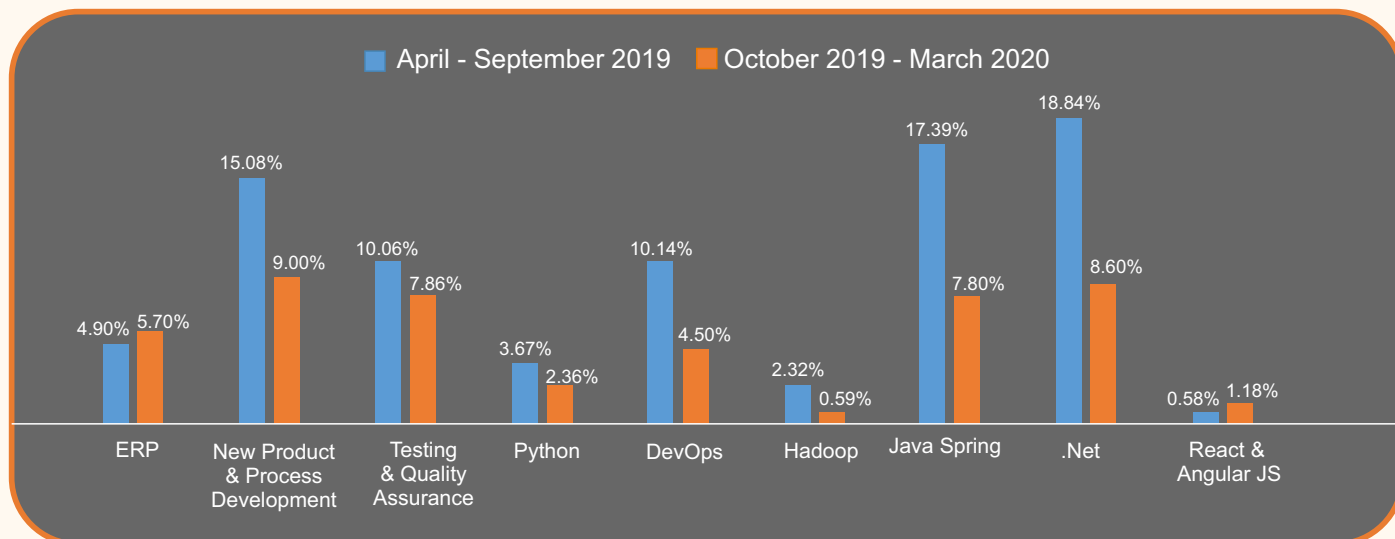
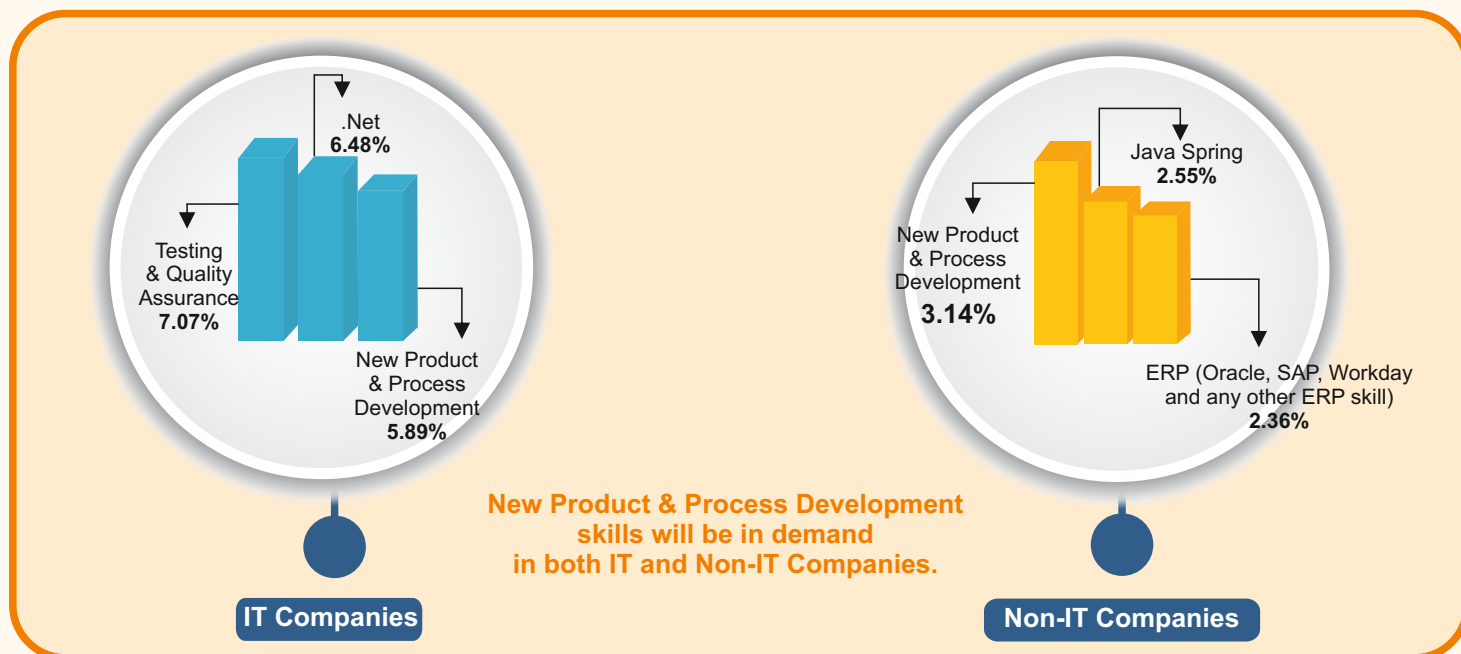


Figure 13: Comparison of Employment Outlook across IT Skills April-September 2019 V/S October 2019 –March 2020



Practice Areas in Demand

Software Product Development and Application Maintenance Services will lead the demand, according to this survey. 17% of IT and 2% of non-IT companies would want to hire IT professionals for Software Product Development. 11% and 5% of the Indian IT employers expressed their interest in hiring techies in the Application Maintenance Services and Cloud Computing practice areas respectively. Other practice areas that will be in-demand are Big Data, Hardware and Networking Management and Legacy Applications.



Figure 14: Employment Outlook across Practice Areas

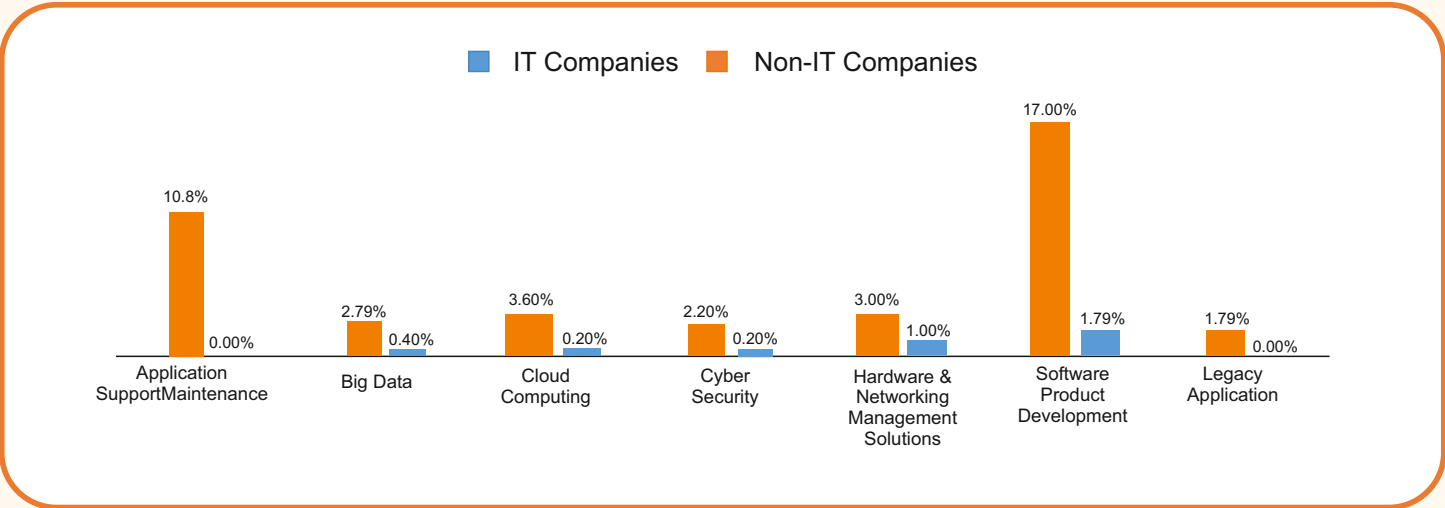


Figure 15: Bifurcation of Employment outlook for IT and Non-IT companies across Practice Areas

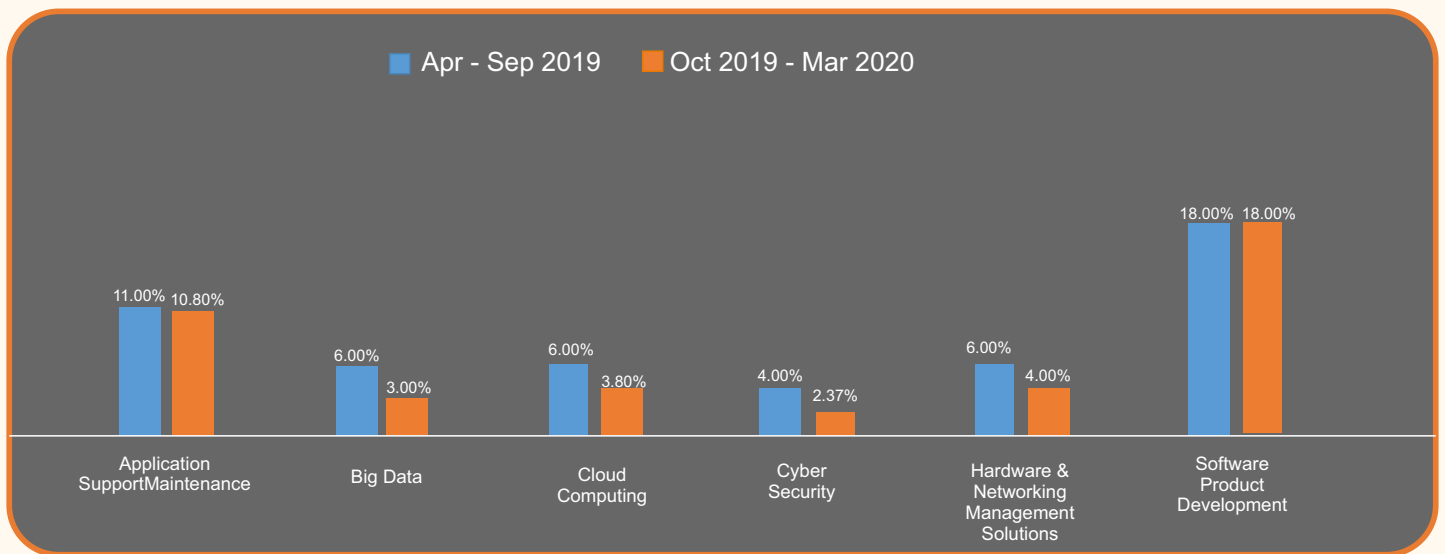
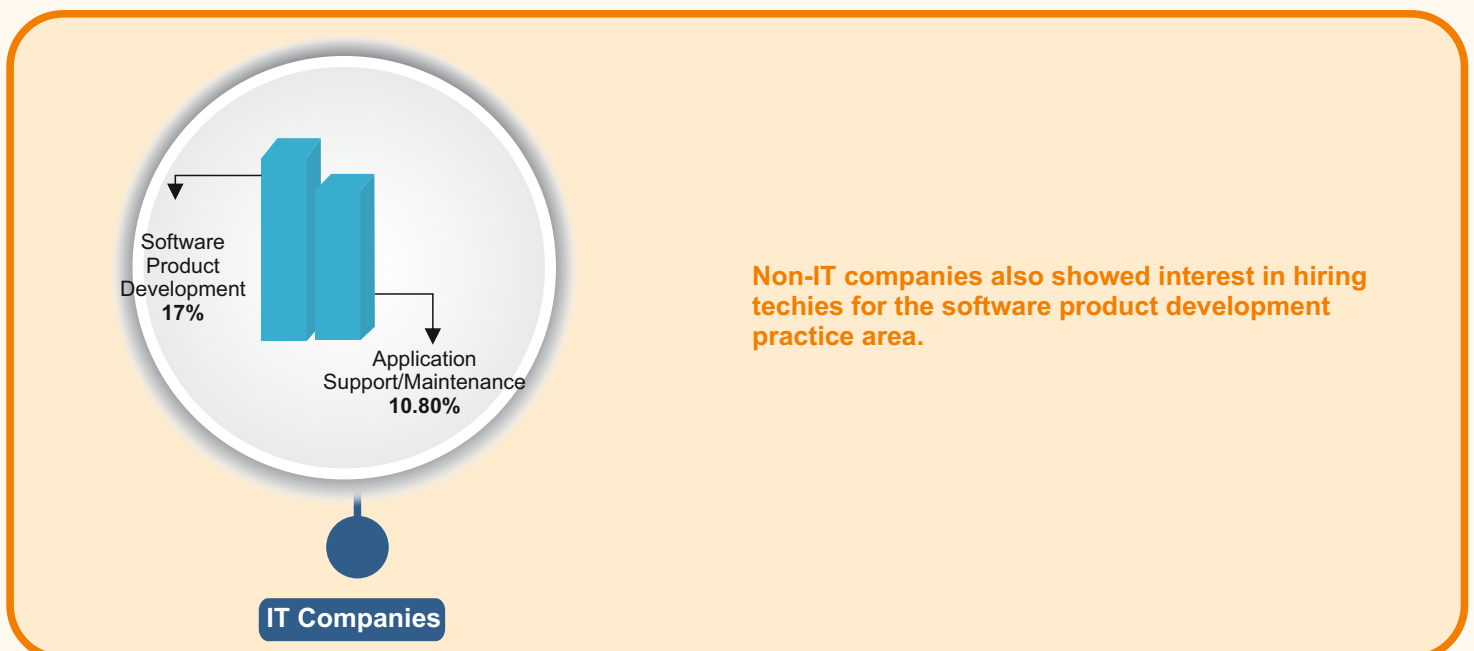


Figure 16: Comparison of Employment Outlook across Practice Areas April-September 2019 V/S October 2019-March 2020



Comparative Analysis

Bi-annual Comparison

When compared to the previous report as well as this time last year, hiring intentions increased by 5 percentage points.

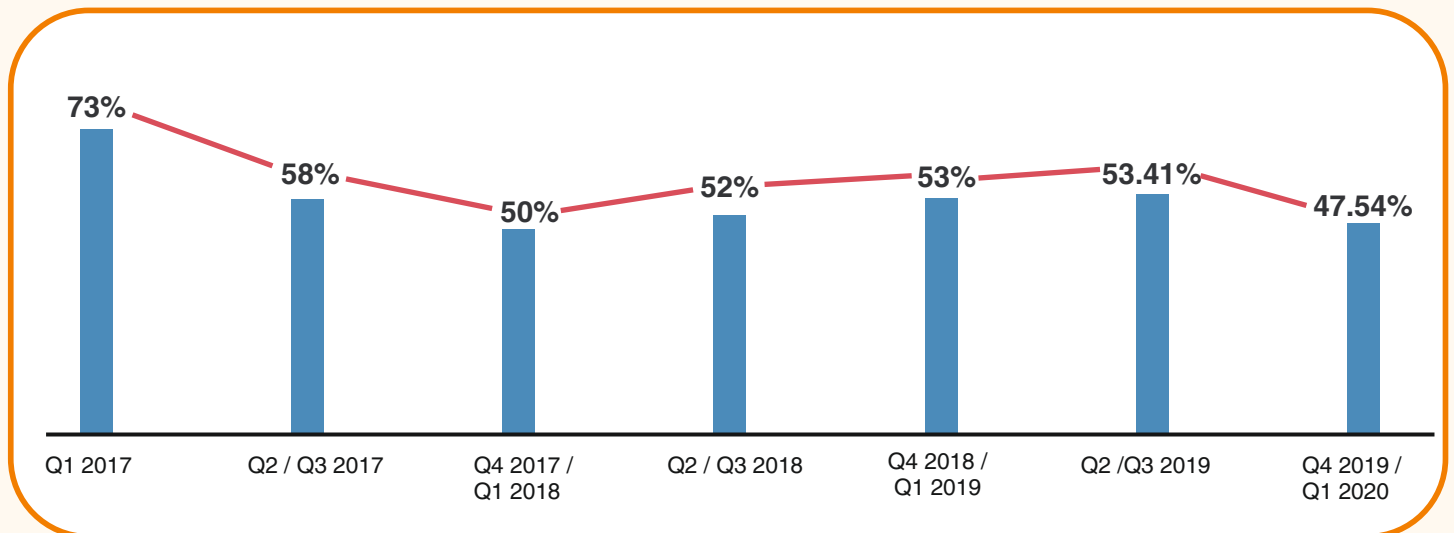


Figure 17: Representation of half yearly comparison (NEO)

What our Global reports say

Technology is transforming how organisations serve customers, how workers want to work and how people consume. Today's global candidates are more interested in alternative work models. Employers are evaluating the work to be done and assessing a wide range of options including artificial intelligence, robotics and, of course, humans. The choices for hiring employees have evolved well beyond traditional full-time workers. HR managers can choose from independent contractors, freelancers, part-time workers, seasonal employees, temporary workers and platform-based on-demand workers.

A research conducted by ManpowerGroup shows that candidate preferences and the current workforce mix may vary by market, but themes of flexibility, One Life*, autonomy and continuous learning underlie how candidates want to work.

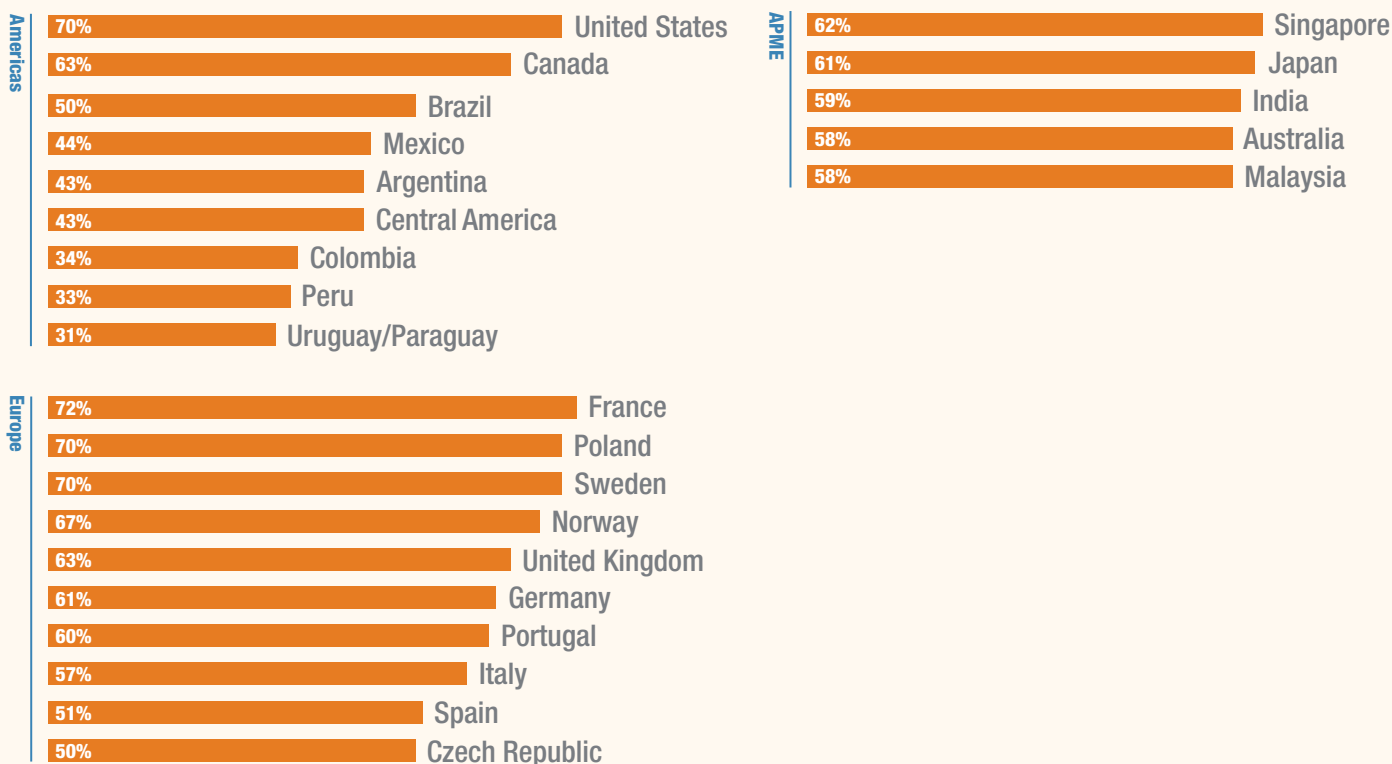
* The integration of work and home and the flexibility to manage both

Almost half of global candidates (45%) prefer an alternative to full-time permanent work.

Prefer Full-Time Work By Market

Global Average

55%



While full-time work still generally dominates candidate preferences, in some markets, the preference for alternative work models exceeds the preference for full-time work.

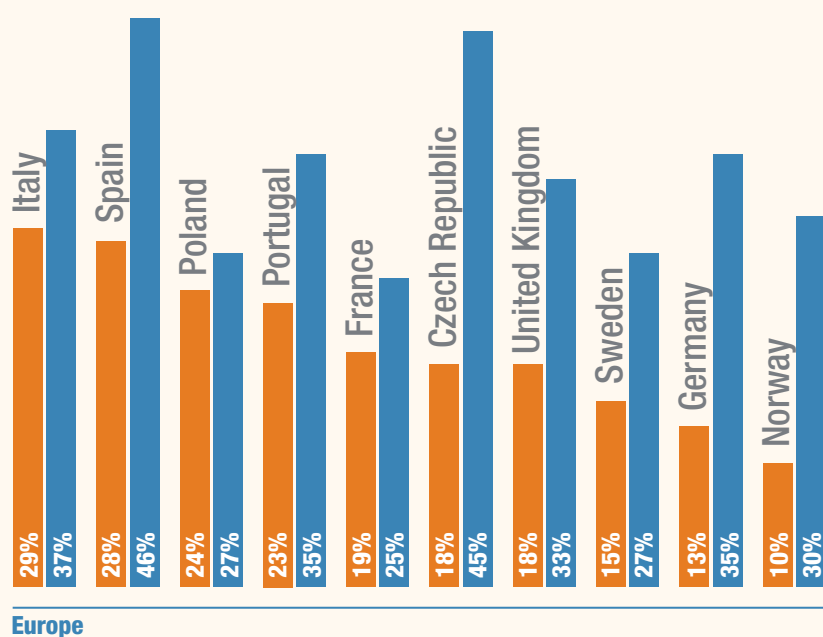
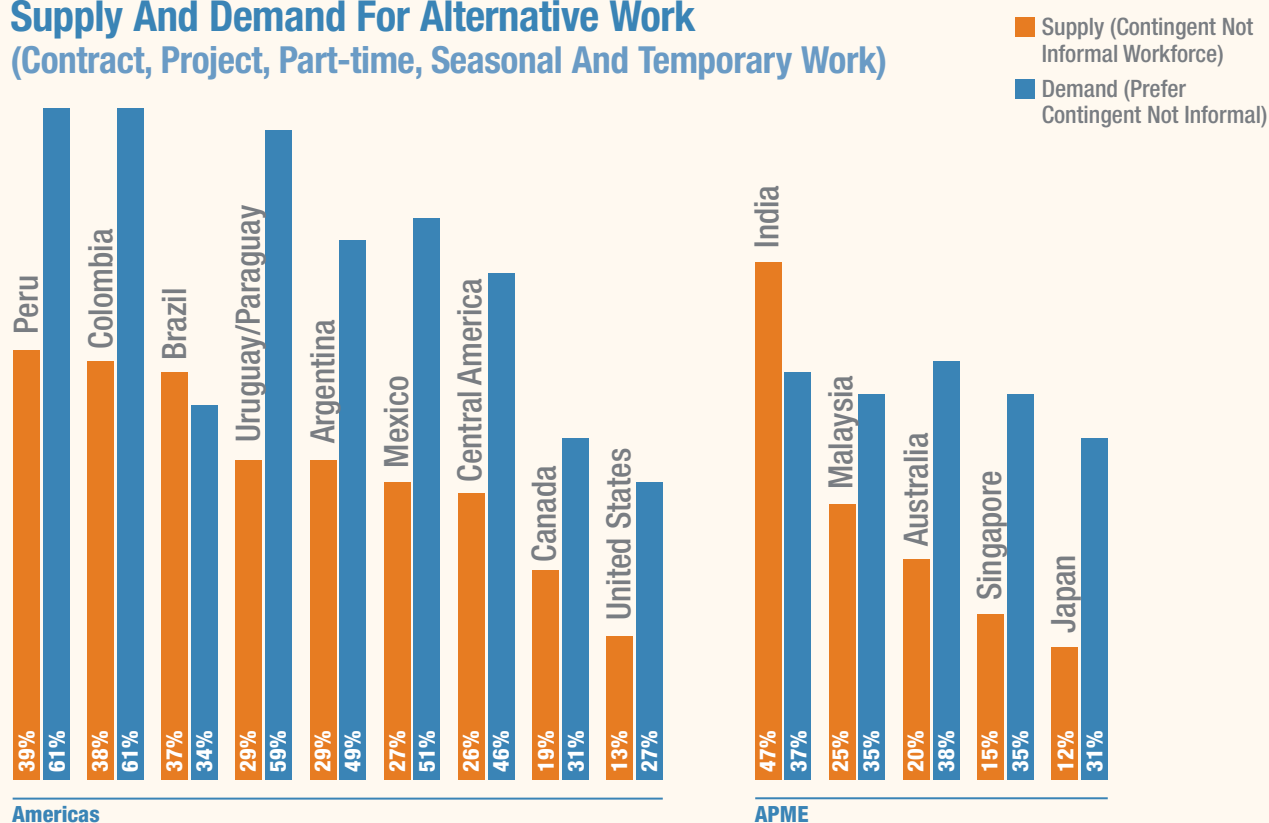
Is there enough supply of alternative work?

There is certainly a gap between the type of work candidates prefer and the types of work being offered by local employers.

While for 22 of the 24 markets surveyed, candidate preferences for contract work, project work, part-time work, seasonal work and temporary work exceed the supply of jobs in the available workforce, India (followed by Brazil) has the highest supply of alternative work than candidate's desire.

Employers are not offering opportunities for alternative work in the same way and volume that candidates would prefer in a given market.

Supply And Demand For Alternative Work (Contract, Project, Part-time, Seasonal And Temporary Work)



About Experis IT

Experis IT, a ManpowerGroup company is a leading provider of innovative IT solutions offering an advanced portfolio of matching the top IT talent to jobs with the most respected IT organizations, and providing end to end solution including transition, operating and transforming an IT portfolio.

Our Offshore Development Center in India is the hub of technical knowledge, manpower and the infrastructure to drive mission-critical initiatives with proven methodologies and innovative approaches.

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



Most Innovative Recruiting and Staff program of the year and the most Innovative Recruiting and Staffing Program of the year at World HRD Congress 2017



No 1 in the industry on fortune magazine's 2018 list of the world's most admired companies



ManpowerGroup Named Best Company to Work for Women in the U.S.



Named one of the world's most ethical companies for the ninth consecutive year.



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