

Are corporates hiring?

Yes and no. The focus currently is on hiring key talent. If you're scouting for a job, make sure the company has serious expansion plans

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Currently, a mood of caution prevails across sectors. While those who met their targets for the year and are looking at expanding, are hiring, others are offset by a headcount freeze or even retrenchment.

Only 51% of employers expect to increase the head-

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count, after backfilling for attrition by March 31, 2013, according to a survey conducted by HeadHonchos.com, a job search and career portal. The outlook is even more subdued in the case of senior hiring, raising concerns around investment in greenfield projects and the future growth plans, it adds.

The hiring story is linked to the current economic situation. Companies are going through both positive and negative sentiment and all this has impacted issues related to growth. The focus currently is on hiring key talent to ensure

that businesses grow.

Uday Sodhi, CEO, HeadHonchos.com, says, "Weaker hiring plans for mid-management and senior positions signal a cautious approach amongst corporates."

Kamal Karanth, managing director, Kelly Services India Pvt Ltd, points out that FMCG and pharmaceutical companies are concentrating on the frontline staff right now. Having said that, hiring in the last quarter seems to be more robust compared to the first few months of the year. It has increased by almost 15-20% across sectors, except for banking and insurance.

Joe Lazar, director, human resources, Analog Devices, agrees, adding, "We are taking a conservative and cautious

approach in evaluation of all planned headcount growth for the next six months, taking into consideration the global business situation. We will continue to add top talent to fill key roles as and when projects demand." Interestingly, the company hired managing director Somshubhro Pal Choudhury in May this year to strategise and execute its India growth plans.

Shubha Arora, HR head, Schindler India, a leading global provider of elevators, escalators and related services, says, "The company has been aggressively scouting for talent across

levels throughout the year. While we are hiring on a constant basis, we are cautiously reviewing business requirements to improve the response and service levels to customers. We have grown by about 27% in total headcount this year and that includes the apprenticeship programme, with 20% of the hiring done in the last quarter."

Tina Vas, vice president, global HR, Collabera, says, "The hiring we are witnessing now is either to fill vacant positions or for new positions that have emerged critical. We are hiring mid-level tech folks across areas — significant ones include .Net, DWBI and SharePoint professionals." Hiring is on for both new projects as well as expansion of current projects in a 2:1 ratio, she adds.



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