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India Hiring Tracker

Q4, FY 2021-22



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India Hiring Tracker

Q4, FY 2021-22

Foreword

The post-Covid job market has grown steadily over the past four quarters and the trajectory is likely to continue into the new financial year. Businesses have moved past the tentativeness and settled well into varied modes of operation they discovered during the past two years. The improved sentiment has translated into robust growth in job market activity.

That said, there is also a conscious effort from most employers to get as many, or all, people into offices as possible. With the pandemic waves receding, and life returning to normal, hiring activity and the proportion of hiring is clearly up the ramp.

Employers prioritizing first-time jobseekers, as well as those with little or no experience, signals increased confidence on their part. And, jobseeker role and skill preferences being closely matched by employer picks speaks for the health of the job market. The mismatch experienced by a section of jobseekers waiting in the wings is a

a small price being paid in the short run.

A mature talent pool is looking for great jobs today. Most jobseekers have gone beyond monetary considerations and sought jobs which provide learning opportunities. Most candidates, as well as employers, are benefiting from the virtual hiring experience as well although the nagging glitches seem to be persistent.

Onward and upward!

Sashi Kumar,
Head of Sales, Indeed India

2022: Stability and Growth on the Horizon

As the world gradually recovers from the pandemic the job market is following suit. First-time jobseekers*, especially, are actively seeking and securing jobs. Nearly eight out of ten jobseekers surveyed (**77%**, up from 54% during the previous quarter) had secured their jobs during Q4, 2021-22. Less than one-in-four jobseekers (**23%**, down from 29% during the previous quarter) were still looking for jobs. On the other hand, over **63%** of the employers carried out hiring during the same period – a **10%** hike from Q3, 2021-22.

First-time jobseekers found widespread acceptance

Of the **19%** who happened to be first-time job-seekers during Q4, 2021-22, a majority were undergraduates and were recruited for entry or junior level positions (**33%**). In contrast, only a modest proportion of postgraduates (**21%**) and doctorates (**5%**) entered the job market for the first time. A majority of the job-seekers surveyed (**81%**, up from 71%) were not first-timers.

* First time jobseekers are those that have entered the job market during the quarter in consideration

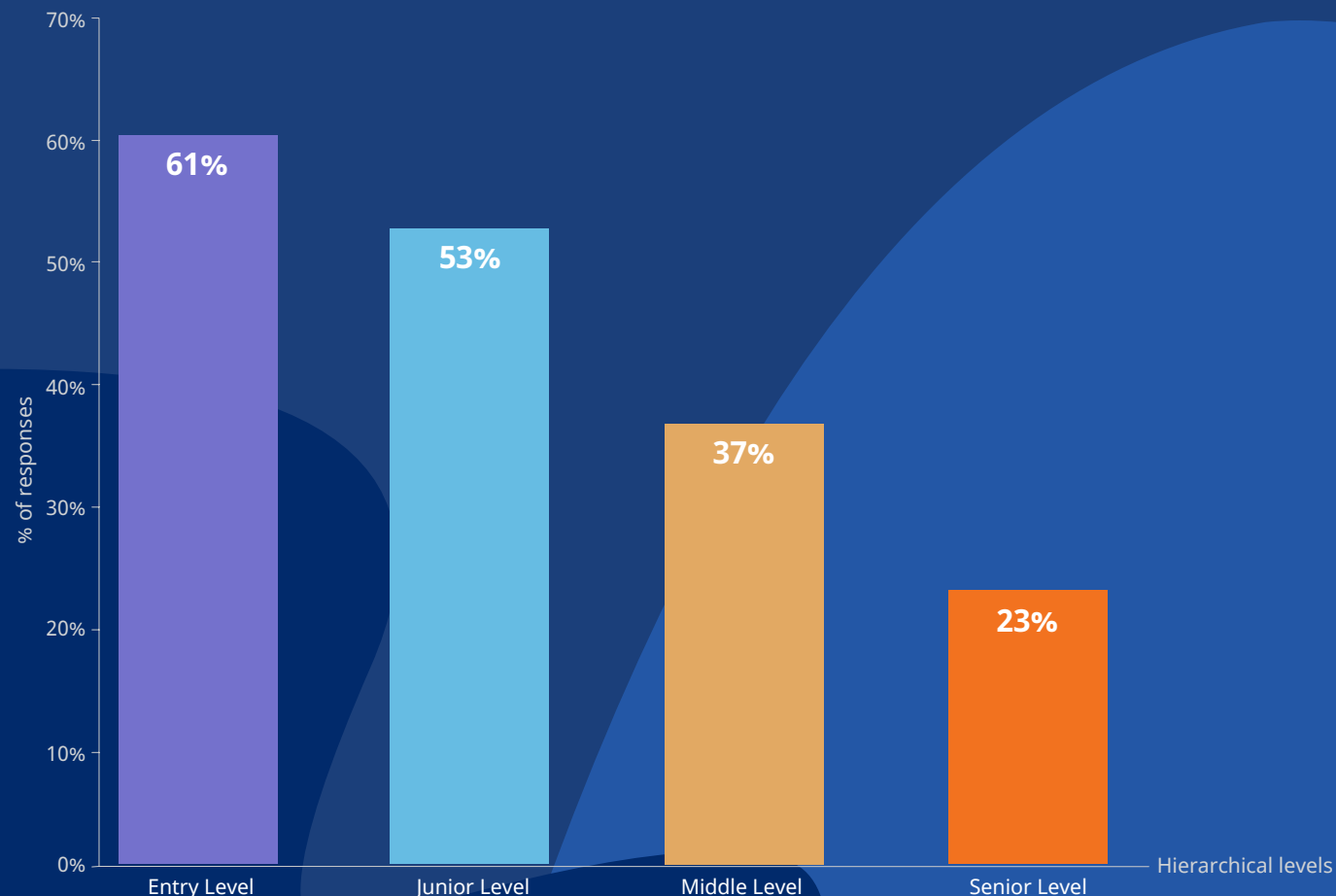


23% of all male respondents and **15%** of all female respondents were first-time jobseekers. A good proportion of first-time jobseekers looked for jobs in the E-commerce (**57%**) and IT (**41%**) sectors.

Most of the hiring of first-time job-seekers was from employers in the Information Technology (**85%**), Telecommunication (**79%**) and E-commerce (**75%**) sectors. At least half of all Large, Medium, and Small organizations actively hired first-timers during the quarter.

MNCs continued to be a favourite among **53%** of all jobseekers (a **6%** increase over Q3, 2021-22). Bangalore topped the hiring charts with **87%** of all employers in the city hiring, while Chandigarh (**39%**) had the least proportion of employers who hired during the same period.

How many did you hire across hierarchical levels?



Role and skills hired for closely matched jobseeker preferences

Data Science & Analytics continued to be top roles for which employers hired in Q4, 2021-22, despite a slight decline from Q3, 2021-22 (**27%**, down from **31%**). Sales Manager (**17%**) and Product Manager (**15%**) followed far behind.

Python, C++, Ruby, and JavaScript skills continue to be the most desired tech skill by employers in this quarter (**33%**) as during the previous (**29%**).

Cloud Computing skills (**25%**, up from **19%**) retained the second spot during the quarter. Among non-tech skills, Problem-solving & Critical thinking skills (**25%**, up from 21%) continued to be the most sought-after skill, followed by Communication and interpersonal skills (**19%**). The ability to deal with complexity and ambiguity- the second most desired skill during Q3, 2021-22 - took a backseat during Q4, 2021-22.

Employer hiring requirements closely met jobseeker preferences during Q4, 2021-22. As many as **71%** of the employers hired for IT skills, matching jobseeker preference for IT skills in **29%** of the cases. Production/Manufacturing was a close second, where **63%** of employers hired **15%** of jobseekers with related skills.



Employers favour entry and junior-level jobseekers the most



Nearly **60%** of all the employers surveyed hired entry-level job-seekers, especially in medium and small-sized organizations. More than three-fourths of large organizations (**77%**) hired junior-level candidates, and **59%** hired mid-level candidates. Senior-level positions were filled best by medium (**23%**) and large organizations (**37%**).

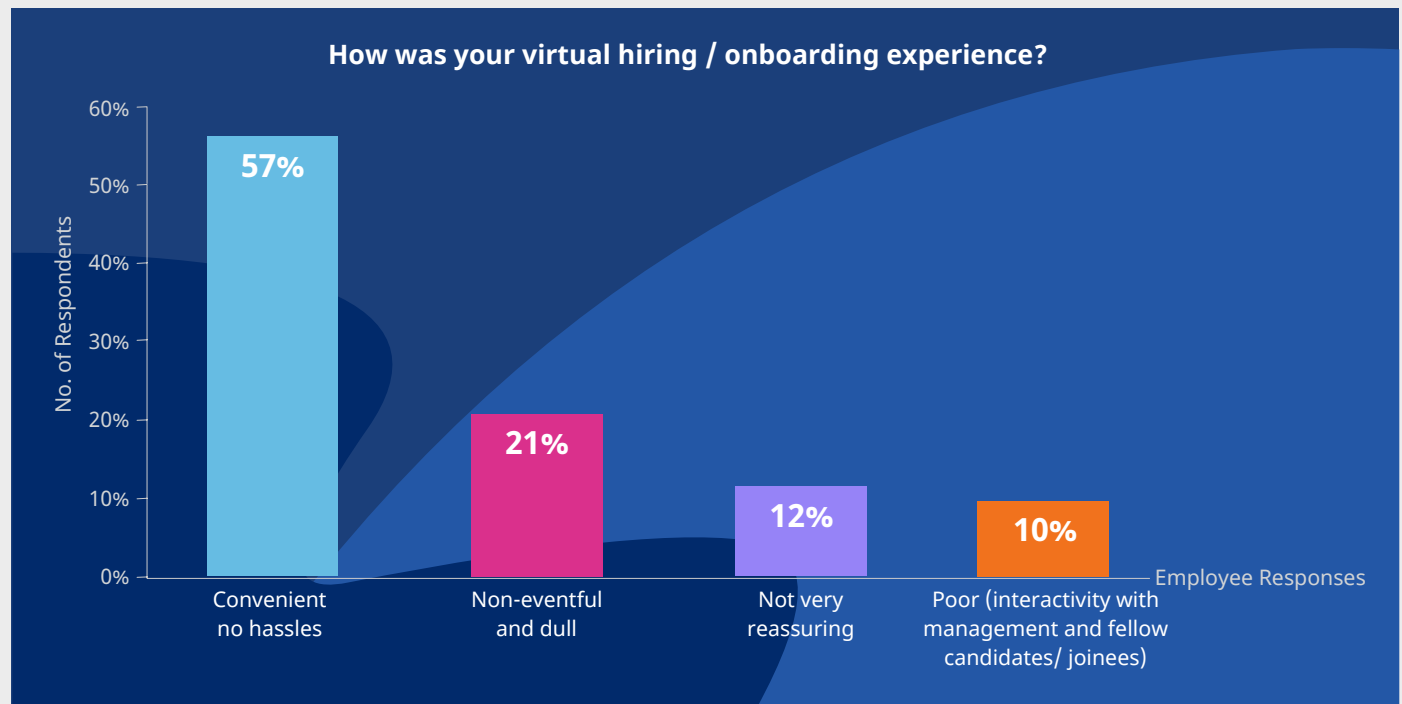
Across sectors, a majority of employers filled at least **50%** of their open positions. **80%** of hirings in the Information Technology sector constituted entry-level candidates. **83%** of the IT and **77%** of the Telecommunications sectors also hired junior-level candidates. Employers across various cities hired entry- and junior-level candidates for more than half of all hiring requirements, with Bangalore hiring for more than **80%** of Entry-level and Junior-level candidates.

Overall, the hiring of Entry-level candidates (**45%**) in this quarter saw a drop from **49%** of candidates who were hired in Q3, 2021-22. Junior-level hiring saw a **10%** surge from **27%** to **37%** in this quarter.

Virtual Hiring posed challenges despite its popularity

While **57%** of employers favorably acknowledged the time and cost efficiency of virtual hiring, and **47%** benefited from greater throughput (parallel processing) during Q4, 2021-22, many continued to face challenges. Communication issues, either due to technical causes (**67%**, up from **61%**) or due to candidate's limitations (**49%**, up from **41%**) as well as difficulty in evaluating personality (**53%**, up from **43%**) were the most formidable challenges employers faced with virtual hiring.

Most jobseekers, on the other hand, found their virtual hiring experience to be positive. **60%** stated that it was convenient, while only **10%** stated that it was poor in terms of interactivity with management and fellow candidates.



Most
Employers
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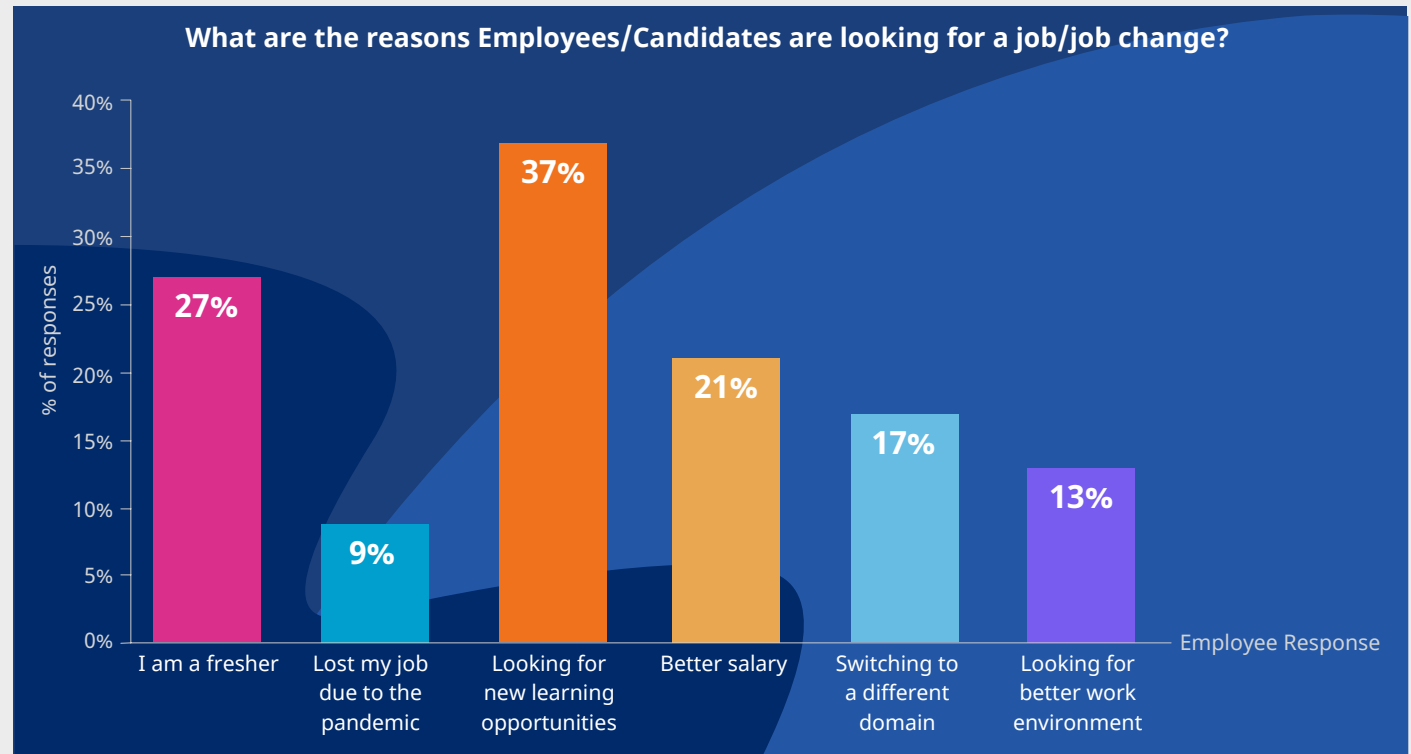
Most employers (**77%**) plan on having their people working from the office. In contrast, **48%** of employees and jobseekers preferred working from the office while **31%** favoured remote or hybrid work.

At least **65%** of employers across different-sized organizations planned to have their employees working from office. This included majority of the MSMEs (**93%**) and Startups (**77%**). Less than one-in-four employers (**23%**) across organizational size and type favoured hybrid and remote work.

A majority of employers in E-commerce (**95%**) and Construction and Real Estate (**90%**) preferred to have their staff working from the office, while **37%** of employers in the Information Technology sector planned on having their employees working remotely. Across cities, Chandigarh topped the list of cities where employers preferred to have people working from the office, while **26%** of all employers in Mumbai and **21%** of all employers in Bangalore preferred hybrid / remote work.

Jobseekers rejig the reasons for job change

37% of the jobseekers surveyed wanted new learning opportunities in their new job. The second most stated reason was looking for a better salary (**21%**). That said, **85%** of the jobseekers considered salary to be an important factor, with more than half the respondents (**53%**) considering it to be 'most important'.



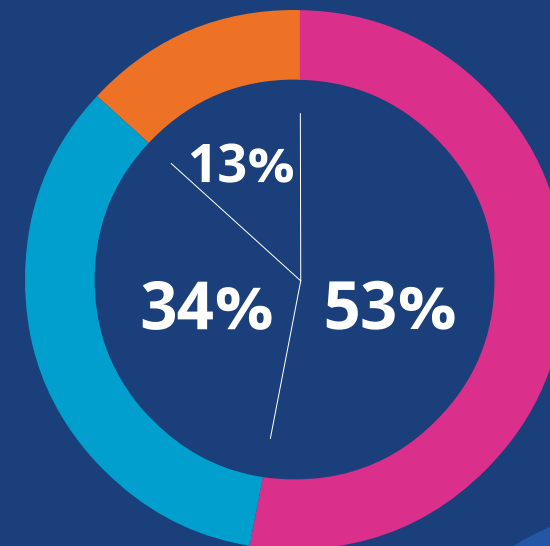
For nearly **80%** of the jobseekers work-life balance is important, with **41%** stating it to be 'most important'. Over half of the employees surveyed (**53%**) credited Employer Vision and Mission to be important, with **31%** ranking it as 'most important.' Job satisfaction was considered to be 'very important' or 'most important' by **77%** of the jobseekers surveyed.

MNCs Trump Start-Ups and SMEs as a Preferred Employer

53% (up from 47% during the previous quarter) of all jobseekers wish to work in MNCs, while **13%** (down from 22%) wish to work in Startups/SMEs. This proportion constituted **57%** of all male and **49%** of all female respondents. On the other hand, more female jobseekers (**20%**) preferred to work in Startups than male (**6%**).

Across hierarchies and sectors jobseekers preferred to work in MNCs, with Senior management (**61%**) candidates favoring it the most. Jobseekers in the Information Technology sector (**71%**), BFSI (**66%**), and Telecommunications, as well as E-Commerce (both at **61%**), favored working in MNCs. Travel and Hospitality (**51%**), as well as Construction and Real Estate (**55%**), were among the few sectors where jobseekers preferred medium-sized companies over MNCs and Startups. Startups were popular among jobseekers in the E-commerce (**32%**) and BFSI (**22%**) sectors.

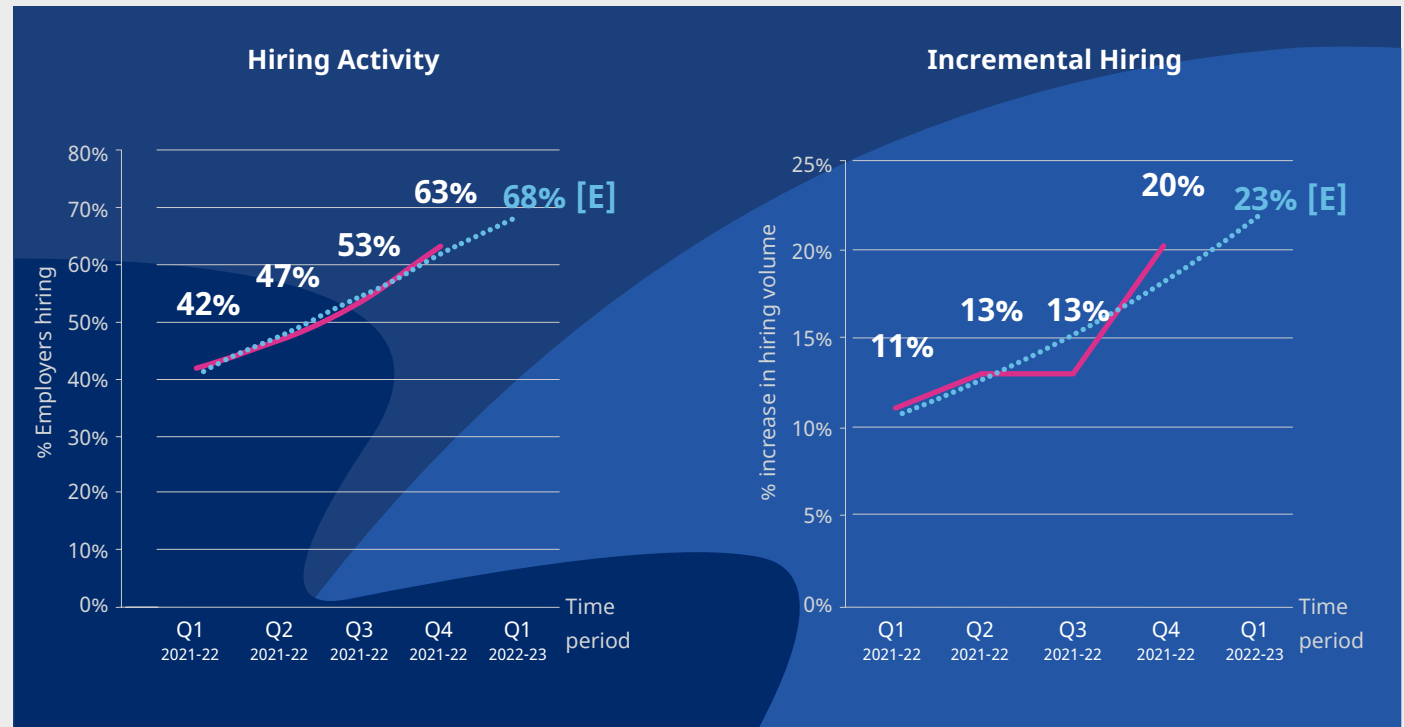
What type of organizations do Employees/Candidates wish to work for?



- MNCs/ Large companies
- Medium sized companies
- Start-ups/ SMEs

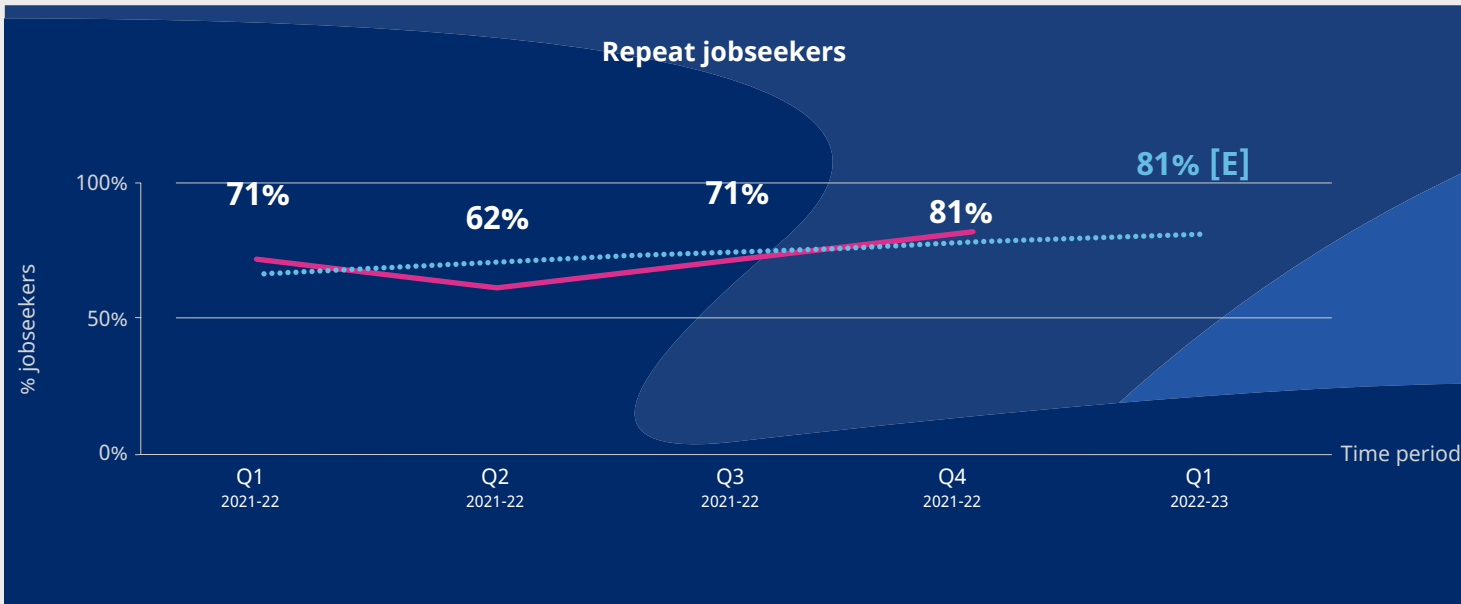
Employers aim to increase hiring in Q1, 2022-23. The proportion of employers hiring and the percentage of hiring steadily rose on a Q-on-Q basis during 2021-22. This uptrend is very likely to continue into the new financial year.

What
lies
ahead



Based on a simple trendline extrapolation, a **5%** increase is likely in the proportion of employers hiring during the first quarter of 2022-23. The percentage of hiring is also likely to see a **3%** increase to **23%** during Q1, 2022-23.

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As many jobseekers are likely to continue to seek jobs during the next quarter (Q1, 2022-23) as they did in Q4, 2021-22. This is likely to be the result of a persistent mismatch between job openings and candidate qualifications.



Methodology

This survey was conducted by Valuvox on behalf of Indeed among **1,207** employers and **1,491** employees in the months of January and February 2022.

Sample Design

A total of **1,207** employers were considered in this survey and segregated into cities, and further into Large, Medium, and Small organizations, and then into sectors. Employers belonged to **9** cities.

About Indeed

More people find jobs on Indeed than anywhere else. Indeed is the #1 job site in the world* and allows job seekers to search millions of jobs on the web or mobile in over 60 countries and 28 languages. More than 250 million people each month search for jobs, post resumes, and research companies on Indeed.



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*Comscore, Total Visits, September 2021.