

IT hiring will be a tad lower this year: Nasscom

OUR BUREAU

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Hiring by the IT industry in 2016-17 will be slightly lower than last year due to increased automation and pressure on margins, said Nasscom President R Chandrashekhar.

"Last year, the IT industry hired nearly two lakh employees. This year, we expect it to be lower. With first-quarter results just over, I cannot reliably predict what's going to happen. However, this trend of non-linearity between revenue growth and hiring is a fact of life and it will continue," he said.

"We should not be under any illusion and don't want to set a wrong expectation among people or students that this is going to change," Chandrashekhar said on the sidelines of a two-day Nasscom HR Summit

here. It is not that total hiring is going down, but the pace is slowing because of automation and pressure on margins. Companies' growth has been disproportionately higher when compared with profitability.

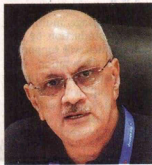
This means companies need to boost productivity. They are reducing bench strength by automating mundane jobs, he said.

Demand for niche skills

But there is a demand for specialised skill sets such as Cloud, robotics, artificial intelligence, social media and domain knowledge.

"If you have additional skills, the chance of getting hired is far better," he said.

There is no reduction in demand as businesses globally are still investing in IT. The BFSI sector is under pressure, but its



R Chandrashekhar, Nasscom President PTI

investment in IT is strong. India's own market share in global sourcing is increasing. The value proposition of the Indian IT industry is still the best and it is improving vis-à-vis other countries, he said.

The Indian IT-BPM industry currently employs 3.7 million people and maintains its leadership globally with over 2 lakh

Top 20 employers

Rank	Company	Rank	Company
1	Tata Consultancy Services	11	Mphasis
2	Cognizant Technology Solutions India	12	iGATE Global Solutions
3	Infosys	13	WNS Global Services*
4	Wipro	14	L&T Infotech
5	HCL Technologies	15	CSC India
6	Tech Mahindra	16	Syntel
7	Cappgemini India	17	EXL*
8	Genpact	18	Hinduja Global Solutions*
9	Serco, Global Services*	19	Firstsource Solutions*
10	Aegis	20	MindTree

*pure-play BPM firms. Source: Nasscom

net additions and 3.5 lakh digitally skilled employees.

A Nasscom report entitled 'Human Capital Trends Study - Application of technology in Talent Acquisition - Key Learnings & Challenges in Adoption' released at the event said that to continue the current momentum of growth, the industry will require 1.2-2 million em-

ployees to add \$100 billion in revenue by 2025.

Five forces that are changing the world at an unprecedented pace and scale are the rise of emerging markets, ageing of the global population, disruptive technologies, an integrating world and the return of (geo)-politics, it said.