

# Many large cos will honour hiring pledge

## Expect Bounce Back Once Lockdown Ends

Shilpa Phadnis, Avik Das & Namrata Singh | TNN

**Bengaluru/Mumbai:** It's not all gloom and doom. In these unprecedented times, a number of companies are keeping their promise to honour offers made to campus hires.

Among these are technology and IT firms including Google, Cisco, Capgemini, TCS, Accenture, Wipro and Cognizant. And others such as Hindustan Unilever (HUL), Godrej, PepsiCo, Biocon, consultancy firms Boston Consulting Group (BCG), McKinsey, and Bain & Company, and banking biggies Kotak Mahindra, ICICI Bank, Citi and Axis Bank.

Megha Chawla, partner at Bain & Company, said she expects a solid bounce back once the lockdowns are lifted and hence she doesn't see any change to the company's campus hiring. "It's very much plan and aggressive, keeping an optimistic mid-term perspective," she said.

Google, which usually hires 60-70 from campuses every year, is on track to onboard all new recruits. TCS and Wipro are hiring 30,000 and 12,000 respectively this financial year. Cognizant is keeping its word on onboarding 20,000 freshers this fiscal, but it said the onboarding dates will depend on various factors, including the actual completion of the academic programme and the business impact of the ongoing lockdown.

Capgemini India CEO Ashwin Yardi said the firm hired more than 6,000 in the quarter ended March, including 2,000 freshers and 4,000 laterals. He said there is no deferment in the joining dates. For the second quarter, it has rolled out offers to more than 4,000 lateral hires and will onboard all of them.

Cisco has onboarded over 100 candidates virtually since March 15. Anupam Trehan, director, people and communities, Cisco India & Saarc, said, "During these unprecedented times, it is key for organisations to operate from a 'people first' stance."

HUL onboarded 101 interns — from the top 15 business schools, including the IIMs, Narsee Monjee Institute of Management, and Jamnalal Bajaj Institute of Management Studies — in the first week of April. Anuradha Razdan, executive director (HR), HUL, said the compa-

and they will physically join us once the lockdown is lifted. We have not pushed back joining dates for any," she said.

PepsiCo has honoured all offers towards new hires, and is currently virtually onboarding the 11 summer interns it had made commitments to.

Rahul Guha, MD and head of recruiting at the Boston Consulting Group (BCG) India, said they are honouring the 150-200 campus offers made. ICICI Bank will honour all the offers made, as also on-board summer interns from B-schools on April 6 through a

### SPREADING CHEER

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➤ Capgemini has rolled out offers to more than 4,000 lateral hires in the second quarter and will onboard all of them

➤ Hindustan Unilever (HUL) has onboarded 101 interns from the top 15 business schools

➤ Biocon is honouring all the 250 job offers made.

➤ Citi is committed to providing roles to 400 analysts hired from engineering schools and 54 analysts



ny pivoted the whole plan and proactively reached out to the institutes, who were also in a state of uncertainty because a number of recruiters had gone back on their programmes.

Godrej has hired 64 summer interns from 13 institutions, including Delhi School of Economics, IIM-Ahmedabad and IIM-Calcutta. Sumit Mitra, head - group HR in Godrej Industries and associate companies, said the internship will run online, with students working from home, in order to ensure safety.

Biocon CMD Kiran Mazumdar-Shaw said the company would honour all the 250 job offers made. "We have onboarded 90 people virtually

virtual induction programme.

Sukhjit Pasricha, president & group CHRO in Kotak Mahindra Bank, said they will honour all campus offers, but there could be a slight delay on account of the lockdown. Rajkamal Vempati, EVP & HR head in Axis Bank, said the bank has this year hired over 1,000 management graduates, CAs, engineers and graduates.

Shweta Mehrotra, CHRO in Citi South Asia, said the bank is committed to providing roles to 400 full-time analysts from engineering schools and 54 analysts from the country's top business schools between June and August this year:

(With inputs from Mayur Shetty)