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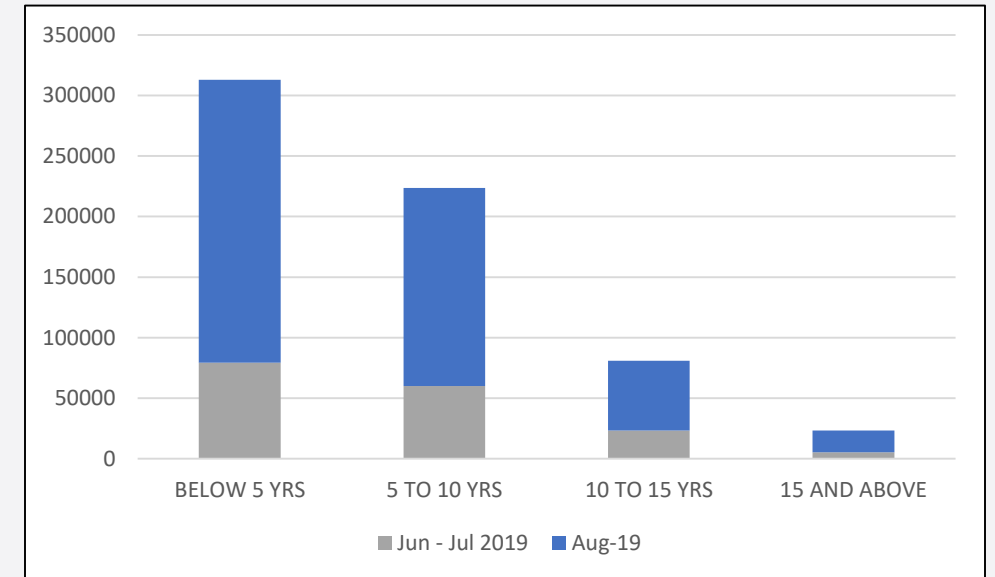
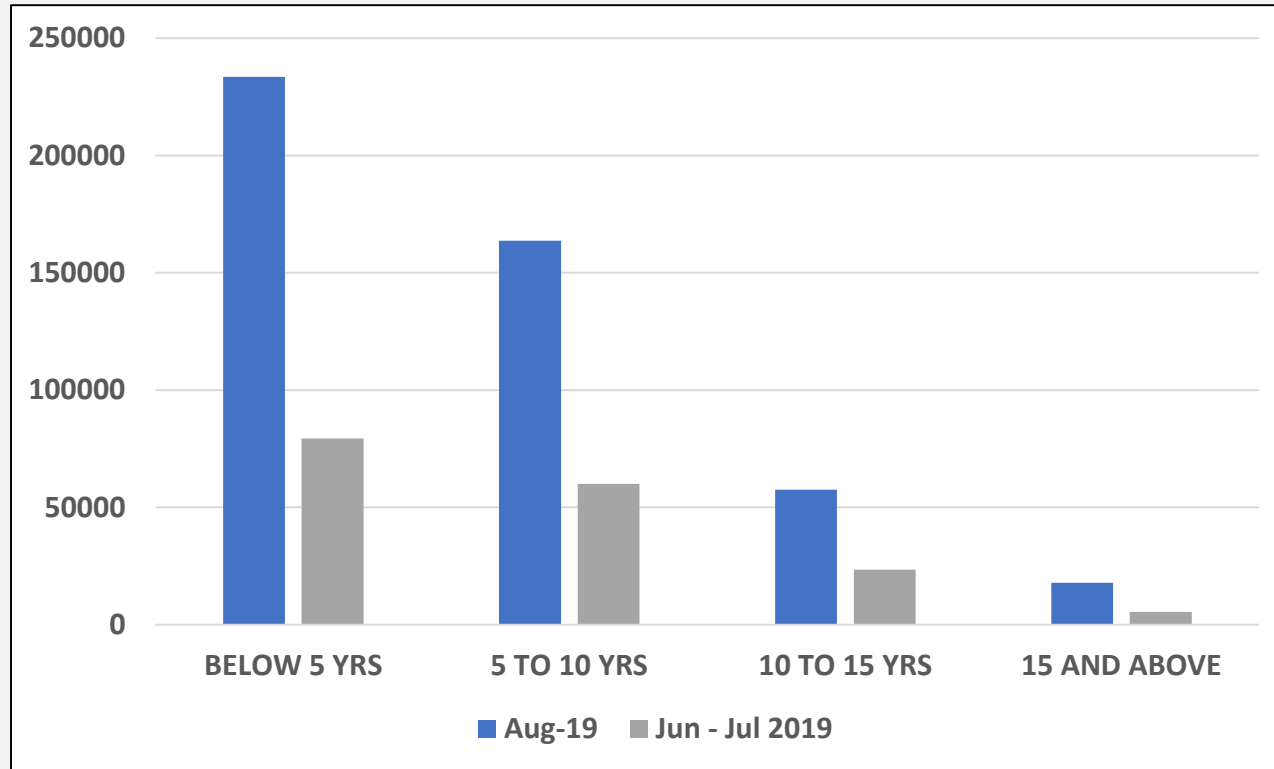
A Specialist Staffing Firm

Talent Churn @ Top Indian IT Employers

A Dipstick Study on Rise in Active Job Seekers

September 2019

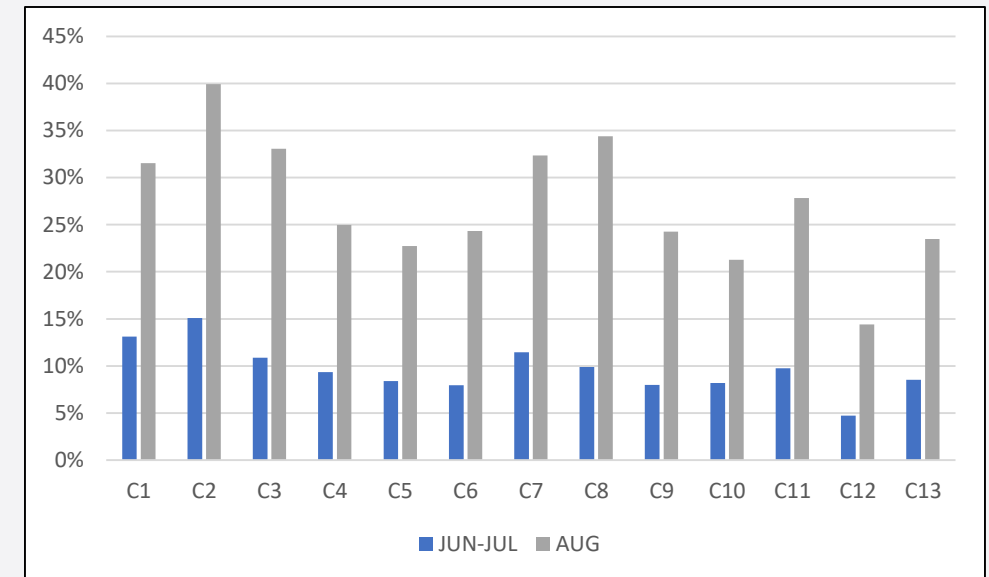
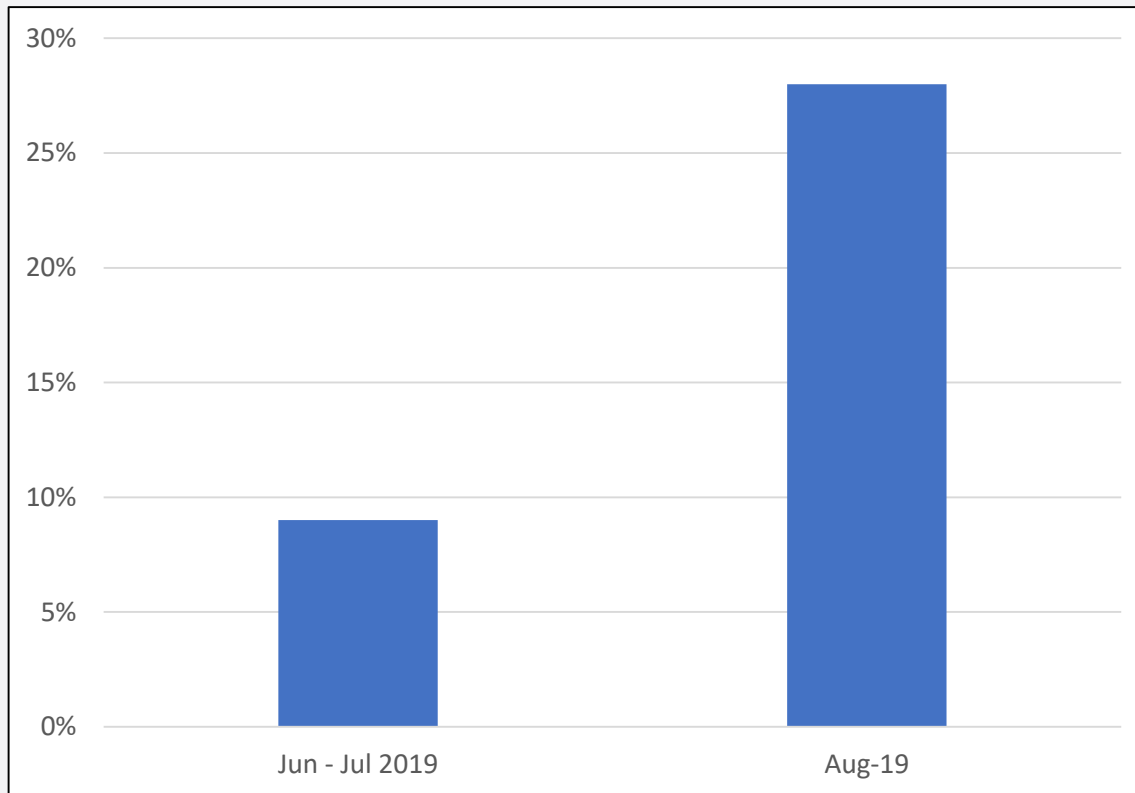
3-Fold Growth in Active Jobseekers



Insights

- August 2019 registered a 280% spike in active jobseekers over June-July period
- The highest spike has been observed among employees in the 15yrs and above experience category (330%)
- The 2nd highest spike is among employees below 5yrs of experience

Jobseekers as a % of Overall Workforce

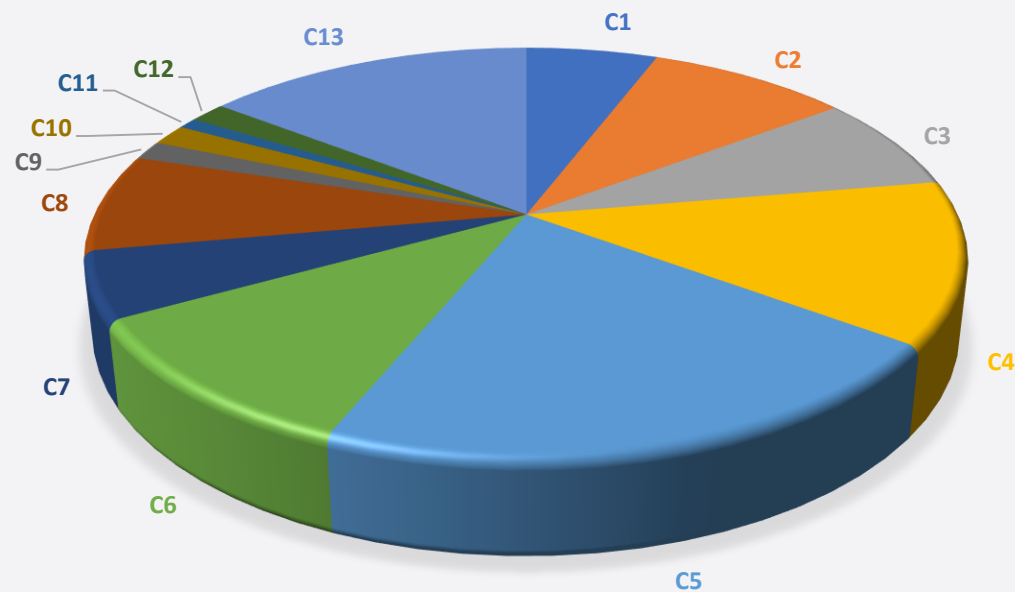


Insights

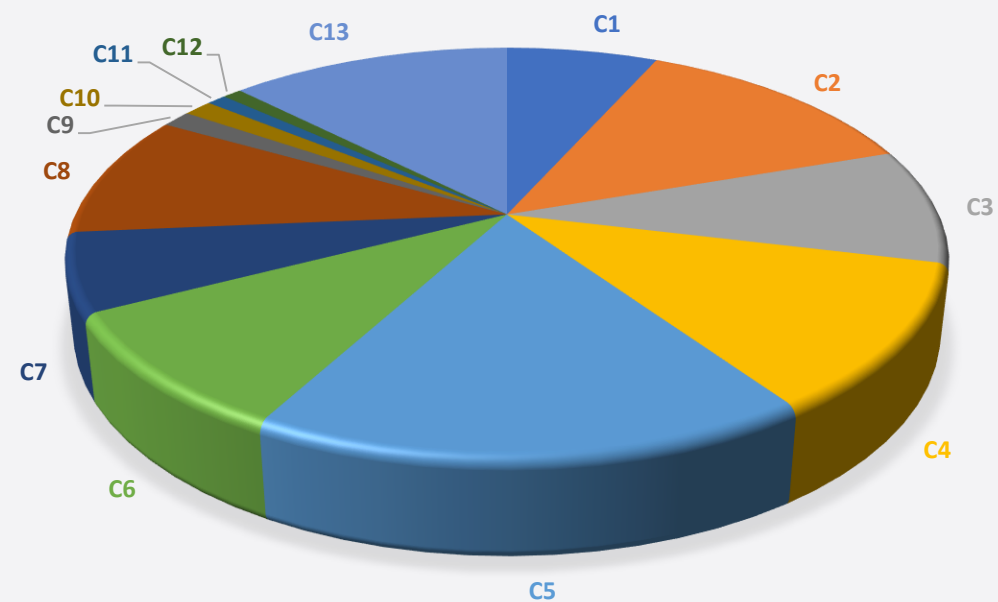
- Active jobseekers as a percentage of total workforce grew from 9.8% in June-July period to 27.4% in August
- The spike was observed to be uniform across all companies studied

Company-wise Headcount vs Jobseekers

HEADCOUNT COMPOSITION



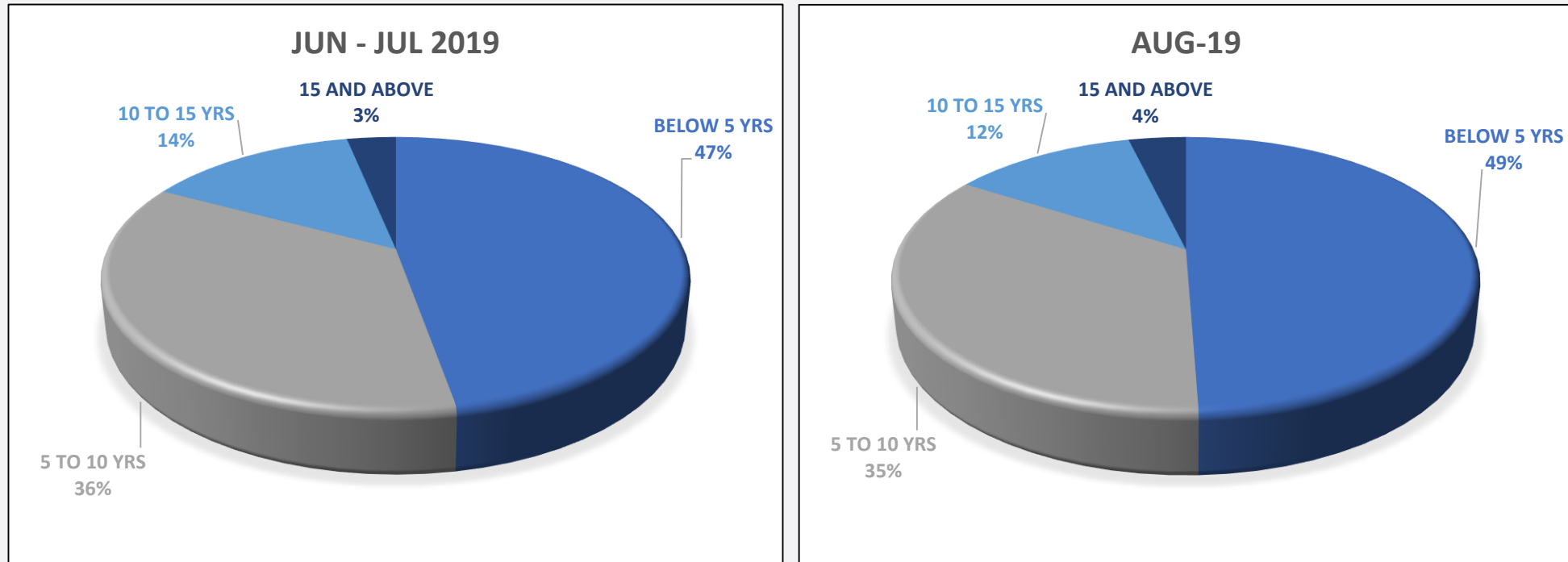
JOBSEEKERS' COMPOSITION



Insights

- The company wise composition of active jobseekers' is proportionate to the headcount contributions of the companies to the collective talent pool.

No Major Change in Jobseekers Mix



Insights

- The active jobseeker spike in August was observed to be almost uniform across all experience levels.
- The spike could not be attributed to a churn in any particular experience level of the workforce.

Key Statistics of Study

- Top IT employers mapped	-	13
- Total headcount across these companies	-	17.2 Lakhs
- Active Jobseekers in August 2019	-	4.72 Lakhs
- Active Jobseekers in June and July (collective)	-	1.68 Lakhs
- Active Jobseekers as % of total workforce	-	27.4%
- Split of Active Jobseekers by Total Years of Experience		
- 5 years and below	-	49%
- 5 years to 10 years	-	35%
- 10 years to 15 years	-	12%
- 15 years and above	-	4%

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