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KEY SEGMENTS

AREAS ADDRESSED

The Big Picture



- Impact of recent changes in the operating environment (for instance, demonetisation) on key HR actionables and strategies
- Identifying the top HR challenges – from talent acquisition to change management - and top level of view response strategies
- Organisation structure: Identify country benchmarks of team size/strength/starting qualifications as reflected by the survey

Compensation



- Median Total Cost to Company (CTC) and Gross Fixed Salary (GFS) at each level (white collar - entry level to top management – and blue collar) in 2017-18
- Variable Pay (split into components – Bonuses, Incentive, and Commission)
- Value of Perquisites at each level (entry level to top management)
- Members of the Board - Independent Directors' compensation
- Increments at various levels in 2017-18, and expected changes in 2018-19
- Top performer increments as differentiated from the others
- ESOPs: A deeper dive
- Other commonly used bonus vehicles (stock options, performance-based stock)
- Analysis split by sector and by organisation size (turnover, workforce)

Recruitment



- Net new hiring trends at different employee levels in 2017-18 and expectations for 2018-19
- Replacement hiring – for the current year and going forward in 2018-19

Attrition



- Employee turnover, both voluntary and involuntary, at each level – casual, entry, junior, middle, senior and top management
- Reasons for attrition, both voluntary and involuntary