



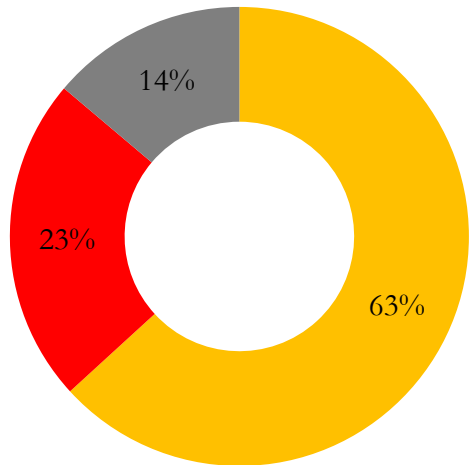
# Covid 19 Impact on Compensation and Hiring

*A Pulse Check on Industry Trends and Sentiment*

May 2020

# Survey Sample Demographics (1/3)

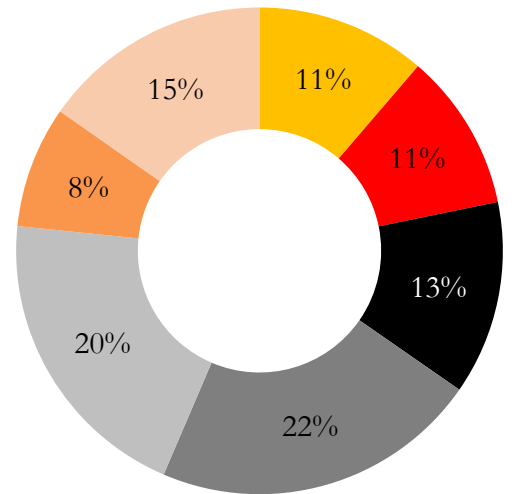
### Ownership



- Foreign MNC
- Indian domestic
- Indian MNC

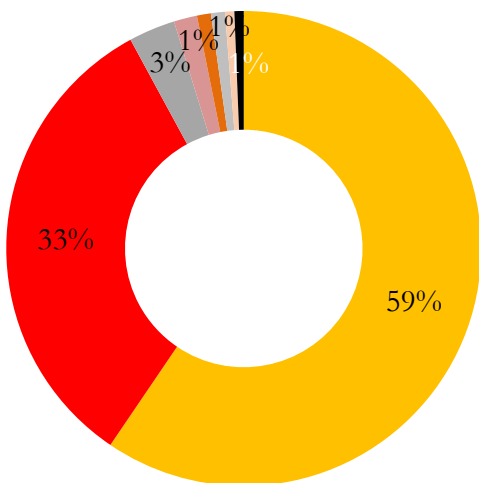
63% of respondents are foreign MNCs; 43% have revenues of over Rs 1,000 crores

### Revenue Band, Rs cr



- <Rs 100cr
- Rs 250-500cr
- Rs 1,000-2,500cr
- Rs 2,500-5,000cr
- Rs 100-250cr
- Rs 500-1,000cr

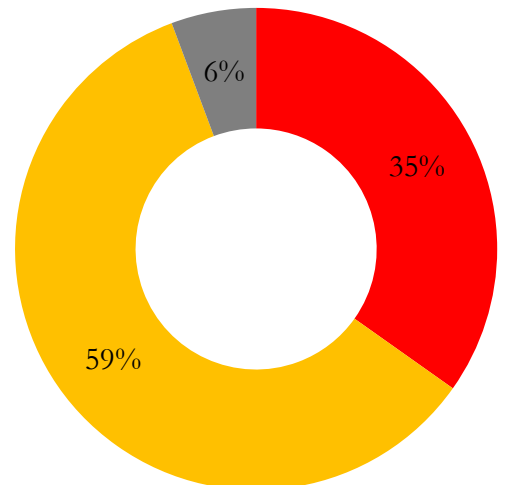
### Financial year starting month



- April
- Jan
- Oct
- Jul
- Feb
- Nov
- Dec
- March

59% of companies start their financial year (FY) in April while 33% do so in January

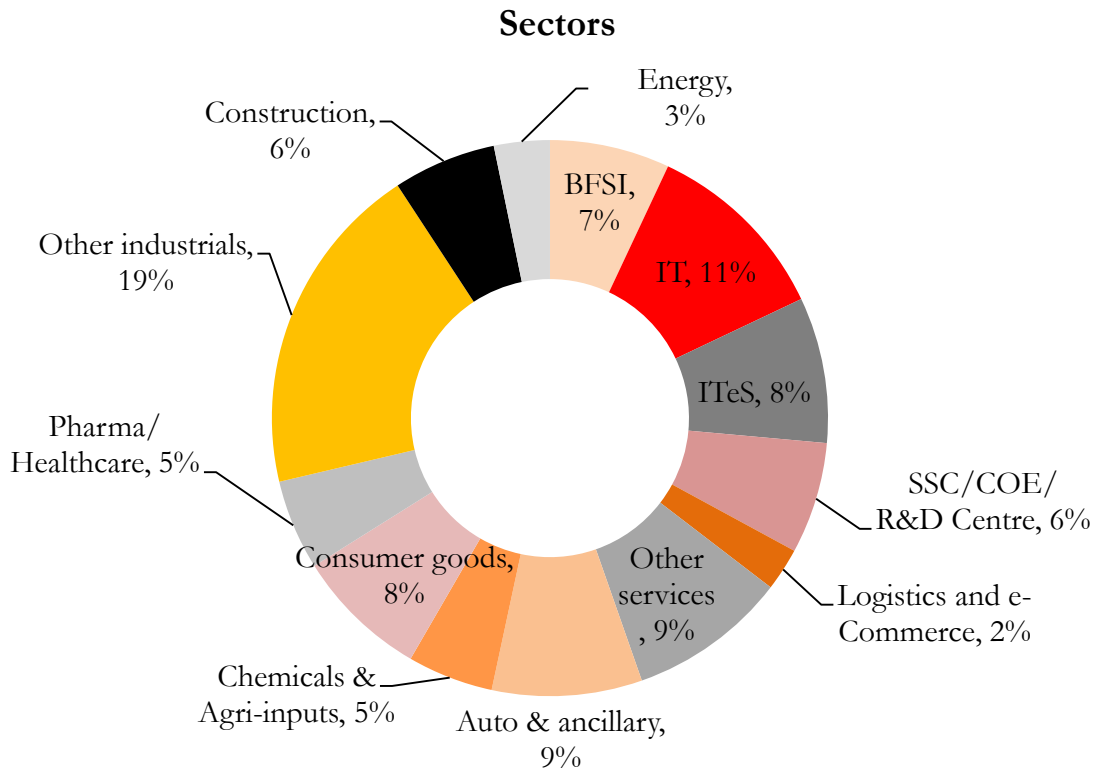
### Period in which the financial year begins



- Pre-Covid (Dec-Mar)
- April
- Post-Covid (May-Nov)

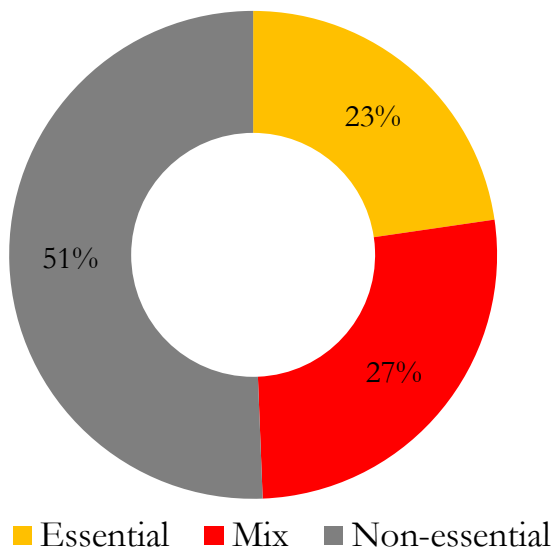
# Survey Sample Demographics (2/3)

11% of companies are from the IT sector; 19% from other industrials; 9% each are from other services and the auto/auto ancillary sectors, respectively



23% of companies fall in the essential services category (those that were allowed to operate during the lockdown), while another 51% fall in the 'non-essential' group

## Essentiality of services (% of companies)



- **Essential services** include BFSI, certain consumer goods, logistics and e-Commerce, chemicals and agri-inputs, pharma/healthcare and energy
- **Non-essential services** include IT, ITeS, SSC/COE/R&D centres, auto and ancillaries, construction, and other services such as hospitality, retail etc
- **The mixed category** includes companies that straddle more than one business segment some which were operational during the lockdown, and others that were not

# Survey Sample Demographics

## (3/3)

- All Indian MNCs and most Indian domestic companies have a financial year starting in April, while over half of all foreign MNCs start their year earlier.
- Split by sector, firms in the IT and in the SSC/COE/R&D centre space tilt towards a January-December FY, most of whom are foreign-owned.

Company groupings by start of financial year		Pre-Covid	April	Post-Covid
	<b>Overall</b>	<b>35%</b>	<b>59%</b>	<b>6%</b>
Ownership	Foreign MNC	52%	39%	9%
	Indian domestic	14%	86%	-
	Indian MNC	-	100%	-
Revenue (in Rs crore)	<Rs 100 cr	33%	63%	4%
	Rs 100-250 cr	39%	50%	11%
	Rs 250-500 cr	33%	62%	5%
	Rs 500-1,000 cr	40%	57%	4%
	Rs 1,000-2,500 cr	41%	55%	5%
	Rs 2,500-5,000 cr	22%	75%	3%
	>Rs 5,000 cr	31%	67%	3%
Sector	BFSI	19%	78%	4%
	IT	50%	46%	5%
	ITeS	35%	65%	-
	SSC/COE/R&D Centre	54%	39%	8%
	Logistics and e-Commerce	40%	60%	-
	Other services	27%	73%	-
	Auto & ancillary	46%	54%	-
	Chemicals & Agri-inputs	40%	60%	-
	Consumer goods	33%	60%	7%
	Pharma/Healthcare	33%	57%	10%
	Other industrials	36%	53%	12%
	Construction	25%	67%	8%
	Energy	39%	62%	-