



## Covid 19 Impact on Compensation and Hiring

A Pulse Check on Industry Trends and Sentiment

May 2020



## **CONTENTS OF THE REPORT**

Introduction and overview	<ul> <li>Demographic profile of respondents</li> <li>The Covid-19 Impact: Overview and high level trends</li> <li>Executive Summary</li> </ul>
Bonus Pay-outs	<ul> <li>Status of bonus pay-outs for FY20 - whether paid on time, deferred, reduced or cancelled</li> <li>Segmentation (5-way cross tabs) by revenue, sector, ownership, 'essentiality' of services and financial year</li> <li>Extent of bonus deferments (timelines); segmentation (5-way cross tabs) by revenue, sector, ownership, 'essentiality' of services and financial year</li> </ul>
Salary Increments	<ul> <li>Salary increments for FY21 – whether cancelled, reduced or maintained – for four levels (senior, middle, junior and blue collar)</li> <li>Segmentation (5-way cross tabs) for <i>each</i> level by revenue, sector, ownership, 'essentiality' of services and financial year</li> </ul>
Manpower cost reduction measures	<ul> <li>Measures companies are adopting to cut manpower costs</li> <li>Percentage of companies opting for pay-cuts</li> <li>Segmentation (5-way cross tabs) by revenue, sector, ownership, 'essentiality' of services and financial year</li> <li>Extent of pay-cuts by management levels; segmentation (5-way cross tabs) for <i>each</i> management level by revenue, sector, ownership, 'essentiality' of services and financial year</li> </ul>
Hiring Outlook	<ul> <li>Hiring outlook for FY21 for each management level</li> <li>Segmentation (5-way cross tabs) for <i>each</i> management level by revenue, sector, ownership, 'essentiality' of services and financial vear</li> </ul>

\*The report is intended to provide the broad direction and sentiment on a select set of compensation and hiring issues and is not a formal, compensation benchmarking report.

Number of respondents: 325 Data collected: May 2020 Report length: 40 pages