THE FY22 ATTRITION BENCHMARKING STUDY





ATTRITION | DEMOGRAPHIC ANALYSIS | TRENDS AND HEADLINES | ATTRITION OUTLOOK





Introduction and Overview



- Scope and methodology
- Company demographics
- Definitions
- Executive summary

Attrition: Headline Results



- Overall Attrition: FY20, FY21, Q1FY22, FY22
- Voluntary Attrition: FY20, FY21, Q1FY22, FY22
- Attrition: By Company Turnover and Workforce Size
- Attrition: By Ownership and Domain
- Attrition: By Sector

TABLE OF CONTENTS



Trends in Attrition: By Function and Level



- Expected Attrition, FY22: By Function
- Trends in Attrition: By Function
- Expected Change in Attrition, FY22: By Function
- Trends in Attrition: By Level
- Expected Change in Attrition, FY22: By Level
- Perceived Difficulty of Managing Attrition Next 12 months (% of companies)
- Gender-wise Attrition Rates: FY20, FY21, FY22
- Change in Attrition: By Gender, FY22
- Attrition, FY22: By Level of Experience
- Attrition, FY22: By Age Group





Voluntary

Attrition:

Data Cuts

• Voluntary Attrition: By Company Turnover and Workforce Size: FY20, FY21, FY22

• Voluntary Attrition: By Ownership and Listing Status: FY20, FY21, FY22

• Voluntary Attrition: By Domain and Orientation: FY20, FY21, FY22

• Voluntary Attrition: By Sector: FY20, FY21, FY22

Attrition

Drivers &

Counter-

Measures

>

• Key Drivers of Attrition Rates

• Steps to tackle Attrition

• Most Effective Mitigation Strategies





Annexure



Detailed **7-way cross tabs** by revenue, ownership, sector, workforce, domain, orientation, listing for:

- Overall Attrition Rates: FY20, FY21, QFY22, FY22
- Sector-wise Attrition: FY20, FY21, QFY22, FY22
- Function-wise Attrition FY20, FY21, QFY22, FY22:
- Level-wise Attrition: FY20, FY21, QFY22, FY22
- Experience-wise Attrition: FY20, FY21, QFY22, FY22
- Age-wise Attrition: FY20, FY21, QFY22, FY22