



A REPORT
ON **HIRING ACTIVITY**
IN INDIA

by: Location, Industry and Experience



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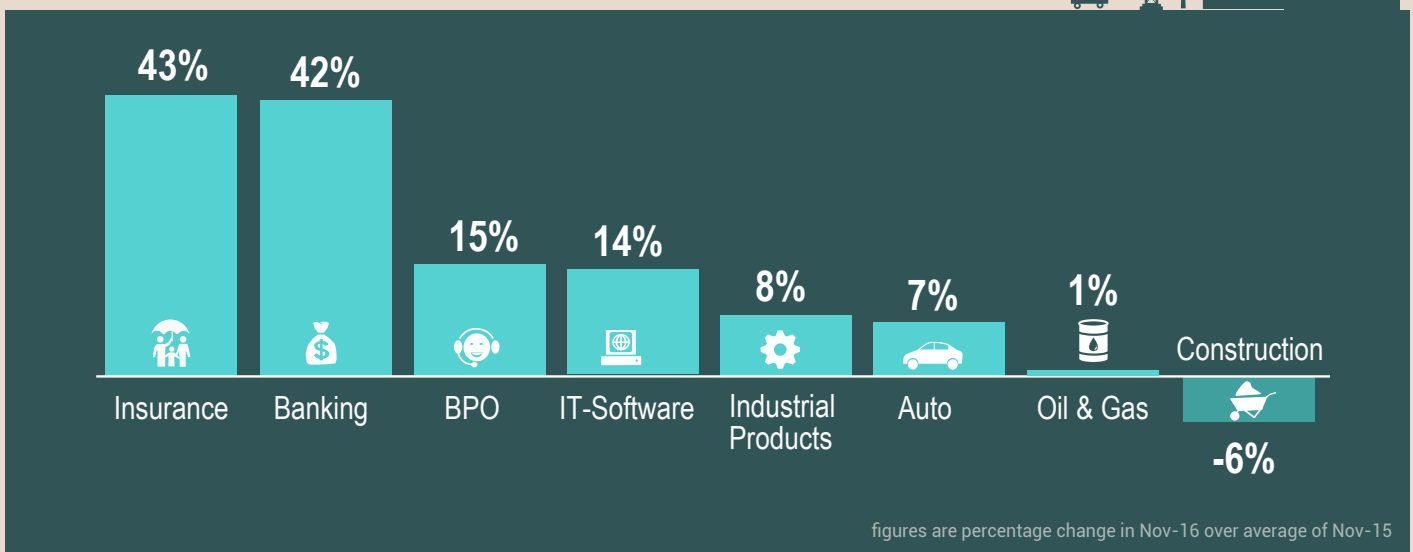
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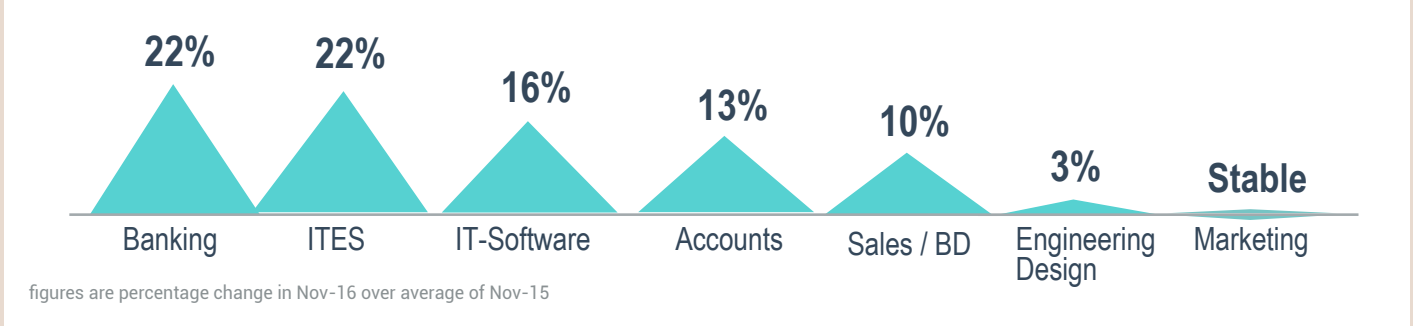
Jobs increased by 14% in Nov 2016 over Nov 2015 as per Naukri Job Speak Index

- Jobs in Delhi, Mumbai and Bangalore increased by 12%, 18% and 20% respectively in Nov 2016 compared to Nov 2015.
- IT – Software jobs increased by 14% YOY in Nov 2016 while BPO/ITES jobs also grew by 15% in the same period. Jobs in the Banking/Financial Services and Insurance industry grew by 42% and 43% respectively.
- Sales/BD jobs saw a 10% increase in Nov 2016 compared to Nov 2015, Marketing/Advertising jobs were flat in the same time period.

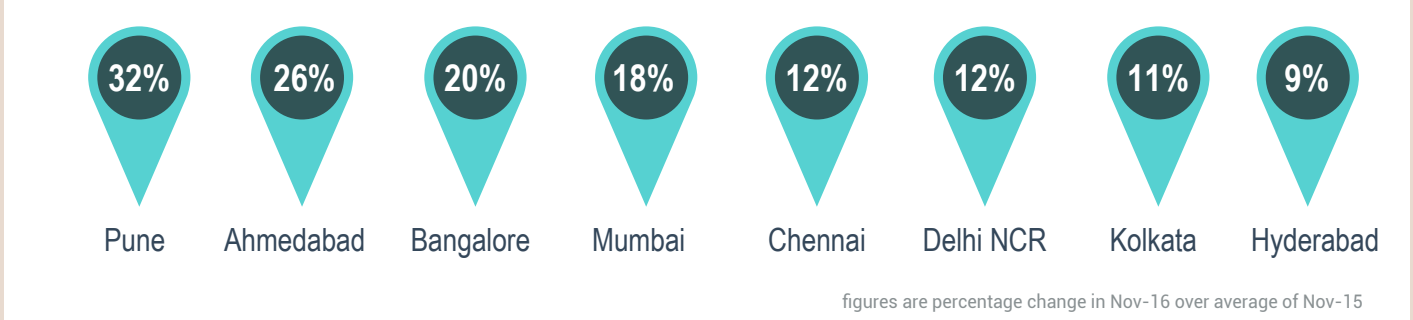
Hiring trends across top industry sectors



Hiring trends across functional areas



Hiring trends across Top Cities



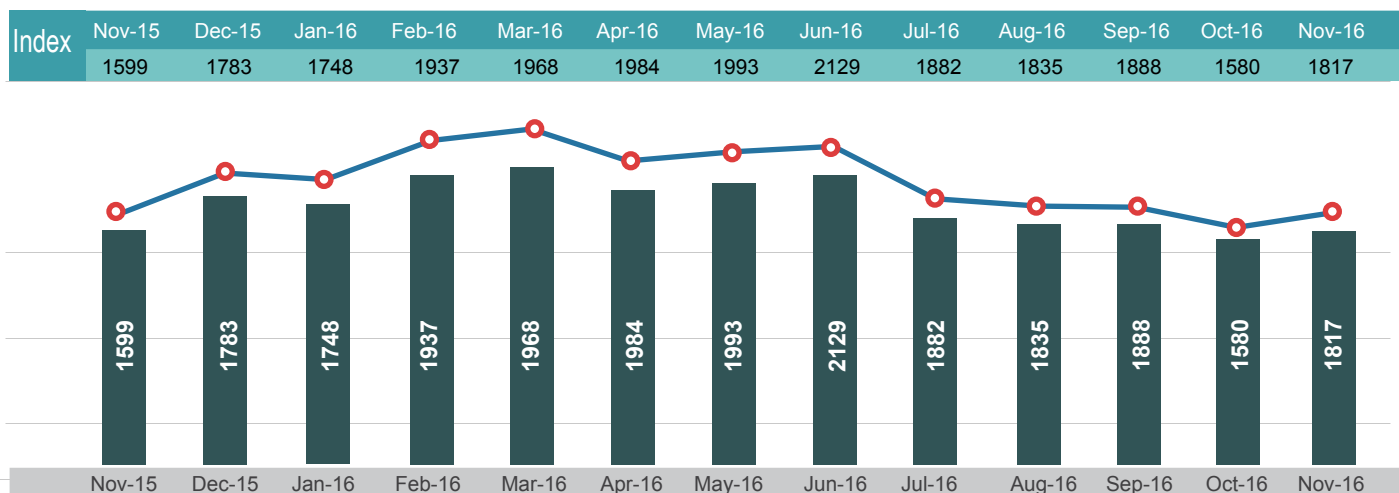
OVERALL JOB INDEX

New Delhi, 13 Dec, 2016: The Naukri Job Speak Index for the month of November 2016 stood at 1817, recording a growth of 14% in hiring activity over the same period last year.

V Suresh, Chief Sales Officer, Naukri.com said, "Jobspeak index continues to sustain the momentum gained over the past few quarters, with 14% YOY growth in November.

This growth is primarily driven by sectors viz, Banking, Financial Services, Insurance (BFSI) and software services and the good news is a slow but steady revival of NON-IT sectors. This trend is likely to continue and we can expect the index to further move north in 2017."

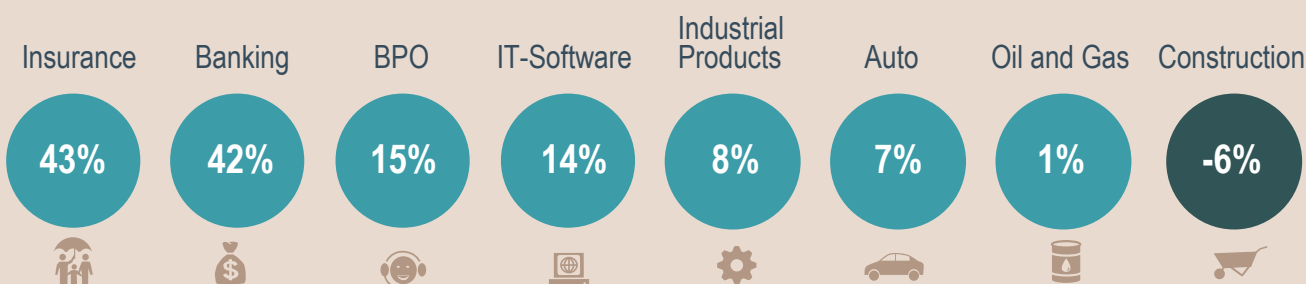
Overall Hiring Trends



Total no. of new jobs posted in July 2008 was scaled to 1000. Index for subsequent months is relative to Jul 08.

SECTORAL ANALYSIS

Hiring trends across top industry sectors



figures are percentage change in Nov-16 over average of Nov-15

Industry-wise Analysis:

- IT – Software/Software Services jobs increased by 14% in Nov 2016 when compared to Nov 2015. Jobs in the BPO/ITES industry were also up by 15%.
- Banking/Financial Services sector jobs increased by 42% while jobs in Insurance industry also increased by 43% for the same time period.
- Oil & Gas/Power/Infrastructure jobs were flat in Nov 2016 on a YOY basis. Construction/Engineering jobs decreased by 6% in Nov when compared to Nov 2015, Industrial Product/Heavy Machinery jobs went up by 8% in the same time period.

Industry	Jul 08	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16
IT- Software	↑1000	↑ 2175	↑ 2366	↑ 2393	↑ 2812	↑ 2812	↑ 2787	↑ 2849	↑ 3063	↓ 2322	↑ 2408	↑ 2571	↓ 2092	↑ 2484
BPO and ITeS	↑1000	↑ 1460	↑ 1454	↑ 1500	↑ 1636	↑ 1636	↑ 1944	↑ 1891	↑ 1952	↑ 2110	↑ 1743	↑ 1987	↓ 1501	↑ 1682
Construction and Engineering	↑1000	↓ 616	↑ 814	↓ 676	↓ 643	↓ 643	↓ 727	↑ 730	↓ 669	↓ 675	↓ 686	↓ 656	↓ 562	↓ 582
Auto and Auto Ancillary	↑1000	↑ 991	↑ 984	↑ 967	↑ 1059	↑ 1059	↑ 1131	↑ 1050	↑ 1083	↑ 1155	↑ 1084	↑ 1116	↓ 935	↑ 1060
Banking and Financial Services	↑1000	↑ 1766	↑ 2118	↑ 2098	↓ 2404	↓ 2404	↓ 2433	↑ 2549	↑ 2310	↑ 2585	↑ 2813	↓ 2570	↓ 2202	↑ 2509
Oil and Gas	↑1000	↓ 759	↓ 890	↓ 796	↓ 895	↓ 895	↓ 754	↓ 863	↓ 685	↑ 687	↓ 711	↓ 693	↓ 574	↑ 765
Telecom	↑1000	↑ 1389	↑ 868	↑ 822	↑ 925	↑ 925	↑ 749	↓ 788	↑ 1211	↓ 696	↓ 774	↑ 778	↓ 711	↑ 750
Insurance	↑1000	↓ 572	↓ 626	↑ 659	↑ 806	↑ 806	↑ 877	↑ 807	↓ 875	↑ 837	↑ 961	↑ 1010	↓ 713	↑ 818
Capital Goods	↑1000	↓ 722	↑ 893	↑ 777	↓ 755	↓ 755	↓ 818	↑ 842	↑ 840	↓ 797	↑ 872	↓ 796	↓ 700	↑ 779
Pharma & Biotech	↑1000	↓ 1554	↑ 1755	↑ 1760	↑ 2001	↑ 2001	↑ 2305	↑ 1986	↑ 1959	↑ 1999	↑ 1916	↑ 2078	↓ 1668	↑ 2010

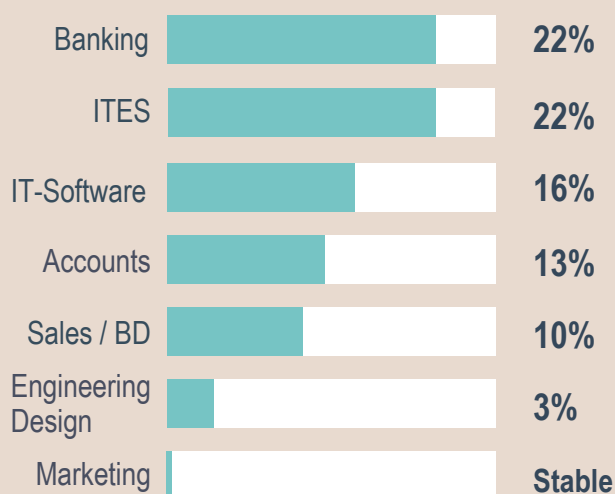
No. of new jobs posted in July '08 for each industry was scaled to 1000; all months have been compared with previous column

FUNCTIONAL AREA ANALYSIS

Hiring trends across functional areas

Functional Area Analysis:

- IT – Software and ITES/BPO/KPO jobs increased by 14% and 22% respectively in Nov 2016 when compared to Nov 2015.
- Jobs in Sales/BD functional area increased by 10% while growth trend was flat for Marketing/Advertising jobs.
- Accounts/Finance/Tax jobs increased by 13% in Nov 2016 over Nov 2015, jobs growth was 22% for Banking/Insurance jobs in this time period.
- Jobs in Site Engineering/Project Management and Production/Maintenance went up by 4% and 5% respectively.

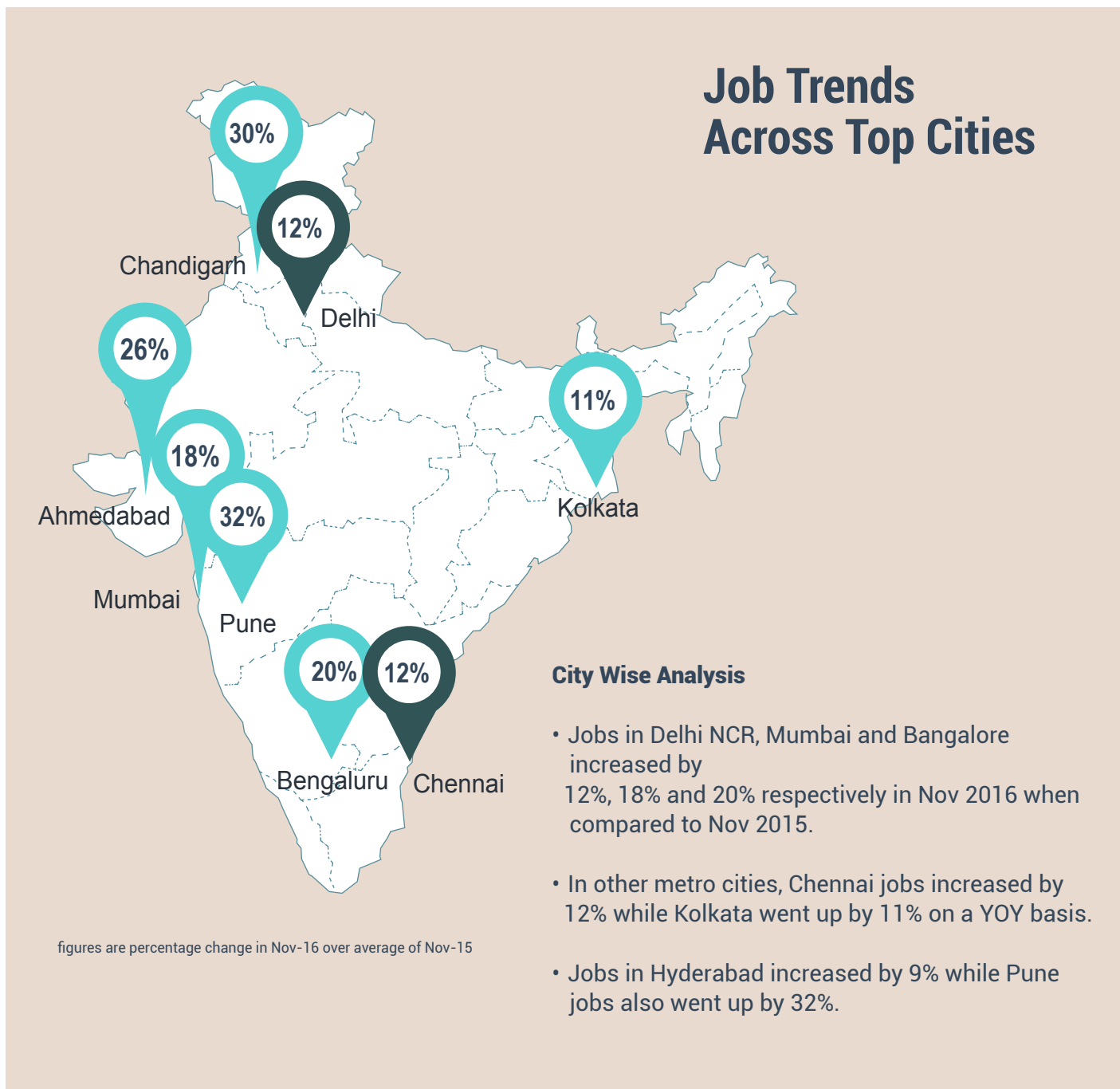


figures are percentage change in Nov-16 over average of Nov-15

Functional Area	Jul 08	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16
IT-Software	↑1000	↑2104	↑2300	↑2294	↑2655	↑2713	↑2668	↑2735	↑2900	↓2316	↑2367	↑2475	↓2079	↑2446
Sales & Business Development	↑1000	↑1749	↑1948	↑1907	↑2046	↑2056	↑2126	↑2075	↑2151	↑2073	↑2079	↑2100	↓1649	↑1932
ITES and BPO	↑1000	↑1962	↑2089	↑2107	↑2373	↑2631	↑2746	↑2843	↑3608	↑4286	↑2507	↑2772	↓2088	↑2393
Production and Maintenance	↑1000	↓997	↑1202	↑1074	↑1144	↑1145	↓1145	↑1193	↑1179	↑1199	↑1160	↑1178	↓976	↑1044
Accounts and Finance	↑1000	↑1183	↑1304	↑1315	↑1505	↑1507	↑1462	↑1408	↑1498	↓1349	↑1370	↑1400	↓1194	↑1340
HR & Administration	↑1000	↑1610	↑1788	↑1767	↑1906	↑1907	↑1879	↑1812	↑1774	↓1639	↓1615	↑1669	↓1545	↑1777
Project Management	↑1000	↓493	↑751	↓607	↓582	↓638	↓614	↓621	↓532	↓520	↓559	↑572	↓470	↑514
Marketing and Advertising	↑1000	↑1362	↑1431	↑1488	↑1540	↑1470	↑1544	↑1578	↑1674	↑1495	↑1404	↑1483	↓1319	↓1361
Banking and Insurance	↑1000	↑941	↑1009	↑982	↑1171	↑1159	↓1148	↑1077	↑985	↓1053	↑1149	↓1061	↓961	↑1151
Engineering Design	↑1000	↓762	↓851	↓766	↓828	↓892	↑939	↑862	↓814	↓796	↓735	↑779	↓651	↑782

No. of new jobs posted in July '08 for each F-Area was scaled to 1000; all months have been compared with previous column

CITY BASED HIRING SCENARIO



City*	Jul 08	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16
Delhi-NCR	↑ 1000	↑ 1685	↑ 2012	↑ 2002	↑ 2108	↑ 2569	↑ 2624	↑ 2553	↑ 2244	↓ 1789	↑ 1960	↑ 2285	↓ 1606	↑ 1880
Mumbai	↑ 1000	↑ 1348	↑ 1571	↑ 1535	↑ 1680	↑ 1979	↑ 1916	↑ 1874	↑ 1686	↓ 1413	↑ 1499	↓ 1494	↓ 973	↑ 1585
Bangalore	↑ 1000	↑ 1903	↑ 2152	↑ 2124	↑ 2447	↑ 2444	↑ 2704	↑ 2691	↑ 2592	↓ 1987	↑ 2133	↑ 2134	↓ 1899	↑ 2279
Chennai	↑ 1000	↑ 1372	↓ 1270	↓ 1438	↑ 1683	↑ 1932	↑ 1950	↑ 2175	↑ 2624	↑ 1788	↑ 1476	↓ 1473	↓ 877	↑ 1541
Hyderabad	↑ 1000	↑ 1999	↑ 1846	↑ 1928	↑ 2119	↑ 2564	↑ 2491	↑ 2693	↑ 2265	↓ 1771	↑ 1940	↑ 2017	↓ 1867	↑ 2178
Pune	↑ 1000	↓ 1738	↑ 1991	↑ 1947	↑ 2248	↑ 2602	↑ 2308	↑ 2754	↑ 2507	↓ 1957	↑ 2095	↓ 2054	↓ 1299	↑ 2289
Kolkata	↑ 1000	↑ 1338	↑ 1435	↑ 1498	↑ 1704	↑ 1858	↓ 1653	↑ 1981	↑ 1852	↑ 1550	↑ 1579	↑ 1616	↓ 914	↑ 1483

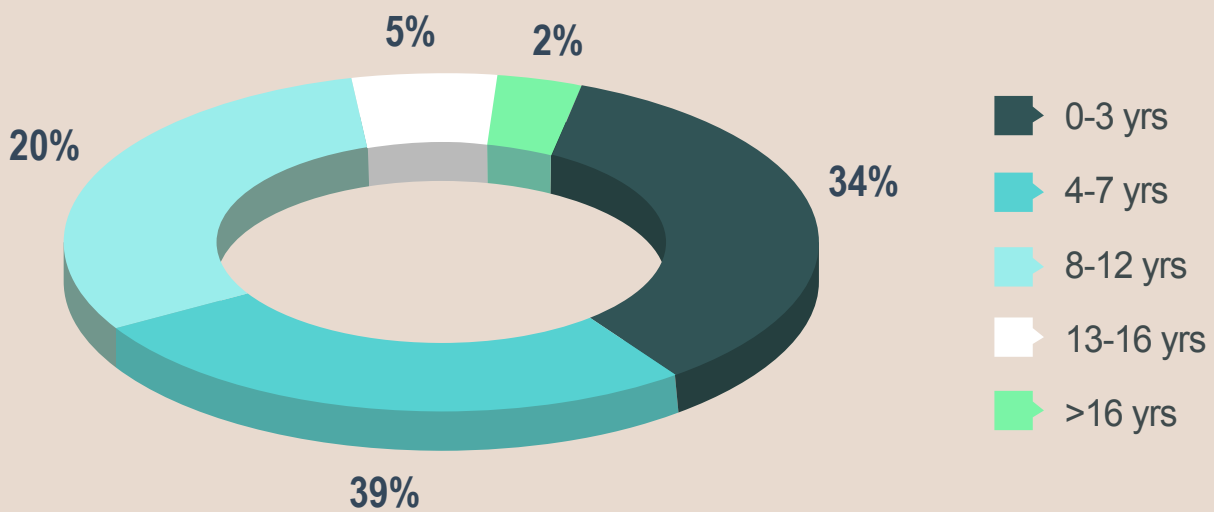
No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with previous column

WORK- EX BASED SCENARIO

In Nov 2016, jobs increased by 14% on a YOY basis.

Experience Buckets

Percentage share of jobs across experience levels in Nov'16



METHODOLOGY

Naukri.com, India's No. 1 job site and the flagship brand of Info Edge introduced the concept of e-recruitment in India. Since its inception in 1997, Naukri.com has seen continuous growth while outperforming its competitors in every sphere. Info Edge was the first internet Company to be listed in India. The site enjoys a traffic share of 76% as per Comscore. Naukri.com is a recruitment platform that provides hiring-related services to corporates/ recruiters, placement agencies and to job seekers in India and overseas. It offers multiple products like Resume Database Access, listings and Response Management Tools. With more than 2,50,000 jobs live at any point and over 48 million CVs, Naukri.com serviced over 60,000 corporate clients in 2013-2014. The company employs over 3100 people operating through 56 offices in 42 cities in India and overseas offices in Dubai, Riyadh, Abu Dhabi and Bahrain.

On the basis of job listings added to the site every month, the data shows an increase or decrease in the index. To calculate the index, job listings added to the site in July 2008 have been taken as 1000. The subsequent months have been indexed with data of July 2008. The monthly report shows hiring trends across industry sectors, geography and functional areas. There might be high volatility for certain fringe cases like smaller cities, niche industries etc. owing to a small base, but more than 48000 clients using Naukri.com leads to high reliability of the data.

The Naukri Job Speak index from Feb'10 includes both online jobs as well as jobs

acquired from existing clients by our tele-calling team. Although the tele-calling data is a relatively small component of the entire job postings on Naukri, addition of the same to the index gives a more holistic picture of the Indian job market. Therefore, the Job index which was till now based on the July 2008, has been realigned to take care of the effect of the Jobs added by the tele-sales team.

Naukri Job Speak not only talks about sectors or cities but also about the job movement on site.

Disclaimer

The data is only representative of the listings on Naukri.com. Our analytics team has used statistical techniques to derive insights which might be useful for our users/stake holders/ audiences. There may be a statistical margin of error

ANNEXURE SECTORAL DATA

Industry*	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16
IT-Software/Software Services	2175	2366	2393	2812	2812	2787	2849	3063	2322	2408	2571	2092	2484
BPO/ITES/CRM/Transcription	1460	1454	1500	1636	1636	1944	1891	1952	2110	1743	1987	1501	1682
Construction/Engineering/Cement/Metals	616	814	676	643	643	727	730	669	675	686	656	562	582
Auto/Auto Ancillary	991	984	967	1059	1059	1131	1050	1083	1155	1084	1116	935	1060
Banking/Financial Services/Broking	1766	2118	2098	2404	2404	2433	2549	2310	2585	2813	2570	2202	2509
Oil and Gas/Power/Infrastructure/Energy	759	890	796	895	895	754	863	685	687	711	693	574	765
Telcom/ISP	1389	868	822	925	925	749	788	1211	696	774	778	711	750
Insurance	572	626	659	806	806	877	807	875	837	961	1010	713	818
Industrial Products/Heavy Machinery	722	893	777	755	755	818	842	840	797	872	796	700	779
Pharma/Biotech/Clinical Research	1554	1755	1760	2001	2001	2305	1986	1959	1999	1916	2078	1668	2010
Hotels/Restaurants/Airlines/Travel	1801	1996	1985	2194	2194	2305	2221	2005	2083	1856	1905	1546	1850
FMCG/Foods/Beverage	1433	1482	1481	1570	1570	1509	1395	1538	1474	1570	1561	1305	1520
Chemicals/PetroChemical/Plastic/Rubber	710	857	892	971	971	918	954	949	983	911	986	812	889
Education/Teaching/Training	1921	2248	2318	2561	2561	2632	2800	2528	2741	2603	2515	2425	2597
IT-Hardware & Networking	815	1158	1127	1146	1146	1172	1164	1136	1069	1097	988	865	1052
Retailing	1351	1437	1288	1317	1317	1380	1192	1245	1219	1211	1286	1011	1092
Media/Dotcom/Entertainment	930	986	947	1074	1074	1126	1239	1173	1021	1052	1073	848	1044
Medical/Healthcare/Hospital	2676	3330	3116	3241	3241	3688	3629	4187	3498	4421	3897	3209	3328
Real Estate/Property	1862	2237	1955	2192	2192	1989	1896	1863	1778	1718	2020	1582	1988
Recruitment/Employment Firm	2968	4346	3823	3306	3306	4095	3185	3676	3360	2953	2765	3235	3964
Consumer Durables	821	1005	922	1165	1165	1023	1110	1147	1128	1118	1158	925	931
Accounting/Taxation/Finance	2668	2774	2550	3221	3221	2799	2677	2731	2781	2743	2508	2316	2980
Advertising/PR/MR/Events	1966	2103	2006	2201	2201	2170	3692	10507	3968	1891	2250	1930	1904
Textiles/Garments/Accessories	1858	2149	1885	2177	2177	2058	2060	1965	1923	2141	2130	2008	2244
Semiconductors/Electronics	1048	1116	1175	1385	1385	1242	1379	1158	1255	1104	1255	1106	1484
Courier/Transportation/Freight	1413	1501	1327	1435	1435	1610	1427	1853	1463	1643	1518	1189	1604
Architecture/Interior Designing	1049	1159	1361	1337	1337	1687	1430	1395	1295	1176	1535	1126	1232
Export/Import	935	1240	1025	1142	1142	1184	1214	1190	1077	1123	1063	968	876
Printing/Packaging	866	1159	1242	1437	1437	1207	1207	1171	1277	1200	1131	1242	1025
Shipping/Marine	813	794	731	853	853	698	735	675	686	568	659	601	648
Agriculture/Dairy	954	1208	1315	1361	1361	1388	1325	1364	1353	1119	1378	1138	1335
Office Equipment/Automation	900	752	960	814	814	864	791	808	777	935	746	574	639
Fresher/Trainee	1296	1469	1336	1206	1206	1664	3643	6364	4556	1239	1373	1069	1733
NGO/Social Services	1951	2087	2399	1851	1851	1753	1739	1914	2222	1796	2046	2044	1980
Gems & Jewellery	3426	3478	3566	3369	3369	2596	2650	2270	1997	2549	2686	2072	2037
Paper	416	502	465	658	658	610	377	402	502	352	623	477	402
Legal	2269	2731	1929	2585	2585	2469	2167	2653	2211	2048	2714	1811	2285
Tyres	629	801	801	856	856	1073	697	782	697	668	874	608	613
Fertilizers/Pesticides	951	1944	1217	2236	2236	1794	2033	1840	1900	1751	1656	1573	1549
Security/Law Enforcement	2362	2013	2322	1707	1707	2119	2177	2119	2195	2340	1536	1886	1761
Defence/Government	795	490	956	1073	1073	651	840	723	1213	3335	1831	2029	506

*No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with July '08


 Upward movement of the index as compared to the previous month


 Dip in the index

ANNEXURE FUNCTIONAL AREA

Functional Area*	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16
IT-Software	2104	2300	2294	2655	2713	2668	2735	2900	2316	2367	2475	2079	2446
Sales / BD	1749	1948	1907	2046	2056	2126	2075	2151	2073	2079	2100	1649	1932
ITES / BPO / KPO / Customer Service / Op	1962	2089	2107	2373	2631	2746	2843	3608	4286	2507	2772	2088	2393
Production / Maintenance / Quality	997	1202	1074	1144	1145	1145	1193	1179	1199	1160	1178	976	1044
Accounts / Finance / Tax / CS / Audit	1183	1304	1315	1505	1507	1462	1408	1498	1349	1370	1400	1194	1340
HR / Administration / IR	1610	1788	1767	1906	1907	1879	1812	1774	1639	1615	1669	1545	1777
Site Engineering / Project Management	493	751	607	582	638	614	621	532	520	559	572	470	514
Marketing / Advertising / MR / PR	1362	1431	1488	1540	1470	1544	1578	1674	1495	1404	1483	1319	1361
Banking / Insurance	941	1009	982	1171	1159	1148	1077	985	1053	1149	1061	961	1151
Engineering Design / R&D	762	851	766	828	892	939	862	814	796	735	779	651	782
Purchase / Logistics / Supply Chain	895	974	924	1015	1007	1006	977	1069	969	1003	986	809	1044
Secretary / Front Office / Data Entry	856	991	927	1009	915	1006	1187	1797	2882	819	869	742	888
IT- Hardware / Telecom / Technical Staff / S	1387	1524	1401	1619	1591	1426	1452	1625	1380	1400	1417	1195	1371
Teaching / Education	1781	2164	2399	2634	2843	2621	2950	2659	2646	2780	2465	2344	2591
Pharma / Biotech / Healthcare / Medical / F	2878	3369	3086	3331	3212	3991	3590	3989	3503	4381	3794	3260	3480
Hotels / Restaurants	2256	2435	2678	2542	2416	2670	2783	2373	2586	2252	2360	2071	2581
Top Management	857	933	785	881	727	797	836	765	721	772	837	715	687
Architecture / Interior Design	871	1109	1186	1006	1066	1129	1193	1010	1198	1325	1278	828	1044
Export / Import / Merchandising	1234	1366	1179	1225	1276	1271	1209	1209	1055	1300	1096	919	1112
Corporate Planning / Consulting	1375	1227	1324	1493	1333	1474	1430	1434	1496	1336	1409	1524	1643
Legal	1330	1711	1557	1822	1808	1700	1893	1817	1604	1595	1677	1651	1538
Web / Graphic Design / Visualiser	2673	2926	3139	3440	3149	3276	3183	3306	3164	3064	3205	2976	2929
Content / Journalism	2233	2460	2740	2879	2721	2430	2783	2727	2721	2670	2587	2192	2454
Ticketing / Travel / Airlines	2291	3439	2854	3164	3102	3347	2717	2682	3449	2775	2677	2291	2443
Fashion / Garments / Merchandising	1759	2029	1732	2269	2938	1843	1691	1560	1755	1714	1681	1440	1542
Guards / Security Services	801	1530	1071	1265	1469	1244	1367	1866	1500	1153	1107	1122	1054
TV / Films / Production	927	1110	1273	1309	1159	1265	1371	1265	1094	1143	1468	1110	1332
Packaging	994	1469	1106	1047	1016	1237	780	1368	961	907	1125	1487	938

*No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with July '08


 Upward movement of the index as compared to the previous month


 Dip in the index

ANNEXURE CITIES

City*	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16
Delhi / NCR	1685	2012	2002	2108	2569	2624	2553	2244	1789	1960	2285	1606	1880
Mumbai	1348	1571	1535	1680	1979	1916	1874	1686	1413	1499	1494	973	1585
Bengaluru / Bangalore	1903	2152	2124	2447	2444	2704	2691	2592	1987	2133	2134	1899	2279
Chennai	1372	1270	1438	1683	1932	1950	2175	2624	1788	1476	1473	877	1541
Hyderabad / Secunderabad	1999	1846	1928	2119	2564	2491	2693	2265	1771	1940	2017	1867	2178
Pune	1738	1991	1947	2248	2602	2308	2754	2507	1957	2095	2054	1299	2289
Kolkata	1338	1435	1498	1704	1858	1653	1981	1852	1550	1579	1616	914	1483
Ahmedabad	1705	1881	1833	2221	2526	2210	2444	2362	1876	2206	2342	1509	2144
Chandigarh	1089	1318	1296	1606	2084	1849	2259	1765	1699	1558	1440	812	1415
Ernakulam / Kochi / Cochin	2968	2858	2919	2798	2943	3013	3369	2781	2573	2764	2220	2339	2519
Vadodara / Baroda	1336	1532	1396	1929	1792	1938	2121	1927	1671	1852	1841	1661	1818
Coimbatore	1534	1310	1434	1916	2203	1773	1780	2506	2452	1804	1428	968	1704
Jaipur	2541	2921	2806	3024	3682	3282	3854	3132	3446	3638	2737	1909	2748

*No. of new jobs posted in July '08 for each city was scaled to 1000; all months have been compared with July '08

 Upward movement of the index as compared to the previous month

 Dip in the index