



Team Lease Poll – W6 Changing Expectations at the Workplace *Employee Segment*

- Prepared For Teamlease Staffing Solutions
- Prepared By Synovate India



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Research Design

Target Respondent & Quotas

Target Respondents - Cities	Quotas
Mumbai, Delhi, Bangalore	50%
Hyderabad, Pune, Kolkata, Chennai, Ahmedabad	50%
Target Respondents - Age	Quotas
People within 30 years age group	55%
People from 31 to 40 years age group	30%
People from 41 to 45 years age group	15%

Target Respondent & Quotas

Target Respondents – Function	Target SS	Achieved SS
Sales	45	47
Marketing	45	45
Business Development	45	41
Operations	45	42
Finance	45	46
Admin/ HR	45	47
Systems (IT)	70	75
Other	10	7
Total	350	350

Sample size

	Legend	Sample size
Ahmedabad	Ahm	30
Bangalore	Ban	60
Chennai	Che	35
Delhi	Del	60
Hyderabad	Hyd	35
Kolkata	Kol	35
Mumbai	Mum	60
Pune	Pun	35
Total	All	350

A large, stylized, light blue letter 'P' is positioned on the left side of the page. Below it, a solid blue circle is partially visible. The background is a dark teal color.

Executive Summary

In Sum

- The impact about the current economical situation is unanimous across cities and functions. About 50% of the employees say that there has been no impact of the slowdown on their careers while around 40% of the employees said that the slowdown has a adverse effect on their career. Major metros such as Mumbai and Delhi have felt the negative impact the most.
- Employees in the job market are looking out for jobs irrespective of their existing CTC. Hyderabad was the only exception to this rule
- Employees in Hyderabad and Mumbai are seen with additional responsibilities been given in the current economic scenario.
- Employees in Mumbai and Delhi have known people who have received a cut in their salary
- Retrenchment highest in Mumbai followed by Delhi and Ahmedabad but is low in Chennai and Pune

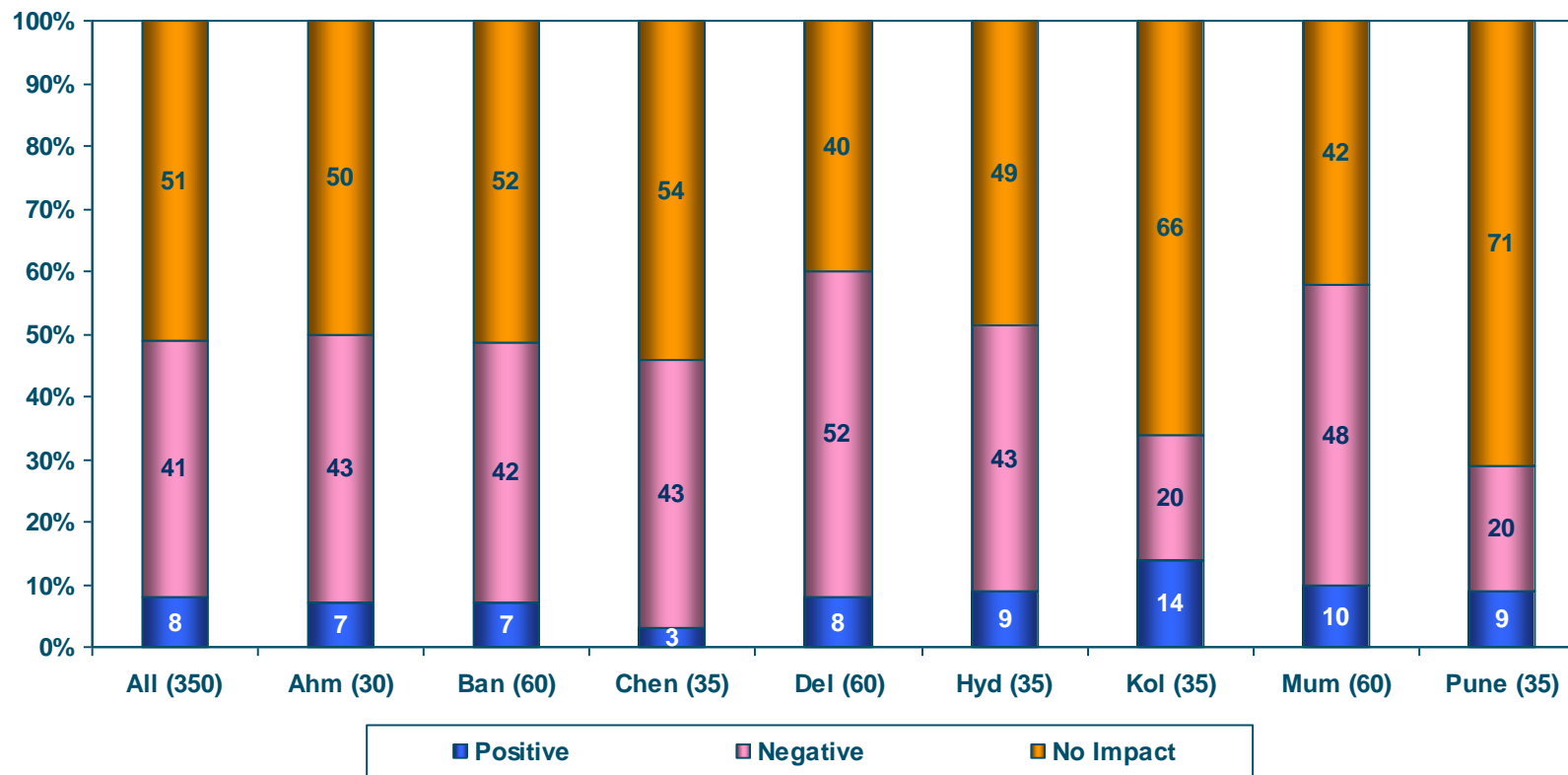
In Sum... Contd

- 80% employees feel that improving the skill-set is the best thing to do in the current economic scenario. Moving to government jobs is the least of the considered options
- Mumbai has seen a change in patterns for investment as well as lifestyle
- Most employees feel that their company is stable and has taken care of their employees
- Over half of the employees interviewed agreed that the job market has shifted from an employee's market to an employer's market. This sentiment is reflected strongly in Ahmedabad and Mumbai



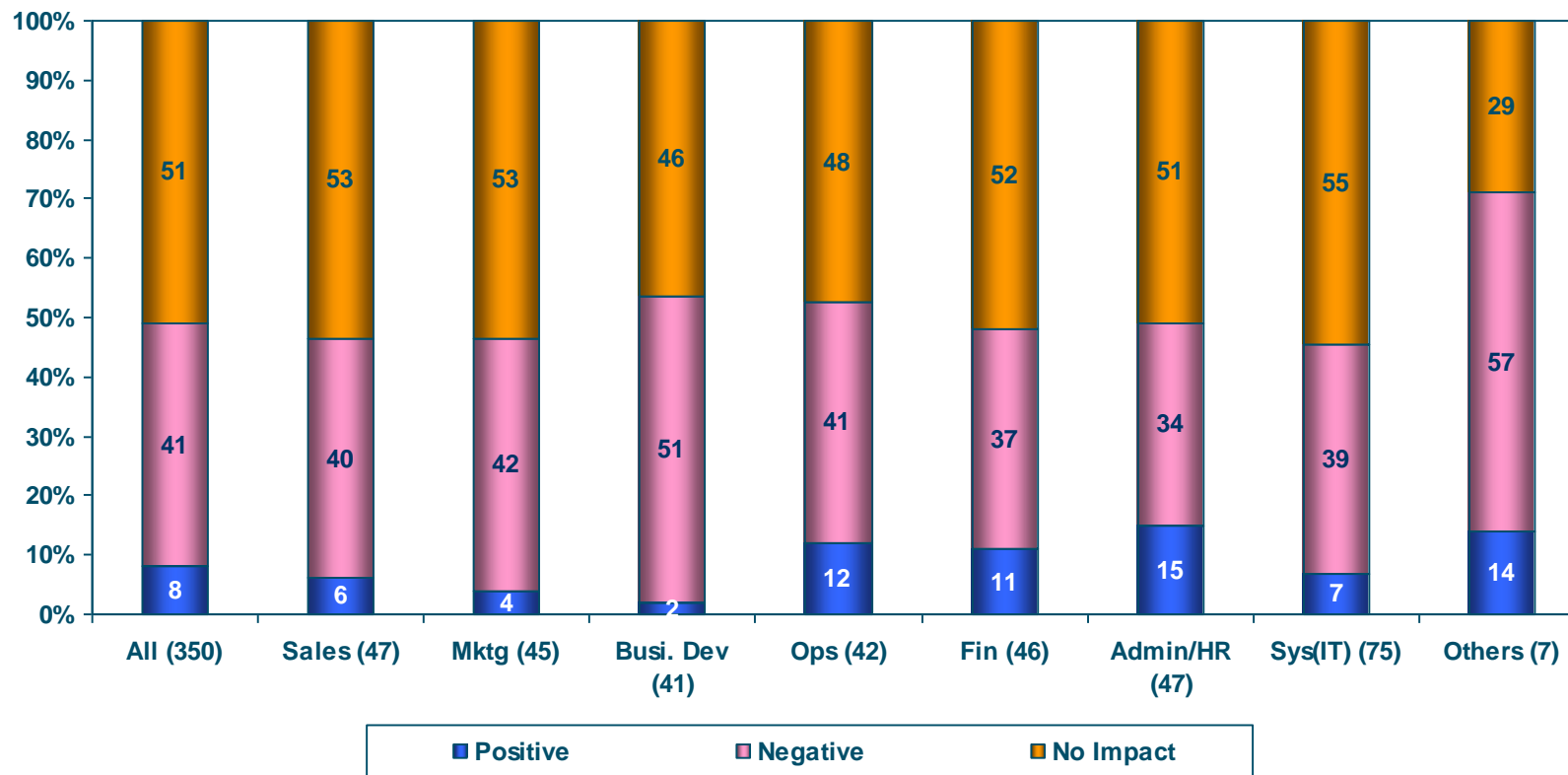
Findings

Q.1. What has been the impact of the current Economic slowdown on your career .



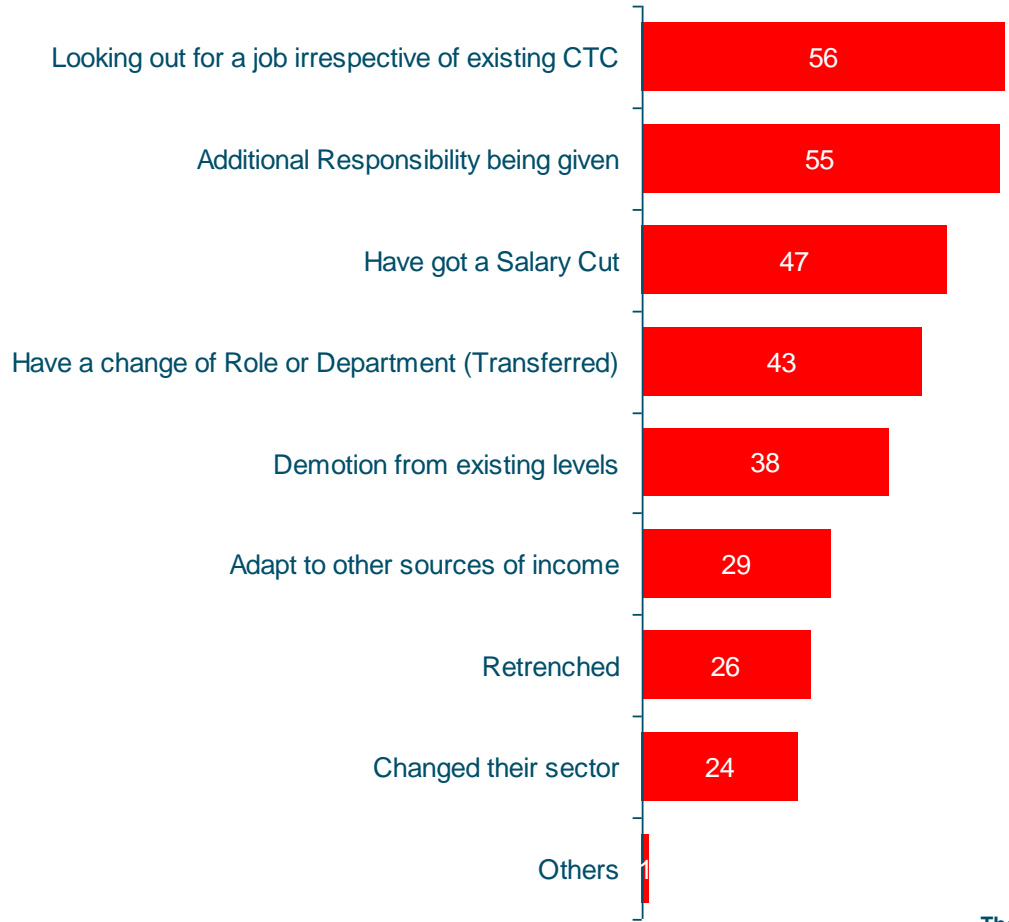
40% of the respondents felt that the current economic slowdown has a negative impact on their career. Maximum negative impact felt in the metros of Mumbai and Delhi. Pune and Kolkata are least affected.

Q.1. What has been the impact of the current Economic slowdown on your career .



Across functions, around 40% of the respondents felt that the current economic slowdown has a negative impact on their career. For the balance half, the impact has not been felt yet.

Q2a. Are you aware of people who have experienced or experiencing the following due to the current Economic Slowdown



The tables include only "Yes" Response of the respondents

■ Yes

Overall, "Looking out for a job irrespective of existing CTC" and "Handling additional responsibility" are the effects witnessed by most respondents.



Q2a. Are you aware of people who have experienced or experiencing the following due to the current Economic Slowdown

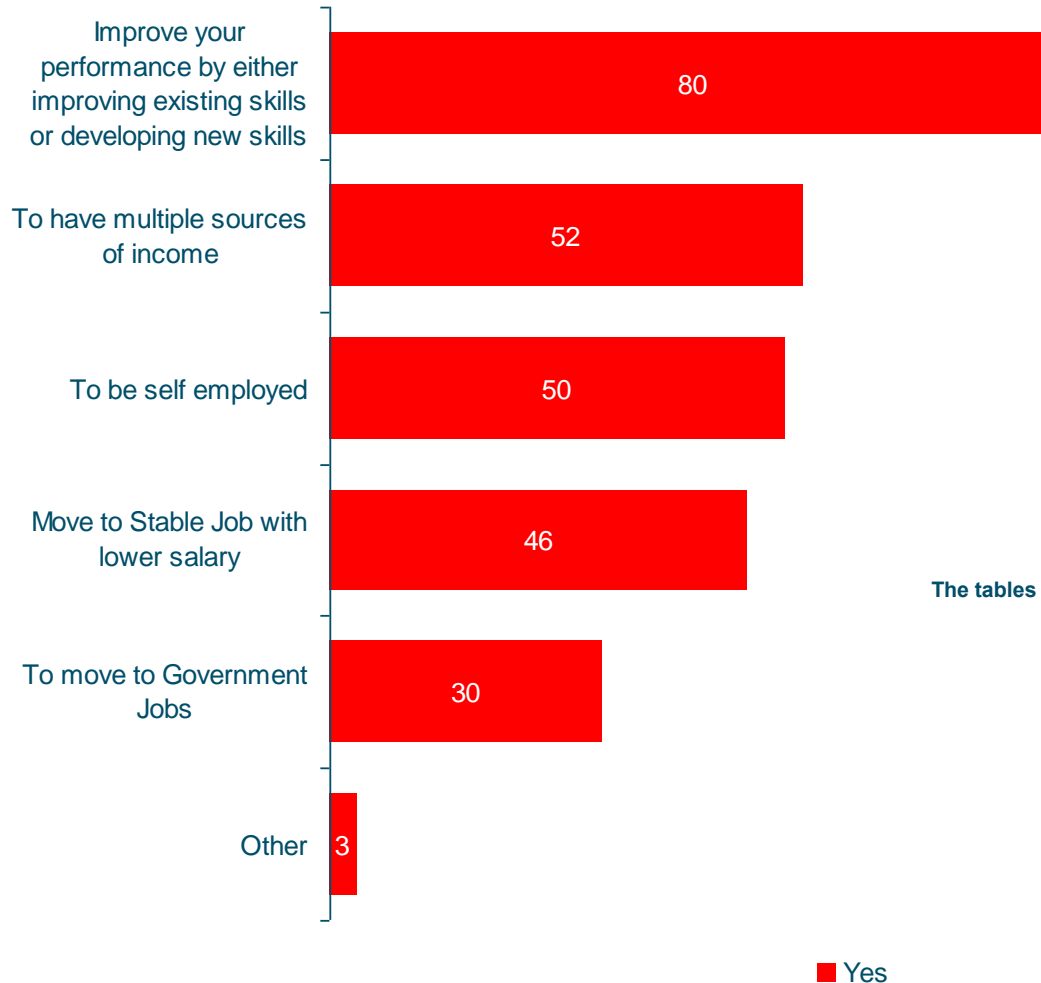
	All	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
Base: All respondent	350	30	60	35	60	35	35	60	35
Looking out for a job irrespective of existing CTC	56	60	47	34	67	20 😊	60	72 😞	77 😞
Additional Responsibility being given	55	60	47	40 😊	52	77 😞	49	70 😞	40 😊
Have got a Salary Cut	47	53	32	43	72 😞	6 😊	34	80 😞	26
Have a change of Role or Department (Transferred)	43	30 😊	40	34	35	69 😞	31 😊	52	49
Demotion from existing levels	38	33	37	26	50	63 😞	26	47	9 😊
Adapt to other sources of income	29	20	30	29	28	17	29	40 😞	29
Retrenched	26	43	17	3 😊	43	6	17	52 😞	3 😊
Changed their sector	24	13	18	11	38 😞	6 😊	26	35 😞	26
Others	1	0	0	0	0	0	14	0	0

The tables include only "Yes" Response of the respondents

City wise, employees from Hyderabad are least likely to be looking out for a job irrespective of existing CTC, while 3 in every four respondents in Mumbai and Pune are. Employees in Hyderabad and Mumbai are saddled with additional responsibilities in the current scenario. Delhi and Mumbai employees have also experienced a salary cut whereas this phenomenon is the least in Hyderabad. Hyderabad on the other hand has experienced 'demotions' and 'change in roles' but not many have changed from their existing sector. Retrenchment highest in Mumbai followed by Delhi and Ahmedabad but low in Chennai and Pune.



Q3. Considering the current economic slowdown, what according to you, is considered as 'Safe & Secure'



The tables include only "Yes" Response of the respondents

Base: All Respondents : (350)

Overall, 80% employees believe in 'survival of the fittest' and hence believe that improving skill-sets is the best thing to do in the current scenario. Others believe in 'spreading the risk' and hence believe that venturing into alternate sources for income or being an entrepreneur is the best option. Moving to government jobs is the least of the considered options

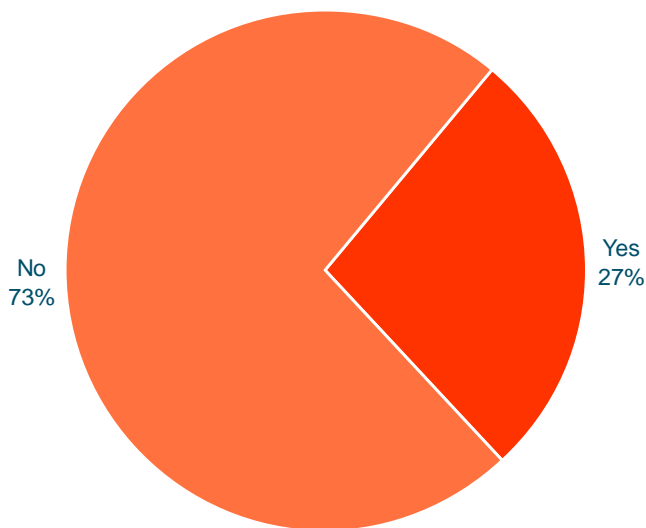
Q3. Considering the current economic slowdown, what according to you, is considered as 'Safe & Secure'.

	All	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
Base: All respondent	350	30	60	35	60	35	35	60	35
Improve your performance by either improving existing skills or developing new skills	80	80	70	86	70	94	91	83	74
To have multiple sources of income	52	57	43	29	70	9	71	80	31
To be self employed	50	37	45	43	63	89	60	42	23
Move to Stable Job with lower salary	46	57	37	40	37	57	57	43	60
To move to Government Jobs	30	10	37	17	57	3	46	37	6
Other	3	0	8	6	3	0	0	0	0

The tables include only "Yes" Response of the respondents

City wise, employees from all cities unanimously feel that they will have to improve performance by developing new skills or enhancing their skill-set. Employees in Mumbai, Kolkata and Delhi feel that they need to have multiple sources of income while Hyderabad employees consider being self-employed the better option. Pune employees are considering to move to a stable job with a lower salary. Pune and Hyderabad are averse to moving to government jobs while Delhi and Kolkata are open to the idea

Q4a. Have you changed your “Savings + Good Financial Planning” pattern due to Economic slowdown

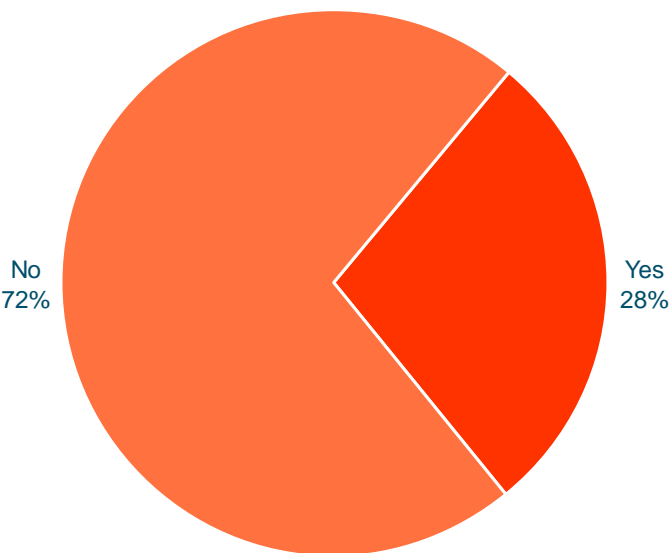


	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
Base: All respondents	30	60	35	60	35	35	60	35
Yes	30	27	20	25	29	31	37	11
No	70	73	80	75	71	69	63	89

Base: All Respondents : (350)

Overall, 27% of the employees have changed their Financial Planning pattern due to the current economic slowdown. Employees from Mumbai followed closely by Ahmedabad have changed their pattern the most followed by Kolkata while Pune employees have made the least changes

Q5a. Have you changed your “Consumption or Lifestyle” pattern due to Economic slowdown



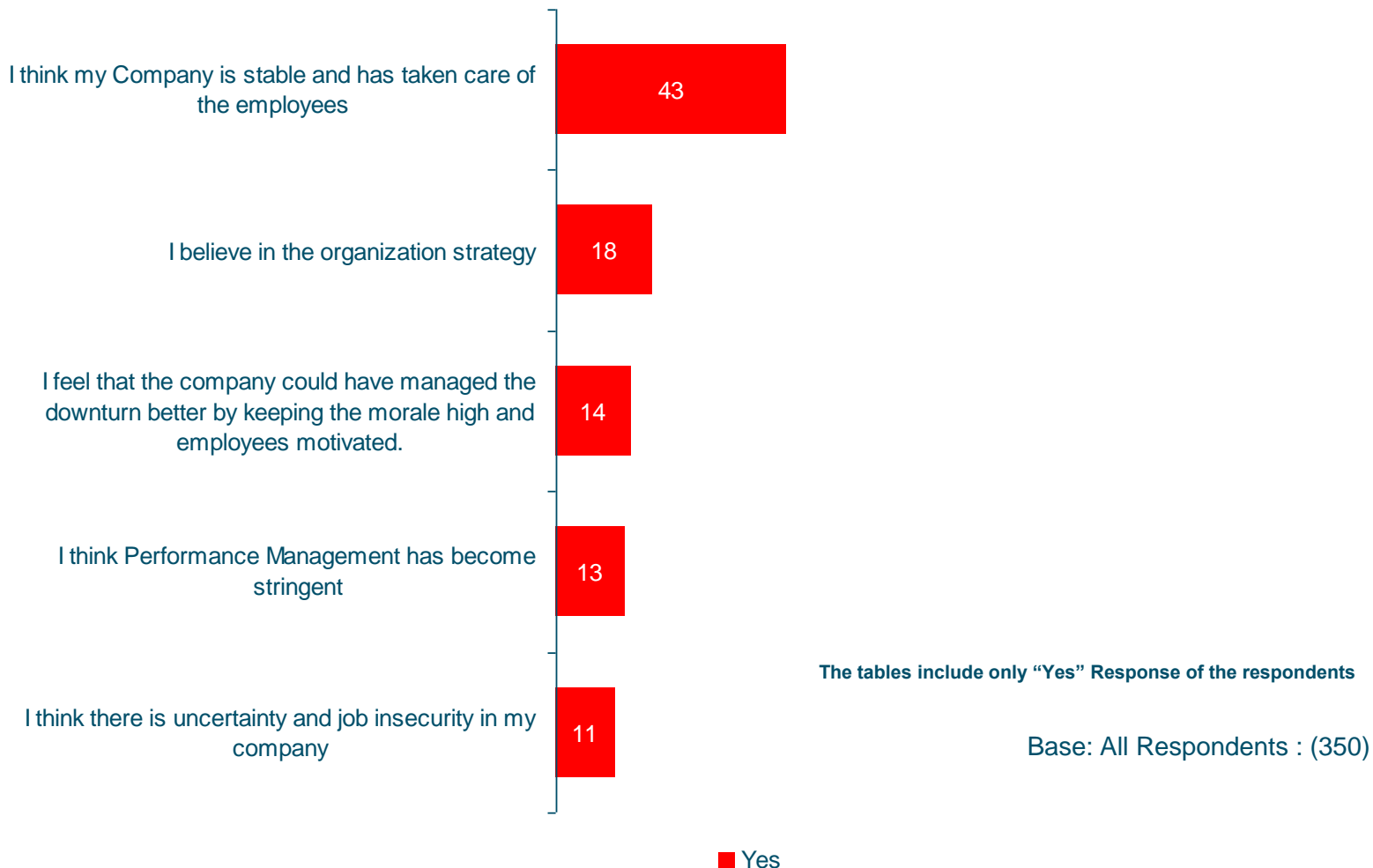
	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
Base: All respondents	30	60	35	60	35	35	60	35
Yes	27	17	14	25	9	43	48	34
No	73	83	86	75	91	57	52	66

Base: All Respondents : (350)

Overall, 27% of the employees have changed their Consumption/ Lifestyle pattern due to the current economic slowdown. Employees from Mumbai and Kolkata have changed their pattern the most while Hyderabad employees have maintained their lifestyle and consumption pattern.



Q6. As I read out each statement, please let me know what is your perception about your current employer



Overall, 43% employees feel that their company is stable and has taken care of their employees. This matches with our findings that about half of the employees are looking actively for a change of job

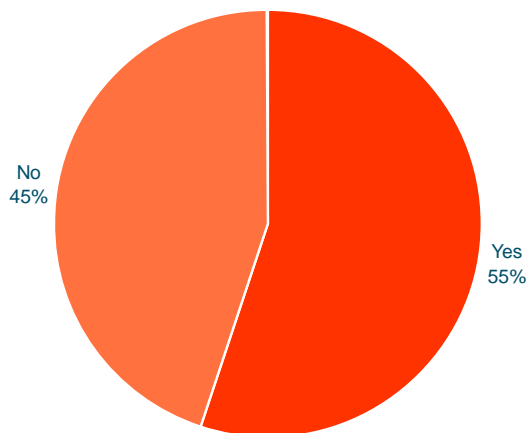
Q6. As I read out each statement, please let me know what is your perception about your current employer

	All	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
Base: All respondent	350	30	60	35	60	35	35	60	35
I think my Company is stable and has taken care of the employees	43	27	52	49	38	31	43	57	37
I believe in the organization strategy	18	37	17	17	10	14	20	3	49
I feel that the company could have managed the downturn better by keeping the morale high and employees motivated.	14	13	8	14	28	9	20	13	3
I think Performance Management has become stringent	13	13	13	14	12	14	6	22	9
I think there is uncertainty and job insecurity in my company	11	10	10	6	12	31	11	5	3

While most employees feel that their company is stable and has taken care of their employees, employees in Delhi and Kolkata feel that their company could have done better to manage the downturn. Mumbai employees also feel that performance management has got stringent due to the economy slowdown.

The tables include only "Yes" Response of the respondents

Q7. Do you think job market has changed from employee's market to employer's market



	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
Base: All respondents	30	60	35	60	35	35	60	35
Yes	70	50	54	48	54	57	67	46
No	30	50	46	52	46	43	33	54

Base: All Respondents : (350)

Employees in Ahmedabad and Mumbai in particular feel that the job market has changed from Employee to Employer



Respondent Profile

Respondents Age

	All	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
Base : All respondents	350	30	60	35	60	35	35	60	35
Between 22 and 30	39	50	33	54	48	40	54	0	57
Between 31 and 40	39	37	45	31	35	29	31	62	29
Between 41 and 45	22	13	22	14	17	31	14	38	14

All figs are in %

	All	Ahm	Ban	Che	Del	Hyd	Kol	Mum	Pun
Base : All respondents	350	30	60	35	60	35	35	60	35
Sales	13	13	13	11	13	11	11	17	14
Marketing	13	13	13	14	10	11	14	13	14
Business Development	12	13	13	9	15	14	11	7	11
Operations	12	13	13	11	13	11	14	8	11
Finance	13	10	13	11	15	11	14	15	11
Admin/ HR	13	13	13	14	12	11	11	17	14
Systems (IT)	21	23	18	29	18	29	14	22	23
Other (specify)	2	0	2	0	3	0	9	2	0

All figs are in %

Our curiosity is all yours.
Thank you.

