

Putting India to Work

**TeamLease Employment
Outlook Survey
July - September 2007**



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According to the **TeamLease Employment Outlook report for the quarter July – September 2007**, the financial services sector has reflected maximum growth both in terms of hiring prospects and business outlook. The same can be said for infrastructure.

The Employment outlook growth for the quarter suggests a 2% increase over last quarter whilst business outlook remains constant at 90 index points.

Delhi which has witnessed a downturn over the last three quarters suggests a positive trend in hiring as well as business at 5% this quarter.

Urban hiring remains consistent at 3% for both quarters

This quarter we have added flexi time as well which reflects a favorable employment scenario at 4%.

Key findings

- Net employment outlook is at the highest over last three quarters to touch 84 index points
- Financial services sector hits all time high reflecting a sharp increase in the net employment outlook growth at 5 percent
- Delhi which has been consistently negative in its employment outlook growth has also witnessed a sharp 5% increase this quarter
- Kolkata consistently being favorable for hiring, reflecting 5% this quarter followed by Pune at 4% and Hyderabad at 3 %
- Net business outlook remains consistent at 90% over two quarters
- Net business outlook growth for financial services and infrastructure are at 5 index points for the quarter
- Net business outlook is at 4% for the current quarter in Delhi and Bangalore
- Flexi time hiring reflects 4% the quarter
- Financial Services is the major contributor of employment growth in the cities of Mumbai and Kolkata
- IT is the major contributor of employment growth in Bangalore, Pune and Hyderabad
- ITES is the major contributor for Delhi and Hyderabad
- Manufacturing & Engineering sector is having major employment growth in Chennai and Pune

II. OBJECTIVE

The objective of the proposed survey is to track and understand the hiring expectations of the private sector in India; this will ultimately further enable the HR sourcing companies to develop strategies with respect to their hiring/making skilled resources available respectively.

III. METHODOLOGY

The TeamLease-Employment Outlook Survey follows a rigorous, statistically validated process adhering to the highest standards in Marketing Research.

Sample Design

For the purpose of sampling a combination of database, and random sampling as a technique has been used. For non-IT/ITES companies, we have used the Centre for Monitoring Indian Economy (CMIE) database. The CMIE database comprises of all the companies listed in Bombay Stock Exchange (BSE) and National Stock Exchange (NSE). Particularly, it provides good coverage of small, medium and large sized companies. To ensure continuity with the baseline measurement, the core random sample was drawn from this database. However to have a better understanding of the dynamics in specific industry segments such as IT and ITES companies, we supplemented the above sample with random sample of companies selected from NASSCOM in case of IT and companies registered with the website of www.bpo.india.org in the case of ITES.

Sample Size

Sectors	Total	Mum	Del	Blr	Kol	Chn	Pun	Hyd	Ahd
Sample Size	490	85	80	85	45	55	50	60	30
IT	95	10	10	30	5	10	10	15	5
ITES	95	10	20	20	5	10	10	15	5
Financial Services	90	30	10	10	10	10	5	10	5
Retail, Media & FMCG	50	10	10	5	5	5	5	5	5
Infrastructure	45	5	10	5	5	5	5	5	5
Mfg. & Eng.	115	20	20	15	15	15	15	10	5

Reference: Mum: Mumbai, Del: Delhi, Blr: Bangalore, Kol: Kolkata, Chn: Chennai, Pun: Pune, Hyd: Hyderabad, Ahd: Ahmedabad



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Respondent Selection

The target respondents for the study were the HR Heads. The database offered a contact name for each company listed. MARCH interviewers called into each of these companies and obtained the names of the appropriate individuals who were responsible for hiring decisions.

Data Collection

The survey instrument was then administered to the target respondents on the telephone and the responses obtained were coded at the time of data collection. Post the data collection the collated file was sent for the analysis. The analysis was then done using the software called Statistical Package for the Social Sciences (SPSS) package, which is used across the research and consulting organizations across the globe. Given the concentration of most companies and their headquarters in the top 8 major cities of Mumbai, Delhi, Bangalore, Kolkata, Chennai, Hyderabad, Pune and Ahmedabad, this study was restricted to covering only companies with a presence in these cities. A random sample was drawn from within each city with proper representation in terms of size.

Questionnaire Design

A questionnaire was used for filling the responses to capture the following information areas:

- Over all business improvement (last three months and next three months)
- Over all recruitment needs (last three months and next three months)
- Recruitment trends (across age band, across geographies, across functions, across levels)
- Full time vs. part time vacancy divide
- Demographic information about the organization

Fieldwork

A total of 490 interviews were completed during the month of April 2007 from the database. The database was a combination of CMIE, NASSCOM and www.bpo.india.org. Sufficient care was taken to get an equitable representation across the industries to remove any bias or variation which might be an attribute of a particular industry



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IV. INDICES USED

We have computed certain indices to elaborate and analyze the trends in the data. A description of those indices follows:

Employment Outlook Index

The Employment Outlook Index is computed as the difference in the proportion of respondents who report an increase in hiring needs and those who report a decline in hiring needs over the next three months.

Employment Trend Index

The Employment Trend Index is calculated by dividing the Current Employment Outlook Index with the baseline index and converting the same in percentages by multiplying with 100.

Business Outlook Index

Index computed by subtracting the percentage respondents who say business in the next three months is likely to decrease from the percentage who say it will increase.

Business Confidence Index

Business Confidence Index is computed by dividing the Current Business Outlook Index with the baseline business outlook index, and converting the same in percentages, by multiplying with 100.

QUARTER COMPARISON SHEET

Net Employment Outlook:

The 'Net Employment Outlook' is derived in Percentages as the difference in the Proportion of respondents reporting an increase in hiring needs and those who report a decline in hiring needs over the next three months.

Quarter	Period	<i>(Figures in percentage)</i>			
		Increase	Decrease	No Change	Net Employment Outlook
1	Oct-Dec 2006	86	5	10	+81
2	Jan-Mar 2007	82	1	17	+81
3	Apr-Jun 2007	83	1	16	+82
4	Jul-Sep 2007	85	1	14	+84

Net Employment Outlook Growth sector wise:

The Net Increase/Decrease in the Employment Outlook growth sector wise is derived by subtracting the percentage of responses of Quarter 3 from Quarter 4

Sectors	<i>(Figures in percentage)</i>				
	Quarter				Net Increase/Decrease
	1	2	3	4	
IT	88	89	87	86	-1
ITES	79	90	85	87	+2
Financial Services	82	85	84	89	+5
Retail, Media & FMCG	90	78	86	84	-2
Infrastructure	74	71	78	82	+4
Mfg. & Eng.	73	71	73	76	+3

Net Employment Outlook Growth City wise:

The Net Increase/Decrease in the Employment Outlook growth city wise is derived by subtracting the percentage of responses of Quarter 3 from Quarter 4

City	<i>(Figures in percentage)</i>				Net Increase/Decrease
	Quarter				
	1	2	3	4	
Mumbai	95	90	93	91	-2
Delhi	91	88	76	81	+5
Bangalore	83	90	94	93	-1
Kolkata	57	57	64	69	+5
Chennai	76	74	93	93	0
Pune	80	82	76	80	+4
Hyderabad	72	76	70	73	+3
Ahmedabad	81	76	80	80	0

Net Business Outlook:

The 'Net Business Outlook' is derived in Percentages as the difference in the Proportion of respondents reporting an increase in Business and those who report a decline in Business over the next three months.

Quarters	<i>(Figures in percentage)</i>			Net Business Outlook
	Increase	Decrease	No Change	
Quarter 1 (Oct-Dec 2006)	87	2	11	+85
Quarter 2 (Jan-Mar 2007)	93	2	5	+91
Quarter 3 (Apr-Jun 2007)	91	1	8	+90
Quarter 4 (Jul-Sep 2007)	91	1	8	+90

The Net Employment Outlook stands at +84% showing an upward trend in the Hiring needs for the fourth quarter and a Net Business Outlook of +90% shows a steady growth in the Business trend.

Net Business Outlook growth sector wise:

The Net Increase/Decrease in the Business Outlook growth sector wise is derived by subtracting the percentage of responses of Quarter 3 from Quarter 4

Sectors	<i>(Figures in percentage)</i>				Net Increase/Decrease
	Quarter				
	1	2	3	4	
IT	84	96	90	89	-1
ITES	74	92	91	91	0
Financial Services	92	93	91	96	+5
Retail, Media & FMCG	95	80	90	90	0
Infrastructure	93	92	91	96	+5
Mfg. & Eng.	83	90	87	86	-1

Net Business Outlook growth city wise:

The Net Increase/Decrease in the Business Outlook growth city wise is derived by subtracting the percentage of responses of Quarter 3 from Quarter 4

City	<i>(Figures in percentage)</i>				Net Increase/Decrease
	Quarter				
	1	2	3	4	
Mumbai	92	97	97	95	-2
Delhi	84	90	75	79	+4
Bangalore	98	97	89	93	+4
Kolkata	72	85	93	93	0
Chennai	80	87	93	95	+2
Pune	80	89	94	94	0
Hyderabad	80	86	88	87	-1
Ahmedabad	83	91	93	93	0

Employment scenario:

The Net Increase/Decrease in the Employment scenario is derived by subtracting the percentage of responses of Quarter 3 from Quarter 4

City	<i>(Figures in percentage)</i>				Net Increase/Decrease
	Quarter				
	1	2	3	4	
Metro	43	56	52	51	-1
Class I	35	40	43	46	+3
Class II	11	4	4	3	-1
Rural	11	0	1	0	0

Managerial level hiring:

The Net Increase/Decrease in the Intention to hire across Managerial Levels is derived by subtracting the percentage of responses of Quarter 3 from Quarter 4

Levels	<i>(Figures in percentage)</i>				Net Increase/Decrease
	Quarter				
	1	2	3	4	
Jr. Level	86	87	93	95	+2
Middle Level	34	35	45	46	+1
Sr. Level	17	12	11	11	0

Intention to hire across functions:

The Net Increase/Decrease in the Intention to hire across Functions is derived by subtracting the percentage of responses of Quarter 3 from Quarter 4

Functions	<i>(Figures in percentage)</i>				Net Increase/Decrease
	Quarter				
	1	2	3	4	
Marketing	31	25	23	25	+2
IT	18	18	21	21	0
Production	17	18	18	18	0
Others	11	16	11	8	-3



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Finance	11	10	10	12	+2
Administration	8	9	10	10	0
HR	4	4	7	6	-1

Full Time/Part Time hiring:

The Net Increase/Decrease in the Employment practice for Full Time/Part Time is derived by subtracting the percentage of responses of Quarter 3 from Quarter 4

Hiring Resources	<i>(Figures in percentage)</i>				Net Increase/Decrease
	Quarter				
	1	2	3	4	
Full Time	84	90	94	94	0
Part Time	1	2	0	1	+1
Flexi Time	-	-	-	4	+4
Full Time & Part Time	15	8	6	2	-4



V. EMPLOYMENT OUTLOOK

The **Employment Trend Index** which is calculated by dividing the Current Employment Outlook Index with the baseline index and converting the same in percentages by multiplying with 100 is at 104.

Employment Trend Index	Quarter-2: January 2007	100
	Quarter-3: April 2007	101
	Quarter-4: July 2007	104

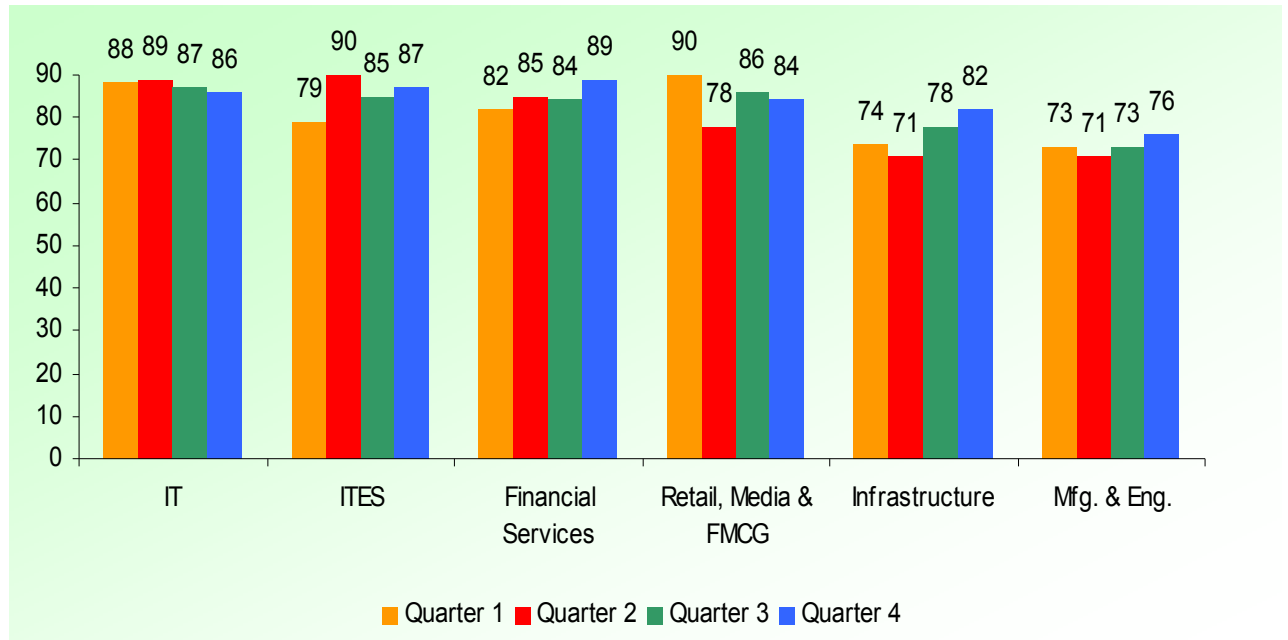
The **Employment Outlook Index**, which is the difference in proportion of respondents who report an increase in hiring needs and those who report decline in hiring needs over the next three months, is at 84.

Employment Outlook Index	Quarter-1: October 2006	81
	Quarter-2: January 2007	81
	Quarter-3: April 2007	82
	Quarter-4: July 2007	84

When compared to the previous quarter of April 2007 (Quarter – 3) the Employment Outlook Index has shown a slight increase.



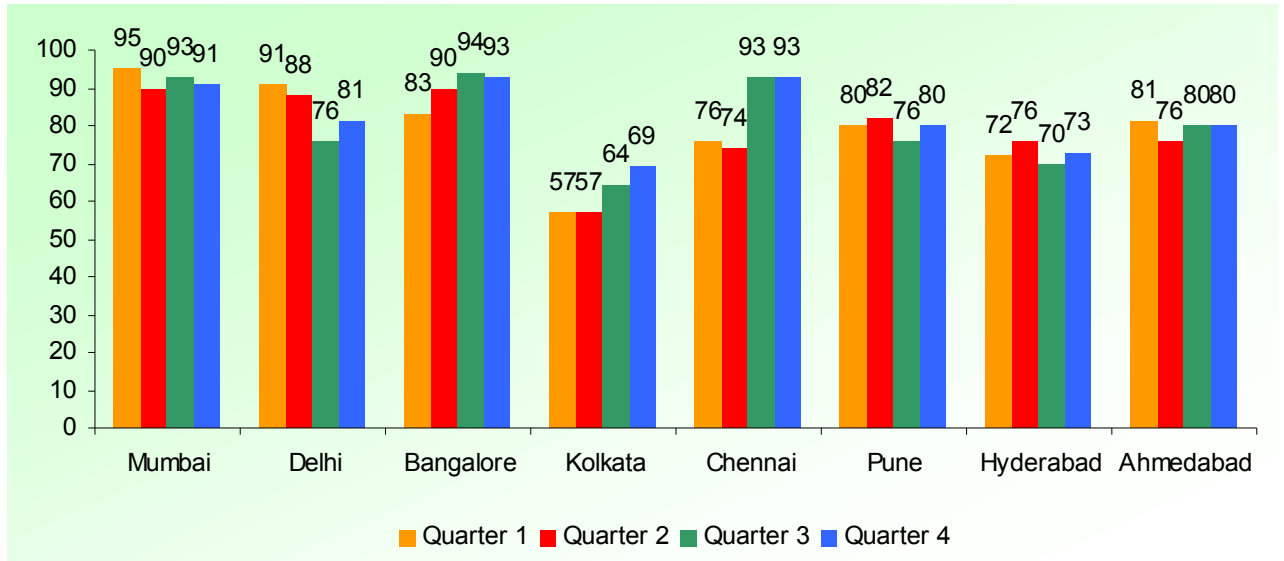
Employment Outlook Index – Sector Wise



In Quarter-4, there is an increase in Employment Outlook Index point in four out of six sectors. The sectors those reported an increase are: Financial Services, Infrastructure, Manufacturing & Engineering and ITES. Out of these Financial Services and Infrastructure sectors show a major increase in Index points. There is a slight decrease of Index points in IT, Retail Media & FMCG sectors. There is a steady increase in Financial Services across all the quarters.



Employment Outlook Index – City Wise



Four out of eight cities have reported an increase in Employment Outlook Index points. Those are: Delhi, Kolkata, Pune and Hyderabad. There is a decrease in Index Points of Mumbai and Bangalore. Chennai and Ahmedabad have reported neither an increase or nor a decrease in Index Points. There is a steady increase in Index Points of Kolkata.

Employment Growth across Cities:

Sector	Mumbai				Delhi				Bangalore				Kolkata			
	Quarter				Quarter				Quarter				Quarter			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
IT	17	10	11	9	18	16	13	10	16	29	34	34	11	11	9	7
ITES	6	8	11	11	11	24	18	23	12	24	23	22	3	5	4	7
Financial Services	30	24	33	34	10	14	11	10	25	12	12	11	15	14	9	18
Retail, Media & FMCG	16	14	12	12	9	7	9	11	12	7	6	6	2	7	11	9
Infrastructure	4	5	6	6	16	12	9	7	15	8	5	6	5	2	7	11
Mfg. & Eng.	22	29	20	19	27	15	16	20	3	10	14	14	21	18	24	17
Total	95	90	93	91	91	88	76	81	83	90	94	93	57	57	64	69

Sector	Chennai				Pune				Hyderabad				Ahmedabad			
	Quarter				Quarter				Quarter				Quarter			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
IT	9	24	18	18	10	5	16	18	24	20	17	18	12	14	10	13
ITES	17	20	23	18	0	8	18	16	5	22	19	18	11	13	17	17
Financial Services	9	12	18	18	20	5	8	8	15	10	10	13	14	12	13	14
Retail, Media & FMCG	15	11	9	7	0	8	6	6	5	8	7	5	17	12	13	13
Infrastructure	9	7	7	6	0	5	10	10	8	5	7	7	11	11	10	13
Mfg. & Eng.	17	0	18	26	50	51	18	22	15	11	10	12	16	14	17	10
Total	76	74	93	93	80	82	76	80	72	76	70	73	81	76	80	80

In Quarter-4, Financial Services is the major contributor of employment growth in the cities of Mumbai and Kolkata. IT is the major contributor of employment growth in Bangalore, Pune and Hyderabad. Where as ITES is the major contributor for Delhi and Hyderabad. Manufacturing & Engineering sector is having major employment growth in Chennai and Pune.

While comparing all the four quarters there is growth in employment in ITES Sector in the cities of Mumbai and Ahmedabad. Employment growth in IT is reported in Bangalore and Chennai. Infrastructure Sector and Financial Service's employment growth is reported in Mumbai and Chennai respectively. The decline in employment growth in IT is reported in Delhi, Mumbai, Kolkata and Hyderabad. Such as there is a decline in employment growth in Retail Media and FMCG Sector in the cities of Mumbai, Bangalore, Chennai and Ahmedabad. Financial Services and Infrastructure Sectors show a decline in employment growth in Bangalore and Mumbai respectively.



VI. BUSINESS OUTLOOK

The **Business Confidence Index** computed by dividing the Current Business Outlook Index with the baseline business outlook index, and converting the same in percentages, by multiplying with 100 stands at 106.

Business Confidence Index	Quarter-2: January 2007	107
	Quarter-3: April 2007	106
	Quarter-4: July 2007	106

Business Confidence Index	Quarter-2: January 007	Quarter-3: April 2007
	107	106

The **Business Outlook Index**, computed by subtracting the percentage respondents who say business in the next three months is likely to increase from the percentages who say it will decrease, stands at 90.

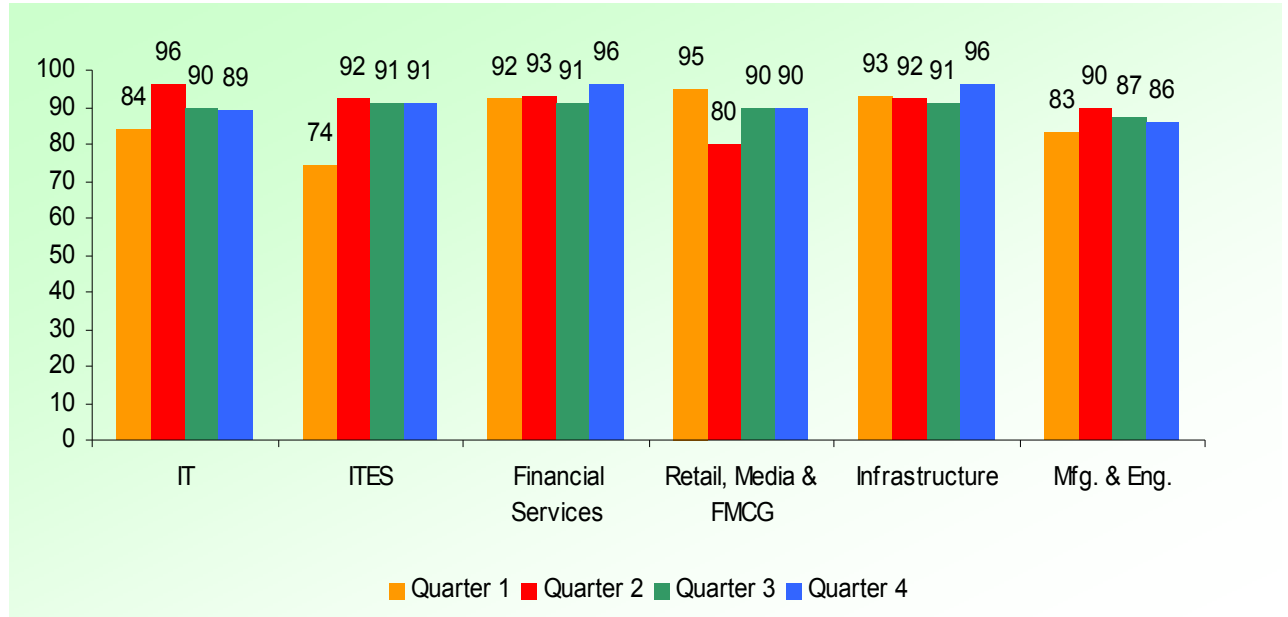
Business Outlook Index	Quarter-1: October 2006	85
	Quarter-2: January 2007	91
	Quarter-3: April 2007	90
	Quarter-4: July 2007	90

Business Outlook Index Point in Quarter-4 as compared to the previous quarter is same with 90 Index points.



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Business Outlook Index – Sector Wise

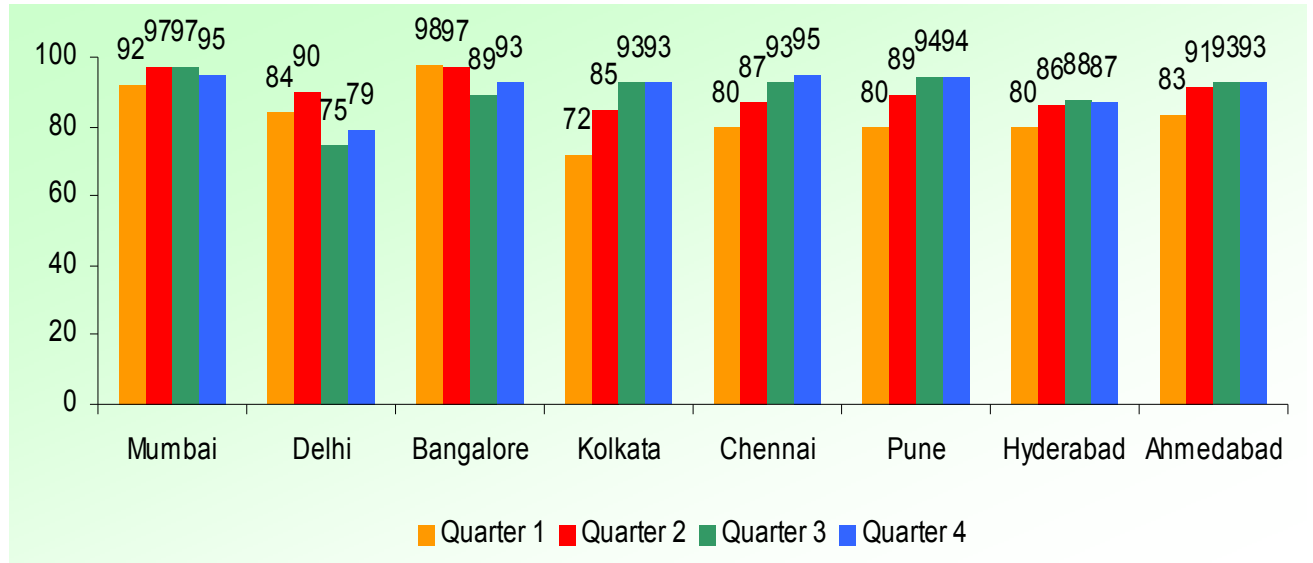


In Quarter-4, four out of six sectors' Business Outlook Index points are 90 & above. Those are: Infrastructure, Financial Services, ITES and Retail, Media & FMCG. While comparing with previous quarter, in quarter 4 Financial Services and Infrastructure Sectors have shown an increase in Index Points by 5. There is a slight decrease in Index Points IT and Manufacturing & Engineering. ITES and Retail, Media & FMCG remain the same.



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Business Outlook Index – City Wise



In quarter 4 among the eight cities, Mumbai, Chennai, Pune, Bangalore, Kolkata and Ahmedabad have scored Business Outlook Index Points of 90 and above. Bangalore, Delhi and Chennai's Index points have increased while comparing with previous quarter. Where as there is a decrease Index Points in Mumbai and Hyderabad. In Pune, Kolkata and Ahmedabad the Index Points remain the same.

While comparing all the four quarters, there is an upward trend in Business Outlook Index Points of Chennai, Kolkata, Pune and Ahmedabad.

Sector Growth across Cities

Sector	Mumbai				Delhi				Bangalore				Kolkata			
	Quarter				Quarter				Quarter				Quarter			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
IT	11	12	9	12	16	16	11	8	19	34	31	33	7	11	11	11
ITES	6	6	9	11	10	22	13	20	10	21	18	21	7	12	11	11
Financial Services	32	26	33	35	10	13	10	13	24	12	11	12	16	16	18	20
Retail, Media & FMCG	12	12	20	11	11	6	14	11	17	8	10	6	11	13	11	11
Infrastructure	12	6	11	6	16	13	16	11	15	6	9	6	7	7	11	11
Mfg. & Eng.	19	35	15	20	21	20	11	16	13	16	10	15	24	26	31	29
Total	92	97	97	95	84	90	75	79	98	97	89	93	72	85	93	93

Sector	Chennai				Pune				Hyderabad				Ahmedabad			
	Quarter				Quarter				Quarter				Quarter			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
IT	15	19	18	18	10	4	18	18	15	23	22	20	3	5	17	17
ITES	17	25	16	18	0	13	20	20	17	22	21	22	1	12	17	17
Financial Services	17	15	18	18	20	4	10	8	17	13	13	13	2	4	13	16
Retail, Media & FMCG	8	5	10	8	0	10	8	8	8	11	7	7	16	10	13	13
Infrastructure	8	8	9	7	0	3	10	10	8	6	8	8	0	3	16	17
Mfg. & Eng.	15	15	22	26	50	55	28	30	15	11	17	17	61	57	17	13
Total	80	87	93	95	80	89	94	94	80	86	88	87	83	91	93	93

In Quarter-4, the growth of IT Sector is higher in Bangalore, Hyderabad, Chennai and Pune. For ITES, it is Hyderabad, Bangalore and Delhi. For Financial Services, it is Mumbai, Kolkata and Chennai. For Infrastructure, it is Ahmedabad and for Manufacturing & Engineering Sector the cities are Pune, Kolkata and Chennai.

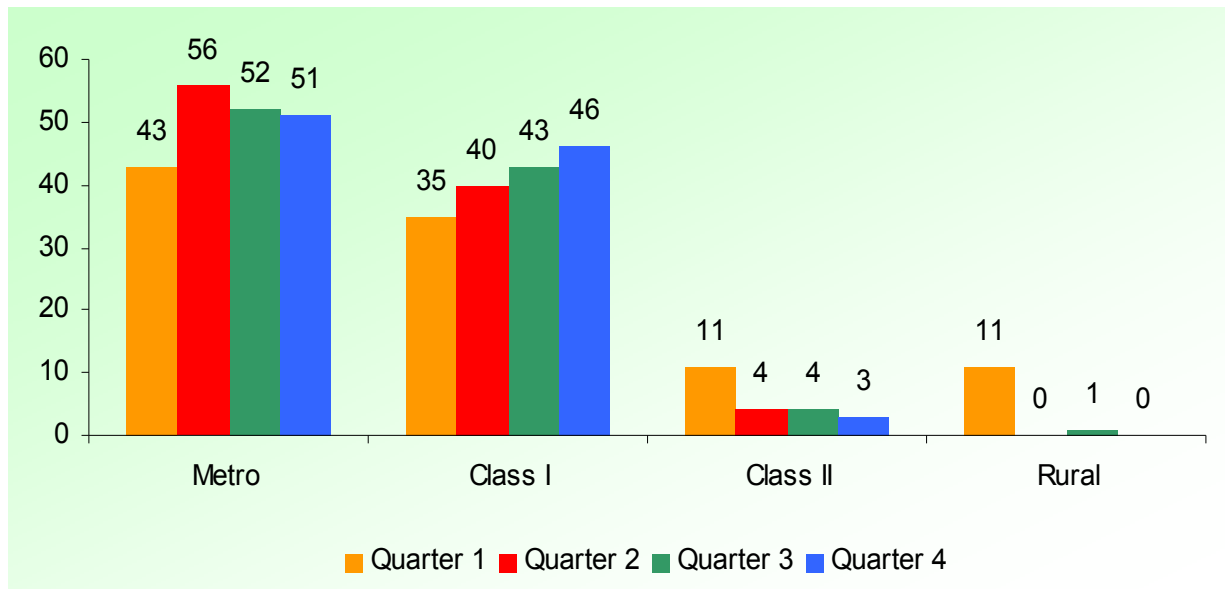
While comparing all the four quarters, the Business Outlook Index Points are increasing in the cities of Kolkata and Ahmedabad for Financial Services Sector; IT in Ahmedabad; ITES in Mumbai; Infrastructure in Kolkata, Pune and Ahmedabad; and Manufacturing & Engineering in Chennai. The decrease in Index Points are observed in Delhi for IT; Hyderabad for Finance; and Manufacturing & Engineering in Ahmedabad.



VII. EMPLOYMENT SCENARIO

More than 97% of employers expect to hire in Metro and Class – I cities for Quarter-4.

Hiring across Geographical Spread



[Metro cities - having population of 40 lakhs & above: Mumbai, Delhi, Kolkata, Chennai & Bangalore

Class I cities - having population of 20- 40 lakhs: Hyderabad, Ahmedabad & Pune

Class II cities -having population of 10- 20 lakhs

Rural: Towns with population less than 0.5 lakh

Respondents were asked to evaluate their intention to hire from Metro, Class-I, Class-II cities and rural areas.

While comparing to the previous quarter, in quarter IV there is a Net increase among the respondents who expressed intention to hire Class-I cities and a slight decrease in Metro and Class II cities. No trend observed in Rural areas. which is similar to Quarter-2.

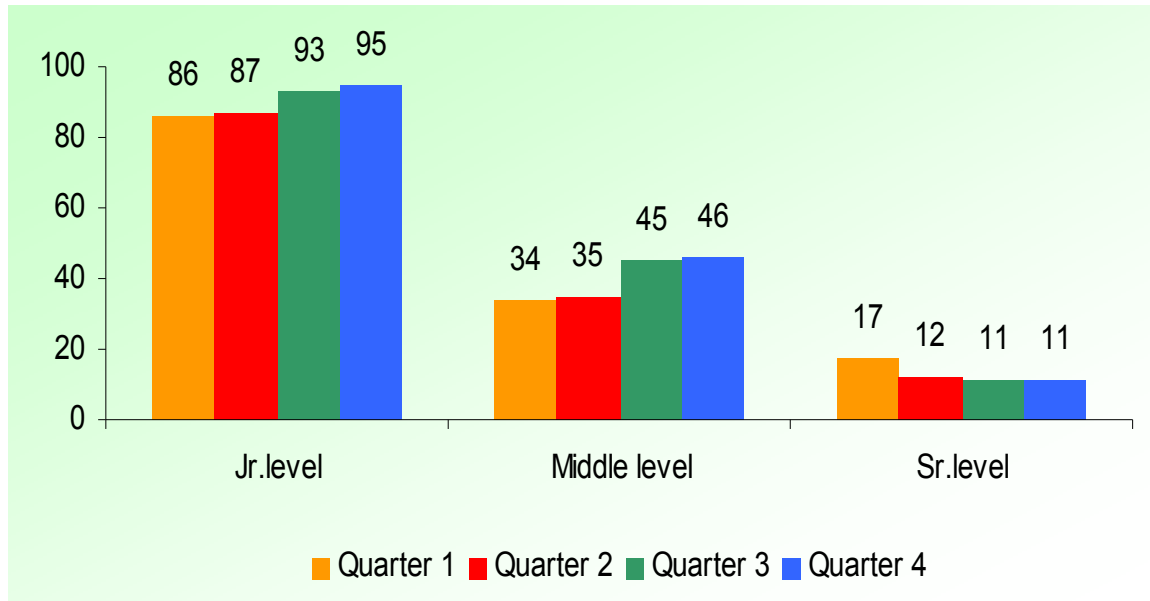
While comparing all the four quarters there is a steady increase in intention to hire from Class-I cities and a decrease in Class-II cities.



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Intention to hire at junior level is increasing

Hiring across Managerial Level



Jr. Level: 0-3 years experience

Middle Level: 3-7 years experience

Sr. Level: More than 7 years experience

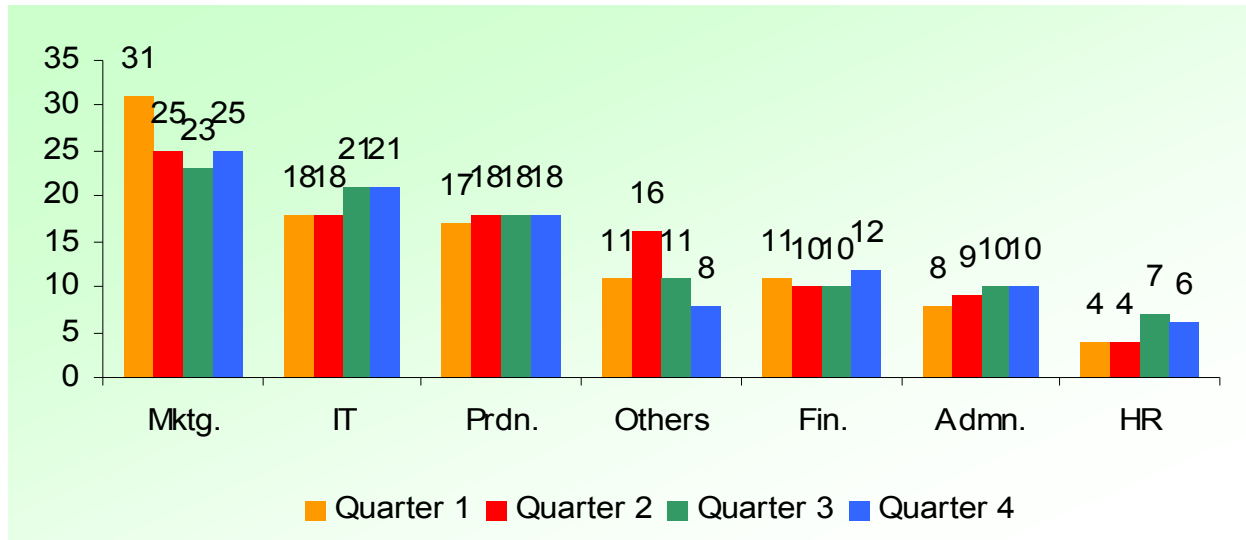
In quarter-4, most of the companies (95%) has expressed considerable intention to hire at Junior level. There is an increase in the companies intending to recruit from middle level and a decrease in Senior level. The trend remains the same across all the four quarters.



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Intention to hire for Marketing, IT and Production functions remains the highest in Quarter-4

Hiring across functions



* Others include Customer Service, Quality Assurance and Maintenance, etc.

In Quarter-4, the companies having intention to hire in Marketing and IT function is high (above 20%) among all the functions. While comparing to all the four quarters, it is observed that there is an upward trend in intending to hire in Administration and IT functions.

Hiring across various functions/ city	Sample Targeted	No. of responses against specific function							Total
		Mktg.	IT	Prdn.	Fin.	Admn.	Others	HR	
Mumbai	85	59	32	24	33	32	9	15	204
Delhi	80	34	23	18	7	5	8	2	97
Kolkata	45	9	7	3	7	1	2	3	32
Bangalore	85	5	31	13	10	0	24	0	83
Chennai	55	11	13	20	10	7	16	6	83
Hyderabad	60	23	24	25	10	17	1	2	102
Pune	50	33	19	18	7	9	3	10	99
Ahmedabad	30	17	12	13	4	9	5	7	67
Total	490	191	161	134	88	80	68	45	767
Total (No. of responses vis-à-vis specific functions)		25%	21%	18%	12%	10%	8%	6%	100%

At the time of study the survey instrument was administered to target respondents and there were multiple responses in terms of hiring across various functions

Note: Against a sample of 490 the number of responses was 767 for Quarter-4

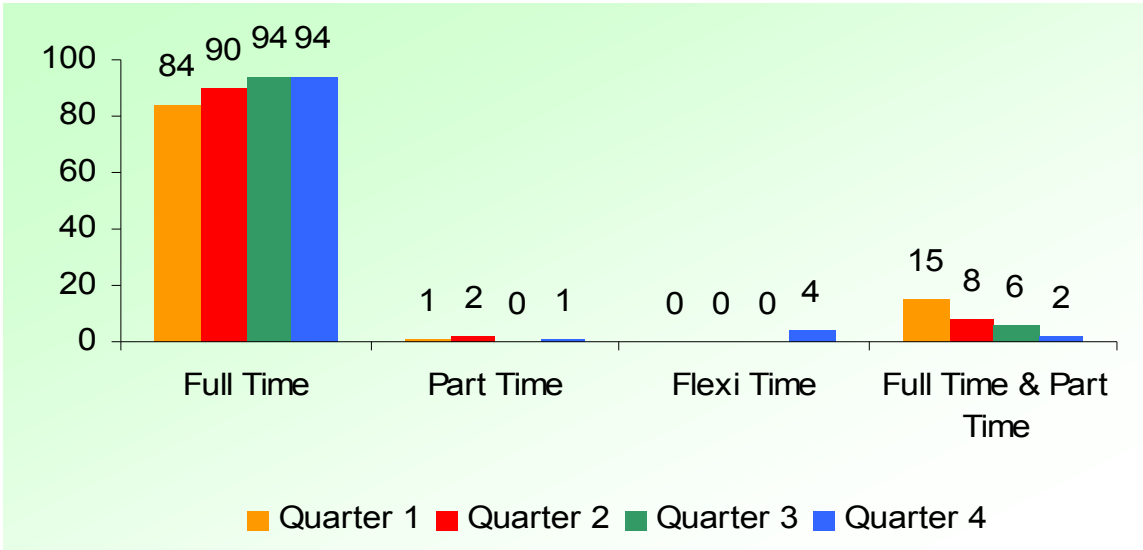


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VIII. INTENTION TO HIRE ACROSS FULL TIME/PART TIME

Intention to hire for full time resources remains the highest (94%) in Quarter-4 also; a significant portion of respondents has the intention to hire for Flexi-Timing.

Hiring Resources





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IX. APPENDIX

The table below gives the sample profile vis-à-vis

- Employee base (No. of Employees)
- Turnover base (Rs in Cr.)

Sample Profile

Employee Base (No. of Employees)

City	<250	250 to 500	501 to 1000	>1000	Sample Targeted
Mumbai	9	25	45	6	85
Delhi	46	18	7	9	80
Bangalore	43	18	9	15	85
Kolkata	41	1	3	0	45
Chennai	29	8	10	8	55
Pune	19	22	8	1	50
Hyderabad	46	7	1	6	60
Ahmedabad	8	15	6	1	30
Total	241	114	89	46	490
Total	49%	23%	18%	10%	100%

Turnover Base (Rs. in Cr.)

City	<250	251 to 1000	>1000	Not Disclosed*	Sample Targeted
Mumbai	19	47	15	4	85
Delhi	30	5	2	43	80
Bangalore	59	11	7	8	85
Kolkata	24	0	1	20	45
Chennai	18	8	3	26	55
Pune	26	10	7	7	50
Hyderabad	16	1	0	43	60
Ahmedabad	15	5	6	4	30
Total	248	66	45	131	490
Total	42%	18%	8%	32%	100%

* Not disclosed – the turn over of the company; however they shared the rest of the information as desired in the questionnaire

Industry Sub – Classification

The Survey captures specific Industry sub classification across Manufacturing and Financial sector on account of its diversity as against other sectors like IT, ITES, Retail, Media & FMCG and Infrastructure.

Industry Sub – Classification (Manufacturing)

City	Engineering	Industrial	Food Processing	Others	Sample Targeted
Mumbai	4	10	4	2	20
Delhi	2	11	4	3	20
Kolkata	2	11	1	1	15
Bangalore	3	10	-	2	15
Chennai	4	8	3	-	15
Hyderabad	2	7	1	-	10
Pune	1	9	2	3	15
Ahmedabad	1	2	2	-	5
Total	19	68	17	11	115

Industry Sub – Classification (Financial Services)

City	Finance	Banks	Insurance	Securities	Others	Sample Targeted
Mumbai	5	8	12	5	-	30
Delhi	1	4	3	2	-	10
Kolkata	2	2	3	1	2	10
Bangalore	1	3	3	3	-	10
Chennai	3	2	4	1	-	10
Hyderabad	2	3	3	2	-	10
Pune	-	2	1	1	1	5
Ahmedabad	2	1	1	1	-	5
Total	16	25	30	16	3	90

Hiring Across Functions:

The tables below indicate the percentage of the responses taken against specific functions for Hiring Intentions.

Quarter 1

Hiring across various functions/ city	Sample Targeted	% of responses against specific function							Total
		Mktg.	IT	Prdn.	Others	Fin.	Admn.	HR	
Mumbai	85	8%	3%	3%	3%	0%	3%	2%	22%
Delhi	80	6%	3%	2%	1%	1%	1%	1%	15%
Bangalore	85	2%	2%	2%	2%	1%	1%	1%	11%
Kolkata	45	2%	3%	2%	3%	3%	0%	0%	13%
Chennai	55	3%	3%	2%	0%	2%	1%	0%	11%
Pune	50	5%	0%	2%	1%	2%	1%	0%	11%
Hyderabad	60	2%	3%	1%	1%	2%	1%	0%	10%
Ahmedabad	30	3%	1%	3%	0%	0%	0%	0%	7%
Total	490	31%	18%	17%	11%	11%	8%	4%	100%

Quarter 2

Hiring across various functions/ city	Sample Targeted	% of responses against specific function							Total
		Mktg.	IT	Prdn.	Others	Fin.	Admn.	HR	
Mumbai	85	5%	3%	4%	4%	2%	3%	2%	23%
Delhi	80	4%	3%	2%	2%	1%	1%	1%	14%
Bangalore	85	3%	4%	2%	3%	1%	1%	0%	14%
Kolkata	45	2%	1%	2%	1%	1%	0%	0%	7%
Chennai	55	2%	2%	1%	1%	1%	0%	0%	7%
Pune	50	3%	1%	3%	0%	1%	1%	0%	9%
Hyderabad	60	3%	3%	3%	2%	2%	1%	1%	15%
Ahmedabad	30	3%	1%	1%	3%	1%	2%	0%	11%
Total	490	25%	18%	18%	16%	10%	9%	4%	100%

Quarter 3

Hiring across various functions/ city	Sample Targeted	% of responses against specific function							Total
		Mktg.	IT	Prdn.	Others	Fin.	Admn.	HR	
Mumbai	85	7%	4%	3%	1%	5%	4%	3%	27%
Delhi	80	4%	3%	2%	3%	1%	1%	0%	14%
Bangalore	85	1%	3%	2%	3%	1%	0%	0%	10%
Kolkata	45	2%	1%	3%	0%	0%	0%	0%	6%
Chennai	55	1%	2%	2%	2%	1%	1%	1%	10%
Pune	50	4%	3%	2%	0%	1%	2%	1%	13%
Hyderabad	60	2%	3%	2%	2%	1%	1%	1%	12%
Ahmedabad	30	2%	2%	2%	0%	0%	1%	1%	8%
Total	490	23%	21%	18%	11%	10%	10%	7%	100%

Quarter 4

Hiring across various functions/ city	Sample Targeted	% of responses against specific function							Total
		Mktg.	IT	Prdn.	Fin	Admn.	Others	HR	
Mumbai	85	8%	4%	3%	4%	4%	1%	2%	27%
Delhi	80	4%	3%	2%	1%	1%	1%	0%	13%
Bangalore	85	1%	1%	0%	1%	0%	0%	1%	4%
Kolkata	45	1%	4%	2%	2%	0%	2%	0%	10%
Chennai	55	1%	2%	3%	1%	1%	2%	1%	11%
Pune	50	4%	3%	3%	1%	2%	0%	0%	13%
Hyderabad	60	4%	2%	2%	1%	1%	1%	1%	13%
Ahmedabad	30	2%	2%	2%	1%	1%	1%	1%	9%
Total	490	25%	21%	18%	12%	10%	8%	6%	100%

Employment Outlook Growth in Retail, Media & FMCG

The table below indicates the break down for individual specific sector wise employment growth increase for the Retail, Media & FMCG.

Sector	Samples Targeted	Increase	Decrease	Remain Same
Retail	15	27%	0%	3%
Media	10	17%	0%	3%
FMCG	25	40%	0%	10%
Total	50	84%	0%	16%



Putting India to Work

About TeamLease Services Private Limited

TeamLease Services Pvt. Ltd, (Bangalore based) India's largest staffing solutions firm and the Number 1 player in the temporary staffing industry today. TeamLease Services, in a short span of time, has become one among the country's top 5 players in the Permanent Recruitment space as well. The organization is currently the second largest private sector employer poised to be the largest by 2007.

In the permanent recruitment domain, TeamLease Services provide *executive search, database selection, advertised selection and turnkey solution*, with domain experts to anchor specific industry verticals. TeamLease Services head quartered in Bangalore, operates out of 18 other locations across India.

TeamLease adopts a holistic approach to develop company specific staffing solutions that are highly research oriented with process capabilities and a strong technology platform. Our approach is derived from organizational experience and is customized to client needs.

The explosive growth of TeamLease is attributed to the ability to leverage on its national presence and its people & technology platform. The combination of people, technology and focus enables TeamLease to deliver on its committed objective of value creation for all its clients.