

## TeamLease releases Annual Temp Salary Primer 2008

*Communications, IT and ITeS lead all other industries both in hiring and rewarding in 83% of all cities and domains; Temps employed in the IT industry provide a maximum of 33% cost savings to the employers by replacing the permanent staff ; Bangalore, Mumbai, Kolkata and Delhi pay the best salaries in temping with Bangalore paying the most in IT and HR, Mumbai in Engineering and Delhi in Sales Ø The best wage hikes are offered by Ahmedabad, Bangalore, Delhi and Mumbai*

Bangalore, Karnataka, IND, 2008-04-01 17:04:25 (IndiaPRwire.com)

TeamLease Services, country's largest staffing solutions company and the pioneers of temporary staffing in India, today announced the release of their TeamLease Annual Temp Salary Primer 2008. The report is a comprehensive study on salary trends and data for temporary staff working across more than 200 profiles and 10 industry domains in 12 major locations in India. The Temporary Primer serves as a guide for both job seekers and employers alike to match talent, experience and compensation.

**According to Rajesh A.R, Vice-President, Temporary Staffing, TeamLease Services,** "There are worries that global problems will slow down India's meteoric job creation, but we disagree and are optimistic about 2008. It is a year in which policy will align with the private sector to tackle the problem of unemployability and give people the skills to access to the salaries and jobs this document represents. The documents highlights the continued higher returns to skills that is accelerating the privatization of skill development."

"This year we have taken a fundamentally different approach to constructing the report. The Primer goes beyond reporting just the salary data and includes salary trends and industry specific profiles for which salary data is reported across cities. The Compensation Trend Analysis section has been brought to the fore and salary data, pivoted on industry, has been compiled into a Ready Reckoner," adds Rajesh.

The document represents the fourth year of the publication of the Primer and reflects the maturation of the organized temporary staffing industry in India. TeamLease's employees in 670 locations and 1000 clients uniquely position them to compile, analyze and present this data. The report covers 10 key industry verticals that have active temporary staffing practices namely **Agriculture, BFSI, Communications, FMCG, IT, ITeS, Manufacturing, Consumer Durables, Retail and Hospitality.** The functional domains covered are **Accounts, Administration, Engineering, Human Resources (HR), Information Technology (IT) and Sales.** The locations covered in the study are **Ahmedabad, Bangalore, Chandigarh, Chennai, Delhi, Hyderabad, Indore, Kochi, Kolkata, Mumbai, Panjim and Pune.**

The report also states that Temp and Perm salaries broadly follow trends similar to those witnessed last year. In general, salaries on the two sides are seen to be converging. ***The convergence is sharpest in case of the 0 to 1 year and 1 to 3 years experience categories. The variance between Temp and Perm salaries has considerably narrowed this year for the 3 to 5 years experience category and this gap also might close soon, states the study.***

### Compensation Trend Watch - Citywise

## **New Delhi**

Ø Graduates with less than 3 years of experience obtain the best wage hikes in the engineering domain

Ø Agriculture, Manufacturing and Retail give the lowest salary hikes across Qualification and Experience categories in the engineering domain

Ø In the IT domain in New Delhi, Communications, FMCG and Information Technology offer the best wage hikes while Consumer Durables offers the least

Ø In the accounts domain, while graduates record impressive growth figures across industries ranging between 12% and 18%, the other two categories (undergraduates and postgraduates) significantly under perform

## **Mumbai**

Ø A well distributed pattern marks Mumbai's accounts domain with a sizeable number of profiles getting rewarded with wage hikes of 12% and more

Ø In the administration domain, while experience is rewarded across 6 industries, about 4 - Consumer Durables, Information Technology, ITeS and Manufacturing - pay those with less than a year's experience

Ø In the IT domain, the 0 - 1 year's experience category leads other experience categories by a significantly wide margin. In most industries that it leads the other categories, the growth rates are 12% or more.

Ø Raises vary around 12% for Graduates and Postgraduates in the BFSI, Information Technology and ITeS industries in the sales domain. These sectors pay well - 14% or more - across experience categories.

## **Bangalore**

Ø In the accounts domain, the 1 to 3 years experience category - and, in some cases, the 0 to 1 year experience category - recorded growth rates well above 20% in almost half of the industries covered in the city

Ø In the administration domain, there are a few instances where undergraduates get represented - in Consumer Durables, FMCG and ITeS - and they manage to rake in a decent hike, on par with those better qualified

Ø In the engineering domain, Technology industries and Retail dominate the show with a salary hike rate of about 20% or more

Ø Graduates with 1 to 3 years of experience lead the rest of the job profiles in the IT domain

## **Ahmedabad**

Ø In the accounts domain, Retail, Information Technology and BFSI record best growth in salaries among the 9 industries covered in Ahmedabad

Ø Temporary employees in the administration domain in ITeS and Communications reflected the best increments while Agriculture, BFSI

Ø and Consumer Durables lag behind the rest

Ø In the IT domain, Information Technology salaries grow at a marginally higher rate compared with that of HR but lag significantly behind Engineering

### **Chandigarh**

Ø Across Qualification and Experience levels - the accounts domain maintains a

Ø hike in salary close to 15% - while varying in a few percentage points. With growth rates between 7% and 12%, Undergraduates under-perform as compared to better qualified counterparts

Ø In the Engineering domain, while the lead is shared equally by the three experience level categories, the 0 to 1 year category garners all the highest wage hike opportunities

Ø The sales domain displays sharp, 20% to 25% peaks for select profiles and well

Ø below 15% to 10% for a few not-so-deserving profiles

### **Chennai**

Ø Graduates make a clean sweep in the Engineering domain and are matched by other categories in just about two industries

Ø In the HR domain, Information Technology and ITeS continue to be aggressive in salary hikes and are the only industries with rates that are distinctly higher than or equal to 12%, across Qualification and Experience categories. The 1 to 3 years experience category leads across industries with a hike greater than 12%, the lone exception being Manufacturing where the growth is a shade lower.

Ø Most industries cross the 14% growth rate level in the Sales domain, especially in case of Graduates and Postgraduates. BFSI, FMCG and Manufacturing reward staff on par with technology industries. Consumer Durables and Retail lag behind.

### **Hyderabad**

Ø Graduates are given the best salary hikes across industries in the Accounts domain and those with 0 to 1 year experience lead in 5 out of 8 industries

Ø The Administration domain is characterized by growth rates well below 15% across Qualification and Experience categories with the exception of ITeS

Ø The Engineering domain, in general, offers better raises across categories - this is especially true of technology industries

Ø Salary raise varies widely about the 15% levels in case of Sales - most industries breach the level for at least one Qualification category. Consumer Durables fails to make this cut. A 20% raise seems aspirational for most industries since few succeed crossing this benchmark.

### **Kolkata**

Ø Graduates and Postgraduates - those with more than a year's experience - get rewarded well in the Accounts domain with growth rates usually exceeding 10%

Ø Administration rewards fairly well too and prefers Graduates a bit more than other Qualification profiles. Accordingly, Graduates garner a 10% or better hike in salary

Ø Engineering does not reward too well except in case of technology industries - especially, Communications. Communications pays well above 15% hikes across Qualification and Experience categories - a sole exception being the 0 to 1 year experience category, which manages to get a 13% raise. Agriculture, BFSI and Hospitality give away the least wage hike rates.

Ø Except for Consumer Durables, HR pays fairly well - a bit over 12% in most cases and especially for better qualified and experienced candidates

### **Pune**

Ø In the accounts domain, graduates lead in 4 of the 7 industries and record a growth rate of 10% to 14% across 5 industries. Postgraduates show a steady growth rate of a little more than 10% in all but one sector - Manufacturing

Ø The Administration domain registers impressive gains - ranging between 10% and 16% - across all industries except Agriculture and BFSI

Ø Graduates and Postgraduates stand on par in the Engineering domain with growth rates mostly bordering on or exceeding 12%

Ø Wages grow at a rate between 10% and 16% in the HR domain, with Graduates leading by 2 to 4 percentage points over Postgraduates in 3 of the 4 industries

Ø The IT domain is characterized by high wage growth in the BFSI, Communications and Information Technology sectors. Manufacturing follows - a distant 4th - while the rest of the three that lag behind are on par with each other

### **Panjim**

Ø Growth rates remain well below 15% in the Accounts domain for most profiles except Graduates and almost all industries are on par with each other

Ø Extremities mark the Administration domain with Graduates and Postgraduates reaching out to

hikes 15% and beyond, across many industries

Ø The high degree of variance seen in the Administration domain finds itself repeated in Engineering as well. Information Technology, ITeS and Manufacturing lead the rest by a significantly high margin.

Ø Postgraduates with 3 to 5 years experience establish a clear lead over all other profiles in the IT domain, though the Graduates with 1 to 3 years experience category is a close second.

## **Kochi**

Ø Wage hike is distributed across Qualification and Experience categories with apparently no specific preferences in the Accounts domain. Salary growth rates vary quite widely between 8% and 16%. Information Technology and Retail lead with hikes better than 10% while Consumer Durables trails behind all other industries.

Ø Relatively low growth rates, mostly varying between 8% and 10%, characterize the Administration domain

Ø Industries in the Engineering domain are polarized into two groups - one offering hikes generally equal to or below 10% (Consumer Durables and FMCG) and the other (BFSl, Communications and ITeS) offering hikes well above this level.

## **Indore**

Ø Growth rates vary all the way from 6% to 17% in the Accounts domain

Ø The Administration domain is marked by a more consistent trend in salary growth across industries and across job profiles. While a 10% wage hike is the level, rates vary about, there are sporadic instances of the rate going way below or above this level.

Ø Salary hikes in the Engineering domain vary between 10% to 12% band, though they hardly fall below 8% and rise above 15%

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## **About TeamLease Services Private Limited**

TeamLease Services (TeamLease&trade;) is India's largest Staffing Solutions company - a pioneer and market leader in the Temping (temporary staffing) industry today. Having pioneered the concept of Temporary Staffing in India, it has bridged the gap between industry and thousands of aspiring candidates. TeamLease is currently one of India's largest private sector employers. We currently have over 85,000 employees in over 670 locations across the country for more than 1000 clients. Clients, Associates and Candidates are serviced through our 24 offices and our proprietary web-based Temp Network (TLNet) at [www.teamlease.com](http://www.teamlease.com)

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