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How are companies Hiring during COVID-19?

Businesses are prioritizing roles to hire

39% Continue as planned (April'20)
21% Continue as planned (Oct'20)
6% Hiring only for critical roles (April'20)
53% Hiring only for critical roles (Oct'20)
4% Withdrawn job offers (April'20)
3% Withdrawn job offers (Oct'20)
51% Hiring freeze (April'20)
23% Hiring freeze (Oct'20)

■ April'20 ■ Oct'20
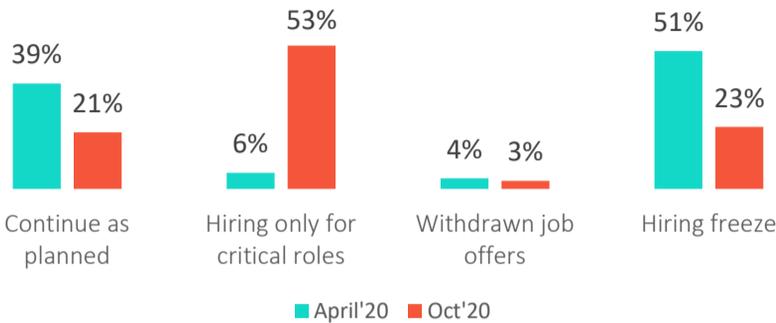
Businesses have made substantial change in their approach to Hiring. While percentage of businesses who continue hiring as planned has come down compared to April'20, **(39% to 21%)**, **53%** of the respondents have started hiring for critical roles indicating major change in strategy, bringing down Hiring freeze numbers by 28%.
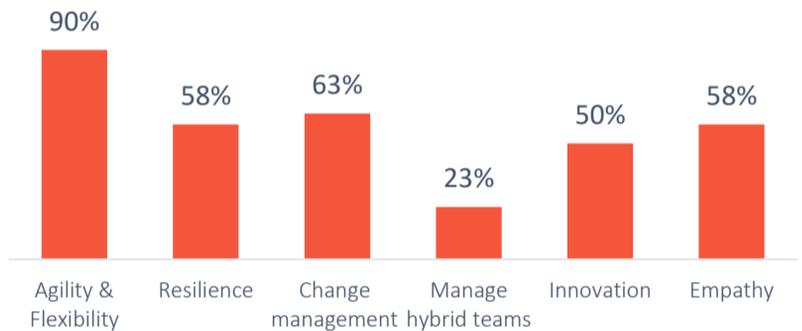
Which sectors are hiring?

Chemical & Pharma and Consumer Goods industries are still actively hiring.

What are hiring managers looking for?

Businesses are looking to hire candidates with strong leadership competencies to lead and manage teams in similar crisis.

Agility and flexibility emerged as top competencies **(90%),** followed by **Change Management (63%)** and **Resilience & Empathy (58%)**

90% Agility & Flexibility
58% Resilience
63% Change management
23% Manage hybrid teams
50% Innovation
58% Empathy

Virtual Hiring through COVID-19 and beyond

Undecided 40%
Investing in Virtual Hiring Capability 22%
Not investing in Virtual Hiring Capability 38%

1 in 5 businesses (22%) are enhancing their virtual hiring capability with the latest AI technologies.

The pandemic gave new impetus to AI and Big data based hiring technology. With the emergence of Recruitment as a Service (RaaS), businesses are looking to save hours of productive time and reduce "Time to fill" by adopting AI based hiring solutions.
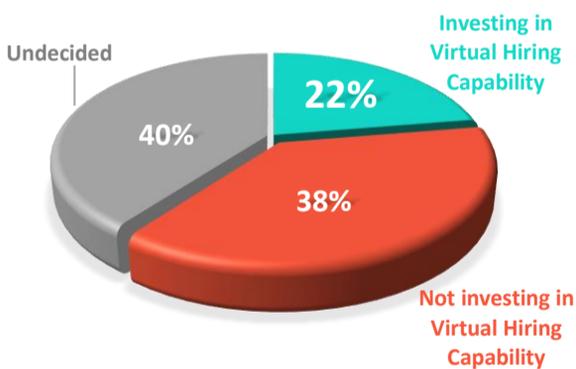
Downsizing Decisions

63% businesses have no plans of downsizing in future- possible signs of business recovery.

1 in 3 businesses surveyed (36%) have either implemented or plan to implement layoffs/ job cuts in the near future. For such companies, the workforce reduction percentage range is between 1% - 15%.

Consultancy, IT & Telecommunication businesses are most affected by job cuts followed by Engineering & Manufacturing businesses in the Manufacturing sector.

68% No layoffs / job cuts planned (April'20)
63% No layoffs / job cuts planned (Oct'20)
25% Layoffs / job cuts in the pipeline (April'20)
28% Layoffs / job cuts in the pipeline (Oct'20)
7% Implemented layoffs / job cuts (April'20)
8% Implemented layoffs / job cuts (Oct'20)

■ April'20 ■ Oct'20

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