





Industry Facts



Compounded Annual Growth rate of 24% Contributing to 5.6% of the Country's GDP



Direct Employment of **5 Million** and Indirect employment to **12 Million**



Broad Segments: IT Services, Software Products & Engineering services, ITES (BPO) and Hardware



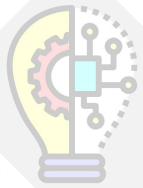
The revenue from IT services constitutes about 50% of the total industry revenues.



While IT services continue to be the largest contributor, the ITeS segment has grown faster over the last five years



Industry Trends



Technologies

Artificial Intelligence (AI) and Machine Learning (ML) Robotic Process Automation (RPA) Edge Computing



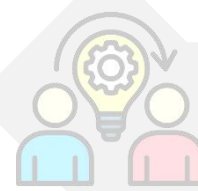
Skilling

1 Billion to be Reskilled with the rapid emerging technologies (Techno functional Experts)



Talent

A vision that unlocks potential through values, partnership, wellness, agility and energy

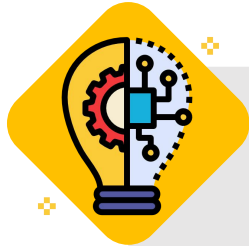


Organization

Ensuring workforce diversity and pay equity. Increased remote working. Employees working beyond retirement age. Increase in "quiet quitting, Redesigning work using AI / automation to reduce people dependence

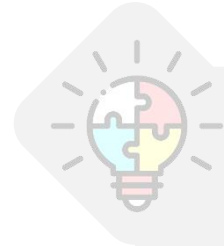


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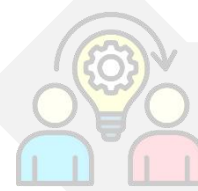
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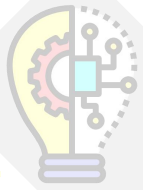


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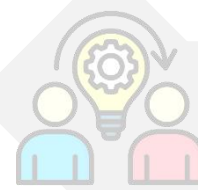
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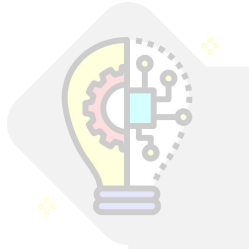


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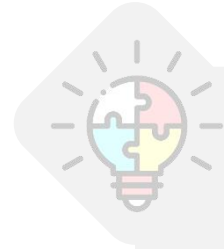


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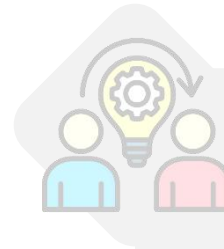
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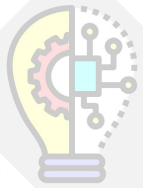


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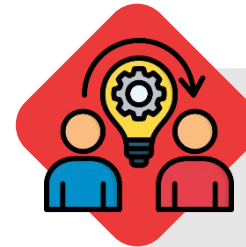
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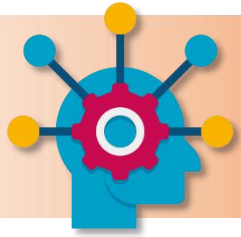
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Industry Practices





Ensure you
have the right
skills to fuel
your Business
Strategy

Increase supply and Decrease demand

DECREASE DEMAND

By deconstructing jobs into tasks, automating parts of jobs, redesigning jobs and redesigning work models (location, job sharing, etc.) to make it easier to find people to do the tasks needed

Ensure you have the **right skills** to fuel your **Business Strategy**

INCREASE SUPPLY

By accessing non-traditional talent pools, reskilling/upskilling and redeploying existing talent, rebalancing the employee value proposition to attract new talent, and considering co-opetition and talent sharing

[The Future of Work: Are we Prepared - YouTube](#)



Future of Talent



Fundamental Shift in the Industry

20th century: Retain

Loyalty contract

Basic needs: Pay, Benefits, Security

If we provide a fair deal, employees will stay

Pay and benefits for time and output

Recent past: Motivate

Engagement contract (work and workplace centered)

Psychological needs: Achievement, Camaraderie, Meaning

If we provide enriched jobs, employees will be engaged

[The future of HR: From flux to flow - YouTube](#)



Thank You

