

Talent Attraction & Retention

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XIND

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India – snapshot

- ❑ **Population:** 1,112 million
- ❑ **World's 4th largest economy**
- ❑ **3rd fastest growing economy**
- ❑ **GDP Growth:** 8% approx
- ❑ **Composition of GDP**
 - Services: 56%
 - Industry: 22%
 - Agriculture: 18.5%

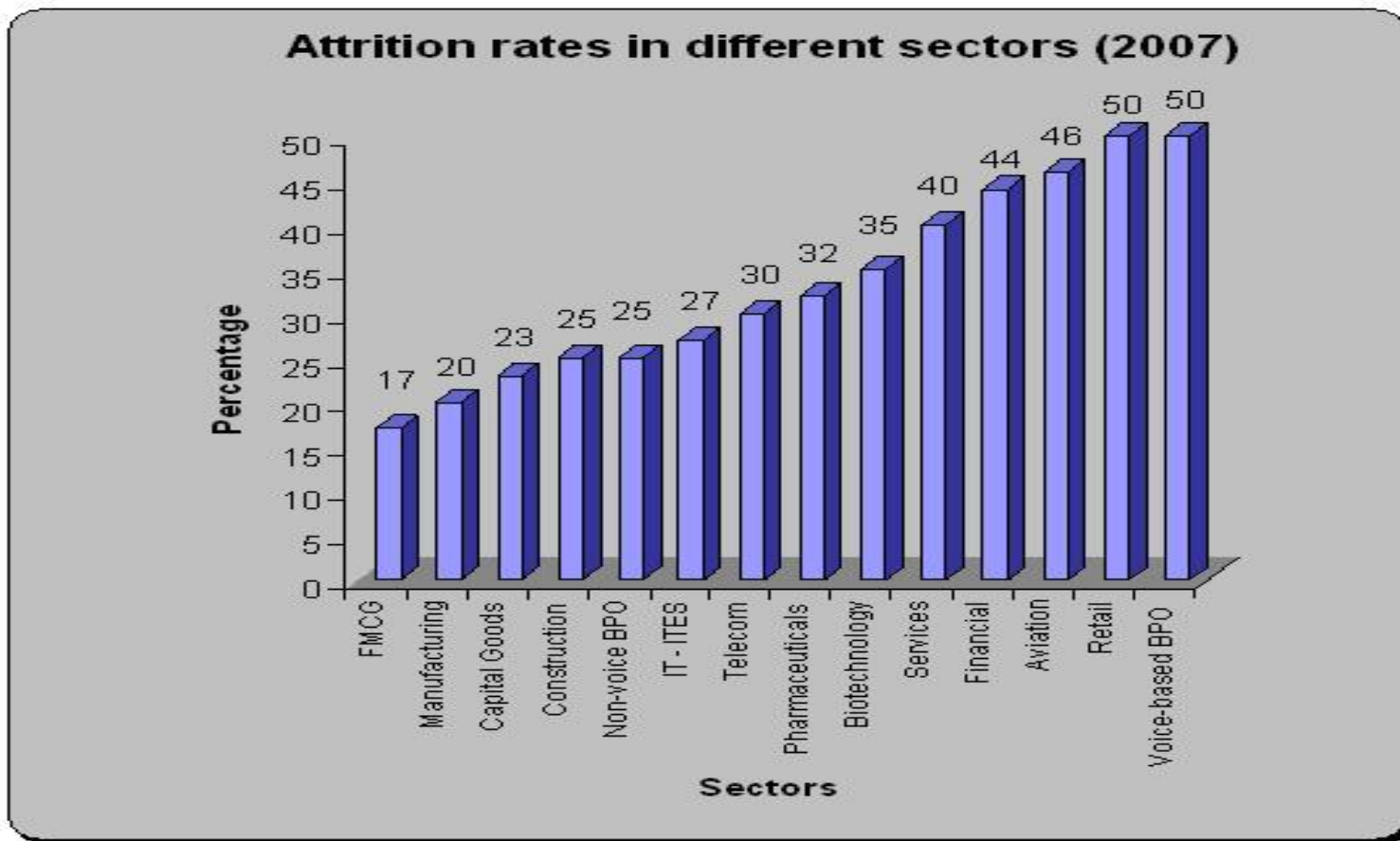
India has approximately 3,500 engineering colleges, with over 450,000 engineers graduating every year.

India's Economy has grown by more than 9% for three years running Current GDP

Source- Maintained by FICCI-BISNET

India – snapshot

Make every connection matter



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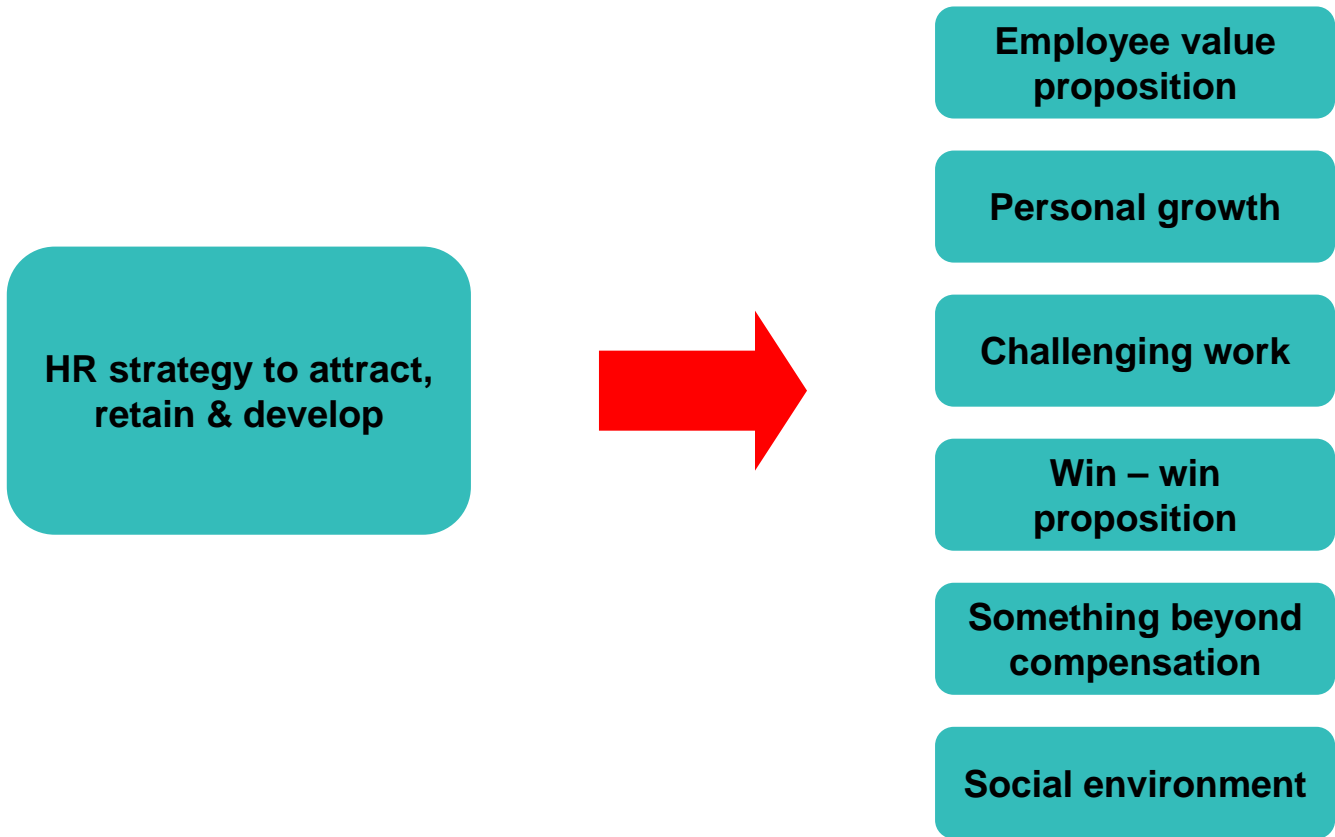
What's changing

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“War for talent” has become more complicated due to intensifying labor market competition and increasing workforce complexity

Economy	Supplier driven	Buyer driven
Scope of competition	Local players	Global hyper competition
Economy drivers	Large industrial firms	<ul style="list-style-type: none">• Innovative entrepreneurial knowledge-based firms• Service sectors
Engines of growth	Capital	People, knowledge, and capability
Scarce resource	Financial capital	Human capital

Changing demands of knowledge workers



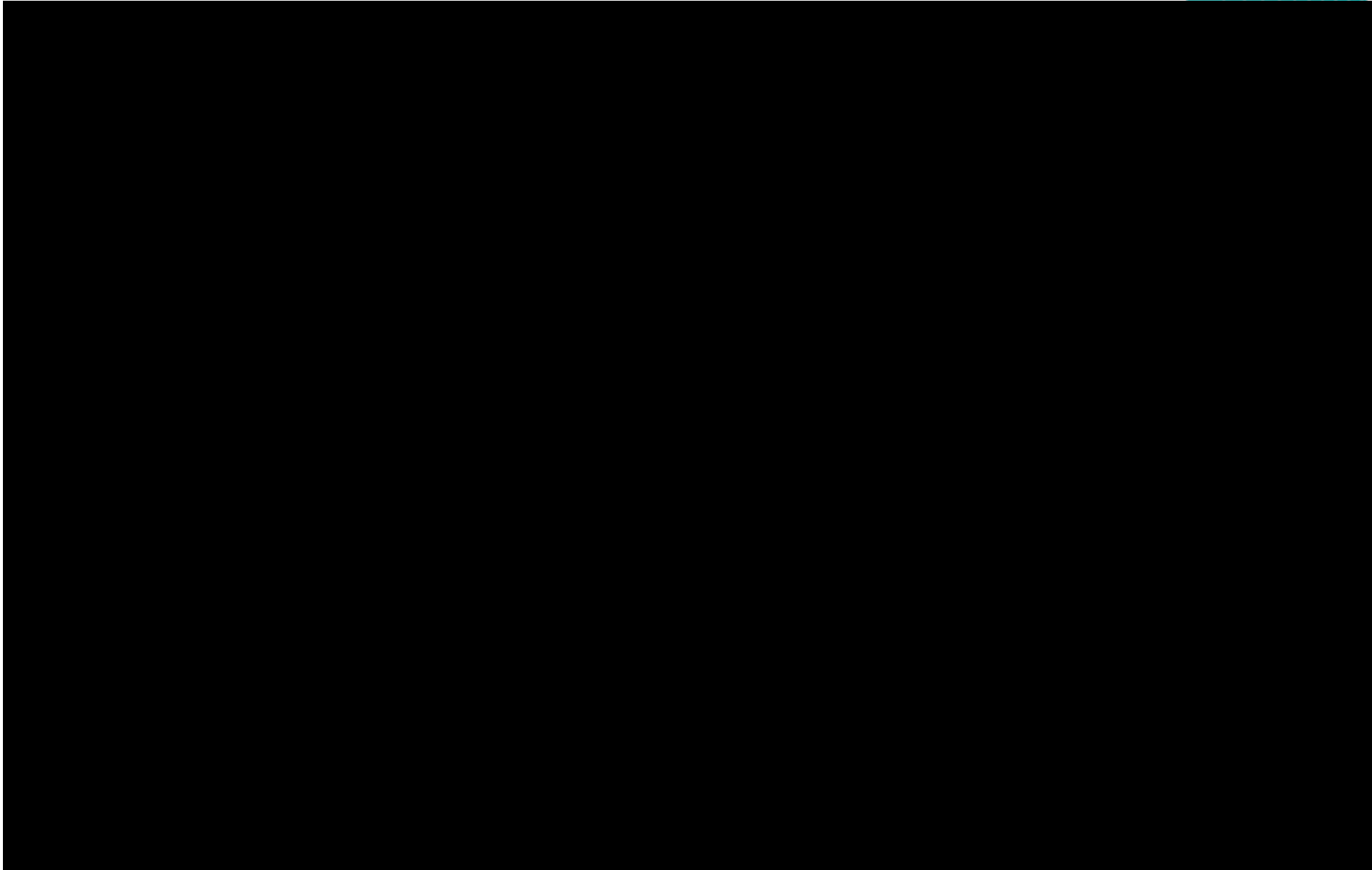
Today's knowledge workers demand more...and they have options

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Xerox... A great journey through time...

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Evolution

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**Photocopier
company**



**Services
company**

Challenges

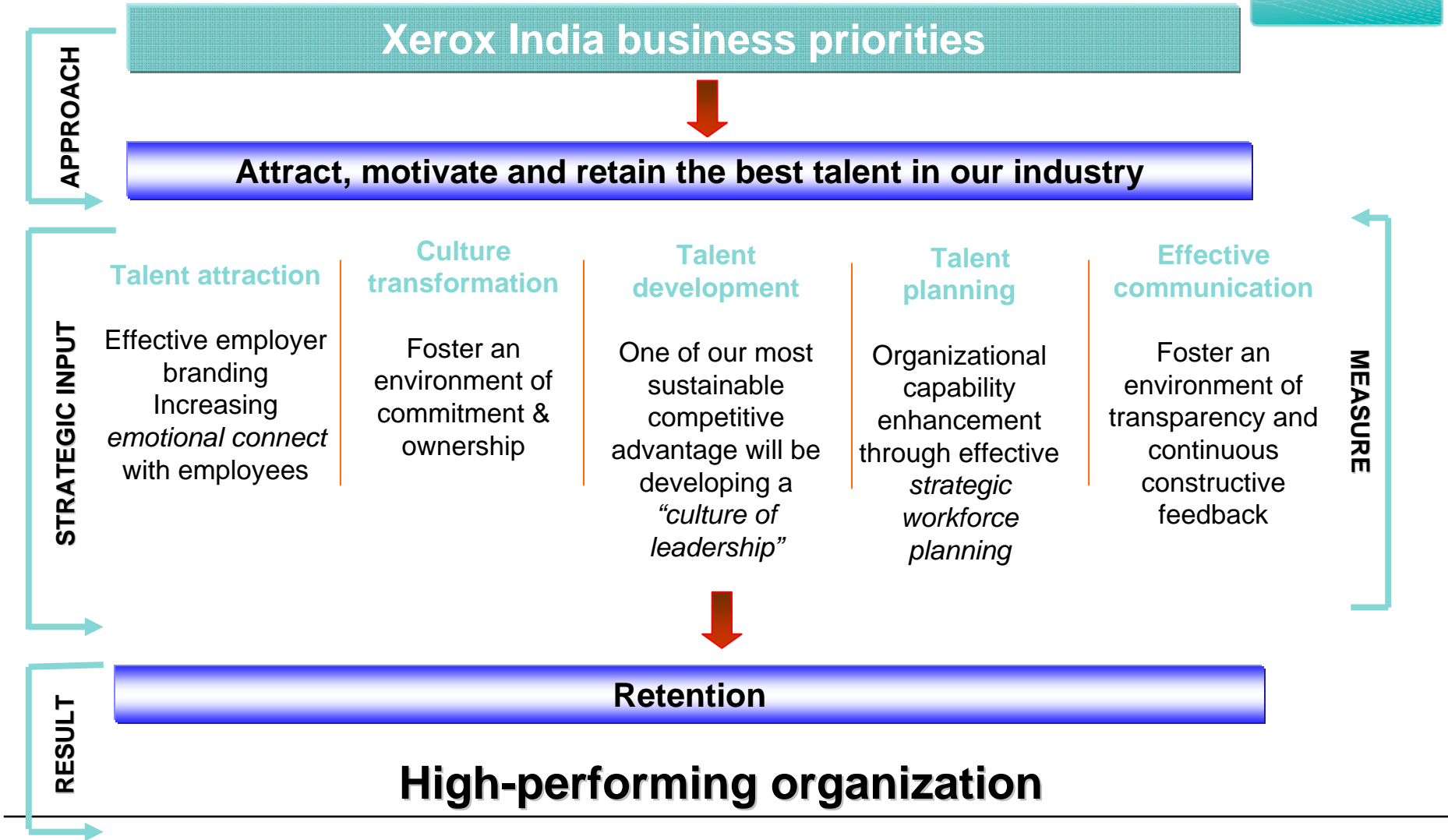
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- ❑ **Required radically different skill set within the organization**
- ❑ **Sustain our No. 1 position in the industry while trying to establish ourselves in new sectors**
- ❑ **Attract talent where foothold was not strong yet and competition was fierce**

The only way to succeed was...."ATTRACT, DEVELOP, RETAIN"

Our approach

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Thank you

