

# HR OUTLOOK 2019



**Shantanu Das**  
CHRO, Amway India

In 2019 millennials will continue to transform the hiring process and engagement policies. For them, flexibility at work and sustainable practices go hand-in-hand with work-life balance and focused career development.

**Rajeshwar Tripathi**

CPO, Mahindra & Mahindra

Gen Y & Gen Z now form a significant percentage of the workforce. To engage multi-generational & diverse workforce the companies will have to redefine & evolve their Employee Value Proposition.



With the growing demand for employable professionals across sectors, flexi staffing industry is set to complement the industrial growth in 2019 through efforts to align skills program to employment needs across industries.

**Suchita Dutta**

Executive Director,  
Indian Staffing Federation



**Phanindranath Kakarla**

Head-HR, Edelweiss Group

Technology is not just a tool, but a way of life going forward - developing and strengthening teams to be nimble enough to leverage any technology (AI, Machine Learning, Robotics Process Automation, etc.) for various processes is going to be a trend.



**Ketan Kapoor, CEO, Mercer-Mettl**

Well, good news for job-seekers! There will be an increase in average hiring volume from 25% in 2018 to 31% in 2019. Hiring will be a trend in all the key sector like Technology, BFSI, Healthcare, Manufacturing and Retail. However, as per the survey results, the top 3 sectors that will do high-volume hiring (more than 500+ employees annually) would be BFSI, IT & Retail. In BFSI sector around 42% of companies will hire more than 500+ employees in 2019. And in IT sector 33% of organizations will hire around 500+ employees this year.

**Sandeep Kohli, Partner and Talent Leader, EY India**

With digital disruption transforming the business landscape, the hiring has augmented significantly in this space. In 2019 the hiring is expected to grow in domains ranging from analytics, new technology solutions, Cybersecurity, artificial intelligence, Blockchain, tax technology and automation. The hiring is bound to grow in Tax, Transactions, Assurance, Forensics with digital-and analytics led strategy.



**Kamalika Bhattacharya**

Co-Founder, Quodeck

In 2019, the major thrust among businesses will be towards driving adoption of corporate learning through technology among their employees and partners. Early adopters of HR Tech now have large data sets about their employees and will leverage on analytics to drive productivity and improve employee engagement.



**Venkataramana B**

Group President- HR, Landmark Group India

Big MNCs lined-up and existing players flexing their muscles to bring on-board latest technologies like AI, Machine Learning, IoT, Chatbots, predictive analytics in an omnichannel world, there would be a growing need for people with specialized skills and knowledge. This would also mean a growing interest for talent movement across geographies and functions to fill any void.