

Senior executives not averse to switching jobs

More than 80% of senior executives in India are willing to make career changes – which is being viewed positively by the corporate sector

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As many as 83% of senior executives in India are willing to make a career move in 2013. This is the highest globally, with the US at 63%, China at 54% and Europe with just 36% people looking to move this year, the BlueSteps Global Executive Outlook Report 2013 has said.

Executives in India also report the most positive attitude regarding the executive job market, with 73% of executives harbouring a positive outlook.

The fact that such a large percentage of senior level professionals are willing to change jobs, shows a dramatic change in perception about senior executive mobility in India. Earlier, shifting jobs or pursuing diverse career goals was considered to be a negative and unrewarding career move.

“However, with globalisation and integration of global workforce, job changes are seen as a trait of experimental learning. In fact, job switching has become a common trend in order to reach the top levels of leadership. About 80% of senior level executives who changed jobs in the last three years, have stated better prospects as a key rea-



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son for their decision,” says Satya D Sinha, CEO, Mancor Consulting.

“The job movement at senior levels has been increasing at an annual rate of 15% each year,” says Sinha. This is an alarming trend for corporates who are spending huge amounts on getting good talent on board.

Along with this, the “present slowdown in the global as well as the Indian economy has resulted in corporates requiring highly capable leaders to navigate companies, even more so than before. Hence, non-performers or leaders who are out of sync with the changing dynamic environ-

ment are being released and younger and fresher leaders hired,” points out Rajiv Burman, managing partner, Lighthouse Partners.

Some of the key sectors that have seen major movement at senior levels have been in FMCG, telecom, services and manufacturing.

“According to a recent study the average time a CEO spends at his job today is at an all-time low of two to three years. This indicates that the slowdown is definitely having an impact on length of tenure of a CEO in the organisation,” adds Ronesh Puri, MD, Executive Access.

Expectations from candidates have also increased multi-fold, and not everyone is able to deliver to new emerging demands. “Job deliveries are tougher, expectations are higher, and patience levels of companies has gone down. So, eventually the push factor for candidate has increased,” he adds.

“The Indian hiring market is moving as per international trends where along with strategy, there is very focused execution required; hence only those top managers who can strategise as well as implement will be in demand in the coming years,” says Burman.