

SLOWDOWN NOTES

India's hiring style goes minimalist and functional

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NEW DELHI: Q: Is there a vacancy?

A: It depends on who is asking.

If you have made a mark as a strong performer despite tough conditions and the economic slowdown affecting almost all sectors in India, job offers will come to you, head-hunters say. The flip side: the doors are open for deadwood in a corporate sector that's measuring the money it pays out.

While the big picture is that hiring has taken a hit as a loan

squeeze and high inflation restricts the economy, companies are now more proactive than ever before when it comes to key "replacement hiring" – and this is about recruitment for key posts, without increasing the total headcount.

Such hiring is happening more in middle and senior levels, recruitment executives say.

So, if an employer feels that you are not being able to do justice to your job, you may be handed over the pink slip – and a replacement hired.

"The slowdown is definitely there and in such times there is greater urgency among companies undertaking a



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reshuffle. And the trend shows that replacement hiring is far higher than expansion

hiring," Ronesh Puri, managing director, Executive Access, told *HT*.

"If we find a person not being able to deliver, we do not hesitate in replacing him," said a senior HR executive at a large multinational.

"Companies will still try and keep costs under control and in these cases, chances are that the in-house human resource teams would try and put their own people in these slots.

In several cases, they would try and promote executives (from within)," said Rajiv Burman, managing partner at Lighthouse Partners.