

INDIA'S TOP RECRUITERS

Cognizant tops ET India's Top Recruiters Study; Wipro, Deloitte, HCL, ICICI Bank and KPMG in top five

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Mumbai/New Delhi

In a testimony to the growing demand for topnotch MBA talent, India Inc's top recruiters have stepped up campus hiring by as much as 33.5%, an exclusive ET survey has revealed.

Ten of India's biggest recruiters hired a total of 1,033 MBAs from 22 top business schools ET surveyed for this study. Around 774 graduates were picked by the top ten recruiters across 21 B-schools the previous year.

These numbers, in absolute terms, reflect what is easily the most aggressive MBA talent drive in the five years that the ET India's Top Recruiters study is being conducted.

Cognizant retained its first place for the third year running, making as many as 192 offers at these campuses. Three other companies — Wipro, Deloitte and HCL — made over 100 offers. Last year, only two companies had made offers in excess of 100.

The ET top 10 recruiters survey results are based on data from IIM Ahmedabad; IIM Bangalore; IIM Calcutta; IIM Kozhikode; IIM Indore; IIM Shillong; IIM Ranchi; IIM Raipur; IIM Udaipur; Narsee Monjee Institute of Management Studies; Indian Institute of Foreign Trade; International Management Institute, New Delhi; Faculty of Management Studies, Delhi; Faculty of Management Studies, BHU; Department of Management Studies, IIT Delhi; XLRI Jamshedpur; XIM Bhubaneswar; SP Jain Institute of Management & Research; IIM Rohtak; MDI Gurgaon; IIM Kashipur and IIM Trichy.

IIT Delhi's Department of Management Studies and IIM Rohtak replaced Jammalal Bajaj Institute of Management Studies this year. There were 21 institutes last year.

With one in every 20-25 technology professionals holding a master's in business administration, Sriram Rajagopal, vice president — HR at Cognizant Technology Solutions, says his

company is probably one of the most aggressive MBA recruiters in India.

Besides the 192 hires across the 22 business schools, the company offered jobs to more than 500 MBAs from the 2015 graduating batch.

"We are in the midst of a once-in-a-decade shift in the technology landscape. This trend is creating significant opportunities for B-school graduates. We believe our industry-leading growth is, in part, a function of our ability to proactively provide solutions to business problems and not just technological capability and this attribute is strengthened by our MBA talent," said Rajagopal.

Following on the heels of Cognizant are Wipro, Deloitte, HCL Technologies, ICICI Bank and KPMG. The first five companies have been regulars on the top 10 list for the past five years.

In fact, the fifth position this year is shared by two. KPMG has made a big-bang entry into the list for the first time to be alongside ICICI Bank. The consultancy firm hired 90 students from the

surveyed schools, and reported a more than 20% overall jump in its MBA intake over the past two years.

"Our MBA intake over the past few years has increased substantially," said Shalini Pillay, head of people, performance and culture at KPMG in India. "This is commensurate with our growth across various services in the advisory space. MBAs, with and without pre-qualification work experience, greatly add to this rich and swiftly growing talent pool of ours."

Rival Deloitte reported a 30% increase in overall MBA hiring over the previous year, taking in 108 graduates at the surveyed schools alone. Wipro said it strengthened its focus on hiring from select B-schools and recruited 127.

HCL and ICICI Bank hired 101 and 90, respectively, from the surveyed business schools.

"Hiring talent from top-tier business schools through campus recruitment, thereby building a talent pipeline to create leaders for tomorrow, has been integral to ICICI Bank's recruitment strategy.

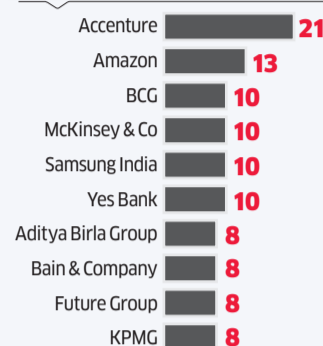
This year, we have recruited 180 students from business schools across the country (including from those the survey has not covered)," said TK Srirang, the bank's senior general manager and HR head.

Accenture and Vodafone enhanced B-school hiring and reported a significant uptick in this year's numbers. Accenture was the top recruiter at the top three IIMs, with 49 offers, of them 21 at IIM Ahmedabad alone.

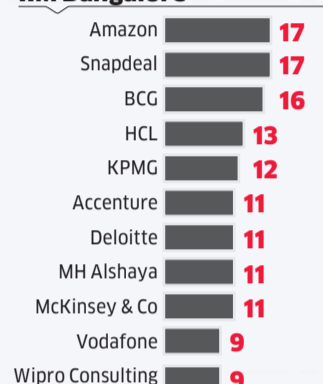
"Yes, we are hiring more MBAs now. We believe that

Hires by top recruiters at top 10 B-schools

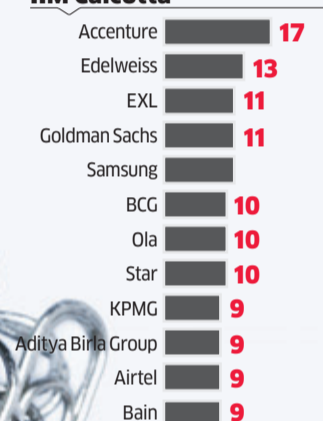
IIM Ahmedabad



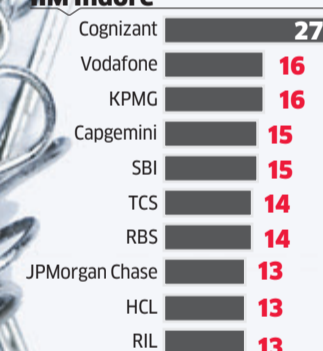
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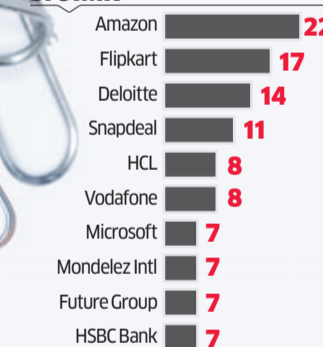
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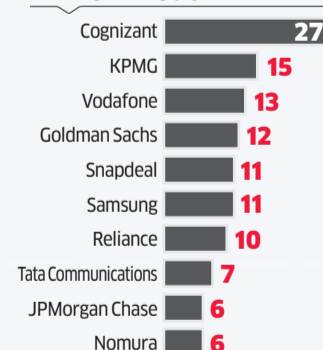
IIM Indore



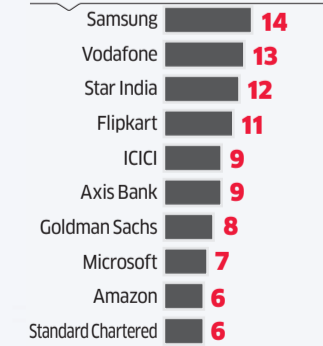
SPJIMR



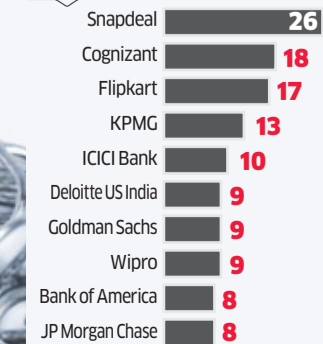
IIM Kozhikode



XLRI



MDI



Hiring Snapshots

The top recruiters at the top 3 IIMs (A, B and C) were the same as last year: Accenture in first place with 49 hires, followed by Boston Consulting Group (36) and Amazon (30). KPMG came in at fourth position with 29 hires; while Samsung and McKinsey tied in the fifth place with 21 hires

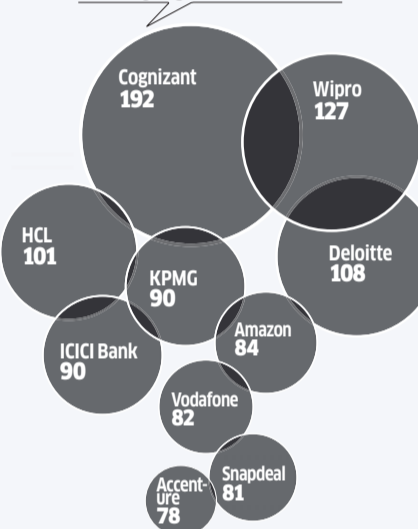
While there was an increase in hiring numbers of regular recruiters, larger batch sizes led to a number of new recruiters entering the fray. XLRI had more than 20 first-timers including Edelweiss, Uber Cabs; at XIM Bhubaneswar, out of 58 recruiters for the flagship BM programme, 23 were new including Spencers. IIM Kashipur had 36 new recruiters including GAIL, Jindal Steel & Power and Maruti Suzuki

Startups, both big and small, flocked to campuses to recruit students. Those doing the rounds included the likes of Housing, Practo, Urban Ladder, Hopscotch, ShopClues, Zovi, AppsDaily, Mera Job India and Wooqr, among others

The pre-placement route gained greater traction across companies this year. Vodafone offered PPOs to 57% interns who did their summer internships with the company this year compared to 37% PPOs in the year 2014. Cognizant gave PPOs to around 50% of its summer interns, while for KPMG, about 30% were made PPOs. Of the 60 candidates BCG onboarded, 31 were PPO holders

While Amazon and Snapdeal picked up a healthy number of students across both IIMs and non-IIMs, Flipkart was conspicuous by its absence among the top 10 recruiters at the IIMs. It, however, recruited as many as 20 students from IIFT Delhi and 17 each from SPJIMR and MDI

TOP RECRUITERS IN 2015



Subros Statement of Unaudited Results (Stand Alone) for the Quarter ended 30th June, 2015

S.NO.	PARTICULARS	QUARTER ENDED		YEAR ENDED	
		30-06-2015 (UNAUDITED)	31-03-2015 (UNAUDITED)	30-06-2014 (UNAUDITED)	31-03-2015 (AUDITED)
1	Sales Qty. (In Nos.)	261403	267029	219505	962,603
	Income from Operations				
	Gross Sales (Inclusive of Excise Duty)	33410	34693	31843	133300
	Less: Excise Duty	4039	4155	3171	14040
a)	Net Sales/Income from Operations	29371	30538	28672	119260
b)	Other Operating Income	151	122	14	455
	Total Income from operations (a+b)	29522	30660	28686	119715
2	Expenses:				
a)	Cost of material consumed	20802	19700	20531	80835
b)	Purchase of stock in trade	0	0	0	0
c)	Changes in inventories of finished goods, work in progress and stock in trade	(818)	1157	(1132)	575
d)	Employees benefit expenses	3065	2701	2958	11598
e)	Depreciation and amortisation expense	2001	1987	2048	7868
f)	Other Expenses	3127	3213	3335	13031
	Total Expenses (a+b+c+d+e+f)	28177	28758	27740	113907
3	Profit from Operations before other Income, finance cost and Exceptional Items (1-2)	1345	1902	946	5808
4	Other Income	20	(39)	197	104
5	Profit from ordinary activities before finance cost and Exceptional Items(3+4)	1365	1863	1143	5912
6	Finance Cost	953	1043	841	3872
7	Profit from ordinary activities after finance cost but before Exceptional Items(5-6)	412	820	302	2040
8	Exceptional Items	0	0	0	0
9	Profit from ordinary activities before tax (7-8)	412	820	302	2040
10	Tax Expenses	11	76	(27)	8
11	Net profit from ordinary activities after tax (9-10)	401	744	329	2032
12	Extraordinary items	0	0	0	0
13	Net profit for the period (11-12)	401	744	329	2032
14	Share of profit of associates	0	0	0	0
15	Minority interest	0	0	0	0
16	Net profit after taxes, minority interest and share of profit of associates (13+14+15)	401	744	329	2032
17	Paid up equity share capital	1200	1200	1200	1200
18	Face value of share (Rs.)	2	2	2	2
19	Reserves excluding Revaluation Reserves as per balance sheet of previous accounting year				30514
20	Basic & diluted earning per share(not annualised) Rs	0.67	1.24	0.55	3.39

S.NO.	PARTICULARS	QUARTER ENDED		YEAR ENDED	
		30-06-2015 (UNAUDITED)	31-03-2015 (UNAUDITED)	30-06-2014 (UNAUDITED)	31-03-2015 (AUDITED)
A	PARTICULARS OF SHAREHOLDING				
1	Public shareholding				
	- Number of Shares	35988600	35988600	35988600	35988600
	- Percentage of Shareholdings	59.99%	59.99%	59.99%	59.99%
2	Promoters & Promoters Group Shareholding				
a)	Pledged / Encumbered				
	- Number of shares	-	-	-	-
	- Percentage of shares (as a % of the total shareholding of promoter and promoter group)	0.00%	0.00%	0.00%	0.00%
	- Percentage of shares (as a % of the total share capital of the company)	0.00%	0.00%	0.00%	0.00%
b)	Non-encumbered				
	- Number of shares	24000000	24000000	24000000	24000000
	- Percentage of shares (as a % of the total shareholding of the Promoter and Promoter group)	100.00%	100.00%	100.00%	100.00%
	- Percentage of shares (as a % of the total share capital of the company)	40.01%	40.01%	40.01%	40.01%

Note: 1) The above results were reviewed by the Audit Committee on 27th July, 2015 and taken on record by the Board of Directors at its meeting held on 27th July, 2015 and a limited review of the same has been carried out by the statutory auditors of the company.
2) Previous year's figures have been regrouped/rectified wherever necessary.
3) The Company's operation comprise of only one segment i.e. parts & components for Automotive Airconditioning systems.

For SUBROS LIMITED
Place : New Delhi
Date : 27.07.2015
(RAMESH SURI)
CHAIRMAN

9.6 million satisfied customers
30 Years of customers delight
30 Years of partnership
REGD. OFFICE : LGF, WORLD TRADE CENTRE, BARAKHAMBHA LANE, NEW DELHI - 110001

MBA talent is extremely important and a key component of our hiring and growth strategy," said Sukhpreet Kalra, associate director, recruitment, for Accenture in India.

Vodafone recruited 82 graduates from the surveyed schools to debut on the list at the eighth position. In all, it hired 145 trainees across Indian B-schools, compared with 114 last year.

Amazon led the ecommerce companies vying for fresh MBA talent, hiring 84 across the schools surveyed and moving to the seventh position from joint ninth last year.

With Snapdeal snapping up the ninth slot and making its debut on the list with 81 hires, India's largest online retailer, Flipkart, missed out on the top 10 rankings by a whisker.

Raj Raghavan, HR director at Amazon India, said the company has seen a 140% increase in its MBA intake over the past two years.

"B-school graduates are a key part of our growth story in India and we are building a leadership pipeline for the future," he said. The company offered roles across operations, consumer business, HR and finance, and around 25% of its MBA hires came through pre-placement offers.

Snapdeal, for the first time, had a large structured B-school hiring plan. It hired for roles in sales and marketing, business strategy, category management, supply chain and product management. "MBA graduates have proven to be better equipped to analyse, interpret and find actionable trends from complex data.

Thus, it is crucial for us to get on board MBA talent for the company's overall business and growth strategy. We have hired around 250 MBA graduates across Indian B-schools this year," said Vice President Saurabh Nigam.

The company created an engagement strategy with identified B-schools before going in for final campus placements by hosting competitions, sponsoring events and holding leaders'

snap sessions. It recruited interns to review the candidate pool at campuses and formalised an onboarding plan for all management trainees.

Companies like Deloitte and Vodafone hired a big chunk of B-school graduates through pre-placement offers (PPOs). "In the last fiscal (year), we had about 288 interns... A majority of them went on to secure PPOs," said SV Nathan, senior director and chief talent officer at Deloitte in India. Out of the 100 B-school candidates Vodafone hired this year, 57% had been through PPOs.

The focus on B-school talent is only going to sharpen for recruiters, the study shows.

Amazon's Raghavan said with India becoming a major growth story for the US-headquartered company, it was looking for top talent from business schools to build a career in Amazon.

"Our commitment towards nurturing and educating MBA talent is long term and for that we would continue to focus on hiring talent that meets our objective of keeping a strong focus towards quality," he said.

RIL, which entered the list last year has dropped out this year, as has Goldman Sachs which was a fixture for the past two years.

With inputs from Brinda Dasgupta