

People Matters, India: Cognizant's VP, Human Resources, Provides Commentary on Shifting Hiring Strategies



"We are witnessing political volatility, business disruptions, socio-economic unrest, accelerating technological changes and changing client preferences, across the world," says **Satish Jeyaraman**. "These changes have had a profound impact in talent acquisition strategies for IT companies."

Excerpts from People Matters' article:

"2018 has been an eventful year for the IT and ITES sector. The rhetoric of the 'gloom and doom' of the Indian IT sector has made way for stories on transformation.

IT companies are re-engineering their services and business models to service their customers globally. Leading companies won contracts worth billions of dollars throughout the year.

Even as the industry witnessed growth, it did not necessarily translate into mass hiring. A number of macro-economic and socio-political factors are driving a change in how companies are hiring.

'With rising restrictions towards immigration and outsourcing of work, the IT services industry has had to find newer ways to localize talent, and build people strategies differently,' Jeyaraman said."

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