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## IN FOCUS



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### With two thirds of individual performance drivers tied to career conversations, employers should focus on development opportunities to retain top talent

According to a new report released by Right Management, named "Fulfilling Careers Instead of Filling Jobs", it states that rather than working their way up the corporate ladder, top talent is more often looking for jobs that enable them to develop their skills and increase their value in a future role.

The report argues that companies can significantly increase employee engagement and reduce turnover by focusing on management strategies that provide clear avenues for growth and prioritize employee development.



### Our Innovative Workforce Solutions

#### Providing a suite of Innovative Workforce Solutions

ManpowerGroup delivers the expertise and talent-related capabilities that companies need to leverage the power of people within their organization. Together our comprehensive family of brands and offerings address the complex workforce challenges organizations face today, from contingent and permanent staffing to outsourcing to strategic consulting. We deliver the solutions that drive your business forward

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## ManpowerGroup India in News

### Modi Races to Avoid Billion-Person Demographic Mess in India

The skills shortage affects professions across India, from plumbers and cooks to engineers and airline technicians.

About 58 percent of India employers find difficulty filling positions, compared with 38 percent globally, according to ManpowerGroup's 2015 talent shortage survey.

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### Companies looking at new ways to retain best talent: Report

Moving away from traditional retention schemes, employers are exploring new alternatives to check exodus of talent from their organizations, according to ManpowerGroup Solutions.

Companies need to increase their talent attraction and retention efforts in the face of a fiercely competitive market and in an environment where access to talent is now the key competitive differentiator, [ManpowerGroup India Group Managing Director A G Rao](#) said.

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### Cautious jobseekers study 'social status' of companies: Survey

Want to attract good talent? Build your reputation. That's the new message for companies from those looking for jobs these days.

HR professionals, who can draw out the uniqueness of their company's brand and reinforce a compelling dialogue with the candidates, will find top recruits heading straight to them," [Lisa Schiller, vice-president of client delivery, ManpowerGroup Solutions RPO](#).

Employee voices add credibility, authenticity and validity to brand conversations," said [AG Rao, group managing director, ManpowerGroup India](#).

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### Recruitment outsourcing is the next big thing; expected to grow 50% a year

HR services and staffing firms in India are expanding their teams and operations to cater to the rapidly growing demand for recruitment process outsourcing (RPO) as organizations increasingly farm out all or part of the hiring functions to focus on their core businesses.

Companies are moving towards regional shared service centres for HR and this is bound to see an increase in global RPO programmes," said [Srikanth Rengarajan, executive director and president, ManpowerGroup India](#)

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## Industry News

### IT industry to create fewer jobs in 2015 in India: Nasscom

Increased automation of software coding, focus on improving productivity and higher employee utilization levels will result in fewer tech jobs created this year.....[read more](#)



### E-commerce firms embark on a hiring spree

It's raining jobs in the booming ecommerce sector, with firms like Amazon India, Snapdeal, Paytm, and Flipkart in the process of ramping up workforce across various functions.....[read more](#)



### Acqui-hiring: the new trend in hiring in India

While the start-ups continue to hire the traditional way—either through campus placements or hiring agencies—they are fast adopting a new route to gain access to talent called acqui-hiring...[read more](#)



### UAE world leader in attracting talent; India losing most: LinkedIn

According to a recent global study by LinkedIn, the UAE has been revealed as the global leader in attracting talent for the second consecutive year. LinkedIn determined that the UAE attracts...[read more](#)



## Skill Development

### Skill India: A catalyst to bridge demand for skilled workforce

India has the largest population of youth compared to any other country in the world - 65 per cent of our population is below 35 years of age. The current government's Skill India mission is a catalyst that can give the youth a chance to live with self assurance and dignity...[read more](#)



## Investment

### Indian Companies Invest Billions; Create Thousands of Jobs in the U.S

As India attempts to thaw its business environment and attract the interest of foreign companies, a hundred Indian firms have together made investments worth more than \$15 billion in America, states CII.

Indian companies in the U.S., most operating in the information-technology sector, have created ample opportunities and show a growing interest in hiring more American workers in the next few years...[read more](#)



## Did You Know?

- Handicraft sector in the country is expected to employ around 1.3 crore people by 2016-17. The number of individuals to be employed with (Handicraft) sector by 2016-17 is estimated to be 12.29 million. The government has been implementing seven generic schemes for the promotion and development of handicraft sector.
- With industrial production hitting a 4-month high of 3.8 per cent in June, India Inc today said it indicates revival in industrial activity on the back of improved performance of manufacturing, and should motivate the RBI to slash interest rates.
- India's trade deficit with China touched \$8 billion during April-May this fiscal, which has increased to \$48.47 billion in 2014-15 from \$36.2 billion in 2013-14. Increasing trade deficit with China is attributed to the fact that Chinese exports to India rely strongly on manufactured items meeting the demand of fast expanding sectors like telecom and power while India's exports to China are characterized by primary products, raw material and intermediate.
- Chinese central bank's move to devalue its currency will hit India's exports, cause more volatility in the rupee and is likely to widen the trade deficit between the two countries, ASSOCHAM. Indian exports, which are already under a huge pressure in major markets of the world would see further erosion in their competitiveness as the Chinese would become much more aggressive.



## Social Responsibility

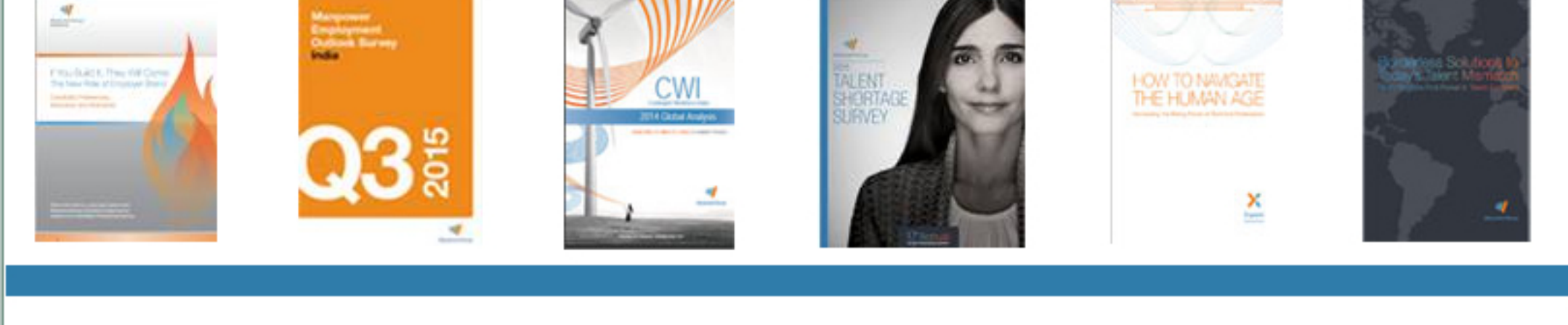
### Beyond Tsunami...Beyond Business...Building a Better Life

This is the tenth running year of Manpower's Vocational Training Center starting from October 2014. The very nature of what we do - connecting people to jobs, training and tools that enable them to support themselves, build a sense of pride and - contributing to the community, puts social responsibility at our company's core. Our commitment to producing a positive impact on individuals and societies is also an extension of our values:

- Respect for individuals and communities and the important role work plays in people's lives
- Sharing our knowledge and expertise to develop sustainable workforce practices
- Seeking innovative ways to develop socially inclusive work environments for the long term...[read more](#)



## ManpowerGroup Surveys



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Connect with us at [feedback@manpowergroup.com](mailto:feedback@manpowergroup.com) for your queries, complaints and feedback.

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