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## Fresh Engineering Grads Lead Demand In Manufacturing

By [admin](#) on Apr 1, 2014

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The Manufacturing sector accounted for 12 per cent of the total demand for engineers with less than 2 years of experience during Feb-Mar '14, according to TimesJobs.com data

### Key demand drivers

Increase in demand for fresh graduates in engineering can largely be attributed to increase in activity in the manufacturing industry in India, in the recent past. There has been a spurt of new companies and a lot of production has been moved to India from other countries.

According to Samit Jain, director, Plus Polymers, "Companies have realised that they need to start innovating, creating new products and meeting international standards. For this the organisations need talented, young and enthusiastic individuals, hence the demand is rising for freshers."

The demand for this experience category has been buoyant since the latter half of 2013, when it reported a 30 per cent increase. Explaining the increase in hiring for freshers, Vijay Kumar, founder & CEO, Peepal Technology and Management Consulting stated in the bi-annual RecruitX report that although only an economic revival can lead to increased hiring and fresh jobs in the Manufacturing & Engineering sector, many organisations actually felt that this was the best time to recruit fresh talent.

Jain added that "The Indian Manufacturing sector had neglected hiring of fresh graduates earlier, leading to a dearth of talent, as senior talent begins retiring in the next few years. However, this has changed. Companies are now looking at training fresh graduates as they are easier to mould, can easily adopt new techniques and come with an open mind."

### Most sought after skills

Industry today is willing to teach individuals and train and mould them in the way that is required. Hence, willingness to learn and adapt is deemed most crucial by employers.

According to Jain, "Any degree teaches the individual how to learn! What one does in a job is typically different from what one studies. Hence, the skills that any graduate today needs to possess is an ability to change, ability to learn well, ability to work well in a team without creating friction, ownership and commitment towards the task at hand and a demonstrable integrity and willingness to take on responsibilities." Besides these, good communication, analytical and problem solving skills are also of prime importance.

### Average salary offered

Salary today varies from function to function. "Engineering graduates could get anything from Rs 2 lakhs to Rs. 8 lakhs per annum. It totally depends on the size of the organisation and the employee's skill sets and the university that the candidate has acquired a degree from," stated Jain.

### Future prospects

The hiring scenario is expected to be very positive for this category, in the coming months. India is on a growth path and particularly in the Manufacturing sector. "I believe that India has no other way to make use of its young and growing population other than to grow its manufacturing capability. Industry and the Government are realising this. We are acting slowly, but acting. Hence, there would be plenty of openings for engineers in the future," believe Jain.

Overall, only a slight increase of about 1.4 per cent in hiring numbers is predicted in 2014 in the Manufacturing sector, said Kumar in the bi-annual RecruitX.

*Apeksha Kaushik, TimesJobs.com Bureau*

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## 90% organisations plan to engage their retiring workforce

By admin on Mar 31, 2014

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*With 35% of the workforce retiring in the next 5-10 years, it makes good business sense to engage retirees*

Close to 90 per cent of the organisations plan to engage their retiring workforce, revealed a TimesJobs.com study. Nearly 45 per cent of these organisations plan to offer them mentorship roles, 30 per cent are planning to employ them as consultants and 15 per cent are offering part-time/contractual jobs to this segment.

### Retired but not tired

According to TimesJobs.com bi-annual **RecruiteX** report, 35 per cent of the workforce is due to retire in the next 5-10 years in the Petrochemicals industry. There are others sectors also who will be witnessing this scenario. With talent shortage being one of the biggest concerns looming over India Inc, it is indeed a bright idea to engage the retiring workforce, since they are skilled and experienced.

Samit Jain, director, Pluss Polymers explains, "The retiring work force brings to the table a lot of wisdom which simply comes from experience. They can be great trainers and can mentor the younger generation to leap frog into higher roles, much earlier and with ease."

### Not a threat to fresh talent

With the government sector increasing the retirement age and India Inc, too, focusing on engaging its ageing and retiring workforce, would there be lesser jobs for young talent? Experts say no. Engaging the retiring workforce doesn't imply that there will be no fresh hiring. Companies look at people from both ends of the spectrum as they bring different capabilities to the table, believe experts.

According to Jain, "To not hire freshers, because there is re-engagement possible from the retiring generation, would mean that a company is giving up its responsibility to train the new generation and create more managers and leaders. An organisation will be tempted to reduce hiring; but that is not the recommended path to follow. The younger generation brings with them fresh and new ideas and is better able to connect with the vast young population."

### A smart move

Every industry is struggling to plug the skills gap, retirees who possess the requisite skill sets alongwith the desired experience levels are a preferred resource. Jain adds, "Experienced individuals will be used by smart organisations to create a training wave. They will set up skill development centres within their organisations to create their own talent pipeline. The country today has a burgeoning population of unemployable youth. Smart organisations will convert them into an asset by training them in-house."

TimesJobs.com Bureau

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