



# STATE OF HIRING REPORT

July 2023

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# Introduction

Amidst layoffs and uncertainties, it is heartening to see that the pace has picked up, albeit slowly, in the first month of Q2 in India. It might not be incorrect to call this sign of recovery the Goldilocks moment for India, even though globally it is still a bleak picture.

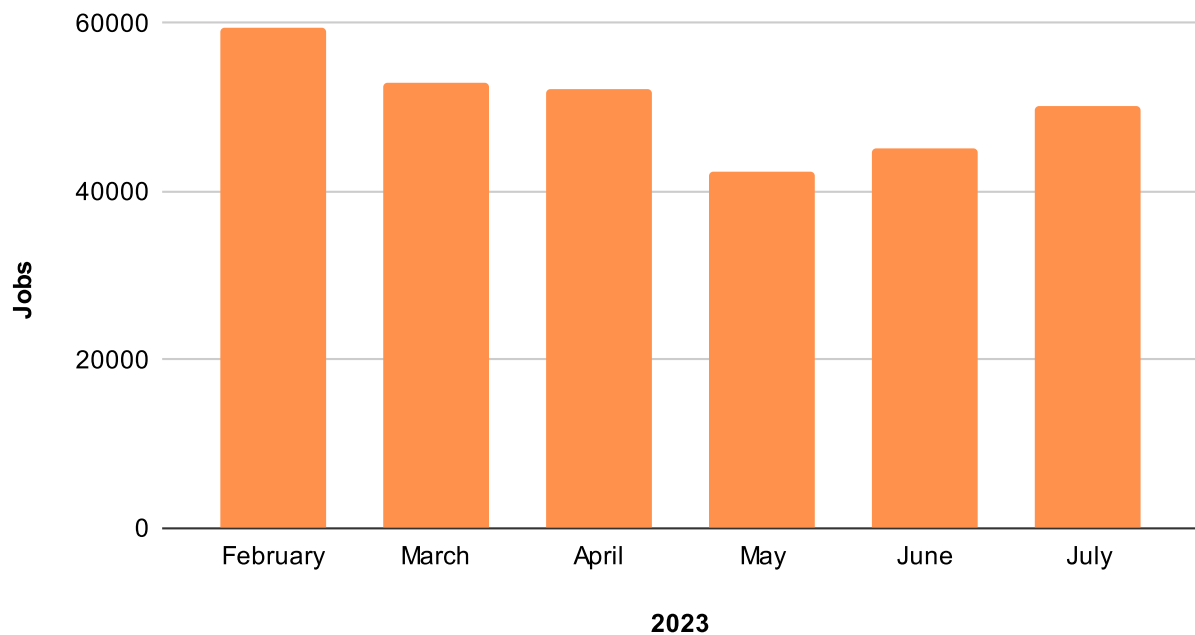
State of Hiring report is an endeavour from PeopleLogic Business Solutions, to bring to our readers the trends in hiring. These trends are an indicator of what lies ahead. The comprehensive report on recruitment and hiring in different sectors will not only help in making informed decisions but also gives a fair idea of the industry landscape when it comes to hiring.

This report analyzes the hiring trends in the Information Technology (IT) sector in India during the month of July 2023. The IT industry in India has been a significant contributor to the country's economy, and understanding the current job market can provide insights into the overall economic and technological landscape.



# Overall Job Trends in IT Industry

Overall Job Trend



After a decline in the month of May, there has been a slight but steady upward swing in the IT hiring landscape during the months of June and July. In fact, there has been a constant growth of 5% during these two months. Not a significant percentage growth but enough to instil optimism that after the lull, the IT industry is now showing signs of recovery in Q2.

**Inference:** There has been a steady increase in hiring in the IT sector in India.

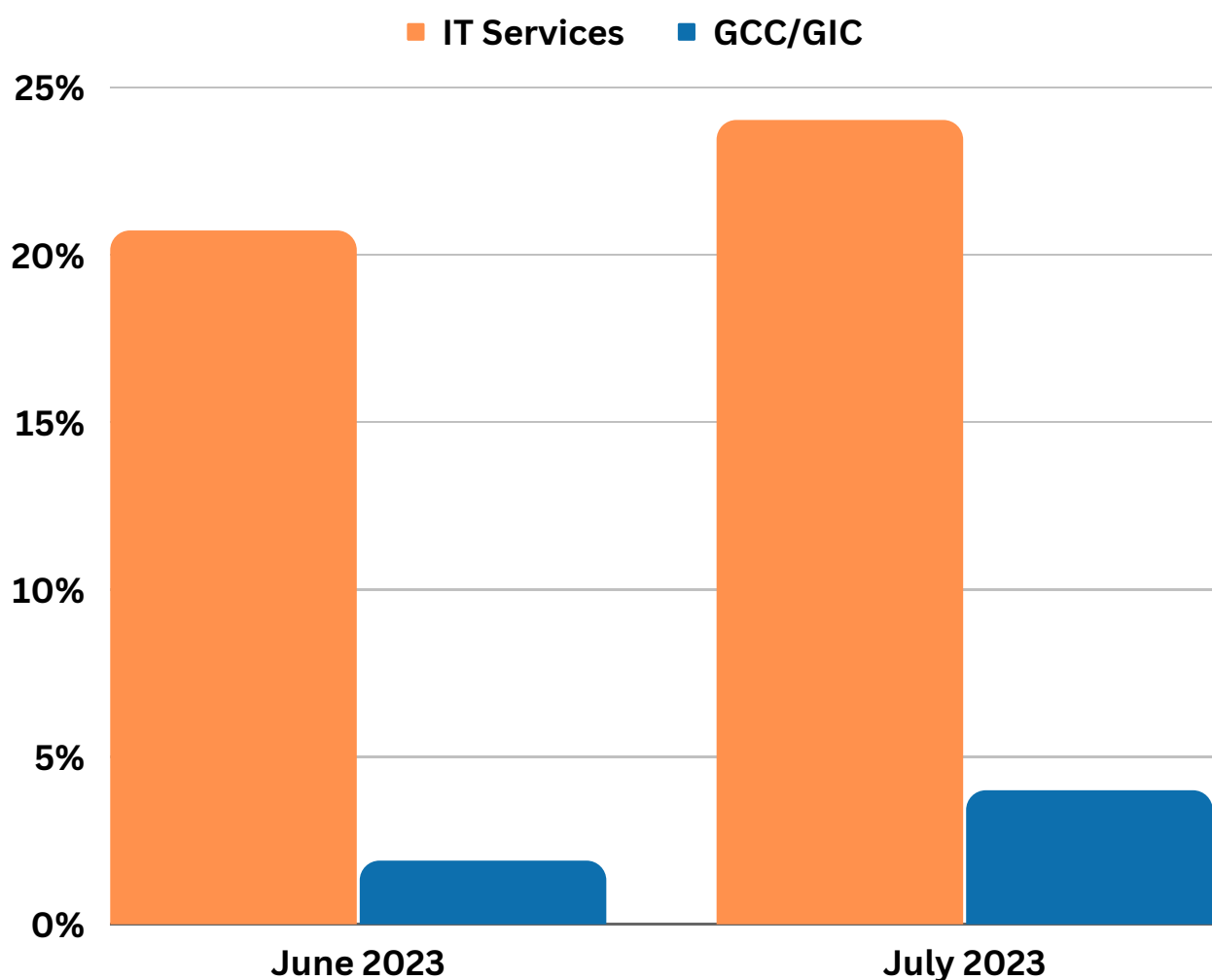
# Hiring trends sector-wise analysis

Amidst layoffs and hiring freeze amongst the big giants in IT, like Amazon, Microsoft, Meta and Apple, the IT services industry and the GCC/ GIC have seen a steady increase in the job posted.

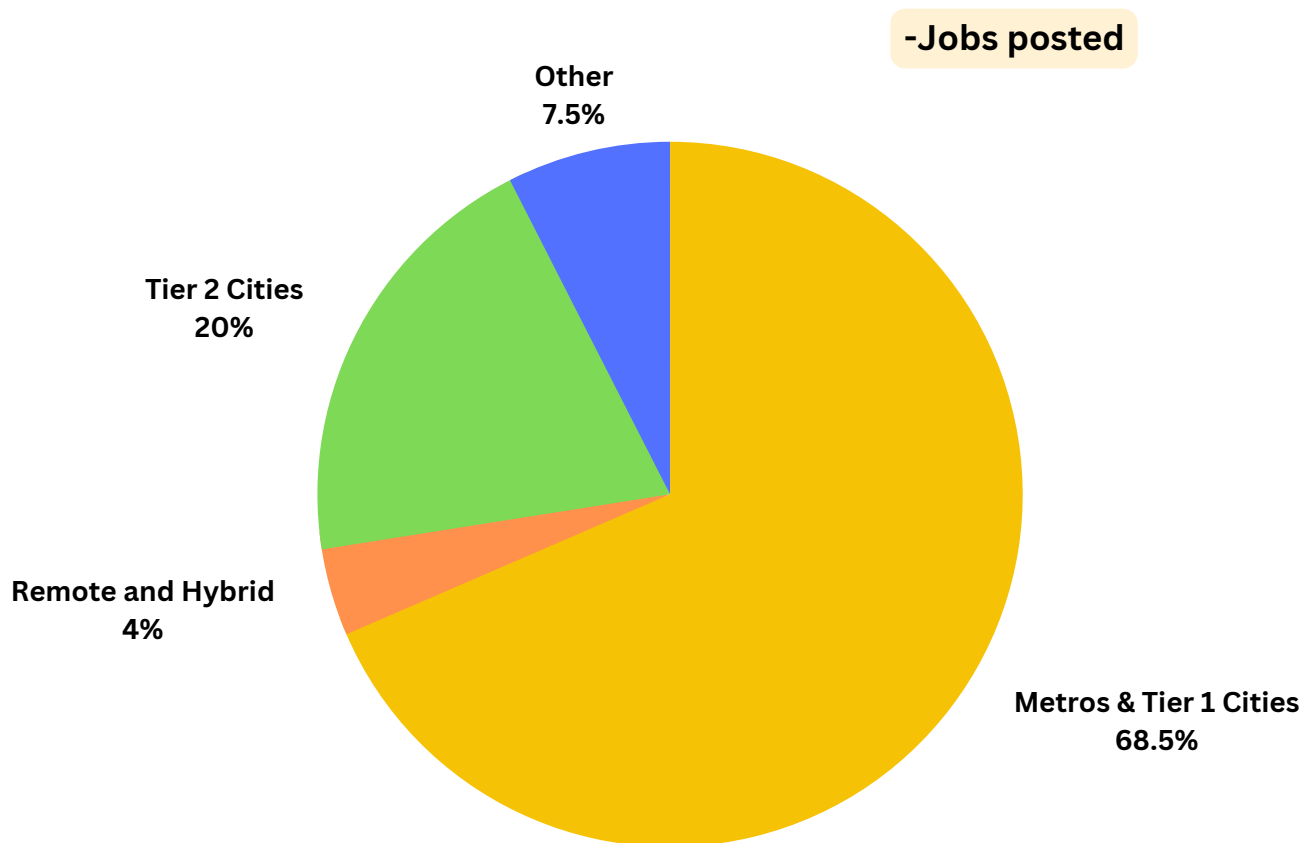
As compared to June 2023, July 2023 has seen an increase of 3.3% in jobs posted.

Also, the overall hiring requirements in GCC/GIC have increased. However, the growth in headcount may get reflected in Q3 i.e. October to December.

**Inference:** With the steady increase in hiring in services and GCC, Q2 has indeed begun on a positive note and has shown demand recovery.



# State of Hiring - Geographical distribution



As obvious, the metros saw maximum job availability in the month of July contributing to around 70% of the total job postings. Bangalore, the silicon valley of India is way ahead when it comes to tech jobs compared to its counterparts.

However, one interesting observation is the remote and hybrid working options, which contributed to 4% of the total jobs posted. This is amidst many tech giants including Zoom asking its employees to return to the office for work. We will watch out for more interesting trends in this space.

Also, non-metro cities like Kochi, Jaipur, Ahmedabad, Vadodara, Coimbatore and Indore have seen an increased amount of hiring activity contributing to around 27% of the total jobs posted.

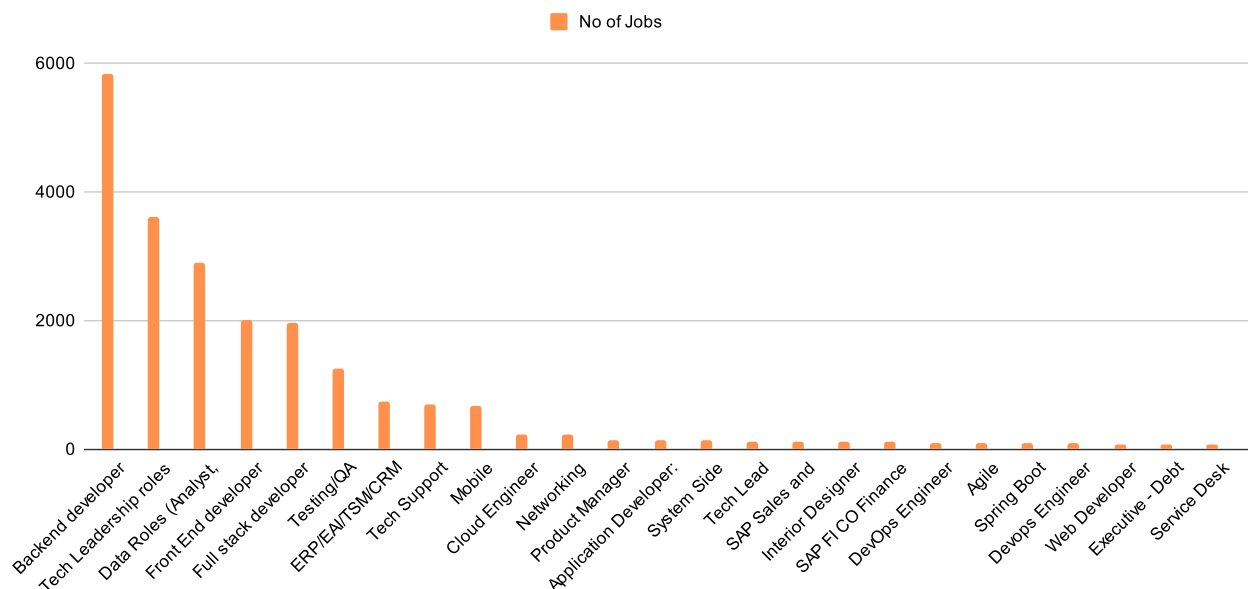
**Inference:** Tier 2 cities are emerging as major talent hubs in the tech space.

# Top Jobs in tech space

Back-end Developers accounted for about 11.64 % of the total job postings in July. The tech leadership roles are also in high demand with about 7.69 % of job postings. This is no surprise as there has been a spate of resignations in the leadership space amidst organisational restructuring happening in many companies. With the increased usage of AI and ML, data scientists, data engineers and Data Analysts are also in demand.

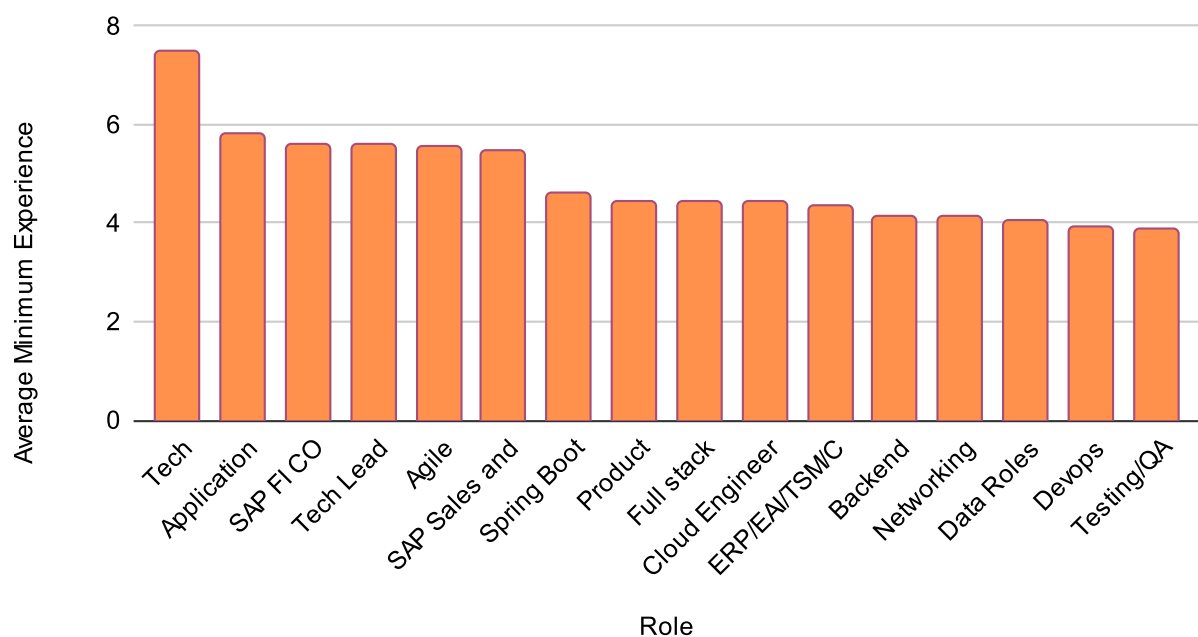
Apart from these top jobs the other roles that have seen a steady demand are “Front End Developers”, “Full Stack Developers”, “Testing and QA specialists”.

**Inference:** Demand for Backend developers, Tech leadership roles, Data and AI/ML specialist roles have seen a steady increase.



# Job Roles and Average Minimum Experience

Average Minimum Experience



The tech space has seen an increase in lateral hiring as compared to freshers or junior roles.

The overall average minimum experience for any role stood at 4 years. Tech leadership roles required an average minimum experience of 7.5 years whereas the SAP ABAP HANA developers are required to have an experience of almost 6 years. Other roles like Data Engineer, Back End Developer, Data Scientist, QA professional, Product Manager and Full-stack Developer required to have an experience anywhere between 4 to 5 years

**Inference:** The tech space has seen an increase in lateral hiring as compared to fresher or entry level hiring.



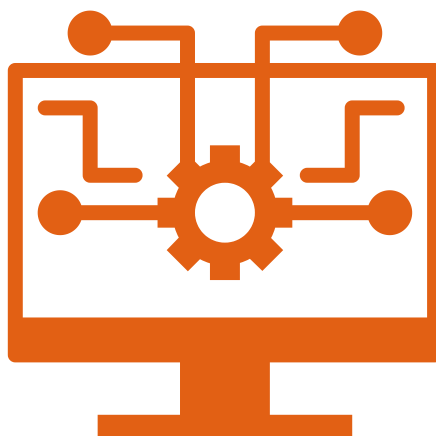
# Insights on trending technologies

## Technology : AI/ML

While analysing the hiring landscape and the trends, we came across an interesting but not surprising observation- the sudden explosion of AI and ML in every domain, be it content writing or Healthcare or HR and the jobs available! And here are our findings.

- 8000 plus jobs were posted last month for various roles in the AI/ML domain.
- In-demand roles in AI and ML domain are AI Engineer, Senior Software Engineer, NLP AI platform Engineer, Lead Software Engineer and Data Scientist.
- Prominent skills required were machine learning, deep learning, natural language processing, large language models, computer vision, prompt engineering automation, artificial intelligence, python, java, data structures, Linux, C++ and agile.

The demand for AI/ML professionals is likely to continue growing as businesses across various industries recognize the value of leveraging artificial intelligence and machine learning technologies to improve their operations, customer experiences, and decision-making processes. Also, AI/ML roles have become more specialized and diversified with companies seeking professionals with expertise in specific areas such as natural language processing, computer vision, reinforcement learning, and more.



# Methodology

To compile this report, we analysed job listings, and industry reports to determine the trends and patterns in the hiring landscape in the IT domain. Additionally, surveys and expert opinions have been considered to complement the findings.

# PeopleLogic Opinion

The IT hiring trends in India in July 2023 reflect a slow but steady increase in demand for IT professionals especially in senior roles. The demand for skilled IT professionals continues to rise, particularly in emerging technologies and specialized fields. The shift towards remote and hybrid work models has widened the talent pool, allowing companies to explore talent from diverse regions. It is important to note that these trends may continue to evolve in response to changing economic conditions, technological advancements, and global events. Therefore, companies in the IT industry should remain agile in their talent acquisition and retention strategies to adapt to the evolving landscape.

# About PeopleLogic Business Solutions

PeopleLogic Business Solutions is a 15-year-old organisation that has proven its expertise in providing talent solutions to companies across industries, both in the tech and the non-tech space. Established in the year 2008, it has grown to be one of the top recruitment agencies. With over 200+ clients and a 1 Million strong talent network, PeopleLogic has evolved as not just a recruitment agency but a partner that provides its clients with industry insights, trends and data. “State of Hiring” and “The People Weekly” are a few such endeavours.