

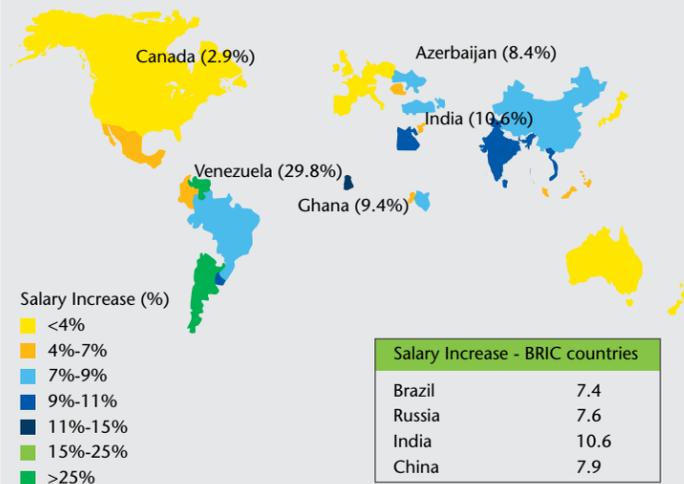
Salary Increase Survey 2014-15



About the Study:

- 19th Annual Salary Increase Survey 2014-15
- Pan - industry survey with 580 organizations across 18 industries and 20+ sub classifications
- Focus on 5 different employee groups
- Covers trends on key talent management, performance distribution, pay mix, long term incentives and attrition

Worldview of salary increase projections India leads the pack in Asia Pacific



India takes an upward yet cautious leap at **10.6%**



In 2015, all manufacturing industries projected a salary increase higher than payouts of 2014. RE – Infra, Engineering Services and Automotive projected the highest movement



Performance rating linked payout is becoming a norm; organizations have become increasingly stringent in doling out top ratings to its employees

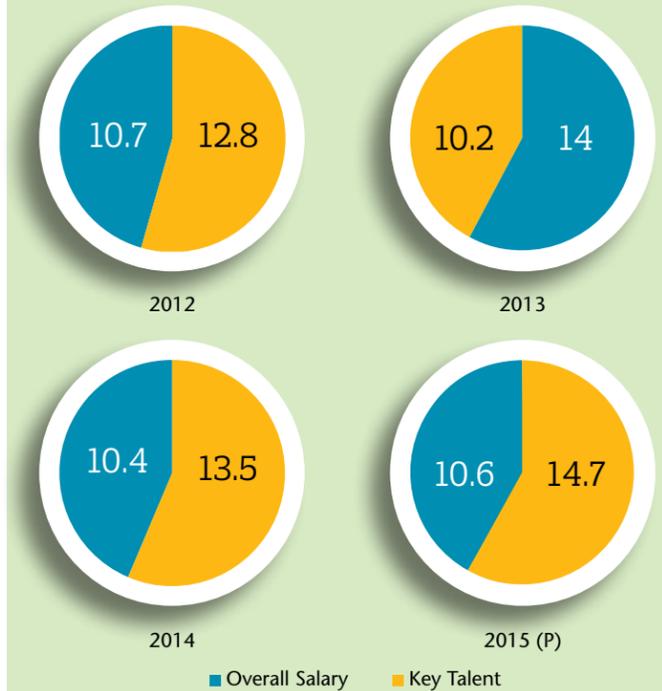
Employee distribution across performance rating scales
Recognizing 'True' performance only

Performance Rating Distribution expressed as %



Investment in key talent continues in 2015 with paying above the market continues to be a key strategy for retention of key talent

Investment in key talent continues in 2015



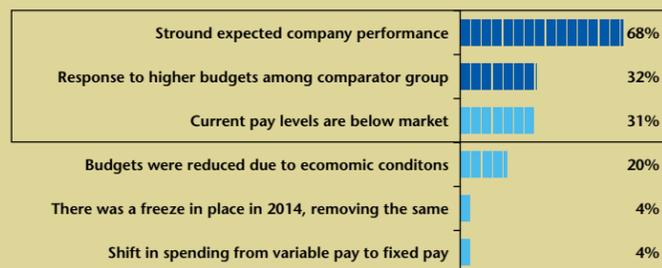
Conclusion:
Salary increase trends show far greater optimism in the country as compared to the same time last year – however it does not yet show a complete resurgence

Key Insights of the Study:

1.83% of the organizations have revised their salary budgets

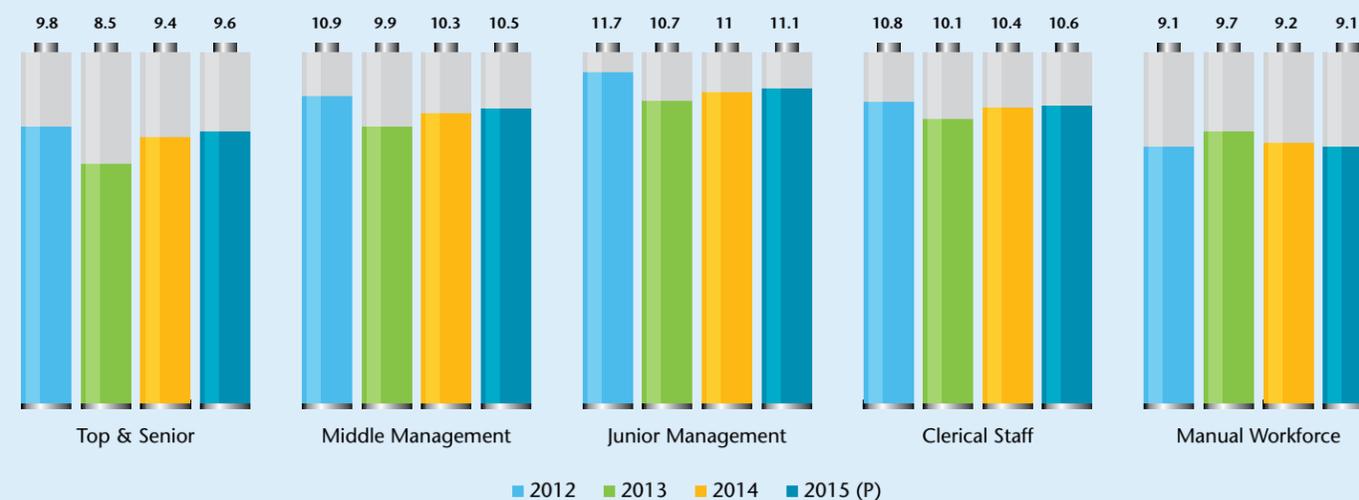
Expectations of stronger performance cited as a key reason

Reasons for Higher Budgets (% of Org)



Top & Senior management roles, expect higher increments than 2014

Salary Increase numbers by levels of management



Attrition levels have come down from the peaks seen in 2010 – 2012 period and remain at a moderately similar level as last year

Key Talent Attrition (%)

