High-Tech Industry

2015 Total Rewards Survey India

2014/15 Key Insights

Global Economic Outlook

Asia Pacific

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World Economy

Plunging oil prices have triggered a new wave of uncertainty in the global economy. The IMF estimates that a 10% decline in the global price of oil will add about 0.2 percentage points to world GDP after about one year.

Developed World

The US continues to be by far the best-performing of the advanced economies, streets ahead of the Europe and Japan. Japan returned to recession in the 3rd quarter of 2014, as the economy failed to bounce back from a rise in consumption tax.

Emerging Markets

The economy in China is forecasted to record growth of 7.0% in 2015 as the government continues to manage its structural slowdown. The Indian economy looks more robust now than it did a year ago, but growth has yet to pick up under the new government.

Are you attracting and retaining the right talent for your organization’s growth?

Both employees and employers understand the value of base pay in attracting and retaining employees.

Key HR Issues in Asia Pacific

- Tightening of the labor market post challenges to talent attraction
- Ageing population pose challenges with respect to distribution of salary budgets
- Increasing in legal retirement age
- Decreasing employee productivity
- Shortage of mature and competitive middle and top managers
- Increasing in new graduate’s salary is creating upward pressure on the salaries of other employees
- Lack of sufficient leadership talent
- War for talent heightens as the business sector continues its upward momentum
- Rising concern on succession planning
- Brain drain and talent retention
- Lack of sufficient leadership talent
- War for talent heightens as the business sector continues its upward momentum

The Pain Points

- Poor communication
  - Employees: Barely half (52%) say their company does a good job of explaining their pay programs.
  - Employers: Only 52% say their employees understand how base pay is determined.

- Unclear pay-for-performance link
  - Employees: Less than half report a clear link between pay and performance.
  - Employers: Only about half say managers are effective at fairly reflecting employees’ overall performance in their ratings.

- Ineffective managers
  - Employees: A low 45% say their managers are effective at fairly reflecting performance in their pay decisions.
  - Employers: Only 51% regard their managers as effective at fairly reflecting performance in their pay decisions.


Source: 2014 Towers Watson Global Talent Management & Rewards Study and the Global Workforce Study
Will your compensation plan inspire the best from your employees? Find out how Towers Watson’s 2015 Total Rewards Survey can help you.

High-Tech HR Trends

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<th>Salary Increase (%)</th>
<th>Staff Turnover Rates (%)</th>
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<tr>
<td>2014: 10.5%</td>
<td>2013: 15.0%</td>
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<td>2015: 10.7%</td>
<td>2014: 17.0%</td>
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Variable Pay (as a % of Guaranteed Compensation)

| 2013: 17.0% |
| 2014: 15.0% |

Prevalence of Benefit Items

- Healthcare plans: 100%
- Insurance Plans: 98%
- Education Assistance Program: 56%
- Flexible Benefits: 41%
- Long Service Awards: 81%
- Car & Transportation Plans: 47%


Our Value Proposition

- Purchase Options
  1. Published
     - Standard market data reports
  2. Advanced
     - Published + unlimited peer group reports

- Comprehensive Reports
  1. Compensation Report
  2. HR Policies and Practices (HRP)
  3. Benefits Design Practices (BDP)

Why Towers Watson

- Industry Knowledge
- Comprehensive Database
- Individual job-matching
- Local expertise and global reach
- Unique survey methodology
- User-friendly survey tools

Contact Us

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