THE HR
MANAGER'S
GUIDE TO
TALENT
MAPPING &
COMPENSATION
BENCHMARKING

POWERED BY:

Calculus

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.com

Table Of Content

Believe it or not, there is a high chance that you won't be able to find the talent that you need. And this is also what nearly 42% of the employers across the globe fear.

In such a competitive situation, employers need to play smart and employ processes that can help them weather the storm, and help them find and retain the right kind of people!

With talent mapping, organisations can chart individual's skills and abilities, assess their performance and potential, and match them with workforce planning strategies to balance their talents and needs. **It helps an organization determine strategies for future hiring, including internal promotions, likely short and long-term hiring needs, and development of existing talent to meet future staffing needs.**

Compensation benchmarking helps recruiters identify the market rate for a particular internal job role by matching it to external jobs with similar responsibilities. **When creating a new position, it is important for those working in human resources to perform these market assessments to ensure they are offering competitive salaries for such job responsibilities, while ensuring the process is efficient and accurate.**

They are both indispensable to an organisation's talent management strategies. And, they can be incredibly time-consuming too!

With this ebook, our attempt is to delve deep into these two processes that are crucial for employers to retain talent. Not just that! We've designed a platform that can save the HR a lot of resources with real time insights, and get these cumbersome processes right **- Calculus!**

Given the war for talent, attracting, and retaining employees has become a major challenge for organisations! The balance of power has shifted from employers to qualified job seekers.

Understanding The Importance Of Talent Mapping and Compensation Benchmarking

Understanding The Importance Of Talent Mapping and Compensation Benchmarking

Talent mapping and compensation benchmarking are extremely crucial for finding, and retaining, the right kind of talent in the organisation! Let's take a look at some of these benefits:

1. All-in Approach:

It is an 'outside-in' and 'inside-out' approach that gives companies the ability to gauge where they stand internally, and against the markets. It allows you to take stock of the skill inventories lying with the organization. Talent Mapping uses a specific formula to evaluate the readiness and performance of your current workforce against the changes ahead.

2. Envisage Future Needs:

The value of Talent Mapping is directly related to its ability to help you project future human resources needs.

For example, an engineering firm might need to build its capacity to work with certain target technologies or a software firm might want to hire programmers who are familiar with specific languages. Where are your field and your company headed in the next five, ten or twenty years? What skills will be needed – by level, department and job-function – to thrive in that changing business environment?

3. Enable Better Hiring:

The quality of an organization is the quality of the workforce it possesses. The best way to have talent at the top is to have talent at the bottom. Talent mapping helps deploy the right person in the right job, which helps improve employee productivity.

It also saves the time taken to fill open positions and helps bridge the gap between the hiring manager and the recruiter.

4. Highlight Gap Areas:

Talent mapping helps identifying any disconnect in the internal talent pool compensation and what is being offered for similar roles in the industry. It also brings to light any skill gaps there maybe in the current workforce, thus helping to make future development andcompensation decisions easier.

5. Retain Talent:

A clear compensation strategy based on market data can help establish career paths for your most valuable employees and ensure they are less tempted to seek a market correction from another employer.

6. Stay Competitive:

No company wants to risk losing their top executives to offers of better packages from top competitors. With variations in pay, being the difference between retaining or losing highly valued directors and keeping shareholders happy, salary benchmarking can be vitally important to the success of an organisation.

7. Stick to the Budget:

A clear compensation strategy include the organization's approach to allocating the total amount into salary and benefits. It not only helps avoid overpaying to the employees which can disturb payroll budgeting but also helps determine how much of the total budget will be spent on salary and what percentage will be spent on benefits and other incentives.

8. Maintain Equity:

Equity or fairness has been mentioned as a key component in creating a successful compensation system. A person's perception of their responsibilities, rewards and work conditions is seen as fair or equitable when compared to those of other employees in similar positions in the same organization, thus maintaining equity. This also holds true in case of a new hire and existing employees.

9. Promotions:

Compensation benchmarking helps to budget for annual employee salary increases and employee promotions, letting Companies allocate proper funds in advance.

10. Plan Ahead:

It helps the company in understanding their future growth, where will they be opening their new offices, what skills will they be requiring etc. It gives a clear indication of the current performance potential vs the future requirements and how to fill the necessary gap.

CHAPTER 2

Why Should You Care About Talent Mapping and Compensation Benchmarking?

Why Should You Care About Talent Mapping and Compensation Benchmarking?

Talent mapping and compensation benchmarking provide important data that leaders can rely on to stay ahead of the competition. They are relevant for recruiters to create talent pools to fill particular requirements, for business managers and talent acquisition heads with opportunity hiring, future pipelining, creating awareness among potential candidates as well as sales.

Compensation benchmarking also helps create a compensation structure tailored to the company's goals, develop effective retention strategies, recruit skilled candidates, and maintain valued staff.

Who Are The Stakeholders Involved?

1. **HR Heads/Top Management HR Professionals**

Chief Human Resource Officer (CHRO) is a top level management executive in charge of an organization's employees. He or she is responsible for running an organization's human capital management and other HR technology systems.

They are entrusted with the following roles:

- **Change Management:** Transforming and leveraging HR technology, cultivating a compelling employer brand, innovating in engagement and retention strategies, lead cultural renewal, and organisational reshaping.
- **Succession Planning:** Establishing a sound management succession plan that corresponds to the company's strategies and objectives.
- **Talent Management:** Designing and carrying out a talent strategy which includes everything from recruitment to retention.
- **Compensation budgeting:** Consider all areas such as merit pay, equity pay, promotional/career development compensation, bonuses and other pay.
- **Maintaining the diversity index in the organisation**: Maintaining a more diverse organisation benefits from varied creative ideas, in-depth insights, new channels of information, and a more motivated workforce.
- **Eliminating the gender pay gap**: Doing away with the gender pay brings more diversity to the leadership and also ensures that the workforce is uniformly motivated to achieve organisational goals.

2. Talent Acquisition Heads:

Talent acquisition managers head employment marketing initiatives, branding campaigns, internal referral programs, and develop employee engagement metrics and retention programs. Their responsibilities include:

- **Forecasting:** Understand workforce planning and resource forecasting, which involves planning at the employee-level, adopting a participative approach, and planning for contingencies by considering the attrition rates, business health, technology trends, client requirements, and ad-hoc requirements.
- **Pipeline Building:** Analysing the company's long terms plans, forecasting talent requirements, identifying talent sources, building relationships with candidates, leveraging employee networks, and focusing on employer branding.
- **Identify Trends:** Communicate with peers in the industry to acknowledge trends in recruiting.
- Team Handling: Developing and retaining a diverse acquisition team.
- **Strategic Role:** Applying strategies to attract and retain diverse candidates to all areas of business.

3. Compensation & Rewards Professionals:

Compensation and Benefits team is responsible for researching, establishing and maintaining a company's pay system. They play a pivotal role in the following:

- **Strategies:** Develop promotion and retention strategies for existing employees.
- **Rewards:** Look after Rewards management for the entire team and the annual pay increase programs.
- **Analysis:** Analyse job roles and descriptions so as to compare them with the rest of the market.
- **Benchmarking:** Benchmark compensation of employees in line with the business needs.

4. Business Managers

Business managers or in-line managers face the candidates directly and therefore are responsible for the following:

- **Understand the Market & Share Requirements:** Have an understanding of how narrow or broad the talent space is and accordingly forecast the time it would take to fill the position. Understand and share the candidate requirements with the Talent Acquisition heads.

Quick fixes: Decide the extent of recruitment campaigns, for eg: Hire a product manager from Bangalore or Noida? Hire a graduate or a post-graduate? Decide whether the position can be filled internally.

How Are Talent Mapping And Compensation Benchmarking Done?

How Are Talent Mapping And Compensation Benchmarking Done?

Talent mapping and compensation benchmarking both influence a company's talent management strategy. Here's how HR Managers go about implementing them!

Talent Mapping

When companies engage in talent mapping, they often use a nine-box grid called the performance potential matrix to assess their current employees.

> *This matrix measures aspects of performance and potential such as leadership, effectiveness at the current position, impact and trust.*

This is a great way to get an idea of the strengths and weaknesses of current employees, as well as their potential to grow or be promoted into other positions in the future.

This information can then be used to find out what talent gaps exist in the organisation, which can help with hiring both now and in the future. Talent mapping helps simplify the process of future workforce planning.

Compensation Benchmarking

> *Salary benchmarking is a tedious and time consuming process!*

It involves identifying compensation objectives, choosing the market data, challenging the data, matching jobs to survey data, and presenting the salary benchmark data.

To avoid the hassles associated with gathering so much data and then analysing it, **more and more companies are turning to third party HR data experts to not only access but better understand the market data available for any given position.**

But again, this can prove to be a costly exercise, given the frequency of salary benchmarking that needs to be done.

Specialized HR data organizations have taken the lead in collecting, compiling and analyzing compensation data, developing proven processes that enhance the data quality at all stages.

How Are Talent Mapping And Compensation Benchmarking Done?

One of the most preferred ways of collecting salary data are **salary surveys.** It is the primary way for companies all over the world to report their compensation practices and compensation planning efforts for specific jobs.

Administered by data industry experts, salary surveys are typically conducted on an annual or semiannual basis and have become the most reliable means for data collection.

> *However, any data older than 6 months can be considered obsolete – given the market trends that change almost every other day!*

For example, Blockchain was a new phenomena, which became the buzzword and companies started hiring for the profile vigorously. Within two to three months, the demand for blockchain professionals grew.

Another factor is the introduction of new economic reforms. *For instance,* the implementation of GST led to a sudden increase in demand for CA professionals. Since GST is a transaction tax, bad planning would impact revenues and profits. This has led to the emergence of cross-functional GST teams in corporates.

CA professionals have now increased their remuneration expectations owing to this sudden demand for their services.

Calculus: Simplifying Talent Mapping & Compensation Benchmarking

Calculus: Simplifying Talent Mapping & Compensation Benchmarking

What Is Calculus?

> *It's a talent mapping & compensation benchmarking platform that gives real time insights for a better talent strategy and reduces tension between HR & the business.*

Calculus leverages Data Science and proprietary Machine Learning algorithms to bring you real-time Insights for better talent strategy. These insights help reduce the (understanding) gap between the hiring manager and the recruitment team.

What Led To Its Inception?

A lot of our customers came to us with the query if we could leverage the data we collect on our platform to create insights and help them understand the talent landscape better.

We streamlined the process for a lot of our clients to retrieve data about talent, **which they used to gather from other large consultant organizations or known people in the fraternity.**

This was time-consuming and produced uneven results. Calculus helped our clients get a step ahead and reinvent their hiring strategies with the help of our data-driven results.

CHAPTER 5

What Calculus Does?

What Calculus Does?

Calculus uses sophisticated search algorithms & cutting edge technology to bring meaningful insights on the table. It gives data about talent mapping & compensation benchmarking basis the search criteria selected.

It picks information of candidates registered with **iimjobs.com**, as an input and then it further synthesizes and processes the data to define a sample set matching the role/skill set.

Two things that we do to sanitize data used for analysis are:

1. **Remove Outliers:**
   Calculus removes the outliers. For example, if somebody has not filled in their salary information, or other necessary details, Calculus will exclude them from the data.

2. **Latest Data:**
   The system only looks at the data of people who have updated their salary information in the last six months.

We believe that salary, and other relevant information, beyond that point is not meaningful.

It's Easy To Use!

Calculus offers a simple user interface. You can describe any role or a skill by constructing a query on top of the search box, use keywords and narrow it down on the basis of industry, location, experience, salary, functional area, age, batch, preferred location, etc.

You can also select the companies that you want to benchmark yourself against. Let's say you want to understand the talent landscape of brand manager role. Simply type in the role in the search box and narrow it down further by selecting filters which are on the left panel.

What Makes It Better Than The Traditional Reports?

Most companies rely on third party organizations to fetch data about the talent landscape, which may not be accurate because of the following reasons:

- **Data points like salary, job descriptions, etc. are always indicative and never static.** Hence we need to measure them on regular intervals to know whether the distribution is moving to the right side or vice versa.

  With traditional methods, it can be difficult to get this data updated regularly!

- **General reports are based on static data**, which means you can't change the parameters or select any filters according to your requirements.

- **Cost effective, thanks to the use of technology, unlike traditional processes which can drain money, time and energy!**

- **Saves time -** It helps find talent faster, more efficiently after analysing data for actionable insights.

Calculus gives you real-time data customised to the filters you need, which can be altered as per your specifications every single time.

Here's what some of our clients think about Calculus

"

Oracle

Great platform to get instant information on talent availability, compensation and notice period details.

"

ZoomRx

Calculus is a great platform for organizations which are exploring new positions and wish to understand the market conditions for compensation. This is especially true for positions on the management side and between 2-8 years of experience, I find that the data for those experience levels matches really well with the data we have on the positions.

Here's what Oliver Dsouza - Head HR, Trafigura thinks about Calculus

TRAFIGURA

Oliver Dsouza

Head Human Resources

"Calculus is one of the most evolved platforms available in the marketplace and has elevated compensation benchmarking to the next level.

The platform provides agility in slicing data points pertaining to different industries, experience and educational background in a transparent & hassle-free manner. The user interface is friendly, dashboard data is inducive & graphical, enabling real-time synthesis for quick insights.

I have been using Calculus for over a year now and it has been extremely helpful in reducing our dependence on annual compensation surveys and strengthening our talent decisions."

CHAPTER 6

Talent Mapping & Compensation Benchmarking Of The Top 20 In-Demand Roles

Equity Research Analyst

An equity research analyst's profile mainly includes researching public companies and make recommendations to investors - whether they need to buy, sell, or hold certain stock. Equity research analysts are hired by brokerage firms, hedge funds, mutual funds, etc. representing the sell-side and buy-side of the investment business.

Quick insights

- **18 Lacs**
  Median Salary

- **5 Years**
  Median Experience

Demographic Distribution

- Other 7%
- Pune 4%
- Bengaluru 15%
- Delhi/NCR 16%
- Mumbai 58%
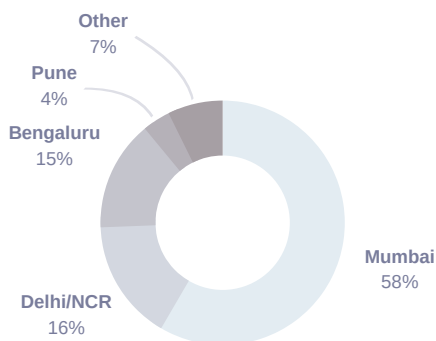
Gender Distribution & Expected Compensation Insights

16% is the female representation for this role

20 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

17.5% Of candidates are immediately available

28% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 495 candidates graduated from top b schools. Data as on September 17th'18

Transfer Pricing Professional (CA)

A transfer pricing professional helps multinational companies to price their intercompany transactions, and defend the pricing for such transactions. He/she will also review daily and weekly transfer pricing calculations, support regulatory reporting through transfer pricing modelling and analysis, and keep track of tax changes and regulations that impact the function.

Quick insights

- **18 Lacs**
  Median Salary

- **8 Years**
  Median Experience

Demographic Distribution

- **Others** 10%
- **Pune** 5%
- **Bengaluru** 16%
- **Mumbai** 37%
- **Delhi/NCR** 32%

Gender Distribution & Expected Compensation Insights

25.7% is the female representation for this role

23 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

22.5% Of candidates are immediately available
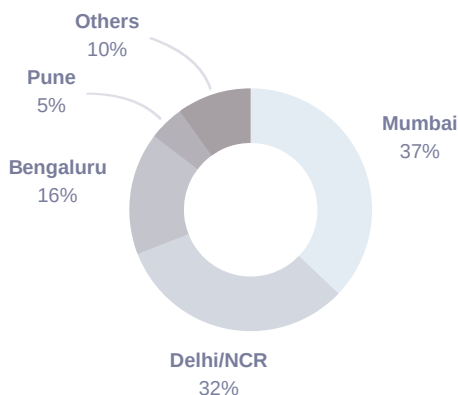
35% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 3519 chartered accountants. Data as on September 17th'18
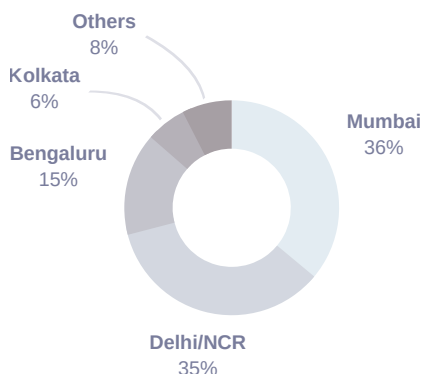
Area Sales Manager

An Area Sales Manager is responsible for maintaining and increasing sales, establishing, maintaining and expanding the consumer base, setting sales targets for individual reps, recruiting and training sales staff, developing sales strategies, analysing sales figures, collecting customer feedback, conducting market research and keeping up with the competition.

Quick insights

- **25 Lacs**
Median Salary

- **6 Years**
Median Experience

Demographic Distribution

Others
8%

Kolkata
6%

Mumbai
36%

Bengaluru
15%

Delhi/NCR
35%

Gender Distribution & Expected Compensation Insights

15% is the female representation for this role

30 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

10% Of candidates are immediately available

50% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 1200 candidates graduates from top b schools and are from FMCG/ Foods/Beverage/Pharma/biotech/Consumer durables industry. Data as on September 17'18

FMCG Brand Manager

An FMCG Brand Manager has to make sure that the products resonate in an oversaturated market by researching the marketplace to determine product-client fit, developing marketing and advertising strategies, developing designs and layouts for print and digital advertising, looking after promotions, analysing sales, and figuring out how the product can appeal to a wider audience.

Quick insights

- **28.5 Lacs**
Median Salary

- **5.9 Years**
Median Experience

Demographic Distribution

- Others 5%
- Kolkata 6%
- Bengaluru 17%
- Mumbai 37%
- Delhi/NCR 35%
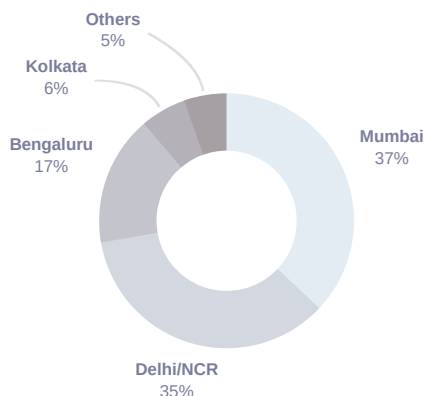
Gender Distribution & Expected Compensation Insights

29.2% is the female representation for this role

35 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

9.4% Of candidates are immediately available

50% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 912 candidates graduated from top bschools & are from FMCG/ Foods/Beverageindustry. Data as on September 17th '18

Marketing Manager

A Marketing manager is responsible for developing a pricing strategy that maximises profit and customer satisfaction, supporting the sales team and their lead generation strategies, developing and managing advertising campaigns, researching demand for the company's products and services, evaluating the competition and handling social media marketing efforts, public relations and content marketing.

Quick insights

- **20.5 Lacs**
  Median Salary

- **6.5 Years**
  Median Experience

Demographic Distribution

Others
10%

Hyderabad
4%

Delhi/NCR
33%

Bengaluru
23%

Mumbai
31%
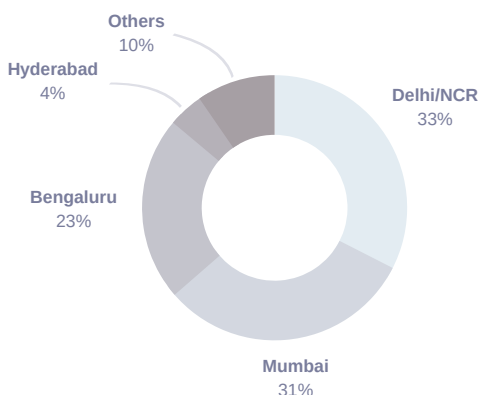
Gender Distribution & Expected Compensation Insights

26.1% is the female representation for this role

25.8 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

19% Of candidates are immediately available

50% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 3297 candidates graduated from top b schools. Data as on September 17th'18

FP&A Professional

A newly certified FP&A professional provides insights to the financial decision making process in an organization through analysis, financial projections (planning, budgeting and forecasting) and reporting. He/she will try to spot data anomalies, trends, or deviations, and then introduce strategies for improvement.

Quick insights

- **20 Lacs**
  Median Salary

- **10 Years**
  Median Experience

Demographic Distribution

Others 10%
Mumbai 11%
Delhi/NCR 41%
Hyderabad 11%
Bengaluru 26%

Gender Distribution & Expected Compensation Insights

25.7% is the female representation for this role

26 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights
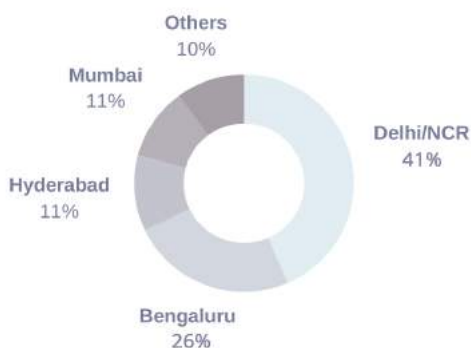
12.2% Of candidates are immediately available

25% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 306 candidates graduated from top b schools & are currently working in Cognizant, Capgemini, IBM, Accenture and Genpact. Data as on September 17th '18

Consultant – Risk & Advisory

A Risk and Advisory Consultant helps clients manage internal businesses and IT risks. A typical project involves understanding a client's business processes, identifying the risks associated with those processes, and working with the client to introduce controls to mitigate those risks.

Quick insights

- **15.3 Lacs**
  Median Salary

- **5 Years**
  Median Experience

Demographic Distribution

Others 11%

Kolkata 6%

Bengaluru 16%

Delhi/NCR 37%

Mumbai 30%

Gender Distribution & Expected Compensation Insights

19.4% is the female representation for this role

20 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights
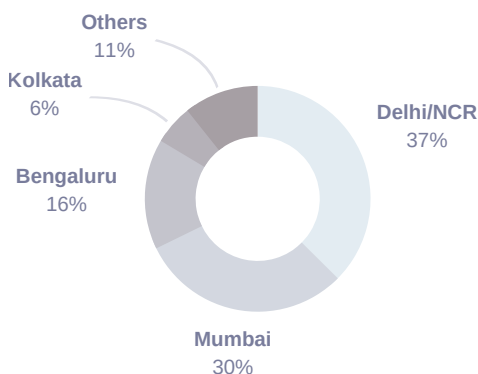
10.1% Of candidates are immediately available

32% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 245 candidates graduated from top b schools & are currently working in EY, Deloitte, PwC & KPMG. Data as on September 17th'18

Mergers & Acquisitions Consultant

A Mergers & Acquisitions Consultant negotiates, seeks out, finalizes and organizes purchasing deals for the employer. They research about the potential acquisitions, communicates directly with the management, indulges in due diligence, conducts audit of the company to be acquired and looks after a quick integration as smoothly as possible.

Quick insights

- **20 Lacs**
  Median Salary

- **5 Years**
  Median Experience

Demographic Distribution

- Others 1%
- Hyderabad 12%
- Delhi/NCR 36%
- Mumbai 25%
- Bengaluru 26%

Gender Distribution & Expected Compensation Insights

19.4% is the female representation for this role

24 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights
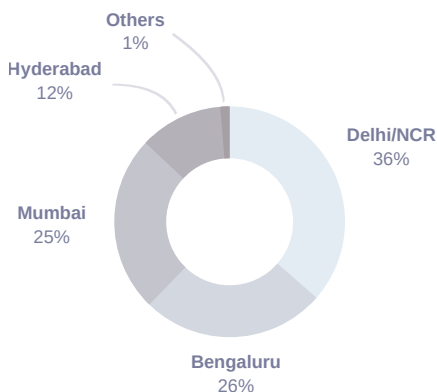
15% Of candidates are immediately available

35% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 92 candidates graduated from top b schools & are currently working in EY, Deloitte, PwC & KPMG. Data as on September 17th '18

HR Business Partner

HR Business Partners partner with business unit leaders to strategically align business objectives with the capabilities and career goals of employees. Demands on the HR function have intensified, with organizations needing HR to drive workforce attraction, management and engagement strategies. This, in turn, has elevated the expectations for HR Business Partners.
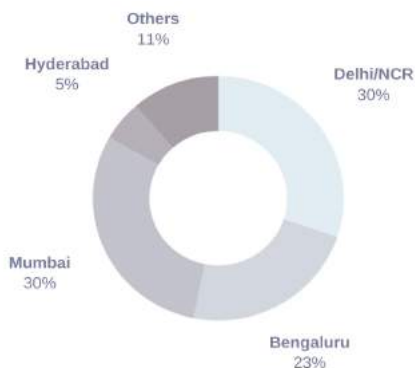
Quick insights

- **20 Lacs**
  Median Salary

- **6 Years**
  Median Experience

Demographic Distribution

Others
11%

Hyderabad
5%

Delhi/NCR
30%

Mumbai
30%

Bengaluru
23%

Gender Distribution & Expected Compensation Insights

45.7% is the female representation for this role

25 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

12.5% Of candidates are immediately available

37% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 1581 candidates graduated from top b schools. Data as on September 17th'18

Compensation & Benefits Specialist

Compensation managers plan, direct, and coordinates how much an organization pays its employees and how employees are paid. The key responsibilities include researching compensation and benefits policies and plans, comparing job descriptions and salaries and making recommendations to the senior management, updating job descriptions based on analysis, and making sure the company is complying with the laws.

Quick insights

- **22 Lacs**
  Median Salary

- **7 Years**
  Median Experience

Demographic Distribution

Others
9%

Hyderabad
6%

Mumbai
33%

Bengaluru
23%

Delhi/NCR
30%
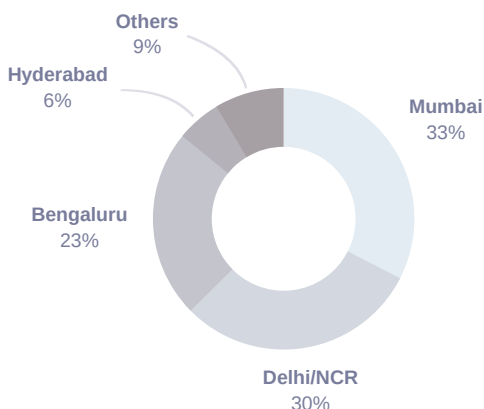
Gender Distribution & Expected Compensation Insights

38.9% is the female representation for this role

27.5 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

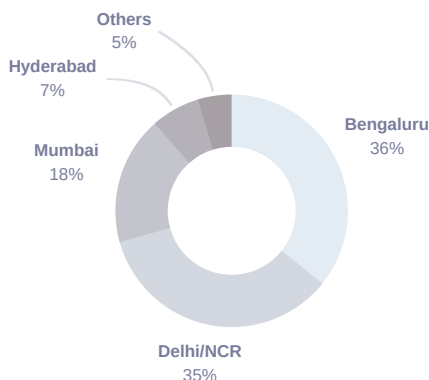**12.4%** Of candidates are immediately available

35% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 837 candidates graduated from top b schools. Data as on September 17th'18

IT Product Manager

A Product Manager has to conceive, plan, develop, test, launch and deliver products in the market. He also decides if a product needs to be retired or discontinued due to increasing costs, low customer satisfaction etc. Given the strategic position of the product manager, choosing the right talent for this position is crucial for companies. There is a high demand for product managers across markets, at the moment.

Quick insights

- **21.9 Lacs**

Median Salary

- **5 Years**

Median Experience

Demographic Distribution

Others 5%

Hyderabad 7%

Mumbai 18%

Bengaluru 36%

Delhi/NCR 35%

Gender Distribution & Expected Compensation Insights

14% is the female representation for this role

28 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

20.5% Of candidates are immediately available

47% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 1235 candidates graduated from top b schools and are from IT/ Online/Ecom industry. Data as on September 17th'18

Data Scientist

Data Scientists help companies interpret and manage data and solve complex problems using expertise in a variety of data niches. Key responsibilities include data mining using state-of-the-art methods, enhancing data collection procedures, cleansing and verifying the integrity of data, creating automated anomaly detection systems and tracking its performance. Demand for them is at an all time high.

Quick insights

- **14 Lacs**
Median Salary

- **2 Years**
Median Experience

Demographic Distribution

- Others 13%
- Hyderabad 7%
- Bengaluru 36%
- Mumbai 13%
- Delhi/NCR 32%
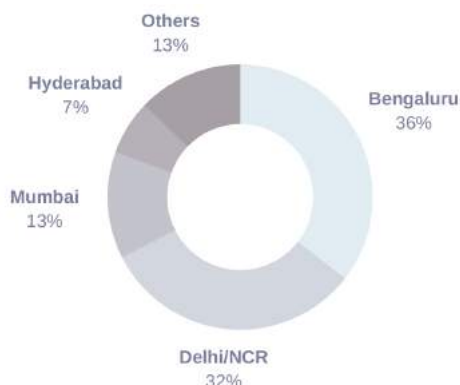
Gender Distribution & Expected Compensation Insights

9.8% is the female representation for this role

19 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

24% Of candidates are immediately available

38.7% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 420 candidates graduated from IITs. Data as on September 17th '18

Blockchain Professional

A Blockchain expert is a professional who understands blockchain technology profoundly and can build blockchain based applications for businesses. They possess a rare mix of technical expertise, financial literacy and blockchain knowledge. Since blockchain is still an emerging field, while there is a wide-open opportunity for professionals, the competition is still on a level-playing field.

Quick insights

- **15 Lacs**
  Median Salary

- **5 Years**
  Median Experience

Demographic Distribution

- Others 10%
- Pune 5%
- Delhi/NCR 32%
- Mumbai 20%
- Bengaluru 32%

Gender Distribution & Expected Compensation Insights

5.6% is the female representation for this role

21 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

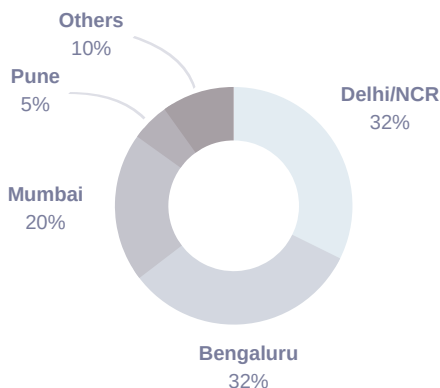**25.6%** Of candidates are immediately available

35% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 145 candidates graduated from IITs. Data as on September 17th '18

IT Business Analyst

Business Analysts in an IT domain interact with the business stakeholders and subject matter experts in order to understand their problems and needs. The analyst gathers, documents and analyzes business needs and requirements as well as designs technical solutions.

Quick insights

- **15 Lacs**
  Median Salary

- **6 Years**
  Median Experience

Demographic Distribution

Others
19%

Bengaluru
35%

Pune
10%

Mumbai
15%

Delhi/NCR
21%

Gender Distribution & Expected Compensation Insights

18% is the female representation for this role

20 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights
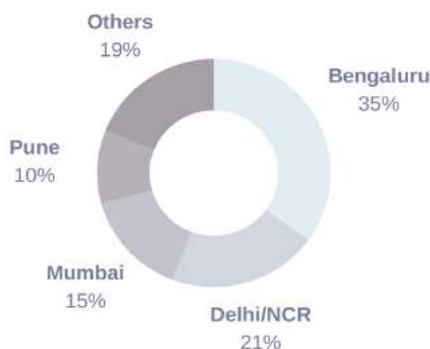
16% Of candidates are immediately available

31% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 1490 candidates graduated from top schools and are from ITindustry. Data as on September 17th '18

Cyber Security Professional

A cyber security professional is someone responsible for protecting the networks, infrastructure and systems for a business or organization. With increasing incidents of large scale cyber attacks organizations are on the lookout of cyber security experts to strengthen their defence against such breaches.

Quick insights

- **20 Lacs**
Median Salary

- **11 Years**
Median Experience

Demographic Distribution

Others
14%

Hyderabad
7%

Delhi/NCR
36%

Mumbai
15%

Bengaluru
29%

Gender Distribution & Expected Compensation Insights

10.6% is the female representation for this role

25 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

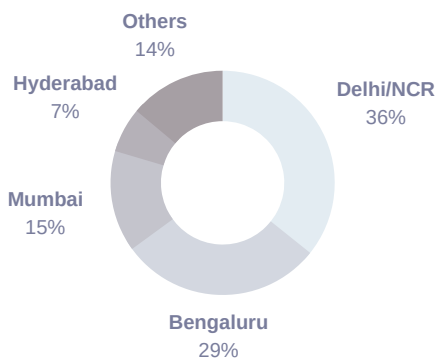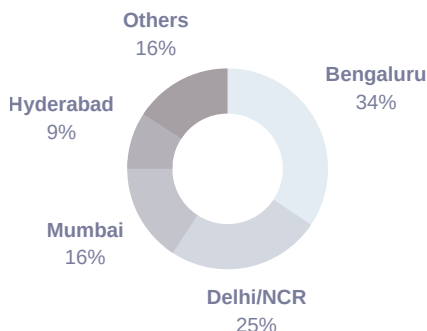**31.8%** Of candidates are immediately available

35% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 134 candidates graduated from top schools and are from IITs. Data as on September 17th '18

Big Data / Hadoop Professional

A Hadoop Developer's job role is similar to that of a software developer but in the big data domain. The main responsibility of a hadoop developer is to take ownership of data. There is an ongoing demand for programmers, analysts and managers with big data skills to oversee big data projects, because the supply of experts is still not enough to meet the demand.

Quick insights

- **20 Lacs**
  Median Salary

- **4 Years**
  Median Experience

Demographic Distribution

Others
16%

Hyderabad
9%

Bengaluru
34%

Mumbai
16%

Delhi/NCR
25%

Gender Distribution & Expected Compensation Insights

16.7% is the female representation for this role

25 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights
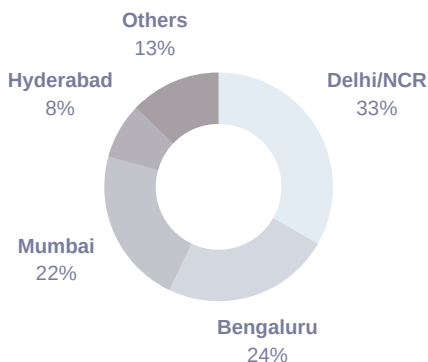
24.4% Of candidates are immediately available

35% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 9.5k candidates with min 4 yrs. of work exp. Data as on September 17th '18

Process Improvement Professional

The role of a Process Improvement Professional is to address the design, installation and improvement of integrated systems of people, material, facilities, information, equipment and energy.

Quick insights

- **21 Lacs**
  Median Salary

- **7 Years**
  Median Experience

Demographic Distribution

- **Others** 13%
- **Hyderabad** 8%
- **Delhi/NCR** 33%
- **Mumbai** 22%
- **Bengaluru** 24%

Gender Distribution & Expected Compensation Insights

15% is the female representation for this role

26 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

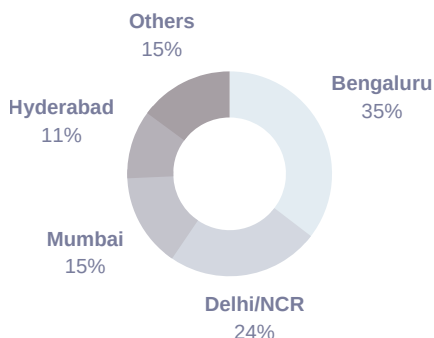18% Of candidates are immediately available

30% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 1787 candidates graduated from top B-schools. Data as on September 17th'18

Artificial Intelligence and Machine Learning Developer

AI Specialists program computers to test hypothesis in relation to how the human mind works, through cognitive simulation. Artificial intelligence is the goal of a machine learning developer. They are computer programmers, but their focus goes beyond specifically programming machines to perform specific tasks.

Quick insights

- **16 Lacs**
Median Salary

- **7 Years**
Median Experience

Demographic Distribution

Others
15%

Bengaluru
35%

Hyderabad
11%

Mumbai
15%

Delhi/NCR
24%

Gender Distribution & Expected Compensation Insights

15.6% is the female representation for this role

21.4 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights
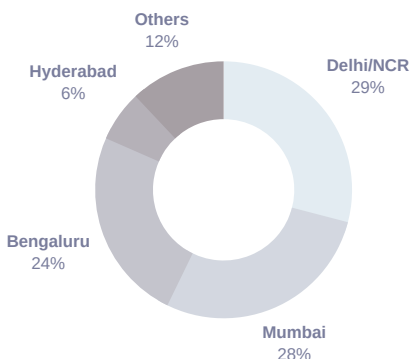
28.6% Of candidates are immediately available

32% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 1320 candidates. Data as on September 17th '18

Supply Chain Manager

Supply Chain Managers work with external partners to procure parts and raw materials needed to produce the product, create the inventory and sell the product to outside markets. These professionals evaluate suppliers and negotiate contracts with vendors.

Quick insights

- **19.7 Lacs**
  Median Salary

- **6 Years**
  Median Experience

Demographic Distribution

Others
12%

Hyderabad
6%

Delhi/NCR
29%

Bengaluru
24%

Mumbai
28%

Gender Distribution & Expected Compensation Insights

14.9% is the female representation for this role

25 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

18.4% Of candidates are immediately available

35% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 15k candidates graduated from top B-schools. Data as on September 17th '18

Governance, Risk & Compliance

A Governance, Risk & Compliance manager is responsible for a company's co-ordinated strategy for managing the broad issues of corporate governance, enterprise risk management and corporate compliance with regard to regulatory requirements.

Quick insights

- **22 Lacs**
  Median Salary

- **13 Years**
  Median Experience

Demographic Distribution

- **Others** 15%
- **Delhi/NCR** 27%
- **Pune** 8%
- **Mumbai** 25%
- **Bengaluru** 25%
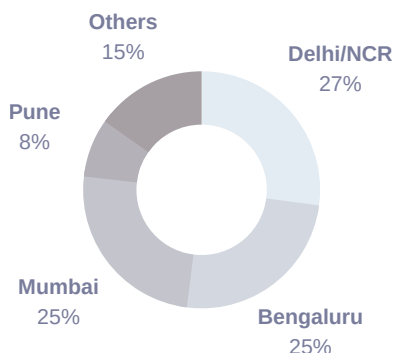
Gender Distribution & Expected Compensation Insights

18.8% is the female representation for this role

28 L is the median expected salary by the candidates

Availability Duration & Average Tenure Insights

20.2% Of candidates are immediately available

25% Of candidates in this role have an average tenure of 2 years

*Data is based on a sample size of 11k candidates. Data as on September 17th '18

CHAPTER 7

The Future of Talent Mapping and Compensation Benchmarking!

The Future of Talent Mapping and Compensation Benchmarking!

The future of talent mapping and compensation benchmarking as HR roles seems promising and exciting with the advent of new roles, real-time data and the need for pay transparency at every level!

HR professionals are more focused than ever, to leverage the employee-reported data to keep a pulse on up-to-the minute market pricing, especially with the salaries for hot jobs moving at a record pace in the market.

Employees expect a 100% transparency in their pay structure, not just with their own salaries but also with respect to their peers in the same company and in the overall industry.

The annual performance appraisals have taken a backseat and are replaced by ongoing assessments, especially in the wake of Millennials and Gen Z joining the workforce.

HR professionals are relying more and more on ongoing coaching conversations, challenging compensation professionals to deliver non-traditional, pay-for-performance models that reward top performers and keep the employees engaged.

Pay Equity is a critical part of the overall employee experience and making pay equity a priority can positively impact an organization's bottom line. With research showing that less than half of all organizations currently have a formal process in place to address pay equity, this work will start by simply putting a process in place.

The Future of Talent Mapping and Compensation Benchmarking!

Data is the new oil! Nothing can compare the effectiveness of real-time data in taking faster and better decisions while doing talent mapping and salary benchmarking.

Artificial Intelligence has emerged as a substantial element which has taken over lot of jobs. Compensation professionals will need to think carefully about how to competitively price the emerging hot jobs that AI will create.

Calculus has been designed to adapt to the evolving needs of organisations when it comes to compensation benchmarking, and meeting their talent needs!

ALL
THINGS
TALENT

That Was

The HR's Guide To **Talent Mapping & Compensation Benchmarking!**

Powered By: **Calculus**

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