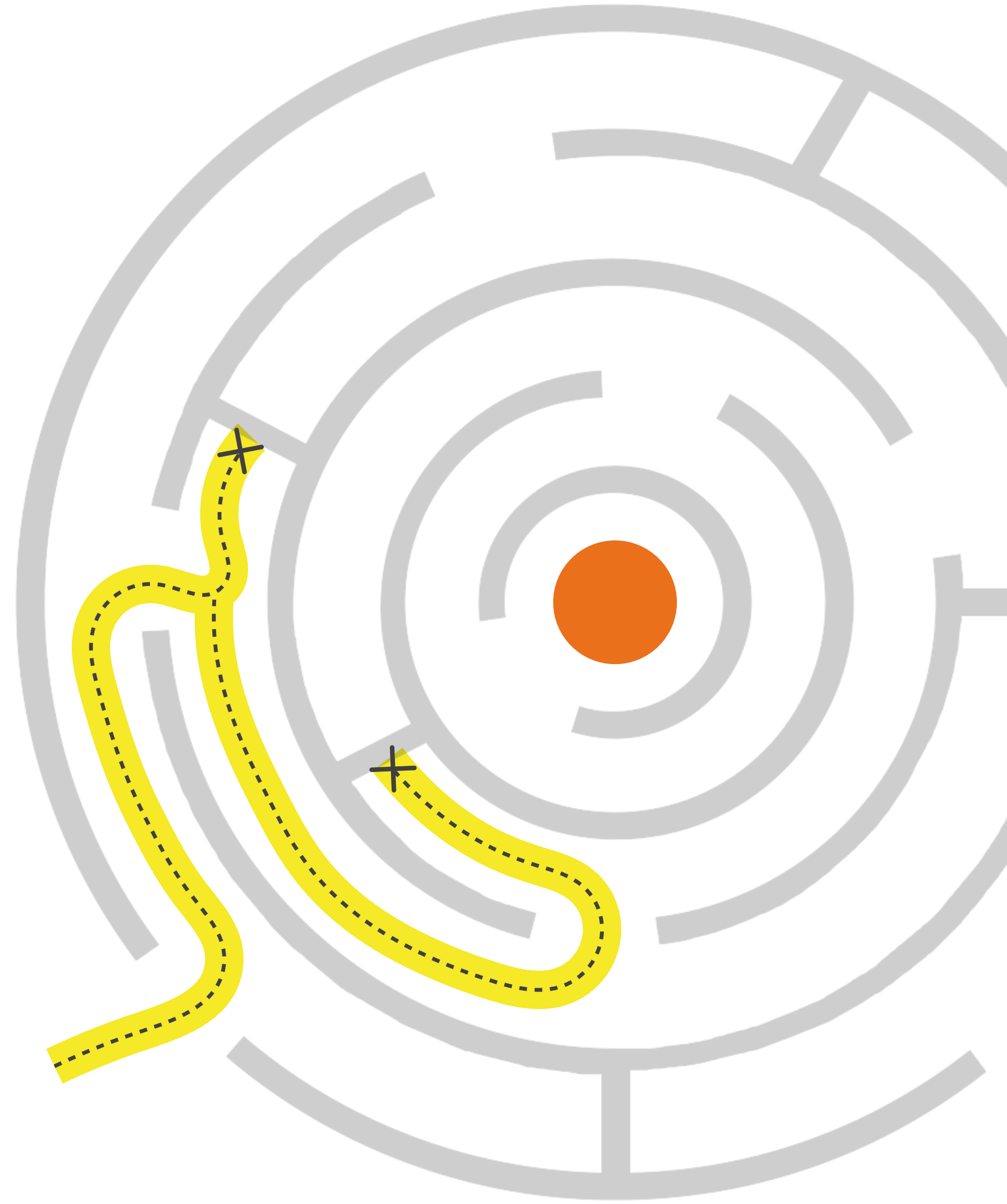


What **powers** your Talent Strategy?

Calculus by:

iimjobs .com hirist .com



Supercharge it with **real-time data** from millions of profiles



Introducing

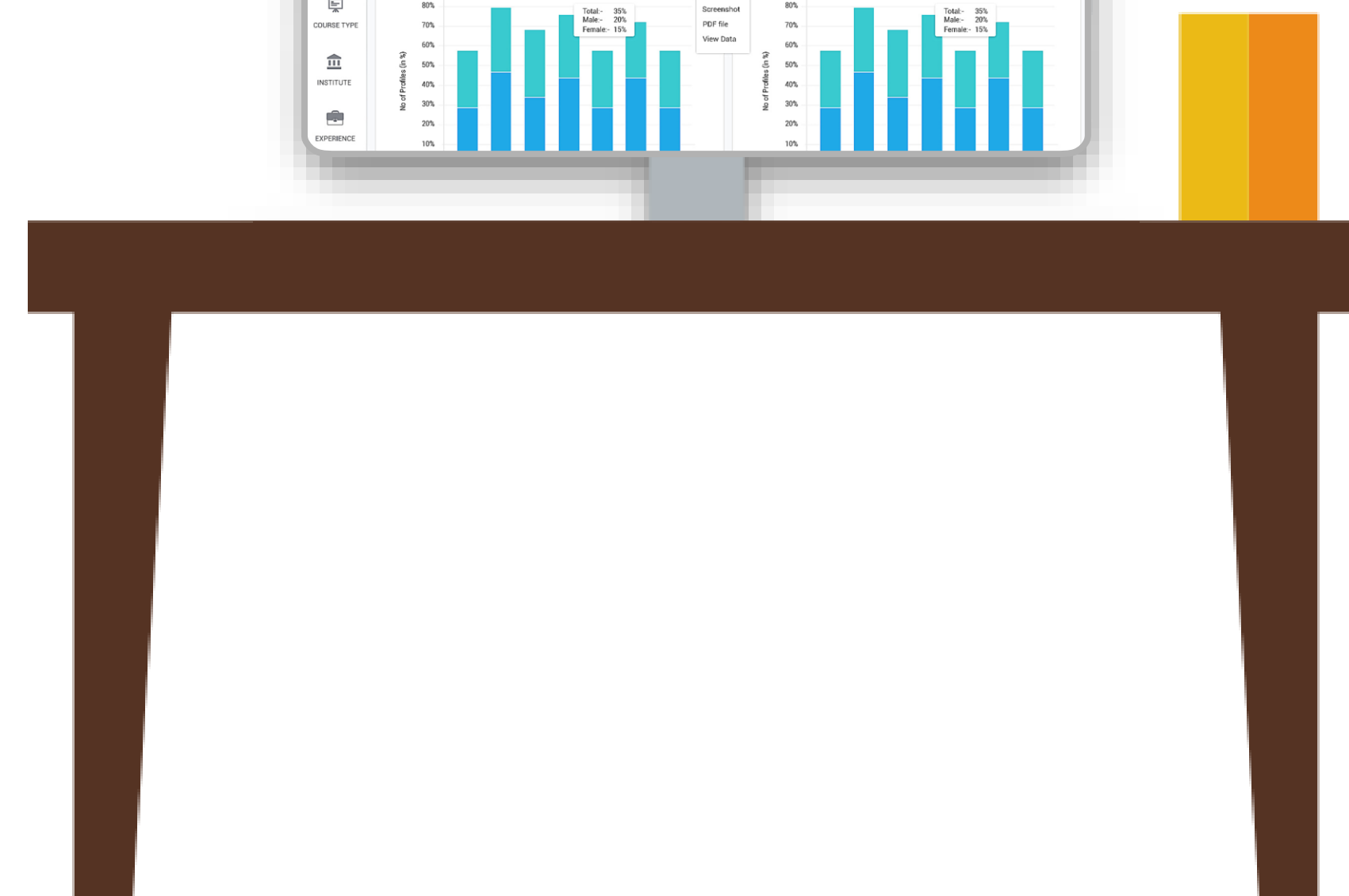
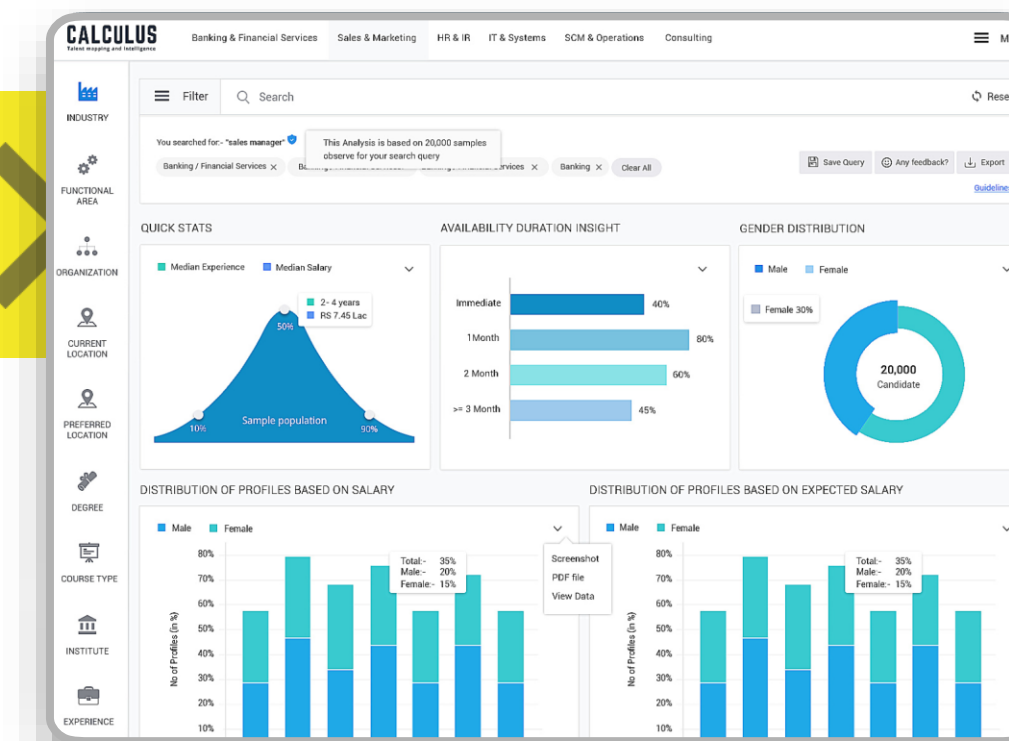
Calculus

A talent mapping tool by iimjobs

(also available on hirist.com for IT/Technology roles)

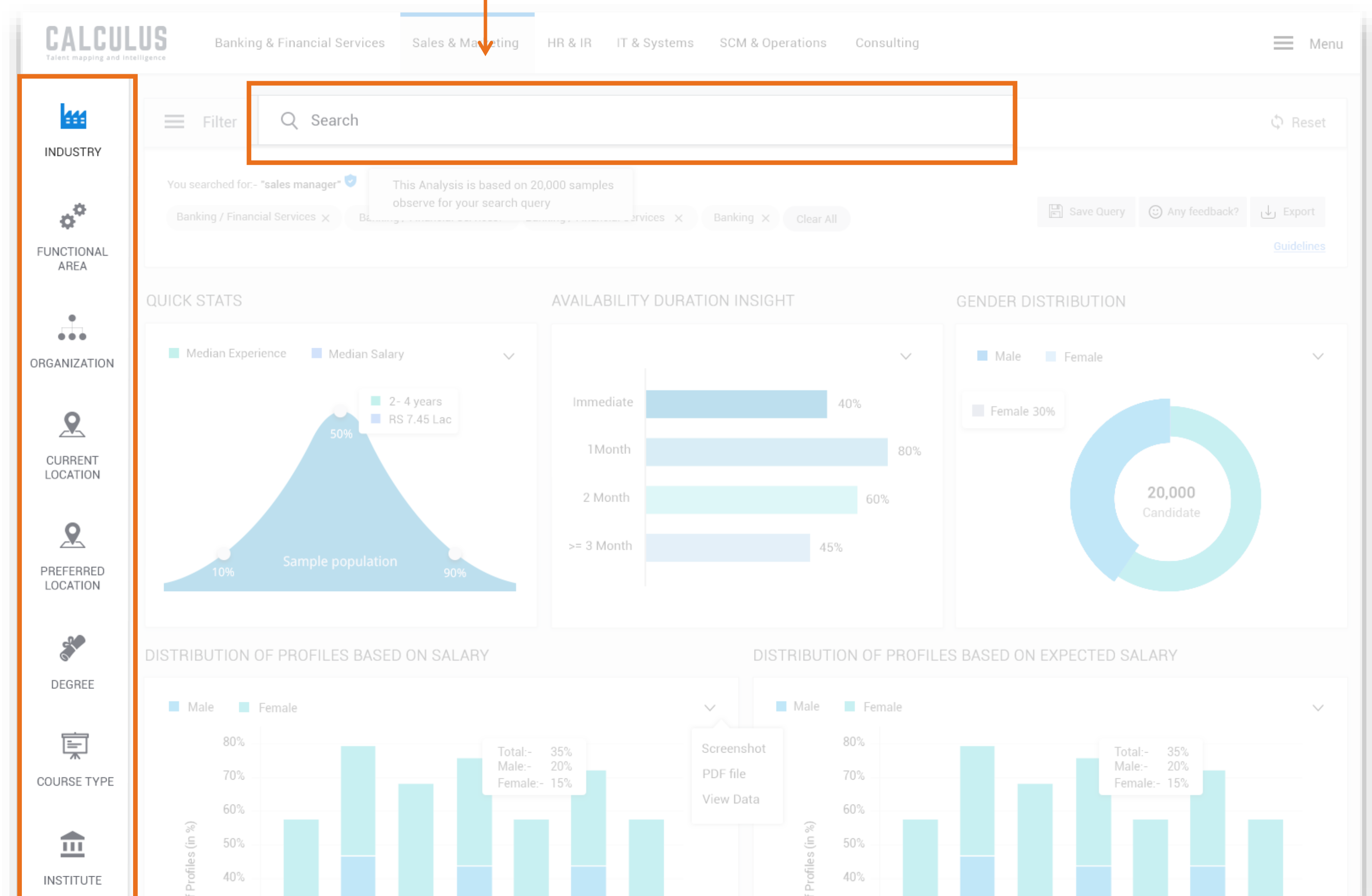


Instant data
at a single click



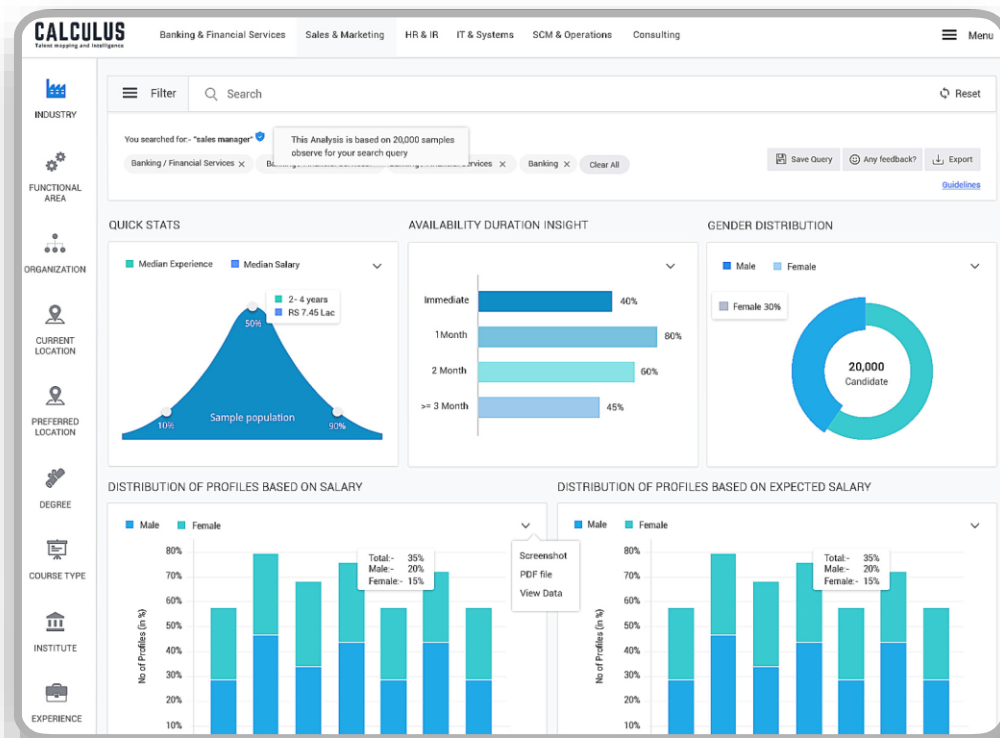
1 Search for a role, say “sales manager”

2 Filter down your search





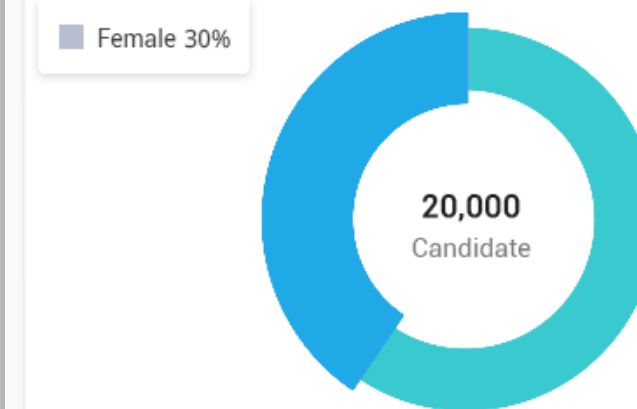
Calculus provides valuable insights for your talent strategy



Availability Duration



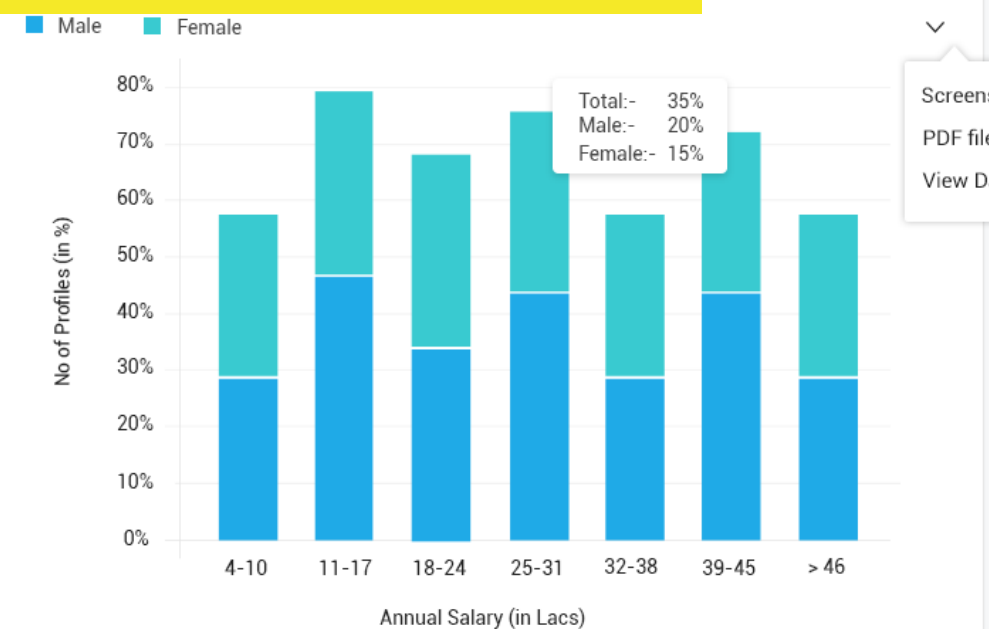
Gender Distribution



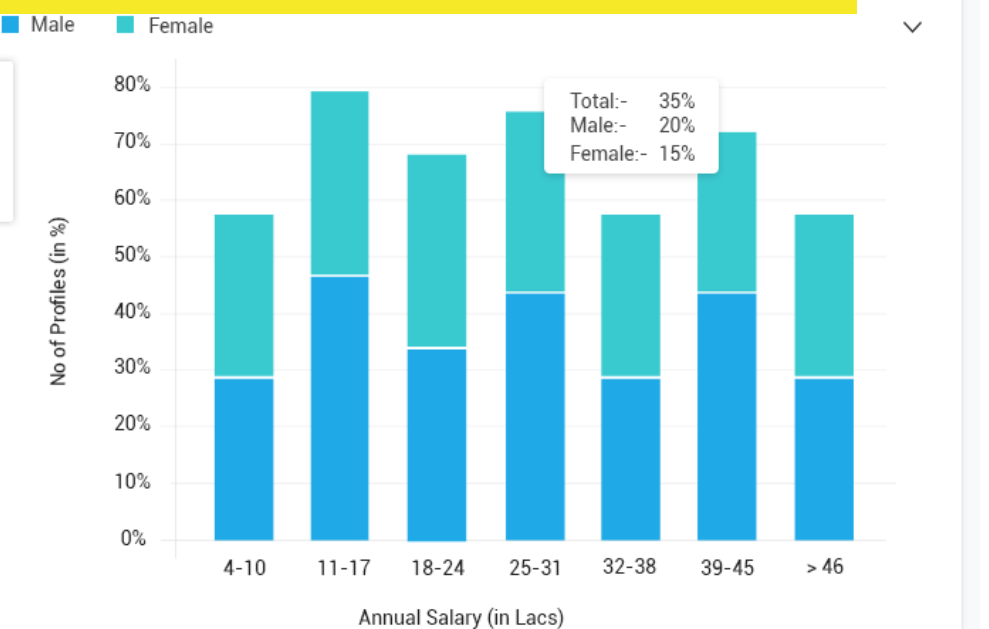
National Median Salary

Location	# of Profiles	Median Salary	% Change
Gurgaon	44%	6.21 Lacs	▲ 30%
Mumbai	20%	4.56 Lacs	▼ 30%
Noida	50%	7.45 Lacs	▲ 30%
Banglore	55%	6.21 Lacs	▼ 30%
Delhi	44%	4.56 Lacs	▲ 30%
Jaipur	34%	7.45 Lacs	▼ 30%

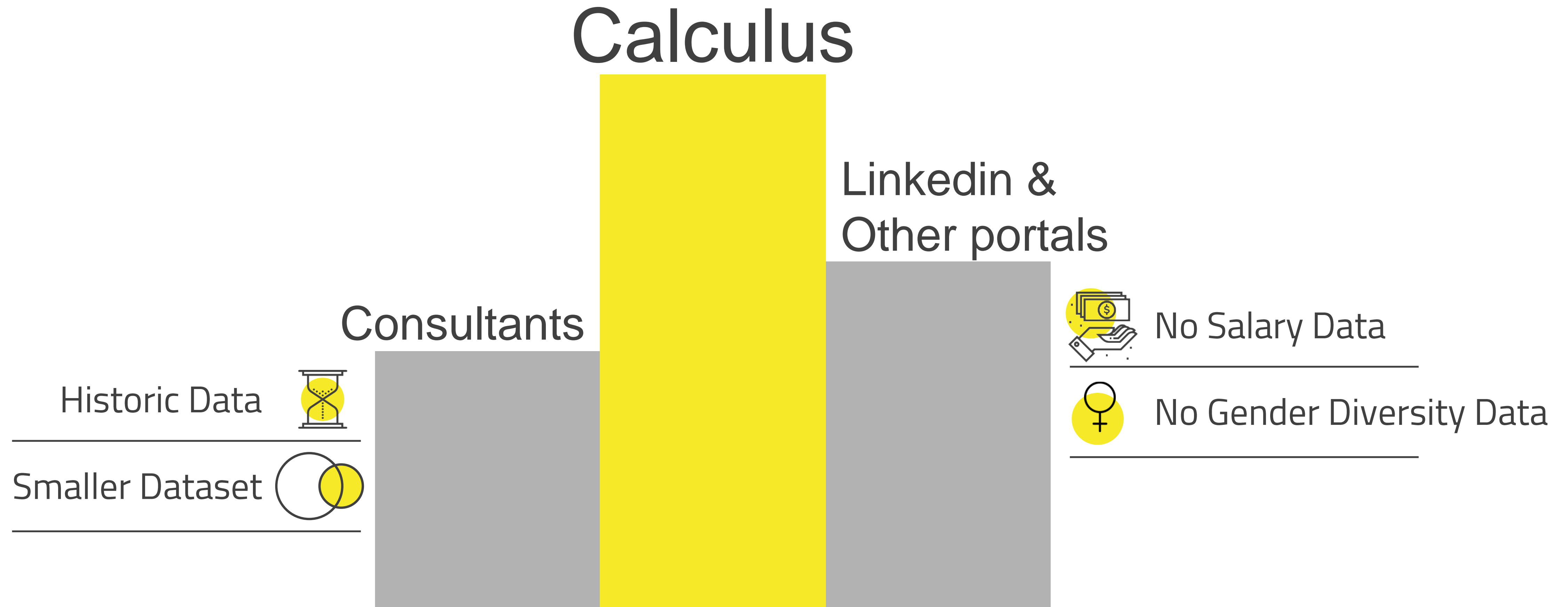
Salary Distribution






































Expected Salary Distribution



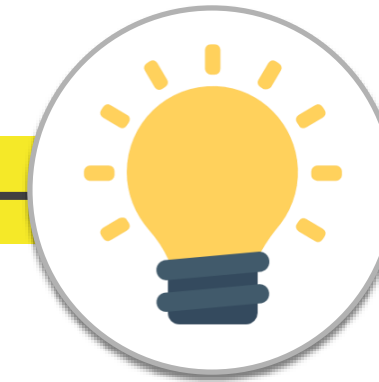
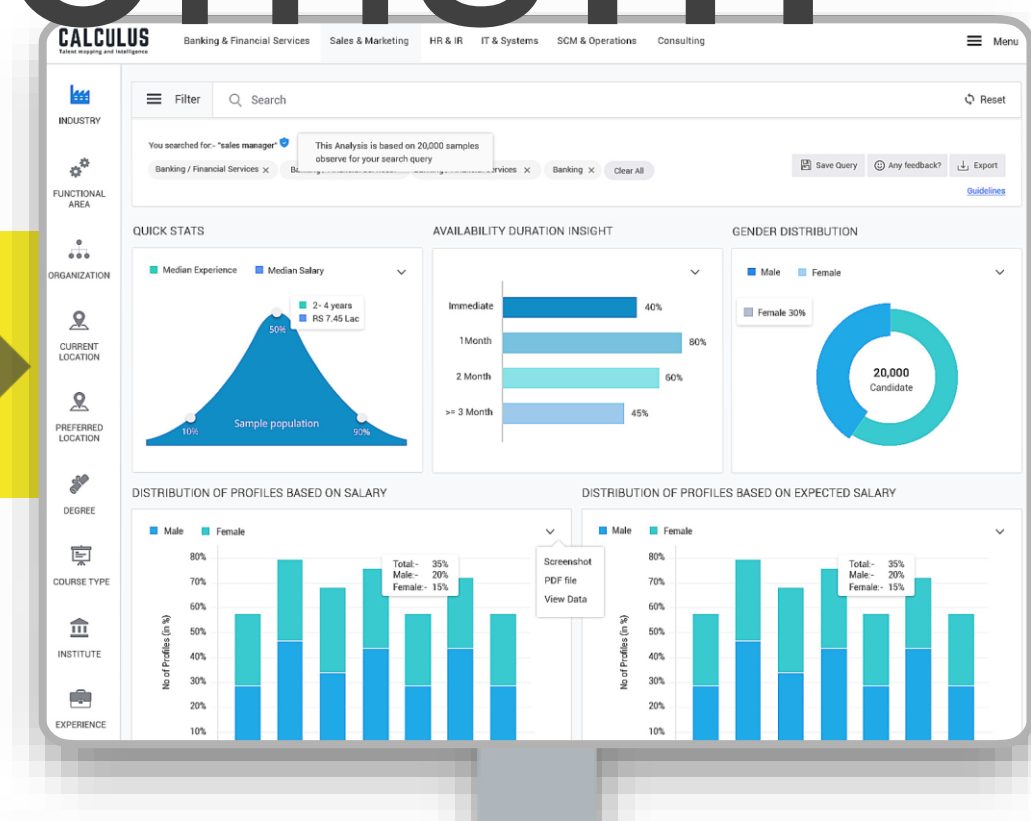
What makes Calculus significantly better than everything else out there?



iimjobs' innovative recruitment solutions are used by leading brands in India

					<i>IndusInd Bank</i>
					
					
					
					
					

How insights from Calculus have helped solve hiring problems....



Looking for Data Scientist

Offering
Rs.7lac
p.a.

Location
Mumbai



Unable to hire for
2+ Months

Case of Compensation Discovery



Search
Calculus



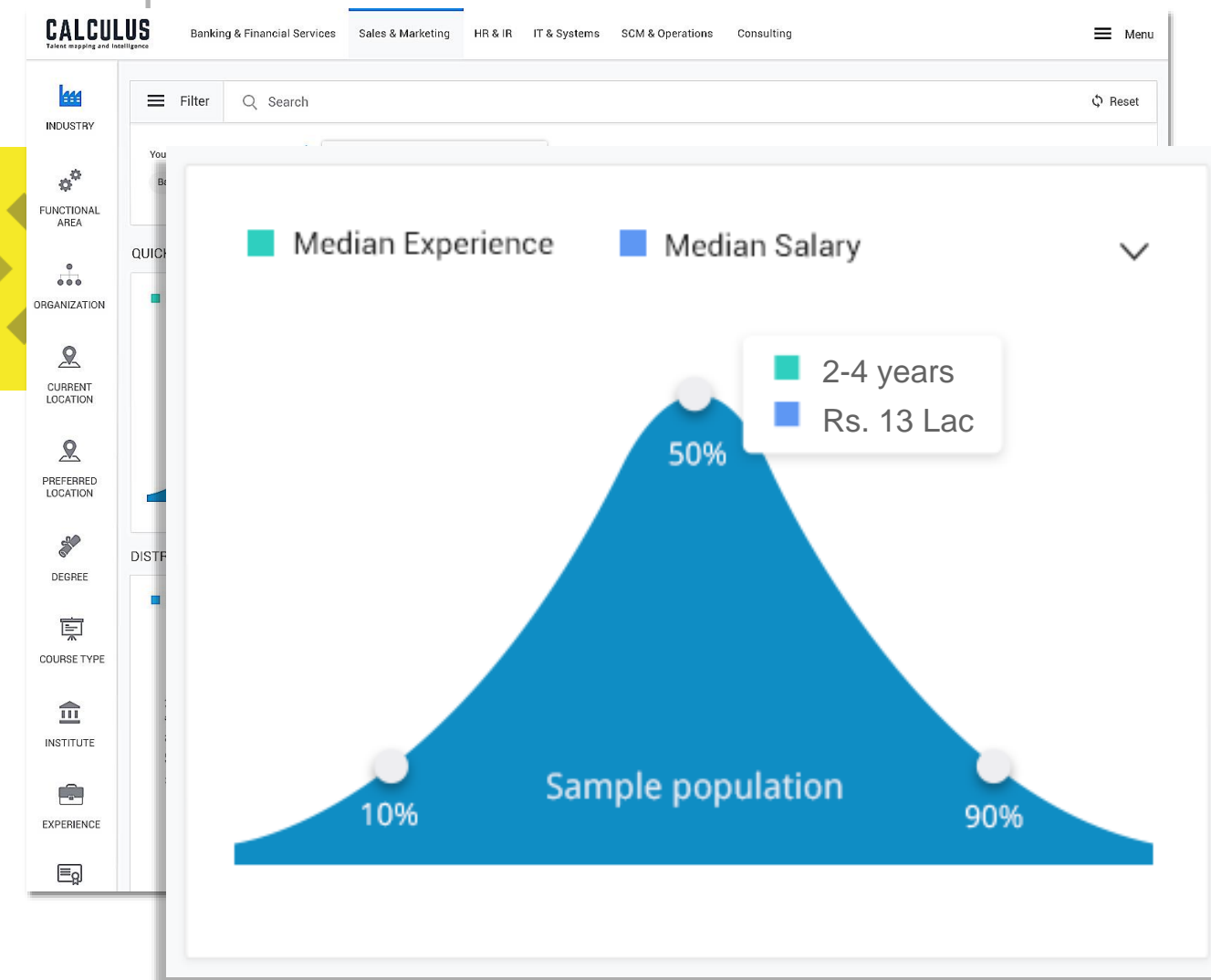
Insight
from
Calculus



Hiring Strategy
altered



Result



**Median salary for the
role was 13 lac p.a.
vs 7 lac p.a. being offered**

**Offered salary increased
from 7 lac p.a. to 12 lac p.a.**

**Successfully
Hired**

Looking for Brand Manager

Location
Chennai



Unable to hire for
6+ Months

Case of Geographical Density



Search
Calculus



Insight
from
Calculus



Hiring Strategy
altered



Result

CALCULUS Talent Mapping and Intelligence

Banking & Financial Services | Sales & Marketing | HR & IR | IT & Systems | SCM & Operations | Consulting

Filter Search Reset

NATIONAL MEDIAN SALARY: 25 LACS

Location	# of Profiles	Median Salary	% Change
Mumbai	44%	24.34 Lacs	▲ 30%
Delhi/NCR	20%	25.04 Lacs	▼ 30%
Bengaluru	50%	26.30 Lacs	▲ 30%
Kolkatta	55%	22.50 Lacs	▼ 30%
Chennai	3.31%	27.00 Lacs	▲ 30%
Hyderabad	34%	23.34 Lacs	▼ 30%
Others	64%	21.35 Lacs	▼ 30%

Less than 3.3%
of the pool is available in
Chennai



Hiring effort expanded
to Bangalore & Mumbai



Successfully
Hired

Looking for Sales Manager

Experience
4-8 years

Openings
10



Gender diversity of
available pool <20%

Case of Gender Diversity



Search
Calculus



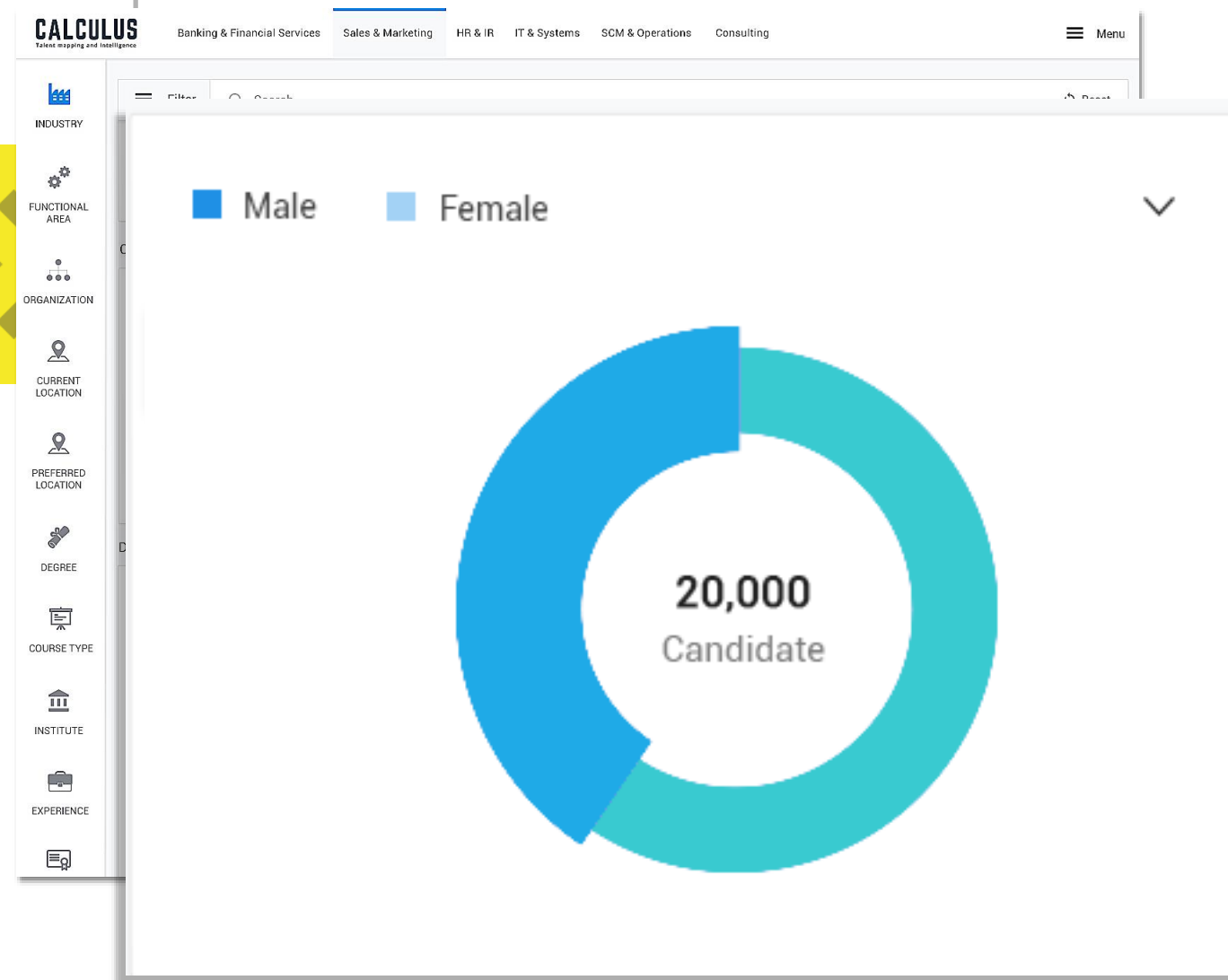
Insight
from
Calculus



Hiring Strategy
altered



Result



**Gender diversity
within a subset** of the
available pool was
**45% versus 20%
overall**

**Decided to
hire younger candidates**
and then provide training

**Hired
7 Females**

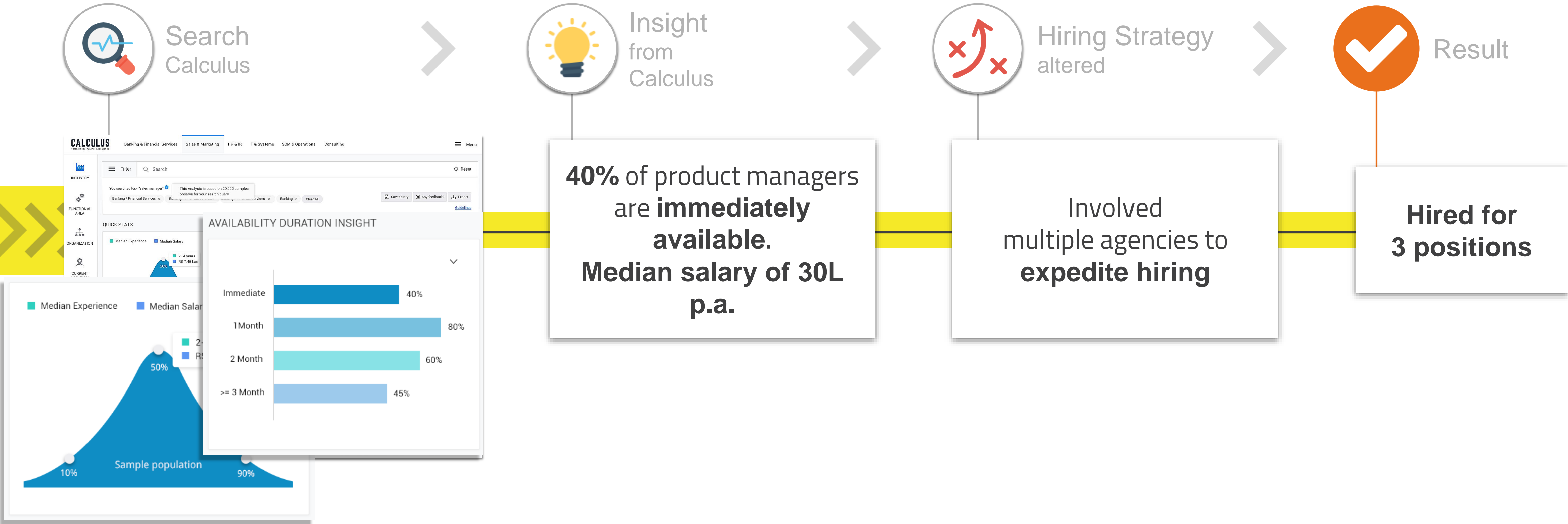
Looking for Product manager

Industry
Consumer Internet



Recently funded
Wants to hire from best

Case of Industry Insights



Looking for Business Analyst

Offering
Rs.5lac
p.a.



Hiring first BA
Unsure about salary

Case of Compensation Benchmarking



Search
Calculus



Insight
from
Calculus



Hiring Strategy
altered



Result



While current salary is
~5Lac p.a., the
**median expected salary
is 6.2Lac p.a**

**Increased the offered
salary to 6lac p.a.**

**Closed 3
positions
in a month**

“Calculus *bridges the information gap* between the hiring manager and the recruitment team by bringing data-driven insights to the table”

SUPER-CHARGE your talent strategy with **Data**

Talk to us:
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calculus@iimjobs.com
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Calculus by:

iimjobs .com hirist .com