

Ecomm to Take 22% Delivery as India Inc Readies Big Hikes

Top hikes will be double of average levels; auto & telecom not so lucky

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Kolkata | Mumbai: Salary hikes are tipped to go on an overdrive this increment season with top performers in FMCG, oil and gas, industrial goods, retail, transport and technology set to earn increments in excess of 20%.

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Average increments in most sectors are expected to be in double digits, estimates from leading talent and compensation firms, Hay Group, Mercer, Aon Hewitt, Towers Watson and Team-Lease say. These firms are also in consensus that top performers will earn almost double the average increment. This has set expectations of 20%-plus



hikes for top performers.

“This year, the differentiation (between top and average performers) is higher. Companies are paying double to their top performers compared to average peers to retain them,” said Ajit Isaac, chairman of Quess (earlier Ikya Human Capital Solutions). “There is expected to

be big supply-demand gap, and some terrific success stories of companies are making the differentiation sharper,” he added. The ecommerce industry is expected to roll out an 18-22% raise on an average compared to 10% last year.

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