



# Next Gen Talent: How Indian banking can secure its future by attracting and retaining new quality talent pools

FIBAC 2022 - panel presentation

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# The **war for talent**, especially technology talent is **rapidly heating up...**

**It may be raining job offers for techies in India, but it is a talent war for tech firms**

*As one executive put it: It is better to hire expensive, great talent and be tough in their evaluation, than to hire average and end up never letting them go because you can't find talent at that salary*

**As salaries for Indian techies go up, India is no longer a cost game for multinationals: Experts**

*Technology is no longer a choice but core to business. India, which has a large and scalable talent pool, is at an advantage to tap into this opportunity, attracting the multinationals to the country.*

**BharatPe offering BMW bikes, iPads and Dubai trips to attract tech talent**

The fintech firm aims to triple the strength of its technology team and is hiring 100 candidates



Bhavish Aggarwal · 3rd+

Ola!  
1mo · 🌐

Engineering hiring situation in Bengaluru - thinking of offshoring some work to a lower cost center in SF, Bay Area! 😂

👍👎❤️ 4,440

238 comments

## Talent in driver's seat with diverse needs

*Several needs beyond compensation*



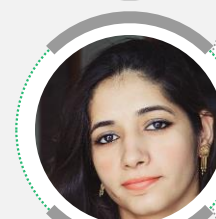
I want opportunities to learn **new-age skills** to remain industry relevant ...



I aim to work for a **strong banking brand** with **employee friendly policies**



I need a **pre-defined and clear career path** and regular feedback on my performance



I want an **inclusive working culture** where I can **speak up** and my views are respected

# 4 meta-trends shaping success in attracting and retaining talent



**Support new ways of working**



**Encourage expertise build-up**



**From 'know-it-all' to 'learn-it-all'**



**Analytics as back-bone for HR decisions**

82%

Employees prefer working from home

20%

Expected growth till 2025 in Gig economy

*Formalizing contractual & freelance manpower to attract specialized talent*

*Dual career path for talent*

Managerial Career Path

Expert Career Path

*Common starting point*

*Demand based two-way movement, with faster career progression*

80 hrs

Annual learning hour requirements per employee

5Y

Typical skill lifespan for an employee

*Revamped learning methodology & partnerships for advanced topics*

65%

Higher efficiency & business productivity

Usage of multiple employee parameters for intelligent decisions

>70% using people analytics





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