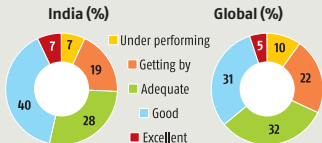


INDIA INC PUTS HR ISSUES ON TOP OF THE TABLE

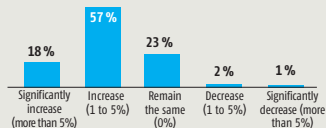
Over 70 per cent of Indian organisations plan to increase their HR spending in the next one year, says the Deloitte Human Capital Trends Report 2015, done in partnership with the National HRD Network. According to the report, like their global counterparts, Indian businesses have ranked leadership as the most important human capital issue for this year. Interestingly, performance management and talent acquisition are important challenges for the short term and not the long term. A majority of respondents have already started addressing both.

INDIAN COMPANIES, HOWEVER, SCORE BETTER WITH RESPECT TO TALENT PROGRAMMES, EVEN BETTER THAN GLOBAL AVERAGES...

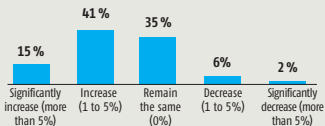


...AND WILL MAKE HEAVY INVESTMENTS IN HR IN THE NEAR FUTURE; BEATING OTHER COUNTRIES

HR investment in the next 12 to 18 months (India)

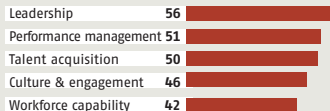


HR investment in the next 12 to 18 months (global)

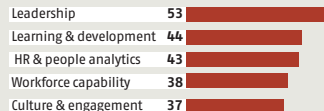


FOR COMPANIES, LEADERSHIP WILL REMAIN A CONSTANT CHALLENGE, AT LEAST FOR THE NEXT 5 YEARS

Top challenges in the short run (12-18months) (%)



Top challenges in the long run (3 to 5 years) (%)



LEARNING, ENGAGEMENT ARE IMPORTANT BUT HR HEADS NOT READY TO TACKLE IT

Top trends	Importance index	Readiness index
Leadership	81	42 23% respondents are NOT ready to tackle this challenge
Learning and development	79	46 16% respondents are NOT ready to tackle this challenge
Culture and engagement	79	50 13% respondents are NOT ready to tackle this challenge
Reinventing HR	75	41 25% respondents are NOT ready to tackle this
Performance management	75	46 17% respondents are NOT ready to tackle this challenge