

'Brain gain' on the increase in IT cos

SHOBHA MATHUR

ENS ECONOMIC BUREAU

Chennai, Sept 5: As lack of adequate skill sets continues to dog the IT industry, 'brain gain' or the trend of Indian professionals returning to the country is increasing, even if it means joining positions for lower pay. And some IT companies are cashing in on this trend. For instance, Hexaware Technologies is starting a talent acquisition drive in Australia this month and will be extending it to Malaysia, the Philippines and Singapore in the next three months. The company will hire locals for its local businesses in these countries and tap Indian-origin talent for its domestic requirements.

Hexaware began this initiative in Mexico about two months ago and has recruited about 20 people. "We are looking for people with knowledge of ERP, PeopleSoft, SAP and testing with over three years' experience," Chief People Officer Deependra Chumble told Express. Hexaware will be recruiting employees for positions of senior developers and project directors in India. Thereafter, the laterals will be exposed to an in-house training programme.

Polaris Software Lab Ltd has no separate plan for harnessing Indian-origin talent but is inducting them on an ongoing basis for the past three years.

Soma Sajeevan, EVP and Global Head-Talent and Change agreed that the number of people returning to India was increasing because of the growing challenges in jobs and more opportunities in the country. Better infrastructure, good educational facilities for children and improved quality of work are other factors influencing this migration. "More people are joining the Polaris office in India at senior and leadership levels with about 15 to 16 years experience, though we have overseas-returned employees at different levels for different positions. This also includes people with four to six years' experience and 10 to 14 years experience," said Sajeevan.

He felt the learning architectural model of the company facilitated easy functioning for this segment in changed circumstances. "Today people even prefer to enrol for engineering education and higher studies in Chennai compared to earlier days when they went for higher education abroad," said Sajeevan.

Even a drop of 30 to 40 percent in the pay package in Indian jobs is not deterring these professionals. "This is because now all the superior projects are in India and these foreign-settled Indians just want to return home," Chumble said.