

foundit Appraisal Trends Report



About foundit Appraisal Trend Report



The foundit appraisal trend report methodology entails the analysis of data gathered through a comprehensive survey conducted by foundit.in. The survey ensured proportional representation across major industries and experience levels by collecting inputs from 3066 employees, thereby offering valuable insights into the nationwide appraisal trends during the year 2022-23. The report offers a comprehensive overview of salary increments across different experience levels and major industries, both in metropolitan areas and tier-2 cities. The report covers aspects such as performance evaluation, promotion opportunities, job satisfaction, and perceptions of fairness in the appraisal process. Additionally, it delves into employee sentiments which include opinions on whether expectations were met, career growth opportunities, perks & benefits, and payouts within the timeline. By utilizing this methodology, the report offers a holistic and informative perspective on the prevailing trends in employee appraisals for the specified period.



foundit has taken due care in compiling and processing the data, but does not guarantee the accuracy, adequacy, or completeness of any information and is not responsible for any errors or omissions or action/decision taken or for the result obtained from the use of such information.

62%

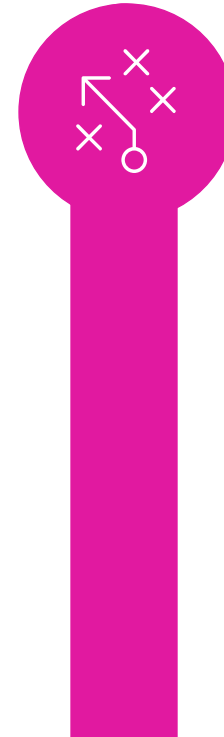
Respondents got an Appraisal in FY22-23, according to foundit Survey

The annual appraisal cycle for the financial year 2022- 2023 is concluded and as expected, this year's evaluation process has elicited a variety of responses with the parameters alongside.

Metro Vs. Non-metro



Variables & Promotion



Industry



Work Experience



Highlights

- **Survey revealed, 6 out of 10 employees did receive appraisal**

As the curtains draw on the annual appraisal cycle for the financial year 2022-2023, now is the time to evaluate the same. Although the job market remained cautious about hiring, 6 out of 10 employees did receive their appraisal. 49% of those who did not receive any appraisals this year were incentivised with ESOPs and bonuses and 20% were offered promotions. Across experience levels, Associate level professionals received the highest hikes this year while over 60% of entry-level employees did not receive any appraisal.

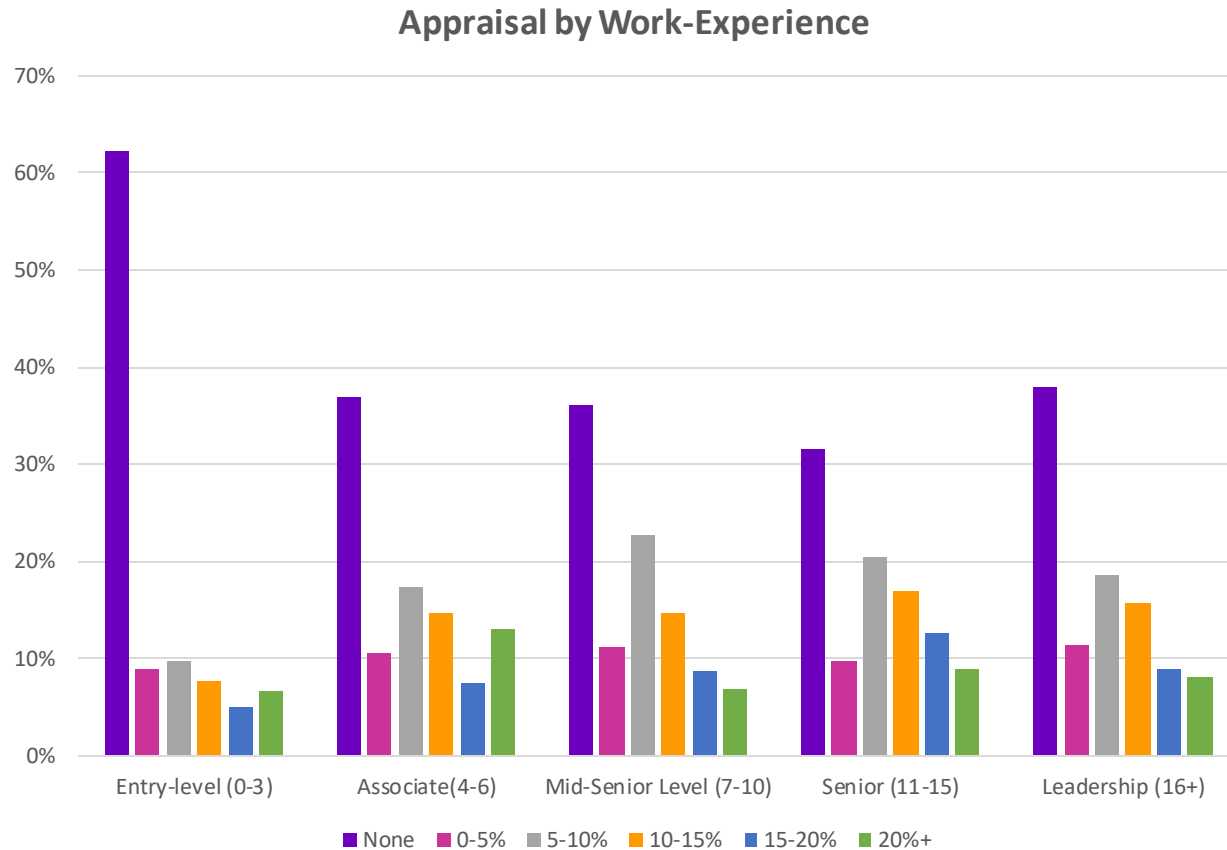
- **Non- metro saw better hikes while BPO , the more appraisals**

City-wise analysis indicates that non-metro cities received a better increment hike than the metros. Among industries, the employees in the BFSI sector received a higher range while Healthcare & BPO/ITES saw more number of appraisals.

- **76% of surveyed are looking out for a job change**

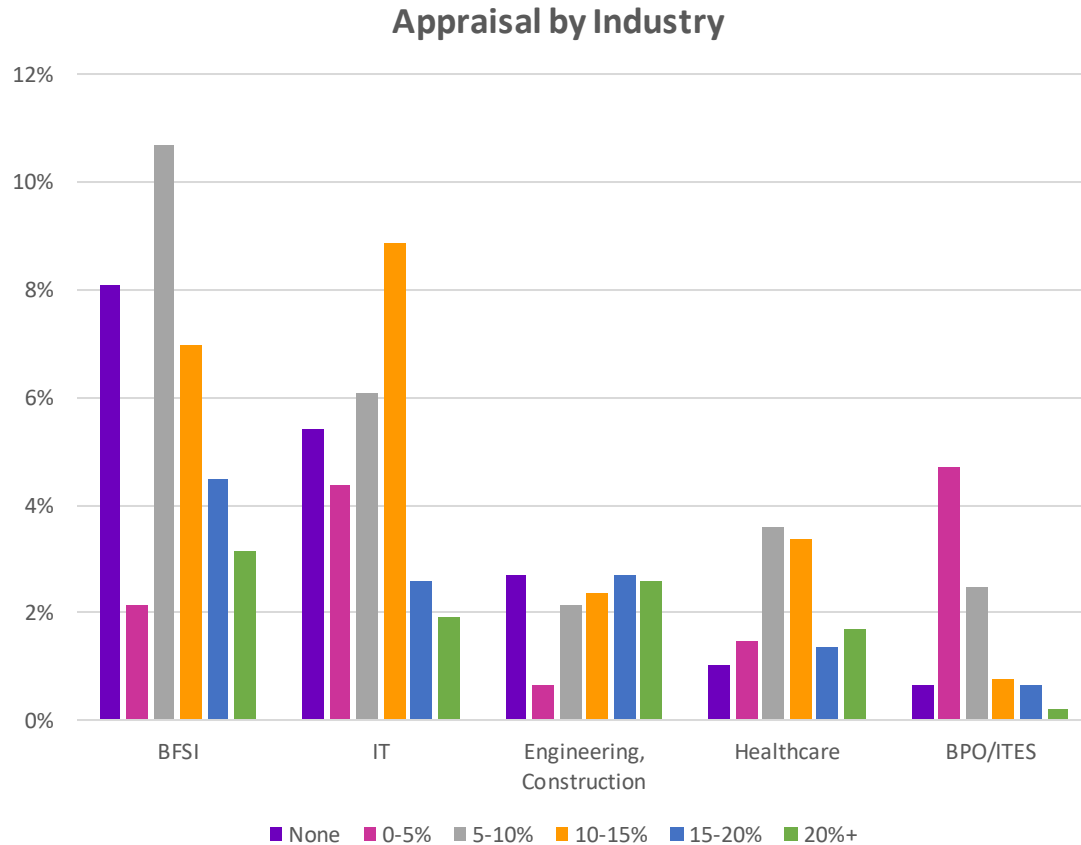
The number of employees expressing their desire to continue in their current roles following the appraisals have highlighted team leadership prospects, a positive office culture, and enhanced learning opportunities as the primary reasons for their contentment. Interestingly, when asked about other factors, the survey findings indicated that work model flexibility still plays a significant role in their decision-making process.

Appraisal by Work- Experience



- The results show that **62% of the Entry-level professionals surveyed** did not get any appraisal this year, marking the weakest category in this appraisal cycle. While **11% of both Associate and Mid-senior level** received a 0-5% hike.
- According to the survey, **23% of Mid-senior level employees** received 5-10%, and **17% of Senior level** received 10-15% increments being at the top in their respective categories.
- 13% of employees at the senior level received 15-20% appraisal, however, **Associate level employees** were at the **top of the ladder** to receive **more than 20% appraisal**.

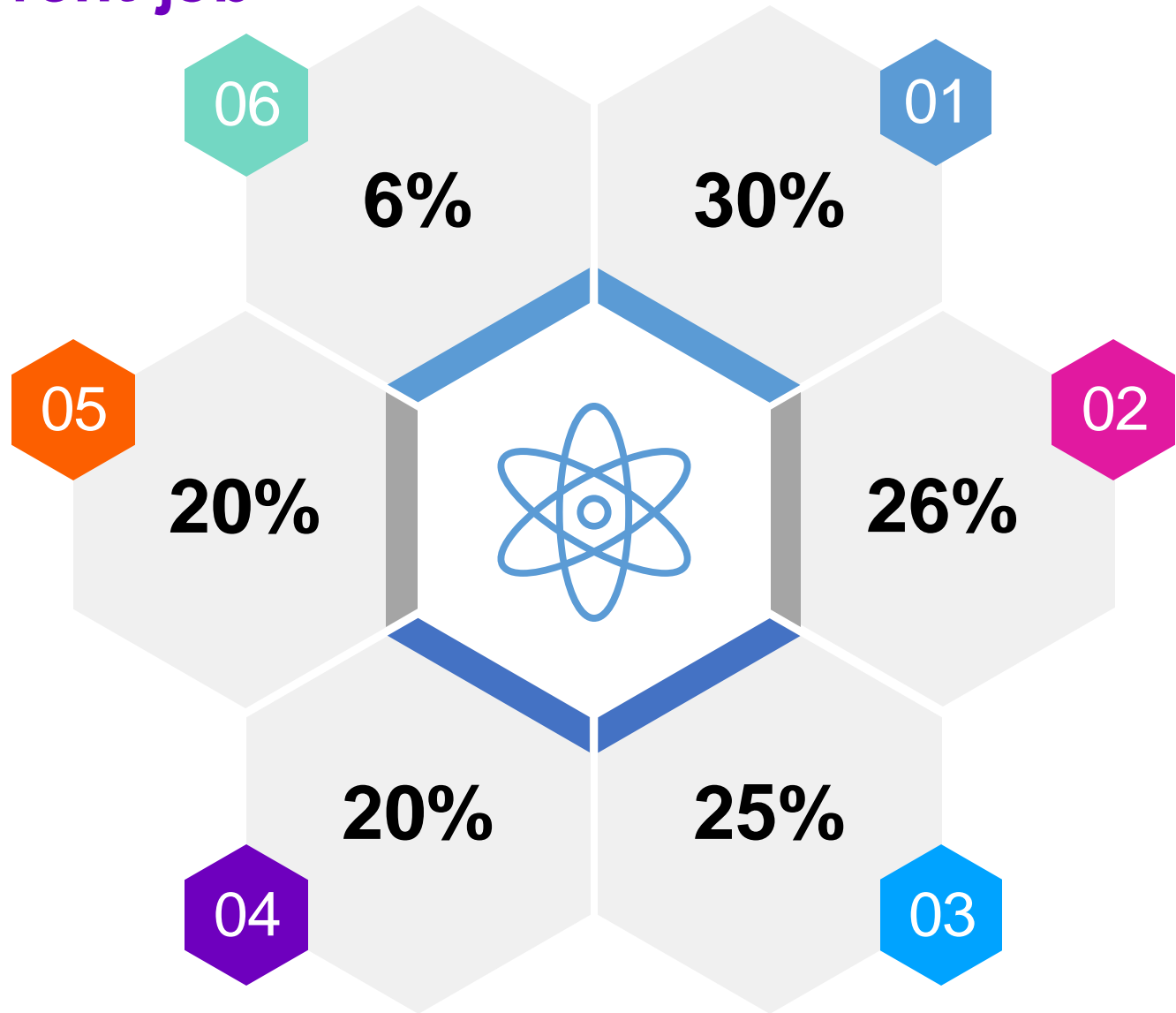
Appraisal by Industry



- When surveyed across industries, **11% of employees got more than a 20% appraisal hike**, while 23% of employees got an appraisal of 10-15%, holding the majority.
- **BFSI** witnessed the highest while **Telecom/ ISP** was the lowest, with 4% of employees receiving the increment in FY22-23.

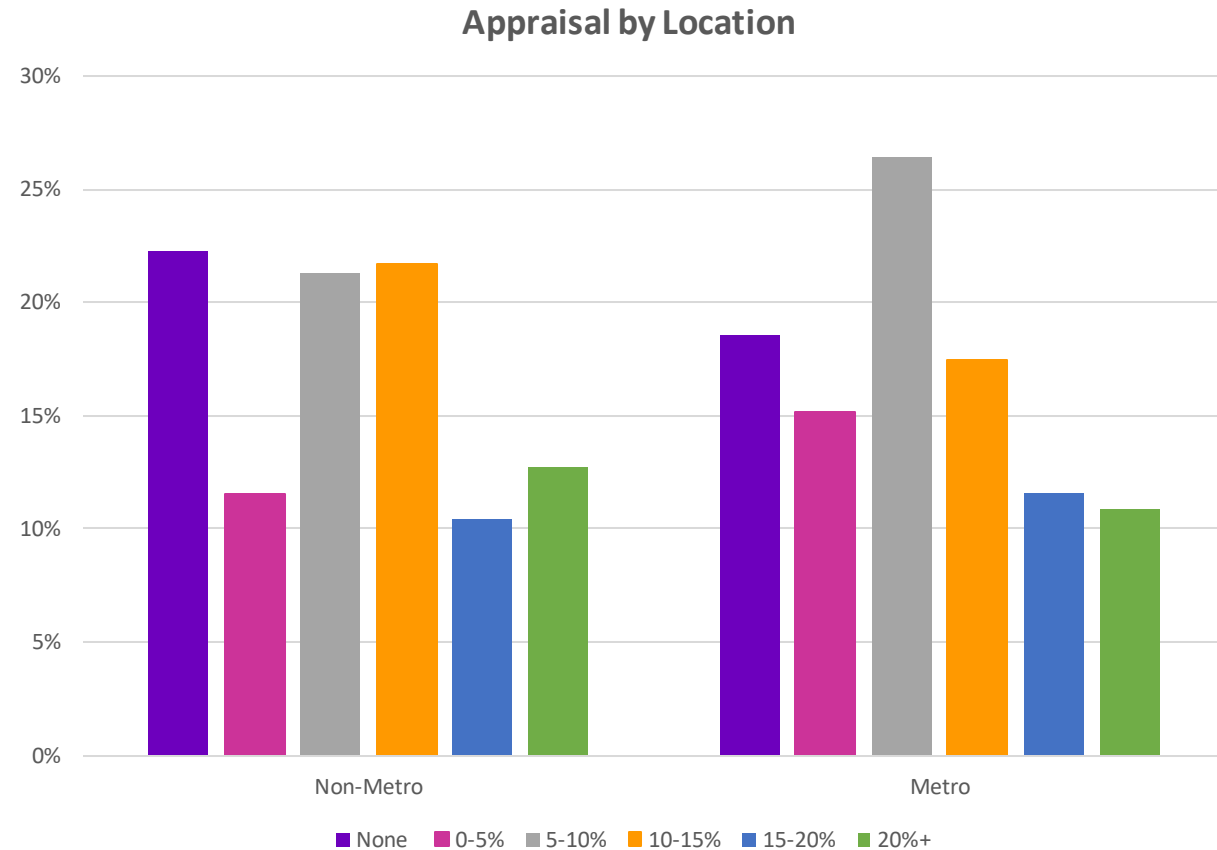
Factors to continue in current job

- 01 Team Leading opportunities
- 02 Office Culture
- 03 Learning opportunities
- 04 Roles & Responsibilities
- 05 Perks & Benefits
- 06 Work mode flexibility



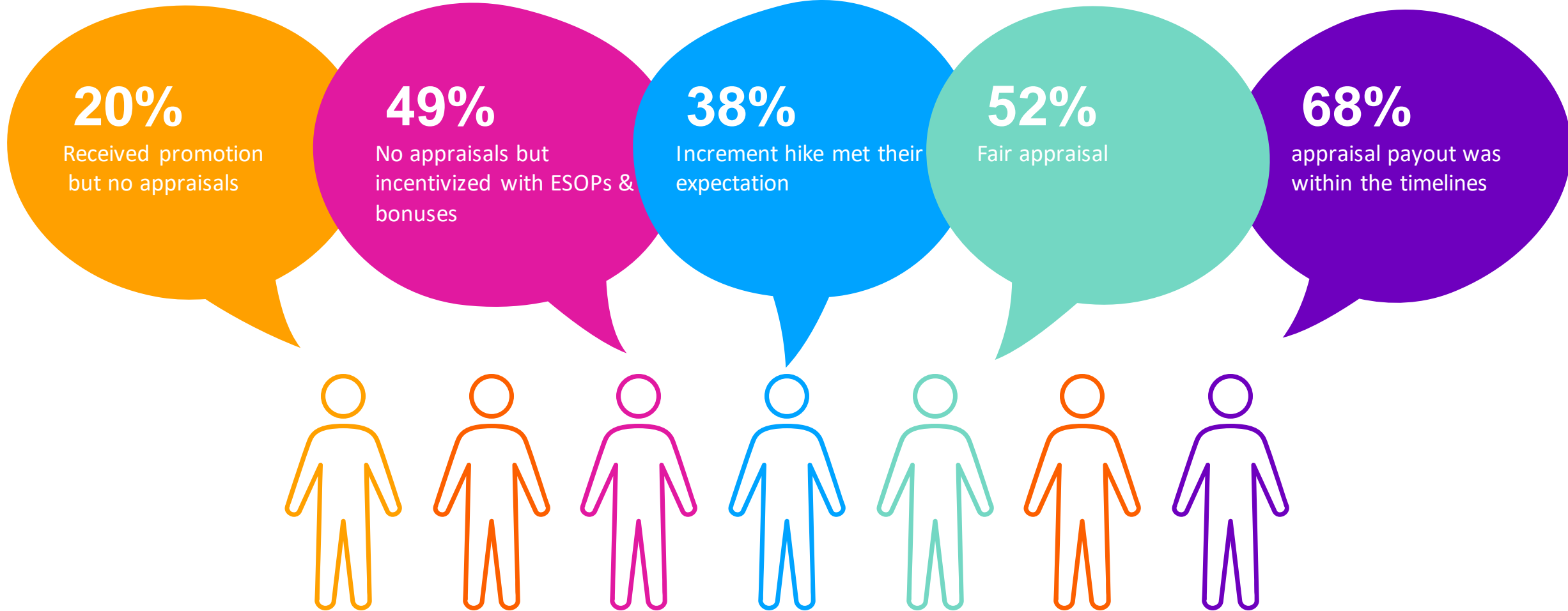
Metro Vs. Non-metro

- The overall appraisal remains high for employees in metro cities, while professionals in **non-metro cities registered a higher increment range.**
- Results show that 13% of **Professionals in Non-metro cities received more than a 20% appraisal hike** while in metro cities the share is 11% in the same increment range.



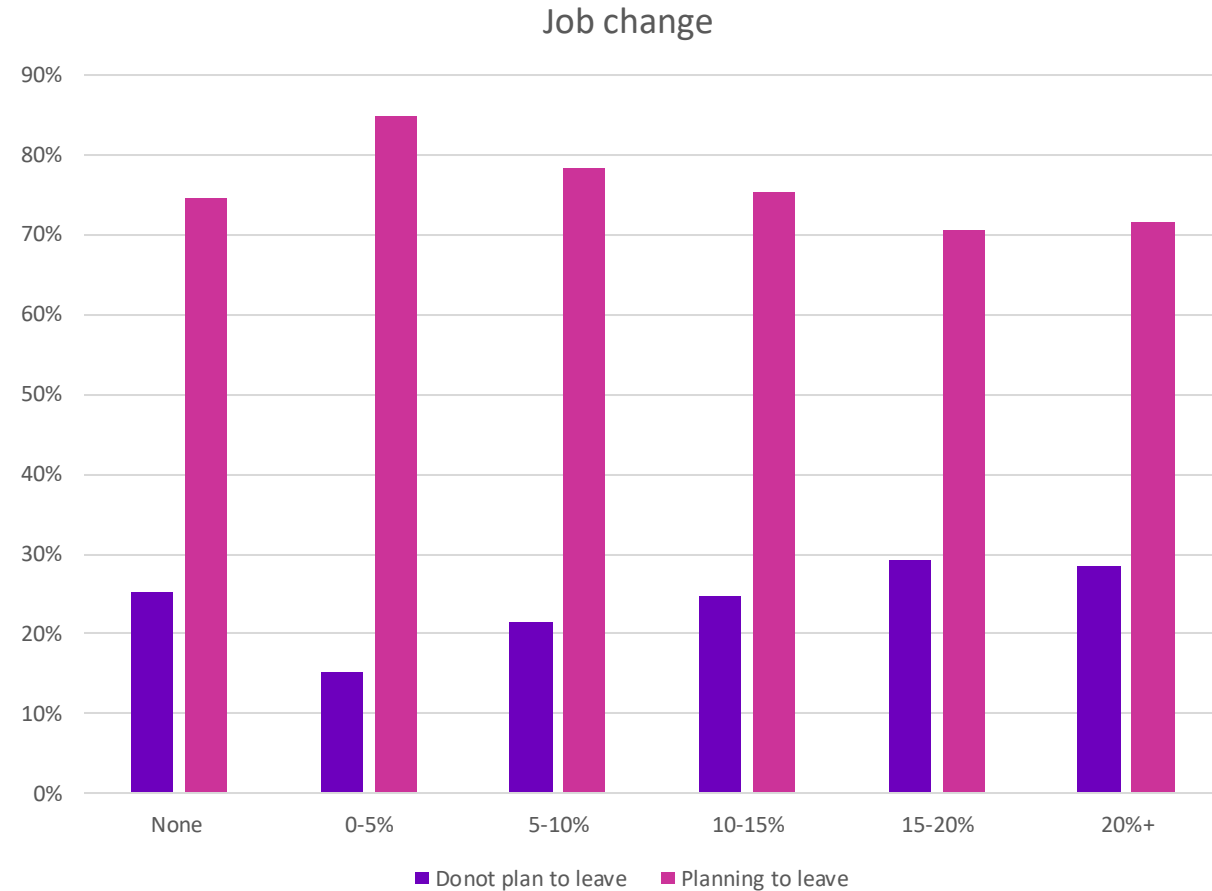
Other Survey trends

The survey results revealed



Considering Job change

- When asked about considering a job change basis the current appraisal, **76% of employees said 'yes'**.
- Also, **26% of them** fall in the increment range of **5-10%**, being the **highest in the category**



Annexure



Annexure: Work-experience

| Increment Range | Entry-level (0-3) | Associate(4-6) | Mid-Senior Level (7-10) | Senior (11-15) | Leadership (16+) |
|-----------------|-------------------|----------------|-------------------------|----------------|------------------|
| None | 62% | 37% | 36% | 32% | 38% |
| 0-5% | 9% | 11% | 11% | 10% | 11% |
| 5-10% | 10% | 17% | 23% | 20% | 19% |
| 10-15% | 8% | 15% | 15% | 17% | 16% |
| 15-20% | 5% | 8% | 9% | 13% | 9% |
| 20%+ | 7% | 13% | 7% | 9% | 8% |

Annexure: Industry

| Increment hike | BFSI | IT | Engineering, Construction | Healthcare | BPO/ITES |
|----------------|------|----|------------------------------|------------|----------|
| None | 8% | 5% | 3% | 1% | 1% |
| 0-5% | 2% | 4% | 1% | 1% | 5% |
| 5-10% | 11% | 6% | 2% | 4% | 2% |
| 10-15% | 7% | 9% | 2% | 3% | 1% |
| 15-20% | 4% | 3% | 3% | 1% | 1% |
| 20%+ | 3% | 2% | 3% | 2% | 0% |

Annexure: Location

| Increment hike | Non-Metro | Metro |
|----------------|-----------|-------|
| None | 22% | 19% |
| 0-5% | 12% | 15% |
| 5-10% | 21% | 26% |
| 10-15% | 22% | 17% |
| 15-20% | 10% | 12% |
| 20%+ | 13% | 11% |

Annexure: Job change

| Increment hike | Do not plan to leave | Planning to leave |
|----------------|----------------------|-------------------|
| None | 25% | 75% |
| 0-5% | 15% | 85% |
| 5-10% | 22% | 78% |
| 10-15% | 25% | 75% |
| 15-20% | 29% | 71% |
| 20%+ | 29% | 71% |