

# INFRASTRUCTURE



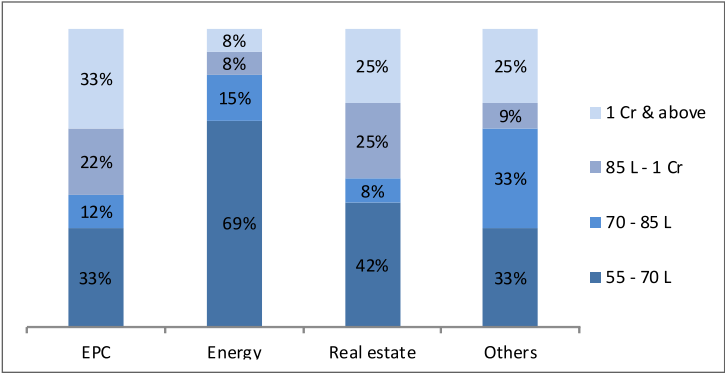
COMPENSATION REPORT 2015-16



# COMPENSATION TRENDS

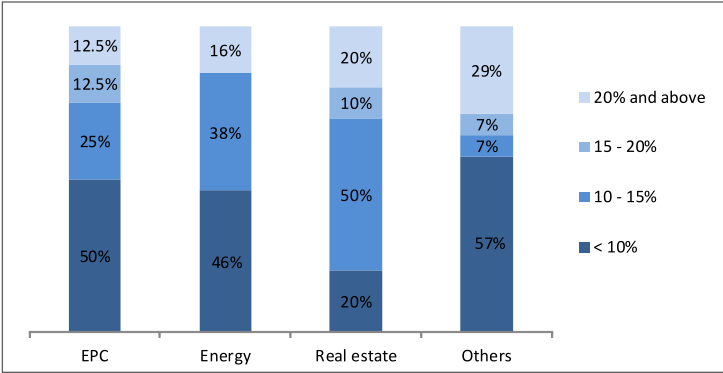
## INFRASTRUCTURE SECTOR

### SECTOR WISE FIXED COMPENSATION



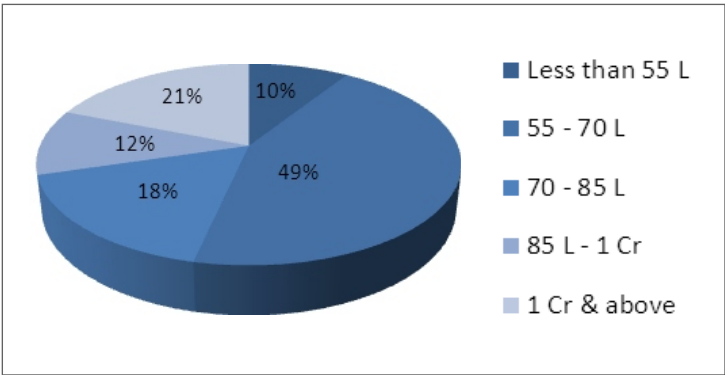
The Fixed compensation distribution across the various segments in the Infrastructure domain is explained in the picture above. From the EPC, that has the highest percentage of CxO's and senior leadership that draw INR 1 Cr or above to Energy on the Lower side that has the least.

### SECTOR WISE VARIABLE COMPENSATION



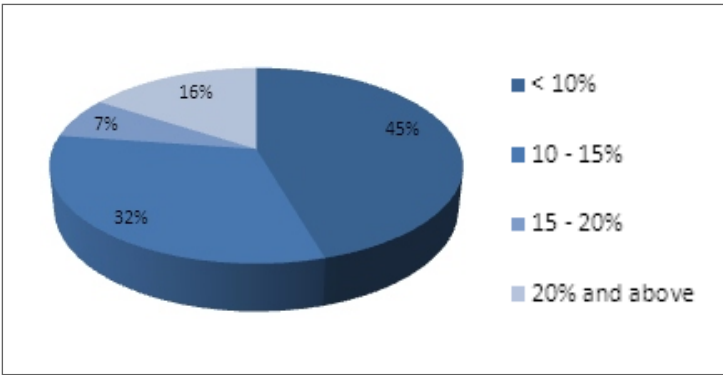
Interestingly, Others category sees the highest variable component in the compensation, 20% or above, a clear indicative of growth trend in the remaining segments.

### CONSOLIDATED FIXED CTC IN DIFFERENT SEGMENTS



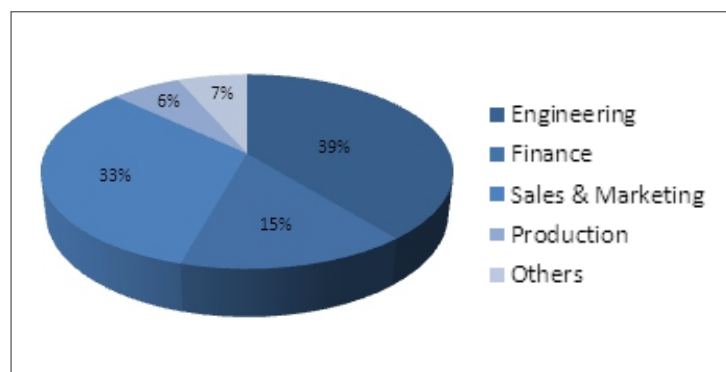
From the representative set, we see an interesting distribution for the fixed compensation in the broad Infrastructure sector. More than 20% of the CxO's and senior leadership across Infrastructure sector are drawing a fixed compensation of more than INR 1 Cr, and almost 50% are drawing a fixed compensation of INR 55 lacs or more.

### CONSOLIDATED VARIABLE CTC IN DIFFERENT SEGMENTS



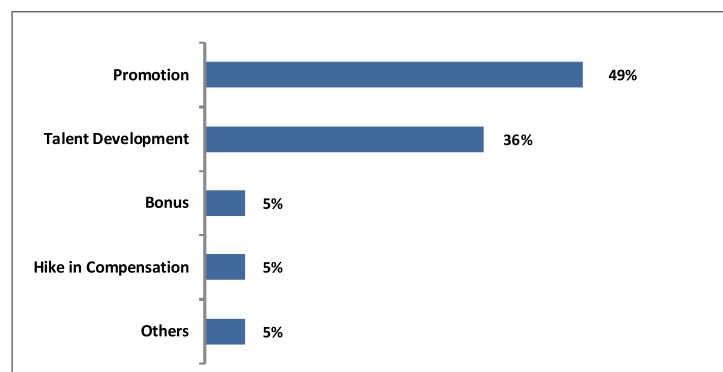
Around 16% of the representative set has variable compensation of 20% and above an indicator of decreasing alignment of individual compensations with overall business performance. On the contrary, around 45% of the CXO's and senior leaderships fall in less than 10% category.

## CONSOLIDATED FUNCTIONAL GROWTH IN INFRASTRUCTURE SECTOR



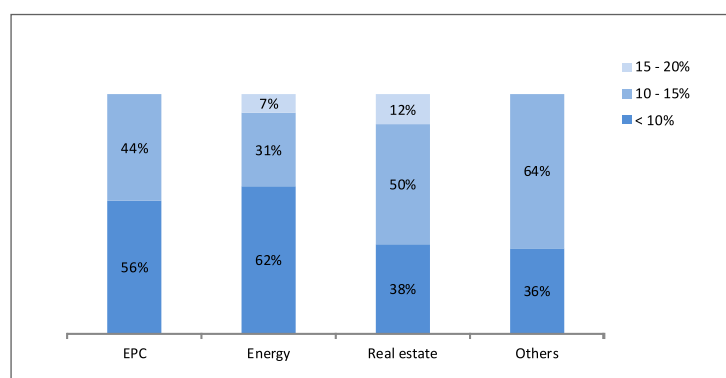
The maximum growth in CxO roles is projected for the Engineering function followed by Sales and Marketing function, emphasizing the focus on driving topline growth. With the economy beginning to show positive signs for a turnaround, organizations are looking for further strengthening the sales & marketing function.

## VARIOUS METHODS OF RETENTION



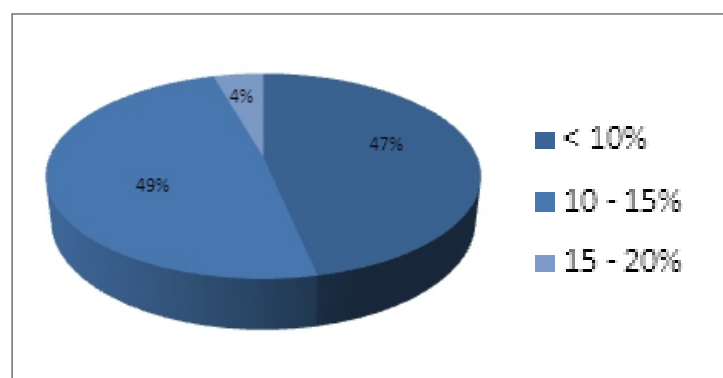
Promotion is the most preferred mode for retention of talent followed closely by increase in talent development measures. In absence of a strong growth, the companies are not able to expand and create new roles.

## SECTOR WISE ANNUAL COMPENSATION INCREMENT RECEIVED OR EXPECTED



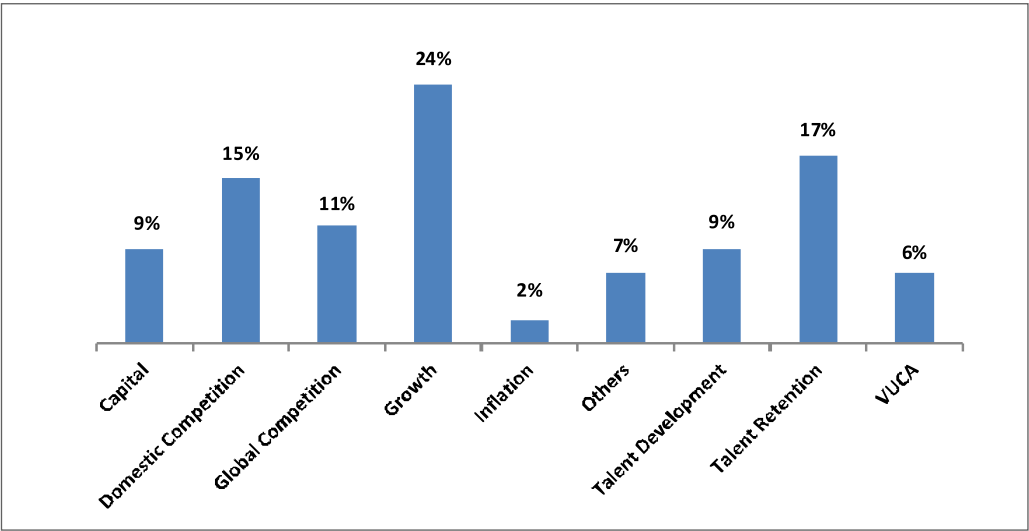
The annual increments for last year are showing an interesting trend, with both Energy & Real Estate segments showing the highest percentage of 20% and above.

## CONSOLIDATED ANNUAL COMPENSATION INCREMENT RECEIVED OR EXPECTED IN DIFFERENT SEGMENTS



The sluggish economy has impacted the appetite of corporate with only 5% of the companies giving out annual increments of more than 15%. A significant number have received an increment of less than 10%, the figure close to 47%.

TOP CHALLENGES FACED BY ORGANIZATIONS  
IN THE SECTOR



Looking into the near term future, respondents not surprisingly highlighted Growth as the biggest concern as the economy still shows signs of stress. The other key areas of concern for the leadership being Talent Retention and Domestic Competition.

