

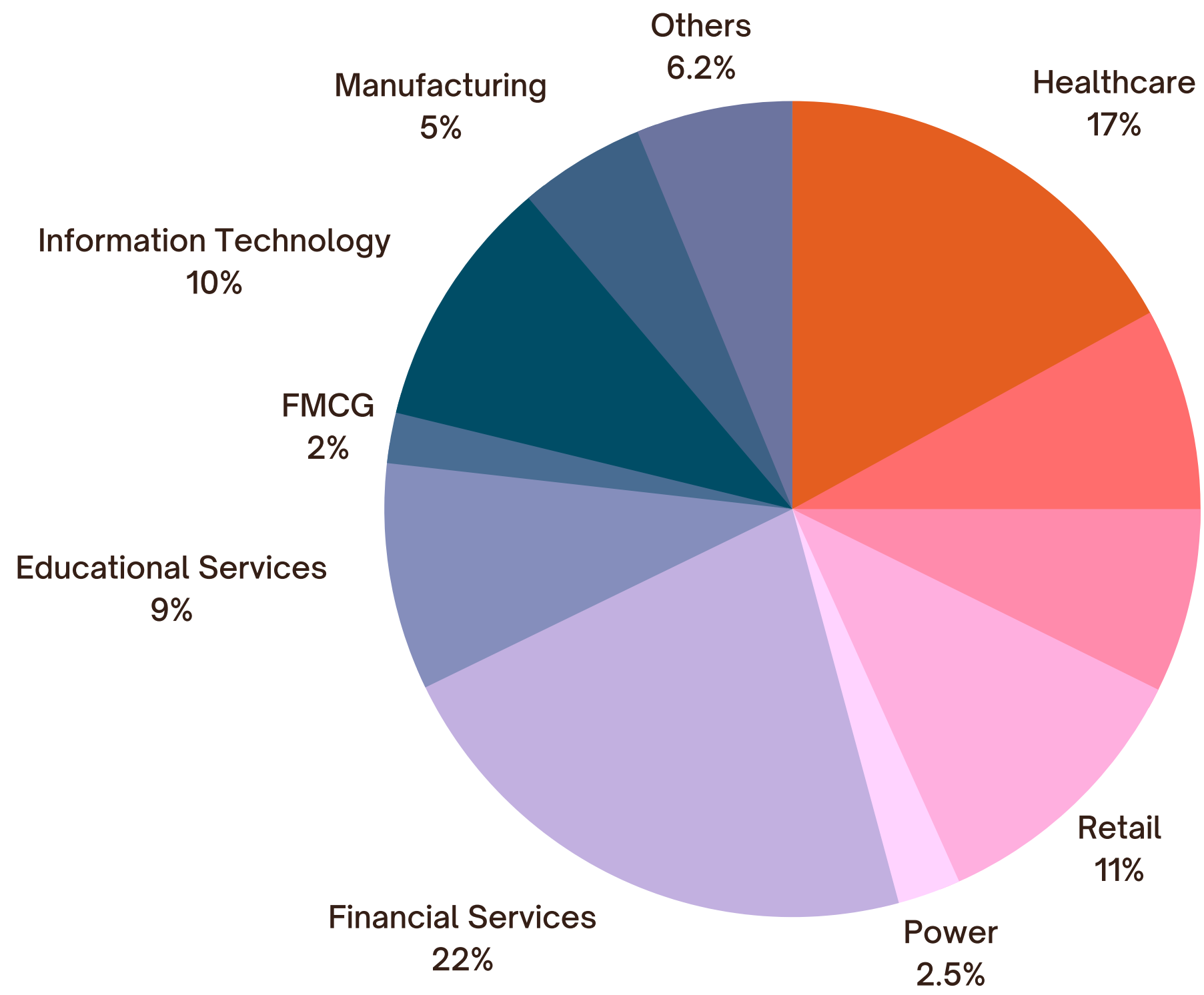
REPORT

IMPACT OF UPSKILLING ON PERFORMANCE MANAGEMENT

KEY FINDINGS OF THE REPORT

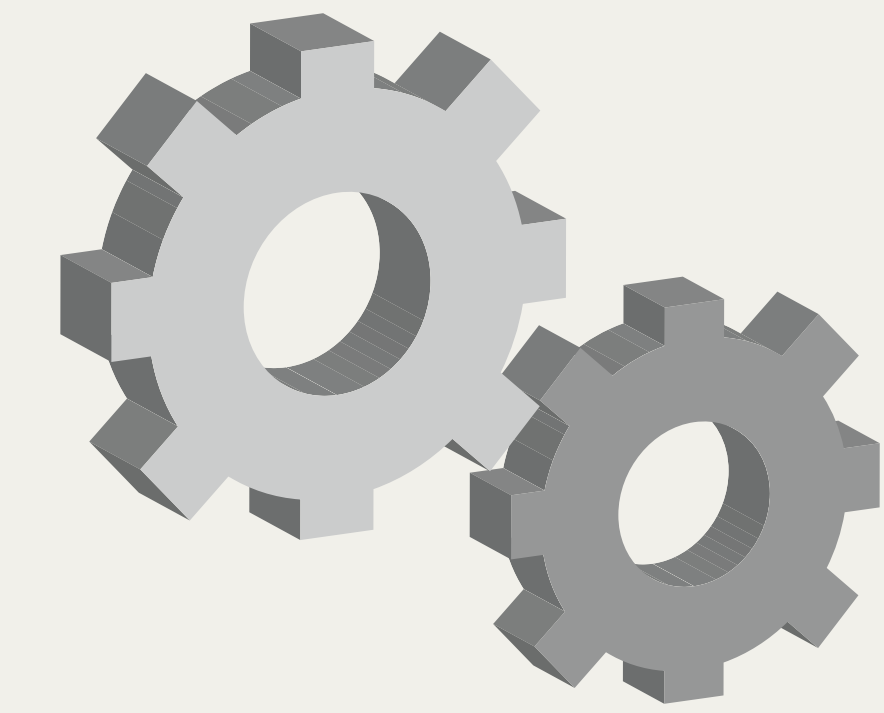
TOTAL NO OF RESPONDENTS- 1039

- 75% of the respondents took at least one upskilling course during the pandemic
- Almost 84% of the respondents believe that their upskilling initiatives landed them in a better job/ position
- 66% of the respondents believe that they missed out on something substantial as they didn't upskill themselves
- 53% of the respondents said that taking an upskilling initiative influenced their salary hike

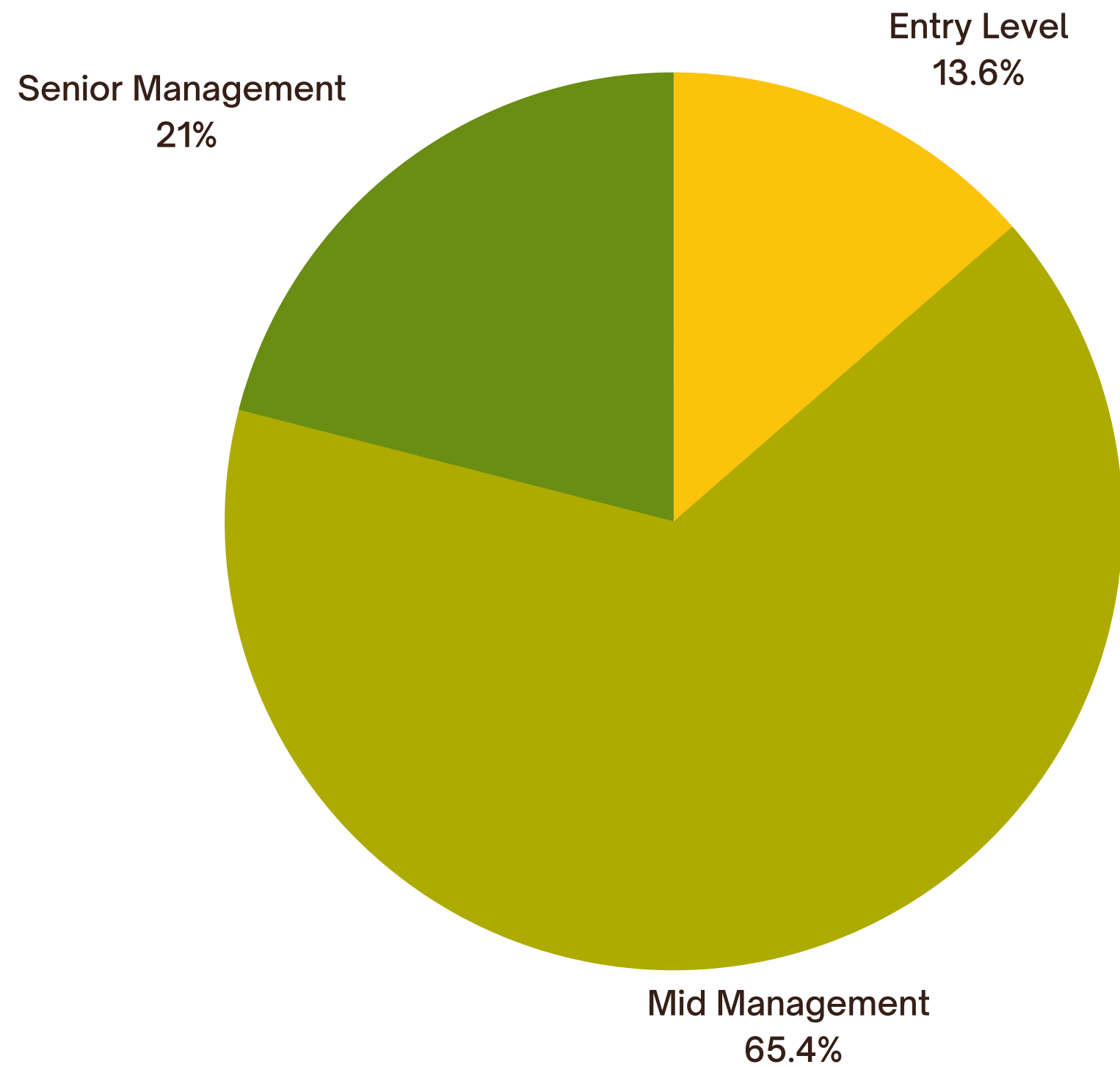


E-commerce
8%

Telecommunication
7.3%

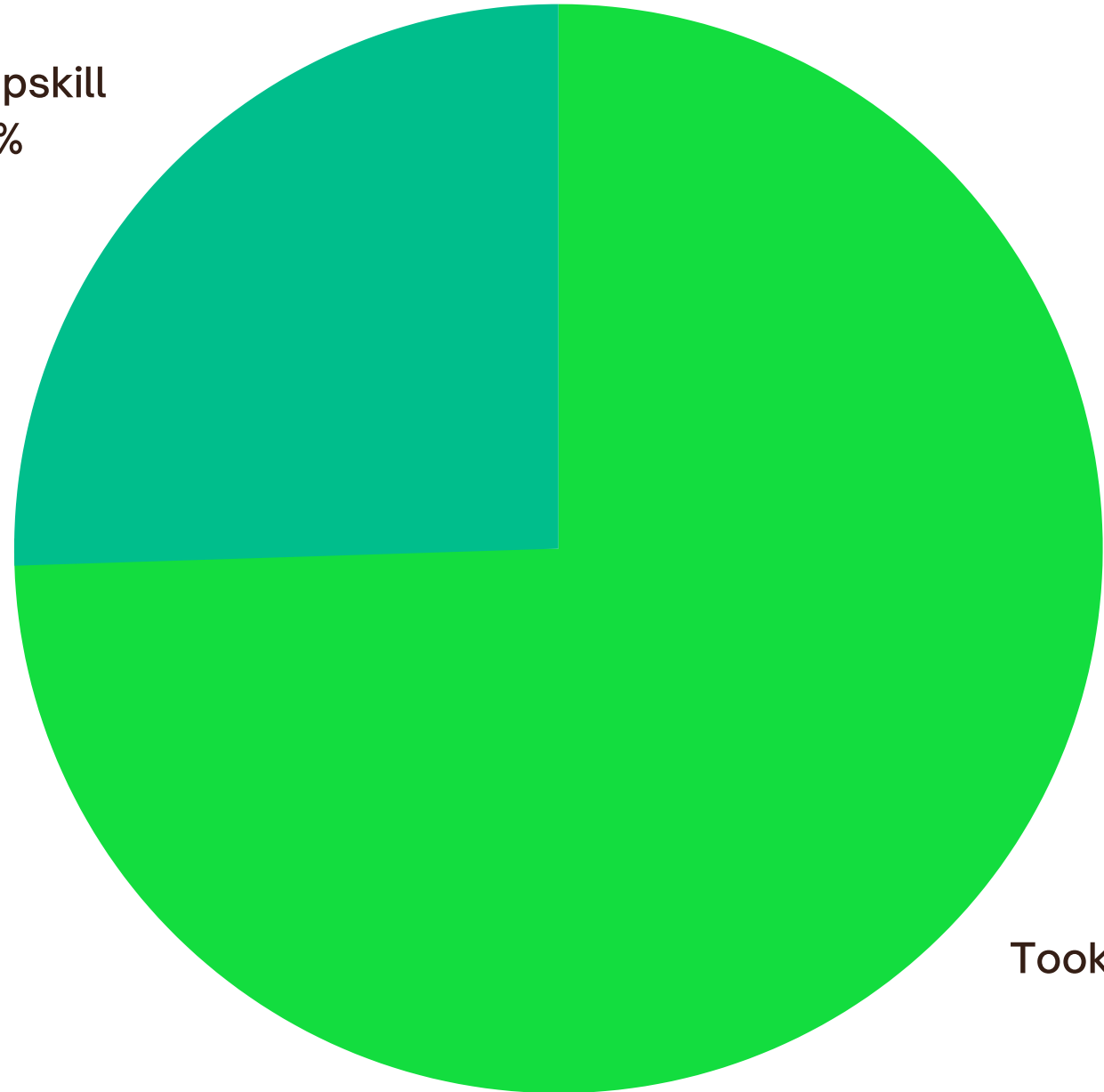


**RESPONDENTS ARE FROM
TOP 10 SECTORS ACROSS
THE COUNTRY**



65% OF THE RESPONDENTS BELONG TO MID MANAGEMENT, **21%** TO SENIOR MANAGEMENT & **14%** TO ENTRY LEVEL

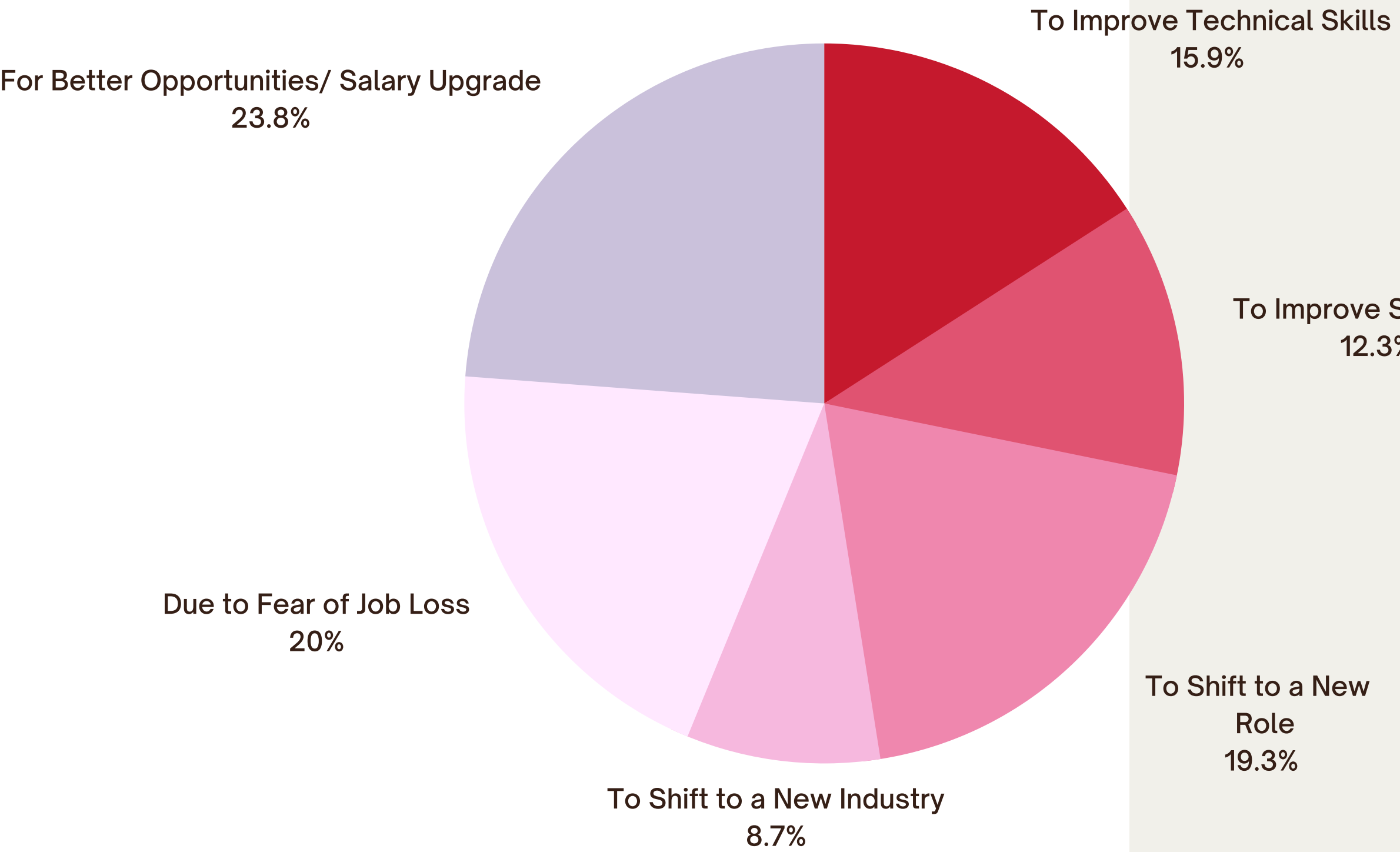
Did not Upskill
25.5%



Took at least One Upskilling Course
74.5%

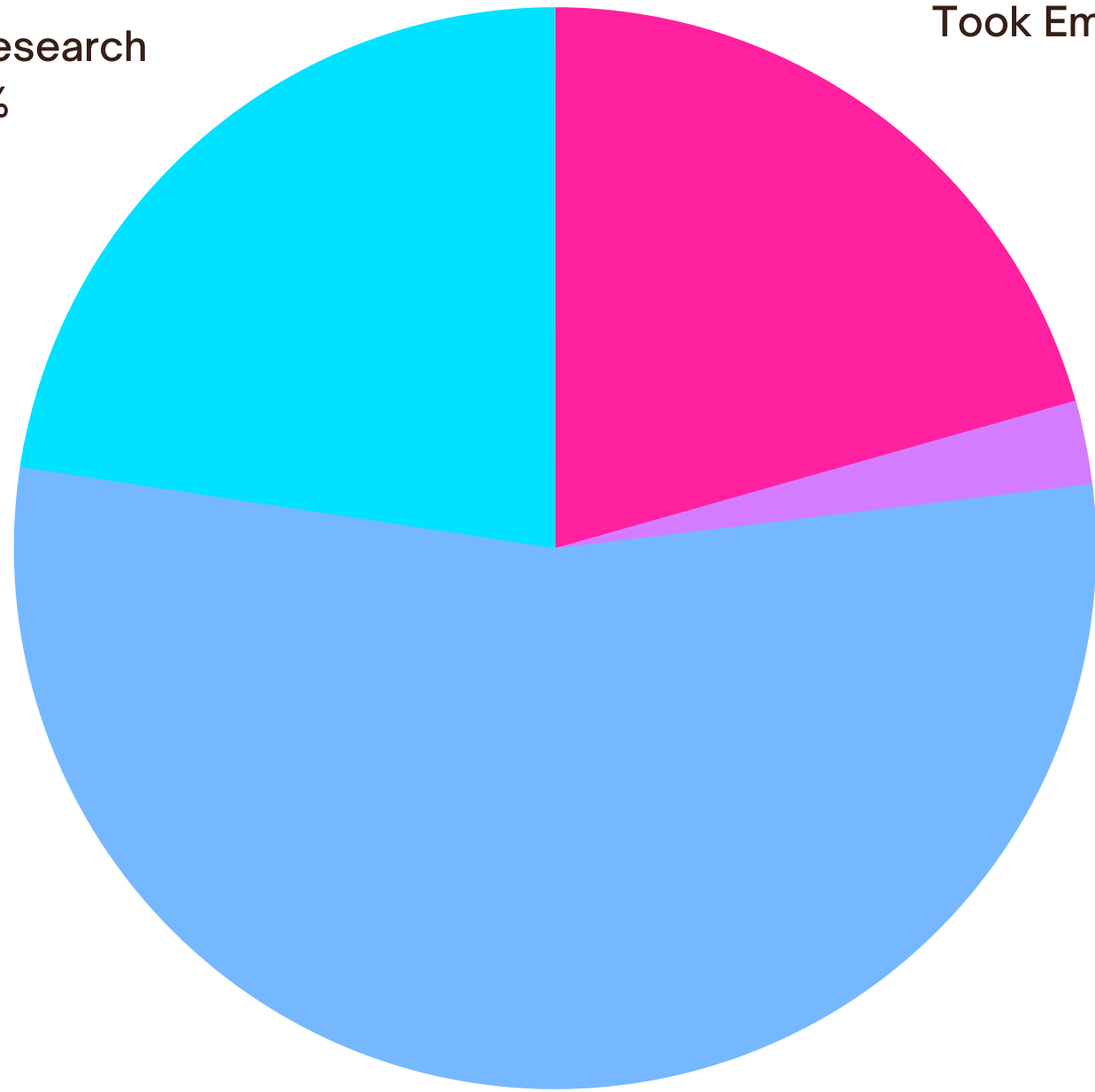


75% OF THE RESPONDENTS TOOK AT LEAST ONE UPSKILLING COURSE DURING THE PANDEMIC



EXPECTATION OF A SALARY HIKE, THE LURE OF A NEW JOB ROLE AND THE FEAR OF JOB LOSS ARE THE BIGGEST DRIVERS FOR UPSKILLING

Basis Self Research
22.6%



Took Employer Advised Course
20.6%

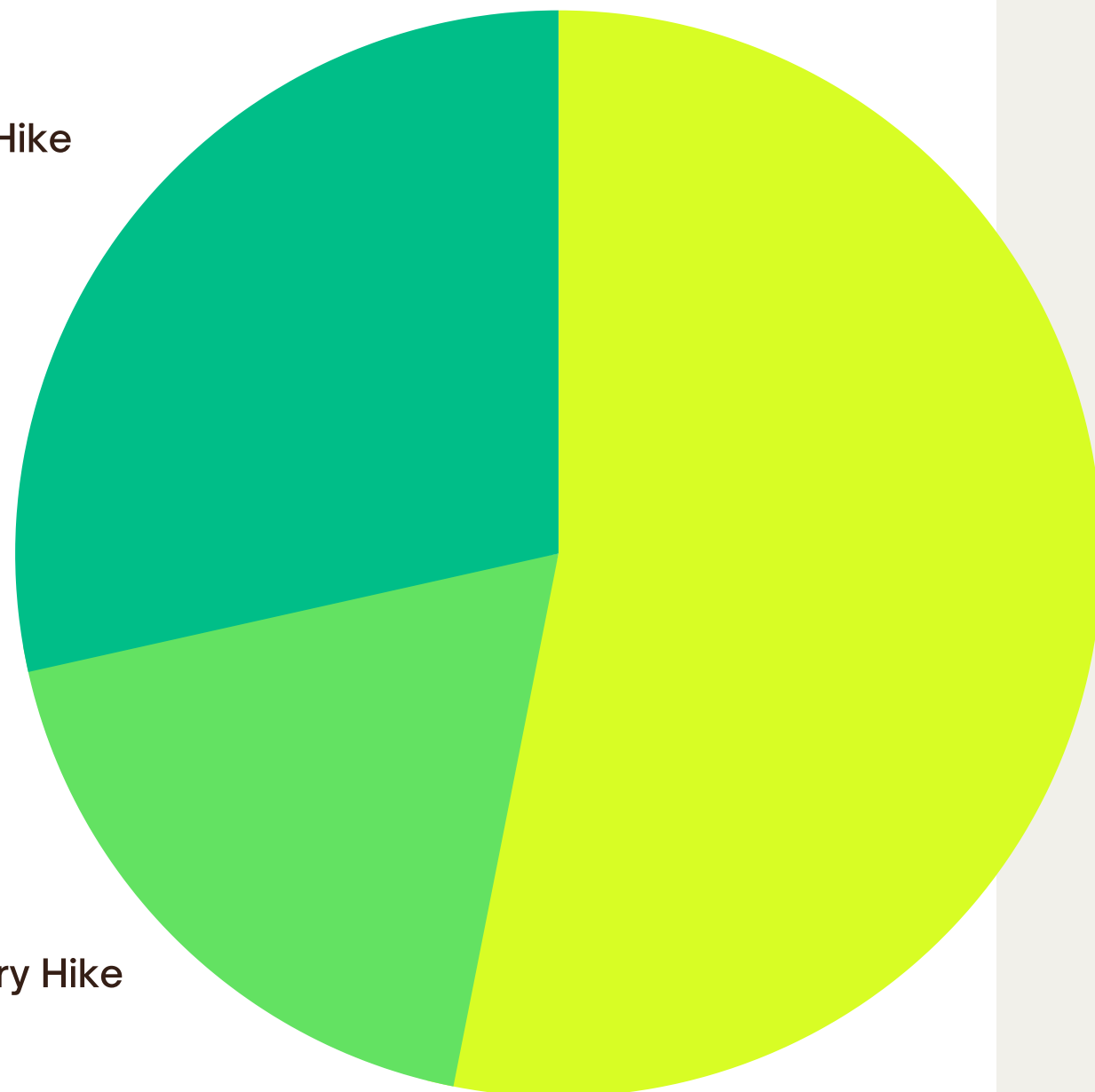
Took Friend's Suggested Course
2.5%

Basis the Industry Trend
54.3%



INDUSTRY TRENDS ARE THE BIGGEST INFLUENCER FOR LEARNERS WHILE THEY MAKE THEIR COURSE CHOICES

Not sure what influenced their Salary Hike
28.5%

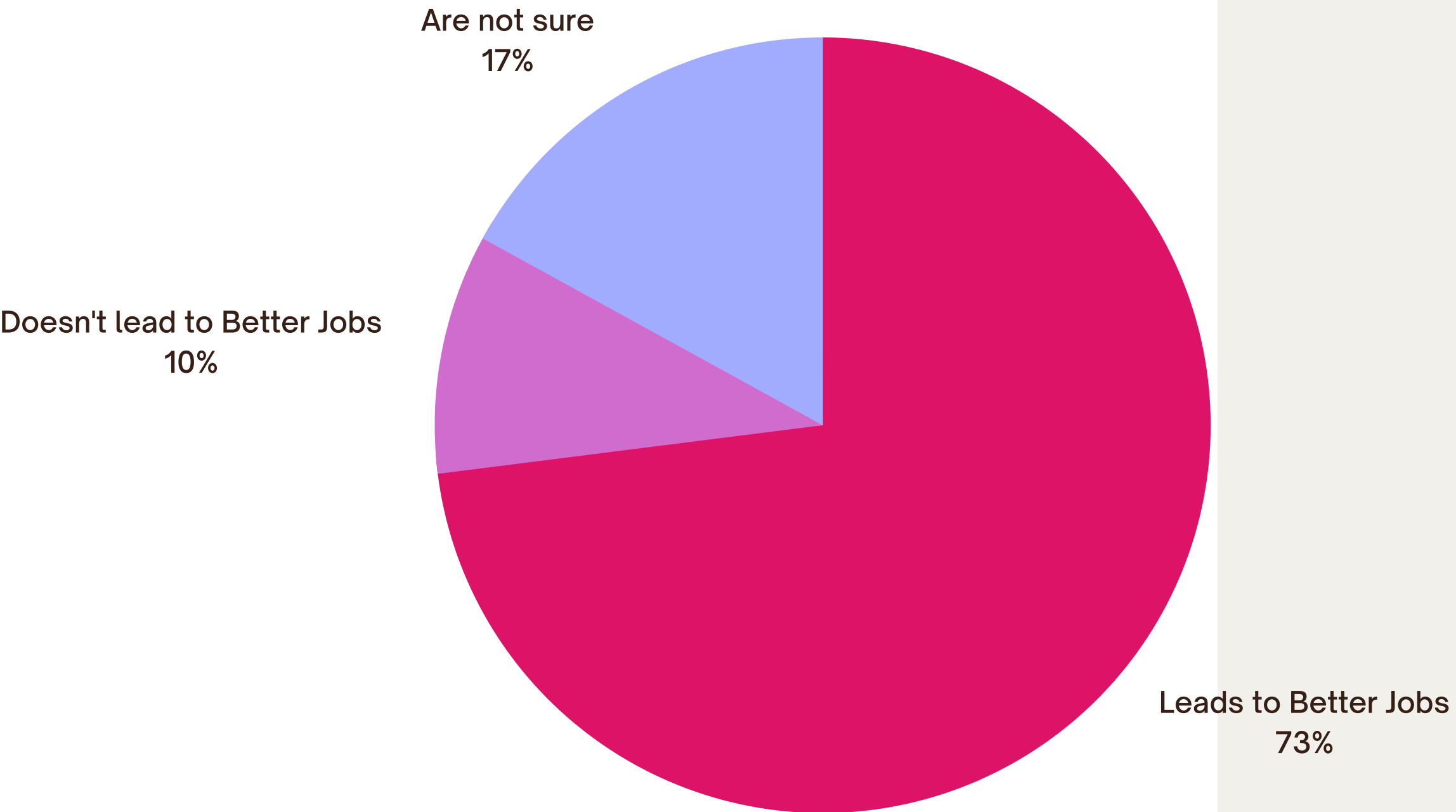


Upskilling did not influence their Salary Hike
18.4%

Salary Hike influenced by Upskilling Initiative
53.1%

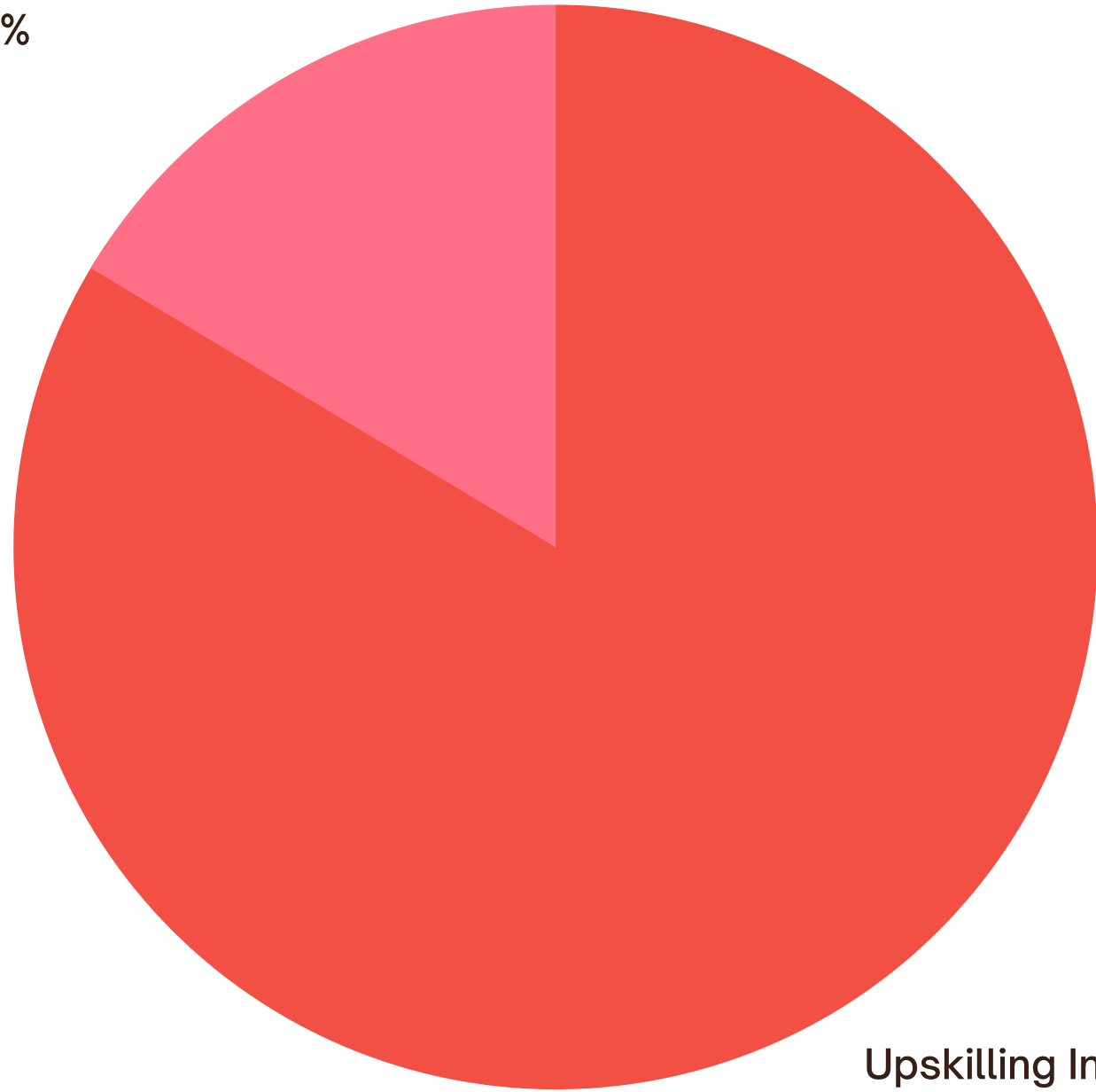


53% OF THE RESPONDENTS SAID THAT TAKING AN UP-SKILLING INITIATIVE INFLUENCED THEIR SALARY HIKE



73% OF THE RESPONDENTS BELIEVE THAT UPSKILLING IMPROVES THEIR CHANCES OF PROMOTION OR SHIFT TO A BETTER ROLE

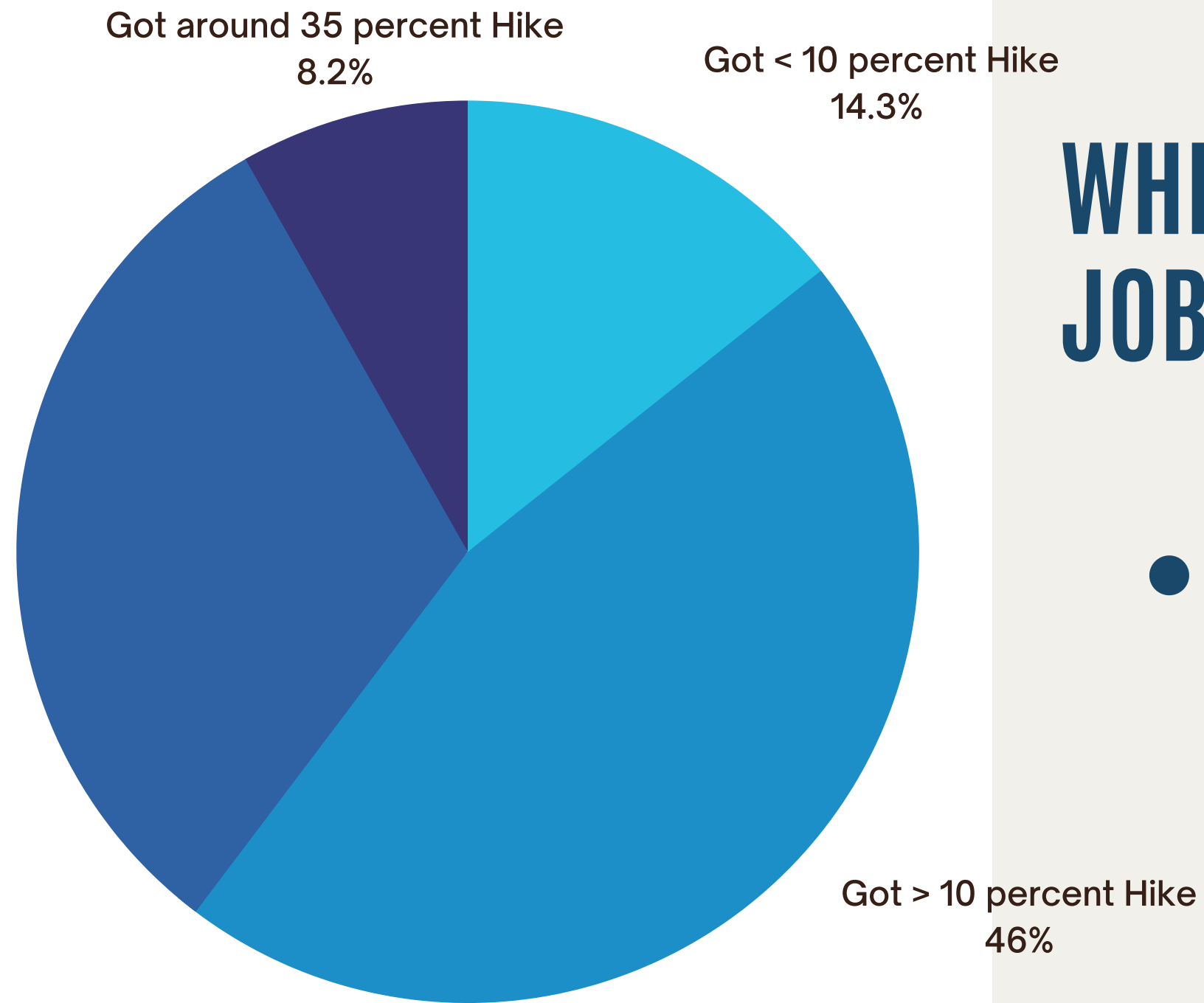
Didn't help get a Better Job
16.4%



Upskilling Initiatives helped land in a Better Job
83.6%



**OUT OF THE 48%
RESPONDENTS THAT
CHANGED JOB, 84%
ATTRIBUTE THE BETTER
OPPORTUNITY TO THEIR
UPSKILLING EFFORT**



WHEN UPSKILLED AND CHANGED JOB-

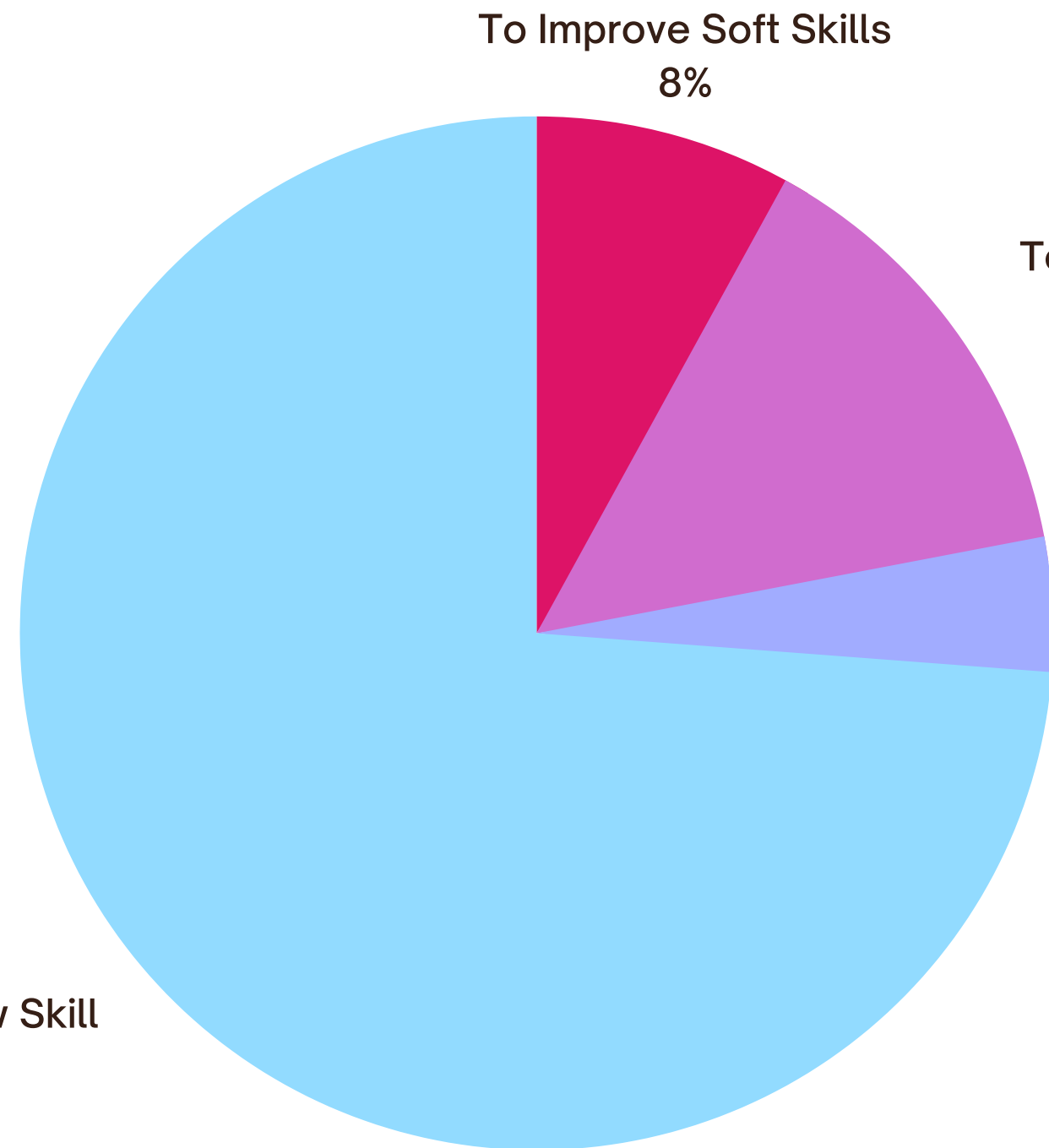
- **31.5% OF THE RESPONDENTS RECEIVED A PAY HIKE OF ABOUT 25%**
- **46% OF THE RESPONDENTS RECEIVED A PAY HIKE OF ABOUT 10%**

Would not take Upskilling initiative
34.3%



Regret not Upskilling last year
65.7%

66% OF THE RESPONDENTS REGRET NOT UPSKILLING LAST YEAR



To Improve Domain Skills
14%

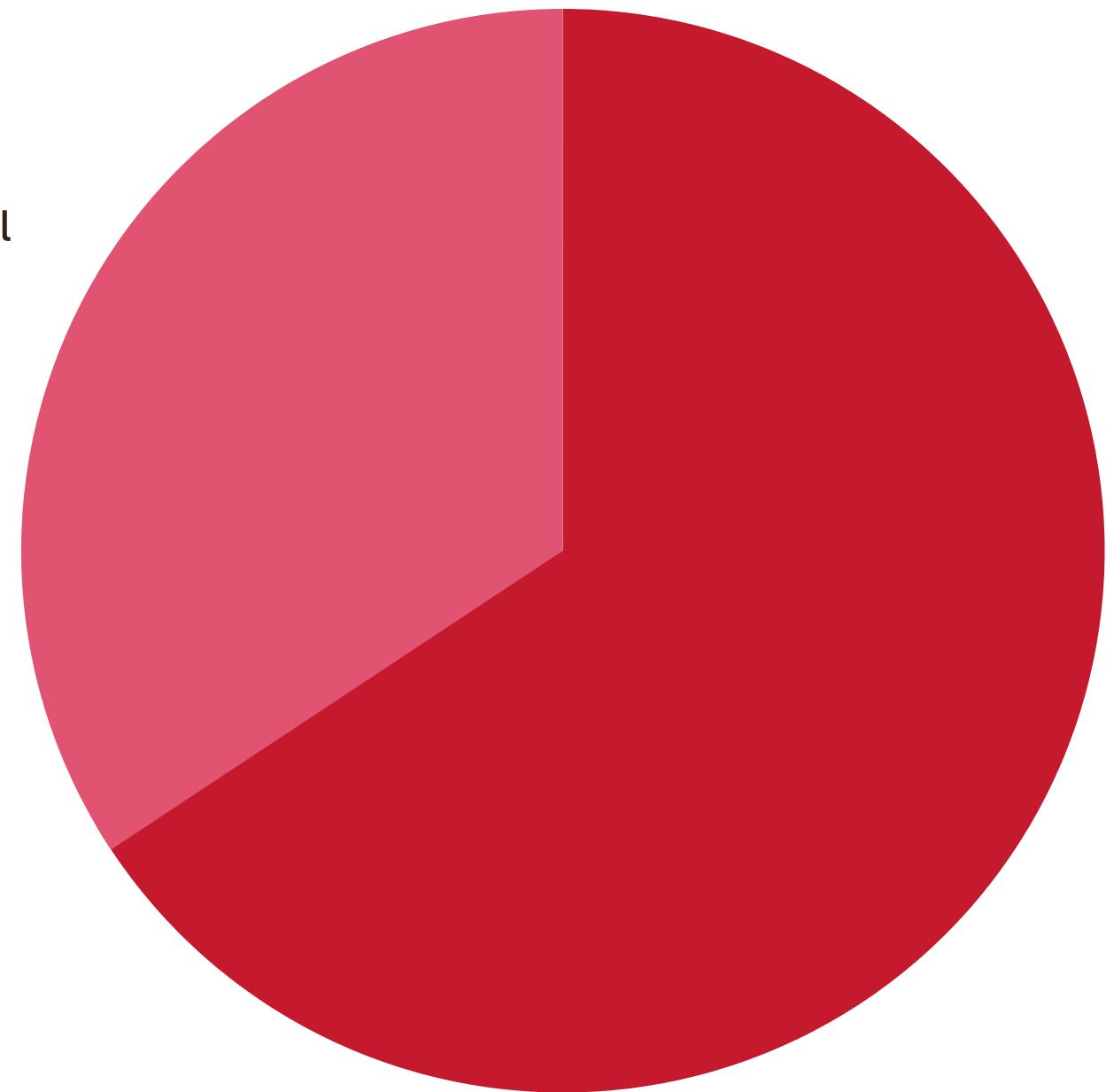
To Improve Technical Skills
4.2%

To Improve Soft Skills
8%

To Learn a New Skill
73.8%

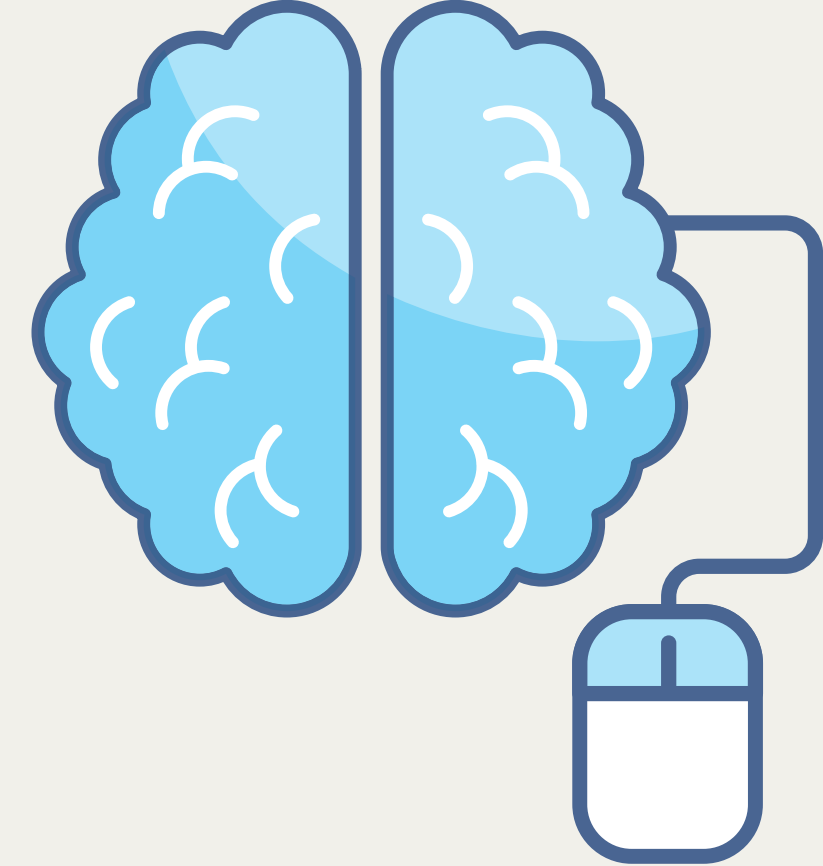


GIVEN AN OPPORTUNITY, 74% OF THE RESPONDENTS WHO DIDN'T UPSKILL LAST YEAR WOULD WANT TO LEARN A NEW SKILL

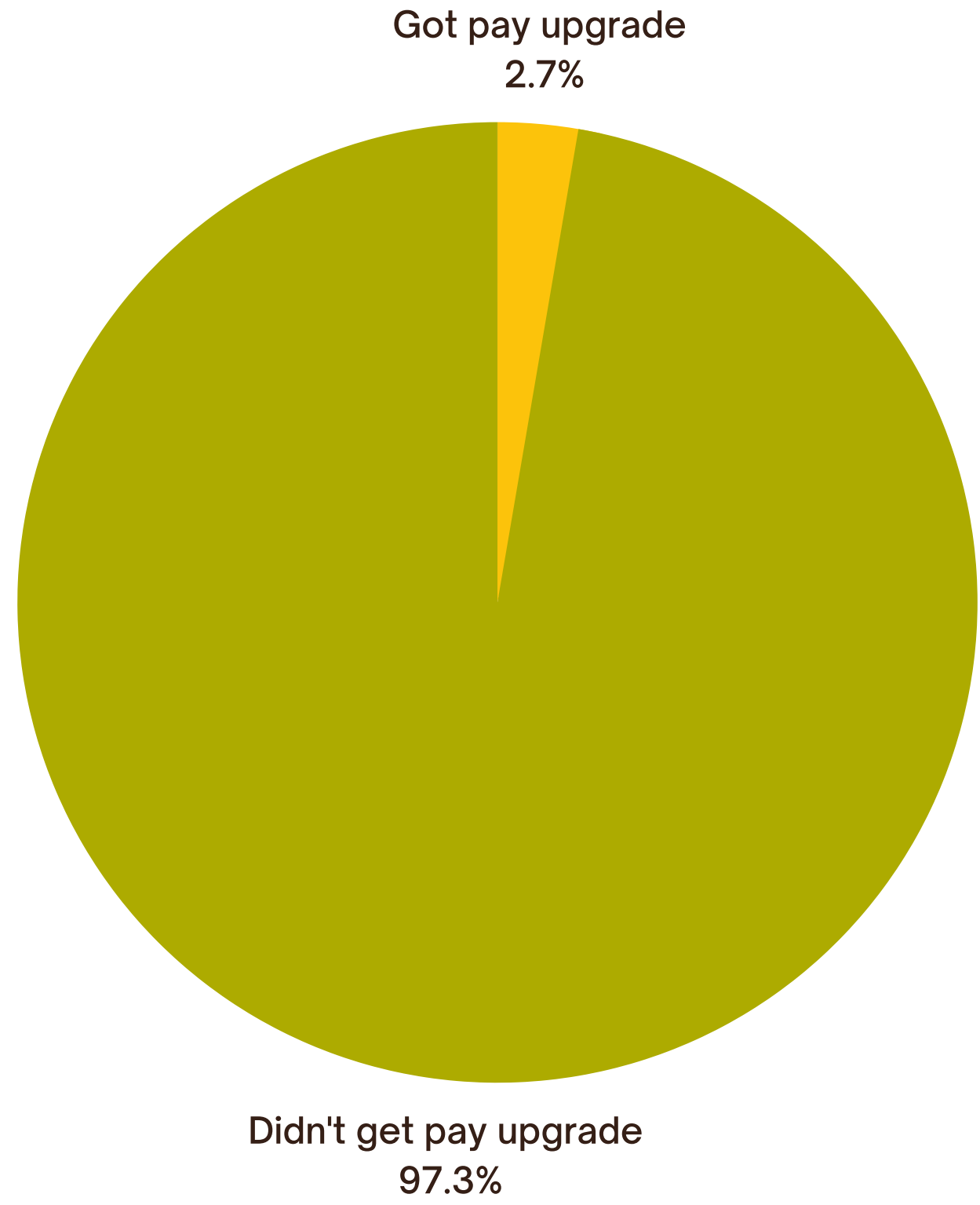


Would Upskill
34.3%

Would like to Upskill
65.7%

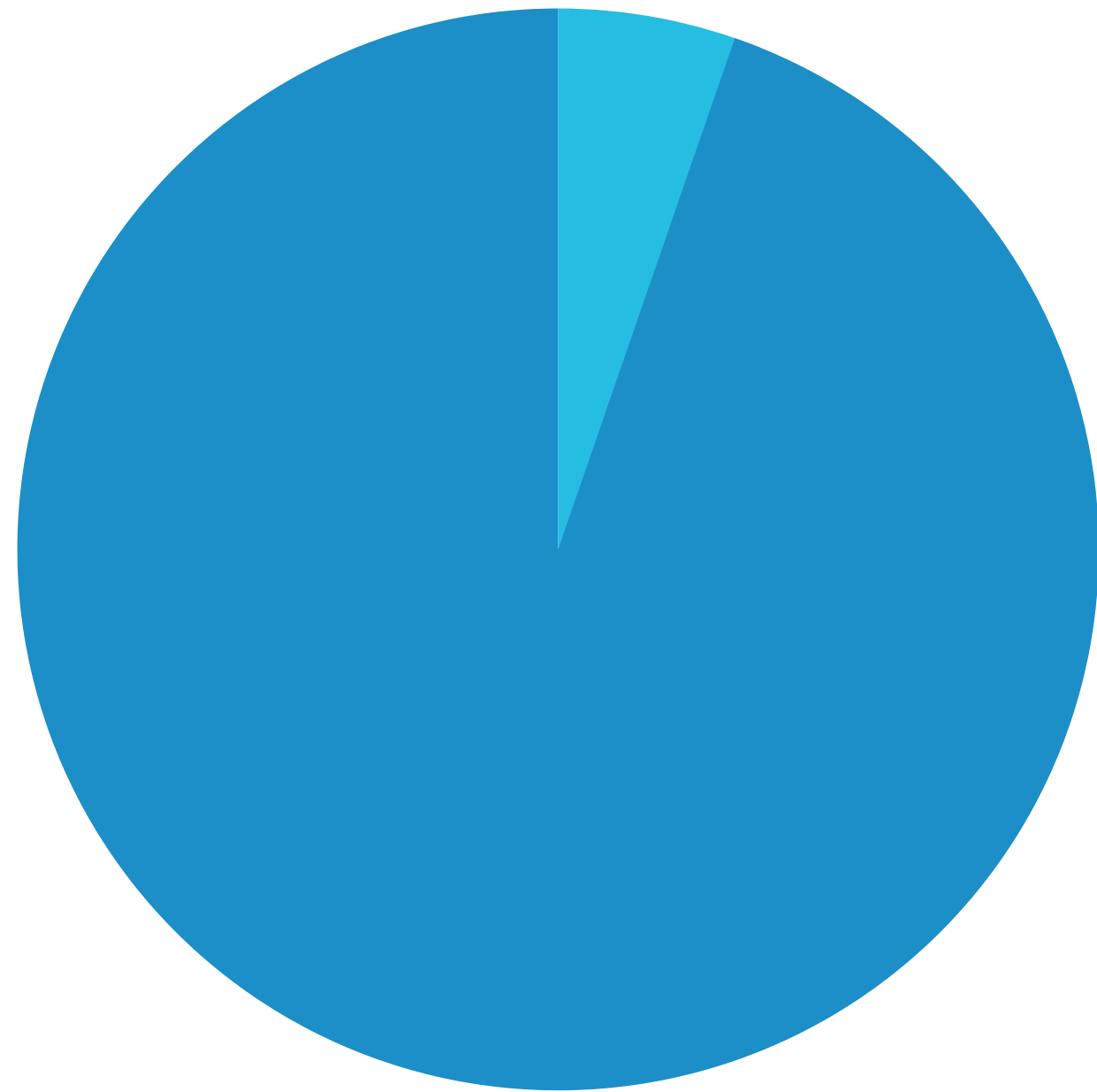


34% OF THE PEOPLE WHO DID NOT TAKE ANY UPSKILLING COURSE LAST YEAR, STILL DO NOT HAVE PLANS TO UNDERTAKE ONE IN THE COMING FISCAL YEAR



97% OF THE RESPONDENTS WHO DIDN'T UPSKILL DIDN'T GET A PAY UPGRADE

Got Promoted despite no Upskilling
5.3%



Didn't get Promotion as they didn't Upskill
94.7%



95% OF THE RESPONDENTS WHO DID NOT UPSKILL LAST YEAR ALSO DIDN'T GET PROMOTED TO A BETTER PROFILE

THANK YOU

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