

PSUs lock horns with private firms for IIT talent

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MUMBAI: India's state-run companies are going head-to-head with private tech to consulting giants to snap up talent from the nation's top engineering colleges this year, reflecting the desire among government-owned firms to strengthen and diversify their employee pool.

The public-sector undertakings (PSUs), which usually visited campuses in the second half of the placement period, are recruiting from Indian Institutes of Technology (IITs) and National Institutes of Technology (NITs) in the first few days of the season. Hiring for roles in research and development, digital and engineering teams, they



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are offering competitive salaries of ₹15-21 lakh a year, along with retention plans, career mobility options and the promise of a stable job, *Mint* has learnt.

National Payments Corporation of India (NPCI), Indian Renewable Energy Development

Agency Ltd (Ireda), Oil and Natural Gas Corp. Ltd (ONGC) and Aadhaar-issuing Unique Identification Authority of India (UIDAI) are among the PSUs that have swooped on campuses early. Others include Hindustan Petroleum Corp. Ltd

(HPCL), Chennai Petroleum Corp. Ltd (CPCL), Gas Authority of India Ltd (Gail), Centre for Development of Telematics (C-DoT), and Bharat Petroleum Corp. Ltd (BPCL).

Hiring volumes of conventional tier-I recruiters have not kept pace with the significant increase in the number of students graduating from IITs and NITs, creating an opportunity for new categories of recruiters to pick talent from these premier institutions, said Amitabh Jhingan, partner EY Parthenon and EY Global Education Sector Leader. Also, while overall PSU hiring has declined, their desire to "diversify and rejuvenate their human capital and talent base" has potentially increased recruitment from tier-I campuses, he said.

Of the 23 IITs, first-generation

institutes, including Madras, Bombay, Delhi, Kharagpur, Roorkee, and Kanpur, start the placement season in December. The second- and third-generation IITs, along with the NITs, begin in August-September to get a head start.

"We usually visit top ranked IITs and prefer to visit on Day 0 and Day 1 of placements," Nishith Chaturvedi, chief human resource officer at NPCI said in an emailed response to *Mint*. "We also engage with candidates across different campus engagement programmes to enable them to showcase their talent and skills prior to the campus hiring season."

Queries *Mint* emailed other PSUs mentioned earlier, and IITs of Delhi, Mumbai, Kanpur, Roorkee, Kharagpur, Guwahati and Madras remained unanswered.