

Step-by-Step Simplified Explanation

1. AI is Changing the IT Job Market

- Big IT companies in India like **TCS** are laying off employees.
 - The reason: **Artificial Intelligence (AI)** is being adopted rapidly.
 - This shift is **bigger and faster** than earlier tech changes like cloud computing or digital transformation.
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2. How It Was Before (Past Transitions)

Digital Transformation Era (2000–2010)

- Tech jobs were booming.
- Companies hired **lots of freshers** from engineering colleges.
- Lay-offs were **very few** (~10,000–15,000), usually due to performance.
- Job security was **high**.

Cloud Adoption Era (2012–2018)

- Lay-offs increased (~50,000–70,000).
 - People with **cloud, DevOps, and cybersecurity** skills were in demand.
 - Those working on **outdated tech** (e.g., data center operations) lost jobs.
 - Internal reskilling became common.
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3. What's Happening Now (AI & Automation Era: 2023–2025)

- Lay-offs are **much higher**: estimated at **1.25 lakh+** (125,000).
- Reason: AI is automating many tasks, especially **routine and repetitive jobs**.
- Roles being reduced:
 - Manual testing
 - L1 support
 - Basic coding
 - BPO jobs

- Data entry
 - Application support
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4. Hiring Focus is Shifting

- Now companies are hiring for **advanced skills**:
 - AI/ML (Machine Learning)
 - GenAI (Generative AI)
 - Data Science
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5. Expert Opinions

- **Forrester Analyst (Mahapatra)**:
 - Jobs that repeat the same tasks are being automated.
 - This affects cities like **Bengaluru, Hyderabad, Pune, Gurugram** the most.
 - **SA Technologies COO (Joshi)**:
 - In the early IT phase, simple roles were affected.
 - But **developers, DB admins, network engineers** saw growth.
 - **Zigment AI CEO (Dave)**:
 - Low-skill roles will disappear.
 - But new jobs will be created in:
 - AI development
 - Data science
 - Ethics in AI
 - Tech strategy and leadership
 - Even **middle management roles** may reduce due to AI-based decisions.
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Salient Points Summary

Point	Detail
Major Shift	AI adoption is causing the biggest transformation in Indian IT job trends.

Point	Detail
Lay-offs Rising	Over 1.25 lakh jobs lost in 2023–25, mainly in repetitive and support roles.
Hiring Focus	Skills in AI, ML, GenAI, Data Science are now in demand.
Automation Impact	Manual testing, BPO, data entry, basic support roles are shrinking fast.
City Impact	Tech hubs like Bengaluru, Pune, Hyderabad, Gurugram are most affected.
Growth Areas	High-value roles in AI development, ethics, leadership, and tech integration are growing.
Future Outlook	Routine roles evolve into strategic tech roles ; middle management may shrink.

Let me know if you want a visual summary (e.g., table, timeline, or infographic).