

Here's a **simple, step-by-step explanation** of the article, with all the **key points highlighted**:

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## Headline Summary

**Mid-tier IT companies in India are increasing hiring, while top IT firms are cutting jobs.** This is due to differences in how they've handled growth, demand, and talent management.

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### 1. What's Happening?

- **Top 5 IT companies (like TCS, Infosys, Wipro, etc.)** let go of **over 70,000 employees in FY24**.
  - Meanwhile, **mid-sized IT firms** (like **KPIT, Coforge, LTI Mindtree, Hexaware, Mphasis**) are **hiring more people**.
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### 2. Why Are Mid-Tier IT Firms Hiring?

- They're seeing **steady growth in clients and projects** despite the economic slowdown.
  - Sectors like **automotive, banking (BFSI)**, and **Indian government projects** are giving them **more business**.
  - Mid-tier firms have been **smart with hiring**:
    - They **did not over-hire** during past booms.
    - They **don't have a huge bench** (i.e., employees not working on projects).
    - Their teams are **lean and specialized**, with more experienced (lateral) hires.
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### 3. What About the Big IT Firms?

- **TCS, Infosys, Wipro, HCL, Tech Mahindra**:
    - **Hiring freeze or slow hiring** due to **uncertainty** and **reduced client spending**.
    - **Downsizing and delays** in onboarding new hires.
    - **Employee complaints** about job insecurity, highlighted by **NITES**, a tech employee union.
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### 4. Employee Sentiment

- **Mid-sized firms** are perceived to be **treating employees better** than top-tier firms.

- This includes **honoring campus hiring** commitments and maintaining **stable work environments**.
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## 5. What the Companies Are Saying

- **Hexaware**: Utilization (employee use) is up → they are **hiring more**.
  - **KPIT**: Committed to **campus hiring in big numbers**.
  - **LТИMindtree**: Despite some decline in total headcount, **fresher hiring will continue**.
  - **Mphasis**: There's **no strict link between headcount and revenue**, meaning they're growing even with a flexible workforce.
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## 6. The Bigger Picture

- **Top IT firms are cautious**, especially with clients in the **US spending less**.
  - **Mid-tier firms** are **more confident** because they have **clear demand visibility** for the next few quarters.
  - This shift shows that **agile, mid-sized players** are **better positioned** to take advantage of the current tech industry dynamics.
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## Conclusion

- **Big IT firms are shrinking**, and **mid-tier firms are growing**.
- **Job seekers** and **employees** may find **better opportunities** with **mid-sized IT companies** right now.
- This change is due to **smarter workforce planning**, **clearer demand**, and **better client engagement** by mid-tier firms.

Let me know if you'd like a comparison table or company-wise breakdown.