

## Tight job mkt, salary cuts put US-returned desi techies in a spot

Global technology industry is constantly in a state of flux. Artificial intelligence (AI)-led developments are bringing in significant changes in the operating models of technology companies. Improving efficiency has been prompting several tech giants to lay off thousands of staffers.

According to layoff tracker platform-Layoffs.fyi, around 119,000 staffers have lost their jobs across 219 organisations since the beginning of this year. This figure was more than 100,000 in 2025. Leading tech firms including Oracle, Meta, Cisco, and Google among others laid off thousands of employees in the last two years.

A major chunk of these employees was operating out of the US. Given that US has a substantial

number of technology professionals from India, several thousands of them had lost their jobs owing to these mass firings. As the job market in the technology industry remains tight in the US, many of these Indian professionals are not able to get another job immediately in the North American country. Adding to this agony is the strict and unfriendly immigration policy followed by the Trump administration.

Under Trump, the US administration has increased the H1B visa fee, changed the Green Card application rules and discouraged American employees to hire foreign professionals like Indians. Without any way out of the conundrum, many Indian techies are now returning home in their search for new jobs.

According to survey conducted by professional networking platform- Blind, 53 per cent of respondents of the survey said that they had seen colleagues or job candidates return from the US because of visa-related problems. Now, the survey has also found out some interesting dynamics of the current job market. According to it, a significant shift is happening among the US companies as far their management of global workforce is concerned.

It found out that the US companies, which have GCCs (Global Capability Centres) in India, are shifting Indian techies to location back home than replacing them. This step makes immense sense for this US corporations in terms of cost. While Indian techies earn way higher when in US, their sal-

ary gets reduced in India, matching a salary of their colleagues here.

This way, US companies are able to reduce cost and retain the same talent. The survey quoted one Google professional saying that the average pay had fallen in recent months with some US-returned Indian techies drawing as low as one-fifth of their US compensation. So, while these professionals get an immediate respite from visa-related concerns, the financial impact is severe.

The survey also found out that 57 per cent of Amazon employees, 58 per cent of Walmart employees and 55 per cent of Uber staffers in India had had seen colleagues return from the US because of visa issues.

However, not all tech professionals in the US are able to get

jobs in Indian GCCs of their parent organisations. Many are landing in India without a job and are hunting for opportunities here. The survey pointed out that job market in India remained tight despite India being the largest delivery centre for global firms. Openings in the GCCs are there but are fewer in number than a year before. Situation in the IT services companies and large startups is not great either. As an outcome, these technology professionals have to settle for less paying jobs. Meanwhile, entry of these US-returned professionals is making the Indian job market more competitive in the mid to mid-senior levels. Overall, AI has created a great churn in the technology job market with professionals navigating a tight situation both at home and abroad.



### Hyderabad cops deserve appreciation

Propos your report, "Hyderabad cybercrime police crack 14 cases, arrest 36 across states," the city police deserve immense praise for dismantling widespread, multi-state cybercriminal networks. Successfully cracking 14 major cases in a single month and recovering nearly ₹49 lakh for victims shows exemplary investigative efficiency. The report highlights a terrifying reality: innocent citizens lost over ₹5 crore to sophisticated scams like digital arrests, trading, and OTP fraud. While enforcement initiatives like C-MITRA and aggressive social media patrolling are highly reassuring, public awareness remains our strongest defence. The government and social platforms must work in tandem to preemptively block fake customer care numbers and malicious APK links to completely neutralize these digital fraudsters.

Andrea Anthony, Hyderabad

### Playing the war 'trump' card has failed US

US President Donald Trump's declaration of an end to the truce and his fresh military strikes on Iran came as disappointing, but not unexpected news. It is sad that the prospect of peace has now receded. It does not occur to the President of the 'most powerful nation in the world' that diplomacy is always better than war and war is always a bad thing, a terrible thing. Trump has clearly misjudged Iran's capability to attack the US assets in the Gulf. The US' attempt to gain control of the Strait of Hormuz has met with legitimate resistance by Iran. By now, Trump ought to have realized the folly and futility of war. But then Trump is Trump. How to get it into his thick skull that the use of military force, as against diplomatic means, cannot settle the issues in West Asia is the question that the world is left to grapple with.

G David Milton, Maruthancode

### The tug-of-war continues between US, Iran

The end of truce between warring Iran and USA has surprised none. It had started with lack of trust both sides and was being violated few times and now has been declared as terminated abruptly. Both rivals are cautious in their moves and are interested in buying time rather to find solution. The contentious issue that is the strait of Hormuz has remained a non-negotiable thing for both parties. Iran cannot leave its grip on that strait, the step which would weaken it strategically and economically. The USA cannot feel satisfied with its failure in making Iran compliant, that too when its ally Israel is bent upon continuing the war. It's unfortunate that the situation in West Asia has come to square one making energy security of the world still worse.

D V G Sankararao, Vizianagaram

### Include non-teaching staff for mid-day meals

It is intriguingly interesting to note that in its endeavour to ensure that the mid day meals served free at the government schools are of good quality, the Telangana government advised that the teaching staff in the school also to have free meals along with the pupils and thereby satisfy about the maintenance of the good quality of such meals catered to the students under such mid day meals scheme. Alas!, the only group left are now those very few of non-teaching staff in such schools. Herein lies, a worthy point to be taken note of by the Management Gurus!

Seshagiri Row Karry, Hyderabad

### Ice Shivalingam melts, dampens devotees

The naturally formed ice Shivalingam at the Amarnath cave-shrine has melted considerably just days into the annual pilgrimage. This premature depletion has left lakhs of yatis unable to perform darshan, despite enduring an incredibly grueling journey. These lakhs of devotees travel from far-off corners of the country to undertake the Yatra. The trek is exceptionally difficult, serving as a mentally and physically challenging test of endurance through steep, high-altitude mountain terrain, oxygen-depleted air, and volatile weather. Reaching the holy cave after such an arduous trek only to find the Shivalingam already shrunk has caused profound heartbreak and immense disappointment among the pilgrims who sacrifice so much to get here. While the official Yatra spans 57 days, the early melting means thousands traveling later in the season will miss witnessing the sacred formation, turning their intense physical and spiritual journey into a deep test of faith.

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### Blood protest intensifies against Bidadi Township

BENGALURU: The agitation against the proposed Bidadi Township project intensified on Thursday as farmers in Bhairamangala village of Bengaluru South district launched a symbolic "blood protest," declaring they were willing to shed blood but not part with their agricultural land.

The protesters pricked their fingers and dropped blood on the township layout map, raising slogans of "We will give our blood, not our land." Farmers and women participants demanded that the state government immediately withdraw the township proposal, warning that they would intensify the agitation if their concerns were ignored.

The protest received a major boost with the participation of former Lokayukta Justice Santosh Hegde, who expressed solidarity with the agitating farmers. At the protest venue, he drafted and submitted a memorandum urging the government not to acquire agricultural land forcibly in the name of development.

Addressing the gathering, Justice Hegde said he had ignored medical advice to stay indoors because he could not remain silent while farmers were protesting on the streets. He stressed that no development was possible without protecting agriculture.

"Artificial Intelligence cannot feed people. If agriculture declines, the country will face serious consequences in the future," he said.

Read more at <https://epaper.thehansindia.com>

# Future of management careers in the era of AI

DR MYLAVARAM CHANDRA SHEKAR

Every July, as new batches of management students walk into B-School classrooms with fresh hopes and excitement, the immense responsibility that higher education carries comes with it. An MBA or any postgraduate programme in management is not just about textbooks, case studies, or exams. It is about shaping their lives, careers, and futures in ways that ripple far beyond the campus. The stories of young graduates prove this time and again, offering lessons worth sharing with a wider audience to prepare well in advance to achieve success.

### Resilience in career journeys

Take the case of a graduate who joined a global financial research firm. The job was prestigious, and they successfully completed on-the-job training, but the night shifts took a toll on their health. Instead of resigning themselves to fate, they prepared again, took on a role at a leading private-sector bank, and later moved to a nationalised bank. This journey shows resilience, the ability to adapt, re-strategise, and move forward. In today's uncertain job market, resilience is perhaps the most important skill a graduate can carry with them.

### Building portfolios beyond degrees

Another example comes from two graduates who expanded their CVs from a single page to eight, showcasing not just academic achievements but also internships, projects, a business plan, pitches and certifications.

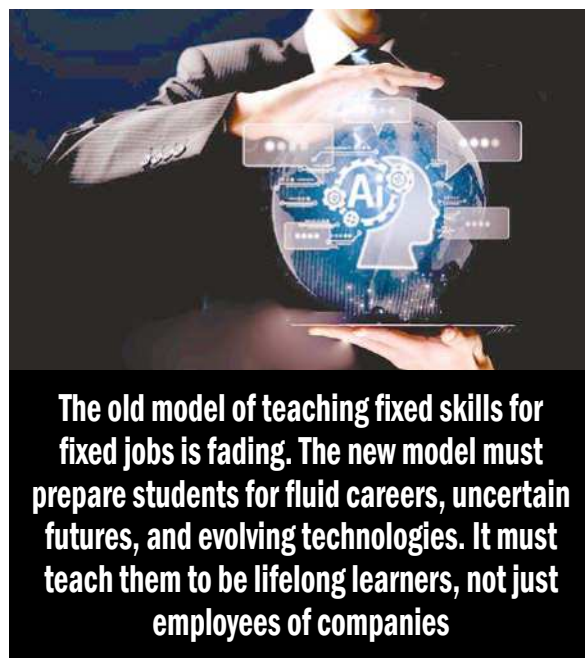
Both secured roles in a Big Four consulting firm, one later pursuing a fully funded PhD while the other continued in corporate life. Their story highlights the importance of building a portfolio of experiences. Employers today are not just looking for degrees; they want evidence of initiative, curiosity, and the ability to learn continuously.

### Choosing passion over comfort

Then there are those who choose passion over comfort. Two graduates who were placed at a fintech company left within a year. One transitioned to a global financial services firm; the other to a private-sector bank. Their decision was not about chasing higher salaries but about aligning work with their personal interests. In a world where "quiet quitting" and burnout are becoming common, these choices remind us that career satisfaction often comes from meaning, not money alone.

### Success is not linear

A graduate at a multinational investment management firm shared "double good news": a salary hike and a promotion. Another at a consulting firm completed his fast-track training and won a gold medal for outstanding performance. Alumni from earlier batches have moved across analytics, consulting, and international banking institutions, reaching leadership roles, and one is now pursuing certification in the airline industry at a premier Indian Institute of Technology. These journeys show that success is not linear. Careers evolve through experimentation, risk-taking, and some-



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times sheer persistence.

### The power of networking

Networking, in particular, is often underestimated. Graduates sometimes believe that grades alone will secure their future. But in reality, conversations, mentorship, and peer learning play a far greater role. Alumni networks are guiding forces of wisdom. A LinkedIn connection today can become a career opportunity tomorrow. In fact, the first assignment for new MBA admits is to connect with alumni online. It is not just a task; it is a habit that will serve them for life.

### The future of work and AI

The future of work adds another layer of complexity. Chatbots are already shortlisting CVs and conducting interviews. In the next decade, graduates may find themselves reporting to AI supervisors that allocate tasks, track performance, and even design workflows. At

the same time, AI colleagues will sit alongside them to handle routine analysis, resolve customer queries, or perform compliance checks. Some professionals may even become solopreneurs, running businesses with teams of AI "employees" managing finance, marketing, and operations. The challenge for management graduates is to embrace this reality rather than resist it, and to focus on the uniquely human skills, i.e. empathy, resilience, creativity, that machines cannot replicate.

### Embracing uncertainty

At the same time, uncertainty will only grow. The ecosystem ahead will bring double the challenges. Economic cycles, technological disruptions, and global crises will test every professional. But living with discomfort is not a curse; it is a catalyst for growth. Graduates who learn to embrace uncertainty will not just survive; they will thrive.

### Balancing technology with humanity

Of course, AI cannot replace lived experiences. It cannot narrate the struggles of someone who worked nights and studied days, or the joy of someone who cracked a tough exam after repeated failures. But AI can help connect people, analyse trends, and open doors. The human element, such as empathy, resilience, and creativity, will remain irreplaceable. That is why management education must balance technology with humanity.

### Lessons from contemporary trends

Contemporary examples reinforce this. Consider the rise of gig work platforms where professionals are building careers outside traditional corporate structures, leveraging networks and skills rather than degrees alone. Or look at the startup ecosystem in India, where founders often come from diverse educational backgrounds but succeed through adaptability and networking.

Even global leaders echo these lessons. Satya Nadella of Microsoft often speaks about empathy as a leadership skill. Sundar Pichai of Google emphasises curiosity and continuous learning. These are not abstract ideas; they are practical traits that determine success in volatile environments. Management graduates must internalise them early.

### A roadmap for graduates

So what should graduates do? First, talk to people. Learn from experiences, both successes and failures. Second, build networks, not just for jobs but for knowledge and support. Third,

plan careers with flexibility. Ask: Where do I want to be in two years? In five years? And be ready to change the answer as circumstances evolve. Fourth, embrace discomfort. Growth rarely comes from comfort zones. And finally, use technology wisely. Let AI be a tool, not a master.

### The role of educators

For educators, the responsibility is equally heavy. We must design curricula that go beyond rote learning. We must encourage projects, internships, and real-world problem-solving. We must mentor students not just for exams but for life. And we must remind them that success is not about one big break but about small, consistent steps.

### A message to the new batch

As I reflect on these journeys, I am convinced that management education is at a crossroads. The old model of teaching fixed skills for fixed jobs is fading. The new model must prepare students for fluid careers, uncertain futures, and evolving technologies. It must teach them to be lifelong learners, not just employees of companies.

To the new batch of MBA students, the message is simple: Your degree is not just about classes. It is about conversations, networks, and the courage to embrace uncertainty. Use these two years to build not just a career, but a future that is uniquely yours. And remember, success is not defined by where you start, but by how you adapt, connect, and grow.

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## Hindu rate of growth controversy: Is it time for a new name?



DR P SUBRAMANYACHARY

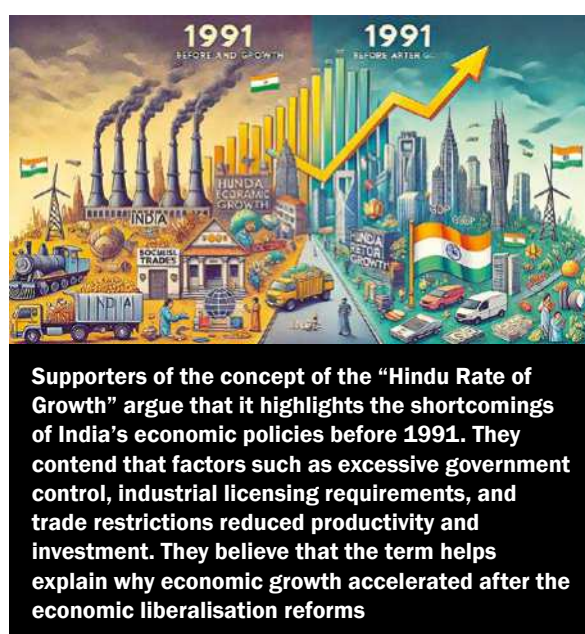
Recently, while speaking on the occasion of the NDA government completing 12 years in office and recalling his record as India's longest-serving continuously elected Prime Minister, Narendra Modi criticized the historical term "Hindu Rate of Growth." He argued that the phrase unfairly linked India's economic sluggishness to Hindu culture.

According to him, the term was used to conceal the failures of past economic policies and that the situation should instead be viewed as the result of the governance and policy decisions of previous governments. Modi suggested that the period of slow economic growth should have been called the "Congress Rate of Growth" rather than the "Hindu Rate of Growth."

Modi stated that the dec-

ades of low growth following independence pushed India into poverty, despair, and a sense of inferiority. He also questioned why the country's current rapid economic growth is not similarly associated with Hindu culture. According to him, this issue reflects the persistence of a colonial mindset in India. He called for greater confidence in India's civilization and cultural heritage. Modi also compared the pre-1991 period with the country's current economic performance. He remarked that economic reforms, innovation, infrastructure development, and policy continuity have transformed India into one of the world's fastest-growing major economies.

In fact, the term "Hindu Rate of Growth" was coined by economist Raj Krishna in 1978. It was used to describe India's relatively slow economic growth from the 1950s through the 1980s. During that period, the country's Gross Domestic Product (GDP) grew at an average annual rate of only about 3-4 per cent. Although the name appears to be related to Hinduism, the term has no connection to the Hindu religion.



It was simply used to describe the low growth rates that persisted after independence.

According to economists, the main reasons for this slow growth included the License Raj system, extensive government control over industries, restrictions on the private sector, high import tariffs, limits on foreign investment, low productivity, and economic policies that reduced competition. At the same time, rapid population growth meant that

increases in per capita income remained very modest.

In 1991, economic liberalisation reforms were introduced under the leadership of then Prime Minister P. V. Narasimha Rao and Finance Minister Manmohan Singh. These reforms reduced industrial licensing requirements, opened certain sectors to foreign investment, and lowered trade barriers. Participation by the private sector was also encouraged. As a result, India

achieved much higher rates of economic growth in the following decades.

Referring to the term "Hindu Rate of Growth," Prime Minister Narendra Modi emphasized that India should not return to the highly regulated economic policies that existed before 1991. Instead, he stated that reforms, entrepreneurship, and investment are essential for sustaining high economic growth.

However, supporters of the concept of the "Hindu Rate of Growth" argue that it highlights the shortcomings of India's economic policies before 1991. They contend that factors such as excessive government control, industrial licensing requirements, and trade restrictions reduced productivity and investment. They believe that the term helps explain why economic growth accelerated after the economic liberalization reforms. Critics, however, argue that the term is misleading and unfair because it appears to associate slow economic growth with Hinduism, even though the causes of the slowdown were economic and political rather than religious.

They emphasize that, de-