

'Job security, flexibility top priorities for Indians'

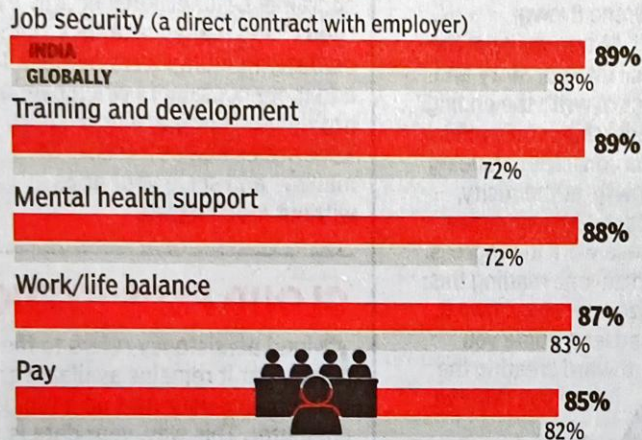
Rupali Mukherjee
@timesofindia.com

New Delhi: Traditional incentives like salary seem to have become less significant this year for Indian employees as workplace flexibility, job security, opportunities for learning and development and sense of belonging take centrestage, according to talent firm Randstad.

Last year, employees prioritised work-life balance, followed by remuneration and job security. According to Randstad India's Workmonitor 2025 survey, 52% of the Indian workforce would leave a job if it lacked sufficient flexibility, compared to 31% globally. Flexibility continues to be a key decision-making factor, with 60% of employees

Incentives Like Salary **Score Low**

Top factors when thinking about current or future employment as per the Randstad survey 2025



rejecting a job without flexible working hours and 56% declining roles lacking flexibility in work locations, the

survey added.

The findings indicate that employees are increasingly prioritising work that reso-

nates with their personal values and life goals, moving beyond financial incentives. Job security, mental health support, and work-life balance now hold more significance. In fact, pay has dropped to the fourth spot, reflecting a shift toward a more holistic view of employment.

Further, the demand for flexible working hours is significantly higher across all generations in India compared to the global average due to unique socio-economic and workplace dynamics.

Viswanath PS, MD & CEO, Randstad India, said, "The generational divide in Indian workplace expectations is narrowing, and the data is clear—flexibility is no longer a benefit; it's a baseline expectation across all age groups. Whether

it's Gen Z entering the workforce, millennials balancing career growth with personal commitments or Gen X in leadership roles, everyone values the ability to work on their own terms. This shift signals a fundamental change for organizations—flexibility must be embedded into work design, not treated as a perk. Equally, the demand for continuous learning highlights that talent isn't just looking for jobs—they are looking for careers that evolve with them."

Gen Z (62% vs 45% globally) received flexible working hours as they enter a digital-first job market where long commutes, cultural expectations around family involvement and high job competition make work-life balance essential.