



What Today's Candidates Expect Beyond Salary

For a long time, salary was considered the biggest factor in attracting and retaining employees. While compensation still matters, today's candidates are looking for much more than just a paycheck. Modern professionals want workplaces that support their growth, well-being, and long-term career goals.

One of the biggest expectations among candidates today is 'flexibility'. Employees increasingly value work environments that allow them to balance professional responsibilities with personal life. Hybrid work models, flexible timings, and remote opportunities are no longer seen as perks. However they are becoming important decision-making factors during the hiring process.

Another major expectation is ****career growth and learning opportunities****. Candidates want to know whether an organization will help them develop new skills and move forward professionally. Companies that provide mentorship, training programs, internal mobility, and structured growth conversations are more likely to attract ambitious talent. Employees today are not only looking for a job; they are looking for a path forward.

Workplace culture has also become a defining factor. Candidates pay close attention to how organizations treat their people. A culture built on respect, communication, inclusion, and recognition creates a stronger emotional connection with employees. Many candidates research company culture through social media, reviews, and employee experiences before accepting an offer.

In recent years, ‘mental well-being and emotional support’ have gained significant importance. High-pressure work environments without support systems often lead to burnout and disengagement. Employees now value organizations that encourage healthy communication, manageable workloads, and supportive leadership. A healthy workplace is not one without challenges, it is one where people feel supported while handling them.



Today’s workforce also seeks ‘purpose and meaningful work’. Candidates want to feel that their efforts contribute to something valuable. Organizations that communicate their mission clearly and create a sense of impact often build stronger employee engagement and loyalty.

Ultimately, modern hiring is no longer only about offering competitive salaries. Candidates are evaluating the complete employee experience — from leadership and culture to growth opportunities and well-being. Companies that adapt to these changing expectations will not only attract better talent but also build stronger, more sustainable workplaces for the future.

SYMPHONY SAMACHAR



- Meta begins major workforce restructuring with 8,000 layoffs. - **People Matters**
- Fintech company Revolut plans to scale its India workforce to nearly 40% of its global headcount by 2026. - **HR Katha**
- A recent workplace survey revealed growing employee distress linked to AI adoption and fears surrounding job security. - **People Matters**
- A new HR trend called “job hugging” shows employees avoiding job changes due to layoffs and economic uncertainty.- **Human Resources Online**
- India’s rapidly expanding data centre sector is projected to create nearly 1 lakh engineering and technology jobs. - **EconomicTimes**
- TCS is reportedly accelerating AI usage among employees despite concerns around operational and revenue risks. - **HRKatha**