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EDITOR'S SPEAK

Recruitment Mantra Founder Arghya Sarkar on What India's Hiring Growth Means for Employers and Job Seekers

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With Kolkata recording 4% year-on-year growth in white-collar hiring activity, matching skills with business requirements remains central to effective recruitment.

Kolkata, 26 October 2026: India's hiring market is expanding unevenly, with growth in several industries accompanied by caution in others. For employers, this presents a practical challenge: identifying people whose experience and capabilities match the needs of the business.

The Naukri JobSpeak September 2026 report placed India's white-collar hiring index at 3,053, compared with 3,002 in September 2025, an increase of approximately 2% year-on-year. Kolkata recorded 4% growth, while Siliguri registered 7%, providing positive indicators of recruitment activity in these West Bengal cities. The index measures hiring activity rather than total jobs created.

Against this backdrop, Recruitment Mantra HR Consultancy & Recruitment Agency, led by founder Arghya Sarkar, provides recruitment and staffing support from its base in Sector V, Salt Lake, Kolkata. Its published services cover candidate sourcing, assessment and coordination through onboarding.

"Hiring growth is encouraging, but businesses need more than a larger pool of applications. They need people who understand the work and have the skills to contribute. At Recruitment Mantra, our focus is on understanding the employer's requirements, assessing candidates carefully and helping both sides make an informed decision."
- Arghya Sarkar, Founder, Recruitment Mantra

India's Job Market Growth Varies Across Industries

The national headline conceals substantial differences between sectors. In September 2026, Naukri JobSpeak recorded 22% year-on-year growth in consumer durables, 19% in gems and jewellery, 11% in automotive, and 7% in industrial products and heavy machinery. IT software and software services, meanwhile, registered a 4% decline.

These figures suggest that employment prospects depend considerably on industry exposure and relevant capabilities. Growth in one sector does not necessarily translate into similar conditions elsewhere, making a closer understanding of employer requirements useful for both recruiters and applicants.

For businesses, that means defining the responsibilities and essential skills attached to a position. For candidates, it means explaining their experience clearly and showing how it relates to the work being offered.

Recruitment Mantra's Approach to Employer Hiring

Recruitment Mantra's service portfolio includes permanent staffing, contract and temporary staffing, while Sarkar's executive profile also identifies executive search, manpower recruitment and Recruitment Process Outsourcing (RPO) among its areas of work across India.

Each service addresses a different business requirement. A leadership appointment calls for a focused search and careful assessment of experience. Temporary staffing involves a defined period of work, while permanent recruitment requires consideration of the organisation's continuing needs.

Across these approaches, the quality of the hiring brief matters. Responsibilities, reporting arrangements, compensation and location help establish whether an opportunity is suitable before employers and candidates invest time in interviews.

For a recruitment agency in Kolkata serving employers beyond the city, understanding these details provides the foundation for a relevant shortlist.

Technology and Human Judgement in Recruitment

Sarkar's published professional profile includes AI-enabled hiring practices alongside recruitment strategy and employer advisory. It describes an approach that combines emerging technology with human judgement.

The distinction is practical. Technology can support the organisation and review of candidate information, while conversations remain necessary to understand an applicant's experience, expectations and interest in a position. Employers also need a clear assessment of how closely a candidate meets their requirements.

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Free Recruitment Assistance for Job Seekers

Recruitment Mantra states that its recruitment assistance is free for job seekers, making access without candidate recruitment charges part of its published service approach.

Sarkar's wider professional activities include The Hiring Mandate, a manpower and staffing venture, and Vacancy.Report, a platform covering employment news, recruitment developments and career information.

India's latest hiring figures provide grounds for measured optimism, particularly in sectors recording year-on-year increases. They also show why recruitment requires attention to individual industries and business needs. For Recruitment Mantra, the task is to connect those requirements with suitable talent through sourcing, assessment and clear communication.

Source:

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