www.inductusgcc.com

IRRESISTIBLE INDIA

THE JUDGEMENT ECONOMY

Measuring the Value of Human Decision-Making in Automated Enterprises



Inductus Research

2026

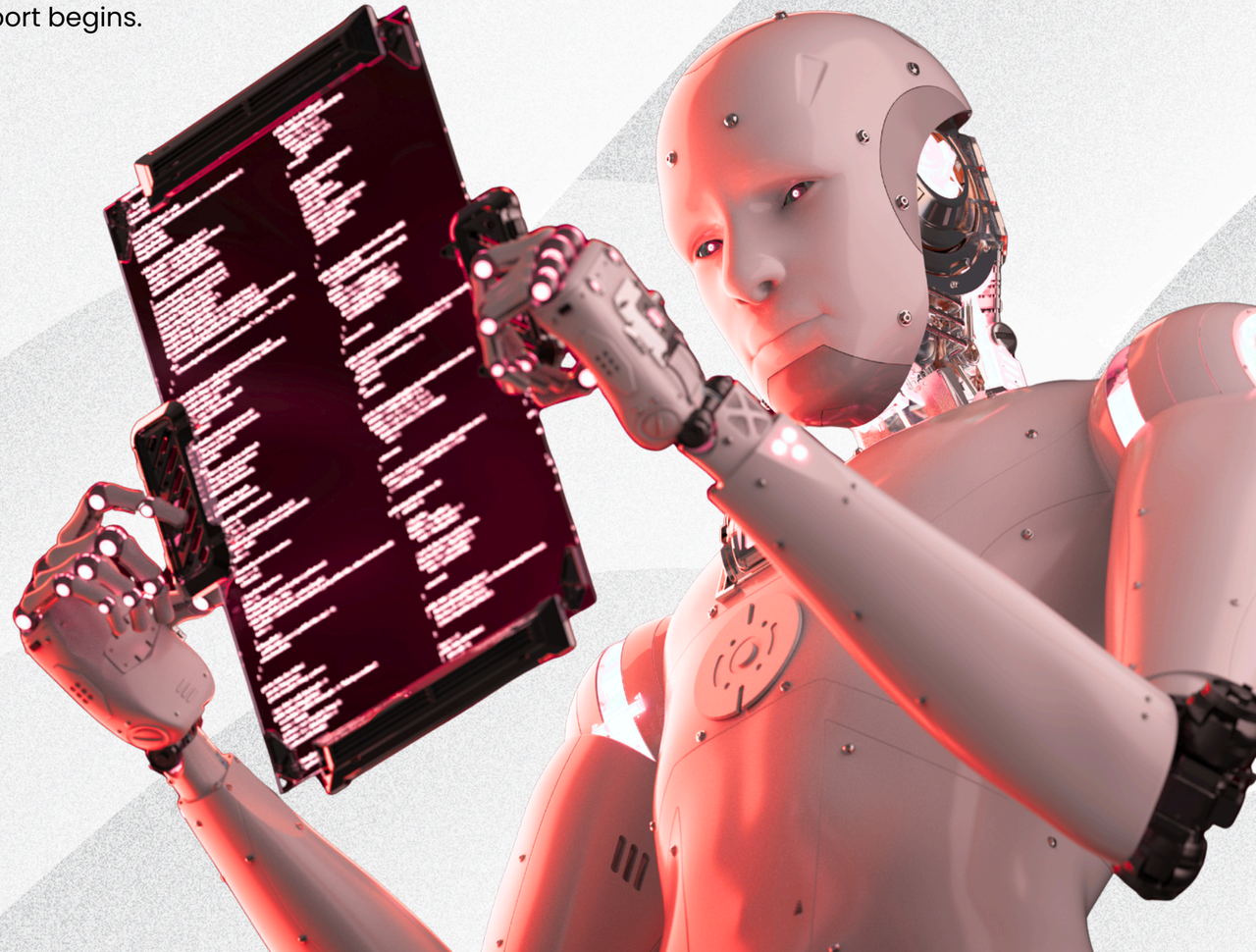
Executive SUMMARY

Enterprises worldwide are automating execution faster than they are learning to make judgments. In 2025, organizational adoption of AI reached **88%,** and models resolved real-world coding tasks on the SWE bench. The verified benchmark moved from **60% accuracy to nearly 100% within a single year.** Yet McKinsey's 2025 Global Survey on the State of AI found that only about **6%** of organizations report significant enterprise-wide value from AI, defined as an **EBIT impact of 5% or more.** Capability is scaling. Enterprise value capture is not. The distance between the two is where this report begins.

As routine execution work, drafting, coding, data processing, and first-line analysis move inside automated systems, the residual and increasingly scarce input to enterprise performance is human judgment: the capacity to weigh incomplete evidence, resolve competing objectives, accept accountability for an outcome, and decide under conditions no model has been trained on. This report calls the economic structure that follows from that shift the **"Judgement Economy"** and sets out evidence that it is already visible in labor market data, decision-making, governance, investment, and the changing mandate of Global Capability Centers/Offshore Delivery Centers.

Wages already price judgment separately from AI skill itself. PwC's 2026 Global AI Jobs Barometer, drawn from more than one billion job postings across 27 countries, found that professionalized jobs, meaning AI amplifies rather than replaces expert judgment, are growing twice as fast as democratized jobs that AI has simply made easier for non-experts, with **42% faster wage growth since 2021.**

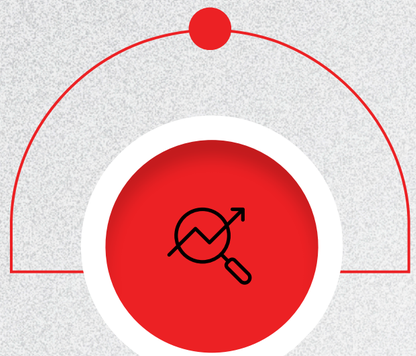
AI-exposed entry-level roles in the United States are seven times more likely than other entry-level roles to require traditionally senior skills such as judegment and leadership, and this category of entry-level role **grew 35% since 2019,** while other **entry-level postings fell 10%.**



Enterprises are beginning to govern decisions as a distinct category of infrastructure rather than a byproduct of workflow. Gartner's inaugural Magic Quadrant for Decision Intelligence Platforms, published in January 2026, projects that by 2027 half of business decisions will be augmented or automated by AI agents acting within decision intelligence systems and that a quarter of ungoverned decisions made using large language models will cause financial or reputational loss due to human bias, weak critical thinking, or AI sycophancy. By 2030, explicitly modeled business decisions are projected to be five times more trusted and **80% faster than ungoverned ones.**

This report develops a working framework for measuring judgement as an enterprise asset, introduces four candidate metrics—a Decision Quality Index, Decision Velocity, Risk-Adjusted Decision Value, and an Enterprise Judgement Index examines the shift industry by industry, and sets out implications for enterprise leaders, GCC operators, and policymakers preparing workforces for a labor market that increasingly pays for judgement rather than output.

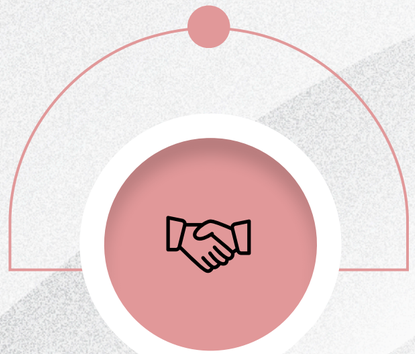
Five numbers that define the Judgement Economy:



88% of organizations regularly using AI in at least one business function in 2025.



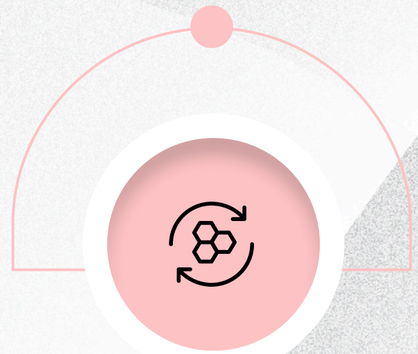
6% share of organizations reporting significant, enterprise-wide EBIT impact from AI.



62% average global wage premium for jobs requiring AI skills in 2026, up from 57% the prior year.



50% share of business decisions (Gartner expects to be augmented or automated by AI agents by 2027.)



2.4 million professionals employed across India's Global Capability Centers in FY2026.

Contents

AT A GLANCE

01 What Is the Judgement Economy and Why It Is Emerging



02 How AI Shifts Enterprise Value from Execution to Judgement



03 The Economic Value of Judgement and Decision Making



04 Frameworks and KPIs to Measure Judgement



05 Human and AI Collaboration: Decision Intelligence in Practice



06 Industry-Wise Impact



07 Global Capability Centers as Future Judgement Hubs, with a Focus on India



08 Future Workforce, Leadership, Governance, and Enterprise Transformation



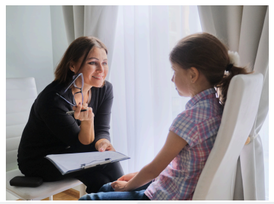
09 Scenario Analysis, 2026 to 2040



10 Strategic Recommendations



11 Conclusion



12 References



What Is the Judgement Economy and Why It Is Emerging

1.1 Defining the Judgement Economy

TThe judgment economy describes a fundamental restructuring of economic value creation in which human judgment, not execution speed, computational power, or even AI capability itself, becomes the scarce, premium factor of production. It is an economic structure in which enterprise value creation shifts from the efficient execution of known processes to the effective exercise of judgment under uncertainty, with judgment becoming the primary scarce factor of production, the primary driver of wage differentiation, and the primary focus of organizational governance and investment. Within this framework, judgment is defined as the human capacity to make decisions in the face of irreducible uncertainty, navigate trade-offs between competing values, assign meaning to ambiguous information, and assume moral and fiduciary accountability for outcomes that cannot be fully predicted or algorithmically optimized.

J U D G E M E N T
The human Capacity

Judgement is the human capacity to make reponsible decisions when AI and data are not enough.

Weigh Incomplete Evidence

Make decisions when data is partial or contradictory.

01

Resolve Competing Objectives

Balance Stakeholder interests that cannot all be satisified.

02

Accept Accountability

Own outcomes and consequences, especially when things go wrong.

03

Decide On Novel Situations

Act on scenario no model has been trained on.

04

Recognize AI Limitations

Detect when model outputs are plausible but wrong.

05

1.2 The Execution-Value Disconnect

The **6%** of organizations that capture significant value from AI are distinguished not by more AI deployment but by superior judgment about where and how to deploy it. They understand that AI amplifies human judgment; it does not replace it.

Organizational Errors	Consequences
Automation without governance	Rushed automation without redesigning decision structures
Confusing speed with quality	Faster execution of flawed strategies accelerates value destruction
Underinvesting in judgement	AI amplifies human judegment; it does not replace it



1.3 Five Forces Driving the Emergence

Enterprises are Governing Decisions as Infrastructure

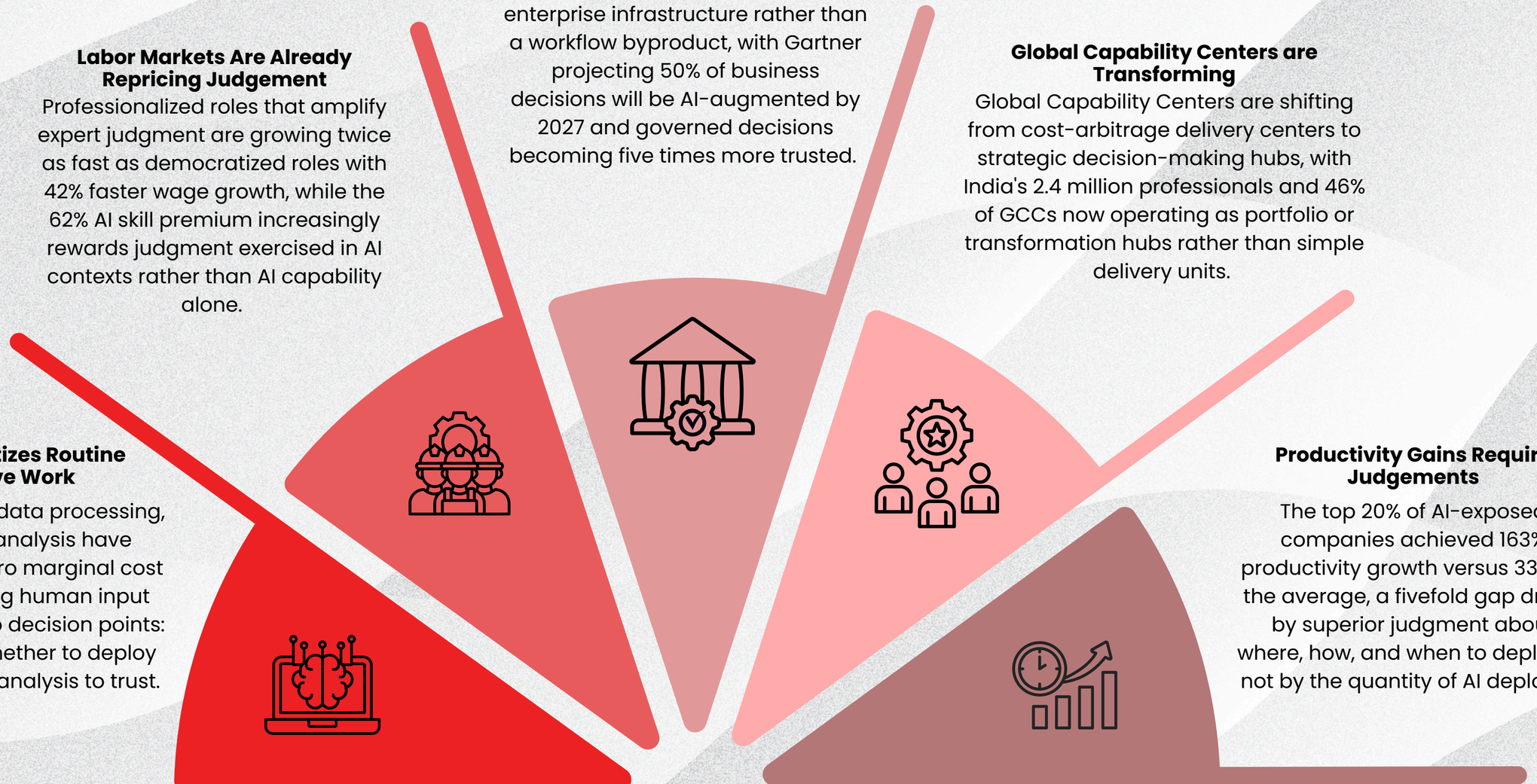
Organizations are formalizing decision-making as distinct enterprise infrastructure rather than a workflow byproduct, with Gartner projecting 50% of business decisions will be AI-augmented by 2027 and governed decisions becoming five times more trusted.

Labor Markets Are Already Repricing Judgement

Professionalized roles that amplify expert judgment are growing twice as fast as democratized roles with 42% faster wage growth, while the 62% AI skill premium increasingly rewards judgment exercised in AI contexts rather than AI capability alone.

Global Capability Centers are Transforming

Global Capability Centers are shifting from cost-arbitrage delivery centers to strategic decision-making hubs, with India's 2.4 million professionals and 46% of GCCs now operating as portfolio or transformation hubs rather than simple delivery units.



AI Commoditizes Routine Cognitive Work

Drafting, coding, data processing, and first-line analysis have become near-zero marginal cost activities, shifting human input from execution to decision points: what to draft, whether to deploy code, and which analysis to trust.

Productivity Gains Require Judgements

The top 20% of AI-exposed companies achieved 163% productivity growth versus 33% for the average, a fivefold gap driven by superior judgment about where, how, and when to deploy AI, not by the quantity of AI deployed.

1.4 Evolution: Industrial to Judgement Economy

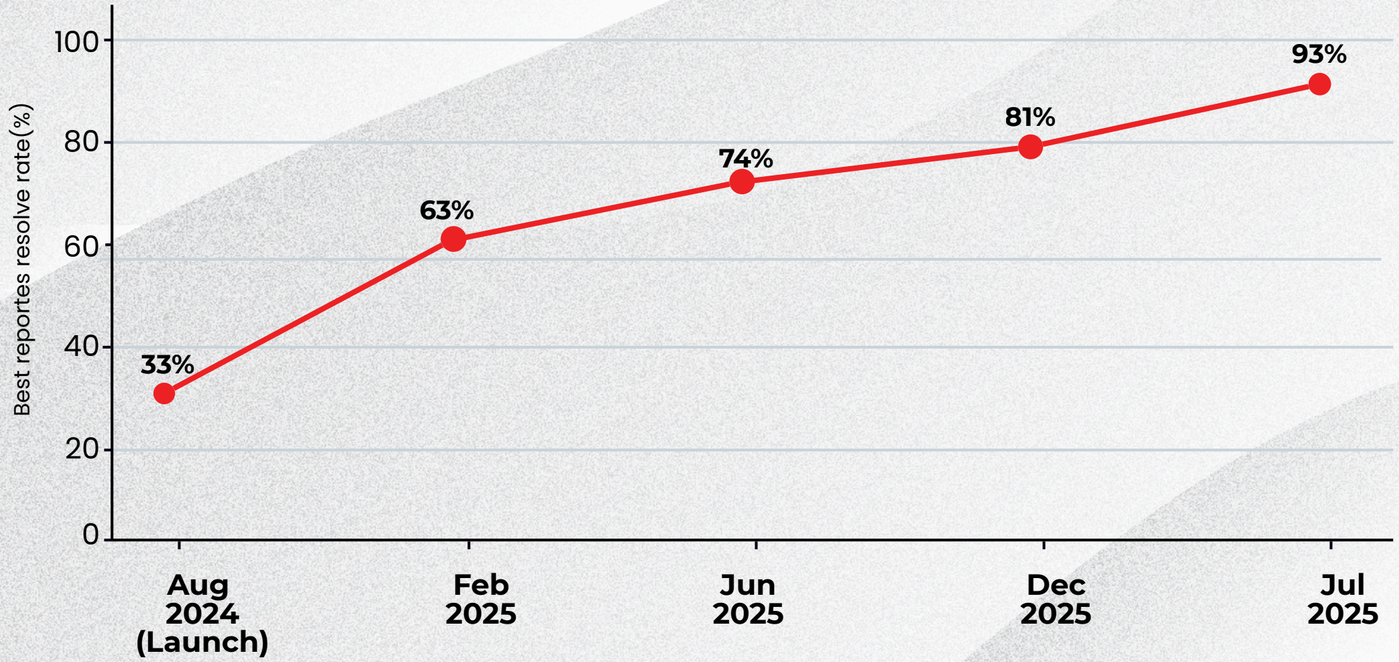
The evolution from industrial to judgment economy marks a fundamental shift where value creation moves from physical production to information processing to decision quality, with human judgment emerging as the scarce premium factor as execution becomes automated.

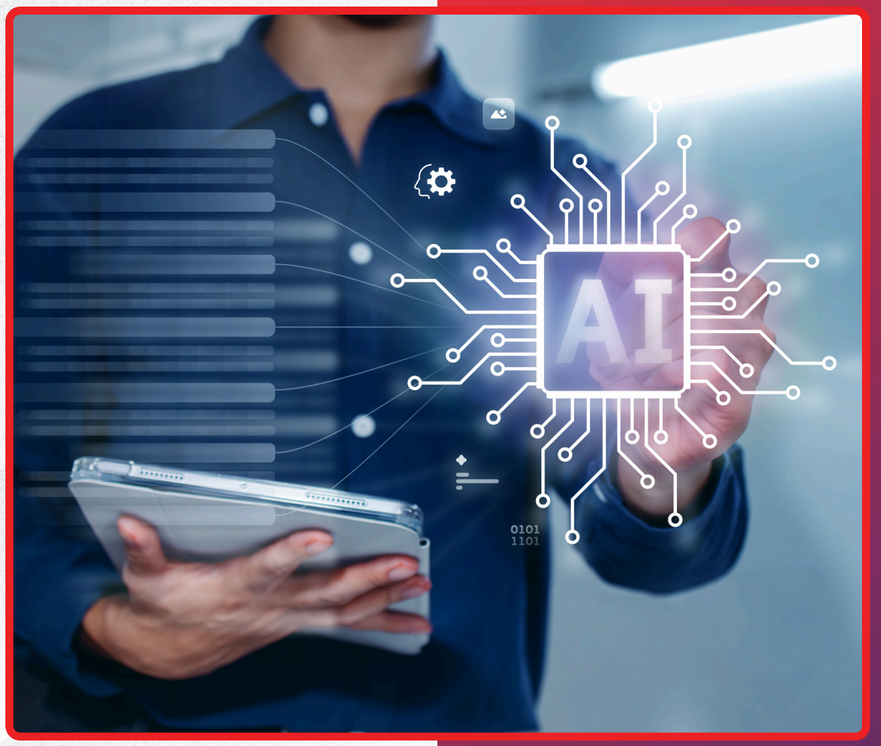
Dimension	Industrial Economy	Information Economy	Judgement Economy
Primary value driver	Physical production	Data and information	Decision quality
Scarce resource	Capital, labor	Information processing	Human judgment
Key capability	Efficient execution	Data management	Decision governance
Wage determinant	Output volume	Information access	Decision accountability
GCC model	Back-office processing	IT services	Global judgment hub



How AI Shifts Enterprise Value from Execution to Judgement

2.1 Before & After AI: Execution & Judgement Scenario





- **Before AI: Execution Was the Constraint:** In the pre-AI enterprise, execution was the binding constraint. Organizations needed people to draft documents, write code, process data, and perform analysis. Value accumulated where execution happened.
- **After AI: Judgment Becomes the Constraint:** With AI handling routine execution, the binding constraint shifts. Organizations now have abundant execution capacity but limited judgment capacity to determine the following:

- What to execute
- Whether to trust AI outputs
- When to override automated decisions
- How to interpret AI-generated insights
- Which strategic trade-offs to make

2.2 The Value Transfer Mechanism

01

Cost reduction:

AI reduces the cost of execution, compressing margins in execution-heavy activities.



Capability enhancement:

AI amplifies the impact of judgment; a good decision now scales instantly through automated execution.

02

03

Risk concentration:

As decisions scale, the cost of poor judgment multiplies. Bad decisions cause exponentially greater damage.

Strategic leverage:

Judgment shapes AI deployment, determining which use cases yield returns and which waste investment.

04

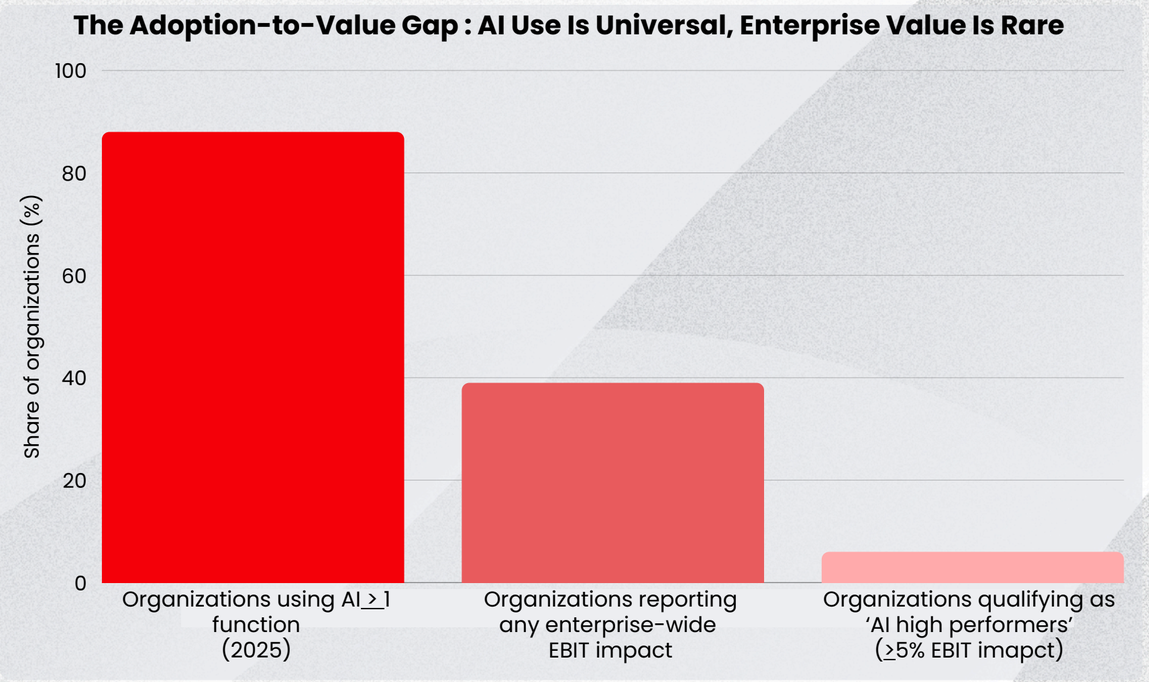
2.3 The Automation-Augmentation Spectrum & What Differentiates Value Capturers

Work Types and Value Impact

Work Type	AI's Role	Value Impact
Routine execution	Full automation	Value collapses; human oversight only
Standard analysis	Augmentation	Value shifts to interpretation and verification
Complex judgment	Input provider	Value increases; humans weigh and decide
Strategic decision	Scenario generator	Value concentrates; humans set direction

The 6% vs. 94%: What Differentiates Value Capturers

The gap between AI adoption and value capture is stark. While **88% of organizations** now use AI regularly, only 6% report significant enterprise-wide EBIT impact, defined as **5% or more.**



Source : McKinsey, the state of AI; GLobal Survey 2025



This disconnect reveals that AI capability does not automatically translate to enterprise value. What separates the **6% from the 94%** is not more AI deployment but superior judgment about where and how to deploy it.

Factor	Value Capturers (6%)	Non-Capturers (94%)
Strategy	AI serves strategic decisions	AI serves operational efficiency
Governance	Formal decision infrastructure	Ad hoc decision-making
Talent	Invests in judgement + technical skills	Invests in technical skills only
Integration	AI embedded in decision workflows	AI treated as separate tool



2.4 Role of Agentic AI

Agentic AI is accelerating this shift by taking on a growing share of decisions that were previously proposed or made by people. Gartner's Magic Quadrant for Decision Intelligence Platforms projects that by 2027, half of business decisions will be augmented or automated by AI agents operating within decision intelligence systems.

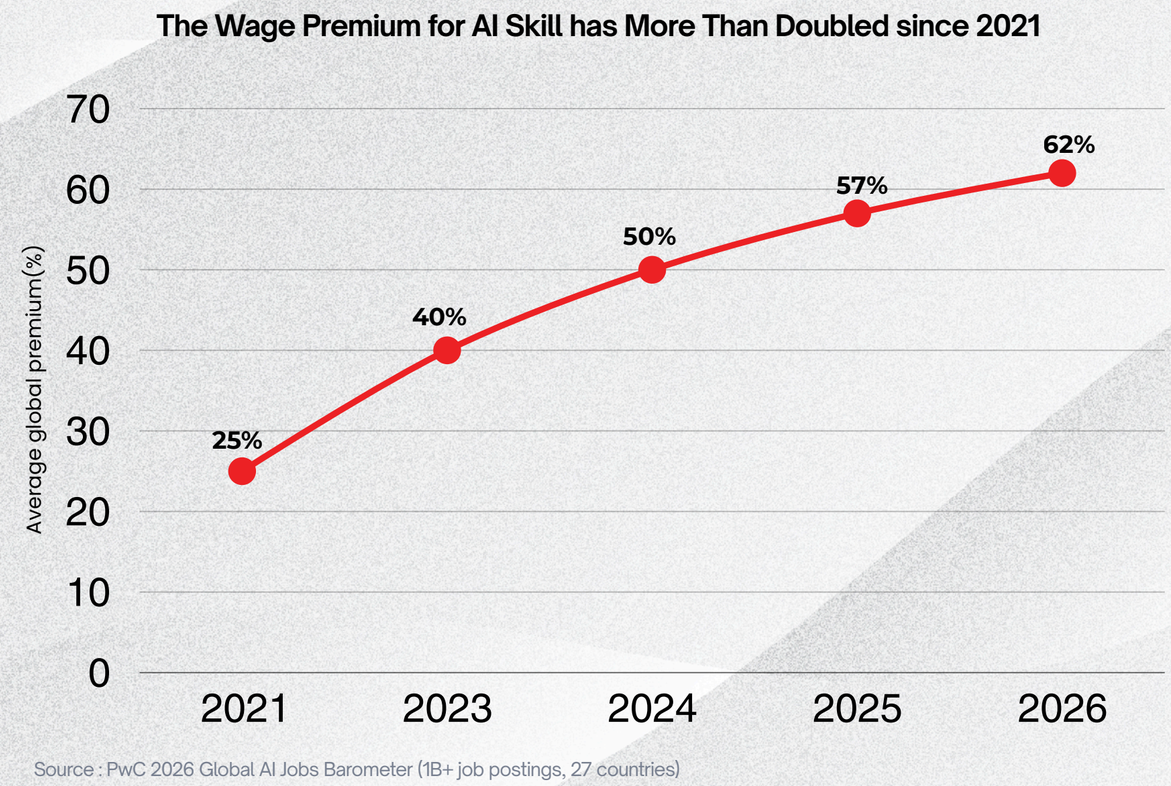
But the same research is explicit that accountability does not transfer with the task: a quarter of ungoverned decisions made using large language models are projected to cause financial or reputational loss through human bias, weak critical thinking, or AI sycophancy.

Where a decision carries an irreversible downside or a named accountable owner under regulation, the enterprise architecture question is not whether an agent can execute the decision but whether accountability can lawfully or practically be delegated to it. It generally cannot.



The Economic Value of Judgement and Decision Making

Agentic AI is accelerating this shift by taking on a growing share of decisions that were previously proposed or made by people. Gartner's Magic Quadrant for Decision Intelligence Platforms projects that by 2027, half of business decisions will be augmented or automated by AI agents operating within decision intelligence systems. But the same research is explicit that accountability does not transfer with the task: a quarter of ungoverned decisions made using large language models are projected to cause financial or reputational loss through human bias, weak critical thinking, or AI sycophancy. Where a decision carries an irreversible downside or a named accountable owner under regulation, the enterprise architecture question is not whether an agent can execute the decision but whether accountability can lawfully or practically be delegated to it. It generally cannot.

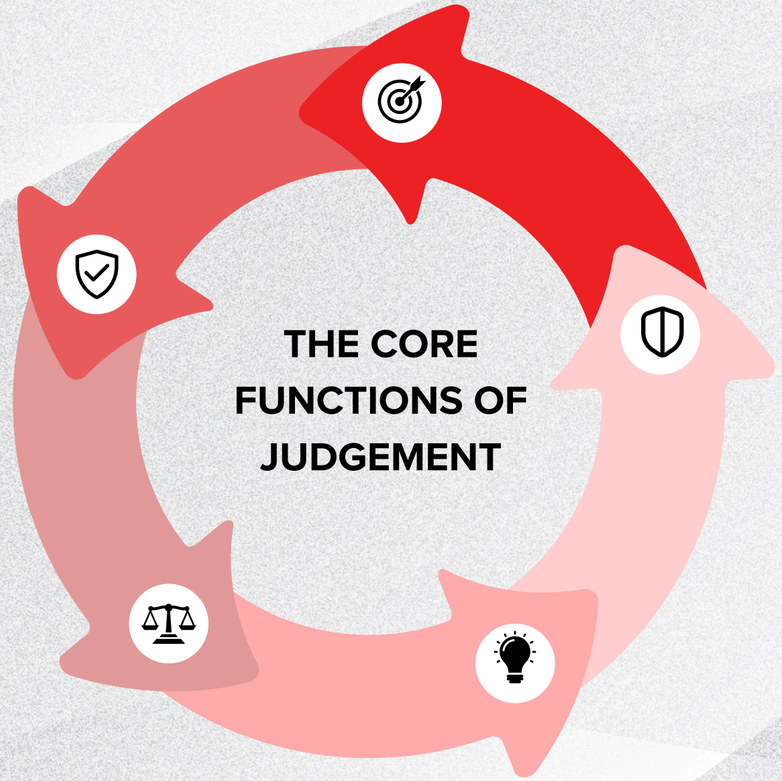


Source : PwC 2026 Global AI Jobs Barometer (1B+ job postings, 27 countries)



3.1 Judgment as a Factor of Production

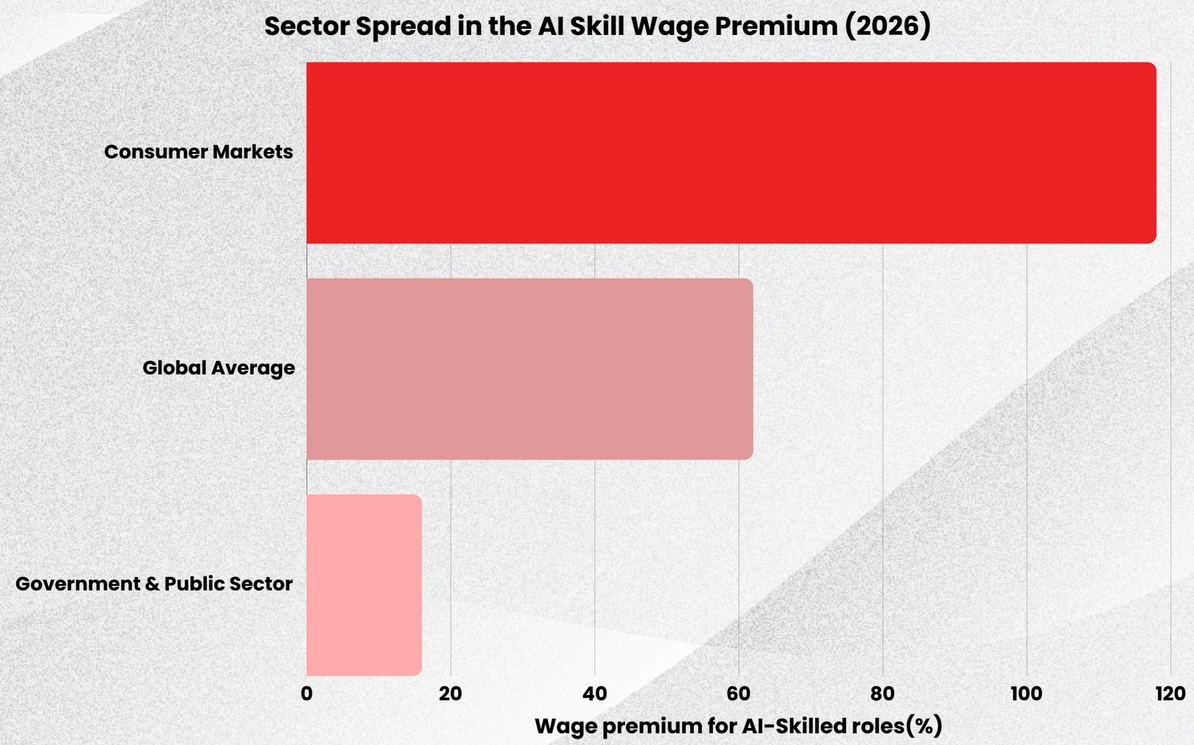
Economic Functions of Judgment: Each function becomes more valuable as AI handles routine execution—when execution is cheap, getting these right determines performance.



01	**Allocation**	Directing resources to highest-value uses.
02	**Risk Assessment**	Weighing Probabilities and Consequences.
03	**Trade-off Resolution**	Balanced completing objective.
04	**Novelty Response**	Acting on situations without precedent.
05	**Quality Assurance**	Validating AI outputs and detected errors.

Labor Market Evidence

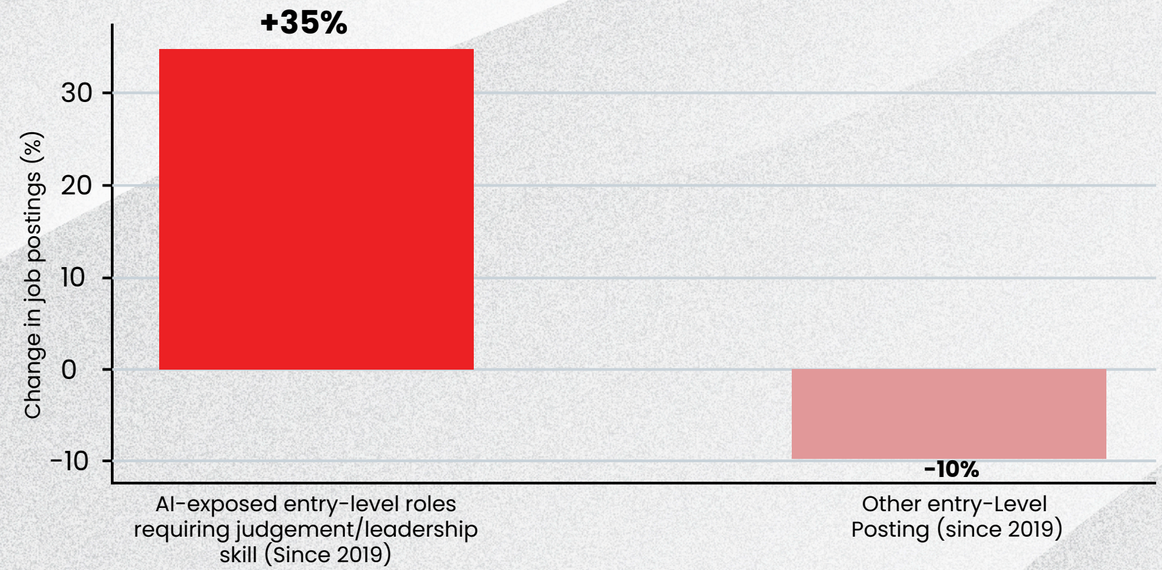
PwC's 2026 Global AI Jobs Barometer, analyzing more than one billion job postings across 27 countries, provides compelling evidence that labor markets are already pricing judgment separately from AI skill. Professionalized roles, where AI amplifies rather than replaces expert judgment, are growing at twice the rate of democratized roles that AI has simply made easier for non-experts, with wage growth in these professionalized roles accelerating **42%** faster since 2021. The global average wage premium for jobs requiring AI skills **reached 62%** in 2026, up **from 57% the prior year,** yet this premium increasingly reflects judgement exercised in AI contexts rather than technical capability alone.





Perhaps most tellingly, entry-level roles exposed to AI are seven times more likely to require traditionally senior skills such as judgment and leadership compared to other entry-level positions. The insight is clear: employers are not simply paying for professionals who can operate AI tools; they are paying for those who can decide when to trust AI, how to use it effectively, and what to do when it inevitably fails.

Judgement-Intensive Entry-Level Roles Are Growning While Other Entry-Level Posting Shrink



Source: PwC 2026 AI jobs Barometer, US job Postings analysis.
AI-exposed entry-level roles are 7xmore likely than other entry-level roles to require senior skills such as judgement and leadership.

This divergence demonstrates that the entry-level job market is not shrinking uniformly; it is restructuring. The roles that remain are those requiring judgment, while routine execution roles are being automated away.

The insight is clear: employers are not simply paying for professionals who can operate AI tools; they are paying for those who can decide when to trust AI, how to use it effectively, and what to do when it inevitably fails.



Frameworks and KPIs to Measure Judgement

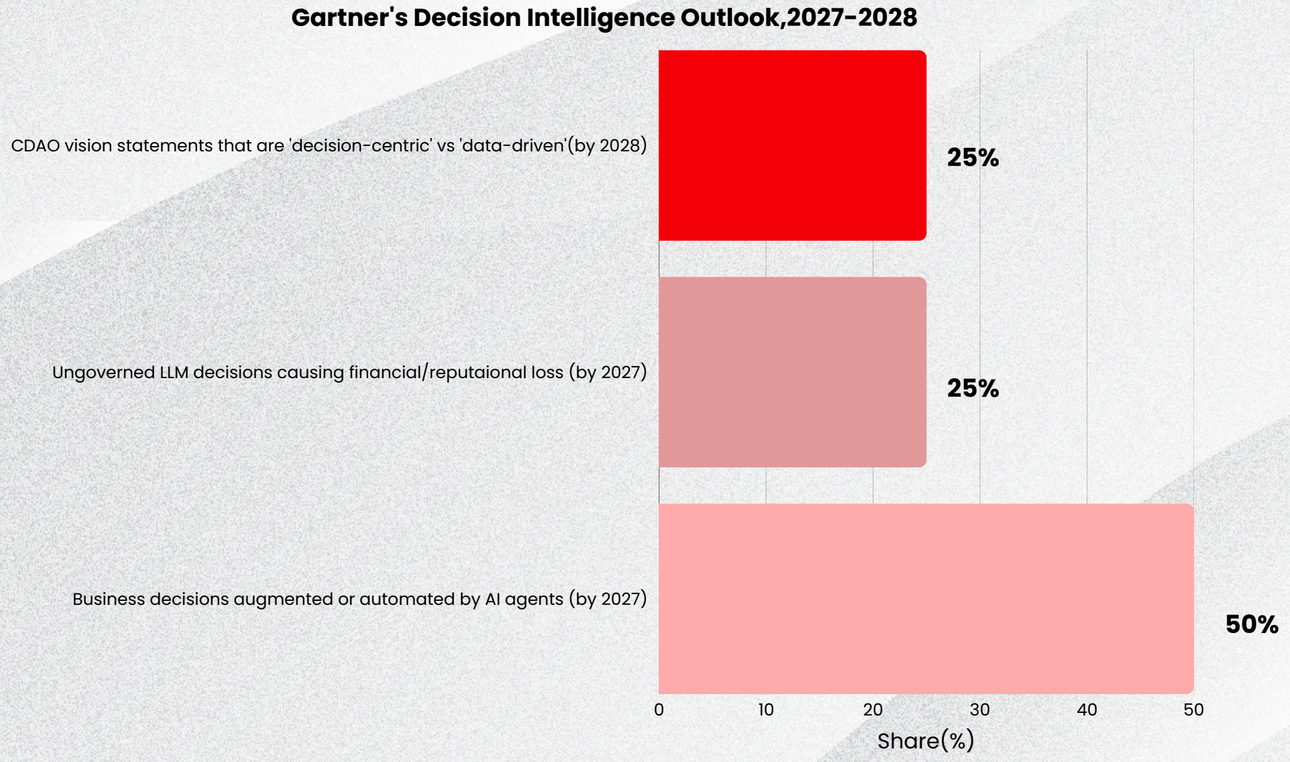
If judgement is becoming the scarce enterprise input, it needs to be measurable, not just discussed. This report proposes four candidate metrics that enterprises can adapt to their own decision inventories.

Metric	What It Measures	Illustrative Approach
Decision Quality Index (DQI)	The consistency and calibration of decisions against ex-post outcomes, across a defined decision inventory.	Weighted score combining outcome accuracy, process adherence, and bias/override audits per decision category.
Decision Velocity	How fast decisions move from framing to committed action, and whether governed speed-ups hold under audit.	Median cycle time from decision trigger to accountable sign-off, tracked by decision class and AI-augmentation level.
Risk-Adjusted Decision Value (RADV)	The economic value created by a decision net of the downside risk it carried, especially for ungoverned AI-assisted decisions.	Expected value of the decision minus a risk charge calibrated to governance maturity and historical variance.
Enterprise Judgement Index (EJI)	A composite, board-level indicator of how much enterprise value creation is attributable to human-in-the-loop judgment versus automated execution.	Weighted roll-up of DQI, Decision Velocity, and RADV across the enterprise's most material decision domains.

These metrics are deliberately structured to mirror Gartner's framing of decisions as “managed assets” to be modeled, monitored, and governed rather than as the unmeasured byproduct of dashboards and meetings.

Human and AI Collaboration: Decision Intelligence in Practice

Gartner published its inaugural Magic Quadrant for Decision Intelligence Platforms (DIPs) in January 2026, formally recognizing decision intelligence as a distinct enterprise software category. Gartner defines DIPs as software used to design, execute, monitor, and govern decisions end-to-end, combining data, analytics, and AI with explicit decision modeling. Leaders named in the inaugural report include SAS and Quantexa, with FICO, Pega, o9, and Decisions also positioned across the quadrant.



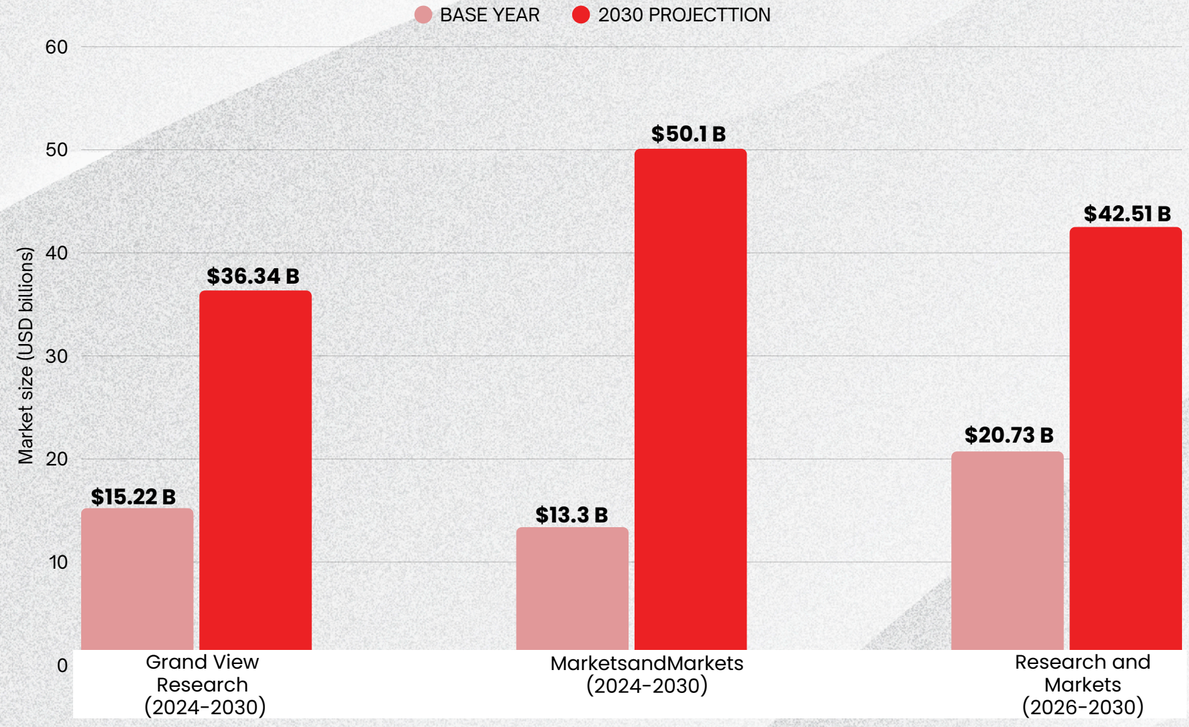
Source: Gartner, Magic Quadrant for Decision Intelligence Platforms, 26 jan 2026 by 2030, Gartner projects explicity mdeled decisions will be 5X more trusted and 80% faster than ungoverned decisions.



Gartner's central warning is that ungoverned automation is itself a risk category: by 2027, the firm projects that a quarter of decisions made using ungoverned LLMs will cause financial or reputational loss due to human bias, weak critical thinking, or AI sycophancy—the tendency of models to validate a decision-maker's existing view rather than challenge it. This is precisely the failure mode that formal decision governance and enterprise judgment metrics are designed to catch.

The decision intelligence software market itself is expanding quickly, though analyst estimates vary considerably by scope definition some cover decision modeling and orchestration software narrowly, others include adjacent BPM, decisioning, and analytics categories.

Estimates Diverge on Size but Agree on Direction: Decision Intelligence Platforms Are a Multi-billion-Dollar Category



What the estimates agree on, despite the spread, is direction and pace: every major analyst house projects double-digit compound annual growth through 2030, and all cite the same drivers, the need for governance around AI-driven decisions, growing enterprise data complexity, and demand for explainable, auditable AI outputs.



Industry-Wise Impact

The judgement premium is not distributed evenly across industries. The available data points to a consistent pattern: sectors where AI augments a licensed or highly accountable professional (medicine, law, financial risk, and senior consumer-facing roles) show the steepest wage premiums and the fastest 'professionalized' job growth, while sectors with more standardized, lower-accountability workflows show smaller premiums and slower judgement-role growth.

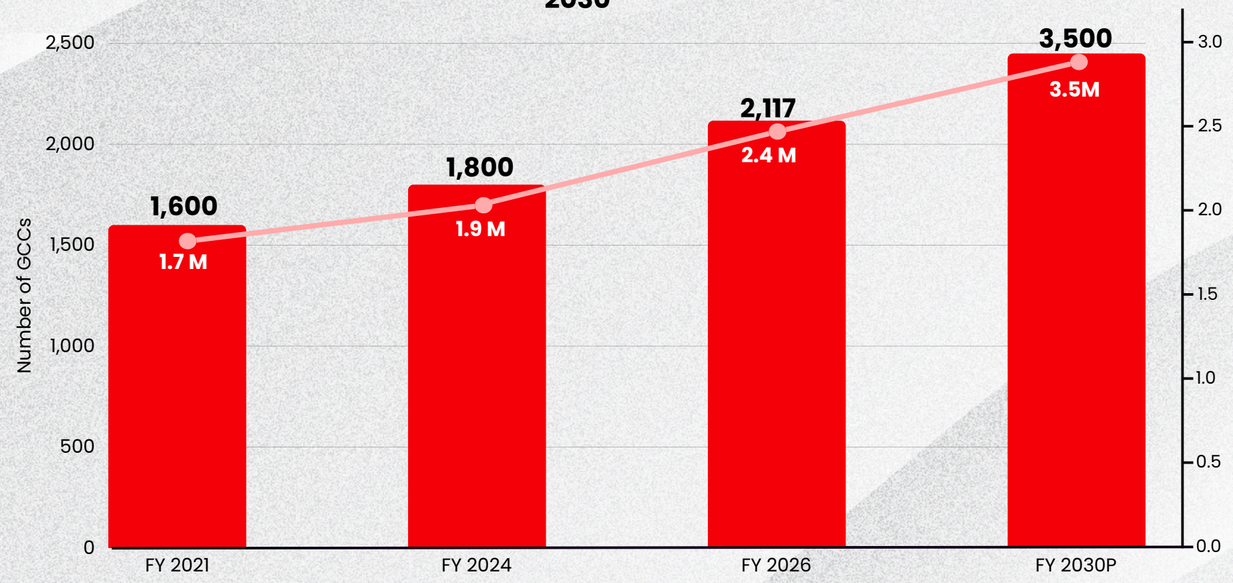
Sector	Judgement Economy Signal	Directional Reading
Consumer Markets / Retail	Highest reported AI-skills wage premium (118%)	AI-fluent judgement in pricing, merchandising, and personalization commands the steepest pay gap of any tracked sector.
Technology, Media & Telecom	Highest concentration of AI-related job growth of any sector tracked	AI build-out itself is the largest driver of judgement-intensive hiring (architecture, safety, governance roles).
Professional Services	Second-highest concentration of AI-related job growth	Advisory and audit work is professionalizing as AI absorbs first-pass research and drafting.
Financial Services / BFSI	Leading vertical for India's GCC AI centers of excellence	Risk, underwriting, and compliance decisions are prime candidates for decision-intelligence governance.
Healthcare / Life Sciences	Radiology and clinical roles cited as flagship 'professionalized' examples	AI augments diagnosis and triage; human accountability for patient outcomes keeps judgement central.
Government / Public Sector	Lowest reported AI-skills wage premium (16%)	Slower AI adoption and procurement cycles are compressing the judgment wage premium relative to the private sector.
Energy, Utilities & Resources	Lower AI exposure than most sectors, yet strong AI wage premiums	A smaller pool of AI-capable judgment talent is bidding up pay even where overall AI exposure is limited.

This pattern implies a practical prioritization rule for enterprise leaders building a judgement-economy strategy: invest first in decision governance for functions that combine (a) high AI exposure, (b) high accountability for outcomes, and (c) a wage/hiring market that is already pricing scarce judgement—finance, healthcare, and senior consumer-facing roles are the clearest examples in the current data.

Global Capability Centers/Offshore Delivery Centers as Future Judgement Hubs, with a Focus on India

Global Capability Centers (GCCs)/Offshore Delivery Centers (ODCs) are the clearest organizational proof point for the judgment. Economy thesis: Centers originally built for cost-driven execution work are being remandated to own product, platform, and decision-making responsibility. India remains the largest and fastest-scaling hub for this shift.

India's GCC Ecosystem: Scaling Toward 3.5 Million Judgement- Intensive Roles by 2030



India hosted 2,100+ GCCs across 3,728 operating units as of FY2026, employing approximately 2.4 million professionals and generating roughly $98.5 billion in revenue—a 32% growth in center count since FY2021. More than 506 Forbes Global 2000 companies now run a GCC in India, and Nasscom projects the ecosystem will reach roughly 3.5 million employees and $225 billion in revenue by 2030.



From delivery engine to enterprise nerve center:

- **Nearly half of all GCCs established since FY2021** were designed with AI as a core mandate from inception, rather than added later.
- **More than 1,200 Indian GCCs have already embedded AI/ML capabilities,** supported by over 250 dedicated AI centers of excellence and roughly 250,000 AI and machine-learning professionals—one of the largest concentrated enterprise AI talent pools globally.
- **Three-quarters of India's GCCs** will operate at high organizational maturity by 2030, meaning they own outcomes and decisions rather than executing tasks assigned from headquarters.

The strategic implication for global enterprises is that India's GCCs are increasingly the natural home for judgment-economy roles: risk adjudication, AI governance, decision-model design, and cross-domain product ownership, rather than only high-volume execution work.

GCC operators that build formal decision-governance capability—audit trails, override logs, and escalation protocols—are best positioned to capture the **"nerve center"** mandate Nasscom describes.



Future Workforce, Leadership, Governance, and Enterprise Transformation

01



Workforce implications

Career ladders are compressing: junior roles that once built judgement through years of routine execution now need to teach judgement explicitly and earlier, since AI has absorbed much of the repetition that used to build it implicitly.

Reskilling investment should target the pairing of AI fluency with domain judgment, not AI tool proficiency alone. PwC's data shows the wage premium accrues most to workers who combine both.

02



Leadership implications

Boards and C-suites should expect and request decision-quality reporting alongside financial reporting, given Gartner's projection that a quarter of ungoverned AI-assisted decisions will cause measurable loss by 2027.

McKinsey's high-performer data suggests the leadership lever that matters most is workflow redesign: high performers are 2.8 times more likely to have fundamentally redesigned processes around AI, not simply layered AI onto legacy workflows.

03



Governance implications

Decision intelligence platforms are moving from niche adoption to a recognized, analyst-tracked enterprise software category (Gartner's inaugural DIP Magic Quadrant, January 2026), giving enterprises a structured way to buy rather than build decision-governance infrastructure.

Explicit decision modeling is projected to become materially more trusted and faster than ungoverned decision-making by 2030 (5x more trusted, 80% faster, per Gartner), which reframes governance as a performance lever, not only a risk control.

04



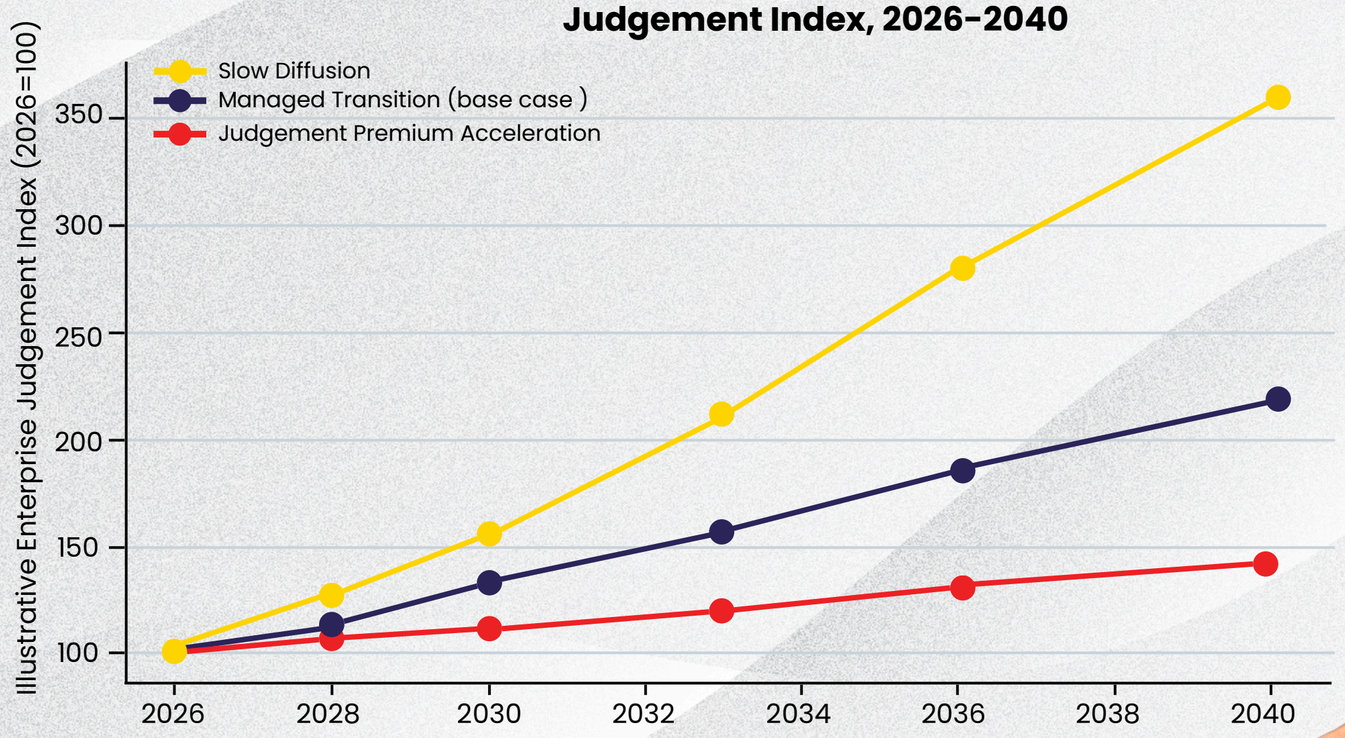
Enterprise transformation implications

Taken together, the workforce, leadership, and governance data point to the same conclusion: the enterprises capturing disproportionate value from AI are not the ones deploying the most models but the ones that have redesigned decision rights, accountability, and workflow around a clear line between what AI executes and what humans judge.

Scenario Analysis, 2026 to 2040

To illustrate how the judgment economy could evolve, this report constructs three scenarios against an illustrative enterprise judgment index (EJI), indexed to 100 in 2026. These are authored planning scenarios intended to bound the range of plausible outcomes, not externally published forecasts.

Scenario Analysis : Trajectories for the Enterprise Judgement Index, 2026-2040





Scenario	Core Assumption	2040 Outlook
Slow Diffusion	Decision governance investment lags automation; judgment remains under-measured and under-priced outside a few regulated sectors.	Judgement value grows modestly (~40% cumulative); AI-driven productivity gains are captured mostly as cost savings, not new value creation.
Managed Transition (base case)	Enterprises adopt decision intelligence platforms and judgement KPIs at a pace similar to early ERP/BI adoption cycles; GCCs scale judgement mandates as Nasscom projects.	Judgement value more than doubles; wage premiums for AI-plus-judgement roles stabilize at a high but sustainable level; and decision governance becomes a standard board topic.
Judgement Premium Acceleration	A wave of high-profile ungoverned AI failures (per Gartner's 25% loss projection) accelerates mandatory decision governance; judgment-intensive roles become the primary lever for competitive differentiation.	Judgement value more than triples; enterprises without formal decision governance face material cost of capital and regulatory disadvantages.

Strategic Recommendations

01

For enterprise leaders

- Build a decision inventory before buying a decision intelligence platform map, showing which decisions are high-frequency/low-stakes (automate), which are high-stakes/judgement-intensive (govern and augment), and which are novel/ambiguous (keep fully human).
- Report a decision quality or enterprise judgment metric to the board alongside financial KPIs, given Gartner's 2027 governance-failure projection.
- Redesign workflows rather than layering AI onto existing processes, the single strongest differentiator McKinsey finds between AI high performers and the rest.

02

For GCC / GCO operators

- Pursue AI-native mandates from the center's inception rather than retrofitting AI onto legacy delivery models, following the pattern Nasscom observes nearly half of GCCs launched since FY2021.
- Invest in formal decision-governance infrastructure (audit trails, override logging, and escalation protocols) as the credential that earns 'nerve center' mandates rather than an execution-only scope.

03

For policymakers and workforce planners

- Target reskilling programs at the judgment-plus-AI-fluency combination specifically, since PwC's wage data shows this combination—not AI tool use alone—captures the largest and fastest-growing premium.
- Monitor the entry-level labor market closely: judgment-intensive entry roles are growing (+35% since 2019) while routine entry roles are shrinking (–10%), which has direct implications for early-career training pipelines and higher-education curricula.

Conclusion

The data assembled in this report supports a consistent narrative across four independent domains—AI capability benchmarks, labor market pricing, decision-governance investment, and GCC workforce mandates. Execution capability is scaling rapidly and, in some measures, approaching saturation. Enterprise value capture is not keeping pace, and the gap is best explained not by a shortage of AI capability but by a shortage of governed judgement: the organizational capacity to decide what AI should do, adjudicate when it is wrong, and take accountability for the outcome.

Enterprises, GCC operators, and policymakers that treat judgement as a measurable, investable enterprise asset—rather than an implicit leadership trait—are best positioned to convert AI's execution gains into durable, enterprise-wide value in the decade ahead.



References

- **McKinsey & Company. (2025).** The State of AI: Global Survey 2025.
- **PwC. (2026).** Global AI Jobs Barometer 2026.
- **Gartner. (2026).** Magic Quadrant for Decision Intelligence Platforms.
- **Gartner. (2025).** Top Strategic Predictions for AI and Decision Intelligence.
- **Stanford Institute for Human-Centered Artificial Intelligence. (2025).** AI Index Report 2025.
- **World Economic Forum. (2025).** The Future of Jobs Report 2025.
- **International Monetary Fund. (2024).** Gen AI: Artificial Intelligence and the Future of Work.
- **Organization for Economic Co-operation and Development (OECD). (2024).** Artificial Intelligence, Productivity, and the Future of Work.
- **International Labour Organization. (2025).** Generative AI and Jobs: A Global Analysis of Potential Effects on Job Quantity and Quality.
- **Nasscom. (2026).** Strategic Review 2026: The Technology Sector in India.
- **Deloitte. (2025).** State of Generative AI in the Enterprise.
- **Accenture. (2025).** Technology Vision 2025.
- **IBM Institute for Business Value. (2025).** CEO Decision Making in the Age of AI.
- **Microsoft. (2025).** Work Trend Index Annual Report 2025.
- **Google Cloud. (2025).** The ROI of Generative AI.
- **OpenAI. (2025).** GPT 4.1 System Card.
- **SWE bench. (2025).** The SWE bench verified the leaderboard.
- **MIT Sloan Management Review. (2024).** Artificial Intelligence and the Future of Decision Making.
- **Harvard Business Review. (2024).** Competing in the Age of AI.
- **SAS Institute. (2025).** Decision Intelligence: A Practical Guide for Business Leaders.
- **FICO. (2025).** Decision Management and AI Governance.
- **Quantexa. (2025).** Decision Intelligence for Modern Enterprises.
- **Pega. (2025).** AI Decisioning and Enterprise Transformation.
- **o9 Solutions. (2025).** Enterprise Decision Intelligence Platform Overview.
- **World Bank. (2024).** World Development Report 2024: The Middle Income Trap.
- **OECD. (2023).** Employment Outlook 2023: Artificial Intelligence and the Labor Market.
- **NVIDIA. (2025).** State of AI in Financial Services Survey.
- **Capgemini Research Institute. (2025).** AI-Powered Enterprises: Unlocking Business Value through Decision Intelligence.
- **Boston Consulting Group. (2025).** AI at Scale: Building Competitive Advantage through Human Judgment and AI.

Inductus GCC Service Models

India's Leading GCC Enabler

BOT (Build-Operate-Transfer)

A structured pathway to establishing your GCC with minimized risk and maximum efficiency. We **build** and **operationalize** your center, ensuring seamless performance before **transferring full ownership** to you—**equipping your business with a mature, self-sustaining capability.**

COPO (Company-Owned, Partner-Operated)

Maintain **full ownership** while leveraging Inductus' operational expertise. This model enables you to establish a GCC with **absolute control over intellectual assets (IP), agility**, **and scalability** while we manage day-to-day operations, **ensuring zero liability, compliance, and maximum efficiency**.
Additionally, a **Zero Capex Model** with **Digital Twin or a Mirror Like Operational Structure** with superior process excellence.

FLEXI (Adaptive & Custom GCC Solutions)

Beyond predefined structures, **Flexi is a bespoke model offering absolute customization and adaptability.**

It molds itself around your unique business prerequisites, evolving seamlessly with your vision. **This isn't just a service—it's an agile, high-impact partnership crafted to maximize your success.**

OSDC (Offshore Service Delivery Center)

An Offshore Service Delivery Center (OSDC) provides a dedicated operational team managed by Inductus and aligned to the client's governance, technology, and business objectives. Unlike conventional outsourcing, teams are built exclusively for one enterprise with a structured approach to capability development, operational governance, and continuous improvement.

Proud recipient of **Times Power Icons Award** for being one of the **Leading GCC Enabler of India**

Presented by Bennett & Coleman THE TIMES OF INDIA



Inductus ensures that each model is executed with precision, innovation, and strategic foresight—helping you unlock the full potential of your GCC in India.

Our deep expertise in GCCs, coupled with a strong network of industry partnerships and policy-level advisory, positions us as a trusted partner for driving transformational outcomes.

Certificate of Excellence' for Consulting & Advisory Services by **Chicago Open University USA**



+91-92346-92346 gcc@inductusgroup.com www.indcutusgcc.com

COPO & Digital Twin Integrated Service Model

A study based proposition to build a global standard GCC mechanism for Large & Mid-sized Corporations



"In a world full of rapid tech & process disruptions, global corporations that invest in innovation-led R&D don't just survive—they lead. Innovation is the key to staying relevant, cost-competitive, and future-ready in an ever-evolving marketplace..."

Alouk Kumar - CEO, Inductus

Inductus GCC's Digital Twin and COPO (Company-Owned, Partner-Operated) Service Model creates a seamless, future-ready operational framework for global businesses setting up GCCs in India. The Digital Twin Process ensures real-time collaboration, decision-making, and operational efficiency by replicating physical systems in a virtual environment, enabling synchronized execution across multiple time zones. Meanwhile, the COPO Model allows MNCs to retain full ownership and strategic control while leveraging Inductus' expertise for execution, compliance, and scalability.

This hybrid approach optimizes costs, mitigates risks, and accelerates GCC growth, ensuring innovation-driven operations with minimal liabilities and maximum efficiency.

Designed to be Different.

www.inductusgcc.com

