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NEW DELHI: The IDC-DQ Best Employer Survey has voted TCS as the country's largest software exporter and Infosys as a "dream company" to work for.

"TCS wins the race by outperforming the other 31 contenders, Infosys remains unchallenged on brand equity and remains the company of dreams for the fifth year in continuation," according to the IDC-DQ Best Employer Survey 2006.

The survey, however, sounded a warning note on one of the findings, which show that overall employee satisfaction is decreasing.

According to Shailendra Gupta, Manager, User Research, IDC (India) Limited, "This decline in satisfaction and retention levels can be directly attributed to the steady increase in expectation levels of the employees and the inability of the employers in managing the same."

Growth opportunities/career development emerges as the single-largest factor driving job satisfaction, according to the survey.

Only 70 per cent out of India's top 20 IT conglomerates last year could retain their places in this year's rankings. While the biggies in the industry, TCS, Infosys and Wipro, are still there among the top 20, giving them stiff competition are smaller ones like Cadence, RMSI and Induslogic (considering employee size), the survey said.

However, the catch is, overall industry employee satisfaction index has dropped by about 11 per cent as compared to last year (from 77.8 in 2005 to 69.2 this year). As a result, the attrition rate of the industry has also increased by 1 per cent (from 14 per cent last year to 15 per cent this year).