

Ref No: SN/SMER/SIOM/2017/CH578
March 31, 2017

To,
The Chairperson,
The Placement Office,
Symbiosis Institute of Operations Management,
Shravan Sector, New Cidco
Nashik- 422 008.

Re: Audit of the Placement Report of the Master in Business Administration program 2014-16

Dear Sir,

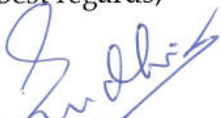
We have audited the Placement Report prepared by Symbiosis Institute of Operations Management (SIOM), Nashik for the final placements of students in the MBA batch of 2014-16. The Placement Report is the responsibility of SIOM. CRISIL's responsibility is to validate the information provided in the report with the relevant documentation, and comment on the Placement Report's conformance with the Indian Placement Reporting Standards (IPRS) version 2.1.

In this context, CRISIL confirms the following:

1. For the purpose of the audit, we have obtained all the information and explanations, which to the best of our knowledge and belief were necessary. In our opinion, the Placement Report complies with the Indian Placement Reporting Standards version 2.1.
2. The validation of information presented in the report is based on communication received by SIOM from the recruiting companies. CRISIL has not independently sourced any information or documentation.
3. We have verified the information with respect to remuneration, job function and location presented in the report with communication received from recruiters. Information regarding compensation received from individual students has not been used.
 - a. Where offer letters or other recruiter communication was not available, the report considers the record as "Data not available". Data was not available for 2 students out of 102 students who sought placements through the institute. We have not been able to verify the status of such students since there is no record.
 - b. The information has been categorized as best as possible under different salary heads according to the IPRS version 2.1; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
4. Proof of acceptance of the offers is indicated by student signing the offer letter. Such proof was not available for 60 students.
5. The number of students opting out of the placement process has been established through written communication from the students.

Thank you,

Best regards,



Sudhir Nair

Director - Education Grading's

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CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363



MBA FINAL PLACEMENTS 2016

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1. Classification of the Entire Graduate Pool

The graduating class is categorised into three major groups:

- Graduates seeking placement through the institute
- Graduates not seeking placement through the institute
- Graduates who did not get placed

Categories	Number
1. Sought placement through the institute	102
2. Did not seek placement through the institute	
2a. Company-sponsored or already employed	-
2b. Continuing education	-
2c. Postponing job search	-
2d. Entrepreneurship (Starting a new business)	1
2e. Returning to/joining family business	-
2f. Seeking placement outside the campus placement process	-
2g. Not seeking placements for other reasons	-
Total who did not seek employment through the institute	1
3. Number unplaced, if any	-
Total Graduates	103

Table 1: Classification of the Entire Graduate Pool

For SIOM, Nashik



For CRISIL Limited, Mumbai



2. Sector-wise classification

The table below shows sector-wise break-up of the accepted offers.

Sector	Number of Offers accepted
BFSI	4
Consulting	11
Engineering / Technology	4
Information Technology (IT)	37
FMCG	7
Logistics	9
Manufacturing	22
Pharmaceutical / Healthcare	1
Others	5
Total	100

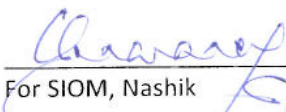
Table 2: Classification of Placements Based on Sector


3. Function-wise classification

The table below shows function-wise break-up of the accepted offers.

Function	Number of Offers accepted
Consulting	25
Operations/Supply Chain	33
Systems/IT	23
Management Trainee	19
Total	100

Table 3: Classification of Placements Based on Function


For SIOM, Nashik




For CRISIL Limited, Mumbai



4. Location-wise classification

The table below shows location-wise break-up of the accepted offers.

Location	Number of Offers accepted
Bangalore	27
Mumbai	20
Hyderabad	10
Delhi - NCR	5
Rest of India	22
Data not available	16
Total	100

Table 4: Classification of Placements Based on Location

5. Salary details

5.1 Salary Heads – Domestic (INR)

Salary Head (INR)	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	415,320	1,630,500	700,000	778,728	99
One-time Cash Payment	100,000	350,000	150,000	167,365	31
Total Guaranteed Cash Component	415,320	1,860,800	729,834	831,135	99
Performance Linked Compensation	10,000	600,000	90,000	127,510	73
Other Payments	14,064	232,292	46,340	50,467	78
Maximum Earning Potential including non-cash, long term and performance linked components)	576,026	2,100,000	800,855	964,920	99

Table 5: Classification of Salary Components in INR

For SIOM, Nashik



For CRISIL Limited, Mumbai



5.4 Sector-wise classification of salary

Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.

5.4.1 Sector-wise classification of salary - Domestic (INR)

Total Fixed Salary (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	669,015	761,600	729,834	722,571	4
Consulting	862,200	1,200,000	934,032	978,799	11
Engineering / Technology	934,032	934,032	934,032	747,017	4
FMCG	532,700	1,630,500	633,305	934,032	7
Information Technology (IT)	415,320	1,452,000	622,568	665,543	37
Logistics	486,960	1,000,000	700,000	662,320	9
Manufacturing	526,526	1,417,920	763,248	914,339	21
Others	512,200	900,000	900,000	788,407	5
Pharmaceutical / Healthcare	742,596	742,596	742,596	742,596	1

Table 6: Sector-wise Classification of Fixed Yearly Cash Component in INR

One Time Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	100,000	150,000	150,000	143,750	11
Engineering / Technology	150,000	150,000	150,000	161,471	4
FMCG	150,000	230,300	150,000	150,000	7
Information Technology (IT)	100,000	300,000	100,000	140,000	37
Logistics	150,000	150,000	150,000	150,000	9
Others	350,000	350,000	350,000	350,000	5
Pharmaceutical / Healthcare	108,000	108,000	108,000	108,000	1

Table 7: Sector-wise Classification of One Time Cash Payments in INR


For SIOM, Nashik




For CRISIL Limited, Mumbai



Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	669,015	761,600	729,834	722,571	3
Consulting	950,400	1,200,000	1,084,032	1,083,345	9
Engineering / Technology	682,700	1,860,800	1,084,032	1,084,032	4
FMCG	1,084,032	1,084,032	783,305	908,489	7
Information Technology (IT)	415,320	1,752,000	665,502	684,462	26
Logistics	600,000	1,000,000	700,000	712,320	7
Manufacturing	526,526	1,417,920	763,248	914,339	19
Others	512,200	1,250,000	1,250,000	998,407	5
Pharmaceutical / Healthcare	850,596	850,596	850,596	850,596	1

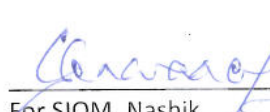

Table 8: Sector-wise Classification of Total Guaranteed Cash Component in INR

Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	50,000	124,072	118,902	102,969	4
Consulting	64,800	105,000	97,500	93,311	9
Consumer goods (FMCG)	45,882	55,028	55,028	51,979	6
Engineering/Technology	97,500	97,500	97,500	97,500	4
Information Technology (IT)	10,000	153,600	72,504	78,591	27
Logistics	40,000	200,000	70,000	95,000	6
Manufacturing	44,451	600,000	140,000	293,245	15
Others	124,072	140,000	132,036	132,036	2

Table 9: Sector-wise Classification of Performance Linked Compensation in INR

Other Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	38,400	46,095	44,174	43,211	4
Consulting	15,867	84,800	48,906	49,263	8
Consumer goods (FMCG)	51,418	232,292	61,668	83,114	7
Engineering/Technology	56,844	56,844	56,844	56,844	4
Information Technology (IT)	21,600	108,258	42,006	47,526	30
Logistics	23,040	23,040	23,040	23,040	3
Manufacturing	14,064	82,080	38,327	48,488	19
Others	46,095	48,618	47,356	47,357	2
Pharmaceutical / Healthcare	49,404	49,404	49,404	49,404	1

Table 10: Sector-wise Classification of Other Payments in INR


 For SIOM, Nashik



 For CRISIL Limited, Mumbai


Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	825,002	900,001	875,000	868,751	4
Consulting	1,100,000	1,320,876	1,200,000	1,195,518	11
Consumer goods (FMCG)	780,000	2,093,092	900,001	1,036,157	7
Engineering/Technology	1,238,376	1,238,376	1,238,376	1,238,376	4
Information Technology (IT)	576,026	1,948,200	750,000	780,347	37
Logistics	700,000	1,200,000	700,000	783,333	9
Manufacturing	650,000	2,100,000	899,568	1,167,670	21
Others	700,818	1,250,000	1,250,000	1,070,164	5
Pharmaceutical / Healthcare	900,000	900,000	900,000	900,000	1

Table 11: Sector-wise Classification of Maximum Earning Potential in INR

For SIOM, Nashik



For CRISIL Limited, Mumbai



5.5 Function-wise classification of salary

Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.

5.5.1 Function-wise classification of salary – Domestic (INR)

Fixed Yearly Cash Component (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	617,352	1,200,000	934,032	846,957	25
Management Trainee	415,320	1,452,000	650,000	661,404	19
Operations/Supply Chain	532,700	1,630,500	819,642	896,778	32
Systems/IT	445,720	1,050,000	622,568	637,241	23

Table 12: Function-wise Classification of Fixed Yearly Cash Component in INR

One Time Cash Payments(INR)					
Function	Min	Max	Median	Mean	Data
Consulting	100,000	150,000	150,000	145,833	12
Management Trainee	108,000	300,000	150,000	171,600	5
Operations/Supply Chain	150,000	350,000	150,000	218,030	11
Systems/IT	100,000	100,000	100,000	100,000	4

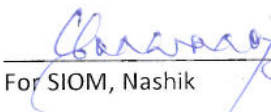
Table 13: Function-wise Classification of One Time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	617,352	1,200,000	1,012,200	916,957	25
Management Trainee	415,320	1,752,000	650,000	706,562	19
Operations/Supply Chain	587,712	1,860,800	819,642	964,913	32
Systems/IT	445,720	1,050,000	675,000	654,632	23

Table 14: Function-wise Classification of Total Guaranteed Cash Component in INR

Fixed Yearly Cash Component (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	35,418	105,000	90,000	82,137	22
Management Trainee	40,000	165,000	124,072	107,368	14
Operations/Supply Chain	44,451	600,000	79,200	219,116	22
Systems/IT	10,000	153,600	72,504	78,504	15

Table 15: Function-wise Classification of Performance Linked Compensation in INR


 For SIOM, Nashik




 For CRISIL Limited, Mumbai



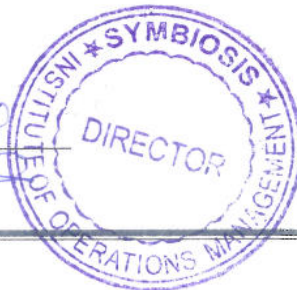
Other Payments (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	15,867	84,800	49,080	47,540	21
Management Trainee	23,040	51,000	38,364	37,498	16
Operations/Supply Chain	14,064	232,292	60,407	58,946	24
Systems/IT	30,724	108,258	50,244	54,318	17

Table 16: Function-wise Classification of Other Payments in INR

Maximum Earning Potential (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	725,016	1,320,876	1,140,000	1,029,172	25
Management Trainee	576,026	1,948,200	700,818	817,253	19
Operations/Supply Chain	674,100	2,100,000	900,132	1,159,764	32
Systems/IT	622,568	1,050,000	750,000	745,978	23

Table 17: Function-wise Classification of Maximum Earning Potential Component in INR

For SIOM, Nashik



For CRISIL Limited, Mumbai



5.6 Location-wise classification of salary

'Rest of India' includes locations such as Chennai, Indore and Nashik.

Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.

5.6.1 Location-wise classification of salary – Domestic (INR)

Fixed Yearly Cash Component (INR)					
Function	Min	Max	Median	Mean	Data
Bangalore	570,924	1,452,000	729,834	792,318	27
Delhi – NCR	512,200	1,417,920	596,726	810,674	5
Hyderabad	486,960	934,032	758,676	729,768	10
Mumbai	532,700	1,000,000	667,728	721,289	20
Data not available	415,320	1,630,500	695,871	712,015	16
Rest of India	551,820	1,417,920	742,596	882,495	21

Table 18: Location-wise Classification of Fixed Yearly Cash Component in INR

One time Cash Payments (INR)					
Function	Min	Max	Median	Mean	Data
Bangalore	100,000	350,000	150,000	163,636	11
Hyderabad	150,000	350,000	150,000	200,000	8
Mumbai	100,000	150,000	150,000	144,444	10
Data not available	150,000	230,300	190,150	190,150	2
Rest of India	108,000	108,000	108,000	108,000	1

Table 19: Location-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Payments (INR)					
Function	Min	Max	Median	Mean	Data
Bangalore	570,924	1,752,000	729,834	858,985	27
Delhi – NCR	512,200	1,417,920	596,726	810,674	5
Hyderabad	617,352	1,250,000	860,496	889,768	10
Mumbai	600,000	1,100,000	783,305	786,289	20
Data not available	415,320	1,860,800	695,871	735,784	16
Rest of India	551,820	1,417,920	750,000	887,638	21

Table 20: Location-wise Classification of Total Guaranteed Cash Payments in INR


For SIOM, Nashik


DIRECTOR


For CRISIL Limited, Mumbai


CRISIL LIMITED
MUMBAI

Performance Linked Compensation ((INR)					
Function	Min	Max	Median	Mean	Data
Bangalore	10,000	145,200	97,500	81,282	21
Delhi – NCR	140,000	600,000	165,000	249,000	5
Hyderabad	40,000	97,500	72,504	69,689	8
Mumbai	45,882	150,000	72,514	81,198	12
Data not available	50,000	153,600	93,716	99,905	12
Rest of India	35,418	600,000	72,504	241,706	15

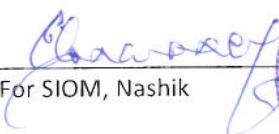

Table 21: Location-wise Classification of Performance Linked Compensation in INR

Other Payments ((INR)					
Function	Min	Max	Median	Mean	Data
Bangalore	38,568	108,258	54,144	56,133	23
Delhi – NCR	34,292	82,080	43,472	50,829	4
Hyderabad	23,040	56,844	35,160	38,747	8
Mumbai	14,064	61,668	51,418	43,651	13
Data not available	14,436	232,292	30,724	50,451	12
Rest of India	24,206	82,080	49,242	53,289	18

Table 22: Location-wise Classification of Other Components in INR

Maximum Earning Potential ((INR)					
Function	Min	Max	Median	Mean	Data
Bangalore	650,004	1,948,200	850,000	970,021	27
Delhi – NCR	700,818	2,100,000	800,053	1,100,338	5
Hyderabad	700,000	1,250,000	981,696	976,516	10
Mumbai	650,000	1,238,376	900,000	863,381	20
Data not available	576,026	2,093,092	747,500	848,551	16
Rest of India	576,026	2,100,000	844,453	1,105,961	21

Table 23: Location-wise Classification of Maximum Earning Potential in INR


 For SIOM, Nashik



 For CRISIL Limited, Mumbai


6. Other details

Sl. No.	Parameters	Number
1	Total Pre-Placement offers awarded	13
2	Total Pre-Placement offers accepted	8

Table 24: Details regarding Pre-Placement Offers (PPO)

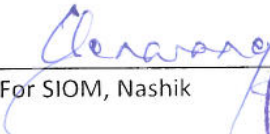
7. Compliance statement

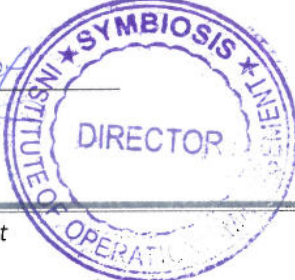
This placement report has been prepared as per the Indian Placement Reporting Standards, Version 2.1.

The instances where the report deviates from the standards and the reasons for them are mentioned below:

Sl. No.	Deviation from the standards	Reason
1	-	-

Table 25: List of Deviations from Standards with reasons for the same


 For SIOM, Nashik




 For CRISIL Limited, Mumbai

