

PGDM FINAL PLACEMENTS 2013

Ref No: SM/SMER/XIMB/2014/36

October 1, 2014

Placement Coordinator,
The Placement Office
Xavier Institute of Management,
Xavier Square,
Bhubaneswar - 751 013

Dear Madam,

Re: Audit of Placement Report for 2011-13 Post Graduate Diploma in Management (PGDM) programme

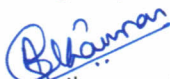
We have audited the Placement Report prepared by you on the final placement of students of the 2011-13 batch of the PGDM programme of Xavier Institute of Management, Bhubaneswar (XIMB). The Placement Report is the responsibility of XIMB. Our responsibility is to validate the information provided in the 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, we confirm 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 XIMB from recruiting companies. CRISIL has not independently sourced any information or documentation.
3. We have verified the information with respect to remuneration and job function presented in the report with communication received from recruiters. Information regarding compensation received from individual students has not been used. The data regarding location has been verified with communication from either recruiters or students.
 - a. Where offer letters or other recruiter communication was not available, the report considers the record as 'Data not available'. We have not been able to verify the status of such students as there is no record.
 - b. The information has been categorised as best as possible under different salary heads as given in the IPRS version 2.1; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
 - c. Offer letters of 23 students were not available for audit and therefore have not been included in the calculations.
4. XIMB does not maintain separate sign-out form for students who have opted out of the placement process. Consequently, CRISIL has considered the number given by the institute due to the absence of communication in this regard.

Thank you.

Best regards,



Anurag Jhanwar, MRICS
Director, Education Gradings
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Email: anurag.jhanwar@crisil.com



Contents

1. Classification of the Entire Graduate Pool.....	4
2. Sector-wise classification	4
3. Function-wise classification.....	4
4. Location-wise classification	5
5. Salary details.....	5
5.1 Salary Heads – Domestic (INR)	6
5.2 Salary Heads – International (USD)	6
5.3 Salary Statistics at PPP (USD)	6
5.4 Sector-wise classification of salary.....	7
5.4.1 Sector-wise classification of salary - Domestic (INR)	7
5.4.2 Sector-wise classification of salary – International (USD).....	8
5.5 Function-wise classification of salary.....	9
5.5.1 Function-wise classification of salary – Domestic (INR).....	9
5.5.2 Function-wise classification of salary – International (USD).....	11
5.6 Location-wise classification of salary	12
5.6.1 Location-wise classification of salary – Domestic (INR)	12
5.6.2 Location-wise classification of salary – International (USD)	13
6. Other details.....	14
7. Compliance statement	14

Index of Tables

Table 1: Classification of the Entire Graduate Pool.....	4
Table 2: Classification of Placements Based on Sector	4
Table 3: Classification of Placements Based on Function	5
Table 4: Classification of Placements Based on Location.....	5
Table 5: Classification of Salary Components in INR.....	6
Table 6 : Classification of Salary Components in USD.....	6
Table 7: Classification of Salary Components in USD at PPP.....	6
Table 8: Sector-wise Classification of Fixed Yearly Cash Component in INR	7
Table 9: Sector-wise Classification of One-time Cash Payment in INR	7
Table 10: Sector-wise Classification of Total Guaranteed Cash Component in INR	8
Table 11: Sector-wise Classification of Maximum Earning Potential Cash Component in INR.....	8
Table 12: Sector-wise Classification of Fixed Yearly Cash Component in USD	8
Table 13: Sector-wise Classification of One-time Cash Payment in USD	8
Table 14: Sector-wise Classification of Total Guaranteed Cash Component in USD	9
Table 15: Sector-wise Classification of Maximum Earning Potential Cash Component in USD.....	9
Table 16: Function-wise Classification of Fixed Yearly Cash Component in INR.....	9
Table 17: Function-wise Classification of One-time Cash Payment in INR	10
Table 18: Function-wise Classification of Total Guaranteed Cash Component in INR.....	10
Table 19: Function-wise Classification of Maximum Earning Potential Cash Component in INR	10
Table 20: Function-wise Classification of Fixed Yearly Cash Component in USD.....	11
Table 21: Function-wise Classification of One-time Cash Payment in USD	11
Table 22: Function-wise Classification of Total Guaranteed Cash Component in USD.....	11
Table 23: Function-wise Classification of Maximum Earning Potential Cash Component in USD.....	11
Table 24: Location-wise Classification of Fixed Yearly Cash Component in INR.....	12
Table 25: Location-wise Classification of One-time Cash Payment in INR.....	12
Table 26: Location-wise Classification of Total Guaranteed Cash Component in INR.....	13
Table 27: Location-wise Classification of Maximum Earning Potential Cash Component in INR	13
Table 28: Location-wise Classification of Fixed Yearly Cash Component in USD.....	13
Table 29: Location-wise Classification of One-time Cash Payment in USD.....	13
Table 30: Location-wise Classification of Total Guaranteed Cash Component in USD.....	14
Table 31: Location-wise Classification of Maximum Earning Potential Cash Component in USD	14
Table 32: Details regarding Pre-Placement Offers (PPO).....	14
Table 33: List of Deviations from Standards with reasons for the same	14

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	181*
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)	-
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	-
3. Number unplaced, if any	-
Total Graduates	181

Table 1: Classification of the Entire Graduate Pool

*23 offers could not be verified

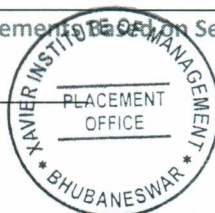
2. Sector-wise classification

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

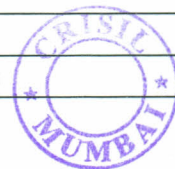
Sector	No of Offers accepted
BFSI Sector	24
Consulting	39
Consumer Goods	14
Information Technology	55
Manufacturing	7
Media/Entertainment	3
Telecom	5
Others	8
International:	
Information Technology (IT)	1
Others	2
Total	158

Table 2: Classification of Placements by Sector

Anubandya
For XIM, Bhubaneswar



Rajman
For CRISIL Limited, Mumbai



3. Function-wise classification

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

Function	No of Offers accepted
Business Analyst	11
Consulting	27
Finance	13
Human Resources	6
Marketing/Sales	17
Operations/Supply Chain	4
System/IT	24
Data not available	53
International:	
Finance	1
Marketing/Sales	1
Operations/Supply Chain	1
Total	158


Table 3: Classification of Placements Based on Function


4. Location-wise classification


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


Location	No of Offers accepted
Domestic	
Bengaluru	8
Bhubaneswar	5
Chennai	1
Hyderabad	6
Kolkata	1
Mumbai	12
National Capital Region	4
Pune	1
International	
Africa	1
Asia	2
Data not available	117
Total	158

Table 4: Classification of Placements Based on Location


 For XIM, Bhubaneswar




 For CRISIL Limited, Mumbai



5. Salary details

5.1 Salary Heads – Domestic (INR)

	Salary Head (INR)	Min	Max	Median	Mean	Data
A+B	Fixed Yearly Cash Component	92,400	12,95,455	7,85,520	8,02,120	67
C	One-time Cash Payment	50,000	3,00,000	75,000	1,09,946	41
A+B+C	Total Guaranteed Cash Component	4,12,657	15,95,455	8,22,084	8,93,922	69
D	Maximum Earning Potential (including non-cash, long-term, and performance-linked components)	4,49,998	17,25,000	9,02,910	9,74,670	134

Table 5: Classification of Salary Components in INR

5.2 Salary Heads – International (USD)

	Salary Head (USD)	Min	Max	Median	Mean	Data
A+B	Fixed Yearly Cash Component	22,509	23,376	23,376	23,087	3
C	One-time Cash Payment	-	-	-	-	-
A+B+C	Total Guaranteed Cash Component	22,509	23,376	23,376	23,087	3
D	Maximum Earning Potential (including non-cash, long-term, and performance-linked components)	23,376	58,524	23,376	35,092	3

Table 6 : Classification of Salary Components in USD

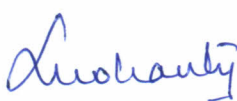
Conversion rate to USD as per www.bloomberg.com, mean Exchange rate as on August 2014

5.3 Salary Statistics at PPP (USD)


Salary Head (USD)	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	17,201	66,505	34,268	37,262	69
Non-INR salary (Total guaranteed cash component)	26,471	39,801	26,471	30,914	3
Combined INR and non-INR salary (Total guaranteed cash component)	17,201	66,505	34,268	36,998	72
INR salary (Maximum Earning Potential)	18,758	71,905	37,637	40,628	134
Non-INR salary (Maximum Earning Potential)	26,471	1,03,483	26,471	52,141	3
Combined INR and non-INR salary (Maximum Earning Potential)	18,758	1,03,483	37,516	40,880	137

Table 7: Classification of Salary Components in USD at PPP

PPP data as per <http://unstats.un.org/unsd/mdg/SeriesDetail.aspx?srid=699>


For XIM, Bhubaneswar




For CRISIL Limited, Mumbai



5.4 Sector-wise classification of salary

Others include sectors, which do not fall into the given categories such as agri business, conglomerate, energy, KPO, real estate, and HR consultancy.

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)

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI Sector	4,12,657	8,41,284	6,74,800	6,59,394	17
Consulting	4,79,400	11,49,600	10,05,900	9,53,229	26
Consumer Goods	6,00,100	12,95,455	10,20,447	9,68,097	9
Information Technology	-	-	-	-	-
Manufacturing	92,400	7,10,800	92,400	2,47,000	4
Media/Entertainment	5,63,742	5,63,742	5,63,742	5,63,742	3
Telecom	7,58,712	7,58,712	7,58,712	7,58,712	5
Others	8,02,728	9,57,266	8,02,728	8,54,241	3

Table 8: Sector-wise Classification of Fixed Yearly Cash Component in INR

One-time Cash Payment (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI Sector	75,000	75,000	75,000	75,000	4
Consulting	75,000	1,00,000	75,000	85,714	21
Consumer Goods	1,00,000	3,00,000	3,00,000	2,66,667	6
Information Technology	50,000	50,000	50,000	50,000	4
Manufacturing	1,32,800	1,32,800	1,32,800	1,32,800	1
Media/Entertainment	1,00,000	1,00,000	1,00,000	1,00,000	3
Telecom	-	-	-	-	-
Others	75,000	1,00,000	87,500	87,500	2

Table 9: Sector-wise Classification of One-time Cash Payment in INR

Anshu

For XIM, Bhubaneswar



Abhinav

For CRISIL Limited, Mumbai



Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI Sector	4,12,657	8,41,284	7,12,128	6,77,041	17
Consulting	4,79,400	12,24,600	10,50,000	10,08,534	28
Consumer Goods	6,00,100	15,95,455	13,20,447	11,45,875	9
Information Technology	-	-	-	-	-
Manufacturing	7,51,000	8,43,600	7,51,000	7,74,150	4
Media/Entertainment	6,63,742	6,63,742	6,63,742	6,63,742	3
Telecom	7,58,712	7,58,712	7,58,712	7,58,712	5
Others	8,02,728	10,57,266	8,77,728	9,12,574	3

Table 10: Sector-wise Classification of Total Guaranteed Cash Component in INR

Maximum Earning Potential Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI Sector	4,49,998	12,00,000	8,40,000	8,40,614	24
Consulting	6,64,181	13,75,000	10,62,999	11,09,052	32
Consumer Goods	6,50,646	17,25,000	14,99,999	13,03,360	9
Information Technology	7,00,000	12,50,000	8,81,018	9,19,758	49
Manufacturing	7,50,000	12,00,000	9,66,000	9,43,711	7
Media/Entertainment	6,99,000	6,99,000	6,99,000	6,99,000	3
Telecom	9,00,000	9,00,000	9,00,000	9,00,000	5
Others	6,00,000	13,50,000	10,50,004	9,88,002	5

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

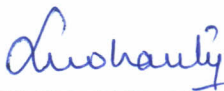
5.4.2 Sector-wise classification of salary – International (USD)

Fixed Yearly Cash Component (USD)					
Sectors	Min	Max	Median	Mean	Data
Others*	22,509	23,376	23,376	23,087	3


Table 12: Sector-wise Classification of Fixed Yearly Cash Component in USD

One-time Cash Payment (USD)					
Sectors	Min	Max	Median	Mean	Data
Others*	-	-	-	-	-

Table 13: Sector-wise Classification of One-time Cash Payment in USD


For XIM, Bhubaneswar




For CRISIL Limited, Mumbai



Total Guaranteed Cash Component (USD)					
Sectors	Min	Max	Median	Mean	Data
Others*	22,509	23,376	23,376	23,087	3

Table 14: Sector-wise Classification of Total Guaranteed Cash Component in USD

Maximum Earning Potential Cash Component (USD)					
Sectors	Min	Max	Median	Mean	Data
Others*	23,376	58,524	23,376	35,092	3

Table 15: Sector-wise Classification of Maximum Earning Potential Cash Component in USD

*Others includes Information Technology

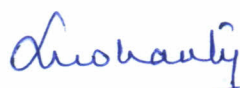
5.5 Function-wise classification of salary

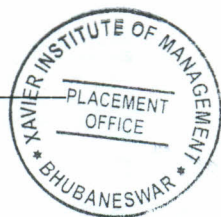
Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.


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

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Business Analyst	4,79,400	10,50,000	10,50,000	9,07,350	4
Consulting	10,05,900	11,49,600	10,77,732	10,83,733	12
Finance	5,36,496	8,41,284	6,74,800	6,99,966	12
Human Resources	6,13,224	9,57,266	7,56,924	7,75,805	3
Marketing/Sales	5,59,656	7,10,800	5,59,656	6,10,037	3
Operations/Supply Chain	12,95,455	12,95,455	12,95,455	12,95,455	1
System/IT	6,85,080	10,50,000	8,28,780	8,47,451	8
Data not available	92,400	11,48,004	7,29,664	6,86,485	24

Table 16: Function-wise Classification of Fixed Yearly Cash Component in INR


For XIM, Bhubaneswar




For CRISIL Limited, Mumbai



One-time Cash Payment (INR)					
Functions	Min	Max	Median	Mean	Data
Business Analyst	-	-	-	-	-
Consulting	75,000	75,000	75,000	75,000	12
Finance	75,000	75,000	75,000	75,000	5
Human Resources	1,00,000	1,00,000	1,00,000	1,00,000	3
Marketing/Sales	50,000	1,32,800	91,400	91,400	2
Operations/Supply Chain	50,000	3,00,000	1,75,000	1,75,000	2
System/IT	50,000	1,00,000	1,00,000	88,889	9
Data not available	1,00,000	3,00,000	2,00,000	2,00,000	8

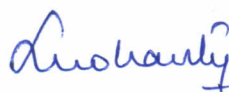
Table 17: Function-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Business Analyst	4,79,400	10,50,000	10,50,000	9,07,350	4
Consulting	7,96,000	12,24,600	11,52,732	11,30,830	13
Finance	5,36,496	8,77,728	7,49,800	7,31,216	12
Human Resources	7,13,224	10,57,266	8,56,924	8,75,805	3
Marketing/Sales	5,59,656	8,43,600	5,59,656	6,54,304	3
Operations/Supply Chain	15,95,455	15,95,455	15,95,455	15,95,455	1
System/IT	7,85,080	10,72,480	9,28,780	9,34,951	8
Data not available	4,12,657	14,48,004	7,51,000	8,36,418	25


Table 18: Function-wise Classification of Total Guaranteed Cash Component in INR

Maximum Earning Potential Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Business Analyst	6,64,181	11,25,000	9,00,000	9,06,289	11
Consulting	8,00,000	13,75,000	10,00,000	10,85,902	27
Finance	5,93,754	11,25,004	7,85,101	8,25,056	13
Human Resources	7,52,000	13,50,000	8,97,999	9,60,500	6
Marketing/Sales	7,50,000	12,00,000	8,81,018	9,50,924	17
Operations/Supply Chain	9,00,000	17,25,000	12,50,000	12,91,667	3
System/IT	7,00,000	12,27,999	9,69,467	9,57,229	20
Data not available	4,49,998	16,50,000	9,00,000	9,63,331	37

Table 19: Function-wise Classification of Maximum Earning Potential Cash Component in INR


For XIM, Bhubaneswar




For CRISIL Limited, Mumbai



5.5.2 Function-wise classification of salary – International (USD)

Fixed Yearly Cash Component (USD)					
Functions	Min	Max	Median	Mean	Data
Others*	22,509	23,376	23,376	23,087	3

Table 20: Function-wise Classification of Fixed Yearly Cash Component in USD

One-time Cash Payment (USD)					
Functions	Min	Max	Median	Mean	Data
Others*	0	0	#NUM!	#DIV/0!	0

Table 21: Function-wise Classification of One-time Cash Payment in USD

Total Guaranteed Cash Component (USD)					
Functions	Min	Max	Median	Mean	Data
Others*	22,509	23,376	23,376	23,087	3

Table 22: Function-wise Classification of Total Guaranteed Cash Component in USD

Maximum Earning Potential Cash Component (USD)					
Functions	Min	Max	Median	Mean	Data
Others*	23,376	58,524	23,376	35,092	3

Table 23: Function-wise Classification of Maximum Earning Potential Cash Component in USD

*Others includes finance, marketing/sales and operations/supply chain

Anshu Kauty

For XIM, Bhubaneswar



Prashant

For CRISIL Limited, Mumbai



5.6 Location-wise classification of salary

'Rest of India' includes locations such as Chennai, Kolkata, and Pune.

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)

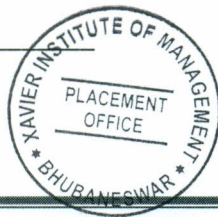
Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	6,85,080	8,28,780	7,56,930	7,56,930	2
Bhubaneswar	4,12,657	4,12,657	4,12,657	4,12,657	1
National Capital Region	5,59,656	8,41,284	7,85,520	7,28,820	3
Hyderabad	6,13,224	8,28,780	7,92,852	7,68,902	6
Mumbai	5,36,496	9,72,480	5,48,076	6,42,071	6
Rest of India	8,22,084	8,22,084	8,22,084	8,22,084	2
Data not available	92,400	12,95,455	8,02,728	8,40,831	47

Table 24: Location-wise Classification of Fixed Yearly Cash Component in INR

One-time Cash Payment (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	1,00,000	1,00,000	1,00,000	1,00,000	2
Bhubaneswar	-	-	-	-	-
National Capital Region	-	-	-	-	-
Hyderabad	1,00,000	1,00,000	1,00,000	1,00,000	6
Mumbai	1,00,000	1,32,800	1,16,400	1,16,400	2
Rest of India	-	-	-	-	-
Data not available	50,000	3,00,000	75,000	1,12,097	31

Table 25: Location-wise Classification of One-time Cash Payment in INR

Anshu
For XIM, Bhubaneswar



Prakash
For CRISIL Limited, Mumbai



Total Guaranteed Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	7,85,080	9,28,780	8,56,930	8,56,930	2
Bhubaneswar	4,12,657	4,12,657	4,12,657	4,12,657	1
National Capital Region	5,59,656	8,41,284	7,85,520	7,28,820	3
Hyderabad	7,13,224	9,28,780	8,92,852	8,68,902	6
Mumbai	5,36,496	10,72,480	5,48,076	6,80,871	6
Rest of India	8,22,084	8,22,084	8,22,084	8,22,084	2
Data not available	4,79,400	15,95,455	8,59,000	9,47,446	49

Table 26: Location-wise Classification of Total Guaranteed Cash Component in INR

Maximum Earning Potential Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	7,50,000	10,62,999	7,55,000	8,31,143	7
Bhubaneswar	4,49,998	8,50,000	7,55,000	7,31,000	5
National Capital Region	8,31,946	9,05,820	8,60,000	8,64,441	4
Hyderabad	8,15,499	10,62,999	10,21,749	9,94,249	6
Mumbai	5,93,754	12,27,999	9,00,000	9,08,385	11
Rest of India	8,23,000	8,86,620	8,86,620	8,65,413	3
Data not available	6,00,000	17,25,000	9,58,435	10,11,439	98

Table 27: Location-wise Classification of Maximum Earning Potential Cash Component in INR

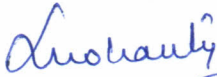
5.6.2 Location-wise classification of salary – International (USD)

Fixed Yearly Cash Component (USD)					
Location	Min	Max	Median	Mean	Data
International*	22,509	23,376	23,376	23,087	3

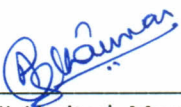
Table 28: Location-wise Classification of Fixed Yearly Cash Component in USD

One-time Cash Payment (USD)					
Location	Min	Max	Median	Mean	Data
International*	-	-	-	-	-

Table 29: Location-wise Classification of One-time Cash Payment in USD


For XIM, Bhubaneswar




For CRISIL Limited, Mumbai



Total Guaranteed Cash Component (USD)					
Location	Min	Max	Median	Mean	Data
International*	22,509	23,376	23,376	23,087	3

Table 30: Location-wise Classification of Total Guaranteed Cash Component in USD

Maximum Earning Potential Cash Component (USD)					
Location	Min	Max	Median	Mean	Data
International*	23,376	58,524	23,376	35,092	3

Table 31: Location-wise Classification of Maximum Earning Potential Cash Component in USD

*International includes Africa and Asia

6. Other details

Sr. No.	Parameters	Number
1	Total Pre-Placement offers awarded	7
2	Total Pre-Placement offers accepted	7

Table 32: Details regarding Pre-Placement Offers (PPO)

7. Compliance statement

This placement report has been prepared according to 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:

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

Table 33: List of Deviations from Standards with reasons for the same

For XIM, Bhubaneswar



For CRISIL Limited, Mumbai

