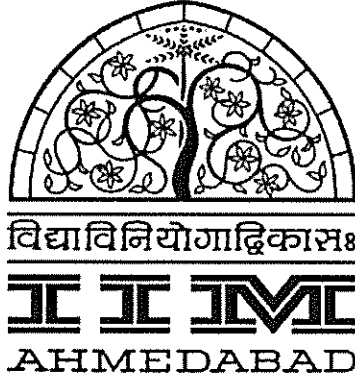


Indian Institute of Management Ahmedabad



PGP-ABM Placement Report

Finals 2015

Ref No: SN/SMER/IIMA/2015/66

September 8, 2015

Chairperson, The Placement Office,
The Indian Institute of Management,
Vastrapur,
Ahmedabad – 380 015,
Gujarat

Dear Sir,

Re: Audit of Placement Report for 2015 placements of Post Graduate Programme in AgriBusiness Management (PGP-ABM) programme

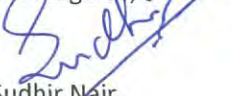
We have audited the Placement Report prepared by you on the final placement (based on offers received and accepted on campus) of students in 2015 of the Post Graduate Programme in AgriBusiness Management (PGP-ABM) of the Indian Institute of Management, Ahmedabad (IIM-A). The Placement Report is the responsibility of IIM-A. 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 IIM-A from recruiting companies. CRISIL has not independently sourced any information or documentations.
3. We have verified the information with respect to remuneration, job function and location presented in the report with communication received from recruiters.
 - a. 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'.
4. The acceptance of offers and number of students opting out of the placement process has been established through written communication from those students.
5. We have only audited the salary figures in the placement report and not the report's overview section, which explains the placement process.

Thank you.

Best regards,



Sudhir Nair

Director

CRISIL Education Gradings

Tel: +91 22 3342 3526

Email: sudhir.nair@crisil.com



CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

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Overview

The PGP-ABM (Post-Graduate Programme in Agribusiness Management) placement process for the batch of 2015 was completed successfully on 1st March 2015. The batch, comprising 38 students, pursued career opportunities of their choice within the agribusiness, food and allied domains. The robust placement process was well received by both recruiters and students, effectively matching talent with opportunities. A testament to the strength of the process and calibre of students was that companies created special roles for candidates based on their profiles.

Placement process

The placement process was conducted in two stages. The first was the laterals process where firms interviewed students with prior work experience and offered them mid-level managerial positions. The second stage was the final placement process where firms were grouped into cohorts based on the profile offered, and groups of cohorts were invited to campus across different clusters.

Top recruiters

The batch attracted a diverse pool of recruiters, ranging from MNCs to small and medium enterprises as well as a few notable start-up firms. Yes Bank and Syngenta were two top recruiters, recruiting four and three students respectively. Bikanervala, Coromandel, EW Nutrition, Future Group, Proctor & Gamble and United Breweries hired for the first time from the programme. The placement season also witnessed regular recruiters such as ESP, Godrej Agrovet, Rabo Bank, and Tafe.

Entrepreneurship

IIM Ahmedabad has always encouraged students to take up entrepreneurship as a career and this year, 3 students from PGP-ABM programme opted out of the placement process to start their own ventures. The start-ups are in various sectors like data analytics, e-commerce, food processing among others. In line with its culture of fostering entrepreneurship, IIM Ahmedabad offered a placement holiday to these students, wherein

they will be allowed to participate in placements in one of the next two years in the event that their venture does not work out.

The IPRS Initiative

The Indian Placement Reporting Standards (IPRS) is an initiative that aims to provide transparency and authenticity in placement reporting across B-schools, through the means of audited placement reports. Please visit the [IPRS website](#) to know more.

IIMA would like to thank all its recruiters for their participation in the year's placement process and their cooperation with the IPRS initiative.

1. Classification of Students

1.1 Classification of the Entire Placement Pool

Categories	Number
1.Sought placement through the institute	34
2. Did not seek placement through the institute	
2a. Company-sponsored or already employed	0
2b. Continuing education	0
2c. Postponing job search	0
2d. Entrepreneurship (Starting a new business)	3
2e. Returning to/joining family business	0
2f. Seeking placement outside the campus placement process	1
2g. Not seeking placements for other reasons	0
Total who did not seek employment through the institute	4
3. Number unplaced, if any	0
Total Graduates	38


Table 1.1: Classification of the entire placement pool

2. Sector-wise Classification

Sector	No. of Offers		
	Domestic	International	Total
Agri Inputs	4	-	4
Agribusiness	3	-	3
Banking, financial services and insurance (BFSI)	5	-	5
Consumer goods (FMCG)	6	-	6
Others*	16	-	16
Total	34	0	34

Table 2.1: Classification of offers based on sector

*Note: Others includes Engineering/Technology, Horticulture, International Trading, Manufacturing, Non-Profit/Social sector, Online services and Pharmaceutical/Healthcare


आर. भास्करन/ R. Baskaran
प्रभारी प्लेसमेंट कार्यालय / In-Charge, Placement Office
भारतीय प्रबंध संस्थान / Indian Institute of Management
अहमदाबाद - 380 015/ Ahmedabad - 380 015

For the Indian Institute of Management, Ahmedabad



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3. Function-wise Classification

Function	No. of Offers		
	Domestic	International	Total
Business Development	6	-	6
Finance	6	-	6
General Management	5	-	5
Marketing/Sales	7	-	7
Operations/Supply chain	3	-	3
Others*	2		2
TBD**	5		5
Total	34	0	34

Table 3.1: Classification of offers based on function

*Others include System/IT and Consulting

**TBD-To be decided

4. Location-wise Classification

4.1 Classification of Domestic Locations

Indian Locations	No. of offers accepted
Chennai	3
Mumbai	9
NCR	8
Pune	4
Rest of India*	3
TBD**	7
Total	34

Table 4.1: Classification of offers based on domestic locations

*Rest of India includes Bangalore and Coimbatore

** TBD-To be decided


आर. भास्करन/ R. Baskaran
 प्रभारी प्लेसमेंट कार्यालय / In-Charge, Placement Office
 भारतीय प्रबंध संस्थान / Indian Institute of Management
 अहमदाबाद- 380 015/ Ahmedabad - 380 015



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5. Salary Data

5.1 Salary Heads – Domestic (INR)

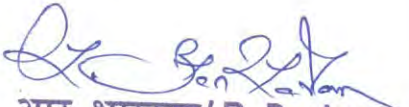
Salary Head	Min	Max	Median	Mean	Data*
Total Fixed Salary	800,000	1,800,000	1,100,000	1,184,010	34
One time Cash Payments	100,000	400,000	160,000	212,000	5
Total Guaranteed Cash Payments	800,000	2,030,000	1,140,910	1,215,186	34
Maximum Earning Potential	1,000,000	2,260,000	1,300,000	1,362,618	34

Table 5.1: Classification of salary heads – Domestic

* For some data points, only the Maximum Earning Potential is available and this is reflected under the 'Data' Column. Maximum Earning Potential has been reported for all data points.

Description of Salary Heads

- 1. Fixed Yearly Cash Component:** This is a total of the annual basic salary and additional guaranteed cash components. These additional components include cash payments and allowances that are part of the annual package. The term guaranteed signifies that the amount is certain unless, there is an overall pay revision. The components falling under this salary head are final and are not related to performance.
- 2. One-time Cash Payment:** This head indicates the value of the remuneration given to a candidate as one time cash benefit at the time of joining.
- 3. Total Guaranteed Cash Component:** This is the sum of fixed yearly cash component and one-time cash payment.
- 4. Maximum Earning Potential Component:** This is the sum of total guaranteed cash component, maximum possible-linked variable pay and all other components of salary that are a part of the offer. This can include long term compensation such as PF and other perks as well.


आर. भास्करन/ R. Baskaran
प्रभारी प्लेसमेंट कार्यालय / In-Charge, Placement Office
भारतीय प्रबंध संस्थान / Indian Institute of Management
अहमदाबाद - 380 015/ Ahmedabad - 380 015



For the Indian Institute of Management, Ahmedabad



For CRISIL Limited, Mumbai

5.2 Salary Statistics at Purchasing Power Parity (PPP)*

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	33,347	84,619	47,558	50,654	34
Non-INR salary (Total guaranteed cash component)	-	-	-	-	-
Combined INR and non-INR salary (Total guaranteed cash component)	33,347	84,619	47,558	50,654	34
INR salary (Maximum Earning Potential)	41,684	94,206	54,189	56,799	34
Non-INR salary (Maximum Earning Potential)	-	-	-	-	-
Combined INR and non-INR salary (Maximum Earning Potential)	41,684	94,206	54,189	56,799	34

Table 5.2: Salary Statistics at PPP adjusted exchange rates

* As per the PPP conversion rate for 2012 for all available currencies from the MDG Indicators database of the United Nations. Data is sourced from <http://unstats.un.org/unsd/mdg/SeriesDetail.aspx?srid=699>

5.3 Sector-wise Classification of Salary – Domestic (INR)

5.3.1 Fixed Yearly Cash Component

Sectors	Min	Max	Median	Mean	Data
Agri Business	1,250,444	1,250,444	1,250,444	1,250,444	3
Agri Inputs	1,000,000	1,400,000	1,200,000	1,200,000	4
BFSI	1,057,357	1,200,000	1,100,000	1,131,471	5
Consumer goods (FMCG)	1,000,200	1,630,500	1,085,400	1,241,917	6
Others	800,000	1,800,000	1,070,000	1,162,259	16

Table 5.3.1: Sector-wise Classification of Fixed Yearly Cash Component – Domestic

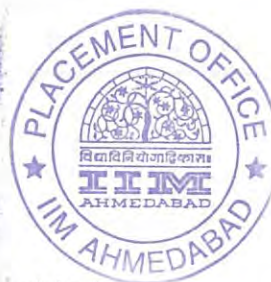
5.3.2 One-time Cash Payment

Sectors	Min	Max	Median	Mean	Data
Agri Business	-	-	-	-	-
Agri Inputs	100,000	100,000	100,000	100,000	2
BFSI	-	-	-	-	-
Consumer goods (FMCG)	400,000	400,000	400,000	400,000	1
Others	160,000	300,000	230,000	230,000	2

Table 5.3.2: Sector-wise Classification of One-time Cash Payment – Domestic


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 प्रभारी प्लेसमेंट कार्यालय / In-Charge, Placement Office
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5.3.3 Total Guaranteed Cash Component

Sectors	Min	Max	Median	Mean	Data
Agri Business	1,250,444	1,250,444	1,250,444	1,250,444	3
Agri Inputs	1,000,000	1,500,000	1,250,000	1,250,000	4
BFSI	1,057,357	1,200,000	1,100,000	1,131,471	5
Consumer goods (FMCG)	1,000,200	2,030,000	1,085,400	1,308,583	6
Others	800,000	1,800,000	1,140,910	1,191,009	16

Table 5.3.3: Sector-wise Classification of Total Guaranteed Cash Component – Domestic

5.3.4 Maximum Earning Potential Component

Sectors	Min	Max	Median	Mean	Data
Agri Business	1,500,001	1,500,001	1,500,001	1,500,001	3
Agri Inputs	1,000,000	1,500,000	1,250,000	1,250,000	4
BFSI	1,140,261	1,300,000	1,200,000	1,228,052	5
Consumer goods (FMCG)	1,000,200	2,260,000	1,207,236	1,461,294	6
Others	1,000,000	1,800,000	1,310,000	1,370,061	16

Table 5.3.4: Sector-wise Classification of Maximum Earning Potential Component – Domestic

5.4 Function-wise Classification of Salary – Domestic (INR)

5.4.1 Fixed Yearly Cash Component

Functions	Min	Max	Median	Mean	Data
Business Development	800,000	1,630,500	1,000,000	1,038,417	6
Finance	1,020,000	1,200,000	1,100,000	1,120,000	6
General Management	1,057,357	1,500,000	1,181,819	1,216,084	5
Marketing/Sales	892,500	1,250,444	1,000,000	1,031,878	7
Operations/Supply Chain	1,181,819	1,630,000	1,250,444	1,354,088	3
Others	1,500,000	1,800,000	1,650,000	1,650,000	2
To Be Decided	1,040,000	1,400,000	1,400,000	1,328,000	5

Table 5.4.1: Function-wise Classification of Fixed Yearly Cash Component – Domestic



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भारतीय प्रबंध संस्थान / Indian Institute of Management
अहमदाबाद- 380 015/ Ahmedabad - 380 015





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5.4.2 One-time Cash Payment

Functions	Min	Max	Median	Mean	Data
Business Development	-	-	-	-	-
Finance	-	-	-	-	-
General Management	300,000	300,000	300,000	300,000	1
Marketing/Sales	-	-	-	-	-
Operations/Supply Chain	400,000	400,000	400,000	400,000	1
Others	-	-	-	-	-
To Be Decided	100,000	160,000	100,000	120,000	3

Table 5.4.2: Function-wise Classification of One-time Cash Payment – Domestic

5.4.3 Total Guaranteed Cash Component


Functions	Min	Max	Median	Mean	Data
Business Development	800,000	1,630,500	1,000,000	1,038,417	6
Finance	1,020,000	1,200,000	1,100,000	1,120,000	6
General Management	1,057,357	1,800,000	1,181,819	1,276,084	5
Marketing/Sales	892,500	1,250,444	1,000,000	1,031,878	7
Operations/Supply Chain	1,181,819	2,030,000	1,250,444	1,487,421	3
Others	1,500,000	1,800,000	1,650,000	1,650,000	2
To Be Decided	1,200,000	1,500,000	1,400,000	1,400,000	5

Table 5.4.3: Function-wise Classification of Total Guaranteed Cash Component – Domestic

5.4.4 Maximum Earning Potential Component

Functions	Min	Max	Median	Mean	Data
Business Development	1,000,000	1,893,092	1,000,000	1,198,849	6
Finance	1,200,000	1,320,000	1,251,236	1,253,745	6
General Management	1,140,261	1,800,000	1,300,001	1,390,453	5
Marketing/Sales	1,000,200	1,600,000	1,200,971	1,328,739	7
Operations/Supply Chain	1,300,001	2,260,000	1,500,001	1,686,667	3
Others	1,500,000	1,800,000	1,650,000	1,650,000	2
To Be Decided	1,200,000	1,500,000	1,400,000	1,400,000	5

Table 5.4.4: Function-wise Classification of Maximum Earning Potential Component – Domestic


आर. भास्करन/ R. Baskaran
 प्रमारी प्लेसमेंट कार्यालय / In-Charge, Placement Office
 भारतीय प्रबंध संस्थान / Indian Institute of Management
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For the Indian Institute of Management, Ahmedabad




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5.5 Location-wise Classification of Salary – Domestic (INR)

5.5.1 Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
Chennai	1,000,000	1,000,000	1,000,000	1,000,000	3
Mumbai	1,057,357	1,630,000	1,181,819	1,238,999	9
NCR	800,000	1,800,000	1,050,100	1,156,331	8
Pune	1,250,444	1,400,000	1,325,222	1,325,222	4
Rest of India	1,020,000	1,090,800	1,080,000	1,063,600	3
To Be Decided	892,500	1,630,500	1,040,000	1,194,714	7

Table 5.5.1: Location-wise Classification of Fixed Yearly Cash Component – Domestic

5.5.2 One-time Cash Payment

Location	Min	Max	Median	Mean	Data
Chennai	-	-	-	-	-
Mumbai	400,000	400,000	400,000	400,000	1
NCR	300,000	300,000	300,000	300,000	1
Pune	-	-	-	-	-
Rest of India	-	-	-	-	-
To Be Decided	100,000	160,000	100,000	120,000	3

Table 5.5.2: Location-wise Classification of One-time Cash Payment – Domestic

5.5.3 Total Guaranteed Cash Component

Location	Min	Max	Median	Mean	Data
Chennai	1,000,000	1,000,000	1,000,000	1,000,000	3
Mumbai	1,057,357	2,030,000	1,181,819	1,283,444	9
NCR	800,000	1,800,000	1,050,100	1,193,831	8
Pune	1,250,444	1,400,000	1,325,222	1,325,222	4
Rest of India	1,020,000	1,090,800	1,080,000	1,063,600	3
To Be Decided	892,500	1,630,500	1,200,000	1,246,143	7

Table 5.5.3: Location-wise Classification of Total Guaranteed Cash Component – Domestic

5.5.4 Maximum Earning Potential Component

Location	Min	Max	Median	Mean	Data
Chennai	1,300,000	1,600,000	1,600,000	1,500,000	3
Mumbai	1,140,261	2,260,000	1,300,000	1,388,918	9
NCR	1,000,000	1,800,000	1,260,000	1,327,525	8
Pune	1,400,000	1,500,001	1,450,001	1,450,001	4
Rest of India	1,200,000	1,212,000	1,202,471	1,204,824	3
To Be Decided	1,000,000	1,893,092	1,200,971	1,327,723	7

Table 5.5.4: Location-wise Classification of Maximum Earning Potential Component – Domestic


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 For the Indian Institute of Management, Ahmedabad
 प्रमारी प्लेसमेंट कार्यालय / In-Charge, Placement Office
 भारतीय प्रबंध संस्थान / Indian Institute of Management
 अहमदाबाद - 380 015 / Ahmedabad - 380 015




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6. Other Details

6.1 Details Regarding pre-placement offers (PPO)

Sr. No.	Parameter	Number
1	Total Pre-Placement offers awarded	9
	1a. Through internships	9
	1b. Others	-
2	Total Pre-Placement offers accepted	7
	2a. Through internships	7
	2b. Others	-

Table 6.1: 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*.

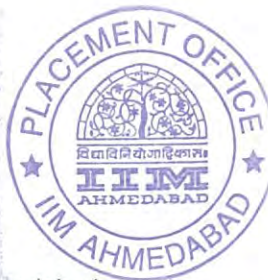
The instances where the report deviates from the standards and the reasons for them are mentioned below:

Deviation from the standards	Reason
-	-

Table 7.1: List of deviations from standards with reasons

* <http://www.iimahd.ernet.in/iprs/gallery/IPRSRevision2.1.pdf>


आर. भास्करन/ R. Baskaran
प्रभारी प्लेसमेंट कार्यालय / In-Charge, Placement Office
भारतीय प्रबंध संस्थान / Indian Institute of Management
अहमदाबाद-300 015/Ahmedabad - 300 015



For the Indian Institute of Management, Ahmedabad



For CRISIL Limited, Mumbai