

Indian Institute of Management Ahmedabad



PGP-FABM Placement Report

Finals 2019

BWR/IIMA/HO/RR/0007/2019-20

September 13 2019

**The Chairperson
Placement Office
Indian Institute of Management
Vastrapur, Ahmedabad – 380015
Gujarat**

Dear Sir,

Re: Audit of Placement Report for 2019 placements of Post Graduate Programme in Food and Agribusiness Management (PGP – FABM) Programme

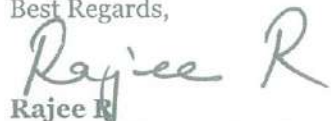
We have audited the Placement Report prepared by you on the final placement (based on the offers received and accepted on campus) of students in 2019 of the Post Graduate Programme in Food and Agribusiness Management (PGP – FABM) of the Indian Institute of Management Ahmedabad (IIM-A). The Placement 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) Revision 2.2.

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 Revision 2.2.
2. The validation of information presented in the report is based on communication received by IIM-A from recruiting companies. Brickwork Ratings (BWR) has not independently sourced any information or documentation.
3. We have verified the information with respect to job location, function and remuneration presented in the report with communication received from recruiters. The information has been categorised as best as possible under different salary heads as given in the IPRS Revision 2.2; where a break-up was not available, the salary has been considered only as 'Maximum Earning Potential'.
4. Stock Options have been mentioned for two students without details on how much vests in the first year. The amount relating to stock options has not been considered for calculation of 'Maximum Earning Potential'.
5. The acceptance of offers and the number of students opting out of the placement process has been established through written communication from those students.
6. 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,



Rajee R
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Contents

Contents.....	i
List of Tables.....	ii
Overview.....	1
1. Classification of Students	3
1.1. Classification of Entire Placement Pool	3
2. Sector wise Classification	3
3. Function wise Classification.....	4
4. Location wise Classification	4
4.1. Classification of Domestic Locations.....	4
5. Salary Heads	5
5.1. Salary Heads-Domestic (INR)	5
Description of Salary Heads	5
5.2. Salary Statistics at Purchasing Power Parity(PPP).....	6
5.3 Sector wise Classification of Salary- Domestic (INR)	6
5.3.1. Fixed Yearly Cash Component.....	6
5.3.2. One-time Cash Payment.....	6
5.3.3. Total Guaranteed Cash Component.....	7
5.3.4. Maximum Earning Potential.....	7
5.4. Function wise Classification of Salary -Domestic (INR)	8
5.4.1 Fixed Yearly Cash Component	8
5.4.2. One-time Cash Payment.....	8
5.4.3. Total Guaranteed Cash Component	8
5.4.4. Maximum Earning Potential	9
5.5. Location wise Classification of Salary- Domestic (INR).....	9
5.5.1. Fixed Yearly Cash Component.....	9
5.5.2. One-time Cash Payment.....	10
5.5.3. Total Guaranteed Cash Component.....	10
5.5.4. Maximum Earning Potential.....	11
6. Other Details	11
6.1. Details regarding Pre-placement Offers (PPO).....	11
7. Compliance Statement.....	12

List of Tables

Table 1.1: Classification of the entire placement pool	3
Table 2.1: Classification of offers based on sector.....	3
Table 3.1: Classification of offers based on function	4
Table 4.1: Classification of offers based on domestic locations	4
Table 5.1: Classification of salary heads-Domestic.....	5
Table 5.2: Salary Statistics at PPP adjusted exchange rates	6
Table 5.3.1.: Sector wise Classification of Fixed Yearly Cash Component.....	6
Table 5.3.2.: Sector wise Classification of One Time Cash Payment.....	6
Table 5.3.3.: Sector wise Classification of Total Guaranteed Cash Component.....	7
Table 5.3.4.: Sector wise Classification of Maximum Earning Potential	7
Table 5.4.1.: Function wise Classification of Fixed Yearly Cash Component.....	8
Table 5.4.2.: Function wise Classification of One Time Cash Payment	8
Table 5.4.3.: Function wise Classification of Total Guaranteed Cash Component	8
Table 5.4.4.: Function wise Classification of Maximum Earning Potential	9
Table 5.5.1.: Location wise Classification of Fixed Yearly Cash Component.....	9
Table 5.5.2.: Location wise Classification of One Time Cash Payment	10
Table 5.5.3.: Location wise Classification of Total Guaranteed Cash Component	10
Table 5.5.4.: Location wise Classification of Maximum Earning Potential.....	11
Table 6.1.: Details regarding Pre-Placement Offers (PPO).....	11
Table 7.1: List of deviations from standards with reasons	12

Overview

The final placement process for the Batch of 2017-19 of the Post Graduate Programme in Food and Agribusiness Management (PGP-FABM) at IIM Ahmedabad was successfully completed on 11th February 2019. 43 students out of 45 from the batch of 2017-19 were presented with job opportunities in food, agribusiness, and allied sectors, further corroborating the quality of students and the pertinence of this specialized Programme to the Food and Agribusiness sector.

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

A total of 27 firms took part in the process from varying sectors like FMCG, Agri Inputs and Services, Food Processing and Supply Chain, Food and Agribusiness PE-VC, Food and Agri Consulting, Agri Commodity Trading, e-commerce, and retail. Total of 51 offers were extended to the students. Firms such as Godrej Agrovet, PI Industries, Jain Irrigation, Pioneering Ventures, Ninjacart and Waycool extended 3 offers each. The process welcomed first time-recruiters like Ernst and Young (EY), RBL Bank, and Reliance Foundation. Regular recruiters like ADM, Pioneering Ventures, Reckitt Benckiser, Cloudtail, and General Mills reaffirmed their confidence in the Program and Placement process by extending multiple offers.

The batch attracted a diverse pool of recruiters, ranging from MNCs as well as upcoming start-up firms in the agri-business domain like Agrostar, Gramophone and Our Foods. The students explored opportunities across multiple roles in Finance, Sales and Marketing, Supply Chain, Operations, Commodity Trading, Project Management, and Consulting.

The process, with the continuation of “Dream Application”, helped students choose sectors and roles that best fit their career aspirations.

Social Sector

One student from the batch opted to work for a nonprofit foundation for a conglomerate. This shows the inclination of students to work in the social and development sector.

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.

IIM Ahmedabad would like to thank all its recruiters for their participation in the year’s placement process and their co-operation with the IPRS initiative.

1. Classification of Students

1.1. Classification of Entire Placement Pool

Categories	Number
1. Total students eligible for placements	45
1a. Number of Students Graduating in 2019	45
1b. Number of students returning from Placement Holiday	0
1c. Previous year students	0
2. Number of students who sought Placement through the institute	43
2a. Number of Students Graduating in 2019	43
2b. Number of students returning from Placement Holiday	0
2c. Previous year students	0
3. Number of students who did not seek placement through the Institute	2
3a. Company-sponsored or already employed	0
3b. Continuing education	0
3c. Postponing job search	0
3d. Entrepreneurship (Starting a new business)	0
3e. Returning to/joining family business	0
3f. Seeking placement outside the campus placement process	2
4. Number of students placed who sought Placement through the institute	43
5. Number of students unplaced, if any	0

Table 1.1: Classification of the entire placement pool

2. Sector Wise Classification

Sector of the employer	No. of offers		
	Domestic	International	Total
Agri Inputs	15	-	15
BFSI	6	-	6
Conglomerates	1	-	1
Consulting	3	-	3
E-commerce	2	-	2
FMCG	4	-	4
Food Processing	2	-	2
Food Production	1	-	1
Information Technology	4	-	4
Logistics	3	-	3
Manufacturing	1	-	1
Online Services	1	-	1
Grand total	43		43

Table 2.1: Classification of offers based on sector


सोमनाथ भट्टाचार्य/SOMNATH BHATTACHARYA
संबंध प्रबंधक, स्थान कार्यालय /Relationship Manager, Placement Office
भारतीय प्रबंध संस्थान /Indian Institute of Management
अहमदाबाद - ३८००१५./Ahmedabad-380015.



3. Function wise Classification

Function	No. of offers		
	Domestic	International	Total
Business Development	3	-	3
Consulting	4	-	4
Finance	1	-	1
General Management	14	-	14
Human Resources	1	-	1
Operations	1	-	1
Research & Advisory	3	-	3
Sales & Marketing	15	-	15
Social Sector	1	-	1
Grand total	43		43

Table 3.1: Classification of offers based on function

4. Location wise Classification

4.1. Classification of Domestic Locations

Indian Location	No. of Offers
Bengaluru	5
Chennai	3
Delhi-NCR	9
Hyderabad	2
Indore	1
Jalgaon	3
Mehsana	1
Mumbai	12
Pan-India	5
Pune	1
Warangal	1

Table 4.1: Classification of offers based on domestic locations


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Brickwork Ratings India Pvt. Ltd.
Bengaluru

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5. Salary Heads

5.1. Salary Heads-Domestic (INR)

	Minimum	Maximum	Median	Mean	Data
Total Fixed Salary	9,55,000	23,00,000	14,00,000	14,03,234	43
One-time Cash Payments	1,00,000	5,00,000	1,50,000	1,89,286	14
Total Guaranteed Cash Payments	9,55,000	26,00,000	15,00,000	14,64,862	43
Maximum Earning Potential	10,83,000	27,00,000	15,00,000	15,90,729	43

Table 5.1: Classification of salary heads- Domestic

Description of Salary Heads

- 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.
- One-time cash Payment:** This head indicates the value of the remuneration given to a candidate as one-time cash benefit mostly at the time of joining.
- Total guaranteed Cash Component:** This is the sum of fixed yearly cash component and one-time cash payment.
- Maximum Earning Potential:** This is the sum of total guaranteed cash component, maximum possible-linked variable pays, and all other components of salary that are a part of the offer. This can include long term compensation such as PF, gratuity, and other perks as well.



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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)	52,762	143,646	82,873	80,932	43
INR salary (Maximum Earning Potential)	59,834	149,171	82,873	87,886	43

Table 5.2: Salary Statistics at PPP adjusted exchange rates

*As per the PPP conversion rate for 2018 for all available currencies from the World Development Indicators (WDI) database of the World Bank. Data is sourced from <http://wdi.worldbank.org/table/4.16>

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

5.3.1. Fixed Yearly Cash Component

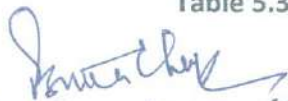
Sector	Min	Max	Median	Mean	Data
Agri Inputs	983,000	1,479,000	1,400,000	1,302,638	15
BFSI	1,300,000	1,800,000	1,450,000	1,533,333	6
Conglomerates	955,000	955,000	955,000	955,000	1
Consulting	1,000,000	1,150,000	1,000,000	1,050,000	3
E-commerce	1,700,000	1,700,000	1,700,000	1,700,000	2
FMCG	997,237	2,300,000	1,548,619	1,598,619	4
Food Processing	1,300,000	1,400,000	1,350,000	1,350,000	2
Food Production	1,300,000	1,300,000	1,300,000	1,300,000	1
Information Technology	1,600,000	1,700,000	1,600,000	1,625,000	4
Logistics	1,500,000	1,500,000	1,500,000	1,500,000	3
Manufacturing	1,200,000	1,200,000	1,200,000	1,200,000	1
Online Services	1,500,000	1,500,000	1,500,000	1,500,000	1

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

5.3.2. One-time Cash Payment

Sector	Min	Max	Median	Mean	Data
Agri Inputs	100,000	150,000	100,000	118,750	8
E-commerce	300,000	300,000	300,000	300,000	2
FMCG	500,000	500,000	500,000	500,000	1
Information Technology	200,000	200,000	200,000	200,000	3

Table 5.3.2.: Sector-wise Classification of One Time Cash Payment



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5.3.3. Total Guaranteed Cash Component

Sector	Min	Max	Median	Mean	Data
Agri Inputs	1,000,000	1,579,000	1,400,000	1,365,972	15
BFSI	1,300,000	1,800,000	1,450,000	1,533,333	6
Conglomerates	955,000	955,000	955,000	955,000	1
Consulting	1,000,000	1,150,000	1,000,000	1,050,000	3
E-commerce	2,000,000	2,000,000	2,000,000	2,000,000	2
FMCG	997,237	2,600,000	1,648,619	1,723,619	4
Food Processing	1,300,000	1,400,000	1,350,000	1,350,000	2
Food Production	1,300,000	1,300,000	1,300,000	1,300,000	1
Information Technology	1,700,000	1,800,000	1,800,000	1,775,000	4
Logistics	1,500,000	1,500,000	1,500,000	1,500,000	3
Manufacturing	1,200,000	1,200,000	1,200,000	1,200,000	1
Online Services	1,500,000	1,500,000	1,500,000	1,500,000	1

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

5.3.4. Maximum Earning Potential

Sector	Min	Max	Median	Mean	Data
Agri Inputs	1,083,000	1,800,000	1,500,032	1,470,959	15
BFSI	1,300,000	2,100,000	1,600,000	1,683,333	6
Conglomerates	1,100,000	1,100,000	1,100,000	1,100,000	1
Consulting	1,150,000	1,437,500	1,150,000	1,245,833	3
E-commerce	2,082,500	2,082,500	2,082,500	2,082,500	2
FMCG	1,267,237	2,700,000	1,933,619	1,958,619	4
Food Processing	1,300,000	1,400,000	1,350,000	1,350,000	2
Food Production	1,500,000	1,500,000	1,500,000	1,500,000	1
Information Technology	1,800,000	2,000,000	2,000,000	1,950,000	4
Logistics	1,500,000	1,500,000	1,500,000	1,500,000	3
Manufacturing	1,200,000	1,200,000	1,200,000	1,200,000	1
Online Services	1,700,000	1,700,000	1,700,000	1,700,000	1

Table 5.3.4.: Sector-wise Classification of Maximum Earning Potential



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

5.4.1 Fixed Yearly Cash Component

Function	Min	Max	Median	Mean	Data
Business Development	1,238,400	1,400,000	1,300,000	1,312,800	3
Consulting	1,150,000	1,800,000	1,650,000	1,562,500	4
Finance	1,300,000	1,300,000	1,300,000	1,300,000	1
General Management	983,000	1,700,000	1,400,000	1,441,643	14
HR	1,304,376	1,304,376	1,304,376	1,304,376	1
Operations	1,400,000	1,400,000	1,400,000	1,400,000	1
Research & Advisory	1,000,000	1,300,000	1,000,000	1,100,000	3
Sales / Marketing	997,237	2,300,000	1,400,000	1,407,218	15
Social Sector	955,000	955,000	955,000	955,000	1

Table 5.4.1.: Function wise Classification of Fixed Yearly Cash Component

5.4.2. One-time Cash Payment

Function	Min	Max	Median	Mean	Data
General Management	100,000	300,000	200,000	200,000	7
Sales / Marketing	100,000	500,000	150,000	178,571	7

Table 5.4.2.: Function wise Classification of One Time Cash Payment

5.4.3. Total Guaranteed Cash Component

Function	Min	Max	Median	Mean	Data
Business Development	1,238,400	1,400,000	1,300,000	1,312,800	3
Consulting	1,150,000	1,800,000	1,650,000	1,562,500	4
Finance	1,300,000	1,300,000	1,300,000	1,300,000	1
General Management	1,083,000	2,000,000	1,500,000	1,584,500	14
HR	1,304,376	1,304,376	1,304,376	1,304,376	1
Operations	1,400,000	1,400,000	1,400,000	1,400,000	1
Research & Advisory	1,000,000	1,300,000	1,000,000	1,100,000	3
Sales / Marketing	997,237	2,600,000	1,550,000	1,490,552	15
Social Sector	955,000	955,000	955,000	955,000	1

Table 5.4.3.: Function wise Classification of Total Guaranteed Cash Component


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5.4.4. Maximum Earning Potential

Function	Min	Max	Median	Mean	Data
Business Development	1,300,000	1,400,000	1,360,452	1,353,484	3
Consulting	1,437,500	2,100,000	1,950,000	1,859,375	4
Finance	1,300,000	1,300,000	1,300,000	1,300,000	1
General Management	1,083,000	2,082,500	1,575,000	1,657,000	14
HR	1,500,032	1,500,032	1,500,032	1,500,032	1
Operations	1,400,000	1,400,000	1,400,000	1,400,000	1
Research & Advisory	1,150,000	1,500,000	1,150,000	1,266,667	3
Sales / Marketing	1,100,000	2,700,000	1,550,000	1,640,359	15
Social Sector	1,100,000	1,100,000	1,100,000	1,100,000	1

Table 5.4.4.: Function wise Classification of Maximum Earning Potential

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

5.5.1. Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
Bangalore	1,600,000	1,700,000	1,600,000	1,640,000	5
Chennai	1,500,000	1,500,000	1,500,000	1,500,000	3
Delhi-NCR	983,000	1,400,000	1,000,000	1,141,942	9
Hyderabad	1,400,000	1,400,000	1,400,000	1,400,000	2
Indore	1,500,000	1,500,000	1,500,000	1,500,000	1
Jalgaon	1,238,400	1,238,400	1,238,400	1,238,400	3
Mehsana	1,300,000	1,300,000	1,300,000	1,300,000	1
Mumbai	955,000	2,100,000	1,352,188	1,434,115	12
Pan-India	1,479,000	2,300,000	1,479,000	1,687,400	5
Pune	1,400,000	1,400,000	1,400,000	1,400,000	1
Warangal	1,000,000	1,000,000	1,000,000	1,000,000	1

Table 5.5.1.: Location wise Classification of Fixed Yearly Cash Component


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5.5.2. One-time Cash Payment

Location	Min	Max	Median	Mean	Data
Bangalore	200,000	300,000	200,000	240,000	5
Delhi-NCR	100,000	150,000	150,000	137,500	4
Mumbai	500,000	500,000	500,000	500,000	1
Pan-India	100,000	100,000	100,000	100,000	3
Pune	100,000	100,000	100,000	100,000	1

Table 5.5.2.: Location wise Classification of One Time Cash Payment

5.5.3. Total Guaranteed Cash Component

Location	Min	Max	Median	Mean	Data
Bangalore	1,800,000	2,000,000	1,800,000	1,880,000	5
Chennai	1,500,000	1,500,000	1,500,000	1,500,000	3
Delhi-NCR	997,237	1,550,000	1,083,000	1,203,053	9
Hyderabad	1,400,000	1,400,000	1,400,000	1,400,000	2
Indore	1,500,000	1,500,000	1,500,000	1,500,000	1
Jalgaon	1,238,400	1,238,400	1,238,400	1,238,400	3
Mehsana	1,300,000	1,300,000	1,300,000	1,300,000	1
Mumbai	955,000	2,600,000	1,352,188	1,475,781	12
Pan-India	1,579,000	2,300,000	1,579,000	1,747,400	5
Pune	1,500,000	1,500,000	1,500,000	1,500,000	1
Warangal	1,000,000	1,000,000	1,000,000	1,000,000	1

Table 5.5.3.: Location wise Classification of Total Guaranteed Cash Component



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5.5.4. Maximum Earning Potential

Location	Min	Max	Median	Mean	Data
Bangalore	2,000,000	2,082,500	2,000,000	2,033,000	5
Chennai	1,500,000	1,500,000	1,500,000	1,500,000	3
Delhi-NCR	1,083,000	1,550,000	1,267,237	1,296,386	9
Hyderabad	1,400,000	1,400,000	1,400,000	1,400,000	2
Indore	1,700,000	1,700,000	1,700,000	1,700,000	1
Jalgaon	1,360,452	1,360,452	1,360,452	1,360,452	3
Mehsana	1,300,000	1,300,000	1,300,000	1,300,000	1
Mumbai	1,100,000	2,600,000	1,468,750	1,619,794	12
Pan-India	1,800,000	2,700,000	1,800,000	1,980,000	5
Pune	1,650,000	1,650,000	1,650,000	1,650,000	1
Warangal	1,200,000	1,200,000	1,200,000	1,200,000	1

Table 5.5.4.: Location wise Classification of Maximum Earning Potential

6. Other Details

6.1. Details regarding Pre-placement Offers (PPO)

Parameter	Number
1. Total Pre-Placement Offers awarded	11
1a. Through internships	8
1b. Through others	3
2. Total Pre-Placement Offers accepted	7
2a. Through internships	6
2b. Through others	1

Table 6.1.: Details regarding Pre-Placement Offers (PPO)



सोमनाथ भट्टाचार्य/SOMNATH BHATTACHARYA
संबंध प्रबंधक, स्थान कार्यलय/Relationship Manager, Placement Office
भारतीय पंच संस्थान/Indian Institute of Management
अहमदाबाद - ३८००१५./Ahmedabad-380015.



7. Compliance Statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Revision 2.2*.

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

*<https://web.iima.ac.in/iprs/gallery/IPRSRevision2.2.pdf>



सोमनाथ भट्टाचार्य/SOMNATH BHATTACHARYA
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For Indian Institute of Management Ahmedabad



For Brickwork Ratings Bengaluru