



विद्याविनियोगाद्विकासः

Indian Institute of Management Ahmedabad

PGPX Placement Report

Finals 2023

Ref: B2K/IIMA/MUM/RB/003/2023-24

August 16, 2023

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

Dear Sir,

Re: Audit of Placement Report for 2023 placements of Post Graduate Programme in Management for Executives (PGPX)

We have audited the data related to remuneration, function & location as presented in the Placement Report prepared by IIM Ahmedabad for the final placement (based on the offers received and accepted on campus) of the 2023 batch of Post Graduate Programme in Management for Executives (PGPX) of Indian Institute of Management Ahmedabad (IIMA).

The preparation of the Placement Report is the responsibility of IIM Ahmedabad. Our responsibility is to validate the information related to salary, function & location as provided in the report with the relevant documentation and comment on the conformance of those 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 IIMA from recruiting companies. B2K Analytics (formerly known as Brickworks Analytics) has not independently sourced any information or documentation directly from the recruiters.
3. We have verified the information with respect to salary, function & location presented in the report with the communication received by IIMA from the recruiters.

fn.

B2K Analytics Private Limited

(Formerly Brickworks Analytics Pvt. Ltd.)

3rd Floor, Raj Alkaa Park, Kalena Agrahara, Bannerghatta Road, Bengaluru - 560 076

P: +91 80 4040 9950 | E: info@b2kanalytics.com | www.b2kanalytics.com

- a. 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'.
 - b. The data points mentioned under different salary heads are representative of aggregate salary components offered to the candidates.
 - c. Stock Options (ESOPs) have been mentioned for eight students with details on the amount to be vested in the first year. Hence, the corresponding fixed amount has been considered for the calculation of the 'Maximum Earning Potential' (MEP). ESOPs for four students have not been considered because monetary value could not be assigned to the same.
 - d. Long-Term benefits (to be paid after twelve months) like ESOPs, retention bonus and any other long-term benefit to be paid after the first year has not been considered for the calculation of MEP.
 - e. We have considered the amount of gratuity in the calculation of MEP even though it is payable after 5 years of continuous service as this amount was not separately available for all the candidates.
 - f. Wherever information was missing reasonable assumptions have been made.
4. The acceptance of offers and the number of students opting out of the placement process has been established through written communication from those students.
- a. Out of 140 students eligible for placements, 10 students opted out of the placement process.
5. We have only audited the data related to salary, function & location in the placement report and not the report's overview section, which explains the placement process.

Best Regards,



Ritaban Basu
Head – Risk & Analytics
B2K Analytics



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3rd Floor, Raj Alkaa Park, Kalena Agrahara, Bannerghatta Road, Bengaluru - 560 076
P: +91 80 4040 9950 | E: info@b2kanalytics.com | www.b2kanalytics.com

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Overview

The placement process for the graduating batch of the One Year Post-Graduate Programme in Management for Executives (PGPX) at IIM Ahmedabad was successfully completed in June 2023. The PGPX placements started in the last week of November 2022 with most of the hiring completed in the wave (4 days hiring event), followed by hiring on a rolling basis until the end of June 2023. The participants of the seventeenth batch of PGPX comprised of candidates from diverse industries and functions with experience ranging from 4 years to 16 years.

For a diverse and accomplished participant group such as this, recruiters visited campus to hire candidates for their middle and senior management positions. This year saw a renewed focus on hiring for Consulting and Product Management roles as well as return of international hiring for the program. Continuing with the tradition, recruiters showed their trust in the talent pool available within the program and hired for strategic and growth roles such as Vice President, Director, Associate Director, Associate Vice-President, Leadership Programs, Program Head, Product Head, Consultant, Senior Manager, Product Manager, Client Partner, and Operations Manager. A total of 178 offers were made to the candidates this year.

Firms that recruited included BCG SEA (South-East Asia), Bain, PwC, McKinsey, KPMG, Infosys, Wells Fargo, Persistent Systems, Trident, Devrev, Near Intelligence, Adani, Arthur D. Little, Ather Energy, Magicpin, Xynteo, Accenture, Indegene, FinIQ, Genpact, ElasticRun, Invest Punjab, Lentra, Hindustan Coca-Cola Beverages, L'Oréal, Sun Pharma, Head Digital Works. Accenture, Lentra, McKinsey and Persistent Systems were the firms that made the highest number of offers. A total of 36 new logos were added, representing 66% of all recruiting organisations, in this year's placement season.

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 of students
1. Number of students eligible for placements	140
1a. Number of students graduating in 2023	140
1b. Number of ITEC* Programme Scholars	0
1c. Number of students returning from Placement Holiday	0
2. Number of students who did not seek placement through the institute	10
2a. Company-sponsored or already employed	5
2b. Continuing education	0
2c. Postponing job search/seeking placement holiday	0
2d. Entrepreneurship (Starting a new business)	0
2e. Returning to / joining family business	0
2f. Seeking placement outside the campus placement process	5
3. Total who sought Placements through the institute	130
4. Total offers accepted	128
5. Number unplaced, if any	2

Table 1.1: Classification of the entire placement pool

**Indian Technical and Economic Cooperation (ITEC) Programme Scholarship recipients are participants from developing countries who return to their respective nations post successful completion of the programme.*

2. Sector wise Classification

Sector	Number of offers accepted		
	Domestic	International	Total
Automotive	9		9
BFSI	13		13
Conglomerate	1		1
Consulting	25	6	31
Data Science	3		3
Ecommerce	1		1
Education	1		1
Energy	5		5
Engineering Procurement & Construction	1		1
FMCG	2		2

Renu Misra

रेनु मिश्रा | Renu Misra

सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
Associate Vice President - Corporate Relations, MBA - PGPX
भारतीय प्रबंधन संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD

वस्त्रापुर, अहमदाबाद 380016 | VASTRAPUR, AHMEDABAD 380016
For Indian Institute of Management Ahmedabad

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Healthcare	5		5
Infrastructure	2		2
IT Consulting	9		9
IT Services	24		24
Logistics	6		6
Manufacturing	3		3
Retail	1		1
Pharma	3		3
Software Services	5		5
Technology	3		3
Grand Total	122	6	128

Table 2.1: Classification of offers based on sector

3. Function wise Classification

Function	Number of offers accepted		
	Domestic	International	Total
Consulting	36	4	40
Finance	4		4
General Management	1		1
Human Resources	1		1
Operations	13		13
Others (Data Analytics)	1		1
Product/Category Management	26		26
Project Management	1		1
Sales & Marketing	30	2	32
Strategy	9		9
Grand Total	122	6	128

Table 3.1: Classification of offers based on function

Renu Misra
रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वास्त्रापूर, अहमदाबाद - 380015 | VASTRAPUR, AHMEDABAD-380015



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4. Location wise Classification

Location	No of offers accepted
Outside India	6
India	122
Total	128

Table 4.1: Classification of offers based on location

India Locations	Number of offers accepted
Ahmedabad	2
Bangalore	33
Chennai	1
Delhi NCR	31
Hosur	1
Hyderabad	15
Indore	1
Jalandhar	1
Kolkata	1
Ludhiana	1
Mumbai	19
Pune	15
WFH (Work From Home)	1
Grand Total	122

Table 4.2: Classification of offers based on domestic locations

Location	No of offers accepted
Amsterdam	1
Dubai	3
Frankfurt	1
Jakarta	1
Total	6

Table 4.3: Classification of offers based on international locations


रेनु मिश्रा | Renu Misra
सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
Associate Vice President - Corporate Relations, MBA - PGPX
भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
वास्त्रापुर, अहमदाबाद-380015 | VASTRAPUR, AHMEDABAD-380015

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5. Salary Heads

5.1. Salary Heads-Domestic (INR)

Salary Head	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	18,00,000	50,00,000	27,82,259	28,78,615	122
One-time Cash Payment	1,00,000	12,00,000	2,00,000	2,73,056	63
Total Guaranteed Cash Component	18,00,000	60,00,000	28,47,000	30,19,619	122
Maximum Earning Potential	18,00,000	1,08,00,000	33,05,000	35,68,276	122

Table 5.1: Classification of salary heads- Domestic

5.2. Salary Heads-International (USD)

Salary Head	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	60,000	1,14,130	76,440	83,313	6
One-time Cash Payment	10,000	42,000	12,500	19,250	4
Total Guaranteed Cash Component	70,000	1,44,867	87,500	96,146	6
Maximum Earning Potential	82,000	2,12,347	1,06,087	1,23,949	6

Table 5.2: Classification of salary heads- International

* Compensation offered in Indonesian Rupiah (IDR) & Euro (EUR) converted into USD for calculation. Exchange rates available on 1st July 2023 were used.

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 performance-linked variable pay and all other components of salary that are part of the offer. This can include ESOPs (amount to be vested in the first year), relocation allowances, long term compensation such as PF and other perks as well.


रेनु मिश्रा | Renu Misra
सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
Associate Vice President - Corporate Relations, MBA - PGPX
भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
वास्त्रापूर, अहमदाबाद - 380015 | VASTRAPUR, AHMEDABAD-380015

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5.3. Salary statistics at Purchasing Power Parity (PPP)*

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	78,568	2,61,894	1,24,269	1,31,804	122
Non-INR salary (Total guaranteed cash component)	70,000	4,48,577	89,112	1,54,273	6
Combined INR and non-INR salary (Total guaranteed cash component)	70,000	4,48,577	1,24,138	1,32,857	128
INR salary (Maximum Earning Potential)	78,568	4,71,410	1,44,260	1,55,752	122
Non-INR salary (Maximum Earning Potential)	82,000	6,57,529	1,16,316	2,08,157	6
Combined INR and non-INR salary (Maximum Earning Potential)	78,568	6,57,529	1,44,151	1,58,208	128

Table 5.3: Salary Statistics at PPP adjusted exchange rates

*As per the PPP conversion rate for 2022 for all the available currencies from the World Development Indicators (WDI) database of the World Bank. Data is sourced from [PPP conversion factor, GDP \(LCU per international \\$\) - India | Data \(worldbank.org\)](https://data.worldbank.org/indicator/NY.GDP.LC?locations=IN)

5.4. Combined Salary statistics in INR

Salary Head (INR)	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	18,00,000	93,70,109	28,22,000	30,64,305	128
One-time Cash Payment	1,00,000	34,48,200	2,00,000	3,51,107	67
Total Guaranteed Cash Component	18,00,000	1,18,93,557	29,00,000	32,48,087	128
Maximum Earning Potential	18,00,000	1,74,33,712	33,70,172	38,78,023	128

Table 5.4: Salary Statistics combined in INR

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

5.5.1. Fixed Yearly Cash Component

Sector	Min	Max	Median	Mean	Data
Automotive	30,60,000	42,11,612	32,40,000	33,26,846	9
BFSI	27,00,000	50,00,000	30,00,000	33,52,425	13
Conglomerate	28,96,000	28,96,000	28,96,000	28,96,000	1
Consulting	18,00,000	36,24,556	25,50,000	25,47,785	25
Data Science	30,00,000	30,00,000	30,00,000	30,00,000	3

Renu Misra
रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वास्त्रापूर, अहमदाबाद-380015 | VASTRAPUR, AHMEDABAD-380015



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Ecommerce	32,00,006	32,00,006	32,00,006	32,00,006	1
Education	35,00,000	35,00,000	35,00,000	35,00,000	1
Energy	26,00,000	34,00,000	30,00,000	30,00,000	5
Engineering Procurement & Construction	23,40,000	23,40,000	23,40,000	23,40,000	1
FMCG	25,34,454	39,00,000	32,17,227	32,17,227	2
Healthcare	27,00,000	35,00,000	27,00,000	28,60,000	5
Infrastructure	28,44,000	28,44,000	28,44,000	28,44,000	2
IT Consulting	20,00,000	32,00,000	29,00,000	26,50,000	9
IT Services	19,29,192	42,00,000	26,21,759	26,76,922	24
Logistics	25,00,000	29,00,000	27,50,000	27,33,333	6
Manufacturing	35,20,000	48,00,000	48,00,000	43,73,333	3
Retail	25,00,000	25,00,000	25,00,000	25,00,000	1
Pharma	23,25,000	31,12,710	25,11,000	26,49,570	3
Software Services	27,20,000	35,00,000	35,00,000	33,44,000	5
Technology	22,00,000	23,15,000	23,15,000	22,76,667	3

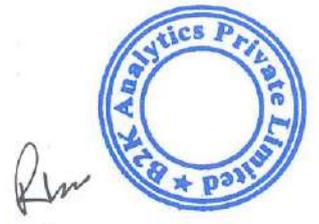
Table 5.5.1.: Sector wise Classification of Fixed Yearly Cash Component- Domestic

5.5.2. One-time Cash Payment

Sector	Min	Max	Median	Mean	Data
Automotive	2,00,000	2,00,000	2,00,000	2,00,000	4
BFSI	2,00,000	6,50,000	2,00,000	2,90,000	5
Conglomerate	3,00,000	3,00,000	3,00,000	3,00,000	1
Consulting	1,25,000	4,00,000	2,00,000	2,15,000	15
Energy	1,50,000	5,00,000	3,25,000	3,25,000	2
Engineering Procurement & Construction	4,00,000	4,00,000	4,00,000	4,00,000	1
FMCG	3,00,000	3,00,000	3,00,000	3,00,000	1
Healthcare	1,00,000	1,00,000	1,00,000	1,00,000	4
IT Consulting	2,00,000	3,00,000	3,00,000	2,62,500	8
IT Services	1,77,500	3,50,000	2,00,000	2,61,071	7
Logistics	1,50,000	3,00,000	1,50,000	1,80,000	5
Manufacturing	2,00,000	12,00,000	12,00,000	8,66,667	3
Software Services	3,00,000	3,00,000	3,00,000	3,00,000	4
Technology	3,50,000	3,50,000	3,50,000	3,50,000	3

Table 5.5.2.: Sector wise Classification of One Time Cash Payment- Domestic

Renu Misra
रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वास्त्रापूर, अहमदाबाद - 380015 | VASTRAPUR, AHMEDABAD-380015



5.5.3. Total Guaranteed Cash Component

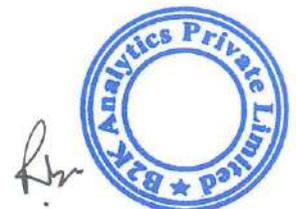
Sector	Min	Max	Median	Mean	Data
Automotive	30,60,000	42,11,612	34,40,000	34,15,735	9
BFSI	27,00,000	50,00,000	34,00,000	34,63,963	13
Conglomerate	31,96,000	31,96,000	31,96,000	31,96,000	1
Consulting	18,00,000	37,49,556	26,81,984	26,76,785	25
Data Science	30,00,000	30,00,000	30,00,000	30,00,000	3
Ecommerce	32,00,006	32,00,006	32,00,006	32,00,006	1
Education	35,00,000	35,00,000	35,00,000	35,00,000	1
Energy	27,50,000	35,00,000	30,00,000	31,30,000	5
Engineering Procurement & Construction	27,40,000	27,40,000	27,40,000	27,40,000	1
FMCG	28,34,454	39,00,000	33,67,227	33,67,227	2
Healthcare	28,00,000	35,00,000	28,00,000	29,40,000	5
Infrastructure	28,44,000	28,44,000	28,44,000	28,44,000	2
IT Consulting	22,00,000	35,00,000	30,00,000	28,83,333	9
IT Services	19,29,192	42,00,000	26,83,824	27,53,068	24
Logistics	26,50,000	31,00,000	28,50,000	28,83,333	6
Manufacturing	37,20,000	60,00,000	60,00,000	52,40,000	3
Retail	25,00,000	25,00,000	25,00,000	25,00,000	1
Pharma	23,25,000	31,12,710	25,11,000	26,49,570	3
Software Services	27,20,000	38,00,000	38,00,000	35,84,000	5
Technology	25,50,000	26,65,000	26,65,000	26,26,667	3

Table 5.5.3.: Sector wise Classification of Total Guaranteed Cash Component – Domestic

5.5.4. Maximum Earning Potential

Sector	Min	Max	Median	Mean	Data
Automotive	37,00,000	55,00,000	39,48,200	41,05,011	9
BFSI	28,00,000	60,00,000	38,00,000	38,42,809	13
Conglomerate	39,20,000	39,20,000	39,20,000	39,20,000	1
Consulting	18,00,000	49,85,056	31,55,818	32,26,833	25
Data Science	40,00,000	40,00,000	40,00,000	40,00,000	3
Ecommerce	38,00,006	38,00,006	38,00,006	38,00,006	1
Education	35,00,000	35,00,000	35,00,000	35,00,000	1
Energy	31,40,000	40,00,000	33,00,000	35,30,000	5
Engineering Procurement & Construction	30,00,000	30,00,000	30,00,000	30,00,000	1
FMCG	32,00,000	50,00,000	41,00,000	41,00,000	2
Healthcare	31,00,000	35,00,000	31,00,000	31,80,000	5

Renu Misra
रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वास्त्रापूर, अहमदाबाद - 380015 | VASTRAPUR, AHMEDABAD-380015



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Infrastructure	31,60,000	31,60,000	31,60,000	31,60,000	2
IT Consulting	27,40,000	45,24,000	32,21,000	35,77,722	9
IT Services	25,00,000	42,00,000	30,46,948	32,12,178	24
Logistics	30,00,000	33,90,000	31,85,703	32,03,568	6
Manufacturing	42,00,000	1,08,00,000	1,08,00,000	86,00,000	3
Retail	29,50,000	29,50,000	29,50,000	29,50,000	1
Pharma	25,00,000	35,00,000	27,00,000	29,00,000	3
Software Services	34,00,000	38,00,000	38,00,000	37,20,000	5
Technology	28,80,000	30,12,000	30,12,000	29,68,000	3

Table 5.5.4.: Sector wise Classification of Maximum Earning Potential– Domestic

5.6. Sector wise Classification of Salary- International (USD)

5.6.1. Fixed Yearly Cash Component

Sector	Min	Max	Median	Mean	Data
Consulting	60,000	1,14,130	76,440	83,313	6

Table 5.6.1.: Sector wise Classification of Fixed Yearly Cash Component- International

5.6.2. One-time Cash Payment

Sector	Min	Max	Median	Mean	Data
Consulting	10,000	42,000	12,500	19,250	4

Table 5.6.2.: Sector wise Classification of One Time Cash Payment- International

5.6.3. Total Guaranteed Cash Component

Sector	Min	Max	Median	Mean	Data
Consulting	70,000	1,44,867	87,500	96,146	6

Table 5.6.3.: Sector wise Classification of Total Guaranteed Cash Component-International

5.6.4. Maximum Earning Potential

Sector	Min	Max	Median	Mean	Data
Consulting	82,000	2,12,347	1,06,087	1,23,949	6

Table 5.6.4.: Sector wise Classification of Maximum Earning Potential– International


रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
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5.7. Function wise Classification of Salary- Domestic (INR)

5.7.1. Fixed Yearly Cash Component

Function	Min	Max	Median	Mean	Data
Consulting	18,00,000	36,24,556	25,51,000	25,98,462	36
Finance	25,00,000	35,00,000	31,90,762	30,95,381	4
General Management	35,20,000	35,20,000	35,20,000	35,20,000	1
Human Resources	27,00,000	27,00,000	27,00,000	27,00,000	1
Operations	23,25,000	34,20,000	28,44,000	28,78,370	13
Others (Data Analytics)	28,44,000	28,44,000	28,44,000	28,44,000	1
Product/Category Management	22,00,000	50,00,000	29,50,000	30,48,077	26
Project Management	26,08,320	26,08,320	26,08,320	26,08,320	1
Sales & Marketing	19,29,192	48,00,000	27,27,876	29,61,209	30
Strategy	23,40,000	42,11,612	30,00,000	31,20,833	9

Table 5.7.1.: Function wise Classification of Fixed Yearly Cash Component- Domestic

5.7.2. One-time Cash Payment

Function	Min	Max	Median	Mean	Data
Consulting	1,25,000	4,00,000	2,00,000	2,28,125	24
Finance	6,50,000	6,50,000	6,50,000	6,50,000	1
General Management	2,00,000	2,00,000	2,00,000	2,00,000	1
Human Resources	2,00,000	2,00,000	2,00,000	2,00,000	1
Operations	2,00,000	3,00,000	2,00,000	2,33,333	6
Product/Category Management	1,50,000	5,00,000	3,25,000	2,91,250	14
Sales & Marketing	1,00,000	12,00,000	2,00,000	3,21,429	14
Strategy	3,00,000	4,00,000	3,50,000	3,50,000	2

Table 5.7.2.: Function wise Classification of One Time Cash Payment- Domestic

5.7.3. Total Guaranteed Cash Component

Function	Min	Max	Median	Mean	Data
Consulting	18,00,000	37,49,556	27,02,000	27,50,545	36
Finance	25,00,000	35,31,523	35,00,000	32,57,881	4
General Management	37,20,000	37,20,000	37,20,000	37,20,000	1
Human Resources	29,00,000	29,00,000	29,00,000	29,00,000	1
Operations	23,25,000	36,20,000	30,60,000	29,86,062	13
Others (Data Analytics)	28,44,000	28,44,000	28,44,000	28,44,000	1

Renu Misra
रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए -पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वास्त्रापूर, अहमदाबाद-380015 | VASTRAPUR, AHMEDABAD-380015



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Product/Category Management	24,77,500	50,00,000	30,00,000	32,04,904	26
Project Management	26,08,320	26,08,320	26,08,320	26,08,320	1
Sales & Marketing	19,29,192	60,00,000	28,50,000	31,11,209	30
Strategy	27,40,000	42,11,612	30,00,000	31,98,611	9

Table 5.7.3.: Function wise Classification of Total Guaranteed Cash Component – Domestic

5.7.4. Maximum Earning Potential

Function	Min	Max	Median	Mean	Data
Consulting	18,00,000	49,85,056	31,88,409	33,31,120	36
Finance	29,50,000	39,25,000	35,23,262	34,80,381	4
General Management	42,00,000	42,00,000	42,00,000	42,00,000	1
Human Resources	33,05,000	33,05,000	33,05,000	33,05,000	1
Operations	25,00,000	41,56,000	33,05,000	33,81,266	13
Others (Data Analytics)	31,60,000	31,60,000	31,60,000	31,60,000	1
Product/Category Management	25,00,000	60,00,000	31,75,000	34,74,250	26
Project Management	28,50,000	28,50,000	28,50,000	28,50,000	1
Sales & Marketing	27,00,000	1,08,00,000	34,80,682	39,51,381	30
Strategy	30,00,000	55,00,000	40,00,000	39,04,933	9

Table 5.7.4.: Function wise Classification of Maximum Earning Potential– Domestic

5.8. Function wise Classification of Salary- International (USD)

5.8.1. Fixed Yearly Cash Component

Function	Min	Max	Median	Mean	Data
Consulting	60,000	1,02,867	75,000	78,217	4
Sales & Marketing	72,880	1,14,130	93,505	93,505	2

Table 5.8.1.: Function wise Classification of Fixed Yearly Cash Component- International

5.8.2. One-time Cash Payment

Function	Min	Max	Median	Mean	Data
Consulting	10,000	42,000	12,500	19,250	4

Table 5.8.2.: Function wise Classification of One Time Cash Payment- International

5.8.3. Total Guaranteed Cash Component

Function	Min	Max	Median	Mean	Data
Consulting	70,000	1,44,867	87,500	97,467	4
Sales & Marketing	72,880	1,14,130	93,505	93,505	2

Table 5.8.3.: Function wise Classification of Total Guaranteed Cash Component- International

Renu Misra
रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए -पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वस्त्रापुर, अहमदाबाद -380015 | VASTRAPUR, AHMEDABAD-380015

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5.8.4. Maximum Earning Potential

Function	Min	Max	Median	Mean	Data
Consulting	82,000	2,12,347	1,00,000	1,23,587	4
Sales & Marketing	97,174	1,52,174	1,24,674	1,24,674	2

Table 5.8.4.: Function wise Classification of Maximum Earning Potential– International

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

5.9.1. Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
Ahmedabad	28,44,000	30,00,000	29,22,000	29,22,000	2
Bangalore	19,29,192	39,00,000	27,20,000	29,13,357	33
Chennai	22,50,000	22,50,000	22,50,000	22,50,000	1
Delhi NCR	22,00,000	48,00,000	27,00,000	29,45,287	31
Hosur	35,20,000	35,20,000	35,20,000	35,20,000	1
Hyderabad	23,00,000	50,00,000	30,00,000	31,82,502	15
Indore	28,00,000	28,00,000	28,00,000	28,00,000	1
Jalandhar	18,00,000	18,00,000	18,00,000	18,00,000	1
Kolkata	32,00,006	32,00,006	32,00,006	32,00,006	1
Ludhiana	18,00,000	18,00,000	18,00,000	18,00,000	1
Mumbai	22,00,000	35,00,000	25,34,454	26,94,930	19
Pune	20,66,928	32,00,000	28,81,523	27,32,189	15
WFH	26,08,320	26,08,320	26,08,320	26,08,320	1

Table 5.9.1.: Location wise Classification of Fixed Yearly Cash Component- Domestic

5.9.2. One-time Cash Payment

Location	Min	Max	Median	Mean	Data
Ahmedabad	5,00,000	5,00,000	5,00,000	5,00,000	1
Bangalore	1,00,000	3,00,000	2,00,000	2,06,944	18
Chennai	2,00,000	2,00,000	2,00,000	2,00,000	1
Delhi NCR	1,50,000	12,00,000	2,00,000	3,09,091	22
Hosur	2,00,000	2,00,000	2,00,000	2,00,000	1
Hyderabad	1,77,500	3,00,000	2,50,000	2,44,375	4
Indore	3,00,000	3,00,000	3,00,000	3,00,000	1
Mumbai	1,50,000	4,00,000	3,25,000	3,00,000	8
Pune	1,50,000	6,50,000	2,00,000	3,00,000	7

Table 5.9.2.: Location wise Classification of One Time Cash Payment- Domestic


रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वस्त्रापुर, अहमदाबाद - 380015 | VASTRAPUR, AHMEDABAD-380015



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5.9.3. Total Guaranteed Cash Component

Location	Min	Max	Median	Mean	Data
Ahmedabad	28,44,000	35,00,000	31,72,000	31,72,000	2
Bangalore	19,29,192	39,00,000	28,00,000	30,26,236	33
Chennai	24,50,000	24,50,000	24,50,000	24,50,000	1
Delhi NCR	22,00,000	60,00,000	28,50,000	31,64,642	31
Hosur	37,20,000	37,20,000	37,20,000	37,20,000	1
Hyderabad	23,91,648	50,00,000	30,00,000	32,47,669	15
Indore	31,00,000	31,00,000	31,00,000	31,00,000	1
Jalandhar	18,00,000	18,00,000	18,00,000	18,00,000	1
Kolkata	32,00,006	32,00,006	32,00,006	32,00,006	1
Ludhiana	18,00,000	18,00,000	18,00,000	18,00,000	1
Mumbai	22,00,000	35,00,000	27,40,000	28,21,246	19
Pune	20,66,928	35,31,523	30,00,000	28,72,189	15
WFH	26,08,320	26,08,320	26,08,320	26,08,320	1

Table 5.9.3.: Location wise Classification of Total Guaranteed Cash Component– Domestic

5.9.4. Maximum Earning Potential

Location	Min	Max	Median	Mean	Data
Ahmedabad	31,60,000	40,00,000	35,80,000	35,80,000	2
Bangalore	25,50,000	50,00,000	35,00,000	35,63,208	33
Chennai	27,00,000	27,00,000	27,00,000	27,00,000	1
Delhi NCR	27,60,000	1,08,00,000	33,05,000	39,75,781	31
Hosur	42,00,000	42,00,000	42,00,000	42,00,000	1
Hyderabad	26,61,648	60,00,000	33,05,000	36,32,936	15
Indore	32,21,406	32,21,406	32,21,406	32,21,406	1
Jalandhar	18,00,000	18,00,000	18,00,000	18,00,000	1
Kolkata	38,00,006	38,00,006	38,00,006	38,00,006	1
Ludhiana	18,00,000	18,00,000	18,00,000	18,00,000	1
Mumbai	25,00,000	45,24,000	32,00,000	33,35,335	19
Pune	25,00,000	42,00,000	30,00,000	32,73,185	15
WFH	28,50,000	28,50,000	28,50,000	28,50,000	1

Table 5.9.4.: Location wise Classification of Maximum Earning Potential– Domestic

5.10. Location wise Classification of Salary- International (USD)

5.10.1. Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
Amsterdam	72,880	72,880	72,880	72,880	1
Dubai	60,000	80,000	70,000	70,000	3

Renu Misra
रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए -पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वास्त्रापूर, अहमदाबाद -380015 | VASTRAPUR, AHMEDABAD-380015



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Frankfurt	1,14,130	1,14,130	1,14,130	1,14,130	1
Jakarta	1,02,867	1,02,867	1,02,867	1,02,867	1

Table 5.10.1.: Location wise Classification of Fixed Yearly Cash Component- International

5.10.2. One-time Cash Payment

Location	Min	Max	Median	Mean	Data
Dubai	10,000	15,000	10,000	11,667	3
Jakarta	42,000	42,000	42,000	42,000	1

Table 5.10.2.: Location wise Classification of One Time Cash Payment- International

5.10.3. Total Guaranteed Cash Component

Location	Min	Max	Median	Mean	Data
Amsterdam	72,880	72,880	72,880	72,880	1
Dubai	70,000	90,000	85,000	81,667	3
Frankfurt	1,14,130	1,14,130	1,14,130	1,14,130	1
Jakarta	1,44,867	1,44,867	1,44,867	1,44,867	1

Table 5.10.3.: Location wise Classification of Total Guaranteed Cash Component – International

5.10.4. Maximum Earning Potential

Location	Min	Max	Median	Mean	Data
Amsterdam	97,174	97,174	97,174	97,174	1
Dubai	82,000	1,15,000	85,000	94,000	3
Frankfurt	1,52,174	1,52,174	1,52,174	1,52,174	1
Jakarta	2,12,347	2,12,347	2,12,347	2,12,347	1

Table 5.10.4.: Location wise Classification of Maximum Earning Potential– International

6. 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
Nil	N/A

Table 6.1: List of deviations from standards with reasons

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


रेनु मिश्रा | Renu Misra
 सह उपाध्यक्ष - कॉर्पोरेट संबंध, एमबीए - पीजीपीएक्स
 Associate Vice President - Corporate Relations, MBA - PGPX
 भारतीय प्रबंध संस्थान अहमदाबाद | INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
 वस्त्रापूर, अहमदाबाद-380015 | VASTRAPUR, AHMEDABAD-380015





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