

Indian Institute of Management Ahmedabad



PGP-ABM Placement Report

Finals 2016

August 23 2016

CIN: U67190KA2007PTC043591

BWR/IIM/HO/RR/0003/2016-17

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

Madam,

Re: Audit of Placement Report for 2016 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 2016 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) Revision 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 Revision 2.1.
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 2.1; 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,

A handwritten signature in blue ink that reads "Rajee R".

**Rajee R
General Manager
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Overview

The PGP – ABM (Post-Graduate Programme in Agribusiness Management) Final Placement Process for the batch of 2016 was successfully completed on 20th February 2016. The Batch, comprising 45 students, pursued career opportunities of their choice within the agribusiness, food and allied sectors. Recruiters and participants alike appreciated the robust process, efficaciously 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. The niche combination of sector specific knowledge and managerial competence facilitated by the PGP-ABM Programme is highly valued by the Industry.

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 of 2016 attracted a diverse pool of recruiters, ranging from MNCs to small and medium enterprises as well as a few notable start-up firms. Recruiters further corroborated this by creating new positions to better utilize the wide pool of talent offered. A total of 26 firms took part in the process from varying sectors like Agri inputs, BFSI, Consulting, FMCG and Retail and extended 56 offers to the students. *Godrej Group of companies* and *Future Group* were the top recruiters, recruiting five and four students respectively. The process saw participation from a number of first time recruiters like *ADM, Amazon-Cloudtail, HDFC, OmniActives. Reckitt Benckiser and Span Divergent*. Regular recruiters like *Monsanto, Rabo Bank, Syngenta, TAFE and Yes Bank*, reaffirmed their confidence in the Programme and Placement process by extending multiple offers.

Social Sector

A notable fact about the placements this year was the inclination of the students to work in the social and development sector. Two students from the batch opted for job opportunities in *Rajasthan Grameen Aajeevika Vikas Parishad (Rajeevika)*, a government organization working towards the empowerment of the rural poor.

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. Number of students who sought Placements through the institute	46
1a. Number of students graduating in 2016	45
1b. Number of students returning from Placement Holiday	1
2. Number of students who did not seek placement through the institute	5
2a. Company-sponsored or already employed	0
2b. Continuing education	0
2c. Postponing job search	0
2d. Entrepreneurship (Starting a new business)	0
2e. Returning to / joining family business	0
2f. Seeking placement outside the campus placement process	5
Total students eligible for Placements	46
Total who sought Placements through the institute	41
Total offers accepted	41
Total who did not seek placement through the institute	5
3. Number unplaced, if any	0

Table 1.1: Classification of the entire placement pool

2. Sector Wise Classification

Sector	Number of Offers		
	Domestic	International	Total
Agri Inputs	10	-	10
Banking, financial services and insurance (BFSI)	4	-	4
Consumer Goods(FMCG)	4	-	4
Consulting	1	-	1
Food Processing/Food Production and Plantation	7	-	7
Retail	6	-	6
Others*	9	-	9
Total	41	0	41

Table 2.1: Classification of offers based on sector

*Note: Others includes Horticulture, Manufacturing, Media and Communication, Nutraceuticals, Pharmaceuticals/Healthcare and Non Profit/Social Sector


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3. Function wise Classification

Sector	Number of Offers		
	Domestic	International	Total
Business Development	3	-	3
Consulting	1	-	1
Finance	3	-	3
General Management	11	-	11
Marketing/Sales	16	-	16
Supply Chain/Operations	7	-	7
Total	41	-	41

Table 3.1: Classification of offers based on function

4. Location wise Classification

Indian Locations	Number of offers accepted
Bangalore	2
Gurgaon	2
Mumbai	7
Pune	5
Pan India	11
Rest of India*	11
TBD**	3
Total	41

Table 4.1: Classification of offers based on domestic locations

*Rest of India includes Kolkata, Chennai, Coimbatore, Latur, Rajasthan and Surat

**TBD: To be decided


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5. Salary Heads

5.1. Salary Heads-Domestic (INR)

Salary Head	Min	Max	Median	Mean	Data*
Total Fixed Salary	6,18,000	18,05,000	12,60,000	12,67,365	41
One Time Cash Payments	50,000	4,00,000	1,12,500	1,87,500	14
Total Guaranteed Cash Payments	6,18,000	22,05,000	12,60,000	13,31,389	41
Maximum Earning Potential	6,18,000	27,07,000	15,00,000	14,48,630	41

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

- 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 pay 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)	25,761	91,913	52,522	55,498	41
Non-INR salary (Total guaranteed cash component)	-	-	-	-	-
Combined INR and non-INR salary (Total guaranteed cash component)	25,761	91,913	52,522	55,498	41
INR salary (Maximum Earning Potential)	25,761	1,12,839	62,526	60,385	41
Non-INR salary (Maximum Earning Potential)	-	-	-	-	-
Combined INR and non-INR salary (Maximum Earning Potential)	25,761	1,12,839	62,526	60,385	41

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://mdqs.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 Inputs	11,11,500	15,00,000	13,46,347	13,29,964	10
BFSI	10,62,624	15,00,000	13,50,000	13,15,656	4
Consumer Goods (FMCG)	10,00,000	18,05,000	12,41,842	13,22,171	4
Consulting	12,40,000	12,40,000	12,40,000	12,40,000	1
Food Processing/ Food Production and Plantation	6,25,000	17,00,000	11,00,000	11,46,429	7
Retail	14,00,000	16,50,000	14,00,000	14,83,333	6
Others	6,18,000	16,00,000	10,50,000	11,05,111	9

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


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5.3.2. One-time Cash Payment

Sectors	Min	Max	Median	Mean	Data
Agri Inputs	1,00,000	1,00,000	1,00,000	1,00,000	3
BFSI	3,00,000	3,00,000	3,00,000	3,00,000	2
Consumer Goods (FMCG)	3,50,000	4,00,000	3,75,000	3,75,000	2
Consulting	-	-	-	-	-
Food Processing/ Food Production and Plantation	1,00,000	1,25,000	1,12,500	1,12,500	2
Retail	3,00,000	3,00,000	3,00,000	3,00,000	2
Others	50,000	50,000	50,000	50,000	3

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

5.3.3. Total Guaranteed Cash Component

Sectors	Min	Max	Median	Mean	Data
Agri Inputs	11,11,500	16,00,000	13,46,347	13,59,964	10
BFSI	10,62,624	18,00,000	15,00,000	14,65,656	4
Consumer Goods (FMCG)	10,00,000	22,05,000	14,16,842	15,09,671	4
Consulting	12,40,000	12,40,000	12,40,000	12,40,000	1
Food Processing/ Food Production and Plantation	7,50,000	17,00,000	11,00,000	11,78,571	7
Retail	14,00,000	19,50,000	14,00,000	15,83,333	6
Others	6,18,000	16,00,000	11,00,000	11,21,778	9

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

5.3.4. Maximum Earning Potential

Sectors	Min	Max	Median	Mean	Data
Agri Inputs	12,00,745	16,50,006	15,50,300	15,00,210	10
BFSI	12,00,000	18,00,000	15,05,716	15,02,858	4
Consumer Goods (FMCG)	11,00,000	27,07,000	17,62,146	18,32,823	4
Consulting	14,88,000	14,88,000	14,88,000	14,88,000	1
Food Processing/ Food Production and Plantation	10,00,000	17,00,000	11,00,000	12,39,286	7
Retail	15,00,000	20,25,000	15,00,000	16,75,000	6
Others	6,18,000	20,00,000	12,00,000	12,04,000	9

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


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

5.4.1. Fixed Yearly Cash Component

Functions	Min	Max	Median	Mean	Data
Business Development	15,00,000	16,00,000	15,00,000	15,33,333	3
Consulting	12,40,000	12,40,000	12,40,000	12,40,000	1
Finance	10,62,624	12,00,000	11,91,250	11,51,291	3
General Management	6,18,000	14,42,250	14,00,000	11,56,409	11
Marketing/Sales	6,25,000	18,05,000	13,25,222	12,93,993	16
Supply Chain/Operations	10,00,000	16,50,000	12,60,000	13,20,526	7

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

5.4.2. One-time Cash Payment

Functions	Min	Max	Median	Mean	Data
Business Development	3,00,000	3,00,000	3,00,000	3,00,000	2
Consulting	-	-	-	-	-
Finance	-	-	-	-	-
General Management	-	-	-	-	-
Marketing/Sales	50,000	4,00,000	1,00,000	1,19,444	9
Supply Chain/Operations	3,00,000	3,50,000	3,00,000	3,16,667	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	16,00,000	18,00,000	18,00,000	17,33,333	3
Consulting	12,40,000	12,40,000	12,40,000	12,40,000	1
Finance	10,62,624	12,00,000	11,91,250	11,51,291	3
General Management	6,18,000	14,42,250	14,00,000	11,56,409	11
Marketing/Sales	7,50,000	22,05,000	13,25,222	13,61,181	16
Supply Chain/Operations	10,00,000	19,50,000	12,60,000	14,56,240	7

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


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5.4.4. Maximum Earning Potential

Functions	Min	Max	Median	Mean	Data
Business Development	18,00,000	20,00,000	18,00,000	18,66,667	3
Consulting	14,88,000	14,88,000	14,88,000	14,88,000	1
Finance	12,00,000	15,00,600	12,11,431	13,04,010	3
General Management	6,18,000	16,50,006	15,00,000	12,39,637	11
Marketing/Sales	10,00,000	27,07,000	14,50,001	14,73,968	16
Supply Chain/Operations	11,00,000	24,24,292	14,00,000	15,96,327	7

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

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

5.5.1. Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
Bangalore	16,50,000	16,50,000	16,50,000	16,50,000	2
Gurgaon	12,40,000	14,83,683	13,61,842	13,61,842	2
Mumbai	10,62,624	15,00,000	14,00,000	13,31,803	7
Pune	10,50,000	12,50,444	11,91,250	11,58,428	5
Pan India	6,25,000	18,05,000	15,00,000	14,30,000	11
Rest of India*	6,18,000	16,00,000	10,00,000	10,23,545	11
TBD**	9,50,000	14,42,250	14,42,250	12,78,167	3

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
Bangalore	3,00,000	3,00,000	3,00,000	3,00,000	2
Gurgaon	3,50,000	3,50,000	3,50,000	3,50,000	1
Mumbai	3,00,000	3,00,000	3,00,000	3,00,000	2
Pune	50,000	50,000	50,000	50,000	2
Pan India	1,00,000	4,00,000	1,00,000	1,54,167	6
Rest of India*	-	-	-	-	-
TBD**	50,000	50,000	50,000	50,000	1

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


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5.5.3. Total Guaranteed Cash Component

Location	Min	Max	Median	Mean	Data
Bangalore	19,50,000	19,50,000	19,50,000	19,50,000	2
Gurgaon	12,40,000	18,33,683	15,36,842	15,36,842	2
Mumbai	10,62,624	18,00,000	14,00,000	14,17,517	7
Pune	11,00,000	12,50,444	11,91,250	11,78,428	5
Pan India	7,50,000	22,05,000	16,00,000	15,14,091	11
Rest of India*	6,18,000	16,00,000	10,00,000	10,23,545	11
TBD**	10,00,000	14,42,250	14,42,250	12,94,833	3

Table 5.3.3.: Location wise Classification of Total Guaranteed Cash Component – Domestic

5.5.4. Maximum Earning Potential

Location	Min	Max	Median	Mean	Data
Bangalore	20,25,000	20,25,000	20,25,000	20,25,000	2
Gurgaon	14,88,000	24,24,292	19,56,146	19,56,146	2
Mumbai	12,00,000	18,00,000	14,00,000	14,58,776	7
Pune	12,00,000	15,00,600	15,00,001	13,80,120	5
Pan India	11,75,000	27,07,000	16,00,000	16,34,727	11
Rest of India*	6,18,000	20,00,000	11,00,000	10,94,317	11
TBD**	10,00,000	16,50,006	16,50,006	14,33,337	3

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

6. Other Details

6.1. Details regarding Pre-placement Offers (PPO)

Parameter	Number
1. Total Pre-Placement Offers awarded	9
1a. Through internships	9
1b. Through others	0
2. Total Pre-Placement Offers accepted	8
2a. Through internships	8
2b. Through others	0

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


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7. Compliance Statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Revision 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>


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