

Ref No: SN/SMER/SPJIMR/20456

December 27, 2011

Chairperson, The Placement Office
SP Jain Institute of Management and Research
Munshi Nagar, Andheri W
Mumbai 400 058

Dear Sir,

Re: Audit of the Placement Report of the 2009-11 Post Graduate Diploma in Management programme

We have audited the Placement Report prepared by you for the final placements of students of the 2009-11 batch of the Post Graduate Diploma in Management (PGDM) programme of SP Jain Institute of Management and Research (SPJIMR). The Placement Report is the responsibility of SPJIMR. 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).

In this context, we confirm the following:

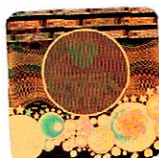
1. For the purpose of the audit, we have obtained all the information and explanations, which to the best of our knowledge and belief were necessary. In our opinion, the Placement Report complies with the Indian Placement Reporting Standards.
2. The validation of information presented in the report is based on communication received by SPJIMR from recruiting companies. CRISIL has not independently sourced any information or documentation.
3. We have verified the information with respect to remuneration, job function and location presented in the report with communication received from recruiters – through compensation details given in offer letters at the time of or after making the offer on campus. Information regarding compensation received from individual students has not been used.
 - a. Where offer letters or other recruiter communication was not available, the report considers the record as data unavailable. We have not been able to verify the status of such students since there is no record.
 - b. The information has been categorized as best as possible under different salary heads as given in the IPRS: where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
4. SPJIMR does not maintain a separate process of recording an acceptance of the offer made- as per SPJIMR, companies issue offer letters only on acceptance which CRISIL has seen.
5. The number of students opting out of the placement process has been established through written communication from the student who has opted out.

Thank you.

Best regards,



Sachin Nigam
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BHARATIYA VIDYA BHAVAN'S

S. P. Jain Institute of Management & Research

PGDM FINAL PLACEMENTS 2011

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1. Classification of the entire graduate pool

The graduating class is categorized 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	177
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	1
2f. Seeking placement outside the campus placement process	-
2g. Not seeking placements for other reasons	-
Total who did not seek employment through the institute	1
3. Number unplaced, if any	0
Total Graduates	178

Table 1: Classification of the entire graduate pool

2. Sector-wise classification

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

Sector	No of Offers accepted
Banking, Financial Services and Insurance (BFSI)	37
Consulting	35
Consumer Goods (FMCG)	41
Information Technology (IT)	13
Manufacturing	23
Pharma/ Healthcare	4
Telecom	4
Others	16
Data not available	4
Total	177

Table 2: Classification of placements based on sector



For SPJIMR, Mumbai



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
Consulting	37
Finance	33
General Management	9
Human Resources	3
International Business	3
Marketing/ Sales	12
Operations / Supply chain	11
Systems/ IT	10
Others	2
Data not available	57
Total	177

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	96
Bengaluru	11
Mumbai	54
NCR region	14
Hyderabad	8
Pune	7
Rest of India	2
International	2
South-east Asia	2
Data not available	79
Total	177

Table 4: Classification of placements based on location



For SPJIMR, Mumbai



For CRISIL Limited, Mumbai

5. Salary details

5.1 Salary Heads – Domestic (INR)

	Salary head (INR)	Min	Max	Median	Mean	Data
A	Basic Salary	180,000	836,000	415,620	448,860	134
B	Additional Guaranteed Cash Components	155,040	993,600	581,639	572,258	134
A+B	Basic Salary and Additional Guaranteed Cash Components	536,496	1,713,600	1,021,346	1,037,464	146
C	One time Cash Payments	25,000	400,000	200,000	199,861	36
A+B+C	Total guaranteed cash payments	536,496	1,750,000	1,045,179	1,086,745	146
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	593,754	2,124,000	1,250,008	1,262,487	165

Table 5: Classification of salary components in INR

5.2 Salary Heads – International (USD)

	Salary head	Min	Max	Median	Mean	Data
A	Basic Salary	24,774	24,774	24,774	24,774	2
B	Additional Guaranteed Cash Components	1,906	1,906	1,906	1,906	2
A+B	Basic Salary and Additional Guaranteed Cash Components	26,679	26,679	26,679	26,679	2
C	One time Cash Payments	-	-	-	-	-
A+B+C	Total guaranteed cash payments	26,679	26,679	26,679	26,679	2
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	26,679	27,315	26,997	26,997	2

Table 6 : Classification of salary components in USD

Conversion rate to USD as per www.finance.yahoo.com



For SPJIMR, Mumbai



For CRISIL Limited, Mumbai

5.3 Salary Statistics at PPP

Salary head	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	27,943	91,146	54,436	56,601	146
Non-INR salary (Total guaranteed cash component)	38,889	38,889	38,889	38,889	2
Combined INR and non-INR salary (Total guaranteed cash component)	27,943	91,146	54,132	56,362	148
INR salary (Maximum Earning Potential)	30,925	110,625	65,105	65,755	165
Non-INR salary (Maximum Earning Potential)	38,889	39,815	39,352	39,352	2
Combined INR and non-INR salary (Maximum Earning Potential)	30,925	110,625	65,104	65,438	167

Table 7: Classification of salary components in USD at PPP

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

5.4 Sector-wise classification of salary

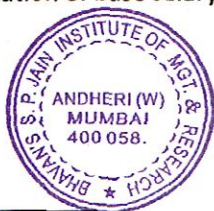
Others include sectors that do not fall into the other categories such as diversified industries and HR firms.

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)

Base Salary + Additional Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	536,496	1,713,600	1,115,000	1,100,767	33
Consulting	675,000	1,536,496	1,025,975	1,065,427	32
Consumer goods (FMCG)	694,550	1,360,800	1,080,674	1,072,182	32
Information Technology (IT)	832,473	1,287,686	1,029,828	1,044,177	13
Manufacturing	602,160	1,130,924	923,190	882,036	17
Pharma/ Healthcare	816,518	971,040	893,779	893,779	2
Telecom	976,296	1,300,000	1,138,148	1,138,148	4
Others	772,219	1,200,000	857,781	910,146	13

Table 8: Sector-wise classification of base salary + Additional Guaranteed Cash Components in INR



For SPJIMR, Mumbai



For CRISIL Limited, Mumbai

One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	200,000	400,000	300,000	300,000	4
Consulting	200,000	400,000	200,000	254,545	11
Consumer goods (FMCG)	75,000	300,000	150,000	166,875	16
Information Technology (IT)	-	-	-	-	-
Manufacturing	100,000	100,000	100,000	100,000	1
Pharma/ Healthcare	25,000	250,000	137,500	137,500	2
Telecom	75,000	75,000	75,000	75,000	2
Others	-	-	-	-	-

Table 9: Sector-wise classification of One-time Cash Payments in INR

Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	536,496	1,713,600	1,115,000	1,137,131	33
Consulting	675,000	1,750,000	1,081,017	1,152,927	32
Consumer goods (FMCG)	694,550	1,520,000	1,181,000	1,155,620	32
Information Technology (IT)	832,473	1,287,686	1,029,828	1,044,177	13
Manufacturing	602,160	1,130,924	923,190	887,918	17
Pharma/ Healthcare	841,518	1,221,040	1,031,279	1,031,279	2
Telecom	976,296	1,375,000	1,175,648	1,175,648	4
Others	772,219	1,200,000	857,781	910,146	13

Table 10: Sector-wise classification of Total Guaranteed Cash Payments in INR

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

Base Salary + Additional Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	26,679	26,679	26,679	26,679	2

Table 11: Sector-wise classification of base salary + Additional Guaranteed Cash Components in USD

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For SPJIMR, Mumbai

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For CRISIL Limited, Mumbai

One-time Cash Component (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	-	-	-	-	-

Table 12: Sector-wise classification of One-time Cash Payments in USD

Total Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	26,679	26,679	26,679	26,679	2

Table 13: Sector-wise classification of Total Guaranteed Cash Payments in USD

5.5 Function-wise classification of salary

Others include roles which do not fall into the given categories.

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)

Base Salary + Additional Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	675,000	1,536,496	1,026,200	1,048,531	35
Finance	536,496	1,713,600	915,800	983,912	29
General Management	857,782	1,300,000	1,213,996	1,151,921	6
Human resources	962,276	962,276	962,276	962,276	2
International Business	1,450,000	1,450,000	1,450,000	1,450,000	3
Marketing/ Sales	832,473	1,360,800	1,206,848	1,204,519	10
Operations/Supply chain	720,000	1,360,800	1,165,800	1,105,643	8
Systems/IT	815,000	1,232,695	937,085	962,427	6
Others	720,000	1,200,000	960,000	960,000	2

Table 14: Function-wise classification of base salary + Additional Guaranteed Cash Components in INR




For SPJIMR, Mumbai




For CRISIL Limited, Mumbai

One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	200,000	400,000	200,000	266,667	9
Finance	200,000	400,000	300,000	300,000	3
General Management	75,000	300,000	137,500	162,500	4
Human resources	-	-	-	-	-
International Business	-	-	-	-	-
Marketing/ Sales	300,000	300,000	300,000	300,000	1
Operations/Supply chain	250,000	250,000	250,000	250,000	1
Systems/IT	200,000	200,000	200,000	200,000	1
Others	-	-	-	-	-

Table 15: Function-wise classification of One-time Cash Payments in INR

Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	675,000	1,750,000	1,029,828	1,117,102	35
Finance	536,496	1,713,600	915,800	1,014,946	29
General Management	857,782	1,520,000	1,375,000	1,260,254	6
Human resources	962,276	962,276	962,276	962,276	2
International Business	1,450,000	1,450,000	1,450,000	1,450,000	3
Marketing/ Sales	832,473	1,532,695	1,234,343	1,234,519	10
Operations/Supply chain	720,000	1,360,800	1,201,020	1,136,893	8
Systems/IT	815,000	1,232,695	947,739	995,760	6
Others	720,000	1,200,000	960,000	960,000	2

Table 16: Function-wise classification of Total Guaranteed Cash Payments in INR

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

Base Salary + Additional Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	26,679	26,679	26,679	26,679	2

Table 17: Function-wise classification of base salary + Additional Guaranteed Cash Components in USD

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For SPJIMR, Mumbai

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For CRISIL Limited, Mumbai

One-time Cash Component (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	-	-	-	-	0

Table 18: Function-wise classification of One-time Cash Payments in USD

Total Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	26,679	26,679	26,679	26,679	2

Table 19: Function-wise classification of Total Guaranteed Cash Payments in USD

5.6 Location-wise classification of salary

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

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)

Base Salary + Additional Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Bengaluru	602,160	1,207,992	803,880	886,638	9
Delhi NCR	816,518	1,350,000	1,049,398	1,052,554	13
Hyderabad	1,016,388	1,536,496	1,118,848	1,166,892	8
Mumbai	536,496	1,713,600	996,376	1,048,077	48
Pune	939,491	1,232,695	1,024,891	1,027,491	7
Rest of India	832,473	1,182,636	1,007,555	1,007,555	2

Table 20 Location-wise classification of base salary + Additional Guaranteed Cash Components in INR

One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Bengaluru	75,000	200,000	87,500	112,500	4
Delhi NCR	25,000	400,000	250,000	245,000	5
Hyderabad	200,000	200,000	200,000	200,000	6
Mumbai	180,000	400,000	300,000	282,857	7
Pune	-	-	-	-	-
Rest of India	-	-	-	-	-

Table 21: Location-wise classification of One-time Cash Payments in INR

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For SPJIMR, Mumbai

Signature



For CRISIL Limited, Mumbai

Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Bengaluru	602,160	1,407,992	878,880	936,638	9
Delhi NCR	817,284	1,750,000	1,111,748	1,146,785	13
Hyderabad	1,037,696	1,736,496	1,216,388	1,316,892	8
Mumbai	536,496	1,750,000	996,376	1,089,327	48
Pune	939,491	1,232,695	1,024,891	1,027,491	7
Rest of India	832,473	1,182,636	1,007,555	1,007,555	2

Table 22: Location-wise classification of Total Guaranteed Cash Payments in INR

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

Base Salary + Additional Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
South-east Asia	26,679	26,679	26,679	26,679	2

Table 23: Location-wise classification of base salary + Additional Guaranteed Cash Components in USD

One-time Cash Component (USD)					
Sectors	Min	Max	Median	Mean	Data
South-east Asia	-	-	-	-	0

Table 24: Location-wise classification of One-time Cash Payments in USD

Total Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
South-east Asia	26,679	26,679	26,679	26,679	2

Table 25: Location-wise classification of Total Guaranteed Cash Payments in USD

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For SPJIMR, Mumbai

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For CRISIL Limited, Mumbai

6. Compliance statement

This placement report has been prepared as per the Indian Placement Reporting Standards, version 2.0.

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

Sl. No.	Deviation from the standards	Reason
1	Basic & Additional Guaranteed Cash Components not given separately in sector-wise, function-wise and location-wise tables.	Data at this granularity was not available for several firms.
2	Data giving Maximum Earning Potential not considered in sector-wise, function-wise and location-wise tables	Data at more granularity was not available for several firms.

Table 26 : List of Deviations from Standards with reasons for the same



For SPJIMR, Mumbai



For CRISIL Limited, Mumbai