

Ref No: SN/SMER/SPJIMR/20457

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 2010-11 Post Graduate Programme in Management (PGPM)

We have audited the Placement Report prepared by you for the final placements of students of the 2010-11 batch of the Post Graduate Programme (PGP) 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.
 - a. In cases where there were simultaneous offers per student: we verified the offer accepted through email communication from the students.
5. We have not been able to verify through any documentation the following:
 - a. 2 students out of 5 opting out of the placement process
 - b. Self-generated opportunities (SGOs): SPJIMR does not maintain a separate process of recording such cases.

Thank you.

Best regards,



Sachin Nigam
Director, Ratings

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BHARATIYA VIDYA BHAVAN'S

S. P. Jain Institute of Management & Research

PGPM FINAL PLACEMENTS 2011

Contents

1. Classification of the entire graduate pool	4
2. Sector-wise classification.....	4
3. Function-wise classification.....	5
4. Location-wise classification	5
5. Salary details.....	6
5.1 Salary Heads – Domestic (INR)	6
5.2 Salary Heads –Domestic (INR) including SGO data.....	6
5.3 Salary Heads – International (USD)	7
5.5 Salary Statistics at PPP.....	7
5.6 Sector-wise classification of salary	8
5.6.1 Sector-wise classification of salary - Domestic (INR).....	8
5.6.2 Sector-wise classification of salary – International (USD).....	9
5.7 Function-wise classification of salary	9
5.7.1 Function-wise classification of salary – Domestic (INR)	9
5.7.2 Function-wise classification of salary – International (USD)	10
5.8 Location-wise classification of salary	11
5.8.1 Location-wise classification of salary – Domestic (INR)	11
5.8.2 Location-wise classification of salary – International (USD)	12
6. Compliance statement.....	12

Index of Tables

Table 1: Classification of the entire graduate pool	4
Table 2: Classification of placements based on sector.....	4
Table 3: Classification of placements based on function	5
Table 4: Classification of placements based on location.....	5
Table 5: Classification of domestic salary components in INR	6
Table 6 : Classification of domestic salary components including SGOs in INR	6
Table 7: Classification of salary components in USD.....	7
Table 8: Classification of salary components in USD at PPP	7
Table 9: Sector-wise classification of Base salary + Additional Guaranteed Cash Components in INR	8
Table 10: Sector-wise classification of One-time Cash Payments in INR	8
Table 11: Sector-wise classification of Total Guaranteed Cash Payments in INR	8
Table 12: Sector-wise classification of Base salary + Additional Guaranteed Cash Components in USD	9
Table 13: Sector-wise classification of One-time Cash Payments in USD	9
Table 14: Sector-wise classification of Total Guaranteed Cash Payments in USD	9
Table 15: Function-wise classification of Base salary + Additional Guaranteed Cash Components in INR .	9
Table 16: Function-wise classification of One-time Cash Payments in INR	10
Table 17: Function-wise classification of Total Guaranteed Cash Payments in INR	10
Table 18: Function-wise classification of Base salary + Additional Guaranteed Cash Components in USD	10
Table 19: Function-wise classification of One-time Cash Payments in USD	10
Table 20: Function-wise classification of Total Guaranteed Cash Payments in USD	10
Table 21: Location-wise classification of Base salary + Additional Guaranteed Cash Components in INR	11
Table 22: Location-wise classification of One-time Cash Payments in INR.....	11
Table 23: Location-wise classification of Total Guaranteed Cash Payments in INR.....	11
Table 24: Location-wise classification of Base salary + Additional Guaranteed Cash Components in USD	12
Table 25: Location-wise classification of One-time Cash Payments in USD.....	12
Table 26: Location-wise classification of Total Guaranteed Cash Payments in USD.....	12
Table 27: List of Deviations from Standards with reasons for the same.....	12

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	64
2. Did not seek placement through the institute	
2a. Company-sponsored or already employed	3
2b. Continuing education	-
2c. Postponing job search	-
2d. Entrepreneurship (Starting a new business)	2
2e. Returning to / joining family business	-
2f. Seeking placement outside the campus placement process	15
2g. Not seeking placements for other reasons	-
Total who did not seek employment through the institute	20
3. Number unplaced, if any	-
Total Graduates	84

Table 1: Classification of the entire graduate pool

2. Sector-wise classification

The table below shows sector-wise break-up of the accepted offers on campus (not including SGOs)

Sector	No of Offers accepted
Banking, Financial Services and Insurance (BFSI)	9
Consulting	9
Consumer Goods (FMCG)	3
Information Technology (IT)	32
Others	9
Data not available	2
Total	64

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 on campus (not including SGOs)

Function	No of Offers accepted
Consulting	35
Finance	2
General Management	12
Marketing/ Sales	4
Systems/ IT	4
Others	2
Data not available	5
Total	64

Table 3: Classification of placements based on function

4. Location-wise classification

The table below shows location-wise break-up of the accepted offers on campus (not including SGOs)

Location	No of Offers accepted
Domestic	47
Bengaluru	3
Chennai	5
Mumbai	23
NCR region	7
Rest of India	9
International	3
South-East Asia	3
Data not available	14
Total	64

Table 4: Classification of placements based on location

Hyderabad and Pune offers have been combined together as 'Rest of India' since salary details for only 3 of the offers are available.




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	174,000	900,000	420,000	391,636	45
B	Additional Guaranteed Cash Component	150,000	1,057,800	729,600	679,618	45
A+B	Basic Salary and Additional Guaranteed Cash Components	596,752	1,717,800	1,114,990	1,069,704	46
C	One time Cash Payments	100,000	100,000	100,000	100,000	3
A+B+C	Total guaranteed cash payments	596,752	1,717,800	1,114,990	1,076,226	46
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	998,001	1,821,000	1,328,342	1,310,667	56

Table 5: Classification of domestic salary components in INR

5.2 Salary Heads –Domestic (INR) including SGO data

	Salary head (INR)	Min	Max	Median	Mean	Data
A	Basic Salary	174,000	900,000	420,000	394,272	50
B	Additional Guaranteed Cash Components	150,000	1,057,800	664,800	675,405	50
A+B	Basic Salary and Additional Guaranteed Cash Components	596,752	1,717,800	1,105,192	1,068,311	51
C	One time Cash Payments	100,000	100,000	100,000	100,000	3
A+B+C	Total guaranteed cash payments	596,752	1,717,800	1,105,192	1,074,194	51
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	998,001	1,821,000	1,328,375	1,312,729	61

Table 6 : Classification of domestic salary components including SGOs in INR



For SPJIMR, Mumbai



For CRISIL Limited, Mumbai

5.3 Salary Heads – International (USD)

	Salary head	Min	Max	Median	Mean	Data
A	Basic Salary and Additional Guaranteed Cash Components	31,177	31,177	31,177	31,177	3
B	One time Cash Payments	-	-	-	-	-
C	Total guaranteed cash payments	31,177	31,177	31,177	31,177	3
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	35,671	35,671	35,671	35,671	3

Table 7: Classification of salary components in USD

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

5.5 Salary Statistics at PPP

Salary head	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	31,081	89,469	58,072	56,053	46
Non-INR salary (Total guaranteed cash component)	45,444	45,444	45,444	45,444	3
Combined INR and non-INR salary (Total guaranteed cash component)	31,081	89,469	57,292	55,404	49
INR salary (Maximum Earning Potential)	51,979	94,844	69,184	68,264	56
Non-INR salary (Maximum Earning Potential)	51,995	51,995	51,995	51,995	3
Combined INR and non-INR salary (Maximum Earning Potential)	51,979	94,844	69,183	67,437	59

Table 8: Classification of salary components in USD at PPP

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

5.6 Sector-wise classification of salary

Others include sectors that do not fall into other categories such as Manufacturing and Services.

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 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	1,050,000	1,185,202	1,092,000	1,093,934	6
Consulting	935,000	1,418,880	1,327,200	1,232,356	5
Consumer goods (FMCG)	1,201,862	1,271,000	1,228,000	1,233,621	3
Information Technology (IT)	596,752	1,259,454	1,124,788	1,041,980	25
Others	596,752	1,717,800	817,684	961,523	7

Table 9: Sector-wise classification of Base salary + Additional Guaranteed Cash Components in INR

One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	-	-	-	-	-
Consulting	-	-	-	-	-
Consumer goods (FMCG)	-	-	-	-	-
Information Technology (IT)	100,000	100,000	100,000	100,000	3
Others	-	-	-	-	-

Table 10: 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	1,050,000	1,185,202	1,092,000	1,093,934	6
Consulting	935,000	1,418,880	1,327,200	1,232,356	5
Consumer goods (FMCG)	1,201,862	1,271,000	1,228,000	1,233,621	3
Information Technology (IT)	596,752	1,259,454	1,124,788	1,053,980	25
Others	596,752	1,717,800	817,684	961,523	7

Table 11: Sector-wise classification of Total Guaranteed Cash Payments in INR

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

Base Salary + Additional Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	31,177	31,177	31,177	31,177	3

Table 72: Sector-wise classification of Base salary + Additional Guaranteed Cash Components in USD

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

Table 13: Sector-wise classification of One-time Cash Payments in USD

Total Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	31,177	31,177	31,177	31,177	3

Table 84: Sector-wise classification of Total Guaranteed Cash Payments in USD

5.7 Function-wise classification of salary

Others include functions that do not fall into other categories such as Operations and International Business.

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.

5.7.1 Function-wise classification of salary – Domestic (INR)

Base Salary + Additional Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	679,684	1,418,880	1,149,600	1,104,047	23
Finance	1,052,400	1,185,202	1,118,801	1,118,801	2
General Management	596,752	1,717,800	1,092,000	1,082,304	12
Marketing/ Sales	1,058,200	1,201,862	1,124,788	1,128,283	3
Systems/IT	596,752	792,720	719,732	703,068	3
Others	1,092,000	1,092,000	1,092,000	1,092,000	1

Table 95: 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	100,000	100,000	100,000	100,000	2
Finance	-	-	-	-	-
General Management	-	-	-	-	-
Marketing/ Sales	-	-	-	-	-
Systems/IT	-	-	-	-	-
Others	-	-	-	-	-

Table 106: Function-wise classification of One-time Cash Payments in INR

Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	679,684	1,418,880	1,149,600	1,112,743	23
Finance	1,052,400	1,185,202	1,118,801	1,118,801	2
General Management	596,752	1,717,800	1,092,000	1,082,304	12
Marketing/ Sales	1,058,200	1,201,862	1,124,788	1,128,283	3
Systems/IT	596,752	792,720	719,732	703,068	3
Others	1,092,000	1,092,000	1,092,000	1,092,000	1

Table 117: Function-wise classification of Total Guaranteed Cash Payments in INR

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

Base Salary + Additional Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	31,177	31,177	31,177	31,177	3

Table 18: Function-wise classification of Base salary + Additional Guaranteed Cash Components in USD

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

Table 19: Function-wise classification of One-time Cash Payments in USD

Total Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
Consulting	31,177	31,177	31,177	31,177	3

Table 20: Function-wise classification of Total Guaranteed Cash Payments in USD

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For SPJIMR, Mumbai

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For CRISIL Limited, Mumbai

5.8 Location-wise classification of salary

Rest of India include locations such as Hyderabad and Pune.

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.

5.8.1 Location-wise classification of salary – Domestic (INR)

Base Salary + Additional Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Bengaluru	828,600	1,000,000	952,000	926,867	3
Chennai	679,684	1,149,600	1,149,600	1,055,617	5
Delhi NCR	596,752	1,327,200	935,000	945,239	5
Mumbai	596,752	1,717,800	1,075,100	1,067,029	22
Rest of India	1,133,340	1,250,972	1,149,600	1,177,971	3

Table 21: Location-wise classification of Base salary + Additional Guaranteed Cash Components in INR

One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Bengaluru	100,000	100,000	100,000	100,000	2
Chennai	-	-	-	-	-
Delhi NCR	-	-	-	-	-
Mumbai	-	-	-	-	-
Rest of India	100,000	100,000	100,000	100,000	1

Table 22: Location-wise classification of One-time Cash Payments in INR

Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Bengaluru	828,600	1,100,000	1,052,000	993,533	3
Chennai	679,684	1,149,600	1,149,600	1,055,617	5
Delhi NCR	596,752	1,327,200	935,000	945,239	5
Mumbai	596,752	1,717,800	1,075,100	1,067,029	22
Rest of India	1,149,600	1,250,972	1,233,340	1,211,304	3

Table 123: Location-wise classification of Total Guaranteed Cash Payments in INR

For SPJIMR, Mumbai



For CRISIL Limited, Mumbai



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

Base Salary + Additional Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
South East Asia	31,177	31,177	31,177	31,177	3

Table 134: 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 25: Location-wise classification of One-time Cash Payments in USD

Total Guaranteed Cash Components (USD)					
Sectors	Min	Max	Median	Mean	Data
South East Asia	31,177	31,177	31,177	31,177	3

Table 146: Location-wise classification of Total Guaranteed Cash Payments in USD

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 Combined in international, 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 27: List of Deviations from Standards with reasons for the same




For SPJIMR, Mumbai




For CRISIL Limited, Mumbai