

Ref No: SM/SMER/XIMB/2013/888

January 30, 2013



Placement Coordinator, The Placement Office
Xavier Institute of Management,
Xavier Square,
Bhubaneswar - 751 013

Dear Madam,

Re: Audit of the Placement Report of the 2010-12 Post Graduate Diploma in Rural Management (PGDM-RM)

We have audited the Placement Report prepared by Xavier Institute of Management, Bhubaneswar (XIMB), for the final placements of the students of the 2010-12 batch of the PGDM-RM programme. The Placement Report is the responsibility of XIMB. Our responsibility is to validate the information provided in the report with the relevant documentation, and comment on the Placement Report's conformance with 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 XIMB from recruiting companies. CRISIL has not independently sourced any information or documentation.
3. We have verified the information with respect to remuneration and job function presented in the report with communication received from recruiters. 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 categorised 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. XIMB does not maintain separate sign-out forms for students who have opted out of the placement process. Consequently, CRISIL has considered the number given by the institute due to the absence of communication in this regard.

Thank you.

Best regards,

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CRISIL Limited

1. Classification of the entire graduate pool

The graduating class is categorised 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	49
2. Did not seek placement through the institute	
2a. Company-sponsored or already employed	1
2b. Continuing education	-
2c. Postponing job search	1
2d. Entrepreneurship (Starting a new business)	-
2e. Returning to / joining family business	-
2f. Seeking placement outside the campus placement process	-
2g. Not seeking placements for other reasons	-
Total who did not seek employment through the institute	2
3. Number unplaced, if any	-
Total Graduates	51

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
Agri-Inputs	10
Banking, Financial Services and Insurance (BFSI)	21
Consulting	4
Manufacturing	4
Non-Profit/Social Sector	5
Others	5
Total	49

Table 2: Classification of Placements Based on Sector



For XIM, Bhubaneswar



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	3
Finance	4
Marketing/ Sales	10
Others	4
Data not available	28
Total	49

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
Bihar	3
Hyderabad	3
Kolkata	2
Mumbai	8
NCR Region	2
Rest of India	5
To be Decided	26
Total	49

Table 4: Classification of Placements Based on Location



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai

5. Salary details

5.1 Salary Heads – Domestic (INR)

	Salary head (INR)	Min	Max	Median	Mean	Data
A	Basic Salary	135,000	550,000	180,000	206,996	34
B	Additional Guaranteed Cash Components	18,000	425,600	239,746	264,521	31
A+B	Fixed Yearly Cash Components	172,800	677,772	430,000	443,278	36
C	One time Cash Payments	-	-	-	-	-
A+B+C	Total guaranteed cash payments	172,800	677,772	430,000	443,278	36
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	312,115	900,000	581,298	562,362	40

Table 5: Classification of Salary Components in INR

5.2 Sector-wise classification of salary

Others include sectors which do not fall into the given categories such as Consumer goods (FMCG) and Information Technology (IT).

5.2.1 Sector-wise classification of salary - Domestic (INR)

Fixed Yearly Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Agri-Inputs	335,421	563,600	563,600	500,702	10
Banking, Financial Services and Insurance (BFSI)	172,800	604,032	400,751	380,719	14
Consulting	314,145	677,772	550,000	513,972	3
Manufacturing	492,499	492,499	492,499	492,499	2
Non-Profit/Social Sector	275,720	378,000	341,813	334,336	4
Others	557,748	641,165	557,748	585,554	3

Table 6: Sector-wise Classification of Fixed Yearly Cash Components in INR



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai

Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Agri-Inputs	335,421	563,600	563,600	500,702	10
Banking, Financial Services and Insurance (BFSI)	172,800	604,032	400,751	380,719	14
Consulting	314,145	677,772	550,000	513,972	3
Manufacturing	492,499	492,499	492,499	492,499	2
Non-Profit/Social Sector	275,720	378,000	341,813	334,336	4
Others	557,748	641,165	557,748	585,554	3

Table 7: Sector-wise Classification of Total Guaranteed Cash Components in INR

Maximum Earning Potential Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Agri-Inputs	366,200	601,142	600,595	577,320	10
Banking, Financial Services and Insurance (BFSI)	471,000	800,000	536,260	564,685	14
Consulting	360,000	880,560	484,373	552,326	4
Manufacturing	500,000	900,000	640,000	670,000	4
Non-Profit/Social Sector	312,115	428,000	360,000	377,279	5
Others	670,000	700,000	670,000	680,000	3

Table 8: Sector-wise Classification of Maximum Earning Potential Cash Components in INR

5.3 Function-wise classification of salary

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

Fixed Yearly Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	314,145	677,772	550,000	513,972	3
Finance	381,756	604,032	381,756	437,325	4
Marketing/ Sales	335,421	557,748	461,250	465,739	8
Others	378,000	594,184	518,072	502,082	4
Data not available	172,800	641,165	419,746	407,797	17

Table 9: Function-wise Classification of Fixed Yearly Cash Components in INR



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai

Total Guaranteed Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	314,145	677,772	550,000	513,972	3
Finance	381,756	604,032	381,756	437,325	4
Marketing/ Sales	335,421	557,748	461,250	465,739	8
Others	378,000	594,184	518,072	502,082	4
Data not available	172,800	641,165	419,746	407,797	17

Table 10: Function-wise Classification of Total Guaranteed Cash Components in INR

Maximum Earning Potential Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	418,745	880,560	550,000	616,435	3
Finance	510,520	604,032	510,520	533,898	4
Marketing/ Sales	366,200	670,000	620,571	598,703	8
Others	428,000	800,000	700,000	657,000	4
Data not available	312,115	900,000	562,000	528,189	21

Table 11: Function-wise Classification of Maximum Earning Potential Cash Components in INR

5.4 Location-wise classification of salary

'Rest of India' includes locations Ahmedabad, Amerli, Bhubaneswar, Chennai and Hazaribaug.

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

Fixed Yearly Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bihar	378,000	430,000	378,000	395,333	3
Hyderabad	172,800	172,800	172,800	172,800	3
Kolkata	557,748	557,748	557,748	557,748	2
Mumbai	172,800	594,184	486,222	443,955	8
NCR Region	275,720	275,720	275,720	275,720	1
Rest of India	314,145	604,032	430,000	431,987	5
To be Decided	305,625	677,772	563,600	510,773	14

Table 12: Location-wise Classification of Fixed Yearly Cash Components in INR



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai

Total Guaranteed Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bihar	378,000	430,000	378,000	395,333	3
Hyderabad	172,800	172,800	172,800	172,800	3
Kolkata	557,748	557,748	557,748	557,748	2
Mumbai	172,800	594,184	486,222	443,955	8
NCR Region	275,720	275,720	275,720	275,720	1
Rest of India	314,145	604,032	430,000	431,987	5
To be Decided	305,625	677,772	563,600	510,773	14

Table 13: Location-wise Classification of Total Guaranteed Cash Components in INR

Maximum Earning Potential Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bihar	428,000	601,142	428,000	485,714	3
Hyderabad	471,000	471,000	471,000	471,000	3
Kolkata	670,000	670,000	670,000	670,000	2
Mumbai	471,000	800,000	640,000	621,505	8
NCR Region	358,280	360,000	359,140	359,140	2
Rest of India	418,745	604,032	601,142	547,116	5
To be Decided	312,115	900,000	600,595	579,909	17

Table 14: Location-wise Classification of Maximum Earning Potential Cash Components in INR



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai

6. Compliance statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Version 2.1.

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.	Removal of table for one-time cash component	Information for one time cash was not available
2.	Verification for students opting out	No separate documentation for students opting out of placement process

Table 15: List of Deviations from Standards with reasons for the same



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai