

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 Management (PGDM)

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 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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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	178*
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	-
2f. Seeking placement outside the campus placement process	2
2g. Not seeking placements for other reasons	-
Total who did not seek employment through the institute	2**
3. Number unplaced, if any	-
Total Graduates	180

Table 1: Classification of the Entire Graduate Pool

* CRISIL could not verify the documents of four students

** CRISIL could not verify the documents of the students who have opted out of placements

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)	45
Conglomerate	5
Consulting	6
Consumer Goods (FMCG)	17
Information Technology (IT)	76
Manufacturing	15
Others	10
Total	174

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	22
Finance	13
Human Resources (HR)	11
Marketing/ Sales	15
Others	5
Data not available	108
Total	174

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	
Bengaluru	9
Chennai	7
Mumbai	10
NCR	4
Rest of India	4
International	
South-east Asia	1
Data not available	139
Total	174

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	180,000	650,000	367,500	357,589	68
B	Additional Guaranteed Cash Components	291,165	913,656	572,000	544,812	68
A+B	Fixed Yearly Cash Components	536,496	1,222,000	903,844	898,046	70
C	One-time Cash Payments	75,000	200,000	75,000	103,333	27
A+B+C	Total guaranteed cash payments	500,000	1,422,000	897,608	931,736	71
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	593,754	1,550,000	981,000	1,030,464	126

Table 5: Classification of Salary Components in INR

5.2 Salary Statistics at PPP

Salary head	Min	Max	Median	Mean	Data
Combined INR and non-INR salary (Total guaranteed cash component)	23,552	66,981	42,280	43,639	72
Combined INR and non-INR salary (Maximum Earning Potential)	26,000	73,010	45,926	48,361	127

Table 6: Classification of Salary Components in USD at PPP

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



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai

5.3 Sector-wise classification of salary

Others include sectors which do not fall into the given categories such as Real Estate, Telecom, Consulting and Pharmaceutical/Healthcare.

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.

5.3.1 Sector-wise classification of Salary - Domestic (INR)

Fixed Yearly Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	536,496	1,222,000	805,900	832,110	26
Consumer goods (FMCG)	641,165	1,153,656	1,016,004	922,090	11
Information Technology (IT)	863,500	1,149,600	1,005,900	990,416	23
Manufacturing	641,820	1,003,383	790,559	811,921	3
Others	750,000	1,100,962	758,712	838,583	7

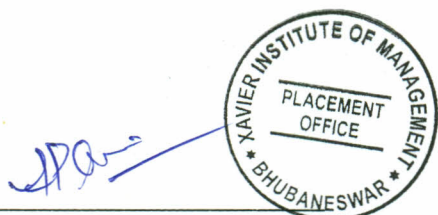
Table 7: Sector-wise Classification of Fixed Yearly Cash Components in INR

One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	120,000	200,000	200,000	184,000	5
Consumer goods (FMCG)	100,000	170,000	100,000	123,333	3
Information Technology (IT)	75,000	75,000	75,000	75,000	16
Manufacturing	100,000	100,000	100,000	100,000	2
Others	100,000	100,000	100,000	100,000	1

Table 8: 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	1,422,000	805,900	867,495	26
Consumer goods (FMCG)	641,165	1,323,656	1,016,004	955,726	11
Information Technology (IT)	863,500	1,224,600	1,080,900	1,042,589	23
Manufacturing	500,000	1,103,383	766,190	783,941	4
Others	750,000	1,200,962	758,712	852,868	7

Table 9: Sector-wise Classification of Total Guaranteed Cash Payments in INR



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai

Maximum Earning Potential Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	593,754	1,500,000	900,000	993,281	29
Consumer goods (FMCG)	700,000	1,550,000	1,064,005	1,150,800	12
Information Technology (IT)	725,000	1,375,000	1,050,000	1,024,494	70
Manufacturing	600,000	1,502,885	965,000	1,015,119	7
Others	830,000	1,500,000	925,002	1,050,417	8

Table 10: Sector-wise Classification of Maximum Earning Potential Cash Payments in INR

5.4 Function-wise classification of salary

Others include roles which do not fall into the given categories such as Operations/Supply Chain and Systems/IT.

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 Function-wise classification of Salary – Domestic (INR)

Fixed Yearly Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	910,080	1,149,600	1,005,900	1,018,032	18
Finance	536,496	1,222,000	846,084	899,189	13
Human Resources (HR)	790,559	1,100,962	875,846	910,803	4
Marketing/ Sales	692,001	1,153,656	863,500	911,736	9
Others	932,760	1,003,383	968,072	968,072	2
Data not available	641,165	1,148,004	758,712	794,343	24

Table 11: Function-wise Classification of Fixed Yearly Cash Components in INR

One-time Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	75,000	75,000	75,000	75,000	16
Finance	200,000	200,000	200,000	200,000	4
Human Resources (HR)	100,000	100,000	100,000	100,000	2
Marketing/ Sales	100,000	170,000	120,000	130,000	3
Others	100,000	100,000	100,000	100,000	1
Data not available	100,000	100,000	100,000	100,000	1

Table 12: Function-wise Classification of One-time Cash Payments in INR

For XIM, Bhubaneswar



For CRISIL Limited, Mumbai



Total Guaranteed Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	965,416	1,224,600	1,080,900	1,084,699	18
Finance	536,496	1,422,000	846,084	960,728	13
Human Resources (HR)	799,692	1,200,962	921,280	960,803	4
Marketing/ Sales	750,000	1,323,656	863,500	955,070	9
Others	932,760	1,103,383	1,018,072	1,018,072	2
Data not available	500,000	1,148,004	758,712	786,569	25

Table 13: Function-wise Classification of Total Guaranteed Cash Payments in INR

Maximum Earning Potential Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	1,125,004	1,375,000	1,225,000	1,235,039	18
Finance	593,754	1,500,000	933,060	1,044,761	13
Human Resources (HR)	750,000	1,500,000	900,000	999,124	10
Marketing/ Sales	750,000	1,550,000	1,000,000	1,039,145	13
Others	1,000,000	1,502,885	1,050,000	1,130,577	5
Data not available	600,000	1,550,000	900,000	968,252	67

Table 14: Function-wise Classification of Maximum Earning Potential Cash Payments in INR

5.5 Location-wise classification of salary


'Rest of India' includes locations Hyderabad, Jamshedpur, Kolkata 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.


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

Fixed Yearly Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	735,800	1,222,000	941,604	1,025,018	9
Chennai	692,001	897,608	805,900	802,202	6
Mumbai	536,496	1,100,962	847,571	826,880	8
NCR region	860,880	1,016,004	996,804	967,623	4
Rest of India	641,820	840,480	798,084	769,617	4
Data not available	641,165	1,153,656	965,416	904,125	39

Table 15: Location-wise Classification of Fixed Yearly Cash Components in INR


For XIM, Bhubaneswar




For CRISIL Limited, Mumbai



One-time Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	200,000	200,000	200,000	200,000	4
Chennai	120,000	120,000	120,000	120,000	1
Mumbai	100,000	100,000	100,000	100,000	3
NCR region	-	-	-	-	-
Rest of India	-	-	-	-	-
Data not available	75,000	170,000	75,000	82,632	19

Table 16: Location-wise Classification of One-time Cash Payments in INR

Total Guaranteed Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	735,800	1,422,000	941,604	1,113,907	9
Chennai	805,900	897,608	805,900	822,202	6
Mumbai	536,496	1,200,962	869,808	864,380	8
NCR region	860,880	1,016,004	996,804	967,623	4
Rest of India	641,820	840,480	798,084	769,617	4
Data not available	500,000	1,323,656	985,080	933,272	40

Table 17: Location-wise Classification of Total Guaranteed Cash Payments in INR

Maximum Earning Potential Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	900,000	1,500,000	1,206,072	1,250,328	9
Chennai	812,001	1,100,000	875,280	930,446	7
Mumbai	593,754	1,502,885	1,071,261	1,083,281	8
NCR region	953,460	1,242,072	1,064,005	1,080,885	4
Rest of India	886,620	933,060	893,334	901,587	4
Data not available	600,000	1,550,000	970,000	1,015,705	94

Table 18: Location-wise Classification of Maximum Earning Potential Cash Payments 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	Salary heads, salary statistics at PPP, function-wise, location-wise and sector-wise data not reported for international placements	To maintain client confidentiality due to limited data

Table 19: List of Deviations from Standards with reasons for the same



For XIM, Bhubaneswar



For CRISIL Limited, Mumbai