

Ref No: SN/SMER/SPJIMR/2017/CH 624
July 10, 2017

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

Re: Audit of the Placement Report of the Post Graduate Programme in Management (PGPM) Programme, 2015-16

Dear Sir,

CRISIL have audited the Placement Report prepared by SP Jain Institute of Management and Research (SPJIMR), Mumbai, for the final placements of students in the PGPM batch of 2015-16. CRISIL has validated the information provided in the report with the relevant documentation, and offers the following comments:

1. CRISIL have obtained all information and explanations as were necessary for conducting the audit. We believe the Placement Report complies with the requirements of Indian Placement Reporting Standards (IPRS) Version 2.1.
2. The validation of information presented in the report is based on communication received by SPJIMR from the recruiting companies. CRISIL has not independently sourced any information or documentation.
3. CRISIL have verified the information with respect to remuneration, job function and location presented in the report with communication received from recruiters. Information regarding compensation received from individual students has not been used.
 - a. The information has been categorized as best as possible under various salary heads according to IPRS Version 2.1; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
 - b. Out of the 131 students placed acceptance of offer for 123 students could not be verified.
 - c. There have been various instances where variable component of some of the students placed was not explicitly mentioned in their offer letters and hence, the same hasn't been taken into consideration while computing their 'Maximum earning potential'.
 - d. Employee Stock Option provided by companies is excluded from calculation of 'Maximum earning potential'.
4. The number of students opting out of the placement process has been established through written communication from the students.

Thank you,
Best regards,



Sudhir Nair
Director - Education Gradings
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PGPM FINAL PLACEMENTS 2016

Contents

1. Classification of the Entire Graduate Pool	4
2. Sector-wise classification	5
3. Function-wise classification	5
4. Location-wise classification.....	6
5. Salary details	6
5.1 Salary Heads – Domestic (INR).....	6
5.2.1 Sector-wise classification of salary - Domestic (INR)	7
5.3 Function-wise classification of salary.....	9
5.3.1 Function-wise classification of salary – Domestic (INR).....	9
5.4 Location-wise classification of salary.....	11
5.4.1 Location-wise classification of salary – Domestic (INR).....	11
6. Other details;	14
7. Compliance statement.....	14

Index of Tables

Table 1: Classification of the Entire Graduate Pool.....	4
Table 2: Classification of Placements Based on Sector.....	5
Table 3: Classification of Placements Based on Function.....	5
Table 4: Classification of Placements Based on Location	6
Table 5: Classification of Salary Components INR	6
Table 6: Sector-wise Classification of Fixed Yearly Cash Component in INR	7
Table 7: Sector-wise Classification of One-time Cash Payment in INR.....	7
Table 8: Sector-wise Classification of Total Guaranteed Cash Component in INR.....	7
Table 9: Sector-wise Classification of Performance Linked Compensation in INR.....	8
Table 10: Sector-wise Classification of Other Payments in INR.....	8
Table 11: Sector-wise Classification of Maximum Earning Potential in INR.....	8
Table 12: Function-wise Classification of Fixed Yearly Cash Component in INR	9
Table 13: Function-wise Classification of One-time Cash Payment in INR.....	9
Table 14: Function-wise Classification of Total Guaranteed Cash Component in INR.....	9
Table 15: Function-wise Classification of Performance Linked Compensation in INR.....	10
Table 16: Function-wise Classification of Other Payments in INR.....	10
Table 17: Function-wise Classification of Maximum Earning Potential in INR.....	10
Table 18: Location-wise Classification of Fixed Yearly Cash Component in INR	11
Table 19: Location-wise Classification of One-time Cash Payment in INR.....	12
Table 20: Location-wise Classification of Total Guaranteed Cash Component in INR.....	12
Table 21: Location-wise Classification of Performance Linked Compensation in INR.....	13
Table 22: Location-wise Classification of Other Payments in INR.....	13
Table 23: Location-wise Classification of Maximum Earning Potential in INR.....	14
Table 24: Details Regarding Pre Placement Offer (PPO)	14
Table 25: List of Deviations from Standards with reasons for the same	14

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	131
2. Did not seek placement through the institute	-
2a. Company-sponsored or already employed	-
2b. Sabbatical	10
2c. Postponing job search	-
2d. Entrepreneurship (Starting a new business)	1
2e. Returning to/joining family business	-
2f. Seeking placement outside the campus placement process	8
2g. Not seeking placements for other reasons	-
Total who did not seek employment through the institute	19
3. Number unplaced, if any	-
Total Graduates	150

Table 1: Classification of the Entire Graduate Pool



For SPJIMR



For CRISIL Limited, Mumbai

2. Sector-wise classification

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

Sector	Number of Offers accepted
BFSI	2
Consultancy	34
Information Technology (IT)	70
Manufacturing	24
Telecom	1
Total	131

Table 2: Classification of Placements Based on Sector

3. Function-wise classification

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

Function	Number of Offers accepted
Consulting	48
Finance	2
Marketing/Sales	27
Operations/Supply Chain	10
Systems/IT	37
Others	7
Total	131

Table 3: Classification of Placements Based on Function



For SPJIMR



For CRISIL Limited, Mumbai

4. Location-wise classification

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

Location	Number of Offers accepted
Ahmedabad	4
Bangalore	34
Bhopal	1
Bhubaneswar	1
Chandigarh	1
Chennai	17
Data not available	4
Hyderabad	4
Jaipur	1
Kolkata	2
Mumbai	44
Navi Mumbai	2
NCR	10
Pune	5
Rajasthan	1
Total	131

Table 4: Classification of Placements Based on Location

5. Salary details

5.1 Salary Heads – Domestic (INR)

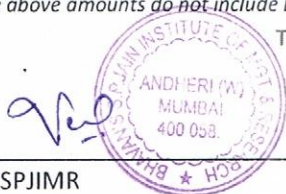
Salary Head (INR)	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	670,200	2,300,000	1,314,672	1,343,307	131
One-time Cash Payment	15,000	602,500	133,333	176,753	53
Total Guaranteed Cash Component	834,000	2,300,000	1,370,000	1,414,818	131
Performance Linked Compensation*	60,000	1,242,000	182,000	236,312	81
Other Payments	19,163	556,000	78,200	106,337	107
Maximum Earning Potential including non-cash, long term and performance linked components)	1,110,000	3,542,000	1,580,008	1,647,790	131

* The above amounts do not include Performance Based Payments for consulting segment

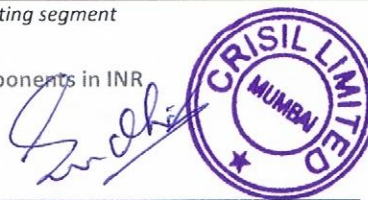
*The above amounts do not include Employee Stock Options for IT segment

Table 5: Classification of Salary Components in INR

For SPJIMR



For CRISIL Limited, Mumbai



5.2 Sector-wise classification of salary

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.

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

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	1,600,000	2,000,000	2,000,000	1,800,000	2
Consultancy	834,000	1,800,000	1,326,280	1,336,974	34
Information Technology (IT)	979,744	2,300,000	1,359,432	1,372,221	70
Manufacturing	670,200	1,772,244	1,300,000	1,231,355	24
Telecom	1,308,138	1,308,138	1,308,138	1,308,138	1

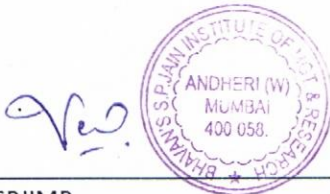
Table 6: Sector-wise Classification of Fixed Yearly Cash Component in INR

One-time Cash Payment (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	200,000	200,000	200,000	200,000	2
Consultancy	100,000	370,000	191,666	194,166	8
Information Technology (IT)	15,000	625,000	125,000	145,115	26
Manufacturing	100,000	602,500	130,000	221,350	16
Telecom	100,000	100,000	100,000	100,000	1

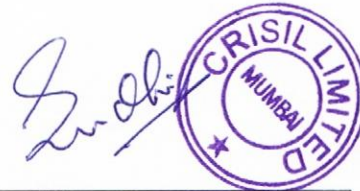
Table 7: Sector-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	1,800,000	2,200,000	2,200,000	2,000,000	2
Consultancy	834,000	2,170,000	1,326,280	1,382,660	34
Information Technology (IT)	990,080	2,300,000	1,446,000	1,426,121	70
Manufacturing	1,033,248	2,148,844	1,400,000	1,378,922	24
Telecom	1,408,138	1,408,138	1,408,138	1,408,138	1

Table 8: Sector-wise Classification of Total Guaranteed Cash Component in INR



For SPJIMR



For CRISIL Limited, Mumbai

Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	200,000	200,000	200,000	200,000	1
Consultancy	150,000	248,480	236,740	207,827	3
Information Technology (IT)	60,000	1,242,000	216,500	271,369	57
Manufacturing	69,048	264,000	125,000	142,620	19
Telecom	140,000	140,000	140,000	140,000	1

Table 9: Sector-wise Classification of Performance Linked Compensation in INR

Other Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	-	-	-	-	-
Consultancy	34,289	556,000	80,124	116,075	30
Information Technology (IT)	19,163	303,995	72,633	96,666	53
Manufacturing	51,882	241,120	108,070	116,548	23
Telecom	91,862	91,862	91,862	91,862	1

Table 10: Sector-wise Classification of Other Payments in INR

Maximum Earning Potential Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	1,800,000	2,400,000	2,400,000	2,100,000	2
Consultancy	1,110,000	2,210,058	1,417,079	1,503,417	34
Information Technology (IT)	1,114,000	3,542,000	1,650,000	1,720,283	70
Manufacturing	1,200,000	2,389,964	1,550,008	1,603,521	24
Telecom	1,640,000	1,640,000	1,640,000	1,640,000	1

Table 11: Sector-wise Classification of Maximum Earning Potential Component in INR



For SPJIMR



For CRISIL Limited, Mumbai

5.3 Function-wise classification of salary

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.

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

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

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	834,000	1,713,890	1,314,672	1,302,457	48
Finance	1,600,000	2,000,000	2,000,000	1,800,000	2
Marketing/Sales	670,200	2,300,000	1,380,680	1,380,152	27
Operations/Supply Chain	696,400	1,550,000	1,133,816	1,184,120	10
Others	1,250,000	1,950,000	1,779,602	1,620,629	7
Systems/IT	979,744	2,038,164	1,318,162	1,335,286	37

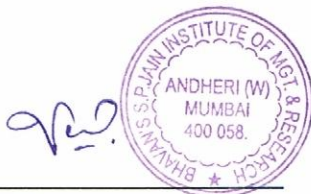
Table 12: Function-wise Classification of Fixed Yearly Cash Component in INR

One-time Cash Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	100,000	300,000	133,335	169,583	16
Finance	200,000	200,000	200,000	200,000	2
Marketing/Sales	100,000	602,500	152,000	255,910	10
Operations/Supply Chain	100,000	602,500	125,000	193,214	7
Others	50,000	370,000	200,000	180,000	4
Systems/IT	15,000	300,000	100,000	115,929	14

Table 13: Function-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	834,000	1,784,880	1,342,320	1,358,985	48
Finance	1,800,000	2,200,000	2,200,000	2,000,000	2
Marketing/Sales	990,080	2,300,000	1,458,754	1,474,934	27
Operations/Supply Chain	1,033,248	1,750,000	1,298,900	1,319,370	10
Others	1,335,200	2,170,000	1,779,602	1,723,486	7
Systems/IT	1,000,394	2,238,164	1,347,878	1,379,151	37

Table 14: Function-wise Classification of Total Guaranteed Cash Component in INR



For SPJIMR



For CRISIL Limited, Mumbai

Performance Linked Compensation (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	69,048	324,000	153,000	156,039	15
Finance	200,000	200,000	200,000	200,000	1
Marketing/Sales	69,048	1,242,000	248,946	323,796	23
Operations/Supply Chain	109,092	275,000	162,500	166,097	8
Others	130,000	550,000	300,000	314,833	5
Systems/IT	60,000	433,110	198,750	211,987	28

Table 15: Function-wise Classification of Performance Linked Compensation in INR

Other payments (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	46,227	556,000	73,020	109,075	41
Finance	-	-	-	-	-
Marketing/Sales	49,920	241,120	107,935	119,617	23
Operations/Supply Chain	51,882	200,008	101,000	106,133	10
Others	34,289	84,795	64,800	59,986	4
Systems/IT	19,163	303,995	72,633	98,811	29

Table 16: Function-wise Classification of Other Payments in INR

Maximum Earning Potential Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	1,110,000	2,015,004	1,417,079	1,500,915	48
Finance	1,800,000	2,400,000	2,400,000	2,100,000	2
Marketing/Sales	1,289,016	3,542,000	1,677,142	1,852,655	27
Operations/Supply Chain	1,200,000	2,081,778	1,515,000	1,558,380	10
Others	1,530,000	2,500,000	2,155,029	2,025,907	7
Systems/IT	1,114,000	2,800,000	1,525,000	1,617,020	37

Table 17: Function-wise Classification of Maximum Earning Potential Component in INR



For SPIMR



For CRISIL Limited, Mumbai

5.4 Location-wise classification of salary

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 Location-wise classification of salary – Domestic (INR)

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Ahmedabad	834,000	1,342,320	1,170,960	1,114,950	4
Bangalore	1,007,200	2,038,164	1,359,432	1,390,545	34
Bhopal	1,173,553	1,173,553	1,173,553	1,173,553	1
Bhubaneswar	1,700,000	1,700,000	1,700,000	1,700,000	1
Chandigarh	1,056,000	1,056,000	1,056,000	1,056,000	1
Chennai	670,200	1,825,115	1,160,350	1,208,763	17
Data not available	1,230,000	1,500,000	1,484,880	1,404,744	4
Hyderabad	990,080	1,336,324	1,314,672	1,197,121	4
Jaipur	1,000,519	1,000,519	1,000,519	1,000,519	1
Kolkata	1,132,880	1,428,000	1,428,000	1,280,440	2
Mumbai	979,744	2,000,000	1,370,000	1,375,954	44
Navi Mumbai	1,446,000	1,950,000	1,950,000	1,698,000	2
NCR	969,720	2,300,000	1,320,000	1,433,337	10
Pune	1,018,000	1,825,115	1,270,398	1,294,016	5
Rajasthan	1,046,075	1,046,075	1,046,075	1,046,075	1

Table 18: Location-wise Classification of Fixed Yearly Cash Component in INR



For SPJIMR



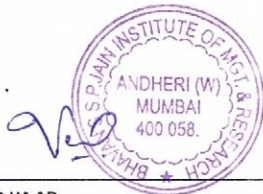
For CRISIL Limited, Mumbai

One-time Cash Payment (INR)					
Functions	Min	Max	Median	Mean	Data
Ahmedabad	-	-	-	-	-
Bangalore	15,000	376,600	130,000	174,757	14
Bhopal	-	-	-	-	-
Bhubaneswar	-	-	-	-	-
Chandigarh	-	-	-	-	-
Chennai	100,000	602,500	150,000	276,134	10
Data not available	100,000	300,000	300,000	200,000	4
Hyderabad	100,000	100,000	100,000	100,000	1
Jaipur	100,000	100,000	100,000	100,000	1
Kolkata	150,000	150,000	150,000	150,000	1
Mumbai	44,000	200,000	133,333	132,917	16
Navi Mumbai	-	-	-	-	-
NCR	100,000	191,666	170,833	156,666	5
Pune	-	-	-	-	-
Rajasthan	100,000	100,000	100,000	100,000	1

Table 19: Location-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Ahmedabad	834,000	1,342,320	1,170,960	1,114,950	4
Bangalore	1,007,200	2,238,164	1,444,672	1,462,504	34
Bhopal	1,173,553	1,173,553	1,173,553	1,173,553	1
Bhubaneswar	1,700,000	1,700,000	1,700,000	1,700,000	1
Chandigarh	1,056,000	1,056,000	1,056,000	1,056,000	1
Chennai	1,150,000	1,825,115	1,287,600	1,371,195	17
Data not available	1,330,000	1,784,880	1,704,096	1,604,744	4
Hyderabad	990,080	1,414,672	1,336,324	1,222,121	4
Jaipur	1,100,519	1,100,519	1,100,519	1,100,519	1
Kolkata	1,132,880	1,578,000	1,578,000	1,355,440	2
Mumbai	1,000,394	2,200,000	1,454,000	1,424,288	44
Navi Mumbai	1,446,000	1,950,000	1,950,000	1,698,000	2
NCR	1,161,386	2,300,000	1,400,000	1,511,670	10
Pune	1,018,000	1,825,115	1,270,398	1,294,016	5
Rajasthan	1,146,075	1,146,075	1,146,075	1,146,075	1

Table 20: Location-wise Classification of Total Guaranteed Cash Component in INR



For SPJIMR



For CRISIL Limited, Mumbai

Performance Linked Compensation (INR)					
Functions	Min	Max	Median	Mean	Data
Ahmedabad	-	-	-	-	-
Bangalore	69,048	900,000	255,000	263,503	22
Bhopal	151,000	151,000	151,000	151,000	1
Bhubaneswar	-	-	-	-	-
Chandigarh	264,000	264,000	264,000	264,000	1
Chennai	85,000	198,750	137,500	140,383	15
Data not available	150,000	150,000	150,000	150,000	2
Hyderabad	69,048	560,000	208,000	254,762	4
Jaipur	162,500	162,500	162,500	162,500	1
Kolkata	275,000	275,000	275,000	275,000	1
Mumbai	60,000	500,000	229,446	227,760	23
Navi Mumbai	225,000	550,000	550,000	387,500	2
NCR	160,000	1,242,000	500,000	544,250	4
Pune	100,000	255,000	202,956	178,489	4
Rajasthan	162,500	162,500	162,500	162,500	1

Table 21: Location-wise Classification of Performance Linked Compensation in INR

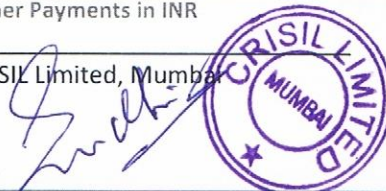
Other Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Ahmedabad	59,040	556,000	137,480	205,050	4
Bangalore	40,058	303,995	75,503	118,415	28
Bhopal	185,447	185,447	185,447	185,447	1
Bhubaneswar	-	-	-	-	-
Chandigarh	185,592	185,592	185,592	185,592	1
Chennai	43,200	108,070	78,200	76,413	16
Data not available	60,912	80,124	80,124	70,518	2
Hyderabad	49,920	80,676	70,591	66,869	4
Jaipur	200,008	200,008	200,008	200,008	1
Kolkata	57,120	101,000	101,000	79,060	2
Mumbai	19,163	281,615	95,431	105,167	33
Navi Mumbai	54,000	54,000	54,000	54,000	1
NCR	53,280	225,755	115,000	118,345	8
Pune	46,227	75,180	69,386	63,844	5
Rajasthan	91,452	91,452	91,452	91,452	1

Table 22: Location-wise Classification of Other Payments in INR

For SPJIMR



For CRISIL Limited, Mumbai



Maximum Earning Potential Component (INR)					
Functions	Min	Max	Median	Mean	Data
Ahmedabad	1,230,000	1,410,000	1,390,000	1,320,000	4
Bangalore	1,138,627	2,800,000	1,700,004	1,730,524	34
Bhopal	1,510,000	1,510,000	1,510,000	1,510,000	1
Bhubaneswar	1,700,000	1,700,000	1,700,000	1,700,000	1
Chandigarh	1,505,592	1,505,592	1,505,592	1,505,592	1
Chennai	1,300,000	2,015,004	1,525,000	1,566,981	17
Data not available	1,330,000	2,015,004	1,915,008	1,715,003	4
Hyderabad	1,400,000	1,625,000	1,600,000	1,543,752	4
Jaipur	1,463,027	1,463,027	1,463,027	1,463,027	1
Kolkata	1,190,000	1,954,000	1,954,000	1,572,000	2
Mumbai	1,110,000	2,500,000	1,650,000	1,622,219	44
Navi Mumbai	1,725,000	2,500,000	2,500,000	2,112,500	2
NCR	1,270,000	3,542,000	1,515,000	1,824,046	10
Pune	1,220,227	2,000,000	1,526,514	1,500,651	5
Rajasthan	1,400,027	1,400,027	1,400,027	1,400,027	1

Table 23: Location-wise Classification of Maximum Earning Potential Component in INR

6. Other details;

Sl. No.	Parameters	Number
1	Total Pre-Placement offers awarded	-
2	Total Pre-Placement offers accepted	-

Table 24: Details regarding Pre-Placement Offers (PPO)



7. 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	-	-

Table 25: List of Deviations from Standards with reasons for the same



 For SPJIMR



 For CRISIL Limited, Mumbai