

विद्याविनियोगाद्विकासः

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AHMEDABAD

PGP-ABM FINAL PLACEMENTS 2013

Ref No: SM/SMER/IIMA/2013/15697

September 16, 2013

Chairperson, The Placement Office
The Indian Institute of Management
Vastrapur
Ahmedabad – 380 015
Gujarat

Dear Ma'am,

Re: Audit of the Placement Report of the 2011-13 Post Graduate Program in AgriBusiness Management (PGP-ABM) programme

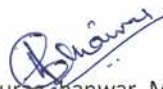
We have audited the Placement Report prepared by you for the final placements of students of the 2011-13 batch of the Post Graduate Program in AgriBusiness Management (PGP-ABM) programme of Indian Institute of Management, Ahmedabad (IIM-A). The Placement Report is the responsibility of IIM-A. Our responsibility 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) version 2.1.

In this context, we confirm the following:

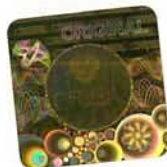
1. For the purpose of the audit, we have obtained all the information and explanations, which to the best of our knowledge and belief were necessary. In our opinion, the Placement Report complies with the Indian Placement Reporting Standards version 2.1.
2. The validation of information presented in the report is based on communication received by IIM-A from recruiting companies. In cases where the job location was not available, the same has been verified by IIM-A from the respective students, in line with the IPRS version 2.1. 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 "To Be Decided". 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 version 2.1: where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
4. 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,



Anurag Jhanwar, MRICS
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Overview of Post Graduate Program in AgriBusiness Management (PGP-ABM) Final Placements

The final placements for the Batch of 2013 saw several roles offered across sub-sectors including seeds, fertilisers, pesticides, retail, corporate banking, food and agribusiness research and advisory, fast moving consumer goods (FMCG), logistics and warehousing management, agricultural machinery, rural banking, rural development, information technology and consulting.

A total of 20 companies participated in the placement process , making offers to all 33 candidates. Two students opted out of the placement process to start an entrepreneurial venture. The batch attracted a diverse pool of recruiters, ranging from multi-national companies to small and medium enterprises (SMEs) and notable start-ups.

A total of four Pre-Placement Offers (PPO's) were extended by companies to the students after their summer internships, indicating their confidence in the students and the PGP-ABM programme. The largest domestic recruiters were Syngenta and Frontal Rain which offered roles in sales and marketing, and information technology (IT), while two candidates accepted international roles in the Gulf Co-operation Council.

Notable first time recruiters were I3 Consulting, Glaxo SmithKline and IFFCO Foods. Regular recruiters such as Bayer Crop Science, Rabobank, Godrej Agrovvet Ltd, Yes Bank, Axis Bank and Synthite also participated in the placement process. A successful lateral placement process saw students with prior work experience getting placed in companies such as Enterprise Solution to Poverty, and Yes Bank.

According to the PGP-ABM Recruitment Secretary, Sanjit Singh, "The PGP-ABM programme continued to attract challenging and rewarding roles in a sector that has a strong requirement for managerial excellence. This year we maintained our international ranking as the finest programme in the agri-business and food management sector, and as a team were delighted to provide excellent opportunities for our students to build careers in the sector".

The Final Placement Report drafted according to the Indian Placement Reporting Standards is annexed. The annexed report has been audited by CRISIL.

1. Classification of the Entire Graduate Pool

The graduating class is categorised into three key groups:-

- Graduates seeking placement through the institute
- Graduates not seeking placement through the institute
- Graduates who have provided no information

S. No.	Categories	Number
1	Seeking placement through the institute	33
2	Not seeking placement through the institute	2
	2a. Company-sponsored or already employed	0
	2b. Continuing education	0
	2c. Postponing job search	0
	2d. Entrepreneurship (Starting a new business)	2
	2e. Returning to / joining family business	0
	2f. Seeking placement outside the campus placement process	0
	2g. Not seeking placements for other reasons	0
	Total not seeking employment through the institute	0
3	No information available	0
	Total graduates	35

Table 1: Classification of the entire graduate pool

2. Sector-wise Classification

The table below depicts a sector-wise break-up of offers accepted by students. The sectors have been broadly classified into banking, financial services and insurance (BFSI), consulting, agri-inputs, consumer goods and others (others include warehousing and collateral management, contract farming, pharmaceuticals and diversified).

Sector	Students
Banking, Financial Services and Insurance (BFSI)	6
Consulting	3
Consumer Goods	2
Agri-Inputs	13
Technology	3
Others	6
Total	33

Table 2: Classification of placements based on sector

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For CRISIL Limited, Mumbai

3. Function-wise Classification

The table below indicates a function-wise break-up of offers accepted by students. The accepted offers have been classified into consulting, finance, sales & marketing and others. Others include general management, trading and business development.

Function	Students
Consulting	6
Finance	4
Sales and Marketing	10
Others	3
To be Decided*	10
Total	33

Table 3: Classification of placements based on function

* At the time of writing, details about the functions related to 10 offers was not provided by the respective companies.

4. Location-wise classification

The table below represents location-wise break-up of offers accepted by students:

Location	Students
Domestic	31
Bengaluru	3
Mumbai	12
Vadodara	3
Rest of India	10
To Be Decided**	3
International	2
Asia	2
Total	33

Table 4: Classification of placements based on location

** At the time of writing, details about the functions of three offers was not provided by the respective companies.

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5. Salary details

Note: Not all students receive One Time Cash Payments. The mean and the median figures for such payments in the following sections are calculated only from those offers which include such payments, and are given in order to indicate the industry benchmark

5.1 Salary Heads – Domestic (INR)

Salary head(INR)	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	5,78,712	14,16,000	9,66,894	9,90,762	23
Total One-Time Cash Payment	1,00,000	1,00,000	1,00,000	1,00,000	3
Total Guaranteed Cash Component	5,78,712	15,16,000	9,67,422	10,03,806	23
Maximum Earning Potential (including non-cash, long term and performance linked components)	6,60,000	19,73,400	11,40,260	11,49,474	31

Table 5: Classification of salary components in INR

5.2 Salary Statistics at PPP¹Salary in USD

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	\$25,835	\$67,679	\$43,188	\$44,813	23
Combined INR and non-INR salary (Total guaranteed cash component)	\$25,835	\$67,679	\$43,188	\$44,072	25
INR salary (Maximum Earning Potential)	\$29,464	\$88,098	\$50,904	\$51,316	31
Combined INR and non-INR salary (Maximum Earning Potential)	\$29,464	\$88,098	\$49,132	\$50,361	33

Table 6: Classification of salary components in USD at PPP

¹The PPP conversion factor used for INR to USD was 22.4 and Source:

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


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5.3 Sector-wise classification of salary

We have broadly classified the placements into: Agri-Inputs, BFSI, Technology and Consulting.

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 to indicate the industry benchmark.

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

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Agri-Inputs	9,57,266	13,42,464	11,05,008	1,092,536	9
BFSI	5,78,712	10,57,357	9,42,065	8,80,050	4
Consulting	14,16,000	14,16,000	14,16,000	14,16,000	1
Technology	7,90,640	7,90,640	7,90,640	7,90,640	3
Others*	9,11,064	9,67,422	9,41,892	9,41,097	6

Table 7: Sector-wise classification of fixed yearly cash component in INR

One Time Cash Payment (INR)					
Sector	Min	Max	Median	Mean	Data
Agri-Inputs	1,00,000	1,00,000	1,00,000	1,00,000	2
BFSI	-	-	-	-	-
Consulting	1,00,000	1,00,000	1,00,000	1,00,000	1
Technology	-	-	-	-	-
Others*	-	-	-	-	-

Table 8: Sector-wise classification of one-time cash payment in INR

Total Guaranteed Cash Component (INR)					
Sector	Min	Max	Median	Mean	Data
Agri-Inputs	10,26,084	13,42,464	11,05,008	11,14,759	9
BFSI	5,78,712	10,57,357	9,42,065	8,80,050	4
Consulting	15,16,000	15,16,000	15,16,000	15,16,000	1
Technology	7,90,640	7,90,640	7,90,640	7,90,640	3
Others*	9,11,064	9,67,422	9,41,892	9,41,097	6

Table 9: Sector-wise classification of total guaranteed cash component in INR

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Maximum Earning Potential Cash Component (INR)					
Sector	Min	Max	Median	Mean	Data
Agri-Inputs	6,60,000	17,65,194	12,71,765	11,58,042	13
BFSI	6,75,000	11,40,260	9,39,012	9,32,214	6
Consulting	15,00,000	19,73,400	16,00,000	16,91,133	3
Technology	10,00,000	10,00,000	10,00,000	10,00,000	3
Others*	10,11,894	12,00,012	12,00,000	11,52,078	6

Table 10: Sector-wise classification of maximum earning potential cash component in INR

*Contract Farming, Warehousing and Collateral Management, Diversified and Pharmaceuticals have been grouped together to maintain confidentiality of individual level data

5.4 Function-wise classification of salary

We have broadly classified placements into: consulting, finance, sales and marketing and others.

Note: The mean and the median figures for One Time Cash Payments in the following sections are calculated only from those offers which include such payments, and are given to indicate the industry benchmark.

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

Fixed Yearly Cash Component (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	7,90,640	14,16,000	7,90,640	9,46,980	4
Finance	9,40,512	9,43,617	9,42,065	9,42,065	2
Sales and Marketing	9,16,890	11,13,380	9,66,894	10,17,772	9
Others*	5,78,712	13,42,464	9,67,422	9,62,866	3
To be Decided	9,11,064	11,05,008	10,26,084	10,13,387	5

Table 11: Function-wise classification of salary – Domestic in INR

One-time Cash Payment (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	1,00,000	1,00,000	1,00,000	1,00,000	1
Finance	-	-	-	-	-
Sales and Marketing	1,00,000	1,00,000	1,00,000	1,00,000	2
Others*	-	-	-	-	-
To be Decided	-	-	-	-	-

Table 12: Function-wise classification of one-time cash payment in INR


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Total Guaranteed Cash Component (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	7,90,640	15,16,000	7,90,640	9,71,980	4
Finance	9,40,512	9,43,617	9,42,065	9,42,065	2
Sales and Marketing	9,16,890	11,13,380	10,57,266	10,39,994	9
Others*	5,78,712	13,42,464	9,67,422	9,62,866	3
To be Decided	9,11,064	11,05,008	10,26,084	10,13,387	5

Table 13: Function-wise classification of total guaranteed cash component in INR

Maximum Earning Potential Cash Component (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	10,00,000	19,73,400	12,50,000	13,45,567	6
Finance	9,00,000	10,00,000	9,39,012	9,44,506	4
Sales and Marketing	9,86,985	13,50,000	12,75,300	12,34,950	10
Others*	6,75,000	17,65,194	12,00,000	12,13,398	3
To be Decided	6,60,000	12,71,765	11,00,277	9,74,072	8

Table 14: Function-wise classification of maximum earning potential cash component in INR

*General Management, Trading and Business Development have been grouped together to maintain confidentiality of individual level data

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5.5 Location-wise classification of salary

The placement locations have been classified under the following cities/places:-

Note: The mean and the median figures for One Time Cash Payments in the following sections are calculated only from those offers which include such payments, and are given to indicate the industry benchmark.

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

Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	7,90,640	7,90,640	7,90,640	7,90,640	3
Mumbai	9,11,064	13,42,464	9,62,344	10,28,089	8
Vadodara	-	-	-	-	-
Rest of India*	5,78,712	14,16,000	9,67,422	9,99,694	9
To Be Decided	9,66,894	11,13,380	11,13,380	10,64,551	3

Table 15: Location-wise classification of fixed yearly cash component in INR

One-time Cash Payment (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	-	-	-	-	-
Mumbai	1,00,000	1,00,000	1,00,000	1,00,000	1
Vadodara	-	-	-	-	-
Rest of India*	1,00,000	1,00,000	1,00,000	1,00,000	2
To Be Decided	-	-	-	-	-

Table 16: Location-wise classification of one-time cash payment in INR

Total Guaranteed Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	7,90,640	7,90,640	7,90,640	7,90,640	3
Mumbai	9,11,064	13,42,464	10,12,344	10,40,589	8
Vadodara	-	-	-	-	-
Rest of India*	5,78,712	15,16,000	10,26,084	10,21,916	9
To Be Decided	9,66,894	11,13,380	11,13,380	10,64,551	3

Table 17: Location-wise classification of total guaranteed cash component in INR

Victor

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Maximum Earning Potential Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	10,00,000	10,00,000	10,00,000	1,000,000	3
Mumbai	9,00,000	17,65,194	11,70,130	12,25,483	12
Vadodara	6,60,000	6,60,000	6,60,000	6,60,000	3
Rest of India*	6,75,000	19,73,400	12,00,012	12,23,601	10
To Be Decided	10,11,894	13,50,000	13,50,000	12,37,298	3

Table 18: Location-wise classification of maximum earning potential cash component in INR

* Rest of India includes Chennai, Punjab, Noida, Gurgaon, Sriganaganagar, Pune, Cochin and Ahmedabad.

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6. Other Details

S. No.	Parameter	No. of students
1	Total Pre-Placement offers awarded	1
	1a. Through internships	1
	1b. Others	-
2	Total Pre-Placement offers accepted	1
	2a. Through internships	1
	2b. Others	-
3.	Total Pre-Placement Interview Converted into Final Offers	3
	3a. Through internships	3
	3b. Others	-

Table 19: No. of PPOs

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7. Compliance statement

This placement report has been prepared as per the Indian Placement Reporting Standards, version 2.1 - <http://www.iimahd.ernet.in/iprs/gallery/IPRSRevision2.1.pdf>.

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

S. No.	Deviation from the standards	Reason
1	Pre Placement Interviews (PPI) data included only for available information	Data regarding all the PPIs offered was not available with the institute
2	The Salary Details of the International offers have not been published	To maintain the confidentiality, the data has not been published as it contained only 2 data points from the same company and same roles.

Table 20:List of deviations from standards with reasons for the same


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