

Ref No: BJ/SMER/SPJIMR/2019/CH 1082
August 20, 2019

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, 2018**

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 2018. CRISIL has validated the information provided in the report with the relevant documentation, and offers the following comments:

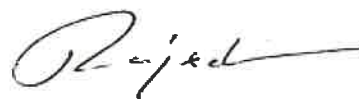
1. CRISIL have obtained all information and explanations as were necessary for conducting the audit. We believe the Placement Report complies with the requirements of Indian Placement Reporting Standards (IPRS) Version 2.2.
2. The validation of information presented in the report is based on communication 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. Data was not available for 08 students who sought placements through the institute. We have not been able to verify the status of the 08 students in the absence of required data.
 - b. The information has been categorized as best as possible under various salary heads according to IPRS Version 2.2; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
 - c. The acceptance of offer for 96 students out of 119 could not be verified.
 - d. Employee Stock Option provided by the companies is excluded from the calculation of 'Maximum earning potential'.
4. The number of students opting out of the placement process and students on sabbatical has been established through written communication from the students.

Thank You,

Best Regards,



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CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363



Final Placements 2018
Post Graduate Programme in Management

Contents

| | |
|-----------------------------------------------------|----|
| 1. Classification of the Entire Graduate Pool | 3 |
| 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 Sector-wise classification of salary | 7 |
| 5.3 Function-wise classification of salary..... | 9 |
| 5.4 Location-wise classification of salary..... | 11 |
| 6. Other details | 12 |

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 | 127 |
| 2. Did not seek placement through the institute | 9 |
| 2a. Sabbatical | 7 |
| 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 | 9 |
| 3. Number unplaced, if any | - |
| Total Graduates | 136* |

Table 1: Classification of the Entire Graduate Pool

*Out of 127 students offer letters of only 119 students were available for verification



Signature

For SPJIMR, Mumbai

Signature



For CRISIL Limited, Mumbai

2. Sector-wise classification

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

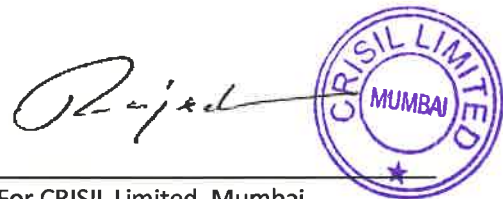
| Sector | Number of Offers accepted |
|------------------------|---------------------------|
| Information Technology | 66 |
| Manufacturing | 5 |
| BFSI | 16 |
| Others | 9 |
| E-commerce | 12 |
| Media and Advertising | 4 |
| Logistics | 6 |
| Total | 118 |

Table 2: Classification of Placements Based on Sector



For SPJIMR, Mumbai

Asparang



For CRISIL Limited, Mumbai

3. Function-wise classification

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

| Function | Number of Offers accepted |
|-------------------------|---------------------------|
| Analytics | 15 |
| Consulting | 51 |
| Information Technology | 20 |
| Management Trainee | 1 |
| Marketing/Sales | 15 |
| Operations/Supply Chain | 11 |
| Research | 5 |
| Total | 118 |

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 | Number of Offers accepted |
|--------------|---------------------------|
| Bangalore | 52 |
| Chennai | 4 |
| Hyderabad | 5 |
| Mumbai | 38 |
| Pune | 9 |
| Delhi/NCR | 10 |
| Total | 118 |

Table 4: Classification of Placements Based on Location



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 | Fixed Yearly Cash Component | 794,000 | 2,500,000 | 1,445,000 | 1,495,300 | 118 |
| B | One-time Cash Payment | 100,000 | 300,000 | 150,000 | 151,282 | 39 |
| C | Total Guaranteed Cash Payments | 894,000 | 2,500,000 | 1,516,000 | 1,545,300 | 118 |
| D | Performance Linked Compensation | 10,000 | 468,000 | 205,000 | 207,788 | 91 |
| E | Maximum Earning Potential (including non-cash, long term and performance linked components) | 1,200,000 | 2,703,000 | 1,774,887 | 1,805,511 | 118 |

Table 5: Classification of Salary Components in INR

5.2 Salary Heads – International (USD)

| | Salary Head (USD) | Min | Max | Mean | Median | Data |
|---|------------------------------------------------------------------------------------------------|--------|--------|--------|--------|------|
| A | Fixed Yearly Cash Component | 63,480 | 63,480 | 63,480 | 63,480 | 1 |
| B | One-time Cash Payment | - | - | - | - | - |
| C | Total Guaranteed Cash Component | 63,480 | 63,480 | 63,480 | 63,480 | 1 |
| D | Other Payments | 22,834 | 22,834 | 22,834 | 22,834 | 1 |
| E | Maximum Earning Potential (including non-cash, long term and performance linked components) | 86,314 | 86,314 | 86,314 | 86,314 | 1 |

Table 6: Classification of Salary Components in USD

Conversion rate to USD is as per exchange rate on July 11, 2019



For SPJIMR, Mumbai

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For CRISIL Limited, Mumbai

5.3 Salary Statistics at PPP (USD)

| Salary Head (USD) | Min | Max | Mean | Median | Data |
|-------------------------------------------------------------------|--------|---------|--------|--------|------|
| INR salary (Total guaranteed cash component) | 43,867 | 138,122 | 79,834 | 82,613 | 118 |
| Non-INR salary (Total guaranteed cash component) | 70,221 | 70,221 | 70,221 | 70,221 | 1 |
| Combined INR and non-INR salary (Total guaranteed cash component) | 43,867 | 138,122 | 79,834 | 82,509 | 119 |
| INR salary (Maximum Earning Potential) | 66,298 | 149,337 | 98,060 | 99,761 | 118 |
| Non-INR salary (Maximum Earning Potential) | 95,480 | 95,480 | 95,480 | 95,480 | 1 |
| Combined INR and non-INR salary (Maximum Earning Potential) | 66,298 | 149,337 | 96,685 | 99,725 | 119 |

Table 7: Classification of Salary Components in USD

PPP data as per <http://wdi.worldbank.org/table/4.16>

5.4 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.

| Fixed Yearly Cash Component (INR) | | | | | |
|-----------------------------------|-----------|-----------|-----------|-----------|------|
| Sectors | Min | Max | Median | Mean | Data |
| BFSI | 1,200,000 | 2,500,000 | 1,600,000 | 1,670,750 | 16 |
| E-commerce | 1,270,000 | 1,600,000 | 1,300,000 | 1,312,500 | 12 |
| Information Technology | 794,000 | 2,000,000 | 1,418,000 | 1,452,395 | 66 |
| Logistics | 1,281,000 | 1,661,000 | 1,399,500 | 1,423,333 | 6 |
| Manufacturing | 1,222,000 | 1,800,000 | 1,709,000 | 1,596,000 | 5 |
| Media and Advertising | 1,700,000 | 2,160,000 | 1,747,500 | 1,838,750 | 4 |
| Others | 1,200,000 | 1,751,000 | 1,550,000 | 1,581,144 | 9 |

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



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For SPJIMR, Mumbai



For CRISIL Limited, Mumbai

| One time Cash Payments (INR) | | | | | |
|------------------------------|---------|---------|---------|---------|------|
| Sectors | Min | Max | Median | Mean | Data |
| BFSI | 100,000 | 100,000 | 100,000 | 100,000 | 6 |
| Information Technology | 100,000 | 300,000 | 150,000 | 155,769 | 26 |
| Media and Advertising | 150,000 | 200,000 | 150,000 | 162,500 | 4 |
| Others | 200,000 | 200,000 | 200,000 | 200,000 | 3 |

Table 7: Sector-wise Classification of Overtime Cash Payments in INR

| Total Guaranteed Cash Payments (INR) | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|------|
| Sectors | Min | Max | Median | Mean | Data |
| BFSI | 1,300,000 | 2,500,000 | 1,650,000 | 1,708,250 | 16 |
| E-commerce | 1,270,000 | 1,600,000 | 1,300,000 | 1,312,500 | 12 |
| Information Technology | 894,000 | 2,150,000 | 1,516,000 | 1,513,758 | 66 |
| Logistics | 1,281,000 | 1,661,000 | 1,399,500 | 1,423,333 | 6 |
| Manufacturing | 1,222,000 | 1,800,000 | 1,709,000 | 1,596,000 | 5 |
| Media and Advertising | 1,850,000 | 2,360,000 | 1,897,500 | 2,001,250 | 4 |
| Others | 1,200,000 | 1,933,000 | 1,750,000 | 1,647,811 | 9 |

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

| Performance Linked Compensation (INR) | | | | | |
|---------------------------------------|---------|---------|---------|---------|------|
| Sectors | Min | Max | Median | Mean | Data |
| BFSI | 180,000 | 240,000 | 210,000 | 217,500 | 8 |
| E-commerce | 127,000 | 240,000 | 130,000 | 137,917 | 12 |
| Information Technology | 69,000 | 468,000 | 255,000 | 239,592 | 57 |
| Logistics | 150,000 | 150,000 | 150,000 | 150,000 | 6 |
| Manufacturing | 10,000 | 205,000 | 107,500 | 107,500 | 2 |
| Media and Advertising | 216,000 | 216,000 | 216,000 | 216,000 | 1 |
| Others | 85,000 | 165,000 | 95,000 | 105,200 | 5 |

Table 8: Sector-wise Classification of Performance Linked Compensation in INR

| Maximum Earning Potential (INR) | | | | | |
|---------------------------------|-----------|-----------|-----------|-----------|------|
| Sectors | Min | Max | Median | Mean | Data |
| BFSI | 1,500,000 | 2,500,000 | 1,784,000 | 1,857,125 | 16 |
| E-commerce | 1,527,000 | 2,052,000 | 1,561,000 | 1,587,750 | 12 |
| Information Technology | 1,500,000 | 2,618,000 | 1,800,200 | 1,836,094 | 66 |
| Logistics | 1,500,000 | 1,900,000 | 1,625,000 | 1,650,000 | 6 |
| Manufacturing | 1,650,000 | 1,853,290 | 1,799,774 | 1,759,568 | 5 |
| Media and Advertising | 1,950,000 | 2,703,000 | 2,000,000 | 2,163,250 | 4 |
| Others | 1,200,000 | 2,100,000 | 1,800,000 | 1,750,033 | 9 |

Table 9: Sector-wise Classification of Maximum Earning Potential Cash Component in INR

For SPJIMR, Mumbai



For CRISIL Limited, Mumbai



5.5 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.

| Fixed Yearly Cash Component (INR) | | | | | |
|-----------------------------------|-----------|-----------|-----------|-----------|------|
| Functions | Min | Max | Median | Mean | Data |
| Analytics | 1,250,000 | 1,900,000 | 1,300,000 | 1,433,533 | 15 |
| Consulting | 1,200,000 | 2,160,000 | 1,400,000 | 1,446,621 | 51 |
| Information Technology | 1,281,000 | 2,500,000 | 1,600,000 | 1,699,800 | 20 |
| Management Trainee | 1,459,300 | 1,459,300 | 1,459,300 | 1,459,300 | 1 |
| Marketing/Sales | 794,000 | 1,908,000 | 1,423,000 | 1,378,293 | 15 |
| Operations/Supply Chain | 1,270,000 | 1,751,000 | 1,550,000 | 1,557,727 | 11 |
| Research | 1,350,000 | 1,950,000 | 1,625,000 | 1,580,000 | 5 |

Table 10: Function-wise Classification of Fixed Yearly Cash Component in INR

| One time Cash Payments (INR) | | | | | |
|------------------------------|---------|---------|---------|---------|------|
| Functions | Min | Max | Median | Mean | Data |
| Analytics | 150,000 | 150,000 | 150,000 | 150,000 | 2 |
| Consulting | 100,000 | 200,000 | 100,000 | 138,462 | 26 |
| Operations/Supply Chain | 200,000 | 200,000 | 200,000 | 200,000 | 3 |
| Marketing/Sales | 100,000 | 100,000 | 100,000 | 100,000 | 3 |
| Research | 150,000 | 300,000 | 200,000 | 220,000 | 5 |

Table 11: Function-wise Classification of Onetime Cash Payments in INR

| Total Guaranteed Cash Payments (INR) | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|------|
| Functions | Min | Max | Median | Mean | Data |
| Analytics | 1,270,000 | 2,050,000 | 1,400,000 | 1,453,533 | 15 |
| Consulting | 1,200,000 | 2,360,000 | 1,500,000 | 1,517,209 | 51 |
| Information Technology | 1,281,000 | 2,500,000 | 1,600,000 | 1,699,800 | 20 |
| Management Trainee | 1,459,300 | 1,459,300 | 1,459,300 | 1,459,300 | 1 |
| Marketing/Sales | 894,000 | 1,908,000 | 1,423,000 | 1,398,293 | 15 |
| Operations/Supply Chain | 1,270,000 | 1,933,000 | 1,750,000 | 1,612,273 | 11 |
| Research | 1,650,000 | 2,150,000 | 1,775,000 | 1,800,000 | 5 |

Table 11: Function-wise Classification of Total Guaranteed Cash Payments in INR



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For SPJIMR, Mumbai

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For CRISIL Limited, Mumbai

| Performance Linked Compensation (INR) | | | | | |
|---------------------------------------|---------|---------|---------|---------|------|
| Functions | Min | Max | Median | Mean | Data |
| Analytics | 82,483 | 456,000 | 128,500 | 161,414 | 12 |
| Consulting | 69,000 | 400,000 | 210,000 | 208,463 | 41 |
| Information Technology | 150,000 | 326,000 | 298,400 | 268,486 | 14 |
| Management Trainee | 96,000 | 96,000 | 96,000 | 96,000 | 1 |
| Marketing/Sales | 10,000 | 255,000 | 157,500 | 172,200 | 10 |
| Operations/Supply Chain | 85,000 | 150,000 | 128,500 | 119,000 | 8 |
| Research | 324,000 | 468,000 | 390,000 | 379,200 | 5 |

Table 12: Function-wise Classification of Performance Linked Compensation in INR

| Maximum Earning Potential Cash Component (INR) | | | | | |
|------------------------------------------------|-----------|-----------|-----------|-----------|------|
| Functions | Min | Max | Median | Mean | Data |
| Analytics | 1,527,000 | 2,506,000 | 1,650,000 | 1,700,182 | 15 |
| Consulting | 1,500,000 | 2,703,000 | 1,680,000 | 1,782,755 | 51 |
| Information Technology | 1,500,000 | 2,500,000 | 1,928,400 | 1,929,528 | 20 |
| Management Trainee | 1,600,300 | 1,600,300 | 1,600,300 | 1,600,300 | 1 |
| Marketing/Sales | 1,200,000 | 2,016,000 | 1,799,774 | 1,709,416 | 15 |
| Operations/Supply Chain | 1,527,000 | 2,100,000 | 1,800,000 | 1,781,727 | 11 |
| Research | 2,074,000 | 2,618,000 | 2,165,000 | 2,239,200 | 5 |

Table 13: Function-wise Classification of Maximum Earning Potential Cash Component in INR



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For CRISIL Limited, Mumbai

5.6 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.

| Fixed Yearly Cash Component (INR) | | | | | |
|-----------------------------------|-----------|-----------|-----------|-----------|------|
| Location | Min | Max | Median | Mean | Data |
| Bangalore | 1,212,000 | 2,500,000 | 1,416,000 | 1,526,740 | 52 |
| Chennai | 1,400,000 | 2,000,000 | 1,550,000 | 1,625,000 | 4 |
| Delhi/NCR | 1,212,000 | 1,908,000 | 1,600,000 | 1,595,600 | 10 |
| Hyderabad | 1,314,660 | 1,600,000 | 1,416,000 | 1,449,064 | 5 |
| Mumbai | 794,000 | 1,950,000 | 1,428,931 | 1,426,883 | 38 |
| Pune | 1,200,000 | 1,733,000 | 1,554,000 | 1,459,111 | 9 |

Table 14: Location-wise Classification of Fixed Yearly Cash Component in INR

| One time Cash Payments (INR) | | | | | |
|------------------------------|---------|---------|---------|---------|------|
| Location | Min | Max | Median | Mean | Data |
| Bangalore | 100,000 | 300,000 | 125,000 | 153,125 | 16 |
| Chennai | 200,000 | 200,000 | 200,000 | 200,000 | 3 |
| Delhi/NCR | 100,000 | 200,000 | 175,000 | 150,000 | 5 |
| Hyderabad | 100,000 | 100,000 | 100,000 | 100,000 | 3 |
| Mumbai | 100,000 | 200,000 | 150,000 | 145,455 | 11 |
| Pune | 200,000 | 200,000 | 200,000 | 200,000 | 1 |

Table 15: Location-wise Classification of Onetime Cash Payments in INR

| Total Guaranteed Cash Payments (INR) | | | | | |
|--------------------------------------|-----------|-----------|-----------|-----------|------|
| Location | Min | Max | Median | Mean | Data |
| Bangalore | 1,212,000 | 2,500,000 | 1,500,000 | 1,573,855 | 52 |
| Chennai | 1,600,000 | 2,000,000 | 1,750,000 | 1,775,000 | 4 |
| Delhi/NCR | 1,212,000 | 1,908,000 | 1,751,000 | 1,670,600 | 10 |
| Hyderabad | 1,414,660 | 1,600,000 | 1,516,000 | 1,509,064 | 5 |
| Mumbai | 894,000 | 2,150,000 | 1,440,931 | 1,468,988 | 38 |
| Pune | 1,200,000 | 1,933,000 | 1,554,000 | 1,481,333 | 9 |

Table 15: Location-wise Classification of Total Guaranteed Cash Payments in INR



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For CRISIL Limited, Mumbai

| Performance Linked Compensation (INR) | | | | | |
|---------------------------------------|--------|---------|---------|---------|------|
| Location | Min | Max | Median | Mean | Data |
| Bangalore | 69,000 | 390,000 | 150,000 | 201,864 | 39 |
| Chennai | 85,000 | 350,000 | 217,500 | 173,333 | 3 |
| Delhi/NCR | 10,000 | 400,000 | 219,000 | 232,571 | 7 |
| Hyderabad | 69,000 | 298,400 | 74,000 | 161,760 | 5 |
| Mumbai | 82,483 | 468,000 | 210,000 | 224,788 | 29 |
| Pune | 95,000 | 298,400 | 216,500 | 195,050 | 8 |

Table 16: Location-wise Classification of Performance Linked Compensation in INR

| Maximum Earning Potential (INR) | | | | | |
|---------------------------------|-----------|-----------|-----------|-----------|------|
| Location | Min | Max | Median | Mean | Data |
| Bangalore | 1,500,000 | 1,804,754 | 1,680,000 | 1,804,754 | 52 |
| Chennai | 1,900,000 | 1,949,250 | 1,997,000 | 1,949,250 | 4 |
| Delhi/NCR | 1,500,000 | 1,887,229 | 1,853,290 | 1,887,229 | 10 |
| Hyderabad | 1,579,948 | 1,733,339 | 1,680,000 | 1,733,339 | 5 |
| Mumbai | 1,200,000 | 1,786,840 | 1,748,500 | 1,786,840 | 38 |
| Pune | 1,500,000 | 1,774,137 | 1,821,000 | 1,774,137 | 9 |

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

6. Other details

| Sr. No. | Parameters | Number |
|---------|--------------------------------------------|--------|
| 1 | Total Pre-Season Placement offers offered | Nil |
| 2 | Total Pre-Season Placement offers accepted | |

Table 18: Details regarding Pre- Season Placement Offers



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