Ref no. RS/SMER/XUB/2019/CH /14449
February 18, 2019

To
The Associate Dean,
Career Advisory Services
Career Advisory Services Office,
Xavier University Bhubaneswar,
Xavier City Campus,
Bhubaneswar – 752 050

Re: Audit of the Placement Report of the Human Resource Management (HRM) programme, 2015-17
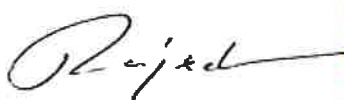
Dear Sir,

CRISIL have audited the Placement Report prepared by Xavier University, Bhubaneswar (XU-B), for the final placements of students in the HRM batch of 2015-17. We have validated the contents of the report prepared by Xavier University, Bhubaneswar by cross-checking these with the relevant documentation. On the placement report's conformance with the Indian Placement Reporting Standards (IPRS), version 2.2, we wish to confirm the following:

1. For the purpose of the audit, we have obtained all information and explanations, which to the best of our knowledge and belief were necessary.
2. The validation of information presented in the report is based on communication received by Xavier University, Bhubaneswar from the recruiting companies and students. CRISIL has not independently sourced any information or documentation.
3. We have verified the information with respect to remuneration, job function, and location presented in the report with the help of communication received from recruiters.
4. CRISIL has verified information for 88 out of 105 students through communication provided by the institute.
5. The salary information has been categorized as far as possible under different salary heads to indicate fixed and variable salary components for the purpose of better representation where a break-up was not available, the salary has been considered only as 'maximum earning potential'.
6. Proof of acceptance of the offers is indicated by student signing the offer letter. Such proof was available for 18 students out of 88 offer letters verified.

Thank you,

Best Regards,

T. Raj Sekhar
Director - Education Gradings
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Xaviers University Bhubaneswar

FINAL PLACEMENTS 2015-2017

Human Resource Management

Contents

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	**105**
2. Did not seek placement through the institute	
2a. Company-sponsored or already employed	0
2b. Continuing education	0
2c. Postponing job search	0
2d. Entrepreneurship (Starting a new business)	0
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 who did not seek employment through the institute	**12**
3. Number unplaced, if any	**0**
Total Graduates	**117***

Table 1: Classification of the Entire Graduate Pool

*Out of total batch, offer letters of only 88 students were available for verification

For XU, Bhubaneswar

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 sector	8
Consulting	9
Energy	13
Information Technology (IT)	16
Manufacturing	9
Others	19
Pharmaceutical / Healthcare	14
Total	**88**

Table 2: Classification of Placements Based on Sector

For XU, Bhubaneswar

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
Human Resources	78
Management Trainee	8
Others	2
Total	**88**
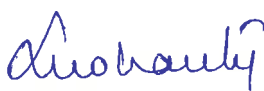
Table 3: Classification of Placements Based on Function

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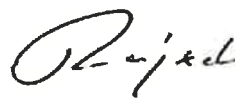
The table below shows location-wise break-up of the accepted offers.

Location	Number of Offers accepted
Bangalore	23
Delhi/NCR	11
Hyderabad	7
Kolkata	3
Mumbai	17
Orissa	4
Data not available	8
Rest of India	15
Total	**88**

Table 4: Classification of Placements Based on Location

For XU, Bhubaneswar
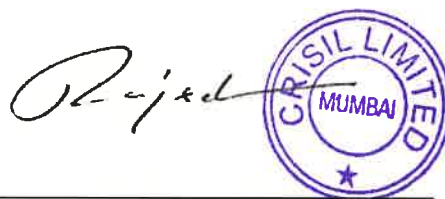
For CRISIL Limited, Mumbai

5. Salary details

5.1 Salary Heads – Domestic (INR)

	Salary Head (INR)	Min	Max	Mean	Median	Data
A	Fixed Yearly Cash Component	472,776	1,400,000	943,996	950,000	66
B	One-time Cash Payment	50,000	100,000	94,444	100,000	9
A+B=C	Total Guaranteed Cash Component	472,776	1,400,000	960,284	975,500	66
D	Performance Linked Compensation	36,000	350,000	116,303	100,000	24
E	Maximum Earning Potential (including non-cash, long term and performance linked components)	298,800	1,495,328	958,270	987,500	88

Table 5: Classification of Salary Components in INR

For XU, Bhubaneswar

For CRISIL Limited, Mumbai

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.

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

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	678,400	1,100,580	942,000	878,623	8
Consulting	700,000	1,085,000	1,085,000	1,030,556	9
Energy	472,776	9,500,000	950,000	3,056,597	8
Information Technology (IT)	725,000	1,100,000	1,000,000	953,129	14
Manufacturing	573,670	1,400,000	937,750	974,310	7
Others	564,720	1,350,000	1,047,360	987,796	14
Pharmaceutical / Healthcare	700,000	1,040,000	756,924	775,641	6

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

One time Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	100,000	100,000	100,000	100,000	5
Consulting	100,000	100,000	100,000	100,000	1
Manufacturing	50,000	50,000	50,000	50,000	1
Pharmaceutical / Healthcare	100,000	100,000	100,000	100,000	2

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

For XU, Bhubaneswar

For CRISIL Limited, Mumbai

Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	678,400	1,200,580	1,042,000	941,123	8
Consulting	800,000	1,085,000	1,085,000	1,041,667	9
Energy	472,776	1,050,000	950,000	919,097	8
Information Technology (IT)	857,904	1,100,000	1,000,000	969,201	14
Manufacturing	623,670	1,400,000	935,750	981,453	7
Others	564,720	1,350,000	1,047,360	987,796	14
Pharmaceutical / Healthcare	700,000	1,040,000	800,000	808,975	6

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

Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	100,000	174,000	100,000	110,571	7
Energy	78,261	350,000	350,000	2,359,420	3
Information Technology (IT)	36,000	171,000	100,000	90,500	6
Manufacturing	55,290	115,000	115,000	85,145	2
Others	50,000	150,000	150,000	100,713	4
Pharmaceutical / Healthcare	61,440	61,440	61,440	61,440	2

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

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	700,000	1,495,328	1,252,990	1,111,161	8
Consulting	800,000	1,085,000	1,085,000	1,041,667	9
Energy	298,800	1,300,000	1,050,000	898,184	13
Information Technology (IT)	725,000	1,224,000	1,040,178	979,626	16
Manufacturing	623,670	1,400,000	1,100,000	1,002,114	9
Others	650,000	1,350,000	1,075,000	1,035,738	19
Pharmaceutical / Healthcare	600,000	1,040,000	600,000	715,358	14

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

For XU, Bhubaneswar

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.

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

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Human Resources	472,776	1,400,000	950,000	943,996	66

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

One time Cash Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Human Resources	50,000	100,000	100,000	94,444	9

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

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Human Resources	472,776	1,400,000	976,000	960,284	66

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

Performance Linked Compensation (INR)					
Functions	Min	Max	Median	Mean	Data
Human Resources	36,000	350,000	100,000	116,303	24

Table 14: Function-wise Classification of Performance Linked Compensation in INR

Maximum Earning Potential Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Human Resources	298,800	1,495,328	1,050,000	1,000,997	78
Management Trainee	600,000	600,000	600,000	600,000	8
Others	725,000	725,000	725,000	725,000	2

Table 15: Function-wise Classification of Maximum Earning Potential Cash Component in INR

For XU, Bhubaneswar

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. Rest of India Includes location such as Pune, Bhubaneswar, Nepal, Kampala, Bhopal, Chennai, Jamshedpur, Jodhpur, Gujarat, Guwahati and Udaipur

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

Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	564,720	1,100,000	1,000,000	951,774	22
Data not available	700,000	900,000	900,000	833,333	3
Delhi/NCR	678,400	1,100,580	937,500	883,776	9
Hyderabad	750,000	1,085,000	1,085,000	1,029,167	6
Kolkata	472,776	900,000	900,000	686,388	2
Mumbai	709,700	1,350,000	950,000	941,305	14
Orissa	700,000	700,000	700,000	700,000	2
Rest of India	573,670	1,400,000	1,140,000	1,098,084	8

Table 16: Location-wise Classification of Fixed Yearly Cash Component in INR

One time Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	100,000	100,000	100,000	100,000	2
Data not available	100,000	100,000	100,000	100,000	1
Delhi/NCR	100,000	100,000	100,000	100,000	1
Mumbai	100,000	100,000	132,500	100,000	1
Orissa	100,000	100,000	100,000	100,000	2
Rest of India	50,000	100,000	100,000	75,000	2

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

For XU, Bhubaneswar

For CRISIL Limited, Mumbai

Total Guaranteed Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	564,720	1,100,000	1,000,000	971,092	22
Data not available	800,000	900,000	900,000	866,667	3
Delhi/NCR	678,400	1,200,580	937,500	894,887	9
Hyderabad	750,000	1,085,000	1,085,000	1,029,167	6
Kolkata	472,776	900,000	900,000	686,388	2
Mumbai	709,700	1,350,000	950,000	948,448	14
Orissa	800,000	800,000	800,000	800,000	2
Rest of India	623,670	1,400,000	1,140,000	1,116,834	8

Table 18: Location-wise Classification of Total Guaranteed Cash Component in INR

Performance Linked Compensation (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	36,000	171,000	100,000	83,143	9
Delhi/NCR	100,000	174,000	137,500	124,667	3
Kolkata	78,261	78,261	78,261	78,261	1
Mumbai	52,850	350,000	132,500	154,526	9
Rest of India	100,000	100,000	100,000	100,000	2

Table 19: Location-wise Classification of Performance Linked Compensation in INR

For XU, Bhubaneswar

For CRISIL Limited, Mumbai

Maximum Earning Potential (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	650,000	1,252,990	1,050,000	1,012,189	23
Data not available	298,800	900,000	850,000	649,550	8
Delhi/NCR	700,000	1,495,328	1,050,000	1,040,939	11
Hyderabad	750,000	1,085,000	1,085,000	1,013,286	7
Kolkata	599,997	900,000	750,000	699,999	3
Mumbai	800,000	1,350,000	1,200,000	1,100,707	17
Orissa	725,000	800,000	800,000	762,500	4
Rest of India	600,000	1,400,000	623,669	896,377	15

Table 20: Location-wise Classification of Maximum Earning Potential in INR

6. Other details

Sr. No.	Parameters	Number*
1	Total Pre-Season Placement offers offered	16
2	Total Pre-Season Placement offers accepted	11

Table 21: Details regarding Pre- Season Placement Offers

As per the data provided by institute

For XU, Bhubaneswar

For CRISIL Limited, Mumbai