Ratings

CRISIL

Ref no. RS/SMER/XUB/2019/CH /14448
February 07, 2019

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

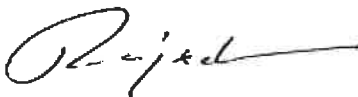**Re: Audit of the Placement Report of the Rural Management (RM) programme, 2015-17**

Dear Sir,

CRISIL have audited the Placement Report prepared by Xavier University, Bhubaneswar (XU-B), for the final placements of students in the RM 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 58 out of 83 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 33 students out of 58 offer letters verified.

Thank you,

Best Regards,

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Xavier University Bhubaneswar

FINAL PLACEMENTS 2015-2017

Rural 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	**83**
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	**0**
3. Number unplaced, if any	**0**
Total Graduates	**83***

Table 1: Classification of the Entire Graduate Pool

Out of total batch, offer letters of only 58 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	18
Development	8
Financial Inclusion	19
FMCG	6
Research and Consulting	5
Others	2
Total	**58**

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
Consulting	5
Finance	37
Marketing/Sales	5
Others	11
Total	**58**

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	16
Indore	3
Kolkata	3
Mumbai	19
Nashik	4
Delhi/NCR	8
Rest of India	5
Total	**58**

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	264,000	1,000,000	574,192	528,000	53
B	One-time Cash Payment	60,000	60,000	60,000	60,000	1
A+B=C	Total Guaranteed Cash Component	264,000	1,000,000	575,324	528,000	53
D	Performance Linked Compensation	27,628	800,000	112,968	72,000	33
E	Maximum Earning Potential (including non-cash, long term and performance linked components)	264,000	1,160,000	679,673	658,024	58

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	410,219	661,169	493,800	505,466	18
Development	264,000	540,000	420,000	396,639	8
Financial Inclusion	528,000	897,098	658,800	655,810	14
FMCG	360,000	1,000,000	925,000	784,027	6
Research and Consulting	650,000	708,000	650,000	661,600	5
Others	427,200	540,000	483,600	483,600	2

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

One time Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
Financial Inclusion	60,000	60,000	60,000	60,000	1

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	410,219	661,169	493,800	505,466	18
Development	264,000	540,000	420,000	396,639	8
Financial Inclusion	528,000	897,098	658,800	660,096	14
FMCG	360,000	1,000,000	925,000	784,027	6
Research and Consulting	650,000	708,000	650,000	661,600	5
Others	427,200	540,000	483,600	483,600	2

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

Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	70,000	200,000	70,000	91,000	18
Development	100,111	100,111	100,111	100,111	2
Financial Inclusion	72,000	164,700	72,000	118,350	6
FMCG	27,628	800,000	413,814	413,814	2
Research and Consulting	65,000	92,000	650,000	70,400	5

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

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	649,050	900,000	654,048	675,987	18
Development	264,000	616,303	420,000	425,576	8
Financial Inclusion	600,000	950,000	700,000	719,025	19
FMCG	550,000	1,160,000	1,000,000	926,667	6
Research and Consulting	715,000	800,000	715,000	732,000	5
Others	427,200	540,000	483,600	483,600	2

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**
Consulting	650,000	708,000	650,000	661,600	5
Finance	410,219	897,098	493,800	571,241	32
Marketing/Sales	494,160	1,000,000	1,000,000	868,832	5
Others	264,000	540,000	427,200	409,119	11

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

One time Cash Payments (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Finance	60,000	60,000	60,000	60,000	1

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

Total Guaranteed Cash Component (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Consulting	650,000	708,000	650,000	661,600	5
Finance	410,219	897,098	493,800	573,116	32
Marketing/Sales	494,160	1,000,000	1,000,000	868,832	5
Others	264,000	540,000	427,200	409,119	11

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

Performance Linked Compensation (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Consulting	65,000	92,000	65,000	70,400	5
Finance	70,000	200,000	72,000	97,838	24
Marketing/Sales	27,628	27,628	27,628	27,628	1
Others	100,111	800,000	100,111	333,407	3

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

Maximum Earning Potential Cash Component (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Consulting	715,000	800,000	715,000	732,000	5
Finance	600,000	950,000	656,048	698,088	37
Marketing/Sales	550,000	1,000,000	1,000,000	880,000	5
Others	264,000	1,160,000	480,000	502,891	11

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	528,000	700,000	650,000	634,909	11
Delhi/NCR	264,000	708,000	393,600	425,400	8
Indore	658,800	658,800	988,200	658,800	3
Kolkata	641,280	641,280	641,280	641,280	3
Mumbai	410,219	897,098	493,800	521,868	19
Nashik	850,000	1,000,000	1,000,000	962,500	4
Rest of India	264,000	620,000	500,556	475,854	5

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

One time Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	60,000	60,000	60,000	60,000	1

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	528,000	700,000	650,000	640,364	11
Delhi/NCR	264,000	708,000	393,600	425,400	8
Indore	658,800	658,800	988,200	658,800	3
Kolkata	641,280	641,280	641,280	641,280	3
Mumbai	410,219	897,098	493,800	521,868	19
Nashik	850,000	1,000,000	1,000,000	962,500	4
Rest of India	264,000	620,000	500,556	475,854	5

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

Performance Linked Compensation (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	65,000	72,000	65,000	68,000	7
Delhi/NCR	92,000	800,000	446,000	446,000	2
Indore	164,700	164,700	-	164,700	3
Mumbai	70,000	200,000	700,000	85,765	17
Rest of India	27,628	180,000	100,111	101,963	4

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

Maximum Earning Potential (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	600,000	715,000	700,000	688,750	16
Delhi/NCR	264,000	1,160,000	453,600	536,900	8
Indore	845,100	845,100	1,267,650	845,100	3
Kolkata	672,060	672,060	672,060	672,060	3
Mumbai	540,000	950,000	654,048	676,725	19
Nashik	850,000	1,000,000	1,000,000	962,500	4
Rest of India	264,000	800,000	616,303	569,321	5

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

For XU, Bhubaneswar

For CRISIL Limited, Mumbai

6. Other details

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

Table 21: Details regarding Pre- Season Placement Offers

As per the data provided by institute

For XU, Bhubaneswar

For CRISIL Limited, Mumbai