FLAME

PGDM FINAL PLACEMENTS 2013

Ref No: SN/SMER/FLAME/2014/19

August 8, 2014

Chairman, Placement Office
FLAME School of Business
Gate No. 1172, Village Lavale Vadzai,
Taluka Mulshi,
Pune 411029

Re: Audit of the Placement Report of the 2011-13 Post Graduate Diploma in Management (PGDM) programme

Dear Sir,

We have audited the placement report prepared by FLAME School of Business (FSB), Pune, for the final placements of students of the 2011-13 batch of the PGDM programme. The placement report is the responsibility of FSB. CRISIL's 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, CRISIL confirms the following:

1. For the purpose of the audit, CRISIL has 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 IPRS version 2.1.

2. The validation of information presented in the report is based on communication received by FSB from students and recruiting companies. CRISIL has not independently sourced any information or documentation.

3. CRISIL has verified the information with respect to remuneration presented in the report with communication received from recruiters. Information regarding compensation from individual students has not been used. Data regarding location and function has been verified with communication from recruiters as well as students.

    a. Where details were not available through offer letters or other recruiter communication, the report considers the record as 'to be decided'.

    b. The information has been categorised 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'.

    c. In one case, a student had two offers: we verified the offer accepted through email communication from the student.

    d. Information regarding function of five students and location of four students has been verified with communication from these students from their corporate email IDs.

4. The number of students opting out of the placement process has been established through written/email communication from the students who have opted out.

Thank you,

Best regards,

Anurag Jhanwar, MRICS
Director, Education Gradings
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Email: anurag.jhanwar@crisil.com

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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	**33**
2. Did not seek placement through the institute	
2a. Company-sponsored or already employed	-
2b. Continuing education	3
2c. Postponing job search	-
2d. Entrepreneurship (Starting a new business)	-
2e. Returning to/joining family business	16
2f. Seeking placement outside the campus placement process	2
2g. Not seeking placements for other reasons	1
Total who did not seek employment through the institute	**22**
3. Number unplaced, if any	**2**
Total graduates	**59***

Table 1: Classification of the Entire Graduate Pool
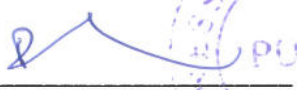
2 students had been debarred due to disciplinary action

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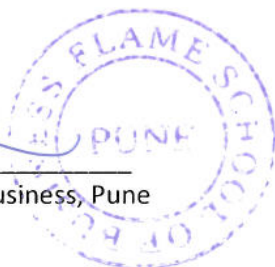
The table below shows sector-wise break-up of the accepted offers.

Sector	No of Offers accepted
Banking and Financial Services and Insurance (BFSI)	14
Consumer goods	4
Information Technology (IT)	5
Manufacturing	4
Others	5
International:	
Banking and Financial Services and Insurance (BFSI)	1
Total	**33**

Table 2: Classification of Placements Based on Sector

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For FLAME School of Business, Pune

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For CRISIL Limited, Mumbai

3. Function-wise classification

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

Function	No of Offers accepted
General Management	3
Human Resources	4
Marketing / Sales	7
Others	3
To Be Decided	15
International:	
To Be Decided	1
Total	**33**

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	No of Offers accepted
Domestic	
Mumbai	10
NCR	3
Pune	7
Rest of India	7
To Be Decided	**5**
International	
Asia	1
Total	**33**

Table 4: Classification of Placements Based on Location

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For FLAME School of Business, Pune
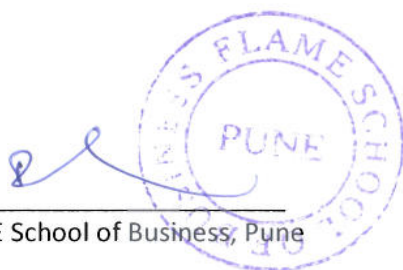
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For CRISIL Limited, Mumbai

5. Salary details

5.1 Salary Heads – Domestic (INR)

Salary Head (INR)	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	2,33,100	6,34,280	3,73,968	3,68,389	24
One-Time Cash Payment	50,000	1,00,000	75,000	75,000	2
Total Guaranteed Cash Component	2,33,100	6,86,824	3,73,968	3,74,639	24
Maximum Earning Potential (including non-cash, long-term, and performance-linked components)	3,00,000	10,42,918	4,50,000	4,54,578	32

Table 5: Classification of Salary Components in INR

5.2 Salary Heads – International (USD)

Salary Head (USD)	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	40,081	40,081	40,081	40,081	1
One-Time Cash Payment	-	-	-	-	-
Total Guaranteed Cash Component	40,081	40,081	40,081	40,081	1
Maximum Earning Potential (including non-cash, long-term, and performance-linked components)	40,081	40,081	40,081	40,081	1

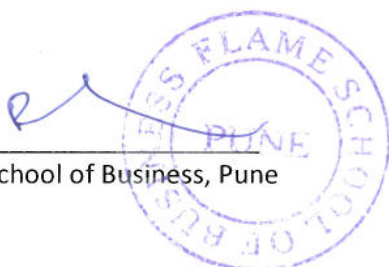Table 6 : Classification of Salary Components in USD

Conversion rate to USD as per www.bloomberg.com, *mean Exchange rate in January 2014*

5.3 Salary Statistics at PPP (USD)

Salary Head (USD)	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	10,406	30,662	16,695	16,725	24
Non-INR salary (Total guaranteed cash component)	14,845	14,845	14,845	14,845	1
Combined INR and non-INR salary (Total guaranteed cash component)	10,406	54,519	16,751	18,237	25
INR salary (Maximum Earning Potential)	13,393	46,559	20,089	20,294	32
Non-INR salary (Maximum Earning Potential)	14,845	14,845	14,845	14,845	1
Combined INR and non-INR salary (Maximum Earning Potential)	13,393	54,519	20,089	21,331	33

Table 7: Classification of Salary Components in USD at PPP

PPP data as per http://unstats.un.org/unsd/mdg/SeriesDetail.aspx?srid=699

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For FLAME School of Business, Pune
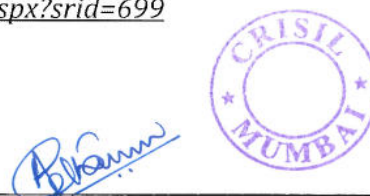
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For CRISIL Limited, Mumbai

5.4 Sector-wise classification of salary

Others include sectors such as Conglomerate, Consulting, and Logistics which do not fall into the given categories

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.

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

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking and Financial Services and Insurance (BFSI)	2,33,100	4,85,437	2,64,950	3,24,387	13
Consumer Goods	4,27,306	4,34,700	4,27,306	4,29,155	4
Information Technology (IT)	-	-	-	-	-
Manufacturing	3,72,708	6,34,280	3,73,968	4,38,731	4
Others	2,56,800	5,86,824	3,09,144	3,84,256	3

Table 8: Sector-wise Classification of Fixed Yearly Cash Component in INR

One-time Cash Payment (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking and Financial Services and Insurance (BFSI)	50,000	50,000	50,000	50,000	1
Consumer Goods	-	-	-	-	-
Information Technology (IT)	-	-	-	-	-
Manufacturing	-	-	-	-	-
Others	1,00,000	1,00,000	1,00,000	1,00,000	1

Table 9: Sector-wise Classification of One-Time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking and Financial Services and Insurance (BFSI)	2,33,100	4,85,437	2,64,950	3,28,234	13
Consumer Goods	4,27,306	4,34,700	4,27,306	4,29,155	4
Information Technology (IT)	-	-	-	-	-
Manufacturing	3,72,708	6,34,280	3,73,968	4,38,731	4
Others	2,56,800	6,86,824	3,09,144	4,17,589	3

Table 10: Sector-wise Classification of Total Guaranteed Cash Component in INR

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For FLAME School of Business, Pune

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For CRISIL Limited, Mumbai

Maximum Earning Potential Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking and Financial Services and Insurance (BFSI)	3,04,402	5,00,000	3,37,927	3,95,323	14
Consumer Goods	4,50,000	4,50,000	4,50,000	4,50,000	4
Information Technology (IT)	3,00,000	5,27,000	5,27,000	4,81,600	5
Manufacturing	4,50,000	10,42,918	4,50,000	5,98,230	4
Others	3,18,000	8,15,499	4,09,450	4,82,215	5

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

5.5 Function-wise classification of salary

Others include roles such as Finance and Operations/Supply Chain which do not fall into the given categories

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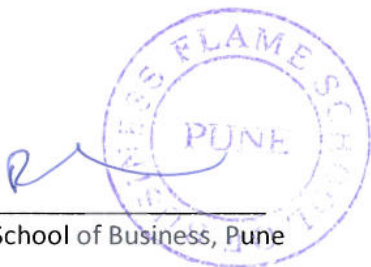
5.5.1 Function-wise classification of salary – Domestic (INR)

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
General Management	4,34,700	4,34,700	4,34,700	4,34,700	1
Human Resources	4,27,306	6,34,280	5,07,065	5,18,929	4
Marketing/Sales	2,64,950	4,27,306	3,87,614	3,66,634	6
Others	3,72,708	3,72,708	3,72,708	3,72,708	2
To Be Decided	2,33,100	4,85,437	2,33,100	3,07,792	11

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

One-time Cash Payment (INR)					
Functions	Min	Max	Median	Mean	Data
General Management	-	-	-	-	-
Human Resources	1,00,000	1,00,000	1,00,000	1,00,000	1
Marketing/Sales	50,000	50,000	50,000	50,000	1
Others	-	-	-	-	-
To Be Decided	-	-	-	-	-

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

For FLAME School of Business, Pune
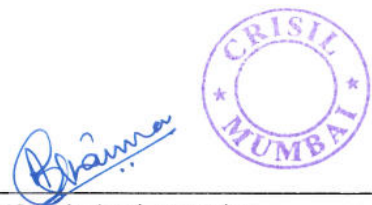
For CRISIL Limited, Mumbai

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
General Management	4,34,700	4,34,700	4,34,700	4,34,700	1
Human Resources	4,27,306	6,86,824	5,30,793	5,43,929	4
Marketing/Sales	2,64,950	4,50,000	3,99,202	3,74,967	6
Others	3,72,708	3,72,708	3,72,708	3,72,708	2
To Be Decided	2,33,100	4,85,437	2,33,100	3,07,792	11

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

Maximum Earning Potential Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
General Management	3,18,000	5,27,000	4,50,000	4,31,667	3
Human Resources	4,50,000	10,42,918	6,32,750	6,89,604	4
Marketing/Sales	3,00,000	4,50,000	4,50,000	4,07,779	7
Others	4,50,000	5,27,000	4,88,500	4,88,500	4
To Be Decided	3,04,402	5,27,000	3,42,580	4,06,046	14

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

5.6 Location-wise classification of salary

'Rest of India' includes locations such as Ahmedabad, Bengaluru, Chennai, Gandhinagar, Hyderabad, and Jharsuguda.

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.

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

Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Mumbai	2,64,950	4,85,437	4,27,306	4,03,251	7
National Capital Region	3,72,708	4,85,437	3,72,708	4,10,284	3
Pune	2,33,100	4,00,000	2,33,100	2,56,943	7
Rest of India	2,74,000	6,34,280	4,31,003	4,55,390	6
To Be Decided	2,56,800	2,56,800	2,56,800	2,56,800	1

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

For FLAME School of Business, Pune

For CRISIL Limited, Mumbai

One-time Cash Payment (INR)					
Location	Min	Max	Median	Mean	Data
Mumbai	-	-	-	-	-
National Capital Region	-	-	-	-	-
Pune	50,000	50,000	50,000	50,000	1
Rest of India	1,00,000	1,00,000	1,00,000	1,00,000	1
To Be Decided	-	-	-	-	-

Table 17: Location-wise Classification of One-Time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Mumbai	2,64,950	4,85,437	4,27,306	4,03,251	7
National Capital Region	3,72,708	4,85,437	3,72,708	4,10,284	3
Pune	2,33,100	4,50,000	2,33,100	2,64,086	7
Rest of India	2,74,000	6,86,824	4,31,003	4,72,056	6
To Be Decided	2,56,800	2,56,800	2,56,800	2,56,800	1

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

Maximum Earning Potential Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Mumbai	3,45,001	5,27,000	5,00,000	4,70,206	11
National Capital Region	4,50,000	5,00,000	4,50,000	4,66,667	3
Pune	3,30,852	4,50,000	3,30,852	3,47,873	7
Rest of India	3,04,402	10,42,918	4,50,000	5,77,117	7
To Be Decided	3,00,000	5,27,000	3,36,154	3,74,827	4

Table 19: Location-wise Classification of Maximum Earning Potential Cash Component in INR

6. Other details

Sl. No.	Parameters	Number
1	Total Pre-Placement Offers Awarded	1
2	Total Pre-Placement Offers Accepted	1

Table 20: Details regarding Pre-Placement Offers (PPO)

For FLAME School of Business, Pune
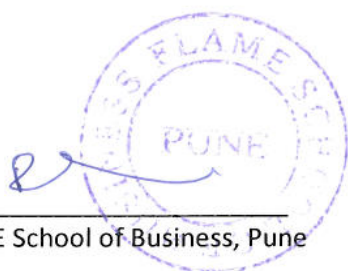
For CRISIL Limited, Mumbai

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	Function-wise, location-wise, and sector-wise data not reported for international placements	To maintain client confidentiality because of limited data

Table 21: List of Deviations from Standards with reasons for the same

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For FLAME School of Business, Pune

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For CRISIL Limited, Mumbai