Institute for Future Education, Entrepreneurship and Leadership (iFEEL)

iFEEL

INSTITUTE FOR FUTURE EDUCATION
ENTREPRENEURSHIP AND LEADERSHIP

PGDM Placement Report

2014-2016

Ref. No.: SN/SMER/IFEEL/2016/CH 01

May 19, 2016

Prof. Rudresh Agaskar
Head-Placements
Institute for Future Education, Entrepreneurship & Leadership (iFEEL),
11th floor, Vikas centre, Dr. C.G. Road,
Near Basant Theatre, Landmark: Golf Club,
Chembur (E), Mumbai-400 074

Re: Audit of the placement report for 2016 placements of the Post Graduate Diploma in Management (PGDM) programme

Dear Sir,

We have audited the placement report you prepared for the final placements of students in the 2014-16 batch of the PGDM programme offered by iFEEL. The placement report is the responsibility of iFEEL. Our responsibility is to validate the recruitment information provided in the report with relevant documentation. In this context, we confirm the following:

1. For the purpose of the audit, we have obtained all the information and explanations that, to the best of our knowledge and belief, were necessary. The validation of information presented in the report is based on communication iFEEL received from recruiting companies and students. CRISIL has not independently sourced any information or documentation.
2. 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.
3. The salary information has been categorised 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'.
4. Information regarding students debarred from placements or deemed as ineligible for placements is as per communication from institute.
5. CRISIL has verified acceptance of offer for 11 out of 51 students through signed acceptance on offer letter. Acceptance for the remaining 40 could not be verified.
6. Proof of 4 out of 9 students opting out of the placement process has been established through email communication from the students and another 4 through offer letters for out-of-campus placements. CRISIL could not verify opt out for 1 student.

Thank you.

Best regards,

Sudhir Nair
Director
CRISIL Education Gradings
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CRISIL Limited

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1. Classification of Students

The Graduating class is categorised into two major groups:
- Graduates seeking placement through the institute
- Graduates not seeking placement through the institute

1.1 Classification of the Entire Placement Pool

Categories	Number
Number who sought placement through the institute	59*
Did not seek placement through the institute	
Debarred from placements	2
Seeking placement outside the campus placement process	9
Total who did not seek employment through the institute	11
Number unplaced, if any	0
Total number which graduated	70

Table 1.1: Classification of the entire placement pool

Includes 8 students who were considered ineligible for placements due to not availing of the number opportunities provided by institute/ exceeding the maximum 5 rejections prescribed by institute's placement policy/ location- related rigidity.

2. Sector-wise Classification

Sector	Number of offers
Banking, Financial Services and Insurance (BFSI)	7
Business Process Outsourcing (BPO)	4
HR Consulting	4
Information Technology (IT)	4
Jewellery	5
Manufacturing	4
Online Services	4
Real Estate	8
Others*	11
Total	51

Table 2.1: Classification of offers based on sector

Others include Consulting, Retail and Telecom

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3. Function-wise Classification

Function	Number of offers
Finance	4
Human Resources	2
Marketing/Sales	33
Operations/Supply Chain	7
Data not available*	5
Total	51

Table 3.1: Classification of offers based on function

* Data not available implies that function-related data was not available while preparing the report

4. Location-wise Classification

Location	No. of offers
Mumbai	29
Pune	17
Data not available*	5
Total	51

Table 4.1: Classification of offers based on domestic locations

* Data not available implies the location related information was not available while preparing the report.

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5. Salary Data

5.1 Salary Heads (INR)*

Salary Head	Min	Max	Median	Mean	Data**
Fixed Yearly Cash Component	240,000	423,890	347,396	343,941	34
One-time Cash Payment	24,000	24,000	24,000	24,000	2
Total Guaranteed Cash Component	240,000	423,890	347,396	345,353	34
Maximum Earning Potential Component	300,000	740,000	410,000	433,101	51

Table 5.1: Classification of salary heads

For one student who was offered salary in USD for an Indian location, conversion to INR has been taken as per average of closing rates in March 2016. Data is sourced from International Monetary Fund & Bloomberg (Links: https://www.imf.org/external/np/fin/data/rms_mth.aspx?)

** For some data points, only the Maximum Earning Potential is available and this is reflected under the 'Data' Column. Maximum Earning Potential has been reported for all data points.*

Description of Salary Heads

1. Fixed Yearly Cash Component: This is a total of the annual basic salary and additional guaranteed cash components. These additional components include cash payments and allowances that are part of the annual package. The term guaranteed signifies that the amount is certain unless, there is an overall pay revision. The components falling under this salary head are final and are not related to performance.

2. One-time Cash Payment: This head indicates the value of the remuneration given to a candidate as one time cash benefit at the time of joining.

3. Total Guaranteed Cash Component: This is the sum of fixed yearly cash component and one-time cash payment.

4. Maximum Earning Potential Component: This is the sum of total guaranteed cash component, maximum possible-linked variable pay and all other components of salary that are a part of the offer. This can include long term compensation such as PF and other perks as well.

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5.2 Sector-wise Classification of Salary (INR)

5.2.1 Maximum Earning Potential Component

Sectors	Min	Max	Median	Mean	Data
Banking, Financial Services and Insurance (BFSI)	300,000	350,004	350,004	342,859	7
Business Process Outsourcing (BPO)	481,763	481,763	481,763	481,763	4
HR Consulting	367,320	480,000	423,660	423,660	4
Information Technology (IT)	300,000	450,000	425,000	400,000	4
Jewellery	363,232	425,433	363,428	375,790	5
Manufacturing	350,001	350,001	350,001	350,001	4
Online Services	300,000	510,000	405,000	405,000	4
Real Estate	360,000	470,000	410,000	418,750	8
Others*	360,000	740,000	562,984	565,227	11

Table 5.2.1: Sector-wise Classification of Maximum Earning Potential Component

5.3 Function-wise Classification of Salary (INR)

5.3.1 Maximum Earning Potential Component

Functions	Min	Max	Median	Mean	Data
Finance	350,000	660,000	356,714	430,857	4
Human Resources	480,000	480,000	480,000	480,000	2
Marketing/ Sales	300,000	740,000	410,000	430,479	33
Operations	300,000	660,000	363,428	415,979	7
Data not available	360,000	481,763	481,763	457,410	5

Table 5.3.1: Function-wise Classification of Maximum Earning Potential Component

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5.4 Location-wise Classification of Salary (INR)

5.4.1 Maximum Earning Potential Component

Location	Min	Max	Median	Mean	Data
Mumbai	300,000	740,000	363,428	439,772	29
Pune	350,004	481,763	481,763	455,411	5
Data not available	360,000	562,984	410,000	415,160	17

Table 5.4.1: Location-wise Classification of Maximum Earning Potential Component

6. Other Details

Sr. No.	Parameter	Number
1	Total Pre-Placement offers awarded	1
2	Total Pre-Placement offers accepted	1

Table 6.1: Details regarding pre-placement offers (PPO)

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