



## **PGDM-RM FINAL PLACEMENTS 2013**

Ref No: SM/SMER/XIMB/2014/38

October 1, 2014

Placement Coordinator,  
The Placement Office  
Xavier Institute of Management,  
Xavier Square,  
Bhubaneswar - 751 013

Dear Madam,

**Re: Audit of Placement Report for 2011-13 Post Graduate Diploma in Rural Management (PGDM-RM) programme**

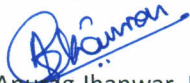
We have audited the Placement Report prepared by you on the final placement of students of the 2011-13 batch of the PGDM-RM programme of Xavier Institute of Management, Bhubaneswar (XIMB). The Placement Report is the responsibility of XIMB. Our responsibility is to validate the information provided in 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, we confirm the following:

1. For the purpose of the audit, we have 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 Indian Placement Reporting Standards version 2.1.
2. The validation of information presented in the report is based on communication received by XIMB from recruiting companies. CRISIL has not independently sourced any information or documentation.
3. We have verified the information with respect to remuneration and job function presented in the report with communication received from recruiters. The information regarding compensation received from individual students has not been used. The data regarding location has been verified with communication from either recruiters or students.
  - a. Where offer letters or other recruiter communication was not available, the report considers the record as 'Data not available'. We have not been able to verify the status of such students as there is no record.
  - 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. The offer letters of 16 students were not available for audit and therefore have not been included in the calculations.
4. XIMB does not maintain separate sign-out form for students who have opted out of the placement process. Consequently, CRISIL has considered the number given by the institute due to the absence of communication in this regard.
5. CRISIL has not verified information with respect to pre-placement offer (PPO).

Thank you.

Best regards,



Anurag Jhanwar, MRICS  
Director, Education Gradings

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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
<b>1. Sought placement through the institute</b>	<b>100*</b>
<b>2. Did not seek placement through the institute</b>	
2a. Company-sponsored or already employed	-
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	-
2g. Not seeking placements for other reasons	-
<b>Total who did not seek employment through the institute</b>	<b>1</b>
<b>3. Number unplaced, if any</b>	<b>-</b>
<b>Total Graduates</b>	<b>101</b>

Table 1: Classification of the Entire Graduate Pool

\*16 students could not be verified

## 2. Sector-wise classification

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

Sector	No of Offers accepted
Agri Business	1
BFSI sector	29
Consulting	5
Consumer goods (FMCG)	1
HR consultancy	2
Manufacturing	7
Media/Entertainment	4
Non-profit/social sector	28
Others	7
<b>Total</b>	<b>84</b>

Table 2: Classification of Placements Based on Sector

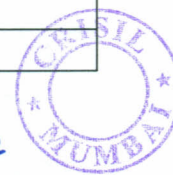
*Shikha*

For XIM, Bhubaneswar



*Bhavana*

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
Consultancy	4
Economics and Policy Research	1
Finance	1
Marketing/Sales	15
Operation/Supply Chain	2
Others	28
Data not available	33
<b>Total</b>	<b>84</b>

Table 3: Classification of Placements Based on Function

### 4. Location-wise classification

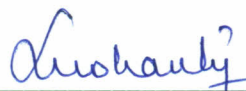
The table below shows location-wise break-up of the accepted offers.

Location	No of Offers accepted
Ahmedabad	3
Bangalore	7
Bhopal	5
Kolkata	7
Mumbai	20
National Capital Region	15
Odisha*	10
Patna	6
Rest of India**	3
Data not available	8
<b>Total</b>	<b>84</b>

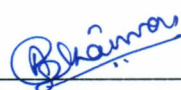
Table 4: Classification of Placements Based on Location

\*Odisha includes Bhubaneswar, Kurdha, and Puri

\*\*Rest of India includes Chennai, Guwahati, and Hyderabad

  
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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
A+B	Fixed Yearly Cash Component	2,40,000	6,73,475	4,56,960	4,56,719	49
C	One-time Cash Payment	-	-	-	-	-
A+B+C	Total Guaranteed Cash Component	2,40,000	6,73,475	4,56,960	4,57,185	50
D	Maximum Earning Potential (including non-cash, long-term, and performance-linked components)	2,40,000	9,65,080	5,00,000	5,24,259	80

Table 5: Classification of Salary Components in INR

### 5.4 Sector-wise classification of salary

Others include sectors which do not fall into the given categories such as agri business, consumer goods (FMCG), HR consultancy, and media/entertainment

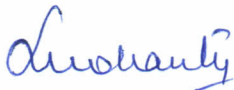
#### 5.4.1 Sector-wise classification of salary - Domestic (INR)

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI Sector	4,47,729	6,73,475	4,80,000	5,04,393	16
Consulting	2,60,064	3,20,005	3,20,005	2,96,029	5
Manufacturing	5,13,048	5,13,048	5,13,048	5,13,048	2
Non-profit/social sector	3,60,000	6,15,340	4,20,000	4,68,629	17
Others	2,40,000	5,52,000	4,30,000	4,26,224	9

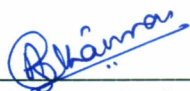
Table 6: Sector-wise Classification of Fixed Yearly Cash Component in INR

Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI Sector	4,47,729	6,73,475	4,80,000	5,02,958	17
Consulting	2,60,064	3,20,005	3,20,005	2,96,029	5
Manufacturing	5,13,048	5,13,048	5,13,048	5,13,048	2
Non-profit/social sector	3,60,000	6,15,340	4,20,000	4,68,629	17
Others	2,40,000	5,52,000	4,30,000	4,26,224	9

Table 7: Sector-wise Classification of Total Guaranteed Cash Component in INR

  
For XIM, Bhubaneswar



  
For CRISIL Limited, Mumbai



Maximum Earning Potential Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI Sector	4,00,000	9,65,080	6,00,000	5,72,992	29
Consulting	2,80,044	3,88,505	3,88,505	3,45,121	5
Manufacturing	5,00,000	9,00,000	5,50,008	6,28,574	7
Non-profit/social sector	3,60,000	7,56,000	4,33,000	4,76,841	27
Others	2,40,000	7,00,000	5,60,071	5,26,967	12

Table 8: Sector-wise Classification of Maximum Earning Potential Cash Component in INR

## 5.5 Function-wise classification of salary

Others include roles, which do not fall into the given categories such as economics and policy research, finance, and operations/supply chain.

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

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	2,40,000	3,20,005	3,20,005	3,00,004	4
Marketing/Sales	2,60,064	6,73,475	4,13,504	4,24,952	8
Others	3,60,000	6,73,475	4,80,000	4,90,770	21
Data not available	3,60,000	5,13,048	4,68,480	4,67,090	16

Table 9: Function-wise Classification of Fixed Yearly Cash Component in INR

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	2,40,000	3,20,005	3,20,005	3,00,004	4
Marketing/Sales	2,60,064	6,73,475	4,13,504	4,24,952	8
Others	3,60,000	6,73,475	4,80,000	4,90,770	21
Data not available	3,60,000	5,13,048	4,80,000	4,67,849	17

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

*Shubauty*

For XIM, Bhubaneswar



*Bhavana*  
For CRISIL Limited, Mumbai



Maximum Earning Potential Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	2,40,000	3,88,505	3,88,505	3,51,379	4
Marketing/Sales	2,80,044	9,65,080	5,00,000	5,64,417	15
Others	3,60,000	9,65,080	4,33,000	5,14,343	30
Data not available	3,60,000	7,00,000	5,50,008	5,36,730	31

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

## 5.6 Location-wise classification of salary

'Rest of India' includes Chennai, Guwahati and Hyderabad.

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

Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Ahmedabad	4,80,000	4,80,000	4,80,000	4,80,000	3
Bangalore	4,90,200	4,90,200	4,90,200	4,90,200	3
Bhopal	6,15,340	6,15,340	6,15,340	6,15,340	5
National Capital Region	3,60,000	5,13,048	4,20,000	4,45,219	5
Kolkata	6,73,475	6,73,475	6,73,475	6,73,475	1
Mumbai	4,30,000	5,52,000	4,56,960	4,62,583	15
Odisha	3,97,008	4,80,000	3,97,008	4,24,672	3
Patna	3,78,000	3,78,000	3,78,000	3,78,000	5
Rest of India	3,60,000	6,73,475	6,36,000	5,56,492	3
Data not available	2,40,000	3,20,005	2,90,035	2,86,691	6

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

*Shobhavy*

For XIM, Bhubaneswar



*Pravin*

For CRISIL Limited, Mumbai



Total Guaranteed Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Ahmedabad	4,80,000	4,80,000	4,80,000	4,80,000	3
Bangalore	4,90,200	4,90,200	4,90,200	4,90,200	3
Bhopal	6,15,340	6,15,340	6,15,340	6,15,340	5
National Capital Region	3,60,000	5,13,048	4,20,000	4,45,219	5
Kolkata	6,73,475	6,73,475	6,73,475	6,73,475	1
Mumbai	4,30,000	5,52,000	4,56,960	4,63,671	16
Odisha	3,97,008	4,80,000	3,97,008	4,24,672	3
Patna	3,78,000	3,78,000	3,78,000	3,78,000	5
Rest of India	3,60,000	6,73,475	6,36,000	5,56,492	3
Data not available	2,40,000	3,20,005	2,90,035	2,86,691	6

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

Maximum Earning Potential Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Ahmedabad	4,80,000	4,80,000	4,80,000	4,80,000	3
Bangalore	4,00,000	4,90,200	4,00,000	4,38,657	7
Bhopal	7,00,340	7,00,340	7,00,340	7,00,340	5
National Capital Region	3,60,000	5,50,008	5,00,000	4,60,001	12
Kolkata	6,00,000	9,65,080	6,00,000	6,52,154	7
Mumbai	4,80,000	9,00,000	6,00,000	5,90,801	19
Odisha	3,84,000	7,00,000	3,84,000	4,44,238	10
Patna	4,28,000	4,33,000	4,33,000	4,32,167	6
Rest of India	3,60,000	9,65,080	6,36,000	6,53,693	3
Data not available	2,40,000	9,00,000	3,88,505	4,52,700	8

Table 14: Location-wise Classification of Maximum Earning Potential Cash Component in INR

*Srinanthy*

For XIM, Bhubaneswar



*Abhinav*

For CRISIL Limited, Mumbai

## 6. Other details

Sl. No.	Parameters	Number
1	Total Pre-Placement offers awarded*	1
2	Total Pre-Placement offers accepted	1

Table 15: Details regarding Pre-Placement Offers (PPO)

\*Not verified

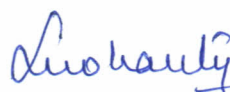
## 7. Compliance statement

This placement report has been prepared according to 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:

Sr. No.	Deviation from the standards	Reason
1	Verification for students opting out	No separate documentation for students opting out of placement process
2	Removal of table for one-time cash component	Information for one-time cash was not available

Table 16: List of Deviations from Standards with reasons for the same

  
For XIM, Bhubaneswar



  
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