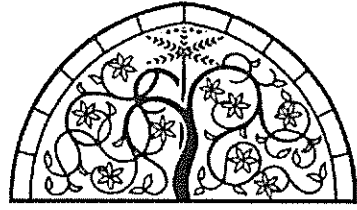


Indian Institute of Management Ahmedabad



विद्या विनियोगाद्विकासः

I I IIM

AHMEDABAD

PGPX Final Placements 2015

Ref No: SN/SMER/IIMA/2015/65

August 26, 2015

Chairperson, The Placement Office,
The Indian Institute of Management,
Vastrapur,
Ahmedabad – 380 015,
Gujarat

Dear Sir,

Re: Audit of Placement Report for 2015 placements of Post Graduate Programme in Management for Executives (PGPX) programme

We have audited the Placement Report prepared by you on the final placement (based on offers received and accepted on campus) of students in 2015 of the Post Graduate Programme in Management for Executives (PGPX) of the Indian Institute of Management, Ahmedabad (IIM-A). The Placement Report is the responsibility of IIM-A. 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 IIM-A from recruiting companies. CRISIL has not independently sourced any information or documentations.
3. We have verified the information with respect to remuneration, job function and location presented in the report with communication received from recruiters.
 - a. 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'.
 - b. For two students, stock options have been mentioned without details on how much vests in the first year- the amount considered has been therefore equally divided over the entire number of years.
For one student with a domestic offer, stock option was provided in international currency. The same has been converted into domestic currency based on the mean exchange rate for June 2015.
4. The acceptance of offers and number of students opting out of the placement process has been established through written communication from those students.
5. We have only audited the salary figures in the placement report and not the report's overview section, which explains the placement process.

Thank you.

Best regards,


Sudhir Nair

Director

CRISIL Education Gradings

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CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

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Overview

The placement process for the graduating batch of the One Year Post-Graduate Diploma in Management for Executives (PGPX) at IIM Ahmedabad was successfully completed in June 2015. PGPX follows rolling placement process that started on November 10, 2014 and continued till 3 months after the convocation. Students of PGPX come from diversified background with a considerable number of years of experience ranging from 6 years to 21 years of experience. For a diversified and accomplished student group such as this, recruiters visit campus over the recruitment period to select candidates for their middle to senior level management positions. In this year's placement process, continuing the tradition, students were offered middle to senior level positions such as Associate Vice President, Associate Director, General Manager, Program Manager and Senior Manager etc.

Some of the top global and domestic recruiters of this year are Accenture, Amazon, Deloitte, Microsoft, Goldman Sachs, Oracle, ZS Associates, Zensar, Virtusa, Ericsson and RPG Group. Some of the top new recruiters this year are TATA Capital, Electra Card, BMGI Consulting, Vodafone, Cummins, Snapdeal and Kolte Patil. Airtel continued to be the biggest recruiter of PGPX for this year also with 8 accepted offers.

Entrepreneurship

IIM Ahmedabad has always encouraged students to take up entrepreneurship as a career and this year, two students opted out of the placement process to start their own ventures. In line with its culture of fostering entrepreneurship, IIM Ahmedabad offered a placement holiday to one of these students, wherein student will be allowed to participate in placements in one of the next two years in the event that their venture does not work out.

The IPRS Initiative

The Indian Placement Reporting Standards (IPRS) is an initiative that aims to provide transparency and authenticity in placement reporting across B-schools, through the means of audited placement reports. Please visit the [IPRS website](#) to know more.

IIMA would like to thank all its recruiters for their participation in the year's placement process and their cooperation with the IPRS initiative.

1. Classification of Students

1.1 Classification of the Entire Placement 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 seeking placement through the institute

Categories	Number
1.Number who sought placement through the institute	67
2.Did not seek placement through the institute	
2a.Company-sponsored or already employed	6
2b.Continuing education	0
2c.Postponing job search	0
2c.Entrepreneurship (Starting a new business)	2
2d.Returning to / joining family business	0
2e.Seeking placement outside the campus placement process*	11
Total who did not seek employment through the institute	19
3. Number unplaced, if any	11
Total number which graduated	85

Table 1.1: Classification of the entire placement pool


* Includes 1 student from earlier PGPM batch returning from placement holiday

2. Sector-wise Classification

Sector	No. Of offers accepted		
	Domestic	International	Total
BFSI	8	-	8
Consulting	7	1	8
Engineering / Technology	5	-	5
Information Technology (IT)	12	1	13
Telecom	15	-	15
Others*	6	1	7
Total	53	3	56

Table 2.1: Classification of offers based on sector

*Others includes E-commerce, Logistics and Real Estate in domestic offers and Energy in international offers


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3. Function-wise Classification

Function	No. Of offers accepted		
	Domestic	International	Total
Consulting	6	2	8
General Management	7	-	7
Marketing / Sales	5	1	6
Operations / Supply Chain	11	-	11
Systems / IT	13	-	13
Others*	7	-	7
Data not available**	4	-	4
Total	53	3	56

Table 3.1: Classification of offers based on function

* Others includes Strategy and Finance in domestic offers and Consulting and Marketing/Sales in international offers

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

4. Location-wise Classification


Locations	No. of offers accepted
Americas	1
Europe	2
India	53
Total	56

Table 4.1: Classification of offers based on International location

Indian Locations	No. of offers accepted
Bangalore	9
NCR	14
Hyderabad	4
Mumbai	16
Pune	5
Rest of India*	5
Total	53

Table 4.2: Classification of offers based on domestic location

* Rest of India includes Chennai and Kolkata


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5. Salary Data

5.1 Salary Heads – Domestic (INR)

Salary Head	Min	Max	Median	Mean	Data*
Fixed Yearly Cash Component	16,67,556	33,76,260	21,31,400	22,02,559	53
One-time Cash Payment	1,00,000	6,00,000	1,50,000	2,11,667	20
Total Guaranteed Cash Component	16,67,556	33,76,260	22,04,232	22,82,433	53
Maximum Earning Potential Component	20,00,000	54,55,822	26,99,000	28,76,083	53

Table 5.1: Classification of salary heads – Domestic

5.2 Salary Heads – International (USD) **

Salary Head	Min	Max	Median	Mean	Data*
Fixed Yearly Cash Component	\$150,000	\$155,550	\$152,775	\$152,775	2
One-time Cash Payment	\$6,000	\$6,000	\$6,000	\$6,000	1
Total Guaranteed Cash Component	\$155,550	\$156,000	\$155,775	\$155,775	2
Maximum Earning Potential Component	\$77,775	\$207,581	\$156,000	\$147,119	3

Table 5.2: Classification of salary heads – International

* 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.

** For International salaries, all conversions to USD are made as per average of closing rates in June 2015.

Data is sourced from International Monetary Fund

(https://www.imf.org/external/np/fin/data/rms_mth.aspx?SelectDate=2015-06-30&reportType=REP)

Description of Salary Heads

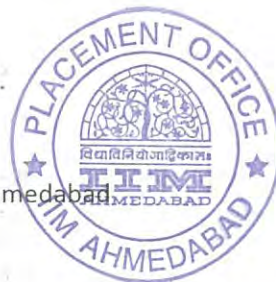
- 1. Fixed Yearly Cash Component:** This is a total of the annual basic salary and additional guaranteed cash components. These additional components include cash payments and allowances that are part of the annual package. The term guaranteed signifies that the amount is certain unless, there is an 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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5.3 Salary Statistics at Purchasing Power Parity (PPP)*

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	69,510	140,736	91,881	95,141	53
Non-INR salary (Total guaranteed cash component)	129,870	156,000	142,935	142,935	2
Combined INR and non-INR salary (Total guaranteed cash component)	69,510	156,000	93,820	96,879	55
INR salary (Maximum Earning Potential)	83,368	227,421	112,505	119,887	53
Non-INR salary (Maximum Earning Potential)	64,935	173,312	156,000	131,416	3
Combined INR and non-INR salary (Maximum Earning Potential)	64,935	227,421	112,527	120,504	56

Table 5.3: Salary Statistics at PPP adjusted exchange rates

* As per the PPP conversion rate for 2012 for all available currencies. Data is sourced from <http://unstats.un.org/unsd/mdg/SeriesDetail.aspx?srid=699>

5.4 Sector-wise Classification of Salary – Domestic (INR)

5.4.1 Fixed Yearly Cash Component

Sectors	Min	Max	Median	Mean	Data
BFSI	18,80,000	23,50,000	20,82,420	20,88,763	8
Consulting	18,29,600	26,00,000	22,51,296	22,01,966	7
Engineering / Technology	19,59,312	23,21,856	21,62,892	21,21,521	5
Information Technology (IT)	18,65,000	28,00,000	21,15,700	21,62,463	12
Telecom	16,67,556	31,31,040	22,50,732	22,61,901	15
Others	17,66,408	33,76,260	23,52,515	23,54,350	6

Table 5.4.1: Sector-wise Classification of Fixed Yearly Cash Component – Domestic

5.4.2 One-time Cash Payment

Sectors	Min	Max	Median	Mean	Data
BFSI	-	-	-	-	0
Consulting	1,00,000	3,00,000	1,50,000	2,00,000	7
Engineering / Technology	-	-	-	-	0
Information Technology (IT)	1,00,000	6,00,000	1,25,000	1,81,250	8
Telecom	1,00,000	1,00,000	1,00,000	1,00,000	1
Others	1,33,333	5,50,000	3,00,000	3,20,833	4

Table 5.4.2: Sector-wise Classification of One-time Cash Payment – Domestic



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5.4.3 Total Guaranteed Cash Component

Sectors	Min	Max	Median	Mean	Data
BFSI	18,80,000	23,50,000	20,82,420	20,88,763	8
Consulting	19,29,600	27,50,000	25,50,000	24,01,966	7
Engineering / Technology	19,59,312	23,21,856	21,62,892	21,21,521	5
Information Technology (IT)	19,65,000	29,50,000	21,90,700	22,83,296	12
Telecom	16,67,556	31,31,040	22,56,952	22,68,568	15
Others	20,66,408	33,76,260	24,33,382	25,68,239	6

Table 5.4.3: Sector-wise Classification of Total Guaranteed Cash Component – Domestic

5.4.4 Maximum Earning Potential Component

Sectors	Min	Max	Median	Mean	Data
BFSI	20,00,000	26,99,000	26,99,000	25,24,375	8
Consulting	24,00,504	33,28,000	29,00,884	28,87,395	7
Engineering / Technology	24,00,048	30,00,000	25,76,787	26,15,389	5
Information Technology (IT)	23,03,348	54,55,822	28,42,428	30,49,629	12
Telecom	21,00,000	41,00,100	29,75,005	29,15,207	15
Others	21,99,992	44,00,042	30,12,500	31,04,172	6

Table 5.4.4: Sector-wise Classification of Maximum Earning Potential Component – Domestic

5.5 Sector-wise Classification of Salary – International (USD)

5.5.1 Fixed Yearly Cash Component

Sectors	Min	Max	Median	Mean	Data
International*	\$150,000	\$155,550	\$152,775	\$152,775	2

Table 5.5.1: Sector-wise Classification of Fixed Yearly Cash Component – International

5.5.2 One-time Cash Payment

Sectors	Min	Max	Median	Mean	Data
International*	\$6,000	\$6,000	\$6,000	\$6,000	1

Table 5.5.2: Sector-wise Classification of One-time Cash Payment – International

5.5.3 Total Guaranteed Cash Component

Sectors	Min	Max	Median	Mean	Data
International*	\$155,550	\$156,000	\$155,775	\$155,775	2

Table 5.5.3: Sector-wise Classification of Total Guaranteed Cash Component – International

5.5.4 Maximum Earning Potential Component

Sectors	Min	Max	Median	Mean	Data
International*	\$77,775	\$207,581	\$156,000	\$147,119	3

Table 5.5.4: Sector-wise Classification of Maximum Earning Potential Component – International

*International includes Americas and Europe


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5.6 Function-wise Classification of Salary – Domestic (INR)

5.6.1 Fixed Yearly Cash Component

Functions	Min	Max	Median	Mean	Data
Consulting	18,29,600	26,00,000	22,03,380	21,77,660	6
General Management	20,82,420	33,76,260	20,82,420	24,26,334	7
Marketing / Sales	16,67,556	22,77,200	19,59,312	19,73,996	5
Operations / Supply Chain	16,76,496	26,00,832	22,04,232	21,94,644	11
Systems / IT	18,69,348	31,31,040	21,31,400	22,36,525	13
Others	17,66,408	27,22,746	19,59,312	21,12,012	7
Data not available	19,69,392	24,38,292	22,03,842	22,03,842	4

Table 5.6.1: Function-wise Classification of Fixed Yearly Cash Component – Domestic

5.6.2 One-time Cash Payment

Functions	Min	Max	Median	Mean	Data
Consulting	1,00,000	3,00,000	1,50,000	1,83,333	6
General Management	1,33,333	1,50,000	1,41,667	1,41,667	2
Marketing / Sales	1,00,000	1,00,000	1,00,000	1,00,000	1
Operations / Supply Chain	3,00,000	5,50,000	3,00,000	3,83,333	3
Systems / IT	1,00,000	6,00,000	1,50,000	2,20,000	5
Others	1,00,000	3,00,000	2,00,000	2,00,000	2
Data not available	1,00,000	1,00,000	1,00,000	1,00,000	1

Table 5.6.2: Function-wise Classification of One-time Cash Payment – Domestic

5.6.3 Total Guaranteed Cash Component

Functions	Min	Max	Median	Mean	Data
Consulting	19,29,600	27,50,000	25,02,732	23,60,993	6
General Management	20,82,420	33,76,260	20,82,420	24,66,810	7
Marketing / Sales	16,67,556	22,77,200	19,83,492	19,93,996	5
Operations / Supply Chain	16,76,496	30,00,000	22,04,232	22,99,189	11
Systems / IT	18,69,348	31,31,040	22,81,400	23,21,140	13
Others	18,93,731	27,22,746	20,66,408	21,69,155	7
Data not available	19,69,392	24,38,292	22,53,842	22,28,842	4

Table 5.6.3: Function-wise Classification of Total Guaranteed Cash Component – Domestic

5.6.4 Maximum Earning Potential Component

Functions	Min	Max	Median	Mean	Data
Consulting	24,00,504	33,28,000	28,45,880	28,40,461	6
General Management	26,99,000	44,00,042	26,99,000	30,99,435	7
Marketing / Sales	22,00,000	29,00,000	25,00,000	25,39,810	5
Operations / Supply Chain	20,00,000	36,00,000	25,76,787	27,13,532	11
Systems / IT	23,64,000	54,55,822	32,09,375	31,68,023	13
Others	21,99,992	34,14,000	24,00,000	25,87,341	7
Data not available	26,25,000	32,50,005	29,87,503	29,62,503	4

Table 5.6.4: Function-wise Classification of Maximum Earning Potential Component – Domestic


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5.7 Function-wise Classification of Salary – International (USD)

5.7.1 Fixed Yearly Cash Component

Function	Min	Max	Median	Mean	Data
International*	\$150,000	\$155,550	\$152,775	\$152,775	2

Table 5.7.1: Function-wise Classification of Fixed Yearly Cash Component – International

5.7.2 One-time Cash Payment

Function	Min	Max	Median	Mean	Data
International*	\$6,000	\$6,000	\$6,000	\$6,000	1

Table 5.7.2: Function-wise Classification of One-time Cash Payment – International

5.7.3 Total Guaranteed Cash Component

Function	Min	Max	Median	Mean	Data
International*	\$155,550	\$156,000	\$155,775	\$155,775	2

Table 5.7.3: Function-wise Classification of Total Guaranteed Cash Component – International

5.7.4 Maximum Earning Potential Component

Function	Min	Max	Median	Mean	Data
International*	\$77,775	\$207,581	\$156,000	\$147,119	3

Table 5.7.4: Function-wise Classification of Maximum Earning Potential Component – International

*International includes Americas and Europe

5.8 Location-wise Classification of Salary – Domestic (INR)

5.8.1 Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
Bangalore	18,00,000	24,22,199	21,55,464	21,51,290	9
NCR	16,67,556	31,31,040	22,99,266	23,06,836	14
Hyderabad	18,83,492	28,00,000	21,37,862	22,39,804	4
Mumbai	16,76,496	33,76,260	21,43,326	22,28,411	16
Pune	17,66,408	21,62,892	21,31,400	20,11,420	5
Rest of India	18,83,492	24,38,292	19,69,392	20,81,488	5

Table 5.8.1: Location-wise Classification of Fixed Yearly Cash Component – Domestic



5.8.2 One-time Cash Payment

Location	Min	Max	Median	Mean	Data
Bangalore	1,50,000	3,00,000	3,00,000	2,62,500	4
NCR	1,33,333	3,00,000	2,16,667	2,16,667	2
Hyderabad	1,00,000	6,00,000	1,25,000	2,37,500	4
Mumbai	1,00,000	5,50,000	1,25,000	2,25,000	4
Pune	1,00,000	3,00,000	1,50,000	1,75,000	4
Rest of India	1,00,000	1,00,000	1,00,000	1,00,000	2

Table 5.8.2: Location-wise Classification of One-time Cash Payment – Domestic


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5.8.3 Total Guaranteed Cash Component

Location	Min	Max	Median	Mean	Data
Bangalore	18,80,000	25,51,296	23,50,000	22,67,956	9
NCR	16,67,556	31,31,040	24,25,782	23,37,788	14
Hyderabad	19,83,492	29,50,000	24,87,862	24,77,304	4
Mumbai	16,76,496	33,76,260	21,43,326	22,84,661	16
Pune	19,65,000	22,81,400	21,62,892	21,51,420	5
Rest of India	19,59,312	24,38,292	19,83,492	21,21,488	5

Table 5.8.3: Location-wise Classification of Total Guaranteed Cash Component – Domestic

5.8.4 Maximum Earning Potential Component

Location	Min	Max	Median	Mean	Data
Bangalore	20,00,000	32,55,765	27,34,856	26,75,487	9
NCR	22,00,000	41,00,100	30,84,500	29,72,741	14
Hyderabad	25,00,000	54,55,822	27,75,000	33,76,456	4
Mumbai	21,00,000	44,00,042	26,99,000	28,73,743	16
Pune	21,99,992	32,09,375	25,76,787	26,99,775	5
Rest of India	24,00,048	32,50,005	26,25,000	27,50,012	5

Table 5.8.4: Location-wise Classification of Maximum Earning Potential Component – Domestic

5.9 Location-wise Classification of Salary – International (USD)

5.9.1 Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
International*	\$150,000	\$155,550	\$152,775	\$152,775	2

Table 5.9.1: Location-wise Classification of Fixed Yearly Cash Component – International

5.9.2 One-time Cash Payment

Location	Min	Max	Median	Mean	Data
International*	\$6,000	\$6,000	\$6,000	\$6,000	1

Table 5.9.2: Location-wise Classification of One-time Cash Payment – International

5.9.3 Total Guaranteed Cash Component

Location	Min	Max	Median	Mean	Data
International*	\$155,550	\$156,000	\$155,775	\$155,775	2


Table 5.9.3: Location-wise Classification of Total Guaranteed Cash Component – International

5.9.4 Maximum Earning Potential Component

Location	Min	Max	Median	Mean	Data
International*	\$77,775	\$207,581	\$156,000	\$147,119	3

Table 5.9.4: Location-wise Classification of Maximum Earning Potential Component – International

*International includes Americas and Europe


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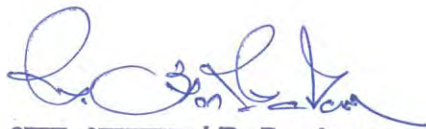
6. Compliance Statement

This placement report has been prepared as per the Indian Placement Reporting Standards, version 2.1 (<http://www.iimahd.ernet.in/iprs/gallery/IPRSRevision2.1.pdf>).

The instances where the report deviates from the standards and the reasons for them are mentioned below:

Deviation from the standards	Reason
Sector-wise table on international Salary	The data points have been combined to protect confidentiality of data
Function-wise table on international Salary	The data points have been combined to protect confidentiality of data
Location-wise table on international Salary	The data points have been combined to protect confidentiality of data

Table 6.1: List of deviations from standards with reasons



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