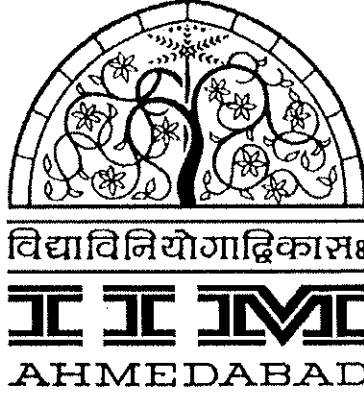


Indian Institute of Management Ahmedabad



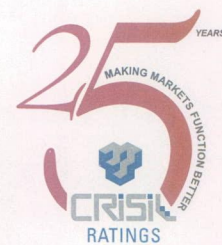
PGPX Placement Report

July 2012

Ref No: SM/SMER/IIMA/2012/13846

August 29, 2012

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



Dear Ma'am,

Re: Audit of the Placement Report of the 2011-12 Post Graduate Program in Management for Executives (PGPX) programme

We have audited the Placement Report prepared by you for the final placements of students of the 2011-12 batch of the Post Graduate Program in Management for Executives (PGPX) programme of 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).

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.
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 documentation.
3. We have verified the information with respect to remuneration and job function presented in the report with communication received from recruiters. Information regarding compensation received from individual students has not been used.
 - a. Where offer letters or other recruiter communication was not available, the report considers the record as data unavailable. We have not been able to verify the status of such students since there is no record.
 - b. The information has been categorized as best as possible under different salary heads as given in the IPRS: where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
4. The number of students opting out of the placement process has been established through written communication from the student who has opted out.

Thank you.

Best regards,

Sachin Nigam

Senior Director, SME Ratings

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Email: sachin.nigam@crisil.com



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Overview

The One Year Post-Graduate Programme in Management for Executives (PGPX) is a get-ready-for-top-management programme in which only the sharpest minds make it to the consideration set. With general management orientation and emphasis on international exposure and global business skills, the residential programme is ideal for mid-level managers making them learners for life.

The placements for the One Year Full Time-Post Graduate Programme in Management for Executives (PGPX) at IIM Ahmedabad saw serious interest and participation from a very diverse group of recruiters this year. This included multinationals, Indian business houses, start-ups, SMEs, as well as semi-government entities. The spectrum of recruiters covered sectors such as Consulting, Energy, Engineering, Financial Services, FMCG, Health Care, Infrastructure, Information Technology (IT), Manufacturing, Online, Telecom and Real Estate.

Students have joined in senior roles such as CTO, COOs, Director, Head of IT and VP positions in Sales, Operations and Strategy, Consulting, Delivery, Human Resources, Finance etc. The offers came from both India and abroad.

The detailed placement report drafted as per the Indian Placement Reporting Standards is annexed.

1 Classification of entire placement pool

Categories	Number
1. Total students eligible for placements	100
a. Students in PGPX programme graduating in 2012	101
b. Students returning from Placement Holiday	-
2. Did not seek placement through the institute	
a. Company-sponsored or already employed	1
b. Continuing education	-
c. Postponing job search	-
d. Entrepreneurship (Starting a new business)	-
e. Returning to / joining family business	-
f. Sought placement outside the campus placement process	-
g. Did not seek-placements for other reasons	-
3. Total students who sought placement through the institute	100
a. Students who turned Entrepreneurs	-
b. Total students who returned to their previous employers	9
c. Total Students who found opportunities outside the institute's	14
d. Total Campus Offers accepted	72
e. Students still in process (as on June 28, 2012)	5

Table 1.1: Classification of the entire placement pool

Notes:

The PGPX class of 2012 saw a 17% increase in batch size, compared to previous year. Thus 101 students were eligible to participate in the placement process. One student did not seek placements through campus process as he was sponsored by his employer. Nine students from this batch decided to return to their previous employers. Four of these nine had other offers made to them on campus and two had location constraints and thus went back to their employers outside India. Fourteen students from the batch found employment opportunities outside of the institute's placement process though five of them had one or more offers made to them on campus. A total of seventy two students have accepted the offers made to them on campus. Five students continue to be in the process looking for the right fit in terms of role, location and designation desired, though two of them had multiple offers on campus which they rejected. A total of ninety nine written offers were made on campus this year by forty two companies. Another twenty verbal offers were made which were not accepted by students due to various reasons.

Salary information for 69 of the 72 campus offers accepted by students has been made available by 33 recruiters and the following report is based on this data set.




For the Indian Institute of Management, Ahmedabad

PRAVIN G. CHRISTIAN
INCHARGE, PLACEMENT OFFICE




For CRISIL Limited, Mumbai

2 Sector Wise Classification

Sector	No. of Offers accepted
BFSI sector	7
Consulting	20
Consumer goods (FMCG)	6
Energy	1
Engineering / Technology	1
Information Technology (IT)	18
Manufacturing	3
Others	2
Pharmaceutical / Healthcare	2
Real Estate	3
Telecom	6
Grand Total	69

Table 2.1: Classification of offers based on sector

3 Function Wise Classification

Function	No. of Offers accepted
Consulting	17
Finance	5
General Management	8
Human Resources	1
Marketing / Sales	11
Operations / Supply Chain	5
Systems / IT	20
Grand Total	67

Table 3.1: Classification of offers based on function

4 Location Wise Classification

4.1 Global Classification

Locations	No. of Offers accepted
India	65
Outside India	4

Table 4.1: Classification of offers based on location

(Handwritten Signature)

For the Indian Institute of Management, Ahmedabad

PRAVIN G. CHRISTIAN
INCHARGE, PLACEMENT OFFICE



(Handwritten Signature)

For CRISIL Limited, Mumbai



4.2 Indian Locations Classification

Indian Locations	No. of Offers accepted
Ahmedabad	3
Bangalore	23
Chennai	4
Hyderabad	5
Mumbai	8
Nagpur	1
NCR	13
Pune	8
Grand Total	65

Table 4.2: Classification of offers based on location within India

5 Salary Data

5.1 Salary Heads – Domestic (INR)

	Salary Head	Min	Max	Median	Mean	Data
A+B	Base Salary and additional guaranteed cash components	10,64,400	28,42,469	20,68,571	21,21,051	65
C	One time Cash Payments	75,000	10,00,000	2,00,000	2,74,870	24
D	Total Guaranteed Cash Payments	10,64,400	31,42,469	21,95,640	22,22,542	65
E	Maximum Earning Potential (including non-cash, long term and performance linked)	18,98,604	54,08,906	27,00,000	29,14,959	65

Table 5.1: Classification of salary components – Domestic

Note: The median and mean data for One Time Cash Payments (C) is based on total 24 data points where such payments were made and are given to indicate the industry benchmarks


5.2 Salary Heads – International (USD)

	Salary	Min	Max	Median	Mean	Data
A+B	Basic salary and additional guaranteed cash components	\$1,27,682	\$1,27,682	\$1,27,682	\$1,27,682	1
C	Onetime Cash Payments	\$6,384	\$6,384	\$6,384	\$6,384	1
D	Total guaranteed cash payments	\$1,34,066	\$1,34,066	\$1,34,066	\$1,34,066	1
E	Maximum Earning Potential (including non-cash, long –term and performance linked components)	\$1,38,000	\$2,08,000	\$1,63,394	\$1,68,197	4

Table 5.2: Classification of salary components – International

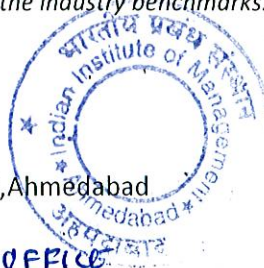
Note: rate of 1.5571 USD/GBP – average of spot rates for the month of Jun 2012. Source: www.bankofengland.co.uk

Note: The median and mean data for One Time Cash Payments (C) is based on total 1 data point where such payment was made and is given to indicate the industry benchmarks.



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5.3 Salary Statistics at PPP

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary(Total guaranteed cash component)	\$50,137	\$1,48,020	\$1,03,422	\$1,04,689	65
Non-INR salary(Total guaranteed cash	\$1,34,066	\$ 1,34,066	\$1,34,066	\$1,34,066	1
Combined INR and non-INR salary (Total guaranteed cash component)	\$50,137	\$1,48,020	\$1,04,434	\$1,05,134	66
INR salary(Maximum Earning Potential)	\$89,430	\$2,54,777	\$1,27,179	\$1,37,304	65
Non-INR salary(Maximum Earning Potential)	\$1,38,000	\$2,08,000	\$1,63,394	\$1,68,197	4
Combined INR and non-INR salary (Maximum Earning Potential)	\$ 89,430	\$2,54,777	\$1,28,822	\$1,39,095	69

Table 5.3: Salary statistics at PPP adjusted exchange rates

Note: As per the PPP conversion rate for 2010 for INR per dollar (21.23) as specified on the United Nations Statistics website - <http://mdqs.un.org/unsd/mdg/SeriesDetail.aspx?srid=699&crd=>.

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

Base Salary and additional guaranteed cash components					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	15,76,800	26,18,000	22,38,624	21,78,061	7
Consulting	15,50,004	28,00,000	19,65,011	20,71,517	20
Consumer goods (FMCG)	17,43,265	22,55,796	22,08,738	21,23,484	6
Information Technology (IT)	10,64,400	28,42,469	22,31,373	22,58,722	14
Telecom	18,32,436	26,58,032	23,19,480	22,16,843	6
Others	15,72,584	25,33,581	18,09,991	19,60,624	12

Table 5.4: Sector-wise classification of base salary and additional components - Domestic

One-time cash payments					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	2,00,000	2,00,000	2,00,000	2,00,000	1
Consulting	75,000	10,00,000	1,50,000	2,34,091	11
Consumer goods (FMCG)	2,00,000	4,00,000	2,00,000	2,40,000	5
Information Technology (IT)	2,00,000	5,15,089	4,02,267	3,70,315	6
Telecom	0	0	0	0	0
Others	4,00,000	4,00,000	4,00,000	4,00,000	1

Table 5.5: Sector-wise classification of one-time cash payments – Domestic

Note: The mean and the median figures for One-time cash payments in the above section is calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.



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Total Guaranteed Cash component					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	17,76,800	26,18,000	22,38,624	22,06,632	7
Consulting	16,50,004	31,00,000	20,92,326	22,00,267	20
Consumer goods (FMCG)	17,43,265	24,68,571	24,55,796	23,23,484	6
Information Technology (IT)	10,64,400	31,42,469	23,64,720	24,17,428	14
Telecom	18,32,436	26,58,032	23,19,480	22,16,843	6
Others	15,72,584	25,36,606	18,09,991	19,93,957	12

Table 5.6: Sector-wise classification of total guaranteed cash component – Domestic

5.5 Function-wise classification of Salary – Domestic (INR)

Base Salary and additional guaranteed cash components					
Functions	Min	Max	Median	Mean	Data
Consulting	15,50,004	28,00,000	22,25,000	22,05,996	17
Finance	15,76,800	26,18,000	19,85,030	21,17,534	5
General Management	16,50,000	24,38,624	20,09,476	20,22,894	8
Marketing / Sales	15,72,584	26,27,200	19,44,573	20,40,260	7
Systems / IT	10,64,400	28,42,469	22,17,132	21,86,044	20
Others	17,43,265	25,33,581	18,76,790	19,76,596	6

Table 5.7: Function-wise classification of base salary and additional components - Domestic

One-time cash payments					
Functions	Min	Max	Median	Mean	Data
Consulting	75,000	10,00,000	2,00,000	2,69,444	9
Finance	2,00,000	2,00,000	2,00,000	2,00,000	1
General Management	75,000	4,00,000	2,00,000	2,25,000	3
Marketing / Sales	75,000	75,000	75,000	75,000	1
Systems / IT	2,00,000	5,15,089	3,00,000	3,13,543	9
Others	4,00,000	4,00,000	4,00,000	4,00,000	1

Table 5.8: Function-wise classification of one-time cash payments – Domestic

Note: The mean and the median figures for One-time cash payments in the above section is calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.

Total Guaranteed Cash component					
Functions	Min	Max	Median	Mean	Data
Consulting	16,50,004	31,00,000	23,19,480	23,48,643	17
Finance	17,76,800	26,18,000	19,85,030	21,57,534	5
General Management	16,50,000	25,36,606	21,03,673	21,07,269	8
Marketing / Sales	15,72,584	26,27,200	19,44,573	20,50,974	7
Systems / IT	10,64,400	31,42,469	22,38,624	23,27,138	20
Others	17,43,265	25,33,581	18,76,790	20,43,263	6

Table 5.9: Function-wise classification of total guaranteed cash component – Domestic


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 For CRISIL Limited, Mumbai


5.6 Location-wise classification of Salary

5.6.1 Indian Locations

Note: Based on the India location and salary details of 65 offers available

Base Salary and additional guaranteed cash components					
Indian Locations	Min	Max	Median	Mean	Data
Bangalore	10,64,400	26,27,200	20,13,840	20,62,342	23
Chennai	15,50,004	19,35,084	17,60,580	17,51,562	4
Hyderabad	20,68,571	28,42,469	26,60,469	25,78,489	5
Mumbai	15,72,584	28,00,000	22,59,000	22,11,616	8
NCR	16,50,000	26,58,032	19,85,640	20,46,536	13
Pune	19,63,839	25,33,581	22,55,796	22,32,264	8
Others	17,37,636	25,24,524	20,58,800	20,94,940	4

Table 5.19: Location-wise classification of base salary and additional components (within India)

One-time cash payments					
Indian Locations	Min	Max	Median	Mean	Data
Bangalore	75,000	10,00,000	2,00,000	2,79,454	9
Chennai	1,00,000	1,00,000	1,00,000	1,00,000	1
Hyderabad	3,00,000	4,02,267	4,02,267	3,81,360	5
Mumbai	75,000	3,00,000	3,00,000	2,25,000	3
NCR	2,00,000	4,00,000	3,00,000	3,00,000	2
Pune	2,00,000	2,00,000	2,00,000	2,00,000	4
Others	0	0	0	0	0

Table 5.20: Location-wise classification of one-time cash payments (within India)

Total Guaranteed Cash component					
Indian Locations	Min	Max	Median	Mean	Data
Bangalore	10,64,400	27,82,194	21,85,448	21,71,693	23
Chennai	16,50,004	19,35,084	17,60,580	17,76,562	4
Hyderabad	24,68,571	31,42,469	30,62,736	29,59,849	5
Mumbai	15,72,584	31,00,000	22,96,500	22,95,991	8
NCR	16,50,000	26,58,032	21,85,640	20,92,690	13
Pune	19,63,839	25,33,581	24,47,210	23,32,264	8
Others	17,37,636	25,24,524	20,58,800	20,94,940	4

Table 5.21: Location-wise classification of total guaranteed cash component (within India)



For the Indian Institute of Management, Ahmedabad

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For CRISIL Limited, Mumbai



6 Compliance statement

This placement report has been prepared as per the Indian Placement Reporting Standards, version 2.0.

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	Basic & Additional Guaranteed Cash Components Combined	Data at this granularity was not available for several firms.
2	Sector-wise and function-wise tables on international salaries	Since there are only 3 data points, they have not been split to protect confidentiality of data
3	Data regarding location collected from students in many cases	Location data not mentioned in offer letters were communicated by the students to IIM-A

Table6.1: List of deviations from standards with reasons for the same



For the Indian Institute of Management, Ahmedabad

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For CRISIL Limited, Mumbai

