

Ref no. SN/SMER/XIMB/2017/CH583

April 24, 2017

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

Re: Audit of the Placement Report of the MBA - Business Management (MBA-BM) programme, 2014-16

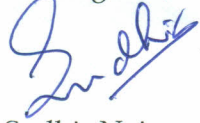
Dear Sir,

CRISIL have audited the Placement Report prepared by Xavier Institute of Management, Bhubaneswar (XIM-B), for the final placements of students in the MBA-BM batch of 2014-16. CRISIL has validated the information provided in the report with the relevant documentation, and offers the following comments:

1. CRISIL have obtained all information and explanations as were necessary for conducting the audit. We believe the Placement Report complies with the requirements of Indian Placement Reporting Standards (IPRS) Version 2.1.
2. The validation of information presented in the report is based on communication received by XIM-B from the recruiting companies. CRISIL has not independently sourced any information or documentation.
3. CRISIL have verified the information with respect to remuneration, job function and location 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 communications were not available, the report indicates it as "Data not available". Data was not available for 122 students who sought placements through the institute. We have not been able to verify the status of 122 students in the absence of required data.
 - b. The information has been categorized as best as possible under various salary heads according to IPRS Version 2.1; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
 - c. Proof of acceptance of the offers is indicated by student signing the offer letter. Such proof was not available for 194 students.
4. The number of students opting out of the placement process has been established through written communication from the students.

Thank you,

Best regards,



Sudhir Nair

Director - Education Gradings

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Email: sudhir.nair@crisil.com

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363



X I M Bhubaneswar

Connecting Business & Society

MBA-Business Management

FINAL PLACEMENTS

2014-16

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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	341*
2. Did not seek placement through the institute	
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	14
Total who did not seek employment through the institute	14
3. Number unplaced, if any	0
Total Graduates	355

*Out of 341 students, placements of only 219 students could be verified

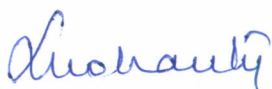
Table 1: Classification of the Entire Graduate Pool

2. Sector-wise classification

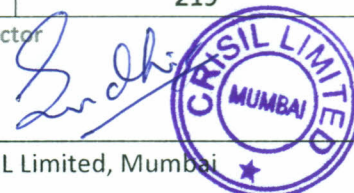
The table below shows sector-wise break-up of the accepted offers.

Sector	Number of Offers accepted
BFSI sector	36
Conglomerate	4
Consulting	35
Consumer goods (FMCG)	13
Engineering / Technology	1
Information Technology (IT)	79
Manufacturing	15
Others	14
Pharmaceutical / Healthcare	6
Telecom	16
Total	219

Table 2: Classification of Placements Based on Sector



For XIM, Bhubaneswar
Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013



For CRISIL Limited, Mumbai

3. Function-wise classification

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

Function	Number of Offers accepted
Consulting	46
Analytics	5
Finance	28
Management Trainee	23
Marketing / Sales	50
Operations / Supply Chain	10
Systems / IT	57
Grand Total	219

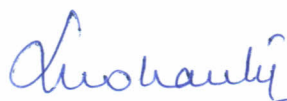
Table 3: Classification of Placements Based on Function

4. Location-wise classification

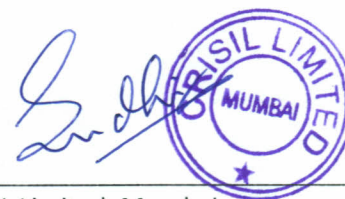
The table below shows location-wise break-up of the accepted offers.

Location	Number of Offers accepted
Bengaluru	3
Chennai	21
Hyderabad	2
Jamshedpur	1
Kolkata	1
Mumbai	14
Noida	1
Pan India	3
Data not available	171
Gurugram	2
Total	219

Table 4: Classification of Placements Based on Location



For XIM, Bhubaneswar
Prof. Saveeta Mohanty
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Bhubaneswar-751013



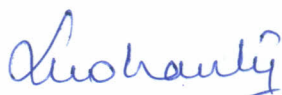
For CRISIL Limited, Mumbai

5. Salary details

5.1 Salary Heads – Domestic (INR)

	Salary Head (INR)	Min	Max	Median	Mean	Data
A	Fixed Yearly Cash Component	561,342	1,700,000	1,000,000	995,550	198
B	One-time Cash Payment	100,000	850,000	100,000	188,265	49
A+B	Total Guaranteed Cash Component	622,000	2,025,000	1,015,680	1,042,141	198
D	Maximum Earning Potential including non-cash, long term and performance linked components)	700,000	2,252,000	1,117,000	1,143,669	198

Table 5: Classification of Salary Components in INR



For XIM, Bhubaneswar

Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013



For CRISIL Limited, Mumbai

5.4 Sector-wise classification of salary

Others include sectors which do not fall into the given categories such as E-commerce, Media and Advertising and HR Consultancy.

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 in order to indicate the industry benchmark.

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

Total Fixed Salary (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	626,640	1,270,000	934,000	956,148	31
Conglomerate	1,051,824	1,700,000	1,600,000	1,487,956	4
Consulting	734,400	1,275,004	1,113,840	1,093,756	35
Consumer goods (FMCG)	849,570	1,500,000	934,000	1,012,544	13
Engineering / Technology	918,000	918,000	918,000	918,000	1
Information Technology (IT)	622,000	1,106,158	1,000,000	954,679	63
Manufacturing	763,248	1,240,000	1,075,000	1,028,066	15
Others	561,342	900,000	75,000	733,688	14
Pharmaceutical / Healthcare	779,000	1,121,000	953,502	972,114	6
Telecom	750,000	1,200,000	1,200,000	1,093,375	16

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

One Time Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	100,000	825,000	100,000	390,000	10
Conglomerate	200,000	300,000	300,000	266,667	3
Consulting	100,000	200,000	100,000	108,333	12
Consumer goods (FMCG)	100,000	100,000	100,000	100,000	3
Information Technology (IT)	100,000	100,000	100,000	100,000	13
Manufacturing	100,000	100,000	100,000	100,000	1
Others	100,000	850,000	125,000	217,857	7

Table 7: Sector-wise Classification of One-time Cash Payment in INR

Saveeta Mohanty

For XIM, Bhubaneswar

Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
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For CRISIL Limited, Mumbai

Total Guaranteed Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	626,640	2,025,000	934,000	1,081,955	31
Conglomerate	1,051,824	1,900,000	1,900,000	1,687,956	4
Consulting	734,400	1,325,000	1,113,840	1,130,898	35
Consumer goods (FMCG)	892,500	1,500,000	941,785	1,035,621	13
Engineering / Technology	918,000	918,000	918,000	918,000	1
Information Technology (IT)	622,000	1,106,158	1,100,000	975,314	63
Manufacturing	763,248	1,240,000	1,075,000	1,034,732	15
Others	661,342	1,750,000	792,000	842,616	14
Pharmaceutical / Healthcare	779,000	1,121,000	953,502	972,114	6
Telecom	750,000	1,200,000	1,200,000	1,093,375	16

Table 8: Sector-wise Classification of Total Guaranteed Cash Component in INR

Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	75,000	180,000	80,000	112,577	26
Conglomerate	352,000	352,000	352,000	352,000	2
Consulting	100,000	100,000	100,000	100,000	12
Consumer goods (FMCG)	108,000	200,000	157,500	155,500	7
Information Technology (IT)	98,000	300,000	121,545	137,886	39
Manufacturing	88,000	325,000	122,468	179,104	9
Pharmaceutical / Healthcare	116,850	168,150	168,150	151,050	3
Others	350,000	350,000	350,000	350,000	4
Telecom	156,000	156,000	156,000	156,000	1

Table 9: Sector-wise Classification of Performance Linked Compensation in INR

Other Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	66,000	198,750	120,756	108,169	12
Conglomerate	148,176	148,176	148,176	148,176	1
Consulting	48,480	151,008	56,160	70,575	12
Consumer goods (FMCG)	50,430	50,430	50,430	50,430	1
Information Technology (IT)	21,600	75,423	72,297	59,938	32
Manufacturing	40,320	42,361	42,361	41,341	2
Others	30,258	157,464	142,620	92,787	6
Pharmaceutical / Healthcare	37,392	53,808	46,505	47,225	6

Table 10: Sector-wise Classification of Other Payments in INR

Saveeta Mohanty

For XIM, Bhubaneswar
Prof. Saveeta Mohanty
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Xavier University / XIMB
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For CRISIL Limited, Mumbai

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	825,000	2,100,000	1,090,000	1,218,246	31
Conglomerate	1,200,000	2,252,000	2,252,000	1,901,000	4
Consulting	885,408	1,425,000	1,170,000	1,189,381	35
Consumer goods (FMCG)	1,000,000	1,500,000	1,050,000	1,123,231	13
Engineering / Technology	918,000	918,000	918,000	918,000	1
Information Technology (IT)	720,000	1,300,000	1,200,000	1,091,117	63
Manufacturing	899,568	1,400,000	1,231,000	1,147,707	15
Others	700,000	1,750,000	990,264	982,382	14
Pharmaceutical / Healthcare	933,242	1,342,958	1,000,007	1,094,864	6
Telecom	750,000	1,300,000	1,200,000	1,103,125	16

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

5.5 Function-wise classification of salary

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 in order to indicate the industry benchmark.

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

Total Fixed Salary (INR)					
Function	Min	Max	Median	Mean	Data
Analyst	734,400	876,000	792,000	785,464	5
Consulting	900,000	1,275,004	1,113,840	1,094,776	46
Finance	626,640	1,270,000	1,000,000	1,018,722	17
Management Trainee	569,742	1,240,000	934,000	919,887	23
Marketing / Sales	561,342	1,600,000	900,000	976,477	50
Operations / Supply Chain	750,000	1,700,000	1,012,000	1,054,100	10
Systems / IT	622,000	1,125,000	1,000,000	957,265	47

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

One Time Cash Payments (INR)					
Function	Min	Max	Median	Mean	Data
Consulting	100,000	200,000	100,000	108,333	12
Finance	100,000	825,000	825,000	583,333	6
Marketing / Sales	100,000	850,000	100,000	187,500	14
Operations / Supply Chain	200,000	200,000	200,000	200,000	1
Systems / IT	100,000	100,000	100,000	100,000	14
Management Trainee	100,000	100,000	100,000	100,000	2

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

Saveeta Mohanty

For XIM, Bhubaneswar

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For CRISIL Limited, Mumbai



Total Guaranteed Cash Components (INR)					
Function	Min	Max	Median	Mean	Data
Analyst	734,400	876,000	792,000	785,464	5
Consulting	961,520	1,325,000	1,113,840	1,123,036	46
Finance	626,640	2,025,000	1,000,000	1,224,604	17
Management Trainee	669,742	1,240,000	934,000	928,583	23
Marketing / Sales	661,342	1,900,000	949,570	1,028,977	50
Operations / Supply Chain	750,000	1,900,000	1,012,000	1,074,100	10
Systems / IT	622,000	1,225,000	1,100,000	987,052	47

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

Performance Linked Compensation (INR)					
Function	Min	Max	Median	Mean	Data
Analyst	116,850	116,850	116,850	116,850	1
Consulting	100,000	300,000	100,000	136,709	23
Finance	75,000	174,000	80,000	101,600	10
Management Trainee	143,997	325,000	180,000	201,624	12
Marketing / Sales	75,000	352,000	1,74,000	181,456	24
Operations / Supply Chain	75,000	108,000	880,00	88,167	6
Systems / IT	98,000	205,150	121,545	123,614	27

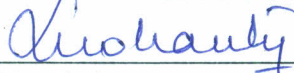
Table 15: Function-wise Classification of Performance Linked Compensation in INR

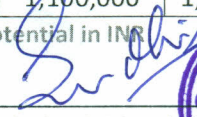

Other Payments (INR)					
Function	Min	Max	Median	Mean	Data
Analyst	37,392	157,464	151,008	126,091	5
Consulting	21,600	56,160	52,320	46,999	21
Finance	88,368	198,750	120,756	129,077	6
Management Trainee	30,258	75,423	66,000	56,648	11
Marketing / Sales	38,658	148,176	85,593	89,219	9
Systems / IT	45,757	72,297	72,297	68,316	20

Table 16: Function-wise Classification of Other Payments in INR

Maximum Earning Potential (INR)					
Function	Min	Max	Median	Mean	Data
Analyst	885,408	1,033,464	934,620	934,925	5
Consulting	1,000,000	1,425,000	1,200,000	1,212,847	46
Finance	825,390	2,100,000	1,000,000	1,329,926	17
Management Trainee	700,000	1,400,000	1,075,001	1,060,871	23
Marketing / Sales	700,000	2,252,000	1,080,000	1,132,135	50
Operations / Supply Chain	825,000	1,900,000	1,100,000	1,127,000	10
Systems / IT	720,000	1,300,000	1,100,000	1,087,135	47

Table 17: Function-wise Classification of Maximum Earning Potential in INR


 For XIM, Bhubaneswar
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 Bhubaneswar-751013


 For CRISIL Limited, Mumbai


5.6 Location-wise classification of salary

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 in order 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
Bengaluru	832,736	1,125,000	978,900	930,179	3
Chennai	934,000	1,106,158	1,106,158	1,080,020	21
Hyderabad	978,396	978,396	978,396	978,396	2
Jamshedpur	1,240,000	1,240,000	1,240,000	1,240,000	1
Kolkata	561,342	561,342	561,342	561,342	1
Mumbai	745,920	1,125,780	879,320	910,747	14
Noida	734,400	734,400	734,400	734,400	1
Pan India	750,000	750,000	750,000	750,000	3
Data not available	569,742	1,700,000	1,000,000	1,001,730	150
Gurgaon	934,000	961,520	961,520	947,760	2

Table 18: Location-wise Classification of Fixed Yearly Cash Component in INR

One Time Cash Payment (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	100,000	100,000	100,000	100,000	1
Kolkata	100,000	100,000	100,000	100,000	1
Mumbai	100,000	100,000	100,000	100,000	2
Data not available	100,000	850,000	100,000	201,190	42
Pan India	125,000	125,000	125,000	125,000	3

Table 19: Location-wise Classification of One-time Cash Payment in INR



For XIM, Bhubaneswar
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 Xavier University / XIMB
 Bhubaneswar-751013



For CRISIL Limited, Mumbai

Total Guaranteed Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	832,736	1,225,000	1,028,900	963,512	3
Chennai	934,000	1,106,158	1,106,158	1,080,020	21
Hyderabad	978,396	978,396	978,396	978,396	2
Jamshedpur	1,240,000	1,240,000	124,000	1,240,000	1
Kolkata	661,342	661,342	661,342	661,342	1
Mumbai	745,920	1,225,780	904,400	925,033	14
Data not available	622,000	2,025,000	1,062,500	1,058,063	150
Noida	734,400	734,400	734,400	734,400	1
Pan India	875,000	875,000	875,000	875,000	3
Gurgaon	934,000	961,520	961,520	947,760	2

Table 20: Location-wise Classification of Total Guaranteed Cash Component in INR

Performance Linked Compensation(INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	124,935	124,935	124,935	124,935	1
Chennai	121,545	180,000	121,545	127,536	21
Hyderabad	300,000	300,000	300,000	300,000	2
Mumbai	174,000	180,000	180,000	177,000	2
Data not available	75,000	352,000	109,000	144,486	76
Gurgaon	1800,00	180,000	180,000	180,000	1

Table 21: Location-wise Classification of Performance Linked Compensation in INR

Other Payments(INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	42,361	157,464	157,464	99,913	2
Chennai	66,000	75,423	72,297	72,444	21
Hyderabad	21,600	21,600	21,600	21,600	2
Kolkata	38,658	38,658	38,658	38,658	1
Mumbai	45,757	157,464	88,368	87,451	12
Data not available	30,258	198,750	56,160	66,658	31
Noida	151,008	151,008	151,008	151,008	1
Gurgaon	48,480	66,000	66,000	57,240	2

Table 22: Location-wise Classification of Other Payments in INR

Saveeta Mohanty

For XIM, Bhubaneswar
Prof. Saveeta Mohanty
 Associate Dean, CAS Committee
 Xavier University / XIMB
 Bhubaneswar-751013

Sudhakar

For CRISIL Limited, Mumbai

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
Bengaluru	990,264	1,225,000	1,112,516	1,071,765	3
Chennai	1,180,000	1,300,000	1,300,000	1,280,000	21
Hyderabad	1,299,996	1,299,996	1,299,996	1,299,996	2
Jamshedpur	1,240,000	1,240,000	124,000	1,240,000	1
Kolkata	700,000	700,000	700,000	700,000	1
Mumbai	887,892	1,520,536	1,000,000	1,025,277	14
Data not available	700,000	2,252,000	1,100,000	1,145,046	150
Noida	885,408	885,408	885,408	885,408	1
Pan India	875,000	875,000	875,000	875,000	3
Gurgaon	1,010,000	1,180,000	1,180,000	1,095,000	2

Table 23: Location-wise Classification of Maximum Earning Potential Component in INR

6. Other details

Sl. No.	Parameters	Number
1	Total Pre-Placement offers awarded	47
2	Total Pre-Placement offers accepted	33

Table 24: Details regarding Pre-Placement Offers (PPO)

7. Compliance statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Version 2.1.

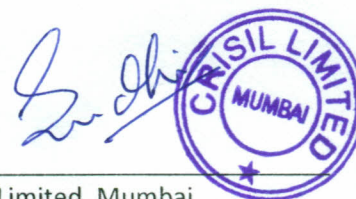
The instances where the report deviates from the standards and the reasons for them are mentioned below:

Sl. No.	Deviation from the standards	Reason
1	PPO could not be verified	Letters not provided

Table 25: List of Deviations from Standards with reasons for the same



For XIM, Bhubaneswar
Prof. Saveeta Mohanty
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For CRISIL Limited, Mumbai