Indian Institute of Management Ahmedabad

PGP-ABM Placement Report

Finals 2015
September 8, 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 AgriBusiness Management (PGP-ABM) 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 AgriBusiness Management (PGP-ABM) 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’.
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
Tel: +91 22 3342 3526
Email: sudhir.nair@crisil.com

CRISIL Limited
Corporate Identity Number: L67120MH1987PLC042363

Registered Office: CRISIL House, Central Avenue, Hiranandani Business Park, Powai, Mumbai - 400 076. Phone: +91 22 3342 3000 | Fax: +91 22 3342 3757.
www.crisil.com
Contents

Overview .................................................................................................................. 1

1. Classification of Students ............................................................................... 3
   1.1 Classification of the Entire Placement Pool ............................................ 3

2. Sector-wise Classification ............................................................................... 3

3. Function-wise Classification .......................................................................... 4

4. Location-wise Classification .......................................................................... 4
   4.1 Classification of Domestic Locations ....................................................... 4

5. Salary Data ...................................................................................................... 5
   5.1 Salary Heads – Domestic (INR) ................................................................. 5
   5.2 Salary Statistics at Purchasing Power Parity (PPP)* .................................. 6
   5.3 Sector-wise Classification of Salary – Domestic (INR) ......................... 6
      5.3.1 Fixed Yearly Cash Component .......................................................... 6
      5.3.2 One-time Cash Payment .................................................................. 6
      5.3.3 Total Guaranteed Cash Component ................................................. 7
      5.3.4 Maximum Earning Potential Component ......................................... 7

5.4 Function-wise Classification of Salary – Domestic (INR) ......................... 7
   5.4.1 Fixed Yearly Cash Component .......................................................... 7
   5.4.2 One-time Cash Payment .................................................................. 8
   5.4.3 Total Guaranteed Cash Component ................................................. 8
   5.4.4 Maximum Earning Potential Component ......................................... 8

5.5 Location-wise Classification of Salary – Domestic (INR) ......................... 9
   5.5.1 Fixed Yearly Cash Component .......................................................... 9
   5.5.2 One-time Cash Payment .................................................................. 9
   5.5.3 Total Guaranteed Cash Component ................................................. 9
   5.5.4 Maximum Earning Potential Component ......................................... 9

6. Other Details .................................................................................................. 10
   6.1 Details Regarding pre-placement offers (PPO) ..................................... 10

7. Compliance Statement .................................................................................. 10
List of Tables

Table 1.1: Classification of the entire placement pool ................................................................. 3
Table 2.1: Classification of offers based on sector ................................................................. 3
Table 3.1: Classification of offers based on function ............................................................. 4
Table 4.1: Classification of offers based on domestic locations ............................................. 4
Table 5.1: Classification of salary heads – Domestic ............................................................... 5
Table 5.2: Salary Statistics at PPP adjusted exchange rates .................................................. 6
Table 5.3.1: Sector-wise Classification of Fixed Yearly Cash Component – Domestic ............... 6
Table 5.3.2: Sector-wise Classification of One-time Cash Payment – Domestic ....................... 6
Table 5.3.3: Sector-wise Classification of Total Guaranteed Cash Component – Domestic ......... 7
Table 5.3.4: Sector-wise Classification of Maximum Earning Potential Component – Domestic ..... 7
Table 5.4.1: Function-wise Classification of Fixed Yearly Cash Component – Domestic .......... 7
Table 5.4.2: Function-wise Classification of One-time Cash Payment – Domestic ................. 8
Table 5.4.3: Function-wise Classification of Total Guaranteed Cash Component – Domestic ....... 8
Table 5.4.4: Function-wise Classification of Maximum Earning Potential Component – Domestic .... 8
Table 5.5.1: Location-wise Classification of Fixed Yearly Cash Component – Domestic .......... 9
Table 5.5.2: Location-wise Classification of One-time Cash Payment – Domestic ................... 9
Table 5.5.3: Location-wise Classification of Total Guaranteed Cash Component – Domestic ..... 9
Table 5.5.4: Location-wise Classification of Maximum Earning Potential Component – Domestic ... 9
Table 6.1: Details regarding pre-placement offers (PPO) ....................................................... 10
Table 7.1: List of deviations from standards with reasons .................................................... 10
Overview

The PGP-ABM (Post-Graduate Programme in Agribusiness Management) placement process for the batch of 2015 was completed successfully on 1st March 2015. The batch, comprising 38 students, pursued career opportunities of their choice within the agribusiness, food and allied domains. The robust placement process was well received by both recruiters and students, effectively matching talent with opportunities. A testament to the strength of the process and calibre of students was that companies created special roles for candidates based on their profiles.

Placement process

The placement process was conducted in two stages. The first was the laterals process where firms interviewed students with prior work experience and offered them mid-level managerial positions. The second stage was the final placement process where firms were grouped into cohorts based on the profile offered, and groups of cohorts were invited to campus across different clusters.

Top recruiters

The batch attracted a diverse pool of recruiters, ranging from MNCs to small and medium enterprises as well as a few notable start-up firms. Yes Bank and Syngenta were two top recruiters, recruiting four and three students respectively. Bikanervala, Coromandel, EW Nutrition, Future Group, Proctor & Gamble and United Breweries hired for the first time from the programme. The placement season also witnessed regular recruiters such as ESP, Godrej Agrovet, Rabo Bank, and Tafe.

Entrepreneurship

IIM Ahmedabad has always encouraged students to take up entrepreneurship as a career and this year, 3 students from PGP-ABM programme opted out of the placement process to start their own ventures. The start-ups are in various sectors like data analytics, e-commerce, food processing among others. In line with its culture of fostering entrepreneurship, IIM Ahmedabad offered a placement holiday to these students, wherein
they 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

<table>
<thead>
<tr>
<th>Categories</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Sought placement through the institute</td>
<td>34</td>
</tr>
<tr>
<td>2. Did not seek placement through the institute</td>
<td></td>
</tr>
<tr>
<td>2a. Company-sponsored or already employed</td>
<td>0</td>
</tr>
<tr>
<td>2b. Continuing education</td>
<td>0</td>
</tr>
<tr>
<td>2c. Postponing job search</td>
<td>0</td>
</tr>
<tr>
<td>2d. Entrepreneurship (Starting a new business)</td>
<td>3</td>
</tr>
<tr>
<td>2e. Returning to/joining family business</td>
<td>0</td>
</tr>
<tr>
<td>2f. Seeking placement outside the campus placement process</td>
<td>1</td>
</tr>
<tr>
<td>2g. Not seeking placements for other reasons</td>
<td>0</td>
</tr>
<tr>
<td>Total who did not seek employment through the institute</td>
<td>4</td>
</tr>
<tr>
<td>3. Number unplaced, if any</td>
<td>0</td>
</tr>
<tr>
<td>Total Graduates</td>
<td>38</td>
</tr>
</tbody>
</table>

Table 1.1: Classification of the entire placement pool

2. Sector-wise Classification

<table>
<thead>
<tr>
<th>Sector</th>
<th>No. of Offers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Domestic</td>
</tr>
<tr>
<td>Agri Inputs</td>
<td>4</td>
</tr>
<tr>
<td>Agribusiness</td>
<td>3</td>
</tr>
<tr>
<td>Banking, financial services and insurance (BFSI)</td>
<td>5</td>
</tr>
<tr>
<td>Consumer goods (FMCG)</td>
<td>6</td>
</tr>
<tr>
<td>Others*</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>34</strong></td>
</tr>
</tbody>
</table>

Table 2.1: Classification of offers based on sector

*Note: Others includes Engineering/Technology, Horticulture, International Trading, Manufacturing, Non-Profit/Social sector, Online services and Pharmaceutical/Healthcare

---

For the Indian Institute of Management, Ahmedabad

For CRISIL Limited, Mumbai
3. Function-wise Classification

<table>
<thead>
<tr>
<th>Function</th>
<th>Domestic</th>
<th>International</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Development</td>
<td>6</td>
<td>-</td>
<td>6</td>
</tr>
<tr>
<td>Finance</td>
<td>6</td>
<td>-</td>
<td>6</td>
</tr>
<tr>
<td>General Management</td>
<td>5</td>
<td>-</td>
<td>5</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>7</td>
<td>-</td>
<td>7</td>
</tr>
<tr>
<td>Operations/Supply chain</td>
<td>3</td>
<td>-</td>
<td>3</td>
</tr>
<tr>
<td>Others*</td>
<td>2</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>TBD**</td>
<td>5</td>
<td>-</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>34</strong></td>
<td><strong>0</strong></td>
<td><strong>34</strong></td>
</tr>
</tbody>
</table>

Table 3.1: Classification of offers based on function

*Others include System/IT and Consulting

**TBD-To be decided

4. Location-wise Classification

4.1 Classification of Domestic Locations

<table>
<thead>
<tr>
<th>Indian Locations</th>
<th>No. of offers accepted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chennai</td>
<td>3</td>
</tr>
<tr>
<td>Mumbai</td>
<td>9</td>
</tr>
<tr>
<td>NCR</td>
<td>8</td>
</tr>
<tr>
<td>Pune</td>
<td>4</td>
</tr>
<tr>
<td>Rest of India*</td>
<td>3</td>
</tr>
<tr>
<td>TBD**</td>
<td>7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>34</strong></td>
</tr>
</tbody>
</table>

Table 4.1: Classification of offers based on domestic locations

*Rest of India includes Bangalore and Coimbatore

**TBD-To be decided

For the Indian Institute of Management, Ahmedabad

For CRISIL Limited, Mumbai
5. Salary Data

5.1 Salary Heads – Domestic (INR)

<table>
<thead>
<tr>
<th>Salary Head</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Fixed Salary</td>
<td>800,000</td>
<td>1,800,000</td>
<td>1,100,000</td>
<td>1,184,010</td>
<td>34</td>
</tr>
<tr>
<td>One time Cash Payments</td>
<td>100,000</td>
<td>400,000</td>
<td>160,000</td>
<td>212,000</td>
<td>5</td>
</tr>
<tr>
<td>Total Guaranteed Cash Payments</td>
<td>800,000</td>
<td>2,030,000</td>
<td>1,140,910</td>
<td>1,215,186</td>
<td>34</td>
</tr>
<tr>
<td>Maximum Earning Potential</td>
<td>1,000,000</td>
<td>2,260,000</td>
<td>1,300,000</td>
<td>1,362,618</td>
<td>34</td>
</tr>
</tbody>
</table>

Table 5.1: Classification of salary heads – Domestic

* 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.
5.2 Salary Statistics at Purchasing Power Parity (PPP)*

<table>
<thead>
<tr>
<th>Salary in USD at PPP</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>INR salary (Total guaranteed cash component)</td>
<td>33,347</td>
<td>84,619</td>
<td>47,558</td>
<td>50,654</td>
<td>34</td>
</tr>
<tr>
<td>Non-INR salary (Total guaranteed cash component)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Combined INR and non-INR salary (Total guaranteed cash component)</td>
<td>33,347</td>
<td>84,619</td>
<td>47,558</td>
<td>50,654</td>
<td>34</td>
</tr>
<tr>
<td>INR salary (Maximum Earning Potential)</td>
<td>41,684</td>
<td>94,206</td>
<td>54,189</td>
<td>56,799</td>
<td>34</td>
</tr>
<tr>
<td>Non-INR salary (Maximum Earning Potential)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Combined INR and non-INR salary (Maximum Earning Potential)</td>
<td>41,684</td>
<td>94,206</td>
<td>54,189</td>
<td>56,799</td>
<td>34</td>
</tr>
</tbody>
</table>

Table 5.2: Salary Statistics at PPP adjusted exchange rates


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

5.3.1 Fixed Yearly Cash Component

<table>
<thead>
<tr>
<th>Sectors</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agri Business</td>
<td>1,250,444</td>
<td>1,250,444</td>
<td>1,250,444</td>
<td>1,250,444</td>
<td>3</td>
</tr>
<tr>
<td>Agri Inputs</td>
<td>1,000,000</td>
<td>1,400,000</td>
<td>1,200,000</td>
<td>1,200,000</td>
<td>4</td>
</tr>
<tr>
<td>BFSI</td>
<td>1,057,357</td>
<td>1,200,000</td>
<td>1,100,000</td>
<td>1,131,471</td>
<td>5</td>
</tr>
<tr>
<td>Consumer goods (FMCG)</td>
<td>1,000,200</td>
<td>1,600,000</td>
<td>1,085,400</td>
<td>1,241,917</td>
<td>6</td>
</tr>
<tr>
<td>Others</td>
<td>800,000</td>
<td>1,800,000</td>
<td>1,070,000</td>
<td>1,162,259</td>
<td>16</td>
</tr>
</tbody>
</table>

Table 5.3.1: Sector-wise Classification of Fixed Yearly Cash Component – Domestic

5.3.2 One-time Cash Payment

<table>
<thead>
<tr>
<th>Sectors</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agri Business</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Agri Inputs</td>
<td>100,000</td>
<td>100,000</td>
<td>100,000</td>
<td>100,000</td>
<td>2</td>
</tr>
<tr>
<td>BFSI</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Consumer goods (FMCG)</td>
<td>400,000</td>
<td>400,000</td>
<td>400,000</td>
<td>400,000</td>
<td>1</td>
</tr>
<tr>
<td>Others</td>
<td>160,000</td>
<td>300,000</td>
<td>230,000</td>
<td>230,000</td>
<td>2</td>
</tr>
</tbody>
</table>

Table 5.3.2: Sector-wise Classification of One-time Cash Payment – Domestic
### 5.3.3 Total Guaranteed Cash Component

<table>
<thead>
<tr>
<th>Sectors</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agri Business</td>
<td>1,250,444</td>
<td>1,250,444</td>
<td>1,250,444</td>
<td>1,250,444</td>
<td>3</td>
</tr>
<tr>
<td>Agri Inputs</td>
<td>1,000,000</td>
<td>1,500,000</td>
<td>1,250,000</td>
<td>1,250,000</td>
<td>4</td>
</tr>
<tr>
<td>BFSI</td>
<td>1,057,357</td>
<td>1,200,000</td>
<td>1,100,000</td>
<td>1,131,471</td>
<td>5</td>
</tr>
<tr>
<td>Consumer goods (FMCG)</td>
<td>1,000,200</td>
<td>2,030,000</td>
<td>1,085,400</td>
<td>1,308,583</td>
<td>6</td>
</tr>
<tr>
<td>Others</td>
<td>800,000</td>
<td>1,800,000</td>
<td>1,140,910</td>
<td>1,191,009</td>
<td>16</td>
</tr>
</tbody>
</table>

Table 5.3.3: Sector-wise Classification of Total Guaranteed Cash Component – Domestic

### 5.3.4 Maximum Earning Potential Component

<table>
<thead>
<tr>
<th>Sectors</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agri Business</td>
<td>1,500,001</td>
<td>1,500,001</td>
<td>1,500,001</td>
<td>1,500,001</td>
<td>3</td>
</tr>
<tr>
<td>Agri Inputs</td>
<td>1,000,000</td>
<td>1,500,000</td>
<td>1,250,000</td>
<td>1,250,000</td>
<td>4</td>
</tr>
<tr>
<td>BFSI</td>
<td>1,140,261</td>
<td>1,300,000</td>
<td>1,200,000</td>
<td>1,228,052</td>
<td>5</td>
</tr>
<tr>
<td>Consumer goods (FMCG)</td>
<td>1,000,200</td>
<td>2,260,000</td>
<td>1,207,236</td>
<td>1,461,294</td>
<td>6</td>
</tr>
<tr>
<td>Others</td>
<td>1,000,000</td>
<td>1,800,000</td>
<td>1,310,000</td>
<td>1,370,061</td>
<td>16</td>
</tr>
</tbody>
</table>

Table 5.3.4: Sector-wise Classification of Maximum Earning Potential Component – Domestic

### 5.4 Function-wise Classification of Salary – Domestic (INR)

#### 5.4.1 Fixed Yearly Cash Component

<table>
<thead>
<tr>
<th>Functions</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Development</td>
<td>800,000</td>
<td>1,630,500</td>
<td>1,000,000</td>
<td>1,038,417</td>
<td>6</td>
</tr>
<tr>
<td>Finance</td>
<td>1,020,000</td>
<td>1,200,000</td>
<td>1,100,000</td>
<td>1,120,000</td>
<td>6</td>
</tr>
<tr>
<td>General Management</td>
<td>1,057,357</td>
<td>1,500,000</td>
<td>1,181,819</td>
<td>1,216,084</td>
<td>5</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>892,500</td>
<td>1,250,444</td>
<td>1,000,000</td>
<td>1,031,878</td>
<td>7</td>
</tr>
<tr>
<td>Operations/Supply Chain</td>
<td>1,181,819</td>
<td>1,630,000</td>
<td>1,250,444</td>
<td>1,354,088</td>
<td>3</td>
</tr>
<tr>
<td>Others</td>
<td>1,500,000</td>
<td>1,800,000</td>
<td>1,650,000</td>
<td>1,650,000</td>
<td>2</td>
</tr>
<tr>
<td>To Be Decided</td>
<td>1,040,000</td>
<td>1,400,000</td>
<td>1,400,000</td>
<td>1,328,000</td>
<td>5</td>
</tr>
</tbody>
</table>

Table 5.4.1: Function-wise Classification of Fixed Yearly Cash Component – Domestic
### 5.4.2 One-time Cash Payment

<table>
<thead>
<tr>
<th>Functions</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Development</td>
<td>300,000</td>
<td>300,000</td>
<td>300,000</td>
<td>300,000</td>
<td>1</td>
</tr>
<tr>
<td>Finance</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>General Management</td>
<td>400,000</td>
<td>400,000</td>
<td>400,000</td>
<td>400,000</td>
<td>1</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Operations/Supply Chain</td>
<td>100,000</td>
<td>160,000</td>
<td>100,000</td>
<td>120,000</td>
<td>3</td>
</tr>
</tbody>
</table>

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

### 5.4.3 Total Guaranteed Cash Component

<table>
<thead>
<tr>
<th>Functions</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Development</td>
<td>800,000</td>
<td>1,630,500</td>
<td>1,000,000</td>
<td>1,038,417</td>
<td>6</td>
</tr>
<tr>
<td>Finance</td>
<td>1,020,000</td>
<td>1,200,000</td>
<td>1,100,000</td>
<td>1,120,000</td>
<td>6</td>
</tr>
<tr>
<td>General Management</td>
<td>1,057,357</td>
<td>1,800,000</td>
<td>1,181,819</td>
<td>1,276,084</td>
<td>5</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>892,500</td>
<td>1,250,444</td>
<td>1,000,000</td>
<td>1,031,878</td>
<td>7</td>
</tr>
<tr>
<td>Operations/Supply Chain</td>
<td>1,181,819</td>
<td>2,030,000</td>
<td>1,250,444</td>
<td>1,487,421</td>
<td>3</td>
</tr>
<tr>
<td>Others</td>
<td>1,500,000</td>
<td>1,800,000</td>
<td>1,650,000</td>
<td>1,650,000</td>
<td>2</td>
</tr>
<tr>
<td>To Be Decided</td>
<td>1,200,000</td>
<td>1,500,000</td>
<td>1,400,000</td>
<td>1,400,000</td>
<td>5</td>
</tr>
</tbody>
</table>

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

### 5.4.4 Maximum Earning Potential Component

<table>
<thead>
<tr>
<th>Functions</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Development</td>
<td>1,000,000</td>
<td>1,893,092</td>
<td>1,000,000</td>
<td>1,198,849</td>
<td>6</td>
</tr>
<tr>
<td>Finance</td>
<td>1,200,000</td>
<td>1,320,000</td>
<td>1,251,236</td>
<td>1,253,745</td>
<td>6</td>
</tr>
<tr>
<td>General Management</td>
<td>1,140,261</td>
<td>1,800,000</td>
<td>1,300,001</td>
<td>1,390,453</td>
<td>5</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>1,000,200</td>
<td>1,600,000</td>
<td>1,200,971</td>
<td>1,328,739</td>
<td>7</td>
</tr>
<tr>
<td>Operations/Supply Chain</td>
<td>1,300,001</td>
<td>2,260,000</td>
<td>1,500,001</td>
<td>1,686,667</td>
<td>3</td>
</tr>
<tr>
<td>Others</td>
<td>1,500,000</td>
<td>1,800,000</td>
<td>1,650,000</td>
<td>1,650,000</td>
<td>2</td>
</tr>
<tr>
<td>To Be Decided</td>
<td>1,200,000</td>
<td>1,500,000</td>
<td>1,400,000</td>
<td>1,400,000</td>
<td>5</td>
</tr>
</tbody>
</table>

Table 5.4.4: Function-wise Classification of Maximum Earning Potential Component – Domestic
### 5.5 Location-wise Classification of Salary – Domestic (INR)

#### 5.5.1 Fixed Yearly Cash Component

<table>
<thead>
<tr>
<th>Location</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chennai</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>3</td>
</tr>
<tr>
<td>Mumbai</td>
<td>1,057,357</td>
<td>1,630,000</td>
<td>1,181,819</td>
<td>1,238,999</td>
<td>9</td>
</tr>
<tr>
<td>NCR</td>
<td>800,000</td>
<td>1,050,000</td>
<td>1,156,331</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Pune</td>
<td>1,250,444</td>
<td>1,325,222</td>
<td>1,255,222</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Rest of India</td>
<td>1,020,000</td>
<td>1,080,000</td>
<td>1,063,600</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>To Be Decided</td>
<td>892,500</td>
<td>1,194,714</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 5.5.1: Location-wise Classification of Fixed Yearly Cash Component – Domestic

#### 5.5.2 One-time Cash Payment

<table>
<thead>
<tr>
<th>Location</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chennai</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Mumbai</td>
<td>400,000</td>
<td>400,000</td>
<td>400,000</td>
<td>400,000</td>
<td>1</td>
</tr>
<tr>
<td>NCR</td>
<td>300,000</td>
<td>300,000</td>
<td>300,000</td>
<td>300,000</td>
<td>1</td>
</tr>
<tr>
<td>Pune</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Rest of India</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>To Be Decided</td>
<td>100,000</td>
<td>120,000</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 5.5.2: Location-wise Classification of One-time Cash Payment – Domestic

#### 5.5.3 Total Guaranteed Cash Component

<table>
<thead>
<tr>
<th>Location</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chennai</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>3</td>
</tr>
<tr>
<td>Mumbai</td>
<td>1,057,357</td>
<td>2,030,000</td>
<td>1,181,819</td>
<td>1,283,444</td>
<td>9</td>
</tr>
<tr>
<td>NCR</td>
<td>800,000</td>
<td>1,050,000</td>
<td>1,193,831</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Pune</td>
<td>1,250,444</td>
<td>1,325,222</td>
<td>1,255,222</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Rest of India</td>
<td>1,020,000</td>
<td>1,080,000</td>
<td>1,063,600</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>To Be Decided</td>
<td>892,500</td>
<td>1,246,143</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 5.5.3: Location-wise Classification of Total Guaranteed Cash Component – Domestic

#### 5.5.4 Maximum Earning Potential Component

<table>
<thead>
<tr>
<th>Location</th>
<th>Min</th>
<th>Max</th>
<th>Median</th>
<th>Mean</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chennai</td>
<td>1,300,000</td>
<td>1,600,000</td>
<td>1,500,000</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Mumbai</td>
<td>1,140,261</td>
<td>1,300,000</td>
<td>1,388,918</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>NCR</td>
<td>1,000,000</td>
<td>1,260,000</td>
<td>1,327,525</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Pune</td>
<td>1,400,000</td>
<td>1,450,001</td>
<td>1,450,001</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Rest of India</td>
<td>1,200,000</td>
<td>1,204,824</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Be Decided</td>
<td>1,000,000</td>
<td>1,327,723</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 5.5.4: Location-wise Classification of Maximum Earning Potential Component – Domestic
6. Other Details

6.1 Details Regarding pre-placement offers (PPO)

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Parameter</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total Pre-Placement offers awarded</td>
<td>9</td>
</tr>
<tr>
<td>1a.</td>
<td>Through internships</td>
<td>9</td>
</tr>
<tr>
<td>1b.</td>
<td>Others</td>
<td>-</td>
</tr>
<tr>
<td>2</td>
<td>Total Pre-Placement offers accepted</td>
<td>7</td>
</tr>
<tr>
<td>2a.</td>
<td>Through internships</td>
<td>7</td>
</tr>
<tr>
<td>2b.</td>
<td>Others</td>
<td>-</td>
</tr>
</tbody>
</table>

Table 6.1: 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:

<table>
<thead>
<tr>
<th>Deviation from the standards</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 7.1: List of deviations from standards with reasons

* http://www.jimahd.ernet.in/jprs/gallery/IPRSRevision2.1.pdf

For the Indian Institute of Management, Ahmedabad

For CRISIL Limited, Mumbai