Indian Institute of Management Ahmedabad

PGP-FABM Placement Report

Finals 2020

Ref: BWA/IIMA/MUM/RB/0002/2020-21

11-Sep-2020

The Chairperson
Placement Office
Indian Institute of Management
Vastrapur, Ahmedabad - 380015
Gujarat

Dear Sir,

Re: **Audit of Placement Report for 2020 placements of Post Graduate Programme in Food and Agribusiness Management (PGP - FABM) Programme.**

We have audited the Placement Report prepared by you on the final placement (based on the offers received and accepted on campus) of students in 2020 of the Post Graduate Programme in Food and Agribusiness Management (PGP - FABM) 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) Revision 2.2.

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 Revision 2.2.
2. The validation of information presented in the report is based on communication received by IIM-A from recruiting companies. Brickworks Analytics (BWA) has not independently sourced any information or documentation.

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3. We have verified the information with respect to job location, function and remuneration 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 Revision 2.2; where a break-up was not available, the salary has been considered only as 'Maximum Earning Potential'.
    b. The data points mentioned under different salary heads are representative of aggregate salary components offered to the candidates.
    c. Stock Options have been mentioned for one student without details on how much vests in the first year. Hence, the amount relating to stock options has not been considered for calculation of 'Maximum Earning Potential'.

4. The acceptance of offers and the 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.

Best Regards,

Ritaban Basu

Head – Risk & Analytics

Brickworks Analytics

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Overview

The final placement process for the Batch of 2018-20 of the Post Graduate Programme in Food and Agribusiness Management (PGP-FABM) at IIM Ahmedabad was successfully completed on 13th February 2020. 43 out of 45 students from the batch of 2018-20 were presented with job opportunities in food, agribusiness, and allied sectors, further corroborating the quality of students and the pertinence of this specialized Programme to the Food and Agribusiness sector.

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

A total of 34 firms took part in the process from varying sectors like Agri Inputs, BFSI, Conglomerates, Consulting, Education, FMCG, Food Processing, Healthcare, Online Services and Logistics. Total of 54 offers were extended to the students. Firms such as DayToDay Health, FIIT-JEE and INI Farms extended 3 offers each. The process welcomed first-time recruiters like DayToDay Health, De-Haat, ETG, FIIT-JEE, Fresh VnF, Kalash Seeds, NISG, AgriBazaar and Stryker. Regular recruiters like ADM, AMUL, Banas Dairy, Cloudtail, Coromandel, Dudhsagar, Ernst and Young (EY), Little Artist, NAFED, Pioneering Ventures and RBL Bank reaffirmed their confidence in the Program and Placement process by extending multiple offers.

The batch attracted a diverse pool of recruiters, ranging from MNCs as well as upcoming start-up firms in the agri-business domain like DeHaat and Fresh VnF and Healthcare domain like DayToDay Health. The students explored opportunities across multiple roles in Finance, Sales and Marketing, Supply Chain, Operations, Commodity Trading, Project Management and Consulting.

The process, with the continuation of "Dream Application," helped students choose sectors and roles that best fit their career aspirations.

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.

IIM Ahmedabad would like to thank all its recruiters for their participation in the year's placement process and their co-operation with the IPRS initiative.

1. Classification of Students

1.1 Classification of Entire Placement Pool

Categories	Number
1. Total students eligible for placements	**45**
1a. Number of Students Graduating in 2020	45
1b. Number of students returning from Placement Holiday	0
1c. Previous year students	0
2. Number of students who sought Placement through the institute	**43**
2a. Number of Students Graduating in 2020	43
2b. Number of students returning from Placement Holiday	0
2c. Previous year students	0
3. Number of students who did not seek placement through the Institute	**2**
3a. Company-sponsored or already employed	0
3b. Continuing education	0
3c. Postponing job search	0
3d. Entrepreneurship (Starting a new business)	0
3e. Returning to/joining family business	0
3f. Seeking placement outside the campus placement process	2
4. Number of students placed who sought Placement through the institute	**43**
5. Number of students unplaced, if any	**0**

Table 1.1.: Classification of the entire placement pool

2. Sector Wise Classification

Sector of the employer	No. of offers		
	Domestic	International	Total
Agri Inputs	14	2	16
BFSI	3	-	3
Conglomerates	1	-	1
Consulting	2	-	2
Education	3	2	5
FMCG	6	-	6
Food Processing	2	-	2
Healthcare	4	-	4
Online Services	2	-	2
Logistics	2	-	2
Grand total	**39**	**4**	**43**

Table 2.1.: Classification of offers based on sector

पवन रुईकर/PAWAN RUIKAR
प्रबंधक - स्थानन/Manager - Placement
भारतीय प्रबंध संस्थान
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3. Function wise Classification

Function of the Employee	No. of offers		
	Domestic	International	Total
Business Development	5	2	7
Finance	1	-	1
General Management	2	-	2
Marketing/Sales	11	-	11
Operations	9	2	11
Strategy	7	-	7
Product/Category management	3	-	3
Research & Advisory	1		1
Grand total	**39**	**4**	**43**

Table 3.1.: Classification of offers based on function

4. Location wise Classification

4.1. Classification of Domestic Locations

Indian Locations	No. of offers
Bengaluru	3
Delhi	6
Gurugram	4
Guwahati	1
Hyderabad	4
Jaipur	2
Jalna (MH)	1
Mumbai	9
Pan India	8
Noida	1
Grand Total	**39**

Table 4.1.: Classification of offers based on domestic locations

4.2. Classification of International Locations

International Locations	No. of offers
Africa	2
Singapore	2
Grand Total	**4**

Table 4.2.Classification of offers based on international locations

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5. Salary Heads

5.1. Salary Heads-Domestic (INR)

Salary Heads	Minimum	Maximum	Median	Mean	Data
Total Fixed Salary	10,00,000	22,15,725	13,04,348	13,57,429	39
One-time Cash Payments	1,00,000	8,00,000	1,63,790	2,37,617	11
Total Guaranteed Cash Components	10,00,000	27,23,947	13,04,348	14,24,449	39
Maximum Earning Potential	10,00,000	30,04,569	15,00,000	16,33,257	39

Table 5.1.: Classification of salary heads- Domestic

5.2. Salary Heads-International (USD)

Salary Heads*	Minimum	Maximum	Median	Mean	Data
Total Fixed Salary	36,000	43,751	39,875	39,875	4
One-time Cash Payments	-	-	-	-	-
Total Guaranteed Cash Components	36,000	43,751	39,875	39,875	4
Maximum Earning Potential	43,751	1,04,000	73,875	73,875	4

Table 5.2.: Classification of salary heads- International

**For International salaries, all conversions to USD are made as per the closing rates on 9th September, 2020. Data is sourced from International Monetary Fund.*
(Link: https://www.imf.org/external/np/fin/data/rms_mth.aspx?SelectDate=2020-09-30&reportType=REP)

Description of Salary Heads

a) **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.
b) **One-time cash Payment:** This head indicates the value of the remuneration given to a candidate as one-time cash benefit mostly at the time of joining.
c) **Total guaranteed Cash Component:** This is the sum of fixed yearly cash component and one-time cash payment.
d) **Maximum Earning Potential:** This is the sum of total guaranteed cash component, maximum possible-linked variable pays, and all other components of salary that are a part of the offer. This can include long term compensation such as PF, gratuity, 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)	47,148	1,04,466	61,497	63,999	39
Non-INR Salary (Total Guaranteed Cash Component)	36,000	43,751	39,875	39,875	4
Combined INR and Non-INR Salary (Total Guaranteed Cash Component)	36,000	1,04,466	50,686	51,937	43
INR Salary (Maximum Earning Potential)	47,148	1,41,658	70,721	77,004	39
Non-INR Salary (Maximum Earning Potential)	43,751	1,04,000	73,875	73,875	4
Combined INR and Non-INR Salary (Maximum Earning Potential)	43,751	1,41,658	72,298	75,440	43

Table 5.3.: Salary statistics at PPP adjusted Exchange Rate

**As per the PPP conversion rate for 2019 for all available currencies from the World Development Indicators (WDI) database of the World Bank. Data is sourced from: https://data.worldbank.org/indicator/PA.NUS.PPP?locations=IN*

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

5.4.1. Fixed Yearly Cash Component- Domestic (INR)

Sector	Minimum	Maximum	Median	Mean	Data
Agri Inputs	10,00,000	14,71,302	12,94,826	12,43,247	14
BFSI	13,00,000	15,00,000	15,00,000	14,33,333	3
Conglomerates	14,54,469	14,54,469	14,54,469	14,54,469	1
Consulting	10,00,000	10,62,500	10,31,250	10,31,250	2
Education	13,38,000	22,15,725	14,80,950	16,78,225	3
FMCG	10,00,000	19,23,947	11,00,000	12,03,991	6
Food Processing	11,00,000	12,00,000	11,50,000	11,50,000	2
Healthcare	15,58,685	17,00,000	17,00,000	16,64,671	4
Logistics	15,00,000	15,00,000	15,00,000	15,00,000	2
Online Services	17,50,000	17,50,000	17,50,000	17,50,000	2

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

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5.4.2. One-time Cash Payment- Domestic (INR)

Sector	Minimum	Maximum	Median	Mean	Data
Agri Inputs	1,00,000	1,00,000	1,00,000	1,00,000	4
BFSI	-	-	-	-	-
Conglomerates	1,00,000	1,00,000	1,00,000	1,00,000	1
Consulting	-	-	-	-	-
Education	-	-	-	-	-
FMCG	2,00,000	8,00,000	2,00,000	4,00,000	3
Food Processing	-	-	-	-	-
Healthcare	1,63,790	1,63,790	1,63,970	1,63,790	1
Logistics	-	-	-	-	-
Online Services	3,00,000	4,50,000	3,75,000	3,75,000	2

Table 5.4.2.: Sector-wise Classification of One Time Cash Payment- Domestic

5.4.3. Total Guaranteed Cash Component- Domestic (INR)

Sector	Min	Max	Median	Mean	Data
Agri Inputs	10,00,000	15,00,000	12,94,826	12,71,819	14
BFSI	13,00,000	15,00,000	15,00,000	14,33,333	3
Conglomerates	15,54,469	15,54,469	15,54,469	15,54,469	1
Consulting	10,00,000	10,62,500	10,31,250	10,31,250	2
Education	13,38,000	22,15,725	14,80,950	16,78,225	3
FMCG	11,00,000	27,23,947	11,50,000	14,03,991	6
Food Processing	11,00,000	12,00,000	11,50,000	11,50,000	2
Healthcare	17,00,000	17,22,475	17,00,000	17,05,619	4
Logistics	15,00,000	15,00,000	15,00,000	15,00,000	2
Online Services	20,50,000	22,00,000	21,25,000	21,25,000	2

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

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5.4.4. Maximum Earning Potential- Domestic (INR)

Sector	Min	Max	Median	Mean	Data
Agri Inputs	10,00,008	16,85,570	14,90,478	13,72,560	14
BFSI	13,00,000	18,00,000	18,00,000	16,33,333	3
Conglomerates	17,75,469	17,75,469	17,75,469	17,75,469	1
Consulting	10,00,000	12,50,000	11,25,000	11,25,000	2
Education	17,91,100	30,04,569	19,90,684	22,62,118	3
FMCG	11,00,000	27,23,947	13,00,000	15,03,991	6
Food Processing	11,00,000	13,80,000	12,40,000	12,40,000	2
Healthcare	17,50,407	27,00,000	27,00,000	24,62,602	4
Logistics	15,00,000	15,00,000	15,00,000	15,00,000	2
Online Services	21,32,500	22,82,500	22,07,500	22,07,500	2

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

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

5.5.1. Fixed Yearly Cash Component- International (USD)

Sector	Minimum	Maximum	Median	Mean	Data
Agri Inputs	36,000	36,000	36,000	36,000	2
Education	43,751	43,751	43,751	43,751	2

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

5.5.2. Total Guaranteed Cash Component- International (USD)

Sector	Minimum	Maximum	Median	Mean	Data
Agri Inputs	36,000	36,000	36,000	36,000	2
Education	43,751	43,751	43,751	43,751	2

Table 5.5.2.: Sector-wise Classification of Total Guaranteed Cash Component-International

5.5.3. Maximum Earning Potential- International (USD)

Sector	Minimum	Maximum	Median	Mean	Data
Agri Inputs	1,04,000	1,04,000	1,04,000	1,04,000	2
Education	43,571	43,571	43,571	43,571	2

Table 5.5.3.: Sector-wise Classification of Maximum Earning Potential- International

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

5.6.1. Fixed Yearly Cash Component- Domestic (INR)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	11,74,026	17,50,000	15,00,000	14,19,610	5
Finance	13,00,000	13,00,000	13,00,000	13,00,000	1
General Management	10,00,000	10,62,500	10,31,250	10,31,250	2
Marketing/Sales	10,00,000	19,23,947	12,85,304	12,61,524	11
Operations	10,00,008	17,00,000	12,00,000	12,97,855	9
Product/Category management	17,00,000	17,50,000	17,00,000	17,16,667	3
Research & Advisory	10,00,000	10,00,000	10,00,000	10,00,000	1
Strategy	13,38,000	22,15,725	14,65,749	15,38,818	7

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

5.6.2. One-time Cash Payment- Domestic (INR)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	3,00,000	3,00,000	3,00,000	3,00,000	1
Finance	-	-	-	-	-
General Management	-	-	-	-	-
Marketing/Sales	1,00,000	8,00,000	2,00,000	3,25,000	4
Operations	1,00,000	1,63,790	1,00,000	1,21,263	3
Product/Category management	4,50,000	4,50,000	4,50,000	4,50,000	1
Research & Advisory	-	-	-	-	-
Strategy	1,00,000	1,00,000	1,00,000	1,00,000	2

Table 5.6.2.: Function-wise Classification of One Time Cash Payment- Domestic

5.6.3. Total Guaranteed Cash Component- Domestic (INR)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	11,74,026	20,50,000	15,00,000	14,79,610	5
Finance	13,00,000	13,00,000	13,00,000	13,00,000	1
General Management	10,00,000	10,62,500	10,31,250	10,31,250	2
Marketing/Sales	11,00,000	27,23,947	12,85,304	13,79,706	11
Operations	10,00,008	17,22,475	12,00,000	13,38,276	9
Product/Category management	17,00,000	22,00,000	17,00,000	18,66,667	3
Research & Advisory	10,00,000	10,00,000	10,00,000	10,00,000	1
Strategy	13,38,000	22,15,725	14,80,950	15,67,389	7

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

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5.6.4. Maximum Earning Potential- Domestic (INR)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	11,74,026	21,32,500	18,00,000	16,16,110	5
Finance	13,00,000	13,00,000	13,00,000	13,00,000	1
General Management	12,00,000	12,50,000	12,25,000	12,25,000	2
Marketing/Sales	11,00,000	27,23,947	15,00,000	15,25,488	11
Operations	10,00,008	27,00,000	13,80,000	14,72,491	9
Product/Category management	22,82,500	27,00,000	27,00,000	25,60,833	3
Research & Advisory	10,00,000	10,00,000	10,00,000	10,00,000	1
Strategy	15,00,000	30,04,569	16,85,570	18,78,740	7

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

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

5.7.1 Fixed Yearly Cash Component- International (USD)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	43,751	43,751	43,751	43,751	2
Operations	36,000	36,000	36,000	36,000	2

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

5.7.2. Total Guaranteed Cash Component- International (USD)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	43,751	43,751	43,751	43,751	2
Operations	36,000	36,000	36,000	36,000	2

Table 5.7.2.: Function-wise Classification of Total Guaranteed Cash Component-International

5.7.3. Maximum Earning Potential- International (USD)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	43,751	43,751	43,751	43,751	2
Operations	1,04,000	1,04,000	1,04,000	1,04,000	2

Table 5.7.3.: Function-wise Classification of Maximum Earning Potential- International

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

5.8.1. Fixed Yearly Cash Component Domestic (INR)

Location	Minimum	Maximum	Median	Mean	Data
Bengaluru	17,00,000	17,00,000	17,00,000	17,00,000	3
Delhi	10,00,000	22,15,725	11,99,500	13,59,446	6
Gurugram	11,00,000	15,58,685	11,74,026	12,51,684	4
Guwahati	10,62,500	10,62,500	10,62,500	10,62,500	1
Hyderabad	14,00,000	14,71,302	14,32,875	14,34,263	4
Jaipur	12,00,000	12,85,304	12,42,652	12,42,652	2
Jalna (MH)	10,00,008	10,00,008	10,00,008	10,00,008	1
Mumbai	13,00,000	19,23,947	15,00,000	14,59,666	9
Pan India	10,00,000	17,50,000	11,00,000	12,81,809	8
Noida	10,00,000	10,00,000	10,00,000	10,00,000	1

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

5.8.2. One-time Cash Payment- Domestic (INR)

Location	Minimum	Maximum	Median	Mean	Data
Bengaluru	-	-	-	-	-
Delhi	1,00,000	1,00,000	1,00,000	1,00,000	2
Gurugram	1,63,790	1,63,790	1,63,790	1,63,790	1
Guwahati	-	-	-	-	-
Hyderabad	1,00,000	1,00,000	1,00,000	1,00,000	2
Jaipur	-	-	-	-	-
Jalna (MH)	-	-	-	-	-
Mumbai	8,00,000	8,00,000	8,00,000	8,00,000	1
Pan India	1,00,000	4,50,000	2,00,000	2,50,000	5
Noida	-	-	-	-	-

Table 5.8.2.: Location-wise Classification of One Time Cash Payment- Domestic

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5.8.3. Total Guaranteed Cash Component- Domestic (INR)

Location	Minimum	Maximum	Median	Mean	Data
Bengaluru	17,00,000	17,00,000	17,00,000	17,00,000	3
Delhi	10,00,000	22,15,725	12,49,500	13,92,779	6
Gurugram	11,00,000	17,22,475	11,74,026	12,92,632	4
Guwahati	10,62,500	10,62,500	10,62,500	10,62,500	1
Hyderabad	14,65,749	15,00,000	14,85,651	14,84,263	4
Jaipur	12,00,000	12,85,304	12,42,652	12,42,652	2
Jalna (MH)	10,00,008	10,00,008	10,00,008	10,00,008	1
Mumbai	13,00,000	27,23,947	15,00,000	15,48,555	9
Pan India	11,00,000	22,00,000	12,00,000	14,38,059	8
Noida	10,00,000	10,00,000	10,00,000	10,00,000	1

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

5.8.4. Maximum Earning Potential- Domestic (INR)

Location	Minimum	Maximum	Median	Mean	Data
Bengaluru	27,00,000	27,00,000	27,00,000	27,00,000	3
Delhi	10,00,000	30,04,569	14,76,050	16,84,726	6
Gurugram	11,00,000	17,50,407	11,74,026	12,99,615	4
Guwahati	12,50,000	12,50,000	12,50,000	12,50,000	1
Hyderabad	15,00,000	16,85,570	15,89,630	15,91,208	4
Jaipur	13,80,000	14,80,956	14,30,478	14,30,478	2
Jalna (MH)	10,00,008	10,00,008	10,00,008	10,00,008	1
Mumbai	13,00,000	27,23,947	15,00,000	16,80,439	9
Pan India	11,00,000	22,82,500	15,00,000	15,61,309	8
Noida	12,00,000	12,00,000	12,00,000	12,00,000	1

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

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

5.9.1. Fixed Yearly Cash Component- International (USD)

Location	Minimum	Maximum	Median	Mean	Data
Africa	36,000	36,000	36,000	36,000	2
Singapore	43,751	43,751	43,751	43,751	2

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

5.9.2. Total Guaranteed Cash Component- International (USD)

Location	Minimum	Maximum	Median	Mean	Data
Africa	36,000	36,000	36,000	36,000	2
Singapore	43,751	43,751	43,751	43,751	2

Table 5.9.2.: Location-wise Classification of Total Guaranteed Cash Component- International

5.9.3. Maximum Earning Potential- International (USD)

Location	Minimum	Maximum	Median	Mean	Data
Africa	1,04,000	1,04,000	1,04,000	1,04,000	2
Singapore	43,571	43,571	43,571	43,571	2

Table 5.9.3.: Location-wise Classification of Maximum Earning Potential- International

6.Other Details

6.1. Details regarding Pre-placement Offers (PPO)

Parameter	Number
1. Total Pre-Placement Offers awarded	6
1a. Through internships	6
1b. Through others	0
2. Total Pre-Placement Offers accepted	6
2a. Through internships	6
2b. Through others	0

Table 6.1.: Details regarding Pre-Placement Offers (PPO)

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For Indian Institute of Management Ahmedabad

For Brickworks Analytics Mumbai

7. Compliance Statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Revision 2.2*.

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

Deviation from the standards	Reason
None	NA

Table 7.1: List of deviations from standards with reasons

*https://web.iima.ac.in/iprs/gallery/IPRSRevision2.2.pdf

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