

Indian Institute of Management Ahmedabad



PGP-FABM Placement Report

Finals 2021





Ref : BWA/IIMA/MUM/RB/0002/2021-22

01-October-2021

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

Dear Sir,

Re: **Audit of Placement Report for 2021 placements of Post Graduate Programme in Food and Agribusiness Management (PGP-FABM).**

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 2021 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.
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

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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 three students with details on how much vests in the first year. Hence, the corresponding amount has been considered for the 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,

A handwritten signature in black ink, appearing to read "Ritaban Basu".

Ritaban Basu

Head - Risk & Analytics

Brickworks Analytics



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Overview

The final placement process for the Batch of 2019-21 of the Post Graduate Programme in Food and Agribusiness Management (PGP-FABM) at IIM Ahmedabad was successfully completed on 5th March 2021. 44 out of 45 students from the batch of 2019-21 were presented with job opportunities in food, agribusiness and allied sectors and pharmaceuticals and healthcare 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 30 firms took part in the process from varying sectors like Agri Inputs, BFSI, Conglomerates, Consulting, FMCG, Food Processing, Pharmaceuticals & Healthcare, Online Services and Logistics. Total of 82 offers were extended to the students. Firms such as Intello Labs, IFFCO made 3 offers each. The process welcomed first-time recruiters like Mahindra Logistics, IFFCO Group, Grant Thornton, Jio Platforms Ltd., Bayer, FMC, and Samunnati. Our regular recruiters including Mahyco, Olam, AMUL, Innoterra (earlier Pioneering Ventures) and Stryker renewed their relationship with the PGP-FABM programme.

The batch attracted a diverse pool of recruiters, ranging from MNCs as well as upcoming start-up firms in the agri-business domain like Intello Labs and in the Healthcare domain like Hester Biosciences, Stryker. The students explored opportunities across multiple roles in 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 2021	44
1b. Number of students returning from Placement Holiday	0
1c. Previous year students	0
2. Number of students who sought Placement through the institute	44
2a. Number of Students Graduating in 2021	44
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	1
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	1
4. Number of students placed who sought Placement through the institute	44
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	7	-	7
BFSI	4	-	4
Conglomerates	1	-	1
Consulting	6	-	6
FMCG	4	-	4
Telecom	1	-	1
International Trade	2	-	2
Food Processing	6	-	6
Engineering/Technology	4	-	4
Pharmaceutical/Healthcare	1	-	1
Online Services	2	-	2
Logistics	6	-	6
Grand total	44	0	44

Table 2.1.: Classification of offers based on sector



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सहायक महाप्रबंधक - स्थापना

Assistant General Manager - Placements

भारतीय प्रबंध संस्थान अहमदाबाद

Indian Institute of Management Ahmedabad

3. Function wise Classification

Function of the Employee	No. of offers		
	Domestic	International	Total
Business Development	5	-	5
Consulting	4	-	4
General Management	4	-	4
Marketing / Sales	8	-	8
Operations	2	-	2
Product / Category Management	10	-	10
Research & Advisory	1	-	1
Strategy	3	-	3
Supply Chain Management	5	-	5
Systems / IT	2	-	2
Grand total	44	0	44

Table 3.1.: Classification of offers based on function

4. Location wise Classification

4.1. Classification of Domestic Locations

Indian Locations	No. of offers
Ahmedabad	2
Bengaluru	4
Delhi	5
Tezpur	1
Gurugram	18
Mumbai	7
Thane	1
Ranchi	1
Shendurjane	1
Kadi	1
Coimbatore	1
Gadchiroli	1
Chennai	1
Grand Total	44

Table 4.1.: Classification of offers based on domestic 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	22,50,000	13,90,478	15,02,267	44
One-time Cash Payments	1,00,000	4,70,000	2,00,000	2,71,111	9
Total Guaranteed Cash Components	10,00,000	24,20,000	15,00,000	15,57,721	44
Maximum Earning Potential	12,00,000	27,82,235	16,84,988	17,79,002	44

Table 5.1.: Classification of Salary Heads- Domestic

Description of Salary Heads

- 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.
- 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.
- Total guaranteed Cash Component:** This is the sum of fixed yearly cash component and one-time cash payment.
- 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 and other perks as well, however gratuity is excluded.

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

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR Salary (Maximum Total Guaranteed Cash Component)	45,475	1,10,050	68,213	70,838	44
Combined INR and Non-INR Salary (Maximum Total Guaranteed Cash Component)	0	0	0	0	0
INR Salary (Maximum Earning Potential)	54,570	1,26,523	76,625	80,901	44
Combined INR and Non-INR Salary (Maximum Earning Potential)	0	0	0	0	0

Table 5.2.: Salary statistics at PPP adjusted Exchange Rate

*As per the PPP conversion rate for 2020 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>


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

5.3.1. Fixed Yearly Cash Component- Domestic (INR)

Sector	Minimum	Maximum	Median	Mean	Data
Conglomerates	16,00,000	16,00,000	16,00,000	16,00,000	1
Consulting	11,75,000	22,50,000	14,50,000	15,50,000	6
Consumer Goods (FMCG)	12,00,000	18,54,245	13,70,000	14,48,561	4
Engineering/Technology	13,00,000	15,00,000	13,35,631	13,67,815	4
Food Processing	10,00,000	16,00,000	13,76,936	13,58,979	6
Logistics	13,66,640	19,50,000	18,00,000	17,05,547	6
Online Services	18,00,000	21,00,000	19,50,000	19,50,000	2
Pharmaceutical/Healthcare	16,00,000	16,00,000	16,00,000	16,00,000	1
Telecom	13,73,648	13,73,648	13,73,648	13,73,648	1
Agri Inputs	13,69,976	17,00,000	15,00,000	14,87,968	7
BFSI	13,68,254	13,77,824	13,74,842	13,73,941	4
International Trade	13,80,956	13,80,956	13,80,956	13,80,956	2

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

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

Sector	Minimum	Maximum	Median	Mean	Data
Conglomerates	3,00,000	3,00,000	3,00,000	3,00,000	1
Consulting	-	-	-	-	-
Consumer Goods (FMCG)	2,00,000	2,00,000	2,00,000	2,00,000	3
Engineering/Technology	3,00,000	3,00,000	3,00,000	3,00,000	1
Food Processing	-	-	-	-	-
Logistics	4,70,000	4,70,000	4,70,000	4,70,000	2
Online Services	1,00,000	1,00,000	1,00,000	1,00,000	1
Pharmaceutical/Healthcare	-	-	-	-	-
Telecom	2,00,000	2,00,000	2,00,000	2,00,000	1
Agri Inputs	-	-	-	-	-
BFSI	-	-	-	-	-
International Trade	-	-	-	-	-

Table 5.3.2.: Sector-wise Classification of One Time Cash Payment- Domestic

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5.3.3. Total Guaranteed Cash Component- Domestic (INR)

Sector	Min	Max	Median	Mean	Data
Conglomerates	19,00,000	19,00,000	19,00,000	19,00,000	1
Consulting	11,75,000	22,50,000	14,50,000	15,50,000	6
Consumer Goods (FMCG)	12,00,000	20,54,245	15,70,000	15,98,561	4
Engineering/Technology	13,00,000	16,71,261	14,00,000	14,42,815	4
Food Processing	10,00,000	16,00,000	13,76,936	13,58,979	6
Logistics	13,66,640	24,20,000	18,00,000	18,62,213	6
Online Services	19,00,000	21,00,000	20,00,000	20,00,000	2
Pharmaceutical/Healthcare	16,00,000	16,00,000	16,00,000	16,00,000	1
Telecom	15,73,648	15,73,648	15,73,648	15,73,648	1
Agri Inputs	13,69,976	17,00,000	15,00,000	14,87,968	7
BFSI	13,68,254	13,77,824	13,74,842	13,73,941	4
International Trade	13,80,956	13,80,956	13,80,956	13,80,956	2

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

5.3.4. Maximum Earning Potential- Domestic (INR)

Sector	Min	Max	Median	Mean	Data
Conglomerates	20,80,000	20,80,000	20,80,000	20,80,000	1
Consulting	13,75,000	27,00,000	17,00,000	18,35,000	6
Consumer Goods (FMCG)	14,00,000	27,82,235	18,70,000	19,80,559	4
Engineering/Technology	15,00,000	18,69,261	16,00,000	16,42,315	4
Food Processing	12,00,000	17,06,936	16,00,000	15,35,645	6
Logistics	13,66,640	25,05,000	23,92,932	20,88,191	6
Online Services	22,00,000	24,00,000	23,00,000	23,00,000	2
Pharmaceutical/Healthcare	16,00,000	16,00,000	16,00,000	16,00,000	1
Telecom	17,33,648	17,33,648	17,33,648	17,33,648	1
Agri Inputs	16,05,150	20,00,000	17,00,000	17,11,468	7
BFSI	13,77,824	16,28,254	14,34,842	14,68,941	4
International Trade	15,80,956	15,80,956	15,80,956	15,80,956	2

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

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

5.4.1. Fixed Yearly Cash Component- Domestic (INR)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	10,00,000	16,00,000	13,80,956	13,12,382	5
Consulting	14,00,000	22,50,000	16,50,000	17,37,500	4
General Management	13,69,976	16,00,000	13,71,561	14,28,274	4
Marketing / Sales	13,66,640	14,22,900	13,73,912	13,84,341	8
Operations	19,50,000	19,50,000	19,50,000	19,50,000	2
Product / Category Management	12,00,000	21,00,000	15,50,000	15,47,365	10
Research & Advisory	13,68,254	13,68,254	13,68,254	13,68,254	1
Strategy	15,00,000	15,00,000	15,00,000	15,00,000	3
Supply Chain Management	13,76,936	18,54,245	18,00,000	16,41,623	5
Systems / IT	11,75,000	11,75,000	11,75,000	11,75,000	2

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

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

Function	Minimum	Maximum	Median	Mean	Data
Business Development	-	-	-	-	-
Consulting	-	-	-	-	-
General Management	3,00,000	3,00,000	3,00,000	3,00,000	2
Marketing / Sales	2,00,000	2,00,000	2,00,000	2,00,000	2
Operations	4,70,000	4,70,000	4,70,000	4,70,000	2
Product / Category Management	1,00,000	2,00,000	1,50,000	1,50,000	2
Research & Advisory	-	-	-	-	-
Strategy	-	-	-	-	-
Supply Chain Management	2,00,000	2,00,000	2,00,000	2,00,000	1
Systems / IT	-	-	-	-	-

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

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5.4.3. Total Guaranteed Cash Component- Domestic (INR)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	10,00,000	16,00,000	13,80,956	13,12,382	5
Consulting	14,00,000	22,50,000	16,50,000	17,37,500	4
General Management	13,69,976	19,00,000	15,21,561	15,78,274	4
Marketing / Sales	13,66,640	15,70,000	14,00,362	14,34,341	8
Operations	24,20,000	24,20,000	24,20,000	24,20,000	2
Product/Category Management	12,00,000	21,00,000	15,86,824	15,77,365	10
Research & Advisory	13,68,254	13,68,254	13,68,254	13,68,254	1
Strategy	15,00,000	15,00,000	15,00,000	15,00,000	3
Supply Chain Management	13,76,936	20,54,245	18,00,000	16,81,623	5
Systems / IT	11,75,000	11,75,000	11,75,000	11,75,000	2

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

5.4.4. Maximum Earning Potential- Domestic (INR)

Function	Minimum	Maximum	Median	Mean	Data
Business Development	12,00,000	16,00,000	15,80,956	14,72,382	5
Consulting	16,00,000	27,00,000	19,80,000	20,65,000	4
General Management	14,91,860	20,80,000	17,69,619	17,77,774	4
Marketing / Sales	13,66,640	18,70,000	14,91,487	15,54,903	8
Operations	25,05,000	25,05,000	25,05,000	25,05,000	2
Product/Category Management	14,00,000	24,00,000	16,50,000	17,63,364	10
Research & Advisory	16,28,254	16,28,254	16,28,254	16,28,254	1
Strategy	17,00,000	17,00,000	17,00,000	17,00,000	3
Supply Chain Management	17,06,936	27,82,235	23,92,932	21,96,394	5
Systems / IT	13,75,000	13,75,000	13,75,000	13,75,000	2

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

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 Indian Institute of Management Ahmedabad

For Indian Institute of Management Ahmedabad



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

5.5.1. Fixed Yearly Cash Component- Domestic (INR)

Location	Minimum	Maximum	Median	Mean	Data
Ahmedabad	10,00,000	12,00,000	11,00,000	11,00,000	2
Bengaluru	18,00,000	19,50,000	18,00,000	18,37,500	4
Chennai	13,68,254	13,68,254	13,68,254	13,68,254	1
Coimbatore	14,22,900	14,22,900	14,22,900	14,22,900	1
Delhi	11,75,000	15,00,000	15,00,000	14,09,372	5
Gadchiroli	14,22,900	14,22,900	14,22,900	14,22,900	1
Gurugram	13,00,000	22,50,000	13,88,912	15,70,461	18
Kadi	16,00,000	16,00,000	16,00,000	16,00,000	1
Mumbai	13,69,976	17,00,000	13,80,956	14,72,219	7
Ranchi	11,75,000	11,75,000	11,75,000	11,75,000	1
Shendurjane	12,00,000	12,00,000	12,00,000	12,00,000	1
Tezpur	13,70,000	13,70,000	13,70,000	13,70,000	1
Thane	13,70,000	13,70,000	13,70,000	13,70,000	1

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

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

Location	Minimum	Maximum	Median	Mean	Data
Ahmedabad	-	-	-	-	-
Bengaluru	1,00,000	4,70,000	2,85,000	2,85,000	2
Chennai	-	-	-	-	-
Coimbatore	-	-	-	-	-
Delhi	-	-	-	-	-
Gadchiroli	-	-	-	-	-
Gurugram	2,00,000	4,70,000	3,00,000	3,23,333	3
Kadi	-	-	-	-	-
Mumbai	2,00,000	3,00,000	2,50,000	2,50,000	2
Ranchi	-	-	-	-	-
Shendurjane	-	-	-	-	-
Tezpur	2,00,000	2,00,000	2,00,000	2,00,000	1
Thane	2,00,000	2,00,000	2,00,000	2,00,000	1

Table 5.5.2.: Location-wise Classification of One Time Cash Payment- Domestic


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5.5.3. Total Guaranteed Cash Component- Domestic (INR)

Location	Minimum	Maximum	Median	Mean	Data
Ahmedabad	10,00,000	12,00,000	11,00,000	11,00,000	2
Bengaluru	18,00,000	24,20,000	18,50,000	19,80,000	4
Chennai	13,68,254	13,68,254	13,68,254	13,68,254	1
Coimbatore	14,22,900	14,22,900	14,22,900	14,22,900	1
Delhi	11,75,000	15,00,000	15,00,000	14,09,372	5
Gadchiroli	14,22,900	14,22,900	14,22,900	14,22,900	1
Gurugram	13,00,000	24,20,000	14,50,000	16,24,350	18
Kadi	16,00,000	16,00,000	16,00,000	16,00,000	1
Mumbai	13,69,976	19,00,000	15,00,000	15,43,648	7
Ranchi	11,75,000	11,75,000	11,75,000	11,75,000	1
Shendurjane	12,00,000	12,00,000	12,00,000	12,00,000	1
Tezpur	15,70,000	15,70,000	15,70,000	15,70,000	1
Thane	15,70,000	15,70,000	15,70,000	15,70,000	1

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

5.5.4. Maximum Earning Potential- Domestic (INR)

Location	Minimum	Maximum	Median	Mean	Data
Ahmedabad	12,00,000	14,00,000	13,00,000	13,00,000	2
Bengaluru	22,00,000	25,05,000	23,92,932	23,72,716	4
Chennai	16,28,254	16,28,254	16,28,254	16,28,254	1
Coimbatore	16,05,150	16,05,150	16,05,150	16,05,150	1
Delhi	13,75,000	17,00,000	17,00,000	15,93,372	5
Gadchiroli	16,05,150	16,05,150	16,05,150	16,05,150	1
Gurugram	13,66,640	27,82,235	16,50,000	18,23,294	18
Kadi	16,00,000	16,00,000	16,00,000	16,00,000	1
Mumbai	15,80,956	20,80,000	17,33,648	17,77,934	7
Ranchi	13,75,000	13,75,000	13,75,000	13,75,000	1
Shendurjane	14,00,000	14,00,000	14,00,000	14,00,000	1
Tezpur	18,70,000	18,70,000	18,70,000	18,70,000	1
Thane	18,70,000	18,70,000	18,70,000	18,70,000	1

Table 5.5.4.: Location-wise Classification of Maximum Earning Potential- Domestic

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6. Other Details

6.1. Details regarding Pre-placement Offers (PPO)

Parameter	Number
1. Total Pre-Placement Offers awarded	11
1a. Through internships	11
1b. Through others	0
2. Total Pre-Placement Offers accepted	11
2a. Through internships	11
2b. Through others	0

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, 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
-	-

Table 7.1: List of deviations from standards with reasons

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


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