XLRI

Xavier School of Management

For the greater good

XLRI Placement Report

(Batch 2021-2023)

Ref: B2K/XLRI/MUM/RB/003/2023-24

January 22, 2024

The Convenor

Placement Office

XLRI - Xavier School of Management,

Jamshedpur -831001

Jharkhand

Dear Sir,

Re: Audit of Placement Report for 2021-23 placements of Post Graduate Diploma in Business Management and Post Graduate Diploma in Human Resource Management programmes of XLRI - Xavier School of Management

We have audited the data related to remuneration, function & location as presented in the Placement Report prepared by XLRI - Xavier School of Management for the final placement (based on the offers received and accepted on campus) of the 2021-23 batch of Post Graduate Diploma in Business Management and Post Graduate Diploma in Human Resource Management programmes of XLRI - Xavier School of Management. The preparation of the Placement Report is the responsibility of XLRI. Our responsibility is to validate the information related to salary, function & location as provided in the report with the relevant documentation and comment on the conformance of those 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.

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2. The validation of information presented in the report is based on communication received by XLRI from recruiting companies. B2K Analytics (formerly Brickworks Analytics) has not independently sourced any information or documentation directly from the recruiters.

3. We have verified the information with respect to salary, function & location as presented in the report with the communication received by XLRI from the 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 (ESOPs)/ESPP have been mentioned for forty-five students with details on the amount to be vested in the first year. Hence, the corresponding fixed amount has been considered for the calculation of the 'Maximum Earning Potential' (MEP).

    d. Long-Term benefits (to be paid after twelve months) like ESOPs, retention bonus and any other long-term benefit (if mentioned in the offer letter) to be paid after the first year have not been considered for the calculation of MEP.

    e. We have considered the amount of gratuity in the calculation of MEP even though it is payable after 5 years of continuous service as this amount was not separately available for all the candidates.

    f. Wherever information about job location and function of students could not be established from the documents, the same has been confirmed by the institute. An official declaration regarding the job location details and function has been obtained from the Placement Convenor.

    g. Wherever information was missing reasonable assumptions have been made.

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.

    a. Out of 464 students eligible for placements, 1 student opted out of placement process.

5. While auditing the data it was observed that not all the students have been offered one-time cash payments like joining bonus, retention bonus etc. Therefore, the average of one-time cash payments, represents the average of one-time cash payments actually received by the students and not the average of all the students.

6. We have only audited the data related to salary, function & location in the placement report and not the report's overview section, which explains the placement process.
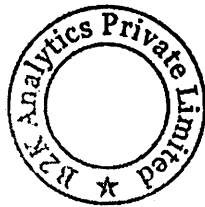
Best Regards,

Ritaban Basu
Head – Risk & Analytics
B2K Analytics

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Overview

XLRI Jamshedpur and XLRI Delhi NCR successfully achieved 100% placements for the outgoing batch of 2021-23 for its flagship programs Two-year PGDM (BM) and Two-year PGDM (HRM) with all 463 candidates securing offers through the Final Recruitment Process. The Final Placement process was conducted in two stages. The first stage - the Lateral Recruitment Process (LRP) – was conducted over a week in January 2023 where students with prior work experience were interviewed and were offered higher than entry-level positions. The second stage – the Campus Recruitment Process (CRP) – was conducted in a single day in February 2023 where there was no segregation basis the work experience. The process saw participation from 117 recruiters with 484 domestic offers and 3 international offers, including 30 new recruiters. These also include pre-placement offers (PPOs) which were offered to 43.8% of the batch on the basis of their performance during their Summer Internships. The students from Jamshedpur and Delhi NCR campuses participated in the placement process.

Placement Process

The placement processes at XLRI happen in 2 stages – Lateral Recruitment Process (LRP) and Campus Recruitment Process (CRP). LRP involves participation of students with a prior work experience with firms offering niche and senior-level managerial positions to the students. CRP involved a semi-cohort process with firms participating across multiple roles across multiple functional domains.

Top Recruiters

117 firms participated in the process across multiple domains. Top recruiters in terms of offers across the process (including Pre-Placement Offers) were Boston Consulting Group (20), Accenture Strategy (27), PricewaterhouseCoopers (21), Bain and Co. (20) ,PayTM (21), ITC (13) and Microsoft (9). This year saw immense participation from recruiters across multiple domains, with firms offering some of their most prestigious roles to students at XLRI. BFSI Sector saw huge participation in the recruitment cycle this year. Goldman Sachs, NIIF, Standard Chartered, Avendus Capital, Indigo Edge, Citibank and Standard Chartered Bank, among others opened roles as diverse as Markets, Investment Banking, Portfolio Management, and Asset Management amongst others. FinTech sector also saw huge participation this year, with firms like PayTM, Pinelabs hiring for multiple roles. There were 30 new recruiters, including industry leaders like Barclays, Deutsche Bank, Emaar Properties, HSBC, Indigo Edge, Mercedes Benz, Nykaa, Samagra Governance, Shell and Zomato.

Sectoral Overview

Consulting

XLRI continued to be the destination of choice for consulting firms such as Accenture Strategy, Alvarez & Marsal, Aon, Bain & Company, Boston Consulting Group, Deloitte, EY, Kearney, KPMG, Mckinsey, PwC, Synergy Consulting, Vector Consulting and others participating in the process. The increase in consulting roles can be attributed to a higher number of candidates opting for these roles and the recognition of the talent pool at XLRI by these consulting firms, accentuated by our pedagogic rigour. The increased interest is also attributable to the established track record of XLRI graduates over the years in prestigious management consulting firms in India and abroad.

ITES, E-commerce, Gaming and Online Services

Overcoming the blues of the technology sector market, there was sustainable hiring in these sectors in Product Management, Analytics & Programme Management roles. Major recruiters included Amazon, Google, Microsoft, Media.net, PayTM, Walmart, Flipkart, Star Disney, Uber, Games 24x7, and Head Digital Works.

FMCG, Pharma and Real Estate

XLRI has established itself as a campus preferred by FMCGs, and the trend continued this year with top firms such as P&G, Hindustan Unilever, ITC, Colgate Palmolive, Johnson & Johnson, Asian Paints, Nestle, Coca-Cola, Samsung, Mondelez, Nykaa, Reckitt, Pidilite, Pernod Ricard, AB inBev, Haleon GSK and others participating. The process witnessed hiring by companies in the pharma chemical sector such as Cipla, Dr. Reddy's, Sun Pharma, Ephicacy, PI Industries, among others. Real estate developers viz. Emaar and Aliens Group participated in the process for the first time. Roles in Strategy, Sales & Marketing, Supply Chain, Operations, IT and Human Resources were offered to the graduating students.

BFSI

The Finance sector was another major contributor, with the participation of firms such as Goldman Sachs, J.P Morgan Chase, Avendus Capital, Indigo Edge, HSBC, American Express, Citibank, FinIQ, Mastercard, Natwest and Standard Chartered, Société Générale, among others. The roles offered in this domain were Front End Investment Banking, Asset Management, Portfolio Management, Global and Corporate Banking, Wealth Management, Global Markets, Equity Research, and Retail Banking.

Automotive, Energy and Telecommunications

Automobile sector witnessed the boarding of premium recruiters such as Mercedes Benz and Power Finance Corporation. Other legacy recruiters in these sectors were Bajaj Auto, Renew Power, Shell, Varroc and Vedanta. Airtel, Tata Communications and Vi were among other established firms in the telecommunications sector.

General Management

Roles in General Management were offered by conglomerates such as TAS, Aditya Birla Group, Mahindra, Bajaj Finserv, Kotak, Capgemini ELITE, Reliance Industries, RPG group, Hinduja group and other firms.

HR

XLRI is widely regarded as the best institution in the country for HR. HR roles were offered by firms spanning the spectrum of domains such as P&G, HUL, ITC, Colgate Palmolive, Marico, JP Morgan Chase and Co., Google, Samsung, Bajaj Auto, and others. HR roles offered included HR Consulting, Recruitment, Compensation & Benefits, HR Analytics and Chief of Staff. Premier consulting firms like KPMG, PwC, EY, and Deloitte open exclusive HR consulting roles for XLRI students reaffirming their trust in XL-ers as HR leaders of tomorrow.

1. Classification of students
1.1 Classification of the entire placement pool

Categories	Number
1. Number of students eligible for placements	464
1 a. Number of students graduating in 2023 PGDBM & PGDHRM	464
1 b. Number of students returning from Placement holiday	0
2. Number of students who did not seek placement through the institute	1
2 a. Company sponsored or already employed	0
2 b. Continuing education	0
2 c. Postponing job search/ seeking placement holiday	0
2 d. Entrepreneurship (Starting New business)	0
2 e. Returning to / joining family Business	0
2 f. Seeking placements outside the campus placement process	1
3. Total Who Sought Placements through the institute	463
4. Total Offers accepted	463
5. Number unplaced, if any	0

Table 1.1 Classification of the entire placement pool

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Prof A. Kanagaraj

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2. Sector wise classification

Sectors	Number of Offers		
	Domestic	International	Total
Automobile	19	0	19
Banking, Financial Services and Insurance	79	0	79
Conglomerate	46	0	46
Consulting	138	0	138
Consumer Goods (FMCG)	38	0	38
E-Commerce	34	0	34
Food & Beverage	11	0	11
IT Consulting	10	0	10
IT Software	5	0	5
IT Solutions	24	0	24
Manufacturing	12	0	12
Others	36	1	37
Pharma/Healthcare	10	0	10
Grand Total	**462**	**1**	**463**

Table 2.1 Classification of offer based on Sectors

* Others include Energy, Real Estate, Consumer Electronics, Logistics, Media & Entertainment, Retail, Telecommunications & Transportation

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3. Functions/roles wise classification

Functions/Roles	Number of Offers		
	Domestic	International	Total
Consulting	138	0	138
Finance	14	0	14
General Management	48	0	48
Information Technology	8	0	8
Operations & Supply Chain	17	0	17
Others	12	0	12
Product Management	40	0	40
Sales & Marketing	83	0	83
Strategy	6	0	6
Human Resources	96	1	97
Grand Total	**462**	**0**	**463**

Table 3.1 – Classification of offer based on functions/roles
* Others include IT Analytics

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4. Locations wise Classification

4.1. Domestics

Location	Number of Offers
Ahmedabad	4
Bengaluru	76
Chennai	11
Delhi-NCR	161
Hyderabad	27
Kolkata	17
Mumbai	128
Other Places*	14
Pune	24
Grand Total	**462**

Table 4.1: Classification of offers based on domestic locations

*Udaipur, Jamshedpur, Thoothukudi, Barmer, Jharsuguda, Lanjigarh, Kasna, Agra, Dehradun, Ludhiana, Vizag, Mandi

4.2. International

Location	Number of Offers
Dubai	1
Grand Total	**1**

Table 4.2: Classification of offers based on International locations

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5. Salary Data

5.1. Salary Heads – Domestic (INR)

Salary Head	MIN	MAX	MEAN	MEDIAN	DATA
Fixed Year Cash Component	15,07,353	38,00,000	21,50,000	22,11,319	462
One-time Cash Payment	30,000	10,68,000	3,00,000	3,93,441	366
Total Guaranteed Cash Component	15,07,353	42,50,000	24,00,000	25,23,006	462
Maximum Earning Potential	16,50,024	57,08,258	27,24,000	28,94,527	462

Table 5.1: Classification of salary heads-Domestic

* For all Non-INR salaries, all conversions to INR from USD are mode as per the average closing rates in 2023 (1 USD = 82.57 INR). Data is sourced from the Exchange Rates official website: https://www.exchangerates.org.uk/USD-INR-spot-exchange-rates-history-2023.html

5.2. Salary Heads – International (USD)

| Salary Head	USD	DATA
Fixed Year Cash Component	1,27,170	1
One-time Cash Payment	3,240	1
Total Guaranteed Cash Component	1,30,410	1
Maximum Earning Potential	1,30,410	1

Table 5.2: Classification of salary heads-Domestic

* For International salaries, all conversions to USD from AED are made as per the average closing rates in 2023 (1 AED = 0.27 USD). Data is sourced from the Exchange Rates official website: https://www.exchangerates.org.uk/USD-AED-exchange-rate-history.html

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 the final and are not related to performance.

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2. **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.

3. **Total Guaranteed Cash Component:** This is the sum of fixed yearly cash component and one-time cash component.

4. **Maximum Earning Potential –** 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.
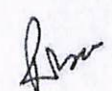
5.3. Salary Statistics at Purchasing Power Parity (PPP)*

Salary Head	MIN	MAX	MEAN	MEDIAN	DATA
INR Salary (Total Guaranteed Cash Component)	65,881	1,85,752	1,10,271	1,04,895	462
Non-INR Salary (Total Guaranteed Cash Component)	2,16,592	2,16,592	2,16,592	2,16,592	1
Combined Salary (Total Guaranteed Cash Component)	65,881	2,16,592	1,10,501	1,04,895	463
INR Salary (Maximum Earning Potential)	72,116	2,49,487	1,26,509	1,19,056	462
Non-INR Salary (Maximum Earning Potential)	2,16,592	2,16,592	2,16,592	2,16,592	1
Combined Salary (Maximum Earning Potential)	72,116	2,49,487	1,26,704	1,19,056	463

Table 5.3: Salary Statistics at PPP Adjusted rates

* As per the PPP conversion rate for 2022 for all the available currencies from the World Development Indicators (WDI) database of the World Bank (1 USD = 22.88 INR = 2.23 AED adjusted at PPP). Data is sourced from the World Bank official website: https://data.worldbank.org/indicator/PA.NUS.PPP?name_desc=false

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5.4. Combined Salary Heads in INR

Salary Head	MIN	MAX	MEAN	MEDIAN	DATA
Fixed Year Cash Component	15,07,353	1,05,00,426	22,29,222	21,50,000	463
One-time Cash Payment	30,000	10,68,000	3,93,098	3,00,000	367
Total Guaranteed Cash Component	15,07,353	1,07,67,954	25,40,814	24,00,000	463
Maximum Earning Potential	16,50,024	1,07,67,954	29,11,532	27,24,000	463

Table 5.4: Combined Salary Statistics in INR

* For International salaries, all conversions to INR from USD are mode as per the average closing rates in 2023 (1 USD = 82.57 INR). Data is sourced from the Exchange Rates official website: https://www.exchangerates.org.uk/USD-INR-spot-exchange-rates-history-2023.html

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5.5. Sector wise classification of salary – Domestic

5.5.1. Fixed yearly cash component

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Automobile	21,25,000	22,25,004	21,46,053	21,25,000	19
Banking, Financial Services and Insurance	16,50,024	30,00,000	21,65,936	20,59,695	79
Conglomerate	16,50,123	24,83,565	22,22,723	22,50,000	46
Consulting	15,36,075	35,50,464	23,81,497	24,58,500	138
Consumer Goods (FMCG)	19,00,000	25,77,017	22,42,684	22,25,572	38
E-Commerce	16,00,000	21,00,000	20,38,602	21,00,000	34
Food & Beverage	20,00,000	25,48,000	22,34,627	22,86,706	11
IT Consulting	18,00,000	21,25,008	19,60,909	19,89,816	10
IT Software	18,20,000	22,00,000	20,84,000	22,00,000	5
IT Solutions	20,00,000	32,77,500	23,34,723	21,50,000	24
Manufacturing	15,07,353	24,20,660	17,88,229	17,40,000	12
Others	15,64,531	38,00,000	20,07,434	20,00,000	36
Pharma/Healthcare	16,00,000	24,45,214	19,94,934	18,58,840	10
Grand Total	15,07,353	38,00,000	22,11,319	21,50,000	462

Table 5.5.1: Sector wise classification of fixed yearly cash component-Domestic

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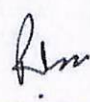Placement Convenor
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5.5.2. One time cash payment

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Automobile	2,00,000	2,00,000	2,00,000	2,00,000	15
Banking, Financial Services and Insurance	1,00,000	6,00,000	2,69,135	2,20,000	52
Conglomerate	2,00,000	4,25,000	3,88,043	4,25,000	23
Consulting	50,000	10,68,000	4,25,853	3,00,000	129
Consumer Goods (FMCG)	1,50,000	8,50,000	3,73,684	3,00,000	38
E-Commerce	1,50,000	7,50,000	6,23,529	7,50,000	34
Food & Beverage	2,00,000	6,52,000	3,84,000	3,00,000	3
IT Consulting	30,000	2,00,000	1,57,500	2,00,000	4
IT Software	1,50,000	2,00,000	1,87,500	2,00,000	4
IT Solutions	2,00,000	9,28,915	6,15,172	8,78,667	15
Manufacturing	1,50,000	3,75,000	2,47,222	2,50,000	9
Others	1,00,000	6,50,000	3,41,176	3,00,000	34
Pharma/Healthcare	1,60,000	6,00,000	3,60,000	3,50,000	6
Grand Total	30,000	10,68,000	3,93,441	3,00,000	366

Table 5.5.2: Sector wise classification of one-time cash payment-Domestic

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5.5.3. Total guaranteed cash payment

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Automobile	22,25,004	23,25,000	23,03,948	23,25,000	19
Banking, Financial Services and Insurance	16,50,024	30,01,167	23,43,088	22,47,619	79
Conglomerate	16,50,123	29,08,565	24,16,745	22,50,004	46
Consulting	17,62,500	38,71,700	27,79,576	28,31,500	138
Consumer Goods (FMCG)	22,62,705	31,45,700	26,16,368	24,06,439	38
E-Commerce	17,50,000	28,50,000	26,62,132	28,50,000	34
Food & Beverage	20,00,000	32,00,000	23,39,354	23,37,213	11
IT Consulting	18,50,000	21,49,814	20,23,909	20,00,000	10
IT Software	19,70,000	24,00,000	22,34,000	24,00,000	5
IT Solutions	20,00,000	42,06,415	27,19,205	25,65,000	24
Manufacturing	15,07,353	27,95,660	19,73,646	19,90,000	12
Others	19,00,000	42,50,000	23,29,657	21,82,266	36
Pharma/Healthcare	17,60,000	26,65,928	22,10,934	21,26,203	10
Grand Total	**15,07,353**	**42,50,000**	**25,23,006**	**24,00,000**	**462**

Table 5.5.3: Sector wise classification of total guaranteed cash payment-Domestic

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5.5.4. Maximum earning potential

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Automobile	22,25,004	27,24,000	26,18,948	27,24,000	19
Banking, Financial Services and Insurance	16,50,024	50,00,000	26,32,448	26,20,885	79
Conglomerate	19,00,123	34,98,565	28,13,253	26,50,000	46
Consulting	18,52,500	50,70,000	32,65,373	33,50,000	138
Consumer Goods (FMCG)	26,33,712	33,94,000	30,32,536	30,27,017	38
E-Commerce	21,50,000	28,50,000	27,20,955	28,50,000	34
Food & Beverage	23,44,000	32,00,000	26,01,570	26,00,008	11
IT Consulting	20,00,000	25,00,008	22,69,987	22,15,010	10
IT Software	20,00,000	26,64,000	25,00,400	26,64,000	5
IT Solutions	22,40,000	57,08,258	33,05,610	27,50,000	24
Manufacturing	19,41,789	32,55,660	25,09,019	26,57,000	12
Others	21,00,000	50,50,000	26,33,357	24,49,531	36
Pharma/Healthcare	19,40,000	29,13,676	23,70,492	22,99,800	10
Grand Total	**16,50,024**	**57,08,258**	**28,94,527**	**27,24,000**	**462**

Table 5.5.4: Sector wise classification of maximum earning potential- Domestic

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
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5.6. Function wise classification of salary – Domestic

5.6.1. Fixed yearly cash component

Job role / function	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	15,36,075	38,00,000	24,03,274	24,59,200	138
Finance	16,65,545	30,00,000	22,14,410	21,00,000	14
General Management	16,50,123	23,50,000	21,21,204	22,10,000	48
Information Technology	20,00,000	25,76,738	21,47,092	21,50,000	8
Operations & Supply Chain	17,77,680	21,25,000	20,05,104	21,00,000	17
Others	20,59,695	25,51,167	22,80,688	22,00,000	12
Product Management	16,50,024	32,77,500	21,99,599	21,12,500	40
Sales & Marketing	15,07,353	25,77,017	21,13,828	21,25,000	83
Strategy	16,87,187	32,00,000	20,47,865	18,50,000	6
Human Resources	15,07,353	25,77,017	21,12,577	21,25,000	96
Grand Total	15,07,353	38,00,000	22,11,319	21,50,000	462

Table 5.6.1: Function wise classification of fixed yearly cash component - Domestic

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5.6.2. One-time cash payment

Job role / function	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	50,000	10,68,000	4,24,383	3,00,000	128
Finance	1,00,000	5,00,000	2,83,333	3,00,000	9
General Management	30,000	7,50,000	4,13,333	4,00,000	21
Information Technology	2,00,000	2,00,000	2,00,000	2,00,000	2
Operations & Supply Chain	1,00,000	7,50,000	3,52,353	3,00,000	17
Others	2,00,000	4,50,000	3,42,857	4,50,000	7
Product Management	1,50,000	9,28,915	4,71,745	3,00,000	33
Sales & Marketing	1,00,000	8,50,000	3,71,944	3,00,000	72
Strategy	2,00,000	6,00,000	3,80,000	2,50,000	5
Human Resources	1,00,000	8,50,000	3,52,931	2,67,500	72
Grand Total	**30,000**	**10,68,000**	**3,93,441**	**3,00,000**	**366**

Table 5.6.2: Function wise classification of one-time cash payment- Domestic

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Prof A. Kanagaraj

For B2K Analytics Pvt Ltd

5.6.3. Total Guaranteed Cash Component

Job role / function	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	17,62,500	42,50,000	27,96,904	28,31,500	138
Finance	16,65,545	30,00,000	23,96,553	24,50,000	14
General Management	16,50,123	28,50,000	23,02,038	22,50,000	48
Information Technology	20,00,000	25,76,738	21,97,092	21,50,000	8
Operations & Supply Chain	19,00,000	28,50,000	23,57,457	22,91,407	17
Others	20,59,695	30,01,167	24,80,688	25,51,167	12
Product Management	16,50,024	42,06,415	25,88,788	24,10,420	40
Sales & Marketing	15,07,353	31,45,700	24,36,479	23,52,705	83
Strategy	18,87,187	32,00,000	23,64,531	22,75,000	6
Human Resources	15,07,353	32,00,000	23,77,275	23,25,000	96
Grand Total	**15,07,353**	**42,50,000**	**25,23,006**	**24,00,000**	**462**

Table 5.6.3: Function wise classification of total guaranteed cash component- Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics Pvt Ltd

5.6.4. Maximum earning potential

Job role / function	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	18,52,500	50,70,000	32,80,520	33,50,000	138
Finance	18,99,201	50,00,000	27,32,886	26,50,000	14
General Management	19,00,123	30,02,328	25,89,204	26,50,000	48
Information Technology	22,40,000	25,90,000	24,07,092	23,90,000	8
Operations & Supply Chain	22,99,800	28,95,705	25,99,326	26,20,885	17
Others	21,55,373	30,30,567	26,05,871	26,05,373	12
Product Management	16,50,024	57,08,258	30,83,747	26,62,945	40
Sales & Marketing	19,00,000	34,98,565	28,01,887	27,24,000	83
Strategy	21,99,999	32,00,000	24,83,333	23,75,000	6
Human Resources	19,00,123	34,98,565	26,71,824	26,57,000	96
Grand Total	**16,50,024**	**57,08,258**	**28,94,527**	**27,24,000**	462

Table 5.6.4: Function wise classification of maximum earning potential – Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics Pvt Ltd

5.7. Location wise classification of salary

5.7.1. Fixed yearly cash component

Location	MIN	MAX	MEAN	MEDIAN	DATA
Ahmedabad	21,15,000	22,95,700	22,05,350	22,05,350	4
Bengaluru	15,99,827	35,50,464	22,01,238	21,32,848	76
Chennai	18,00,000	30,00,000	22,67,506	21,00,000	11
Delhi-NCR	15,36,075	35,50,464	22,28,016	21,50,000	161
Hyderabad	16,41,881	38,00,000	21,50,215	20,00,000	27
Kolkata	16,41,881	24,83,565	23,07,500	24,83,565	17
Mumbai	16,00,000	33,20,000	22,28,582	22,44,705	128
Other Places*	15,07,353	22,95,700	18,79,567	17,40,000	14
Pune	21,25,000	28,96,524	22,08,539	21,25,000	24
Grand Total	**15,07,353**	**38,00,000**	**22,11,319**	**21,50,000**	**462**

Table 5.7.1: Location wise classification of fixed yearly cash – Domestic

For XLRI- Xavier School of Management
Placement Convener
Prof A. Kanagaraj

For B2K Analytics Pvt Ltd

5.7.2. One-time cash payment

Location	MIN	MAX	MEAN	MEDIAN	DATA
Ahmedabad	8,50,000	8,50,000	8,50,000	4,25,000	2
Bengaluru	1,00,000	10,68,000	5,22,899	3,00,000	57
Chennai	2,00,000	10,00,000	4,45,000	2,00,000	10
Delhi-NCR	50,000	10,68,000	3,81,957	3,00,000	134
Hyderabad	30,000	9,28,915	6,28,823	6,00,000	22
Kolkata	2,00,000	5,00,000	4,01,471	4,25,000	17
Mumbai	50,000	10,68,000	3,16,521	2,00,000	94
Other Places*	1,50,000	8,50,000	2,58,333	2,50,000	12
Pune	1,00,000	2,00,000	1,86,111	2,00,000	18
Grand Total	**30,000**	**10,68,000**	**3,93,441**	**3,00,000**	**366**

Table 5.7.2: Location wise classification of one-time cash payment – Domestic

For XLRI- Xavier School of Management
Placement Convener
Prof A. Kanagaraj

For B2K Analytics Pvt Ltd

5.7.3. Total guaranteed cash component

Location	MIN	MAX	MEAN	MEDIAN	DATA
Ahmedabad	21,15,000	31,45,700	26,30,350	26,30,350	4
Bengaluru	18,50,000	37,50,464	25,93,413	25,06,983	76
Chennai	20,00,000	34,58,500	26,72,051	27,61,354	11
Delhi-NCR	17,62,500	38,71,700	25,45,918	23,97,069	161
Hyderabad	19,41,881	42,50,000	26,62,590	28,50,000	27
Kolkata	18,87,187	29,08,565	27,08,971	29,08,565	17
Mumbai	16,50,024	36,29,100	24,61,027	24,03,220	128
Other Places*	15,07,353	31,45,700	21,00,995	19,90,000	14
Pune	22,42,328	29,96,524	23,48,122	23,25,000	24
Grand Total	**15,07,353**	**42,50,000**	**25,23,006**	**24,00,000**	**462**

Table 5.7.3: Location wise classification of total guaranteed cash component – Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics Pvt Ltd

5.7.4. Maximum earning potential

Location	MIN	MAX	MEAN	MEDIAN	DATA
Ahmedabad	23,50,000	32,39,450	27,94,725	27,94,725	4
Bengaluru	20,00,000	50,70,000	28,80,547	28,00,000	76
Chennai	22,00,000	50,00,000	29,78,597	27,61,354	11
Delhi-NCR	18,52,500	50,70,000	29,60,096	27,00,000	161
Hyderabad	20,00,000	57,08,258	30,57,843	28,50,000	27
Kolkata	21,99,999	34,98,565	32,46,511	34,98,565	17
Mumbai	16,50,024	43,00,000	27,78,139	26,50,000	128
Other Places*	19,41,789	32,39,450	26,81,682	26,57,000	14
Pune	25,76,738	30,02,328	27,88,872	27,24,000	24
Grand Total	**16,50,024**	**57,08,258**	**28,94,527**	**27,24,000**	**462**

Table 5.7.4: Location wise classification of maximum earning potential – Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics Pvt Ltd

6. Other details

Sl. No.	Parameter	Number
1	Total Pre-Placement Offers Awarded	
	1a Through Summer Internships	201
2	Total Pre-Placement Offers Accepted	201

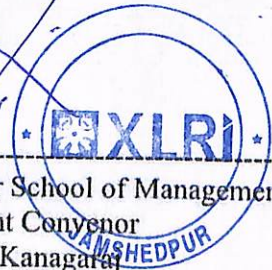**Table 6.1: Details regarding pre-placement offers (PPO)**

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 standards	Reason
-	-

Table 7.1: List of deviations from standards with reasons

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics Pvt Ltd