



XLRI Placement Report

(Batch 2019-2021)



Ref: BWA/XLRI/MUM/RB/0003/2021-22

The Convener

Placement Office

Xavier School of Management

Jamshedpur - 831001

Jharkhand

Dear Sir,

Re: Audit of the Final Placement Report for the 2019-21 batch of the Postgraduate Diploma in Business Management (PGDBM) & Postgraduate Diploma in Human Resource Management (PGDHRM).

We have audited the Placement Report prepared by you for final placements (based on the offers received and accepted on campus) for the 2019-21 batch of the Postgraduate Diploma in Business Management & Postgraduate Diploma in Human Resource Management across Jamshedpur and Delhi-NCR campuses of the Xavier School of Management (XLRI). XLRI-Jamshedpur was responsible for the preparation of the Placement Report. Brickworks Analytics' (BWA) responsibility was 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 XLRI-Jamshedpur from recruiting companies. Brickworks Analytics (BWA) has not independently sourced any information or documentation.



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CIN: U74900KA2015PTC081521

3. We have verified the information with respect to job location, function and remuneration presented in the report with communication received from recruiters.
- 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 as 'Maximum Earning Potential'.
 - Stock Options have been mentioned for thirty-one students with details on how much vests in the first year. Hence, the corresponding fixed amount has been considered for calculation of 'Maximum Earning Potential'.
 - Performance Bonus for two students could not be quantified due to unavailability of data on bifurcation of performance bonus. Hence, we have not considered performance bonus of these two students in the Maximum Earning Potential.
 - Gratuity amount, wherever available, has not been considered for the calculation of Maximum Earning Potential as gratuity is paid only after five years of continuous service.
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.

Best Regards,

Very truly yours,

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

RITABAN BASU



HEAD – RISK & ANALYTICS

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Overview

The placement process for the graduating batch of 2019-21 for the Post Graduate Programme (PGP) at XLRI for Business Management and Human Resource Management was successfully completed amidst the pandemic. XLRI hosted its first-ever virtual final recruitment process, which was completed in February 2021. 107 recruiters participated in the process placing 357 students in the batch over the duration of the process. Despite the challenges posed by the pandemic-stricken economy and the virtual mode, this placement cycle was an astounding success with the students being placed in top-tier firms through very rigorous selection processes. This success stands a sign to the trust the industry places in XLRI and its students.

Placement Process

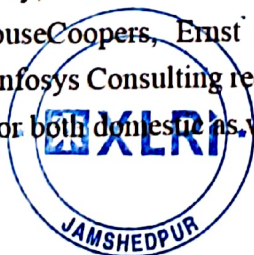
The placement processes at XLRI happen in 2 stages – Lateral Recruitment Process (LRP) and Campus Recruitment Process (CRP). LRP involves participation of students with a prior work experience with firms offering niche and senior-level managerial positions to the students. CRP involved a semi-cohort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

Top Recruiters

107 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 (15), Accenture Strategy (15), PricewaterhouseCoopers(18), Bain and Co.(10), PayTM(15) and ITC(11). 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. JPMC, Goldman Sachs, NIIF, Standard Chartered 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, PhonePe hiring for multiple roles. Among investment banks, Goldman Sachs and JPMC made the highest offers, with Goldman Sachs and JPMC giving 7 and 6 offers respectively. There were 23 new recruiters, including industry leaders like Mastercard, DE Shaw, AirBnB, Nykaa, DBS Bank, Freshworks and the likes.

Sectoral Overview

Consulting has always been a strong cohort at XLRI, and the recruitment for the batch of 2019-2021 was no different. Consulting constituted over 101 offers, contributing to around 28% of the offers made to the batch. Top-consulting firms like Boston Consulting Group, Bain and Co., Kearney, and Accenture Strategy. Amongst other consulting firms, PricewaterhouseCoopers, Ernst and Young, KPMG, Deloitte, Everest Group, EXL, ZS Associates, Infosys Consulting recruited for multiple practices, including HR Consulting, Tech Consulting for both domestic as well as US Advisory.



BFSI sector saw an amazing participation this year, giving 67 offers across multiple roles. Top firms included JP Morgan Chase, Goldman Sachs, Standard Chartered, Citi, Mastercard, DBS Bank, HDFC Bank, ICICI Bank, NIIF, ETLI, Axis Bank amongst others participating in the process.

As one of the best Indian B-Schools, XLRI has the privilege of hosting some of the largest FMCG firms which recruited 49 students. The Consumer Goods segment saw immense participation this year, with Procter and Gamble, HUL, Nestle, ITC, Asian Paints, Mondelez, Reckitt, Colgate-Palmolive, AB InBev, Marico, Pidilite, Johnson and Johnson amongst others participating in the process across a variety of roles – Sales and Marketing, Product Supply, IT, Human Resources amongst others. ITC emerged as the largest recruiter with 11 offers, while Asian Paints recruited 7 students. Amongst the pharma/healthcare sector, there was participation from J&J, Cipla, Dr Reddy's Laboratories, Sun Pharma, GE Healthcare and the likes.

IT/ITeS also emerged as a strong recruiter this year, with firms like Amazon, Microsoft, Media.net, Dell, Samsung Electronics, Ola, Xiaomi, Tata Electronics, Freshworks, Cisco and the like recruiting for some of their most coveted Product Manager and Program Manager roles. There was also participation from Accenture, TCS, Infosys, HCL, Wipro, Unacademy, and BYJU's recruiting across multiple domains, including Tech Consulting and Human Resources.

The e-Commerce and Conglomerate sector saw a great participation, with Amazon, Flipkart, Udaan, Cloudtail, Myntra, Nykaa, AirBnB along-with Tata Group, Reliance, Mahindra, ABG, RPG Group, Vedanta, Adani Group choosing students from XLRI for some of their most exclusive leadership roles. As India's oldest B-School, XLRI also hosts recruiters for some of their very selective and exclusive roles, like Tata Administrative Services, Capgemini ELITE amongst others. There was also immense participation in the startup cohort, with firms like Ola, Nykaa, Gameskraft, Xanadu, BYJU's, Unacademy participating.

XLRI hosts India's best HR programs, and this reflects directly to the roles being offered to the students. The HR cohort includes the best HRM positions in the country, be it in FMCGs like P&G and HUL, or in e-Commerce firms like Amazon and Flipkart, conglomerates like the Tata Group and Reliance, or high-tech firms like Samsung Electronics and Tata Electronics. Firms also recruited for CxO level positions, such as Chief Talent Officer and the likes directly from the pool of XLRI students.



1. Classification of Students

1.1 Classification of the Entire Placement Pool

Categories	Number
1. Number of students who sought placement through the Institute	357
1 a. Number of students graduating in 2021 PGDBM & PGDHRM	359
1 b. Number of students returning from Placement holiday	0
2. Number of students who did not seek placement through the institute	2
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	2
Total Students eligible for placements	359
Total Offers accepted	357
Students for whom data is unavailable	0
Students still in process	0
Total students who did not seek placement through the Institute	2

Table 1.1: Classification of the entire Placement Pool

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



For Brickworks Analytics, Mumbai



2. Sector-wise Classification

Sector	Number of Offers		
	Domestic	International	Total
Banking, Financial Services and Insurance (BFSI)	67	0	67
Conglomerate	11	0	11
Consulting	101	0	101
Consumer goods (FMCG)	49	0	49
E-Commerce	22	0	22
Energy	5	0	5
Engineering / Technology	23	0	23
Information Technology (IT)	37	0	37
Manufacturing	9	0	9
Media / Entertainment	1	0	1
Others *	13	0	13
Pharmaceutical / Healthcare	12	0	12
Real Estate	1	0	1
Telecom	5	0	5
Travel & Tourism	1	0	1
Total	357	0	357

Table 2.1 Classification of offer based on Sectors
Others* include Ed tech and Transportation

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



For Brickworks Analytics, Mumbai



3. Function-wise Classification

Function	Number of Offers		
	Domestic	International	Total
Consulting	104	0	104
Finance	34	0	34
General Management	32	0	32
Human Resources	105	0	105
Marketing / Sales	47	0	47
Operations / Supply Chain	10	0	10
Product Management	14	0	14
Systems / IT	11	0	11
Total	357	0	357

Table 3.1 – Classification of offer based on Functions

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



For Brickworks Analytics, Mumbai



4.1 Location-wise Classification

Location	No of offers accepted
International Offers	0
Domestic Offers	357
Total Offers	357

Table 4.1: Classification of offers based on Location

4.2. Classification of offers based on locations- Domestic

Location	Number of Offers
Ahmedabad	3
Bengaluru	92
Chennai	11
Delhi-NCR	81
Hyderabad	20
Jaipur	2
Kolkata	3
Mumbai	91
Other Places*	22
Pan-India	1
Pune	15
Work from home	16
Total	357

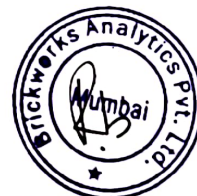
Table 4.2: Classification of offers based on Domestic Locations

Other Places* includes Ankleswhwar, Bokaro, Bhiwadu Guwahati, Goa, Haridwar, Hosur, Jammu, Jamshedpur, Khandala, Kochi, Ludhiana, Pata, Patna, Raigarh, Odhisha, Sahranpur, Secunderabad

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



For Brickworks Analytics, Mumbai



5. Salary Data

5.1 Salary Heads – Domestic (INR)

Salary Head	Min	Max	Median	Mean	Data
Fixed Year Cash Component	8,99,033	35,00,000	17,74,038	18,14,592	357
One-time Cash Payment	1,00,000	8,00,000	3,00,000	3,17,439	251
Total Guaranteed Cash Component	10,14,996	35,00,000	20,00,000	20,37,777	357
Maximum Earning Potential	12,10,000	42,34,410	23,00,000	23,91,070	357

Table 5.1: Classification of salary Heads-Domestic

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.
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. This can include long term compensation such as PF and other perks as well. Gratuity is removed for the calculation.

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



For Brickworks Analytics, Mumbai



5.2 Salary Statistics at Purchasing Power Parity (PPP)*

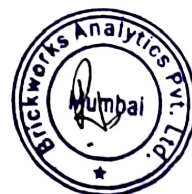
Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary (Total Guaranteed Cash Component)	46,157	1,59,163	90,950	92,668	357
Combined INR and non-INR salary (Total Guaranteed Cash Component)	46,157	1,59,163	90,950	92,668	357
INR salary (Maximum Earning Potential)	55,025	1,92,561	1,04,593	1,08,734	357
Combined INR and non-INR salary (Maximum Earning Potential)	55,025	1,92,561	1,04,593	1,08,734	357

Table 5.2. Salary statistics at PPP adjusted exchange rate

*As per PPP conversion rate for all available currencies from the world Development Indicator s (WDI) database of the World Bank. Data is sourced from the below link
<https://data.worldbank.org/indicator/PA.NUS.PPP>



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 Placement Convenor
 Prof A. Kanagaraj



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

5.3.1 Fixed Yearly Cash Component

Sector	Min	Max	Mean	Median	Data
Banking, Financial Services and Insurance (BFSI)	10,14,996	35,00,000	17,52,420	16,70,000	67
Conglomerate	13,23,268	20,43,598	17,54,008	18,00,000	11
Consulting	12,78,125	27,83,000	19,75,067	19,31,696	101
Consumer goods (FMCG)	13,79,798	21,25,000	18,99,980	19,42,963	49
e-Commerce	10,79,925	19,50,000	17,38,172	18,00,000	22
Energy	12,77,280	18,69,600	15,41,088	15,00,000	5
Engineering / Technology	8,99,033	16,94,097	15,20,324	15,42,354	23
Information Technology (IT)	13,00,000	21,57,696	17,83,491	17,43,314	37
Manufacturing	11,00,000	17,74,038	15,89,113	17,74,038	9
Media / Entertainment	20,00,000	20,00,000	20,00,000	20,00,000	1
Others	17,00,000	22,00,000	18,32,050	18,18,182	13
Pharmaceutical / Healthcare	14,16,174	16,40,366	15,21,469	14,95,500	12
Real Estate	15,00,000	15,00,000	15,00,000	15,00,000	1
Telecom	16,97,141	26,48,052	20,38,847	17,00,000	5
Travel & Tourism	15,50,000	15,50,000	15,50,000	15,50,000	1

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

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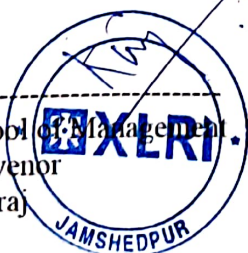


5.3.2. One time Cash Payment

Sector	Min	Max	Mean	Median	Data
Banking, Financial Services and Insurance (BFSI)	1,00,000	3,25,000	2,36,923	2,20,000	39
Conglomerate	1,00,000	2,50,000	1,90,909	2,00,000	11
Consulting	1,50,000	6,00,000	3,30,405	3,00,000	74
Consumer goods (FMCG)	1,00,000	8,00,000	3,89,249	4,25,200	45
E-Commerce	4,30,000	5,00,000	4,60,526	4,50,000	19
Energy	1,50,000	1,50,000	1,50,000	1,50,000	1
Engineering / Technology	1,50,000	5,00,000	2,85,318	2,50,000	19
Information Technology (IT)	2,00,000	4,00,000	3,15,789	3,00,000	19
Manufacturing	1,50,000	2,50,000	2,33,333	2,50,000	6
Media / Entertainment	1,00,000	1,00,000	1,00,000	1,00,000	1
Others	3,00,000	3,00,000	3,00,000	3,00,000	8
Pharmaceutical / Healthcare	1,00,000	3,00,000	2,38,889	3,00,000	9

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

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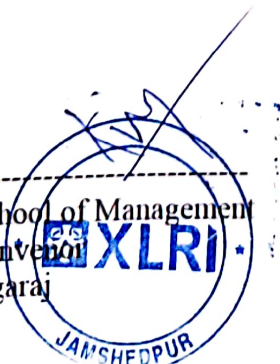


5.3.3 Total Guaranteed Cash Component

Sector	Mln	Max	Mean	Median	Data
Banking, Financial Services and Insurance (BFSI)	10,14,996	35,00,000	18,90,330	18,30,000	67
Conglomerate	15,73,268	22,43,598	19,44,917	19,50,000	11
Consulting	12,78,125	33,83,000	22,17,146	21,25,000	101
Consumer goods (FMCG)	13,79,798	28,30,300	22,57,453	23,36,450	49
E-Commerce	10,79,925	24,50,000	21,35,899	22,30,000	22
Energy	12,77,280	18,69,600	15,71,088	16,50,000	5
Engineering / Technology	12,07,033	20,02,402	17,56,021	17,92,354	23
Information Technology (IT)	13,00,000	24,57,696	19,45,653	19,59,372	37
Manufacturing	11,00,000	20,24,038	17,44,668	20,24,038	9
Media / Entertainment	21,00,000	21,00,000	21,00,000	21,00,000	1
Others	17,00,000	22,00,000	20,16,666	21,18,182	13
Pharmaceutical / Healthcare	14,16,174	19,10,000	17,00,636	17,91,000	12
Real Estate	15,00,000	15,00,000	15,00,000	15,00,000	1
Telecom	16,97,141	26,48,052	20,38,847	17,00,000	5
Travel & Tourism	15,50,000	15,50,000	15,50,000	15,50,000	1

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

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



For Brickworks Analytics, Mumbai



5.3.4. Maximum Earning Potential

Sector	Min	Max	Mean	Median	Data
Banking, Financial Services and Insurance (BFSI)	14,31,796	38,33,600	21,41,987	20,00,000	67
Conglomerate	18,31,208	26,11,147	22,23,045	21,74,955	11
Consulting	15,44,424	42,34,410	26,68,460	25,75,106	101
Consumer goods (FMCG)	15,47,798	31,98,756	26,36,818	26,69,675	49
E-Commerce	22,08,542	25,35,000	24,29,979	24,61,000	22
Energy	12,87,360	25,00,000	18,43,132	17,87,500	5
Engineering / Technology	13,59,233	25,12,402	21,21,020	20,79,541	23
Information Technology (IT)	14,68,140	33,94,987	23,28,667	21,66,458	37
Manufacturing	12,10,000	27,41,038	22,17,579	27,41,038	9
Media / Entertainment	26,00,000	26,00,000	26,00,000	26,00,000	1
Others	19,00,000	23,00,000	21,90,092	23,00,000	13
Pharmaceutical / Healthcare	16,00,000	22,04,000	19,54,855	20,64,000	12
Real Estate	18,00,000	18,00,000	18,00,000	18,00,000	1
Telecom	19,56,706	26,48,052	22,02,673	20,00,000	5
Travel & Tourism	20,06,360	20,06,360	20,06,360	20,06,360	1

Table 5.3.4: Sector-wise classification of Maximum Earning Potential- Domestic

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



For Brickworks Analytics, Mumbai



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

5.4.1. Fixed Yearly Cash Component

Function	Min	Max	Mean	Median	Data
Consulting	11,00,000	27,83,000	19,76,343	19,12,500	104
Finance	10,14,996	35,00,000	17,60,312	16,92,130	34
General Management	14,00,000	20,43,598	16,77,646	15,93,915	32
Human Resources	8,99,033	22,00,000	16,56,657	16,49,916	105
Marketing / Sales	10,79,925	21,25,000	18,28,526	19,50,000	47
Operations / Supply Chain	14,16,174	20,07,848	18,72,402	19,50,000	10
Product Management	16,00,000	21,57,696	19,88,242	19,80,000	14
Systems / IT	16,00,000	26,48,052	20,25,932	20,40,300	11

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

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



For Brickworks Analytics, Mumbai



5.4.2. One-Time Cash Payment

Function	Mln	Max	Mean	Median	Data
Consulting	1,50,000	6,00,000	3,26,250	3,00,000	80
Finance	1,50,000	3,25,000	2,51,471	2,50,000	17
General Management	1,00,000	3,00,000	2,34,500	2,50,000	20
Human Resources	1,00,000	8,00,000	2,95,341	2,50,000	67
Marketing / Sales	1,00,000	8,00,000	3,78,831	4,25,200	39
Operations / Supply Chain	4,00,000	8,00,000	5,07,778	5,00,000	9
Product Management	1,00,000	3,00,000	2,23,333	2,20,000	12
Systems / IT	4,00,000	4,00,000	4,00,000	4,00,000	7

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

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



For Brickworks Analytics, Mumbai



5.4.3. Total Guaranteed Cash Component

Function	Min	Max	Mean	Median	Data
Consulting	11,00,000	33,83,000	22,27,304	20,65,000	104
Finance	10,14,996	35,00,000	18,86,047	18,30,000	34
General Management	14,00,000	22,43,598	18,24,209	17,92,354	32
Human Resources	12,07,033	28,30,300	18,45,112	18,00,000	105
Marketing / Sales	10,79,925	28,30,300	21,42,875	22,00,000	47
Operations / Supply Chain	14,16,174	28,07,848	23,29,402	24,35,000	10
Product Management	16,00,000	24,57,696	21,79,671	22,00,000	14
Systems / IT	16,00,000	26,48,052	22,80,477	24,40,300	11

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

For XLRI- Xavier School of Management
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5.4.4. Maximum Earning Potential

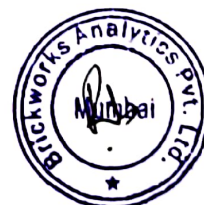
Function	Min	Max	Mean	Median	Data
Consulting	12,10,000	42,34,410	26,70,169	25,26,065	104
Finance	14,31,796	38,33,600	21,44,576	20,00,000	34
General Management	15,26,340	26,11,147	20,94,220	21,18,078	32
Human Resources	12,87,360	31,98,756	21,19,751	20,50,000	105
Marketing / Sales	17,00,000	31,98,756	25,83,439	25,30,000	47
Operations / Supply Chain	17,00,000	28,07,848	24,78,852	25,35,000	10
Product Management	19,20,000	26,01,590	24,99,513	25,30,000	14
Systems / IT	19,20,000	33,94,987	29,27,858	33,94,987	11

Table 5.4.4: Function-wise classification of Maximum Earning Potential – Domestic

For XLRI- Xavier School of Management
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5.5. Location-wise classification of Salary - Domestic (INR)

5.5.1. Fixed Yearly Cash Component

Location	Min	Max	Mean	Median	Data
Ahmedabad	17,71,200	18,79,040	18,07,147	17,71,200	3
Bengaluru	10,14,996	23,74,000	17,35,152	17,44,123	92
Chennai	8,99,033	27,60,000	17,68,794	16,70,000	11
Delhi-NCR	10,14,996	27,60,000	19,48,568	19,80,000	81
Hyderabad	10,14,996	20,40,300	17,68,571	18,46,750	20
Jaipur	16,97,141	18,79,040	17,88,091	17,88,091	2
Kolkata	10,14,996	20,92,356	17,33,236	20,92,356	3
Mumbai	13,00,000	35,00,000	18,52,296	16,74,878	91
Other Places	12,87,360	20,92,356	18,59,002	18,79,040	22
Pan-India	10,79,925	10,79,925	10,79,925	10,79,925	1
Pune	12,78,125	16,56,661	14,83,709	15,42,354	15
Work from home	13,79,798	20,75,000	17,82,704	16,32,792	16

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

For XLRI- Xavier School of Management
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5.5.2. One-time Cash Payment

Location	Min	Max	Mean	Median	Data
Ahmedabad	1,50,000	1,50,000	1,50,000	1,50,000	1
Bengaluru	1,00,000	6,00,000	3,33,304	3,00,000	60
Chennai	2,00,000	5,00,000	2,83,286	2,50,000	7
Delhi-NCR	1,00,000	6,00,000	3,05,230	2,50,000	67
Hyderabad	2,25,000	5,00,000	3,70,313	4,00,000	16
Jaipur	1,50,000	1,50,000	1,50,000	1,50,000	1
Kolkata	4,25,200	4,25,200	4,25,200	4,25,200	2
Mumbai	1,00,000	8,00,000	3,11,855	3,00,000	62
Other Places	1,50,000	8,00,000	3,70,700	4,25,200	16
Pune	1,50,000	2,50,000	2,10,000	2,50,000	10
Work from home	1,50,000	4,76,000	3,11,556	2,00,000	9

Table 5.5.2: Location-wise classification of One-Time Cash Payment – Domestic

For XLRI- Xavier School of Management
Placement Convenor
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5.5.3. Total Guaranteed Cash Component

Location	Min	Max	Mean	Median	Data
Ahmedabad	17,71,200	20,29,040	18,57,147	17,71,200	3
Bengaluru	10,14,996	28,77,330	19,52,524	19,31,696	92
Chennai	12,07,033	30,10,000	19,49,066	19,95,000	11
Delhi-NCR	10,14,996	30,10,000	22,01,042	22,00,000	81
Hyderabad	10,14,996	24,50,000	20,64,821	20,51,436	20
Jaipur	16,97,141	20,29,040	18,63,091	18,63,091	2
Kolkata	10,14,996	25,17,556	20,16,703	25,17,556	3
Mumbai	13,00,000	35,00,000	20,64,768	18,73,646	91
Other Places	12,87,360	28,30,300	21,28,602	20,29,040	22
Pan-India	10,79,925	10,79,925	10,79,925	10,79,925	1
Pune	12,78,125	18,06,661	16,23,709	17,64,183	15
Work from home	13,79,798	25,51,000	19,57,954	16,56,009	16

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

For XLRI- Xavier School of Management
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5.5.4. Maximum Earning Potential

Location	Min	Max	Mean	Median	Data
Ahmedabad	17,71,200	25,82,040	21,08,147	19,71,200	3
Bengaluru	14,31,796	34,05,570	22,45,171	22,08,542	92
Chennai	13,59,233	39,80,000	22,15,036	20,75,172	11
Delhi-NCR	12,10,000	39,80,000	26,33,704	25,30,000	81
Hyderabad	14,31,796	33,94,987	25,28,737	22,06,271	20
Jaipur	19,56,706	25,82,040	22,69,373	22,69,373	2
Kolkata	14,31,796	31,98,756	26,09,769	31,98,756	3
Mumbai	15,00,000	42,34,410	23,49,971	20,53,646	91
Other Places	12,87,360	31,98,756	25,75,711	26,61,539	22
Pan-India	23,92,790	23,92,790	23,92,790	23,92,790	1
Pune	16,78,125	21,92,854	20,28,248	20,79,541	15
Work from home	15,47,798	29,00,000	22,97,748	19,94,126	16

Table 5.5.4: Location-wise classification of Maximum Earning Potential - Domestic

For XLRI- Xavier School of Management
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6. Other Details

Sl. No.	Parameter	Number
1	Total Pre-Placement Offers Awarded	
1.a	Through Summer Internships	129
2	Total Pre-Placement Offers Accepted	129

Table 6.1: Details regarding Pre-Placement offers (PPO)

7. Compliance Statement

This placement Report has been prepared as per the Indian Placement Reporting Standard Revision 2.2*

The instances where the report deviates from the standard and the reason for them are mentioned below:

Sr.No	Deviation from the standard	Reason
1)	Data for other payment of one company	Document of vesting schedule for ESOPs of one company cannot be verified, it was calculated as per the verbal information from the company's HR.

Table 7.1: List of deviation from the standards with reason

*Link: [Indian Placement Reporting Standards, Revision 2.2](#)

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