

XLRI Jamshedpur

PGDM GM

Batch of 2022-23

Placement Report



Finals 2023

Ref: B2K/XLRI/MUM/RB/001/2023-24

December 1, 2023

The Convenor

Placement Office

XLRI - Xavier School of Management,

Jamshedpur -831001

Jharkhand

Dear Sir,

Re: Audit of Placement Report for 2022-23 placements of Post Graduate Diploma in General Management 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 2022-23 batch of Post Graduate Diploma in General Management 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.
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.

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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 twelve 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 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 confirmation regarding the job location details and function has been obtained from the Placement Convenor.
 - g. The operations-function include banking operations roles like branch banking, back office etc.
 - h. 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 113 students eligible for placements, 6 students opted out as they were already employed with previous employer and 6 students were unplaced.

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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Contents

Overview	1
1. Classification of Students.....	2
1.1. Classification of Entire Placement Pool.....	2
2. Sector wise Classification.....	3
3. Function wise Classification.....	3
4. Location wise Classification.....	4
5. Salary Heads.....	4
5.1. Salary Heads-Domestic (INR).....	4
Description of Salary Heads.....	5
5.2. Salary statistics at Purchasing Power Parity (PPP)*.....	5
5.3. Sector wise Classification of Salary- Domestic (INR).....	6
5.3.1. Fixed Yearly Cash Component.....	6
5.3.2. One-time Cash Payment.....	6
5.3.3. Total Guaranteed Cash Component.....	7
5.3.4. Maximum Earning Potential.....	7
5.4. Function wise Classification of Salary- Domestic (INR).....	8
5.4.1. Fixed Yearly Cash Component.....	8
5.4.2. One-time Cash Payment.....	8
5.4.3. Total Guaranteed Cash Component.....	9
5.4.4. Maximum Earning Potential.....	9
5.5. Location wise Classification of Salary- Domestic. (INR).....	10
5.5.1. Fixed Yearly Cash Component.....	10
5.5.2. One-time Cash Payment.....	10
5.5.3. Total Guaranteed Cash Component.....	11
5.5.4. Maximum Earning Potential.....	11

6.	Compliance Statement.....	12
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List of Tables:

Table 1.1: Classification of entire placement pool	2
Table 2.1: Classification of offers based on sector	3
Table 3.1: Classification of offers based on function	3
Table 4.1: Classification of offers based on location.....	4
Table 4.2: Classification of offers based on domestic locations	4
Table 5.1: Classification of salary heads- Domestic	4
Table 5.2: Salary Statistics at PPP adjusted exchange rates	5
Table 5.3.1.: Sector wise Classification of Fixed Yearly Cash Component- Domestic	6
Table 5.3.2.: Sector wise Classification of One Time Cash Payment- Domestic	6
Table 5.3.3: Sec wise Classification of Total Guaranteed Cash Component -Domestic...	7
Table 5.3.4.: Sector wise Classification of Maximum Earning Potential- Domestic.....	7
Table 5.4.1.: Function wise Classification of Fixed Yearly Cash Component- Domestic.	8
Table 5.4.2.: Function wise Classification of One Time Cash Payment- Domestic.....	8
Table 5.4.3.: Function wise Classification of Total Guaranteed Cash Comp Domestic....	9
Table 5.4.4.: Function wise Classification of Max Earning Potential- Domestic.....	9
Table 5.5.1.: Location wise Classification of Fixed Yearly Cash Component-Domestic..	10
Table 5.5.2.: Location wise Classification of One Time Cash Payment- Domestic	10

Table 5.5.3.: Location wise Classification of Total Guaranteed Cash Component-Domestic.....	11
Table 5.5.4.: Location wise Classification of Maximum Earning Potential-Domestic.....	11
Table 6.1: List of deviations from standards with reasons	12

Overview

The placement drive for XLRI's 18-month flagship MBA programme for the 2022-23 cohort was a resounding success. The batch comprised 113 finest handpicked talents out of which 107 opted for the placement process out of which 101 was able to find a job through campus placement process. The aspirations of students were met as part of the endeavour to accomplish stellar placements.

The cohort of students brought with them a wealth of diverse experiences, having previously excelled in various roles such as Project Management, Product Management, Consulting, Marketing, Software Technologies, Supply Chain, and HR at renowned companies including Fortune 500 firms, Big 4 consulting firms, Unicorns, and other industry-leading organizations. Furthermore, the average work experience of the cohort was 7 years, with an average age of 29.

We were thrilled to receive an overwhelming response from industry leaders, including Amazon, Jio, Mahindra & Mahindra, TVS, Trident, Deloitte, Accenture, ServiceNow, Axis Bank, and others, who actively participated in our recruitment process. The range of enticing roles offered to the class of 2023 was diverse and captivating, encompassing positions such as Chief Manager, Assistant Vice President, Associate General Manager, HR Leadership Development, DGM – National Academic Delivery & Strategic Assurance, Senior Product Manager, Senior Manager-Delivery Excellence, Senior Consultant, HR Business Partner. Furthermore, we were delighted to continue our collaboration with esteemed legacy recruiters while also fostering synergies with cutting-edge and future-ready organizations mentioned above.

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.

XLRI Jamshedpur 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
Total graduates	113
1. Sought placement through the institute	107
2. Did not seek placement through the institute	6
2a. Company-sponsored or already employed	6
2b. Continuing education	0
2c. Postponing job search	0
2d. Entrepreneurship (Starting a new business)	0
2e. Returning to / joining family business	0
2f. Sought placement outside the campus placement process	0
2g. Did not seek placements for other reasons	0
Total who did not seek employment through the institute	6
3. Total who sought Placements through the institute	107
4. Total offers accepted	101
5. Number unplaced, if any	6

Table 1.1: Classification of entire placement pool

*Indian Technical and Economic Cooperation (ITEC) Programme Scholarship recipients are participants from developing countries who return to their respective nations post successful completion of the programme.


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Placement Convenor


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2. Sector wise Classification

Sector	Number of Offers		
	Domestic	International	Total
Automobile	10	0	10
BFSI	16	0	16
Conglomerate	13	0	13
Consulting	8	0	8
E-Commerce	2	0	2
Education	1	0	1
IT Consulting	31	0	31
IT Solutions	9	0	9
IT Software	3	0	3
Logistics	1	0	1
Manufacturing	7	0	7
Total	101	0	101

Table 2.1: Classification of offers based on sector

3. Function wise Classification

Function	Number of Offers		
	Domestic	International	Total
Consulting	34	0	34
Data Analytics	3	0	3
General Management	1	0	1
HR	3	0	3
Operations	14	0	14
Product/Category Management	38	0	38
Sales & Marketing	7	0	7
Strategy	1	0	1
Total	101	0	101

Table 3.1: Classification of offers based on function

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4. Location wise Classification

Location	No of offers accepted
Outside India	0
India	101
Total	101

Table 4.1: Classification of offers based on location

India Locations	Number of offers accepted
Bengaluru	29
Budhni	4
Chennai	7
Delhi NCR	12
Hosur	2
Hyderabad	5
Kochi	1
Mumbai	25
Pune	15
Work from Home	1
Total	101

Table 4.2: Classification of offers based on domestic locations

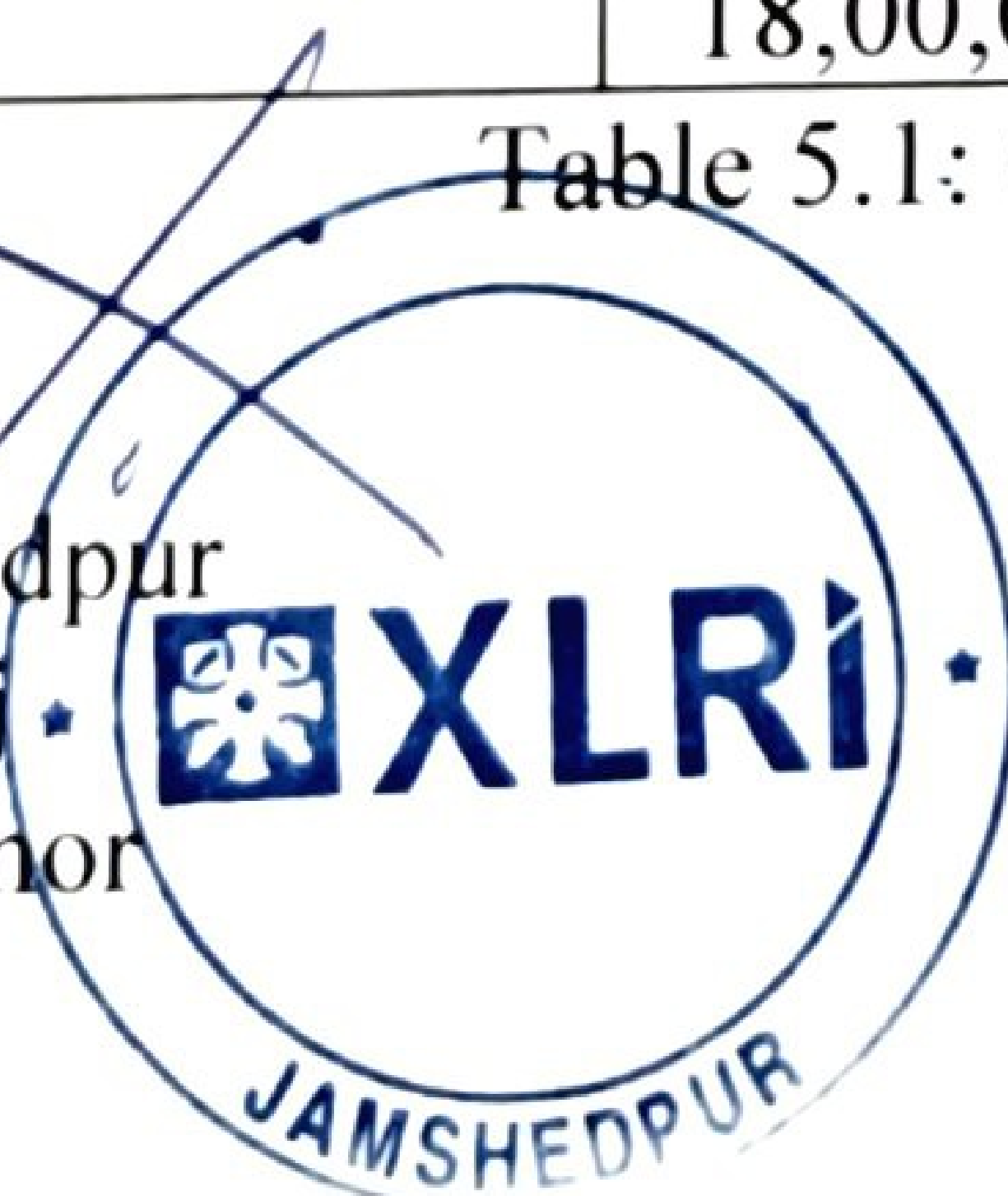
5. Salary Heads

5.1. Salary Heads-Domestic (INR)

Salary Head	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	15,30,012	36,00,000	23,00,000	23,06,978	101
One-time Cash Payment	80,000	14,50,000	2,58,500	3,03,990	50
Total Guaranteed Cash Component	15,30,012	46,65,000	24,00,000	24,57,468	101
Maximum Earning Potential	18,00,012	48,35,000	27,00,000	28,02,188	101

Table 5.1: Classification of salary heads- Domestic

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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 pay 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.

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)	66,784	2,03,623	1,04,758	1,07,266	101
Combined INR and non-INR salary (Total guaranteed cash component)	66,784	2,03,623	1,04,758	1,07,266	101
INR salary (Maximum Earning Potential)	78,569	2,11,043	1,17,852	1,22,313	101
Combined INR and non-INR salary (Maximum Earning Potential)	78,569	2,11,043	1,17,852	1,22,313	101

Table 5.2: Salary Statistics at PPP adjusted exchange rates

As per the PPP conversion rate for 2022-23' for all the available currencies from the World Development Indicators (WO/) database of the World Bank. Data is sourced from the below link:

<https://data.worldbank.org/indicator/PA.NUS.PPP>

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

5.3.1 Fixed Yearly Cash Component

Sectors	Min	Max	Average	Median	Data
Automobile	24,36,000	31,45,000	29,70,000	30,60,000	10
BFSI	16,60,368	27,15,187	21,69,766	22,12,488	16
Conglomerate	23,15,001	23,15,001	23,15,001	23,15,001	13
Consulting	18,78,000	23,16,263	20,35,533	19,83,000	8
E-commerce	32,15,000	32,15,000	32,15,000	32,15,000	2
Education	20,47,604	20,47,604	20,47,604	20,47,604	1
IT Consulting	15,30,012	27,62,500	21,20,428	21,96,982	31
IT Software	15,70,000	26,68,100	20,51,221	19,00,000	9
IT Solutions	21,50,000	24,00,000	22,63,333	22,40,000	3
Logistics	23,00,000	23,00,000	23,00,000	23,00,000	1
Manufacturing	17,29,176	36,00,000	29,21,051	36,00,000	7

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

5.3.2. One-time Cash Payment

Sectors	Min	Max	Average	Median	Data
Automobile	2,00,000	2,00,000	2,00,000	2,00,000	2
BFSI	1,42,000	2,17,000	1,72,000	1,42,000	5
Conglomerate	3,50,000	3,50,000	3,50,000	3,50,000	13
Consulting	2,00,000	3,00,000	2,50,000	2,50,000	4
E-commerce	14,50,000	14,50,000	14,50,000	14,50,000	2
IT Consulting	1,00,000	4,18,000	2,64,969	1,88,750	16
IT Software	1,50,000	3,70,000	1,98,000	1,60,000	5
IT Solutions	80,000	80,000	80,000	80,000	2
Logistics	1,00,000	1,00,000	1,00,000	1,00,000	1

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

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

5.3.1 Fixed Yearly Cash Component

Sectors	Min	Max	Average	Median	Data
Automobile	24,36,000	31,45,000	29,70,000	30,60,000	10
BFSI	16,60,368	27,15,187	21,69,766	22,12,488	16
Conglomerate	23,15,001	23,15,001	23,15,001	23,15,001	13
Consulting	18,78,000	23,16,263	20,35,533	19,83,000	8
E-commerce	32,15,000	32,15,000	32,15,000	32,15,000	2
Education	20,47,604	20,47,604	20,47,604	20,47,604	1
IT Consulting	15,30,012	27,62,500	21,20,428	21,96,982	31
IT Software	15,70,000	26,68,100	20,51,221	19,00,000	9
IT Solutions	21,50,000	24,00,000	22,63,333	22,40,000	3
Logistics	23,00,000	23,00,000	23,00,000	23,00,000	1
Manufacturing	17,29,176	36,00,000	29,21,051	36,00,000	7

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

5.3.2. One-time Cash Payment

Sectors	Min	Max	Average	Median	Data
Automobile	2,00,000	2,00,000	2,00,000	2,00,000	2
BFSI	1,42,000	2,17,000	1,72,000	1,42,000	5
Conglomerate	3,50,000	3,50,000	3,50,000	3,50,000	13
Consulting	2,00,000	3,00,000	2,50,000	2,50,000	4
E-commerce	14,50,000	14,50,000	14,50,000	14,50,000	2
IT Consulting	1,00,000	4,18,000	2,64,969	1,88,750	16
IT Software	1,50,000	3,70,000	1,98,000	1,60,000	5
IT Solutions	80,000	80,000	80,000	80,000	2
Logistics	1,00,000	1,00,000	1,00,000	1,00,000	1

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

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5.3.3 Total Guaranteed Cash Component

Sector	Min	Max	Average	Median	Data
Automobile	26,36,000	31,45,000	30,10,000	30,60,000	10
BFSI	16,60,368	27,15,187	22,23,516	22,12,488	16
Conglomerate	26,65,001	26,65,001	26,65,001	26,65,001	13
Consulting	18,78,000	23,16,263	21,60,533	21,82,000	8
E-commerce	46,65,000	46,65,000	46,65,000	46,65,000	2
Education	20,47,604	20,47,604	20,47,604	20,47,604	1
IT Consulting	15,30,012	27,74,600	22,57,186	23,56,982	31
IT Software	15,70,000	28,18,100	21,61,221	19,60,000	9
IT Solutions	22,30,000	24,80,000	23,16,667	22,40,000	3
Logistics	24,00,000	24,00,000	24,00,000	24,00,000	1
Manufacturing	17,29,176	36,00,000	29,21,051	36,00,000	7

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

5.3.4 Maximum Earning Potential

Sector	Min	Max	Average	Median	Data
Automobile	30,00,000	37,00,000	35,20,000	36,00,000	10
BFSI	19,42,000	34,36,896	25,53,054	25,24,154	16
Conglomerate	30,12,251	30,12,251	30,12,251	30,12,251	13
Consulting	20,70,000	27,00,000	25,07,727	25,45,000	8
E-commerce	48,35,000	48,35,000	48,35,000	48,35,000	2
Education	27,46,159	27,46,159	27,46,159	27,46,159	1
IT Consulting	18,00,012	34,42,100	26,29,432	24,55,400	31
IT Software	20,20,000	30,70,000	24,23,605	22,50,000	9
IT Solutions	23,50,000	32,00,000	27,16,667	26,00,000	3
Logistics	28,60,000	28,60,000	28,60,000	28,60,000	1
Manufacturing	18,50,004	36,00,000	30,00,000	36,00,000	7

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

Sector	Min	Max	Average	Median	Data
Consulting	15,30,012	27,62,500	20,69,024	19,85,767	34
Data Analytics	20,00,000	23,00,000	21,53,333	21,60,000	3
General Management	19,00,000	19,00,000	19,00,000	19,00,000	1
HR	32,15,000	36,00,000	33,43,333	32,15,000	3
Operations	15,70,000	36,00,000	24,43,617	23,36,365	14
Product/Category Management	17,96,700	31,02,500	23,21,824	23,15,001	38
Sales & Marketing	17,29,176	36,00,000	27,20,567	29,75,000	7
Strategy	27,84,000	27,84,000	27,84,000	27,84,000	1

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

5.4.2 One-time Cash Payment

Sector	Min	Max	Average	Median	Data
Consulting	80,000	4,18,000	2,61,789	2,00,000	19
Data Analytics	1,77,500	1,77,500	1,77,500	1,77,500	1
HR	14,50,000	14,50,000	14,50,000	14,50,000	2
Operations	2,17,000	2,17,000	2,17,000	2,17,000	1
Product/Category Management	1,00,000	3,70,000	2,58,885	3,50,000	26
Strategy	2,00,000	2,00,000	2,00,000	2,00,000	1

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

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5.4.3 Total Guaranteed Cash Component

Sector	Min	Max	Average	Median	Data
Consulting	15,30,012	27,74,600	22,15,318	22,06,000	34
Data Analytics	20,00,000	24,77,500	22,12,500	21,60,000	3
General Management	19,00,000	19,00,000	19,00,000	19,00,000	1
HR	36,00,000	46,65,000	43,10,000	46,65,000	3
Operations	15,70,000	36,00,000	24,59,117	24,44,865	14
Product/Category Management	19,12,488	31,02,500	24,98,955	26,50,501	38
Sales & Marketing	17,29,176	36,00,000	27,20,567	29,75,000	7
Strategy	29,84,000	29,84,000	29,84,000	29,84,000	1

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

5.4.4. Maximum Earning Potential

Sector	Min	Max	Average	Median	Data
Consulting	18,00,012	34,42,100	25,65,803	23,78,491	34
Data Analytics	25,00,000	28,22,500	26,74,167	27,00,000	3
General Management	21,00,000	21,00,000	21,00,000	21,00,000	1
HR	36,00,000	48,35,000	44,23,333	48,35,000	3
Operations	20,20,000	36,00,000	28,66,271	26,81,580	14
Product/Category Management	19,42,000	36,50,000	28,32,868	30,12,251	38
Sales & Marketing	18,50,004	37,00,000	30,30,621	35,00,000	7
Strategy	34,00,000	34,00,000	34,00,000	34,00,000	1

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



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5.5 Location wise Classification of Salary- Domestic (INR)

5.5.1. Fixed Yearly Cash Component

Location	Min	Max	Avg	Median	Count
Bengaluru	15,30,012	32,15,000	22,31,713	21,96,982	29
Budhni	36,00,000	36,00,000	36,00,000	36,00,000	4
Chennai	19,80,000	30,60,000	23,14,286	22,50,000	7
Delhi NCR	18,00,000	25,74,346	21,06,699	20,46,527	12
Hosur	24,36,000	27,84,000	26,10,000	26,10,000	2
Hyderabad	19,31,328	26,68,100	22,89,886	23,00,000	5
Kochi	15,70,000	15,70,000	15,70,000	15,70,000	1
Mumbai	16,60,368	31,02,500	23,35,322	23,15,001	25
Pune	16,00,008	31,45,000	22,65,479	23,56,600	15
*Others	18,00,000	18,00,000	18,00,000	18,00,000	1

*Others – Work from home


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

5.5.2 One-time Cash Payment

Location	Min	Max	Average	Median	Data
Bengaluru	1,00,000	14,50,000	3,89,118	2,17,000	17
Delhi NCR	1,00,000	3,70,000	2,06,000	2,00,000	5
Hosur	2,00,000	2,00,000	2,00,000	2,00,000	2
Hyderabad	80,000	1,77,500	1,21,875	1,15,000	4
Mumbai	1,60,000	3,50,000	3,21,333	3,50,000	15
Pune	1,42,000	4,18,000	2,63,857	2,17,000	7

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


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5.5.3 Total Guaranteed Cash Component

Location	Min	Max	Average	Median	Count
Bengaluru	15,30,012	46,65,000	24,59,816	23,16,263	29
Budhni	36,00,000	36,00,000	36,00,000	36,00,000	4
Chennai	19,80,000	30,60,000	23,14,286	22,50,000	7
Delhi NCR	18,78,000	25,74,346	21,92,532	21,82,000	12
Hosur	26,36,000	29,84,000	28,10,000	28,10,000	2
Hyderabad	19,31,328	28,18,100	23,87,386	24,77,500	5
Kochi	15,70,000	15,70,000	15,70,000	15,70,000	1
Mumbai	16,60,368	31,02,500	25,28,122	26,65,001	25
Pune	16,00,008	31,45,000	23,88,613	26,17,000	15
*Others	18,00,000	18,00,000	18,00,000	18,00,000	1

*Others – Work from home

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

5.5.4 Maximum Earning Potential

Location	Min	Max	Average	Median	Count
Bengaluru	18,00,012	48,35,000	28,34,719	26,17,000	29
Budhni	36,00,000	36,00,000	36,00,000	36,00,000	4
Chennai	22,00,000	36,00,000	25,99,286	24,97,500	7
Delhi NCR	20,45,000	30,70,000	25,23,859	25,70,404	12
Hosur	30,00,000	34,00,000	32,00,000	32,00,000	2
Hyderabad	23,50,000	30,68,100	26,48,120	26,00,000	5
Kochi	20,20,000	20,20,000	20,20,000	20,20,000	1
Mumbai	22,50,808	36,50,000	29,16,085	30,12,251	25
Pune	18,50,004	37,00,000	27,41,336	26,17,000	15
*Others	22,50,000	22,50,000	22,50,000	22,50,000	1

*Others – Work from home

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



 For XLRI Jamshedpur
 Prof. A Kanagaraj
 Placement Convenor



 For B2K Analytics Mumbai

6. 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
NIL	NA

Table 6.1: List of deviations from standards with reasons

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


For XLRI Jamshedpur
Prof. A Kanagaraj
Placement Convention



For B2K Analytics Mumbai
