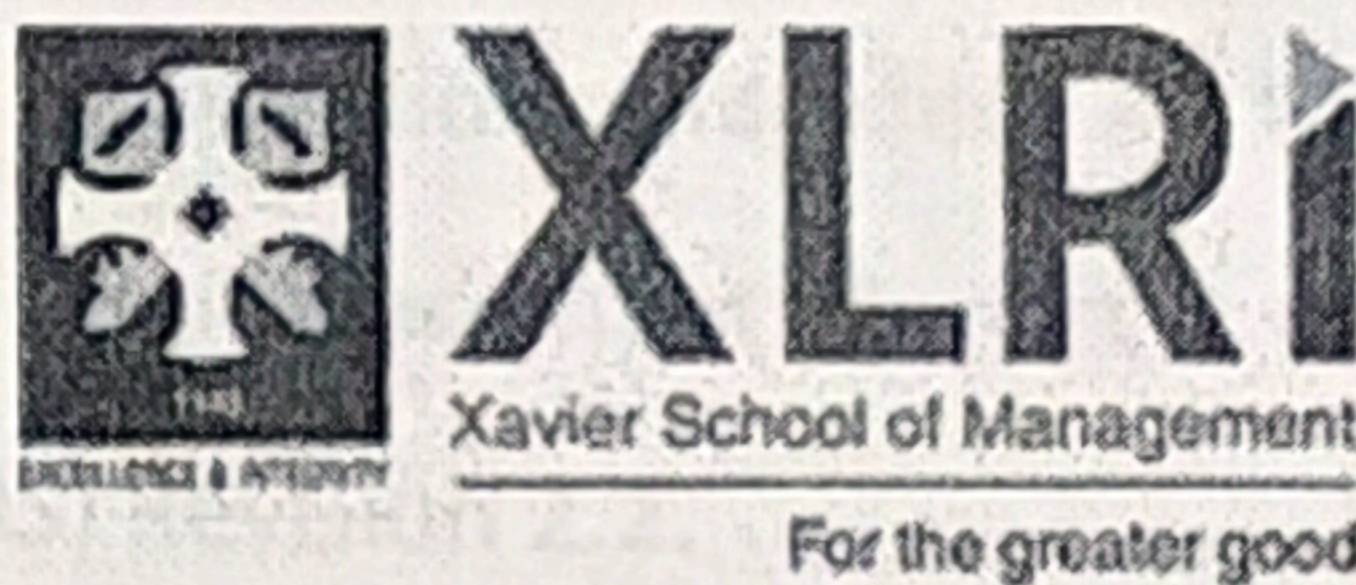


XLRI Jamshedpur

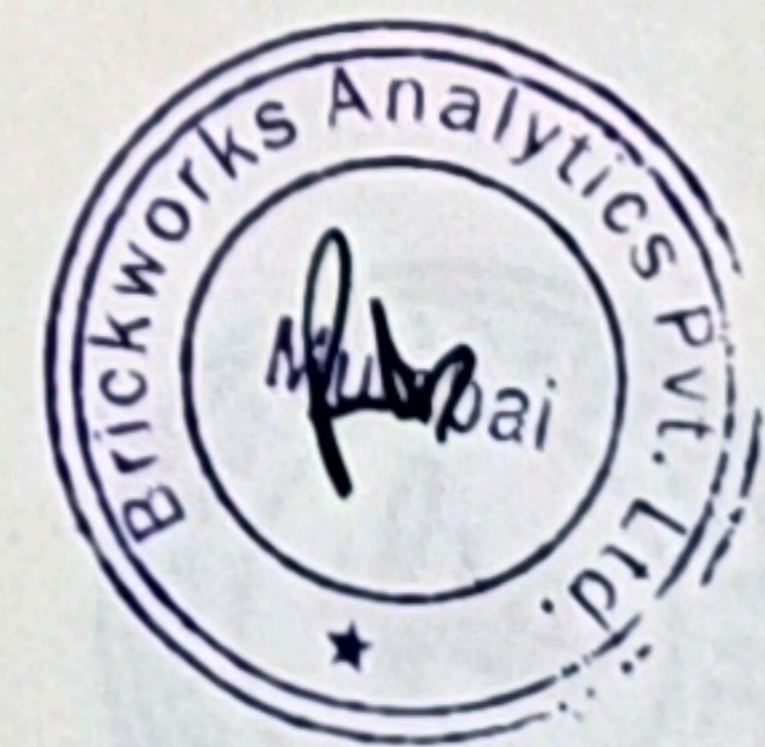
PGDM (General Management)

Batch of 2020-21

Placement Report



Finals 2021



The Convenor
Placement Office
Xavier School of Management
Jamshedpur - 831001
Jharkhand

Dear Sir,

Re: **Audit of Placement Report for 2020-21 placements of Post Graduate Diploma in General Management, PGDM (GM)**

We have audited the Placement Report prepared by you on the final placement (based on the offers received and accepted on campus) of students in 2020-21 of the **Post Graduate Diploma in General Management, PGDM (GM)** of the Xavier School of Management (XLRI), Jamshedpur . The Placement Report is the responsibility of XLRI Jamshedpur. 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 XLRI Jamshedpur from recruiting companies. Brickworks Analytics (BWA) has not independently sourced any information or documentation.



Brickworks Analytics Private Limited (Brickworks Analytics)

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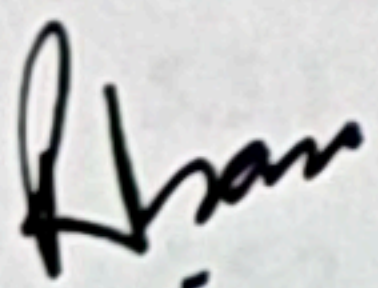
Ground Floor, South Wing, S - 14, Solitaire Corporate Park, Chakala, Andheri (East), Mumbai – 400093, INDIA.

Tel: +91 22 2831 1426 / 39, +91 22 6745 6666 Fax: +91 22 2838 9144 Email: info@brickworksanalytics.com

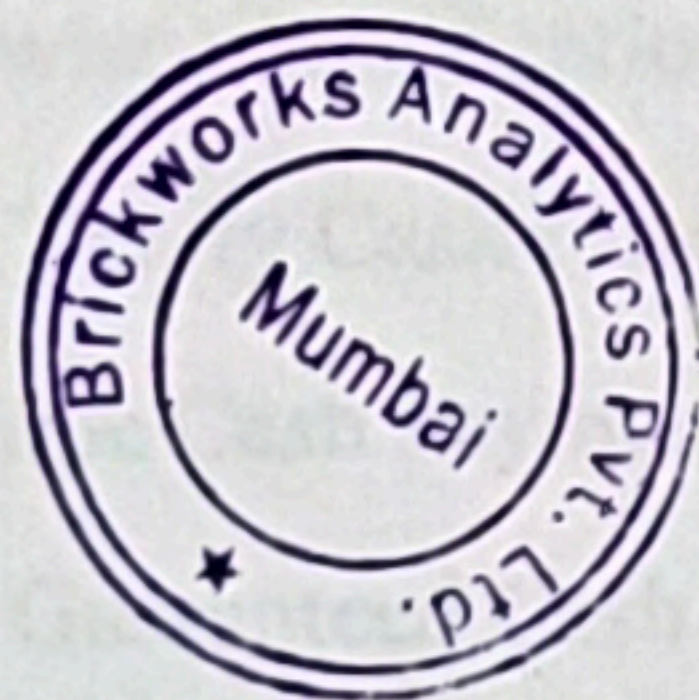
CIN: U74900KA2015PTC081521

3. We have verified the information with respect to job location, function and remuneration presented in the report with communication received from recruiters.
 - 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. Stock Options have been mentioned for one student with details on how much vests in the first year. Hence, the corresponding fixed amount has been considered for calculation of 'Maximum Earning Potential'.
 - c. 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.
 - d. 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,



Ritaban Basu



Head – Risk & Analytics

Brickworks Analytics

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Ground Floor, South Wing, S - 14, Solitaire Corporate Park, Chakala, Andheri (East), Mumbai – 400093, INDIA.

Tel: +91 22 2831 1426 / 39, +91 22 6745 6666 Fax: +91 22 2838 9144 Email: info@brickworksanalytics.com

CIN: U74900KA2015PTC081521

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Overview

The placement process for the graduating batch of the 15 months Post-Graduate Programme in Management (General Management) at XLRI Jamshedpur was successfully completed in June 2021. The PGDM (GM) placements started from October 30, 2020, on a rolling basis and is continued till last week of June 2021. The participants of the twenty first batch of PGDM (GM) come from varied backgrounds with considerable experience ranging from 4.9 years to 11.6 years. For a diverse and accomplished participant group such as this, recruiters visit campus to select candidates for their middle and senior management positions. In this year's placement process, continuing with the tradition, students were offered positions Director - Continuing Education (Gold Grad), Product Manager, Senior Manager, Senior Manager - Business Consulting, Business Consultant, Business Analyst - Supply Chain Management, Associate Manager, Associate Consultant, Specialist, Business Head - Principal Consultant, Business Program Manager, Senior Manager - SCM Logistics, Consultant, and Deputy Medical Superintendent.

Firms that recruited include Accenture Technologies, Accenture Strategy, Accolite, ADP, Arzoo, Axis Bank, Barclays, BNED Loud Cloud, CGI, Cognizant, Dhanuka Agritech, Epikindifi, Exide Life Insurance, Flip Carbon, Genpact, Hashedin Deloitte, IBM, Incture, Infosys Consulting, Infosys DCG, Infosys Technoliges, LTI, Medica Group, Microsoft, Mindtree, MPS Interactive, OYO, Publicis Sapient, Sutherland, TATA Communications, TATA Elxsi, TATA Hitachi, Tata Consultancy Services, Tech Mahindra, Thermofisher, Thriveni, Trantor, Vikram Solar, and Virtusa. Accenture has made the maximum number of offers.

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
1. Number of students eligible for placements	93
1a. Number of student s graduating in 2021	93
1b. Number of ITEC* Programme Scholars	0
1c. Number of students returning from Placement Holiday	0
2. Number of students who did not seek placement through the institute	9
2a. Company-sponsored or already employed	0
2b. Continuing education	0
2c. Postponing job search/seeking placement holiday	0
2d. Entrepreneurship (Starting a new business)	0
2e. Returning to / Joining family business	0
2f. Seeking placement outside the campus placement process	9
3. Total who sought Placements through the institute	84
4. Total offers accepted	84
5. Number unplaced, if any	0

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.



For XLRI Jamshedpur



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2. Sector wise Classification

Sector	Number of Offers		
	Domestic	International	Total
Agricultural	1	0	1
BFSI	5	0	5
Consulting	21	0	21
E-Commerce	1	0	1
Education	2	0	2
Healthcare	1	0	1
Hospitality	3	0	3
HR Services	2	0	2
Information Technology	39	0	39
Manufacturing	6	0	6
Telecom	3	0	3
Total	84	0	84

Table 2.1: Classification of offers based on sector

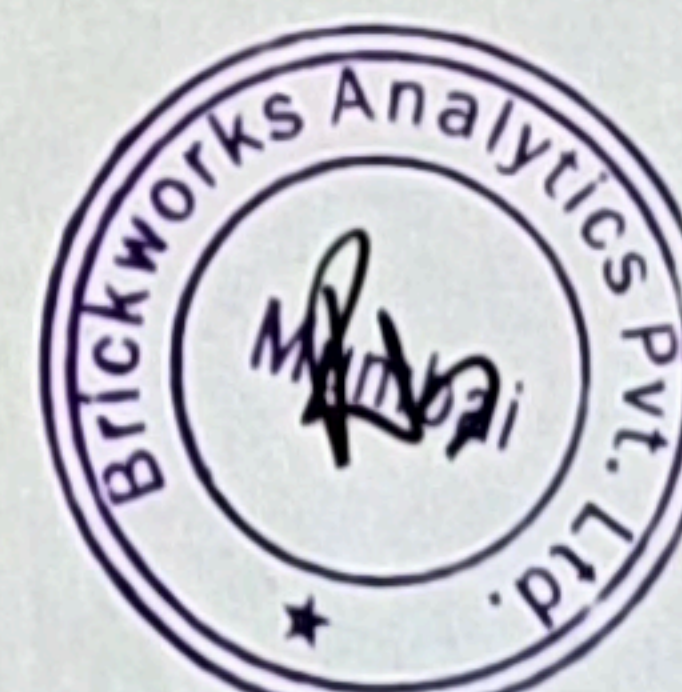
3. Function wise Classification

Function	Number of Offers		
	Domestic	International	Total
Business Development / Marketing	4	0	4
Consulting	45	0	45
General Management	16	0	16
Operations	10	0	10
Product Management	9	0	9
Total	84	0	84

Table 3.1: Classification of offers based on function



For XLRI Jamshedpur



For Brickworks Analytics Mumbai

4. Location wise Classification

Location	No of offers accepted
Outside India	0
India	84
Total	84

Table 4.1: Classification of offers based on location

India Locations	Number of offers accepted
Bangalore	32
Bhubaneswar	3
Chennai	7
Gurgaon	6
Hyderabad	13
Jamshedpur	2
Kolkata	2
Mumbai	5
Noida	3
Pune	7
Others*	4
Total	84

Table 4.2: Classification of offers based on domestic locations

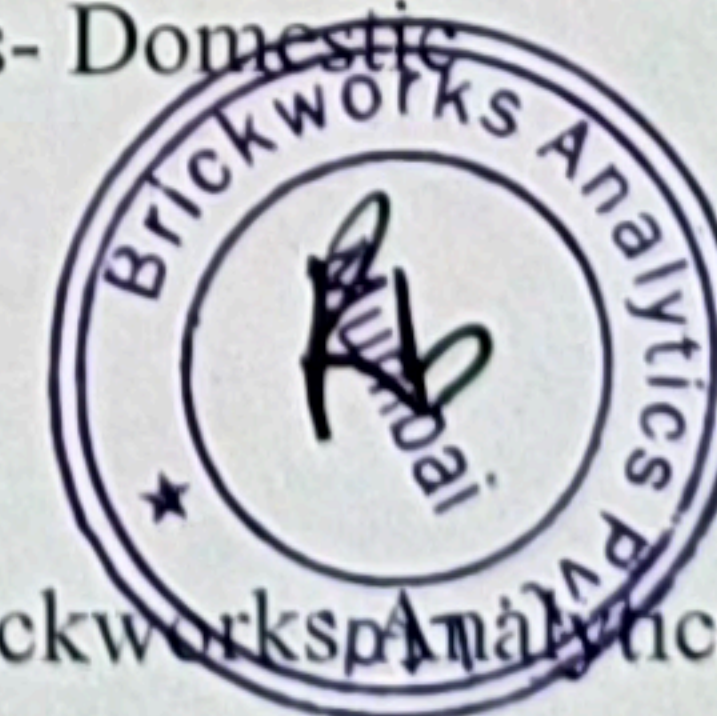
Others* includes Sahidabad, Angul, Ranchi & Dharwad

5. Salary Heads

5.1. Salary Heads-Domestic (INR)

Salary Head	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	1,047,760	2,134,462	1,542,348	1,545,718	84
One-time Cash Payment	50,000	500,000	150,000	187,917	24
Total Guaranteed Cash Component	1,047,760	2,311,400	1,600,000	1,599,408	84
Maximum Earning Potential	1,127,660	2,964,663	1,813,596	1,849,947	84

Table 5.1: Classification of salary heads- Domestic



For Brickworks Analytics Mumbai

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.

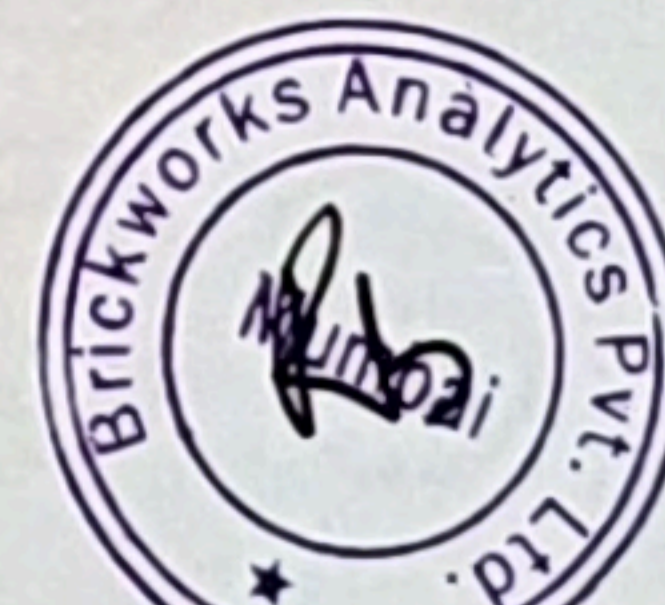
5.2. Salary statistics at Purchasing Power Parity (PPP)*

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	47,647	105,111	72,760	72,733	84
Combined INR and non-INR salary (Total guaranteed cash component)	47,647	105,111	72,760	72,733	84
INR salary (Maximum Earning Potential)	51,281	134,819	82,474	84,127	84
Combined INR and non-INR salary (Maximum Earning Potential)	51,281	134,819	82,474	84,127	84

Table 5.2: Salary Statistics at PPP adjusted exchange rates

As per the PPP conversion rate for 2020 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>



For Brickworks Analytics Mumbai

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

5.3.1 Fixed Yearly Cash Component

Sectors	Min	Max	Average	Median	Data
Agricultural	1331364	1331364	1331364	1331364	1
BFSI	1587200	2134462	1789224	1700412	5
Consulting	1202868	1954400	1503847	1471469	21
E-commerce	1400000	1400000	1400000	1400000	1
Education	1411897	1476191	1444044	1444044	2
Healthcare	1649676	1649676	1649676	1649676	1
Hospitality	1766697	1766697	1766697	1766697	3
HR Services	1749693	1749693	1749693	1749693	2
IT	1047760	2064663	1543526	1600000	39
Manufacturing	1262044	1625000	1425902	1371965	6
Telecom	1232000	1729800	1497266	1530000	3

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

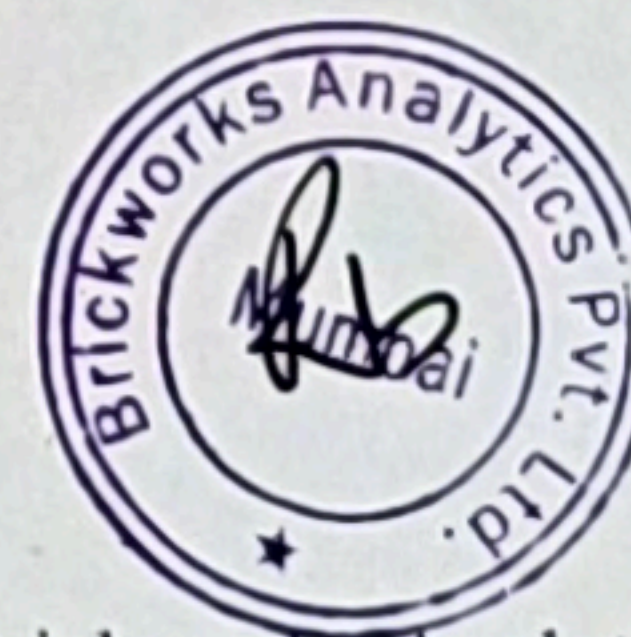
5.3.2. One-time Cash Payment

Sectors	Min	Max	Average	Median	Data
Consulting	110000	300000	223333	300000	9
E-Commerce	200000	200000	200000	200000	1
Education	100000	100000	100000	100000	1
Hospitality	50000	50000	50000	50000	3
IT	100000	500000	231250	175000	8
Manufacturing	100000	100000	100000	100000	2

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



For XLRI Jamshedpur



For Brickworks Analytics Mumbai

5.3.3 Total Guaranteed Cash Component

Sector	Min	Max	Average	Median	Data
Agricultural	1331364	1331364	1331364	1331364	1
BFSI	1587200	2134462	1789224	1700412	5
Consulting	1327868	1954400	1599562	1500000	21
E-Commerce	1600000	1600000	1600000	1600000	1
Education	1476191	1511897	1494044	1494044	2
Healthcare	1649676	1649676	1649676	1649676	1
Hospitality	1816697	1816697	1816697	1816697	3
HR Services	1749693	1749693	1749693	1749693	2
IT	1047760	2311400	1590962	1600000	39
Manufacturing	1262044	1625000	1459235	1471965	6
Telecom	1232000	1729800	1497266	1530000	3

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

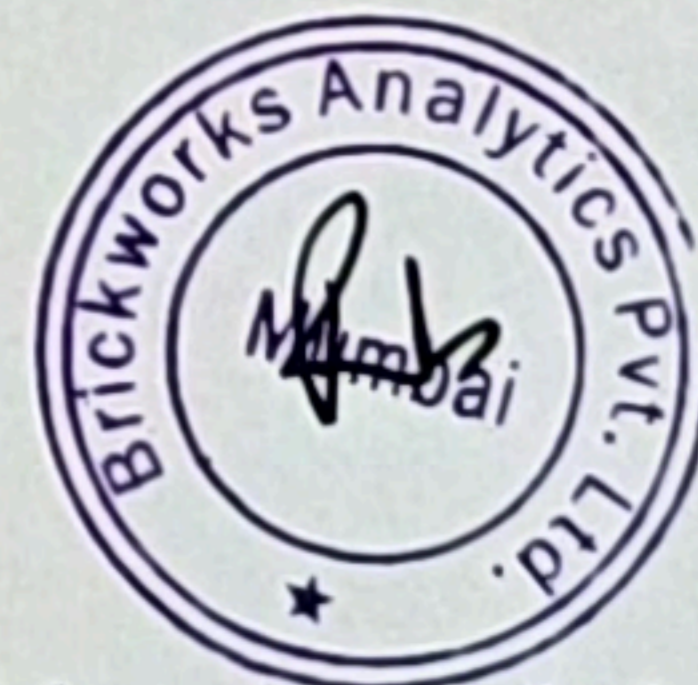
5.3.4 Maximum Earning Potential

Sector	Min	Max	Average	Median	Data
Agricultural	1476364	1476364	1476364	1476364	1
BFSI	1587200	2134462	1865076	1826832	5
Consulting	1545368	2642088	1844684	1815000	21
E-Commerce	1700000	1700000	1700000	1700000	1
Education	1476191	1511897	1494044	1494044	2
Healthcare	1879032	1879032	1879032	1879032	1
Hospitality	1819697	1819697	1819697	1819697	3
HR Services	2369697	2369697	2369697	2369697	2
IT	1127660	2964663	1902489	1905997	39
Manufacturing	1507091	1771250	1660485	1680665	6
Telecom	1400000	1800000	1643266	1729800	3

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



For XLRI Jamshedpur



For Brickworks Analytics Mumbai

5.4 Function wise Classification of Salary- Domestic (INR)

5.4.1 Fixed Yearly Cash Component

Functions	Min	Max	Average	Median	Data
Business Development	1076234	1749693	1476746	1540528	4
Consulting	1047760	1817697	1518875	1517346	45
General Management	1232000	2064663	1550143	1500000	16
Operations	1262044	2134462	1582390	1580703	10
Product Management	1181869	1954400	1661969	1766697	9

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

5.4.2 One-time Cash Payment

Functions	Min	Max	Average	Median	Data
Consulting	100000	500000	255000	300000	10
General Management	100000	400000	168750	150000	8
Operations	200000	200000	200000	200000	1
Product Management	50000	150000	82000	50000	5

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



For XLRI Jamshedpur



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5.4.3 Total Guaranteed Cash Component

Functions	Min	Max	Average	Median	Data
Business Development	1076234	1749693	1476746	1540529	4
Consulting	1047760	1850004	1575541	1600000	45
General Management	1232000	2311400	1634518	1601032	16
Operations	1262044	2134462	1602390	1600473	10
Product Management	1181869	1954400	1707525	1816697	9

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

5.4 .4. Maximum Earning Potential

Functions	Min	Max	Average	Median	Data
Business Development	1381482	2369697	1899310	1540529	4
Consulting	1127660	2300000	1851682	1600000	45
General Management	1400000	2964663	1893073	1601032	16
Operations	1476191	2134462	1733048	1600473	10
Product Management	1271576	2642088	1872543	1816697	9

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



For XLRI Jamshedpur



For Brickworks Analytics Mumbai

5.5 Location wise Classification of Salary- Domestic (INR)

5.5.1. Fixed Yearly Cash Component

Location	Min	Max	Average	Median	Data
Bangalore	1047760	2064663	1555081	1600000	32
Bhubaneswar	1460832	1534692	1485460	1460856	3
Chennai	1200000	1550004	1417352	1449996	7
Gurgaon	1500000	1771373	1720193	1766697	6
Hyderabad	1384912	1911400	1557555	1500000	13
Jamshedpur	1363978	1560460	1462219	1462219	2
Kolkata	1371965	1371965	1371965	1371965	2
Mumbai	1411897	1823636	1621579	1700412	5
Noida	1476191	1579961	1518717	1500000	3
Pune	1202868	2134462	1589195	1614864	7
Others*	1232000	1649676	1418430	1396022	4

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

Others* includes Sahidabad, Angul, Ranchi & Dharwad

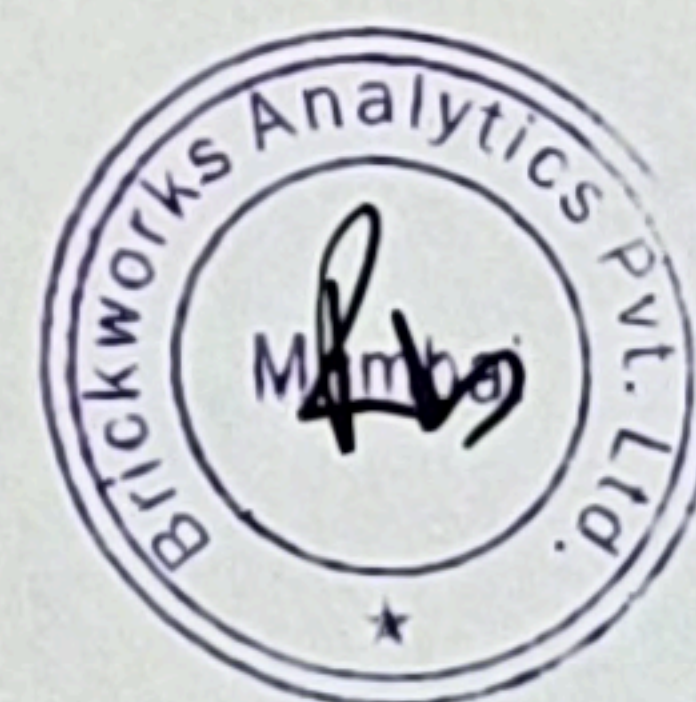
5.5.2 One-time Cash Payment

Location	Min	Max	Average	Median	Data
Bangalore	100000	200000	152500	155000	4
Bhubaneswar	125000	125000	125000	125000	1
Chennai	300000	500000	333333	300000	6
Gurgaon	50000	150000	75000	50000	4
Hyderabad	150000	400000	225000	175000	4
Kolkata	100000	100000	100000	100000	2
Mumbai	100000	100000	100000	100000	1
Noida	150000	150000	150000	150000	1
Pune	125000	125000	125000	125000	1

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



For XLRI Jamshedpur



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5.5.3 Total Guaranteed Cash Component

Location	Min	Max	Average	Median	Data
Bangalore	1047760	2264663	1574143	1600000	32
Bhubaneswar	1460832	1659692	1527127	1460856	3
Chennai	1471469	1850004	1703066	1749996	7
Gurgaon	1500000	1921373	1770193	1816697	6
Hyderabad	1384912	2311400	1626786	1568496	13
Jamshedpur	1363978	1560460	1462219	1462219	2
Kolkata	1471965	1471965	1471965	1471965	2
Mumbai	1471536	1823636	1641579	1700412	5
Noida	1476191	1650000	1568717	1579961	3
Pune	1327868	2134462	1607053	1614864	7
Others*	1232000	1649676	1418430	1396022	4

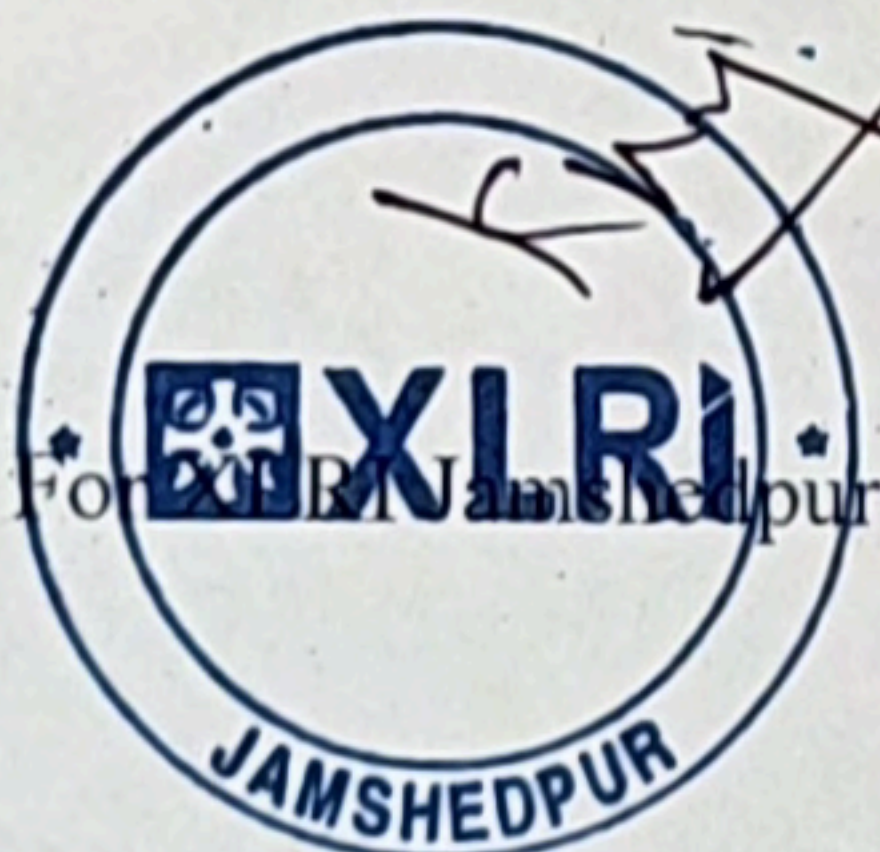
Table 5.5.3.: Location wise Classification of Total Guaranteed Cash Component - Domestic
Others* includes Sahidabad, Angul, Ranchi & Dharwad

5.5.4 Maximum Earning Potential

Location	Min	Max	Average	Median	Data
Bangalore	1127660	2964663	1898406	1886862	32
Bhubaneswar	1671432	1937192	1760027	1671456	3
Chennai	1675469	2300000	1935780	1914996	7
Gurgaon	1815000	2369697	1927527	1819697	6
Hyderabad	1576912	2880230	1908926	1900000	13
Jamshedpur	1564238	1759004	1661621	1661621	2
Kolkata	1680665	1680665	1680665	1680665	2
Mumbai	1511897	1950056	1749251	1826832	5
Noida	1476191	1925000	1723598	1769602	3
Pune	1476364	2134462	1749579	1771250	7
Others*	1400000	1879032	1646531	1653546	4

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

Others* includes Sahidabad, Angul, Ranchi & Dharwad



For Brickworks 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:

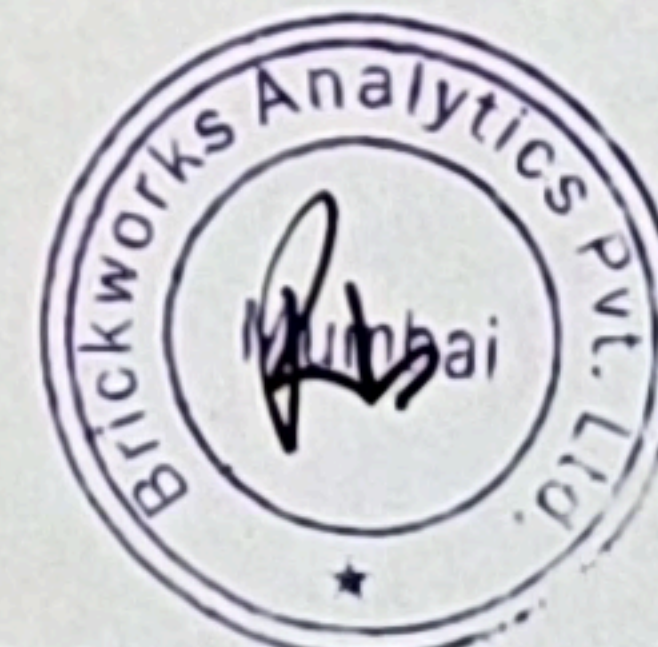
Deviation from the standards	Reason
NIL	NA

Table 6.1: List of deviations from standards with reasons

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



For XLRI Jamshedpur



For Brickworks Analytics Mumbai