XLRI Jamshedpur

ExPGDM

Batch of 2021-22

Placement Report

Xavier School of Management
For the greater good

Finals 2022

Dec 6, 2022

The Convenor

Placement Office
Xavier School of Management
Jamshedpur - 831001
Jharkhand

Re: **Audit of the Placement Report for the Cohort 2021-22 of Executive Post Graduate Diploma in General Management of XLRI - Xavier School of Management**

Dear Sir,

We have audited the Placement Report prepared by you for the final placement (based on the offers received and accepted on campus) for the 2021-22 batch of Executive Post Graduate Diploma in General Management programme of XLRI - Xavier School of Management (XLRI). XLRI was responsible for the preparation of the Placement Report. Our 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) Revision2.2.

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. Brickworks Analytics (BWA) has not independently sourced any information or documentation.

3.   We have verified the information with respect to job location, sector, function, and remuneration presented in the report with the communication received by XLRI 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. The data points mentioned under different salary heads are representative of aggregate salary components offered to the candidates.

c. Stock Options have been mentioned for twenty-five students along with details on how much vests in the first year. Hence, the corresponding amount has been considered for the calculation of 'Maximum Earning Potential'.

4.   The acceptance of offers and the number of students opting out of the placement process has been established through written communication from those students. Out of this cohort, two students have opted out of the placement process.

5.   The report's overview section, which explains the placement process, has been prepared by XLRI. We have not verified the contents of the overview section.

Best Regards,

Ritaban Basu
Head – Risk & Analytics
Brickworks Analytics

Contents

List of Tables:

Overview

The placement process for XLRI Jamshedpur's 15 Month Post-Graduate Programme in Management (General Management), 2021-2022 batch concluded on May 2022. The ExPGDM placement season commenced in September 2021. It was a rolling placement process that continued till the first week of May 2022. The students of the twenty-second batch of ExPGDM came from rich and varied backgrounds, with work experience ranging from 4.75 years to 10.5 years. The diverse and accomplished participant group witnessed recruitments for middle and senior management positions. Students were offered roles such Senior Consultant, Senior Business Consultant, Principal Digital Consultant, Business Development Manager, Senior Manager, Global Engagement Manager, Technology Consultant, Senior Lead Digital Consultant, Decision Analyst Consultant amongst others.

Firms that recruited include Accenture, ATOS, Bain & Co., Bajaj Finance, Cognizant, DBS Bank, Deloitte, Deutsche Bank, Ericsson Global, HCL Technologies, Infosys BPM, Infosys Consulting, Jio Platforms Limited, JungleWorks, Mindtree, O4S, Persistent Systems, Playerzpot, Robosoft Technologies, SettleMint, Supr Daily, Sutherland, Swiggy, Tech Mahindra, Teleperformance, Vector Consulting, Virtusa, Wipro, YCP Solidiance and ZS Associates. Accenture 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	112
1a. Number of students graduating in 2022	114
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	2
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	2
3. Total who sought Placements through the institute	112
4. Total offers accepted	112
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.

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2. Sector wise Classification

Sector	Number of Offers		
	Domestic	International	Total
BFSI	5	0	5
Consulting	13	0	13
E-Commerce	5	0	5
Business Process Management	5	0	5
Information Technology	72	0	72
Telecom	12	0	12
Total	112	0	112

Table 2.1: Classification of offers based on sector

3. Function wise Classification

Function	Number of Offers		
	Domestic	International	Total
Business Development / Marketing	10	0	10
Consulting	67	0	67
Operations	23	0	23
Product Management	12	0	12
Total	112	0	112

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	112
Total	**112**

Table 4.1: Classification of offers based on location

India Locations	Number of offers accepted
Bengaluru	52
Chandigarh	1
Chennai	3
Gurgaon	15
Hyderabad	4
Mumbai	16
Delhi	2
Noida	5
Pune	13
Udupi	1
Total	**112**

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	1,449,996	3,100,000	2,078,086	2,057,180	112
One-time Cash Payment	100,000	300,000	200,000	212,162	74
Total Guaranteed Cash Component	1,493,208	3,400,000	2,162,209	2,197,359	112
Maximum Earning Potential	1,763,208	4,543,500	2,646,500	2,669,816	112

Table 5.1: Classification of salary heads- Domestic

For XLRI Jamshedpur

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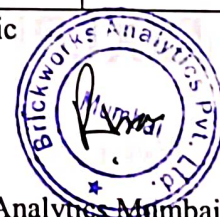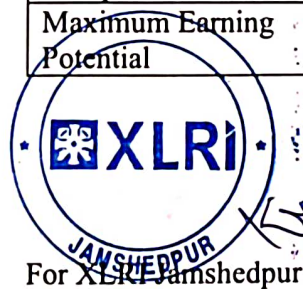
Description of Salary Heads

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)	62,662	133,967	89,805	88,901	112
Combined INR and non-INR salary (Total guaranteed cash component)	62,662	133,967	89,805	88,901	112
INR salary (Maximum Earning Potential)	76,197	196,348	114,369	115,377	112
Combined INR and non-INR salary (Maximum Earning Potential)	76,197	194,339	113,786	115,058	112

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

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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
IT	1,600,000	3,100,000	2,011,367	1,981,150	72
Consulting	1,449,996	2,940,000	1,981,326	2,102,054	13
eComm	2,426,600	2,545,455	2,497,913	2,545,455	5
BFSI	1,966,334	2,200,000	2,019,800	1,966,334	5
Telecom	1,974,417	2,527,524	2,194,304	2,078,086	12
Others	2,009,316	2,296,548	2,181,655	2,296,548	5

* Others – Business process management

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
IT	100,000	300,000	226,667	200,000	45
Consulting	100,000	300,000	194,444	150,000	9
eComm	200,000	200,000	200,000	200,000	3
BFSI	150,000	150,000	150,000	150,000	3
Telecom	200,000	300,000	208,333	200,000	12
Others	100,000	100,000	100,000	100,000	2

* Others – Business process management

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

For XLRI Jamshedpur

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5.3.3 Total Guaranteed Cash Component

Sector	Min	Max	Average	Median	Data
IT	1,600,000	3,400,000	2,153,034	2,125,545	72
Consulting	1,493,208	3,090,000	2,115,942	2,202,054	13
eComm	2,426,600	2,745,455	2,617,913	2,745,455	5
BFSI	2,000,000	2,200,000	2,109,800	2,116,334	5
Telecom	2,174,417	2,827,524	2,402,638	2,278,086	12
Others	2,109,316	2,296,548	2,221,655	2,296,548	5

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
IT	2,032,000	4,543,500	2,650,522	2,550,180	72
Consulting	1,763,208	3,650,000	2,499,326	2,463,654	13
eComm	2,650,000	3,000,000	2,860,000	3,000,000	5
BFSI	2,397,267	2,821,012	2,525,223	2,469,278	5
Telecom	2,724,746	3,355,644	2,941,183	2,849,435	12
Others	2,566,900	2,778,842	2,694,065	2,778,842	5

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

For XLRI Jamshedpur

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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
Business Development/Marketing	1,731,140	2,545,455	2,207,483	2,189,730	10
Consulting	1,449,996	3,100,000	2,043,191	2,140,320	67
Operations	1,600,000	2,545,455	1,991,473	1,942,963	23
Product Management	1,966,334	2,426,600	2,135,971	2,078,086	12

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
Business Development/Marketing	100,000	300,000	192,857	200,000	7
Consulting	100,000	300,000	248,529	300,000	34
Operations	100,000	300,000	176,087	200,000	23
Product Management	100,000	200,000	185,000	200,000	10

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
Business Development/Marketing	1,831,140	2,827,524	2,342,483	2,328,317	10
Consulting	1,493,208	3,400,000	2,169,310	2,140,320	67
Operations	1,800,000	2,745,455	2,167,560	2,142,963	23
Product Management	2,116,334	2,450,216	2,290,138	2,278,086	12

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
Business Development/Marketing	2,071,140	3,355,644	2,829,799	2,910,506	10
Consulting	1,763,208	4,543,500	2,686,018	2,585,000	67
Operations	2,120,418	3,029,299	2,529,155	2,422,963	23
Product Management	2,450,216	2,849,435	2,715,639	2,787,091	12

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	1,449,996	3,100,000	2,011,512	2,009,316	52
Chandigarh	2,250,216	2,250,216	2,250,216	2,250,216	1
Chennai	1,750,000	1,969,172	1,874,475	1,904,254	3
Gurgaon	1,600,000	2,940,000	2,214,842	2,296,548	15
Hyderabad	1,731,140	2,293,760	2,001,687	1,990,924	4
Mumbai	1,771,200	2,426,600	2,100,644	2,078,086	16
New Delhi	2,208,000	2,500,008	2,354,004	2,354,004	2
Noida	1,753,171	2,340,300	2,162,646	2,340,300	5
Pune	1,600,000	2,200,000	1,946,693	1,966,334	13
Udupi	2,263,942	2,263,942	2,263,942	2,263,942	1

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	100,000	300,000	239,394	300,000	33
Chandigarh	200,000	200,000	200,000	200,000	1
Chennai	100,000	100,000	100,000	100,000	2
Gurgaon	100,000	300,000	195,455	150,000	11
Hyderabad	100,000	100,000	100,000	100,000	3
Mumbai	200,000	300,000	233,333	200,000	12
New Delhi	300,000	300,000	300,000	300,000	1
Noida	100,000	200,000	175,000	200,000	4
Pune	100,000	200,000	164,286	150,000	7

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

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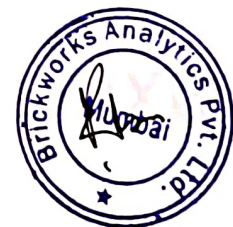
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5.5.3 Total Guaranteed Cash Component

Location	Min	Max	Average	Median	Count
Bengaluru	1,493,208	3,400,000	2,163,436	2,140,320	52
Chandigarh	2,450,216	2,450,216	2,450,216	2,450,216	1
Chennai	1,750,000	2,069,172	1,941,142	2,004,254	3
Gurgaon	1,600,000	3,090,000	2,358,175	2,350,000	15
Hyderabad	1,831,140	2,393,760	2,076,687	2,040,924	4
Mumbai	1,771,200	2,600,000	2,275,644	2,278,086	16
New Delhi	2,500,008	2,508,000	2,504,004	2,504,004	2
Noida	1,853,171	2,540,300	2,302,646	2,540,300	5
Pune	1,600,000	2,200,000	2,035,155	2,116,334	13
Udupi	2,263,942	2,263,942	2,263,942	2,263,942	1

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	1,763,208	4,543,500	2,676,617	2,575,950	52
Chandigarh	2,450,216	2,450,216	2,450,216	2,450,216	1
Chennai	2,222,500	2,342,172	2,277,642	2,268,254	3
Gurgaon	2,032,000	3,650,000	2,871,010	2,778,842	15
Hyderabad	2,071,140	2,711,760	2,412,597	2,433,744	4
Mumbai	2,071,200	3,385,500	2,796,351	2,849,435	16
New Delhi	2,708,342	2,748,000	2,728,171	2,728,171	2
Noida	2,160,971	3,029,299	2,802,006	3,029,299	5
Pune	2,032,000	2,727,600	2,397,290	2,397,267	13
Udupi	2,463,942	2,463,942	2,463,942	2,463,942	1

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

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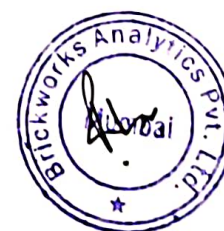
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6. Compliance Statement

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

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