Ref no. SN/SMER/XIMB/2017/CH585

April 24, 2017

To,
Placement Coordinator,
The Placement Office
Xavier Institute of Management,
Xavier Square,
Bhubaneswar - 751 013

Re: Audit of the Placement Report of the MBA – Human Resource Management (MBA-HRM) programme, 2014-16
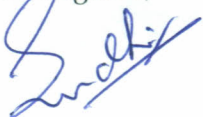
Dear Sir,

CRISIL have audited the Placement Report prepared by Xavier Institute of Management, Bhubaneswar (XIM-B), for the final placements of students in the MBA-HRM batch of 2014-16. CRISIL has validated the information provided in the report with the relevant documentation, and offers the following comments:

1. CRISIL have obtained all information and explanations as were necessary for conducting the audit. We believe the Placement Report complies with the requirements of Indian Placement Reporting Standards (IPRS) Version 2.1.
2. The validation of information presented in the report is based on communication received by XIM-B from the recruiting companies. CRISIL has not independently sourced any information or documentation.
3. CRISIL have verified the information with respect to remuneration, job function and location presented in the report with communication received from recruiters. Information regarding compensation received from individual students has not been used.
   a. Where offer letters or other recruiter communications were not available, the report indicates it as "Data not available". Data was not available for 42 students who sought placements through the institute. We have not been able to verify the status of 42 students in the absence of required data.
   b. The information has been categorized as best as possible under various salary heads according to IPRS Version 2.1; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
   c. Proof of acceptance of the offers is indicated by student signing the offer letter. Such proof was not available for 39 students.
4. The number of students opting out of the placement process has been established through written communication from the students.

Thank you,

Best regards,

Sudhir Nair
Director - Education Gradings
Tel: +91 22 3342 3526
Email: sudhir.nair@crisil.com

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X I M Bhubaneswar

Connecting Business & Society

MBA-Human Resource Management

FINAL PLACEMENTS

2014-16

Contents

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1. Classification of the Entire Graduate Pool

The graduating class is categorised into three major groups:

- Graduates seeking placement through the institute
- Graduates not seeking placement through the institute
- Graduates who did not get placed

Categories	Number
1. Sought placement through the institute	**89***
2. Did not seek placement through the institute	
2a. Company-sponsored or already employed	
2b. Continuing education	
2c. Postponing job search	
2d. Entrepreneurship (Starting a new business)	
2e. Returning to/joining family business	
2f. Seeking placement outside the campus placement process	
2g. Not seeking placements for other reasons	1
Total who did not seek employment through the institute	**1**
3. Number unplaced, if any	
Total Graduates	**90**

Out of 89 students, placements of only 47 could be verified

Table 1: Classification of the Entire Graduate Pool

2. Sector-wise classification

The table below shows sector-wise break-up of the accepted offers.

Sector	Number of Offers accepted
BFSI sector	8
Conglomerate	5
Consulting	1
Information Technology (IT)	9
Manufacturing	9
Others	3
Telecom	12
Total	**47**

Table 2: Classification of Placements Based on Sector

For XIM, Bhubaneswar
Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013

For CRISIL Limited, Mumbai

3. Function-wise classification

The table below shows function-wise break-up of the accepted offers.

Function	Number of Offers accepted
Analyst	1
Human resource	44
Management Trainee	2
Total	47

Table 3: Classification of Placements Based on Function

4. Location-wise classification

The table below shows location-wise break-up of the accepted offers.

Location	Number of Offers accepted
Bengaluru	4
Kolkata	1
Data not Available	42
Total	47

Table 4: Classification of Placements Based on Location

For XIM, Bhubaneswar
Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013

For CRISIL Limited, Mumbai

5. Salary details

5.1 Salary Heads – Domestic (INR)

	Salary Head (INR)	Min	Max	Median	Mean	Data
A	Fixed Yearly Cash Component	599,682	1,487,052	910,104	945,019	47
B	One-time Cash Payment	80,000	150,000	100,000	106,000	10
A+B	Total Guaranteed Cash Component	599,682	1,587,052	925,000	967,572	47
D	Maximum Earning Potential including non-cash, long term and performance linked components)	700,000	1,900,000	950,004	1,072,203	47

Table 5: Classification of Salary Components in INR

For XIM, Bhubaneswar
Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013

For CRISIL Limited, Mumbai

5.4 Sector-wise classification of salary

Others include sectors which do not fall into the given categories such as E-commerce, Media and Advertising, HR Consulting etc.

Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.

5.4.1 Sector-wise classification of salary - Domestic (INR)

Total Fixed Salary (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	599,682	1,420,000	871,418	1,025,347	8
Conglomerate	725,000	1,088,700	1,056,850	970,480	5
Consulting	750,000	750,000	75,000	750,000	1
Information Technology (IT)	656,000	990,000	810,108	841,825	9
Manufacturing	700,000	1,487,052	1,440,582	1,100,574	9
Telecom	750,000	1,200,000	105,900	867,594	12
Others	600,000	1,200,000	750,000	906,000	3

Table 6: Sector-wise Classification of Fixed Yearly Cash Component in INR

One Time Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	150,000	150,000	150,000	150,000	2
Conglomerate	80,000	80,000	80,000	80,000	2
Information Technology (IT)	100,000	100,000	150,000	100,000	4
Manufacturing	100,000	100,000	100,000	100,000	2

Table7: Sector-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	599,682	1,420,000	1,021,548	1,062,847	8
Conglomerate	725,000	1,168,700	1,096,850	1,002,480	5
Consulting	750,000	750,000	75,000	750,000	1
Information Technology (IT)	656,000	1,090,000	900,000	886,270	9
Manufacturing	700,000	1,587,052	1,540,582	1,122,796	9
Telecom	750,000	1,200,000	1,059,500	867,594	12
Others	600,000	1,200,000	1,059,000	906,000	3

Table 8: Sector-wise Classification of Total Guaranteed Cash Component in INR

For XIM, Bhubaneswar

Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013

For CRISIL Limited, Mumbai

Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	75,000	175,000	143,750	124,500	5
Conglomerate	200,000	200,000	200,000	200,000	2
Information Technology (IT)	24,000	144,000	24,000	48,000	5
Manufacturing	88,000	325,000	200,000	234,500	8
Telecom	100,000	100,000	105,970	100,000	1
Others	144,000	144,000	100,000	144,000	2

Table 9: Sector-wise Classification of Performance Linked Compensation in INR

Other Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	150,000	150,000	200,000	150,000	2
Conglomerate	80,000	80,000	106,556	80,000	2
Information Technology (IT)	100,000	100,000	15,900	100,000	4
Manufacturing	100,000	100,000	112,948	100,000	2

Table 10: Sector-wise Classification of Other Payments in INR

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	750,005	1,620,000	1,2750,04	1,240,002	8
Conglomerate	725,000	1,475,256	1,250,128	1,125,102	5
Consulting	750,000	750,000	75,000	750,000	1
Information Technology (IT)	800,000	1,090,000	900,000	920,003	9
Manufacturing	700,000	1,900,000	1,850,000	1,355,556	9
Others	700,000	1,200,000	10,5970	939,333	3
Telecom	750,000	1,200,000	750,000	900,000	12

Table 11: Sector-wise Classification of Maximum Earning Potential in INR

For XIM, Bhubaneswar
Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013

For CRISIL Limited, Mumbai

5.5 Function-wise classification of salary

Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.

5.5.1 Function-wise classification of salary – Domestic (INR)

Total Fixed Salary (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Analyst	750,000	750,000	75,000	750,000	1
Human Resources	599,682	1,487,052	871,458	943,543	44
Management Trainee	1,075,000	1,075,000	1,075,000	1,075,000	2

Table 12: Function-wise Classification of Fixed Yearly Cash Component in INR

One Time Cash Payments (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Human Resources	80,000	150,000	100,000	106,000	10

Table 13: Function-wise Classification of One Time Cash Payments in INR

Total Guaranteed Cash Components(INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Analyst	750,000	750,000	75,000	75,000	1
Human Resources	599,682	1,587,052	914,052	967,634	44
Management Trainee	1,075,000	1,075,000	1,075,000	1,075,000	2

Table 14: Function-wise Classification of Total Guaranteed Cash Components in INR

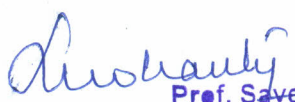| Performance Linked Compensation (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Human Resources	24,000	325,000	144,000	136,976	21
Management Trainee	325,000	325,000	325,000	325,000	2

Table 15: Function-wise Classification of Performance Linked Compensation Components in INR

Other Payments (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Human Resources	15,900	200,000	78,456	86,947	16

Table 6: Function-wise Classification of Other Payments in INR

Maximum Earning Potential (INR)					
Functions	**Min**	**Max**	**Median**	**Mean**	**Data**
Analyst	750,000	750,000	75,000	750,000	1
Human Resources	700,000	1,900,000	930,000	1,064,626	44
Management Trainee	1,400,000	1,400,000	1,400,000	1,400,000	2

Table 7: Function-wise Classification of Maximum Earning Potential in INR

Prof. Saveeta Mohanty
For XIM, Bhubaneswar Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013

For CRISIL Limited, Mumbai

5.6 Location-wise classification of salary

Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers which contain such payments and are given in order to indicate the industry benchmark.

5.6.1 Location-wise classification of salary – Domestic (INR)

Total Fixed Salary (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	810,108	910,104	810,108	835,107	4
Kolkata	850,000	850,000	85,000	850,000	1
Data not available	599,682	1,487,052	894,774	957,749	42

Table 18: Location-wise Classification of Fixed Yearly Cash Component in INR

One Time Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Data not available	80,000	150,000	100,000	106,000	10

Table 19: Location-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	810,108	910,104	810,108	835,107	4
Kolkata	850,000	850,000	850,00	850,000	1
Data not available	599,682	1,587,052	968,500	982,987	42

Table 20: Location-wise Classification of Total Guaranteed Cash Component in INR

Performance Linked Compensation (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	24,000	24,000	24,000	24,000	4
Kolkata	85,000	85,000	85,000	85,000	1
Data not available	75,000	325,000	175,770	185,861	18

Table 21: Location-wise Classification of Performance Linked Compensation in INR

For XIM, Bhubaneswar
Prof. Saveeta Mohanty
Associate Dean, CAS Committee
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Bhubaneswar-751013

For CRISIL Limited, Mumbai
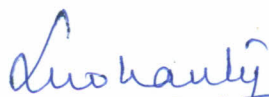
Other Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	15,900	15,900	150,009	15,900	4
Data not available	37,823	15,009	850,008	110,629	12

Table 22: Location-wise Classification of Other Payments in INR

Maximum Earning Potential (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	850,008	950,004	850,008	875,007	4
Kolkata	935,000	935,000	935,000	935,000	1
Data not available	700,000	1,900,000	975,000	1,094,250	42

Table 23: Location-wise Classification of Maximum Earning Potential Component in INR

For XIM, Bhubaneswar
Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013

For CRISIL Limited, Mumbai

6. Other details

Sl. No.	Parameters	Number
1	Total Pre-Placement offers awarded	8
2	Total Pre-Placement offers accepted	8

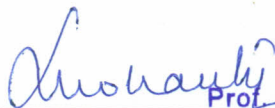Table 24: Details regarding Pre-Placement Offers (PPO)

7. Compliance statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Version 2.1.

The instances where the report deviates from the standards and the reasons for them are mentioned below:

Sl. No.	Deviation from the standards	Reason
1	PPO could not be verified	Letters not provided

Table 25: List of Deviations from Standards with reasons for the same

Prof. Saveeta Mohanty
Associate Dean, CAS Committee
Xavier University / XIMB
Bhubaneswar-751013

For XIM, Bhubaneswar

For CRISIL Limited, Mumbai