

Ref No: RS/SMER/SPJIMR/2018/CH 840
April 4, 2018

To,
The Chairperson
The Placement Office
SP Jain Institute of Management and Research
Munshi Nagar
Andheri (W)
Mumbai 400 058

Re: Audit of the Placement Report of the Post Graduate Diploma in Management (PGDM) Programme, 2015-17

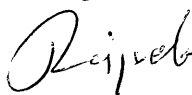
Dear Sir,

CRISIL have audited the Placement Report prepared by SP Jain Institute of Management and Research (SPJIMR), Mumbai, for the final placements of students in the PGDM batch of 2015-17. 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 SPJIMR 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. Data was not available for 20 students who sought placements through the institute. We have not been able to verify the status of the 20 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. The acceptance of offer for 21 students out of 206 could not be verified.
4. The number of students opting out of the placement process has been established through written communication from the students.

Thank You,

Best Regards,



T. Raj Sekhar
Director - Education Gradings
Email: rajsekhar.t@crisil.com



FINAL PLACEMENTS OF PGDM (BATCH 2015-2017)

Contents

1. Classification of the Entire Graduate Pool	3
2. Sector-wise classification	4
3. Function-wise classification.....	5
4. Location-wise classification	5
5. Salary details.....	6
5.1 Salary Heads – Domestic (INR).....	6
5.2 Salary Heads – International (USD)	6
5.3 Salary Statistics at PPP (USD)	6
5.4 Sector-wise classification of salary	7
5.4.1 Sector-wise classification of salary - Domestic (INR)	7
5.5 Function-wise classification of salary.....	10
5.5.1 Function-wise classification of salary – Domestic (INR)	10
5.6 Location-wise classification of salary	12
5.6.1 Location-wise classification of salary – Domestic (INR)	12
6. Other details	14

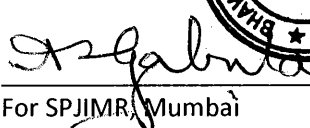
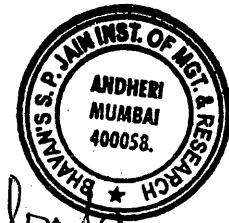
1. Classification of the Entire Graduate Pool

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	226
2. Did not seek placement through the institute	3
2a. Company-sponsored or already employed	0
2b. Continuing education	0
2c. Postponing job search	0
2d. Entrepreneurship (Starting a new business)	0
2e. Returning to/joining family business	0
2f. Seeking placement outside the campus placement process	0
2g. Not seeking placements for other reasons	3
Total who did not seek employment through the institute	3
3. Number unplaced, if any	0
Total Graduates	229¹

Table 1: Classification of the Entire Graduate Pool



 For SPJIMR, Mumbai



 For CRISIL Limited, Mumbai

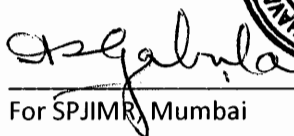
¹ Offer letter of 20 students could not be verified as they were not available


2. Sector-wise classification


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

Sector	Number of Offers accepted
Domestic	
BFSI	25
Conglomerate	5
Consulting	56
E-commerce	23
FMCG/ FMCD	62
IT / ITES	15
Manufacturing	2
Media and Entertainment	3
Pharmaceuticals	3
Retail	2
Telecom	5
International	
Consulting	5
Total	206

Table 2: Classification of Placements Based on Sector


For SPJIMR, Mumbai




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
Domestic	
Consulting	34
Finance	39
Management Trainee	9
Operations/Supply Chain	41
Sales and Marketing	50
Systems/IT	28
International	
Consulting	5
Total	206

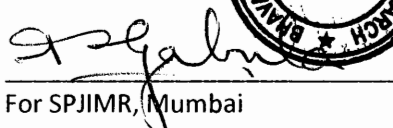
Table 3: Classification of Placements Based on Function


4. Location-wise classification

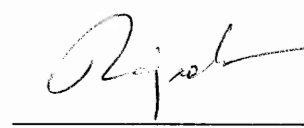
The table below shows location-wise break-up of the accepted offers.


Location	Number of Offers accepted
Domestic	
Bangalore	40
Chennai	4
Delhi - NCR	34
Hyderabad	12
Kolkata	6
Mumbai	96
Others	5
Pune	4
International	
Malaysia	5
Total	206

Table 4: Classification of Placements Based on Location


For SPJIMR, Mumbai




For CRISIL Limited, Mumbai



5. Salary details

5.1 Salary Heads – Domestic (INR)

	Salary Head (INR)	Min	Max	Mean	Median	Data
A	Fixed Yearly Cash Component	833,000	2,083,000	1,476,002	1,455,000	195
B	One-time Cash Payment	100,000	610,000	276,543	292,500	140
A+B=C	Total Guaranteed Cash Component	837,000	2,483,000	1,671,873	1,705,000	195
D	Performance Linked Compensation	83,000	686,000	227,283	200,000	127
E	Maximum Earning Potential (including non-cash, long term and performance linked components)	925,000	3,348,000	1,914,760	1,999,600	201

Table 5: Classification of Salary Components in INR

5.2 Salary Heads – International (USD)

	Salary Head (USD)	Min	Max	Mean	Median	Data
A	Fixed Yearly Cash Component	25,500	26,750	26,500	26,750	5
B	One-time Cash Payment	-	-	-	-	-
A+B=C	Total Guaranteed Cash Component	25,500	26,750	26,500	26,750	5
D	Performance Linked Compensation	-	-	-	-	-
E	Maximum Earning Potential (including non-cash, long term and performance linked components)	25,500	26,750	26,500	26,750	5

Table 6: Classification of Salary Components in USD

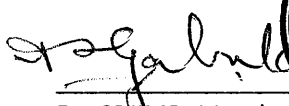
Conversion rate to USD is as per exchange rate on December 29, 2017

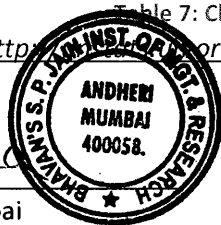
5.3 Salary Statistics at PPP (USD)


Salary Head (USD)	Min	Max	Mean	Median	Data
INR salary (Total guaranteed cash component)	34,890	103,501	69,359	70,805	195
Non-INR salary (Total guaranteed cash component)	47,422	49,767	49,302	49,767	5
Combined INR and non-INR salary (Total guaranteed cash component)	34,890	103,501	68,709	69,612	200
INR salary (Maximum Earning Potential)	38,558	139,558	79,482	83,351	201
Non-INR salary (Maximum Earning Potential)	47,422	49,767	49,302	49,767	5
Combined INR and non-INR salary (Maximum Earning Potential)	38,558	139,558	78,684	83,339	206

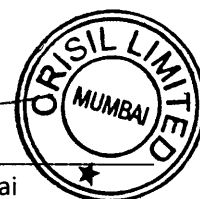
Table 7: Classification of Salary Components in USD

PPP data as per <http://data.oecd.org/unsd/mdg/SeriesDetail.aspx?srid=699>


For SPNMR, Mumbai




For CRISIL Limited, Mumbai



5.4 Sector-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.

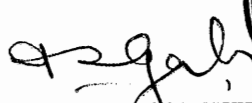

5.4.1 Sector-wise classification of salary - Domestic (INR)

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	837,000	1,670,000	1,266,000	1,217,250	24
Conglomerate	1,332,000	1,785,000	1,332,000	1,422,600	5
Consulting	1,150,000	1,951,000	1,580,000	1,565,739	56
E-commerce	1,400,000	1,850,000	1,700,000	1,665,182	22
FMCG/ FMCD	833,000	2,083,000	1,557,000	1,487,502	60
IT / ITES	1,121,000	1,725,000	1,322,000	1,394,462	13
Manufacturing	1,175,000	1,216,000	1,195,500	1,195,500	2
Media and Entertainment	1,208,000	1,473,000	1,297,000	1,326,000	3
Pharmaceuticals	1,201,000	1,216,000	1,201,000	1,206,000	3
Retail	1,270,000	1,270,000	1,270,000	1,270,000	2
Telecom	1,416,000	1,511,000	1,270,000	1,454,560	5

Table 8 Sector-wise Classification of Fixed Yearly Cash Component in INR

One time Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	100,000	300,000	300,000	250,000	7
Conglomerate	250,000	250,000	250,000	250,000	4
Consulting	100,000	500,000	300,000	242,317	41
E-commerce	200,000	450,000	300,000	302,273	22
FMCG/ FMCD	100,000	610,000	250,000	301,421	57
IT / ITES	100,000	200,000	200,000	175,000	4
Manufacturing	-	-	-	-	-
Media and Entertainment	-	-	-	-	-
Pharmaceuticals	400,000	400,000	400,000	400,000	1
Retail	-	-	-	-	-
Telecom	250,000	350,000	250,000	275,000	4

Table 9: Sector-wise Classification of Overtime Cash Payments in INR

For SPJIMR, Mumbai



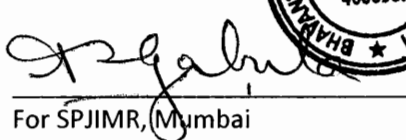


For CRISIL Limited, Mumbai



Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	837,000	1,895,000	1,266,000	1,290,167	24
Conglomerate	1,582,000	1,785,000	1,582,000	1,622,600	5
Consulting	1,150,000	2,450,000	1,755,000	1,958,364	56
E-commerce	1,400,000	2,300,000	2,000,000	1,958,364	22
FMCG/ FMCD	983,000	2,483,000	1,779,000	1,768,435	60
IT / ITES	1,121,000	1,925,000	1,419,000	1,448,462	13
Manufacturing	1,175,000	1,217,000	1,196,000	1,196,000	2
Media and Entertainment	1,208,000	1,473,000	1,297,000	1,326,000	3
Pharmaceuticals	1,201,000	1,616,000	1,201,000	1,339,333	3
Retail	1,270,000	1,270,000	1,270,000	1,270,000	2
Telecom	1,512,000	1,766,000	1,698,600	1,674,760	5

Table 10: Sector-wise Classification of Total Guaranteed Cash Component in INR

Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	100,000	300,000	150,000	193,750	4
Conglomerate	330,000	330,000	330,000	330,000	1
Consulting	100,000	370,500	180,000	194,227	44
E-commerce	83,000	83,000	83,000	83,000	5
FMCG/ FMCD	141,000	686,000	216,000	266,500	46
IT / ITES	200,000	440,000	325,000	310,833	12
Manufacturing	94,000	200,000	147,000	147,000	2
Media and Entertainment	140,000	170,000	150,000	153,333	3
Pharmaceuticals	130,000	136,000	136,000	134,000	3
Retail	150,000	150,000	150,000	150,000	2
Telecom	170,000	500,000	228,000	270,800	5

Table 11: Sector-wise Classification of Performance Linked Compensation in INR



 For SPJIMR, Mumbai

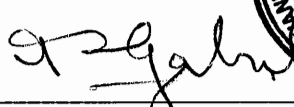
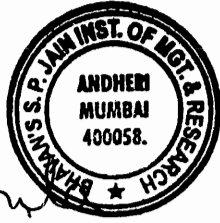


 For CRISIL Limited, Mumbai

Other Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	44,000	105,000	75,800	76,165	23
Conglomerate	88,000	200,000	200,000	177,600	5
Consulting	26,000	168,000	73,000	85,093	43
E-commerce	76,000	100,000	76,000	65,600	4
FMCG/ FMCD	65,000	249,000	103,000	131,276	58
IT / ITES	77,000	199,000	83,000	113,000	11
Manufacturing	83,000	131,000	107,000	107,000	2
Media and Entertainment	52,000	57,000	53,000	54,000	3
Pharmaceuticals	162,000	186,000	162,000	170,000	3
Retail	79,000	79,000	79,000	79,000	2
Telecom	73,000	114,000	73,000	84,200	5

Table 11: Sector-wise Other Payments in INR

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	925,000	2,000,000	1,310,000	1,407,632	25
Conglomerate	1,782,000	2,203,000	1,782,000	1,866,200	5
Consulting	1,150,000	2,820,500	1,999,000	1,962,446	56
E-commerce	1,500,000	2,300,000	2,054,000	1,992,478	23
FMCG/ FMCD	1,453,000	2,873,000	2,093,000	2,099,437	62
IT / ITES	1,400,000	3,348,000	1,728,000	1,925,267	15
Manufacturing	1,400,000	1,500,000	1,450,000	1,450,000	2
Media and Entertainment	1,400,000	1,700,000	1,500,000	1,533,333	3
Pharmaceuticals	1,499,000	1,932,000	1,499,000	1,643,333	3
Retail	1,499,000	1,499,000	1,499,000	1,499,000	2
Telecom	1,999,600	2,100,000	1,999,600	2,029,760	5

Table 12: Sector-wise Classification of Maximum Earning Potential Cash Component in INR



 For SPJIMR, Mumbai



 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)

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	1,150,000	1,743,000	1,518,500	1,500,865	34
Finance	833,000	1,778,000	1,332,000	1,348,658	38
Management Trainee	1,003,000	1,785,000	1,303,000	1,326,267	9
Operations/Supply Chain	1,175,000	1,951,000	1,600,000	1,581,846	39
Sales and Marketing	939,000	2,083,000	1,525,000	1,504,561	49
Systems/IT	886,000	1,996,000	1,378,000	1,468,846	26



Table 13: Function-wise Classification of Fixed Yearly Cash Component in INR



One time Cash Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	100,000	300,000	300,000	247,917	24
Finance	100,000	400,000	275,000	247,619	21
Management Trainee	100,000	610,000	300,000	331,714	7
Operations/Supply Chain	100,000	500,000	250,000	272,059	34
Sales and Marketing	100,000	610,000	250,000	278,525	40
Systems/IT	100,000	500,000	375,000	346,643	14

Table 14: Function-wise Classification of Onetime Cash Payments in INR

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	1,150,000	2,024,000	1,714,700	1,675,865	34
Finance	837,000	2,000,000	1,582,000	1,485,500	38
Management Trainee	1,153,000	2,199,700	1,403,000	1,584,267	9
Operations/Supply Chain	1,175,000	2,450,000	1,869,000	1,808,821	39
Sales and Marketing	1,090,000	2,483,000	1,750,000	1,727,867	49
Systems/IT	1,121,000	2,300,000	1,527,500	1,658,423	26

Table 15: Function-wise Classification of Total Guaranteed Cash Component in INR



 For SPJIMR, Mumbai



 For CRISIL Limited, Mumbai

Performance Linked Compensation (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	100,000	370,000	165,000	182,704	27
Finance	83,000	637,000	185,000	210,154	13
Management Trainee	141,000	330,000	141,000	180,600	5
Operations/Supply Chain	83,000	425,000	202,500	234,345	29
Sales and Marketing	100,000	500,000	222,000	259,395	38
Systems/IT	140,000	686,000	216,000	242,933	15



Table 16: Function-wise Classification of Performance Linked Compensation in INR

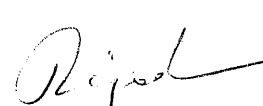

Other Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	26,000	96,000	73,000	67,400	29
Finance	28,000	200,000	80,000	96,553	30
Management Trainee	79,000	240,000	159,000	160,111	9
Operations/Supply Chain	71,000	249,000	133,500	130,346	26
Sales and Marketing	60,000	249,000	103,000	120,156	45
Systems/IT	52,000	236,000	78,500	96,810	20

Table 16: Function-wise Classification of Other Payments in INR

Maximum Earning Potential Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	1,150,000	2,280,000	1,951,000	1,878,441	34
Finance	925,000	2,250,000	1,750,000	1,635,323	39
Management Trainee	1,453,000	2,439,700	1,603,000	1,844,711	9
Operations/Supply Chain	1,400,000	2,820,500	2,071,500	2,068,829	41
Sales and Marketing	1,299,000	2,873,000	2,057,000	2,040,450	50
Systems/IT	1,265,000	3,348,000	1,808,500	1,920,543	28

Table 17: Function-wise Classification of Maximum Earning Potential Cash Component in INR



 For SPJIMR, Mumbai



 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)



Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	1,090,000	1,996,000	1,712,000	1,682,535	40
Chennai	1,121,000	1,312,000	1,216,000	1,216,250	4
Delhi – NCR	1,003,000	1,950,000	1,332,000	1,407,394	33
Hyderabad	833,000	1,724,000	1,421,500	1,371,250	12
Kolkata	1,150,000	1,600,000	1,600,000	1,525,000	6
Mumbai	837,000	2,083,000	1,451,800	1,437,934	92
Others	1,175,000	1,440,000	1,431,000	1,381,600	5
Pune	1,311,000	1,785,000	1,311,000	1,469,000	3

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

One time Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	100,000	500,000	300,000	291,429	35
Chennai	-	-	-	-	-
Delhi - NCR	100,000	500,000	250,000	267,308	26
Hyderabad	150,000	300,000	300,000	266,667	12
Kolkata	250,000	250,000	250,000	250,000	5
Mumbai	100,000	610,000	252,000	284,759	58
Others	150,000	150,000	150,000	150,000	4
Pune	-	-	-	-	-

Table 19: Location-wise Classification of Onetime Cash Payments in INR



 For SPJIMR, Mumbai





 For CRISIL Limited, Mumbai

Total Guaranteed Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	1,090,000	2,450,000	2,000,000	1,937,535	40
Chennai	1,121,000	1,313,000	1,217,000	1,217,000	4
Delhi - NCR	1,153,000	2,450,000	1,582,000	1,611,939	33
Hyderabad	983,000	2,024,000	1,671,500	1,637,917	12
Kolkata	1,150,000	1,850,000	1,850,000	1,733,333	6
Mumbai	837,000	2,483,000	1,670,000	1,613,934	92
Others	1,175,000	1,590,000	1,581,000	1,501,600	5
Pune	1,311,000	1,785,000	1,311,000	1,469,000	3

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

Performance Linked Compensation (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	83,000	440,000	185,000	187,500	24
Chennai	200,000	200,000	205,000	200,000	4
Delhi - NCR	141,000	400,000	201,000	242,441	17
Hyderabad	135,000	686,000	165,000	263,167	12
Kolkata	200,000	200,000	200,000	200,000	5
Mumbai	100,000	500,000	200,000	215,140	57
Others	94,000	387,000	387,000	328,400	5
Pune	330,000	340,000	340,000	336,667	3

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



 For SPJIMR, Mumbai



 For CRISIL Limited, Mumbai

Other Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	75,000	236,000	154,000	134,480	20
Chennai	79,000	87,000	83,000	83,000	4
Delhi - NCR	65,000	249,000	136,000	137,271	28
Hyderabad	57,000	76,000	67,500	64,700	10
Kolkata	103,000	103,000	103,000	103,000	5
Mumbai	26,000	240,000	79,000	99,288	84
Others	71,000	131,000	71,000	83,000	5
Pune	77,000	88,000	77,000	80,667	3

Table 21: Location-wise Classification of Other Payments in INR

Maximum Earning Potential (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	1,450,000	2,820,500	2,150,000	2,126,538	40
Chennai	1,400,000	1,600,000	1,500,000	1,500,000	4
Delhi – NCR	1,265,000	2,820,500	1,782,000	1,857,621	34
Hyderabad	1,686,000	2,280,000	1,976,000	1,955,000	12
Kolkata	1,150,000	2,153,000	2,153,000	1,985,833	6
Mumbai	925,000	3,348,000	1,941,000	1,857,491	96
Others	1,400,000	2,048,000	2,039,000	1,913,000	5
Pune	1,728,000	2,203,000	1,728,000	1,846,750	4



Table 22: Location-wise Classification of Maximum Earning Potential in INR



6. Other details

Sr. No.	Parameters	Number*
1	Total Pre-Season Placement offers offered	45
2	Total Pre-Season Placement offers accepted	44

Table 23: Details regarding Pre- Season Placement Offers

*As per the data provided by institute



 For SPJIMR, Mumbai



 For CRISIL Limited, Mumbai