XLRI Placement Report

(Batch 2022-2024)

B2K analytics

BYTES TO KNOWLEDGE

Ref: B2K/XLRI/MUM/RB/003/2024-25 **March 3, 2025**

The Convenor

Placement Office

XLRI - Xavier School of Management,

Jamshedpur -831001

Jharkhand

Dear Sir,

Re: **Audit of Placement Report for 2022-24 placements of Post Graduate Diploma in Business Management and Post Graduate Diploma in Human Resource Management programmes 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 2022-24 batch of Post Graduate Diploma in Business Management and Post Graduate Diploma in Human Resource Management programmes 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.

B2K Analytics Private Limited

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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 some 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). In cases where the vesting schedule was not specified, we have assumed that 25% of the ESOPs will vest in the first year.
    d. Long-Term benefits (to be paid after twelve months) like ESOPs, retention bonus and any other long-term benefit (if mentioned in the offer letter) 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 the job location and function of students could not be established from the documents, and where offer letters were not signed, the details have been confirmed by the institute. An official declaration regarding the same has been obtained from the Placement Convenor.
    g. 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 503 students eligible for placements, 5 students opted out of the placement process.

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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
CEO
B2K Analytics

Contents

	Overview	1
1.	Classification of Students	4
1.1	Classification of the entire placement pool	4
2.	Sector wise classification	5
3.	Function wise Classification	6
4.	Location wise classification	7
4.1	Classification of Domestic Locations	7
4.2	Classification of International Locations	7
5.	Salary Data	8
5.1	Salary Heads - Domestic (INR)	8
5.2	Salary Heads - International (USD)	8
5.3	Salary Statistics at PPP Adjusted rates	9
5.4	Combined Salary Statistics in INR	9
5.5	Sector wise classification of salary	10
5.5.1	Fixed Yearly Cash Component	10
5.5.2	One-time cash Payment	11
5.5.3	Total Guaranteed Cash Component	12
5.5.4	Maximum Earning potential	13
5.6	Function wise Classification of salary	14
5.6.1	Fixed Yearly component	14
5.6.2	One Time Cash Payment	14
5.6.3	Total guaranteed Cash component	15
5.6.4	Maximum Earning Potential	15
5.7	Location wise Classification of salary	16
5.7.1	Fixed yearly Cash Component	16
5.7.2	One Time cash Component	16
5.7.3	Total Guaranteed Cash Component	17
5.7.4.	Maximum earning Potential	17
6.	Other Details	18
7.	Compliance Statement	18

List of Tables

Table 1.1:	Classification of the entire placement pool	4
Table 2.1:	Classification of offer based on Sectors	5
Table 3.1:	Classification of Offer based on Functions/Roles	6
Table 4.1:	Classification of offers based on domestic locations	7
Table 4.2:	Classification of offers based on International locations	7
Table 5.1:	Classification of salary heads -Domestic	8
Table 5.2:	Classification of salary heads - International	8
Table 5.3:	Salary statistics at PPP adjusted rate	9
Table 5.4:	Combined salary statistics in INR	9
Table 5.5.1:	Sector-wise classification of fixed Yearly Cash Component	10
Table 5.5.2:	Sector-wise classification of One-time Cash Payment	11
Table 5.5.3:	Sector-wise classification of Total Guaranteed Cash Payment	12
Table 5.5.4:	Sector-wise classification of Maximum Earning Potential	13
Table 5.6.1:	Function-wise classification of Fixed Yearly Cash Component	14
Table 5.6.2:	Function-wise classification of one- time Cash Component	14
Table 5.6.3:	Function-wise classification of Guaranteed Cash Component	15
Table 5.6.4:	Function-wise Classification of Maximum Earning Cash Component	15
Table 5.7.1:	Location-wise Classification of Fixed yearly Cash Component	16
Table 5.7.2:	Location-wise classification of One Time Cash Component	16
Table 5.7.3:	Location-wise classification of Total Guaranteed Cash component	17
Table 5.7.4:	Location-wise classification of Maximum earning Cash Component	17
Table 6.1:	Details regarding pre-placement offers (PPO)	18
Table 7.1:	Details of deviations from standards with reasons	18

Overview

XLRI Jamshedpur and XLRI Delhi NCR have triumphantly secured 100% placements for the graduating class of 2022-24 across their esteemed Two-year PGDM (BM) and Two-year PGDM (HRM) programs, with all, 503 students receiving job offers in the Final Recruitment Process. This placement process unfolded in two phases. Initially, the Lateral Recruitment Process (LRP) catered to candidates with prior work experience, offering them positions above the entry level. Subsequently, the Campus Recruitment Process (CRP) was implemented, wherein candidates were considered without regard to their previous work experience. A total of 154 recruiting entities participated, extending 519 domestic and 1 international offer, which included 65 new recruiters. Notably, pre-placement offers (PPOs) were extended to 33.39% of the cohort, reflecting the exceptional performance of these students during their Summer Internships. Candidates from both the Jamshedpur and Delhi NCR campuses were involved in this comprehensive placement endeavour.

Placement Process

The placement processes at XLRI happen in 2 stages – Lateral Recruitment Process (LRP) and Campus Recruitment Process (CRP). LRP involves participation of students with a prior work experience with firms offering niche and senior-level managerial positions to the students. CRP involved a semi-cohort process with firms participating across multiple roles across multiple functional domains.

Top Recruiters

The top segments based on roles offered were Consulting, ITES, E-Commerce, Sales & Marketing and General Management. Consulting firms extended offers to **26%** of the candidates. ITES, E-Commerce, Sales & Marketing constituted **20%** and **17%** of the roles offered to the students respectively. **Accenture Strategy, BCG, Amazon, Hindustan Unilever, Tata Steel and Bajaj Auto** made the highest number of offers. Other top and legacy recruiters include but not limited to Aditya Birla Group, Asian Paints, Bain & Company, ITC, IndigoEdge, JP Morgan Chase & Co., McKinsey, P&G and TAS. New recruiters include Accenture Technology Consulting, BMW, ClearTax, DE Shaw, Godrej Properties, L'Oreal, Michael Page, Ola, Philip Morris, Simpl, StrategyTech Advisors, Sutra Management Consulting, and Thoucentric to name a few.

Sectoral Overview

Consulting

XLRI continued to be the destination of choice for consulting firms such as Accenture Strategy, Accenture Technology Consulting, Aon, Auctus Advisors, Bain & Company, Boston Consulting Group, Deloitte, Everest Group, Ernst & Young, EY Parthenon, Intueri Consulting, Kearney, KPMG, Michael Page, McKinsey, PricewaterhouseCoopers, Samagra Governance, StrategyTech Advisors, Sutra Management Consulting, Vector Consulting and others participating in the process. The surge in consulting roles can be primarily linked to the influx of various new consulting companies recognizing the exceptional talent pool at XLRI, underscored by our rigorous pedagogical approach. This growing interest is further bolstered by the distinguished track record of XLRI graduates in esteemed management consulting firms both in India and internationally.

ITES, E-commerce, Gaming and Online Services

Despite the downturn in the tech sector market, recruitment remained robust in areas such as Product Management, Analytics, and Programme Management. A wide range of leading firms, including Amazon, American Express, Atlassian, Cleartrip, Coforge, Cognizant, Ekincare, Ergode, FedEx, Flipkart, Genpact, GyanSys, HCL Technologies, Hexaware, iLink Digital, Inme, Intellect, LTTS, Media.net, NG-Next, PhonePe, Pine Labs, PlayGames 24x7, Poshn, Renewbuy, Searce, Star Disney, Tata Communications, Tech Mahindra, Texas Instruments, Winzo, and Xiaomi, continued to actively recruit, showcasing the industry's resilience and the ongoing demand for skilled professionals in these key roles.

FMCG, Pharma and Real Estate

XLRI has established itself as a campus preferred by FMCGs, and the trend continued this year with top firms such as ABinBev, Amul, Asian Paints, Beam Suntory, Colgate Palmolive, Dabur, Diageo, Haleon, HCCB, Hindustan Unilever, ITC, Jubilant, L'Oréal, Marico, Mondelez, Nestle, P&G, Pepsico, Pernod Ricard, Philip Morris, Pidilite, Reckitt, Samsung Electronics and others participating. The process witnessed hiring by companies in the pharma chemical sector such as Sun Pharma, Becton Dickinson, among others. Real estate developers viz. Godrej Properties, Abhinandan Lodha Enterprises and Landmark Group participated in the process for the first time. Roles in Strategy, Sales & Marketing, Supply Chain, Operations, IT and Human Resources were offered to the graduating students.

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BFSI

The Finance sector was another major contributor, with the participation of firms such as Amazon, Angel One, Axis AMC, Bandhan Bank, Centrum Capital, Citi, Cleartax, Credit Saison, DBS, DE Shaw, Deutsche Bank, ETLI, Goldman Sachs, HDFC, HDFC Ergo, ICICI, Indigo Edge, IndusInd, JPMC, Kotak, L'Oreal, Natwest, NPCI, Piramal Enterprises, SimpL, SUD Life, TransUnion CIBIL, and Yes Bank, among others. The roles offered in this domain were Front End Investment Banking, Asset Management, Portfolio Management, Global and Corporate Banking, Wealth Management, Global Markets, Equity Research, and Retail Banking.

Automotive, Energy and Telecommunications

Manufacturing & Energy sector witnessed the boarding of recruiters such as BMW, Castrol, Crompton Greaves Essar, Exide Industries, KDDL, Ola, Saan Global, Shree Cements, Tata Power, Titan. Other legacy recruiters in these sectors were Bajaj Auto, Renew Power, Shell, Varroc. Airtel, Tata Electronics, and Vi were among other established firms in the telecommunications sector.

General Management

Roles in General Management were offered by conglomerates such as ABG, Bajaj Finserv, Capgemini, JSW, L&T, Mahindra, Reliance, RPG, RPG Zensar, TAS, Tata Steel and other firms.

HR

XLRI holds the distinction of being the top choice for HR studies in the nation, drawing interest from a broad spectrum of companies for HR roles, including ABG, Accenture TAP, Airtel, Amazon, Asian Paints, Bajaj Auto, Essar, Godrej Properties, HDFC Ergo, HUL, ITC, Ola, Reliance, Sun Pharma, TAS, Tata Electronics, Tata Steel, Vedanta, and more. The HR positions offered span a diverse range of functions such as HR Consulting, Recruitment, Compensation & Benefits, HR Analytics, and Chief of Staff roles. Leading consulting firms like Aon, KPMG, PwC, EY, and Deloitte specifically target XLRI students for exclusive HR consulting positions, underscoring their confidence in XLRI graduates as the future leaders in HR.

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1. Classification of students

1.1 Classification of the entire placement pool

Categories	Number
1. Number of students eligible for placements	503
1 a. Number of students graduating in 2024 PGDBM & PGDHRM	503
1 b. Number of students returning from Placement holiday	0
2. Number of students who did not seek placement through the institute	5
2 a. Company sponsored or already employed	0
2 b. Continuing education	0
2 c. Postponing job search/ seeking placement holiday	0
2 d. Entrepreneurship (Starting New business)	0
2 e. Returning to / joining family Business	0
2 f. Seeking placements outside the campus placement process	0
2.g Other Reasons	5
3. Total Who Sought Placements through the institute	498
4. Total Offers accepted	498
5. Number unplaced, if any	0

Table 1.1 Classification of the entire placement pool

For XLRI- Xavier School of Management
Placement Committee
Prof A. Kanagaraj

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For B2K Analytics, Mumbai

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2. Sector wise classification

Sectors	Domestic	International	Grand Total
Consulting	128		128
BFSI	75		75
FMCG	67		67
General Management	42		42
IT/ITES	38		38
Automobile	24		24
E-commerce	24		24
Manufacturing	18		18
Conglomerate	13		13
Telecommunications	11		11
Pharmaceutical & Healthcare	10		10
Consumer Durables	7		7
Energy & Environment	7		7
Real Estate	6		6
Online Gaming	5		5
Human Resources	5		5
Fintech	4		4
IT Consulting	4		4
Airline	3		3
Education	2		2
Logistics	2		2
Healthtech	2		2
Retail		1	1
Grand Total	**497**	**1**	**498**

Table 2.1 Classification of offers based on Sectors

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai

3. Functions/roles wise classification

Functions/Roles	Domestic	International	Grand Total
General Management	148		148
Consulting	131		131
Human Resource	70	1	71
Sales and Marketing	67		67
Finance	35		35
ITES	16		16
Product/Category Management	12		12
Operations/Supply Chain	11		11
Strategy	6		6
Analyst	1		1
Grand Total	**497**	**1**	**498**

Table 3.1 – Classification of offer based on functions/roles

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai

4. Locations wise Classification

4.1 Domestics

Location	Domestic
Mumbai	179
Delhi NCR	110
Bengaluru	103
Pune	20
Hyderabad	17
Kolkata	14
Chennai	12
Navi Mumbai	9
Other Cities*	33
Grand Total	**497**

Table 4.1: Classification of offers based on domestic locations

*Ahmedabad, Aurangabad, Bellary, Bhubaneshwar, Chandigarh, Cochin, Jaipur, Jamshedpur, Jharsuguda, Kelamangalam, Khandala, Sambalpur, Udaipur

4.2 International

Location	International
Dubai	1
Grand Total	**1**

Table 4.2: Classification of offers based on International locations

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai

5. Salary Data

Salary Heads – Domestic (INR)

Salary Head	MIN	MAX	MEAN	MEDIAN	DATA
Fixed Year Cash Component	9,63,359	45,00,000	20,99,621	21,00,000	497
One-time Cash Payment	18,000	10,50,000	3,60,106	3,00,000	357
Total Guaranteed Cash Component	9,63,359	45,00,000	23,58,289	23,00,000	497
Maximum Earning Potential	11,00,000	49,00,000	26,88,070	26,34,456	497

Table 5.1: Classification of salary heads-Domestic

* For all non INR salaries, all conversions to INR from USD are mode as per the average closing rates in 2024 (1 USD = 83.68 INR). Data is sourced from the Exchange Rates official website: https://www.exchangerates.org.uk/USD-INR-spot-exchange-rates-history-2024.html

Salary Heads – International (USD)

Salary Head	USD	DATA
Fixed Year Cash Component	45,763	1
One-time Cash Payment	1,090	1
Total Guaranteed Cash Component	46,853	1
Maximum Earning Potential	53,913	1

Table 5.2: Classification of salary heads-Domestic

* For International salaries, all conversions to USD from AED are made as per the average closing rates in 2024 (1 AED = 0.27 USD). Data sourced from: https://www.exchangerates.org.uk/AED-USD-spot-exchange-rates-history-2024.html

Description of Salary Heads

1. **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 the final and are not related to performance.
2. **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.
3. **Total Guaranteed Cash Component**: This is the sum of fixed yearly cash component and one-time cash component.
4. **Maximum Earning Potential** – This is the sum of total guaranteed cash component, max possible-linked variable pay & all other components of salary that are a part of the offer.

For XLRI- Xavier School of Management
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Salary Statistics at Purchasing Power Parity (PPP)

Salary Head	MIN	MAX	MEAN	MEDIAN	DATA
INR Salary (Total Guaranteed Cash Component)	47,691	2,22,772	1,16,747	1,13,861	497
Non-INR Salary (Total Guaranteed Cash Component)	72,574	72,574	72,574	72,574	1
Combined Salary (Total Guaranteed Cash Component)	47,691	2,22,772	1,16,658	1,13,861	498
INR Salary (Maximum Earning Potential)	54,455	2,42,574	1,33,073	1,30,419	497
Non-INR Salary (Maximum Earning Potential)	83,511	83,511	83,511	83,511	1
Combined Salary (Maximum Earning Potential)	54,455	2,42,574	1,32,973	1,29,900	498

Table 5.3: Salary Statistics at PPP Adjusted rates

* As per the PPP conversion rate for 2023 for all the available currencies from the World Development Indicators (WDI) database of the World Bank (1 USD = 20.20 INR = 2.37 AED adjusted at PPP). Data is sourced from the World Bank official website: https://data.worldbank.org/indicator/PA.NUS.PPP?name_desc=false

Combined Salary Heads in INR

Salary Head	MIN	MAX	MEAN	MEDIAN	DATA
Fixed Year Cash Component	9,63,359	45,00,000	21,03,093	21,00,000	498
One-time Cash Payment	18,000	10,50,000	3,59,355	3,00,000	358
Total Guaranteed Cash Component	9,63,359	45,00,000	23,61,425	23,00,000	498
Maximum Earning Potential	11,00,000	49,00,000	26,91,729	26,38,978	498

Table 5.4: Combined Salary Statistics in INR

* For International salaries, all conversions to INR from USD are mode as per the average closing rates in 2024 (1 USD = 83.68 INR). Data is sourced from the Exchange Rates official website: https://www.exchangerates.org.uk/USD-INR-spot-exchange-rates-history-2024.html

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For XLRI- Xavier School of Management
Placement Convenor
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For B2K Analytics, Mumbai

5.5. Sector wise classification of salary – Domestic

5.5.1 Fixed yearly cash component

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	14,50,000	36,34,632	22,72,340	22,83,500	128
BFSI	10,50,996	45,00,000	19,95,455	20,00,000	75
FMCG	13,54,517	25,77,017	23,34,426	23,53,705	67
General Management	14,39,945	28,16,002	18,34,432	17,50,000	42
IT/ITES	12,80,000	35,00,000	19,29,723	19,80,001	38
Automobile	18,00,000	31,30,436	24,19,740	24,26,004	24
E-commerce	13,00,000	21,00,000	19,78,416	21,00,000	24
Manufacturing	14,80,632	24,00,000	18,58,279	19,20,003	18
Conglomerate	22,50,000	23,00,000	22,53,846	22,50,000	13
Telecommunications	14,00,000	23,44,303	19,43,751	20,43,478	11
Pharmaceutical & Healthcare	18,41,216	26,59,910	20,32,913	19,78,500	10
Consumer Durables	15,00,000	18,60,000	17,12,582	18,00,000	7
Energy & Environment	9,63,359	22,46,000	18,84,879	19,84,794	7
Real Estate	21,70,000	22,80,000	22,61,667	22,80,000	6
Online Gaming	18,00,000	22,00,000	20,40,000	22,00,000	5
Human Resources	16,02,406	18,00,000	17,60,481	18,00,000	5
Fintech	14,55,045	14,55,045	14,55,045	14,55,045	4
IT Consulting	17,45,200	18,46,500	17,95,850	17,95,850	4
Airline	19,12,500	19,12,500	19,12,500	19,12,500	3
Education	15,00,000	15,00,000	15,00,000	15,00,000	2
Logistics	12,00,000	15,00,000	13,50,000	13,50,000	2
Healthtech	15,00,000	25,00,035	20,00,018	20,00,018	2
Grand Total					**497**

Table 5.5.1: Sector wise classification of fixed yearly cash component-Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai

5.5.2. One time cash payment

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	30,000	10,50,000	3,60,866	2,00,000	128
BFSI	60,500	9,00,000	3,08,344	3,25,000	75
FMCG	1,00,000	10,50,000	4,34,902	4,25,000	67
General Management	18,000	5,00,000	2,77,829	4,00,000	42
IT/ITES	2,00,000	6,05,000	3,16,250	3,00,000	38
Automobile	1,50,000	4,00,000	2,77,273	2,00,000	24
E-commerce	1,00,000	7,50,000	6,35,000	7,50,000	24
Manufacturing	3,00,000	6,00,000	4,82,143	6,00,000	18
Conglomerate	2,00,000	2,00,000	2,00,000	2,00,000	13
Telecommunications	2,00,000	5,00,000	3,66,667	3,75,000	11
Pharmaceutical & Healthcare	3,00,000	3,00,000	3,00,000	3,00,000	10
Consumer Durables	1,75,000	7,00,000	3,50,000	1,75,000	7
Energy & Environment	2,50,000	3,80,000	2,96,667	3,00,000	7
Real Estate	3,00,000	3,50,000	3,41,667	3,50,000	6
Online Gaming	2,00,000	3,00,000	2,40,000	2,00,000	5
Human Resources	2,50,000	2,50,000	2,50,000	2,50,000	5
Fintech	0	0	0	0	4
IT Consulting	3,00,000	3,50,000	3,37,500	3,50,000	4
Airline	2,50,000	2,50,000	2,50,000	2,50,000	3
Education	0	0	0	0	2
Logistics	1,00,000	1,00,000	1,00,000	1,00,000	2
Healthtech	2,00,000	2,00,000	2,00,000	2,00,000	2
Grand Total					**497**

Table 5.5.2: Sector wise classification of one-time cash payment-Domestic

For XLRI- Xavier School of Management
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5.5.3 Total guaranteed cash payment

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	14,98,800	38,70,700	25,57,086	23,87,984	128
BFSI	11,00,000	45,00,000	21,80,461	21,45,000	75
FMCG	13,54,517	33,18,435	27,30,382	27,63,636	67
General Management	15,72,984	31,16,002	21,05,646	20,32,500	42
IT/ITES	13,16,000	35,00,000	20,62,881	19,90,001	38
Automobile	18,00,000	35,30,436	26,73,907	26,26,004	24
E-commerce	13,00,000	28,50,000	25,07,583	28,50,000	24
Manufacturing	14,80,632	27,64,660	20,45,779	19,20,003	18
Conglomerate	22,50,000	25,00,000	22,69,231	22,50,000	13
Telecommunications	14,00,000	27,50,000	21,43,751	22,93,478	11
Pharmaceutical & Healthcare	18,41,216	26,59,910	21,52,913	21,28,500	10
Consumer Durables	15,00,000	24,28,050	18,62,582	18,60,000	7
Energy & Environment	9,63,359	25,46,000	21,39,165	23,64,794	7
Real Estate	24,70,000	26,30,000	26,03,333	26,30,000	6
Online Gaming	21,00,000	24,00,000	22,80,000	24,00,000	5
Human Resources	16,02,406	20,50,000	19,60,481	20,50,000	5
Fintech	14,55,045	14,55,045	14,55,045	14,55,045	4
IT Consulting	20,45,200	21,96,500	21,33,350	21,45,850	4
Airline	21,62,500	21,62,500	21,62,500	21,62,500	3
Education	15,00,000	15,00,000	15,00,000	15,00,000	2
Logistics	12,00,000	16,00,000	14,00,000	14,00,000	2
Healthtech	17,00,000	25,00,035	21,00,018	21,00,018	2
Grand Total					**497**

Table 5.5.3: Sector wise classification of total guaranteed cash payment-Domestic

For XLRI- Xavier School of Management
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Prof A. Kanagaraj

For B2K Analytics, Mumbai

5.5.4. Maximum earning potential

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	16,10,800	49,00,000	30,43,647	27,36,702	128
BFSI	11,00,000	46,52,824	24,59,806	25,26,290	75
FMCG	17,14,517	35,94,022	30,73,852	31,77,705	67
General Management	18,91,108	36,34,402	23,60,194	22,75,000	42
IT/ITES	14,00,000	35,00,000	23,01,535	22,36,405	38
Automobile	18,00,000	40,00,001	30,56,252	30,50,004	24
E-commerce	15,00,000	28,50,000	25,98,623	28,50,000	24
Manufacturing	18,00,000	32,59,160	22,92,211	24,00,002	18
Conglomerate	25,03,600	27,76,000	25,80,862	25,03,600	13
Telecommunications	20,00,000	30,00,000	24,45,409	26,00,000	11
Pharmaceutical & Healthcare	20,00,000	26,59,910	22,62,356	22,82,957	10
Consumer Durables	18,60,000	27,33,000	20,77,861	20,00,025	7
Energy & Environment	12,47,208	28,34,600	23,91,943	26,50,000	7
Real Estate	28,00,000	29,50,000	29,25,000	29,50,000	6
Online Gaming	23,00,000	26,64,000	25,18,400	26,64,000	5
Human Resources	17,64,000	28,42,000	26,26,400	28,42,000	5
Fintech	16,00,000	16,00,000	16,00,000	16,00,000	4
IT Consulting	24,39,700	26,13,500	25,39,100	25,51,600	4
Airline	25,00,000	25,00,000	25,00,000	25,00,000	3
Education	15,00,000	15,00,000	15,00,000	15,00,000	2
Logistics	15,00,000	16,00,000	15,50,000	15,50,000	2
Healthtech	20,93,750	25,00,035	22,96,893	22,96,893	2
Grand Total					**497**

Table 5.5.4: Sector wise classification of maximum earning potential- Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai

5.6. Function wise classification of salary – Domestic

5.6.1. Fixed yearly cash component

Function/Roles	MIN	MAX	MEAN	MEDIAN	DATA
General Management	10,50,996	26,59,910	20,85,814	21,91,537	148
Consulting	14,50,000	36,34,632	22,39,422	22,80,000	131
Human Resource	15,00,000	25,61,354	20,58,757	20,16,528	70
Sales and Marketing	11,00,000	25,55,000	19,10,253	19,57,000	67
Finance	10,50,996	45,00,000	21,95,783	20,00,000	35
ITES	14,00,000	25,65,000	20,39,215	19,67,500	16
Product/Category Management	14,00,000	35,00,000	20,02,490	19,50,000	12
Operations/Supply Chain	15,69,814	25,34,705	18,54,275	17,00,484	11
Strategy	9,63,359	31,30,436	23,06,706	24,58,001	6
Analyst	16,00,000	16,00,000	16,00,000	16,00,000	1
Grand Total					**497**

Table 5.6.1: Function wise classification of fixed yearly cash component - Domestic

5.6.2. One-time cash payment

Function/Roles	MIN	MAX	MEAN	MEDIAN	DATA
General Management	30,000	8,50,000	3,06,391	3,00,000	148
Consulting	50,000	10,50,000	3,76,817	3,00,000	131
Human Resource	18,000	10,50,000	3,82,509	4,00,000	70
Sales and Marketing	18,000	8,50,000	4,63,474	4,50,000	67
Finance	18,000	9,00,000	3,11,500	3,75,000	35
ITES	2,00,000	8,50,000	3,43,750	3,00,000	16
Product/Category Management	2,00,000	6,05,000	4,05,833	4,12,500	12
Operations/Supply Chain	18,000	10,50,000	3,26,222	2,00,000	11
Strategy	3,00,000	7,50,000	4,62,500	4,00,000	6
Analyst	0	0	0	0	1
Grand Total					**497**

Table 5.6.2: Function wise classification of one-time cash payment- Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

XLRI JAMSHEDPUR

For B2K Analytics, Mumbai

B2K Analytics Private Limited

5.6.3. Total Guaranteed Cash Component

Function/Roles	MIN	MAX	MEAN	MEDIAN	DATA
General Management	13,00,000	33,06,022	23,17,677	23,77,673	148
Consulting	14,55,045	38,70,700	25,27,069	23,00,000	131
Human Resource	16,00,000	29,80,000	23,59,300	22,50,000	70
Sales and Marketing	11,00,000	33,18,435	21,80,037	20,16,222	67
Finance	14,50,996	45,00,000	24,09,383	24,00,000	35
ITES	14,00,000	33,18,435	22,11,090	22,54,002	16
Product/Category Management	14,00,000	35,00,000	22,05,407	20,58,560	12
Operations/Supply Chain	16,42,700	29,50,000	21,21,184	18,48,833	11
Strategy	9,63,359	35,30,436	26,15,039	29,83,001	6
Analyst	16,00,000	16,00,000	16,00,000	16,00,000	1
Grand Total					**497**

Table 5.6.3: Function wise classification of total guaranteed cash component- Domestic

5.6.4. Maximum earning potential

Function/Roles	MIN	MAX	MEAN	MEDIAN	DATA
General Management	14,00,000	46,52,824	26,36,034	28,00,000	148
Consulting	16,00,000	49,00,000	30,12,598	27,36,702	131
Human Resource	16,00,000	35,50,000	26,37,315	26,10,000	70
Sales and Marketing	11,00,000	35,50,000	24,04,119	23,50,000	67
Finance	15,00,000	46,52,824	26,10,449	25,41,250	35
ITES	17,00,000	35,47,860	24,09,929	24,11,503	16
Product/Category Management	20,00,000	35,00,000	24,67,288	23,17,500	12
Operations/Supply Chain	18,00,000	32,03,705	23,94,141	22,49,814	11
Strategy	12,47,208	40,00,001	29,55,269	32,42,201	6
Analyst	19,00,000	19,00,000	19,00,000	19,00,000	1
Grand Total					**497**

Table 5.6.4: Function wise classification of maximum earning potential – Domestic

XLRI JAMSHEDPUR

B2K Analytics Private Limited

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai

5.7. Location wise classification of salary

5.7.1. Fixed yearly cash component

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Mumbai	10,50,996	45,00,000	21,61,171	22,50,000	179
Delhi NCR	14,00,000	36,34,632	21,35,228	21,00,000	110
Bengaluru	14,98,800	35,00,000	21,33,110	21,00,000	103
Pune	14,00,000	24,26,004	21,75,346	24,26,004	20
Hyderabad	14,50,000	25,34,705	18,37,649	18,00,000	17
Kolkata	14,80,632	25,55,000	21,29,355	22,09,570	14
Chennai	12,80,000	25,61,354	16,99,810	14,55,045	12
Navi Mumbai	12,00,000	21,00,000	17,66,667	17,50,000	9
Other Places*	9,63,359	9,63,359	18,55,183	18,93,000	33
Grand Total					**497**

Table 5.7.1: Location wise classification of fixed yearly cash - Domestic

5.7.2. One-time cash payment

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Mumbai	18,000	10,50,000	3,75,867	3,50,000	179
Delhi NCR	50,000	10,50,000	4,09,017	3,00,000	110
Bengaluru	60,500	10,50,000	3,89,152	3,50,000	103
Pune	1,00,000	4,00,000	2,03,125	2,00,000	20
Hyderabad	30,000	4,79,167	1,58,444	1,40,000	17
Kolkata	18,000	5,00,000	3,59,833	4,25,000	14
Chennai	2,00,000	4,79,167	2,75,834	2,00,004	12
Navi Mumbai	4,00,000	4,00,000	4,00,000	4,00,000	9
Other Places*	0	0	2,89,714	2,50,000	33
Grand Total					**497**

Table 5.7.2: Location wise classification of one-time cash payment – Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai

5.7.3. Total guaranteed cash component

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Mumbai	11,00,000	45,00,000	24,21,548	24,00,000	179
Delhi NCR	14,00,000	38,70,700	23,84,357	23,25,000	110
Bengaluru	14,98,800	35,59,500	24,42,920	24,00,000	103
Pune	14,00,000	26,26,004	23,37,846	26,26,004	20
Hyderabad	15,52,500	25,34,705	19,77,453	20,31,184	17
Kolkata	14,80,632	29,80,000	24,37,783	25,09,570	14
Chennai	13,16,000	27,61,354	18,14,741	14,67,525	12
Navi Mumbai	12,00,000	25,00,000	21,22,222	21,50,000	9
Other Places*	9,63,359	9,63,359	21,01,001	20,50,000	33
Grand Total					**497**

Table 5.7.3: Location wise classification of total guaranteed cash component - Domestic

5.7.4. Maximum earning potential

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Mumbai	11,00,000	49,00,000	27,53,389	26,96,470	179
Delhi NCR	15,00,000	49,00,000	27,33,223	26,06,750	110
Bengaluru	16,10,800	49,00,000	27,36,036	26,61,794	103
Pune	17,00,000	30,50,004	27,33,886	30,50,004	20
Hyderabad	16,97,500	32,03,705	22,32,864	22,10,000	17
Kolkata	18,00,012	35,50,000	28,58,754	30,48,632	14
Chennai	14,00,000	27,61,354	19,58,643	17,00,002	12
Navi Mumbai	15,00,000	46,52,824	28,00,628	24,00,000	9
Other Places*	12,47,208	12,47,208	24,02,409	24,23,532	33
Grand Total					**497**

Table 5.7.4: Location wise classification of maximum earning potential - Domestic

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai

6. Other details

Sl. No.	Parameter	Number
1	Total Pre-Placement Offers Awarded	
	1a Through Summer Internships	166
2	Total Pre-Placement Offers Accepted	166

Table 6.1: Details regarding pre-placement offers (PPO)

7. 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 standards	Reason
-	-

Table 7.1: List of deviations from standards with reasons

For XLRI- Xavier School of Management
Placement Convenor
Prof A. Kanagaraj

For B2K Analytics, Mumbai