XLRI Jamshedpur

PGDM GM

Batch of 2023-24

Placement Report



Finals 2024

B2K analytics

BYTES TO KNOWLEDGE

Ref: B2K/XLRI/MUM/RB/002/2024-25 **December 23, 2024**

The Convenor

Placement Office

XLRI - Xavier School of Management,

Jamshedpur -831001

Jharkhand

Dear Sir,

Re: **Audit of Placement Report for 2023-24 placements of Post Graduate Diploma in General Management 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 2023-24 batch of Post Graduate Diploma in General Management 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.

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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).
    d. Long-Term benefits (to be paid after twelve months) like ESOPs, retention bonus and any other long-term benefit 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 job location, function and remuneration of students could not be established from the documents, the same has been confirmed by the institute. An official confirmation regarding the job location details, remuneration and function has been obtained from the Placement Convenor.
    g. The operations-function include banking operations roles like branch banking, back office etc.
    h. 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 114 students eligible for placements, 6 students opted out as they were already employed with previous employer and 6 students were unplaced.

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

Head – Risk & Analytics

B2K Analytics

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Overview

The placement drive for XLRI's 18-month flagship MBA programme for the 2023-24 cohort was a resounding success. The batch comprised 115 finest handpicked talents out of which 108 opted for the placement process out of which 102 was able to find a job through campus placement process. The aspirations of students were met as part of the endeavor to accomplish stellar placements.

The cohort of students brought with them a wealth of diverse experiences, includes an Army Colonel, Merchant Navy Officers, IT Officer, Founder of NGO, Entrepreneurs with fundraising experience, Dentist, State level Athlete, Art of Living Faculty, Global Culture Ambassador, Professional Trekker and more. The cohort comes with experience of working for HDFC Bank, ITC, Amazon, Accenture, Reliance, Shell India, Novartis, Honeywell, Ernst & Young, PwC, Tata Motors, SBI and Maruti. Furthermore, the average work experience of the cohort was 7.5 years, with an average age of 30.

We were thrilled to receive an overwhelming response from industry leaders, including Accenture, African Industries Group, Coca Cola, Axis Bank, Pidilite, Tech Mahindra, Mitsui & Co. and others, who actively participated in our recruitment process. The range of enticing roles offered to the class of 2024 was diverse and captivating, encompassing positions such as Chief Manager, Assistant Vice President, Senior Manager – Digital Marketing, Franchisee Manager, Business Consultant, Managing Partner, Senior Product Manager, Operations Leader Trainee and more. Furthermore, we were delighted to continue our collaboration with esteemed legacy recruiters while also fostering synergies with cutting-edge and future-ready organizations mentioned above.

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
Total graduates	115
Total students eligible for Placements	114
1. Sought placement through the institute	108
2. Did not seek placement through the institute	6
2a. Company-sponsored or already employed	6
2b. Continuing education	0
2c. Postponing job search	0
2d. Entrepreneurship (Starting a new business)	0
2e. Returning to / joining family business	0
2f. Sought placement outside the campus placement process	0
2g. Did not seek placements for other reasons	0
Total who did not seek employment through the institute	6
3. Total who sought Placements through the institute	108
4. Total offers accepted	102
5. Number unplaced, if any	6

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
Automobile	5	0	5
BFSI	24	0	24
Real Estate	2	0	2
Consulting	7	0	7
Education	3	0	3
FMCG	3	0	3
Healthcare	1	0	1
IT Consulting	34	0	34
IT Solutions	3	0	3
IT	6	0	6
Manufacturing	7	2	9
NBFC	1	0	1
Retail	3	0	3
Wellness & Fitness Services	1	0	1
Total	100	2	102

Table 2.1: Classification of offers based on sector

3. Function wise Classification

Function	Number of Offers		
	Domestic	International	Total
Consulting	33	0	33
General Management	10	0	10
HR	4	0	4
Operations	17	0	17
Product/Category Management	13	0	13
Sales & Marketing	19	0	19
Strategy	3	2	5
System/IT	1	0	1
Total	100	2	102

Table 3.1: Classification of offers based on function

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4. Location wise Classification

Location	No of offers accepted
Outside India	2
India	100
Total	102

Table 4.1: Classification of offers based on location

International Location	No of offers accepted
Africa	2
Total	2

Table 4.2.1: Classification of offers based on International location

India Locations	Number of offers accepted
Bangalore	21
Chennai	14
Dehradun	1
Delhi NCR	12
Goa	1
Hosur	4
Hyderabad	9
Kolkata	4
Mumbai	15
Pune	7
*Rest of India	12
Total	100

*Rest of India – Angul, Surat, Barnala, Raniganj, Ranchi, Unnao & Trivandrum

Table 4.2.2: Classification of offers based on domestic locations

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5. Salary Heads

5.1.1. Salary Heads-Domestic (INR)

Salary Head	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	1000000	3654000	2028000	2196635	100
One-time Cash Payment	35000	400000	200000	197840	28
Total Guaranteed Cash Component	1000000	3954000	2043000	2255098	100
Maximum Earning Potential	1200000	4567152	2400000	2623293	100

Table 5.1.1.: Classification of salary heads- Domestic

5.1.2. Salary Heads-International (USD)

Salary Head	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	42000	54000	48000	48000	2
One-time Cash Payment	6000	6000	6000	6000	2
Total Guaranteed Cash Component	48000	60000	54000	54000	2
Maximum Earning Potential	48000	60000	54000	54000	2

Table 5.1.2.: Classification of salary heads- International

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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)	49464	195582	101055	111547	100
Non-INR salary (Total guaranteed cash component)	48000	60000	54000	54000	2
Combined INR and non-INR salary (Total guaranteed cash component)	48000	195582	100907	110418	102
INR salary (Maximum Earning Potential)	59357	225911	118714	129759	100
Non-INR salary (Maximum Earning Potential)	48000	60000	54000	54000	2
Combined INR and non-INR salary (Maximum Earning Potential)	48000	225911	118714	128274	102

Table 5.2: Salary Statistics at PPP adjusted exchange rates

*As per the PPP conversion rate for 2022-23' 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

5.3.1.1. Fixed Yearly Cash Component- Domestic (INR)

Sectors	Min	Max	Average	Median	Data
Automobile	3219000	3654000	3306000	3219000	5
BFSI	1800000	3000000	2230857	2196000	24
Real Estate	1999800	1999800	1999800	1999800	2
Consulting	1500000	2340000	2050000	2000000	8
Education	2345175	3450200	2749808	2454050	3
FMCG	2787040	3500000	3125983	3090909	3
Healthcare	2081701	2081701	2081701	2081701	1
IT Consulting	1085554	2600000	1873274	1827264	3
IT Solutions	1000000	3100000	2200000	2500000	3
IT	1600000	2450000	1910167	1905500	6
Manufacturing	1600000	3600000	2838961	3600000	7
NBFC	2380000	2380000	2380000	2380000	1
Retail	1951290	2400000	2100860	1951290	3
Wellness & Fitness Services	1500000	1500000	1500000	1500000	1

Table 5.3.1.1.: Sector wise Classification of Fixed Yearly Cash Component- Domestic

5.3.1.2. Fixed Yearly Cash Component- International (USD)

Sectors	Min	Max	Average	Median	Data
Manufacturing	42000	54000	48000	48000	2

Table 5.3.1.2.: Sector wise Classification of Fixed Yearly Cash Component- International

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5.3.2.1. One-time Cash Payment- Domestic (INR)

Sectors	Min	Max	Average	Median	Data
Automobile	300000	300000	300000	300000	5
BFSI	142000	400000	314000	400000	3
Consulting	50000	177500	75500	50000	5
FMCG	200000	400000	300000	300000	2
IT Consulting	100000	350000	221428	200000	7
IT Solutions	35000	35000	35000	35000	2
IT	100000	100000	100000	100000	3
Wellness & Fitness Services	200000	200000	200000	200000	1

Table 5.3.2.1.: Sector wise Classification of Onetime Cash Payment- Domestic

5.3.2.2. One-time Cash Payment- International (USD)

Sectors	Min	Max	Average	Median	Data
Manufacturing	6000	6000	6000	6000	2

Table 5.3.2.2.: Sector wise Classification of Onetime Cash Payment - International

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5.3.3.1. Total Guaranteed Cash Component- Domestic (INR)

Sectors	Mi	Max	Average	Median	Data
Automobile	3519000	3954000	3606000	3519000	5
BFSI	1800000	3206206	2270102	2196000	24
Real Estate	1999800	1999800	1999800	1999800	2
Consulting	1500000	2477500	2103929	2030000	7
Education	2345175	3450200	2749808	2454050	3
FMCG	2787040	3700000	3125983	3490909	3
Healthcare	2081701	2081701	2081701	2081701	1
IT Consulting	1085554	2706500	1913915	1893474	34
IT Solutions	1000000	3135000	2223333	2535000	3
IT	1700000	2450000	1960167	1930500	6
Manufacturing	1600000	3600000	2838961	3600000	7
NBFC	2380000	2380000	2380000	2380000	1
Retail	1951290	2601720	2168100	1951290	3
Wellness & Fitness Services	1700000	1700000	1700000	1700000	1

Table 5.3.3.1.: Sector wise Classification of Total Guaranteed Cash Component – Domestic

5.3.3.2. Total Guaranteed Cash Component - International (USD)

Sectors	Min	Max	Average	Median	Data
Manufacturing	48000	60000	54000	54000	2

Table 5.3.3.2.: Sector wise Classification of Total Guaranteed Cash Component- International

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5.3.4.1. Maximum Earning Potential- Domestic (INR)

Sectors	Min	Max	Average	Median	Data
Automobile	4000000	4500000	4100000	4000000	5
BFSI	1800000	3805423	2591343	2500000	24
Real Estate	2200008	2200008	2200008	2200008	2
Consulting	1800000	2822500	2424929	2500000	7
Education	2345175	4450200	3416475	3454050	3
FMCG	3800000	4567152	4120384	3994000	3
Healthcare	2369746	2369746	2369746	2369746	1
IT Consulting	1313554	3500450	2271627	2200008	34
IT Solutions	1200000	3476692	2500702	2825414	3
IT	2000000	3500000	2523500	2500000	6
Manufacturing	2000000	3600000	2985714	3600000	7
NBFC	2800000	2800000	2800000	2800000	1
Retail	2311290	3081720	2568100	2311290	3
Wellness & Fitness Services	2000000	2000000	2000000	2000000	1

Table 5.3.4.1.: Sector wise Classification of Maximum Earning Potential- Domestic

5.3.4.2. Maximum Earning Potential- International (USD)

Sectors	Min	Max	Average	Median	Data
Manufacturing	48000	60000	54000	54000	2

Table 5.3.4.2.: Sector wise Classification of Maximum Earning Potential - International

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5.4 Function wise Classification of Salary

5.4.1.1. Fixed Yearly Cash Component- Domestic (INR)

Function	Min	Max	Average	Median	Data
Consulting	1085554	2356500	1867880	1849741	33
General Management	1600000	3450200	2029537	1849998	10
Human Resources	2380000	3600000	3066760	3143520	4
Operations	1892000	3600000	2312094	2106000	17
Product/Category	1610000	3100000	2193178	2200001	13
Sales & Marketing	1000000	3654000	2419073	2450000	19
Strategy	3000000	3600000	3200000	3000000	3
Systems/IT	2081700	2081700	2081700	2081700	1

Table 5.4.1.1.: Function wise Classification of Fixed Yearly Cash Component- Domestic

5.4.1.2. Fixed Yearly Cash Component - International (USD)

Function	Min	Max	Average	Median	Data
Strategy	42000	54000	48000	48000	2

Table 5.4.1.2.: Function wise Classification of Fixed Yearly Cash Component - International

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5.4.2.1. One-time Cash Payment- Domestic (INR)

Function	Min	Max	Average	Median	Data
Consulting	50000	350000	172750	138750	10
General Management	100000	200000	147333	142000	3
Human Resources	200000	200000	200000	200000	1
Operations	300000	300000	300000	300000	2
Product/Category	35000	35000	35000	35000	2
Sales & Marketing	50000	400000	250000	300000	10

Table 5.4.2.1.: Function wise Classification of One Time Cash Payment- Domestic

5.4.2.2. One-time Cash Payment- International (USD)

Function	Min	Max	Average	Median	Data
Strategy	6000	6000	6000	6000	2

Table 5.4.2.2.: Function wise Classification of One Time Cash Payment - International

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5.4.3.1. Total Guaranteed Cash Component- Domestic (INR)

Function	Min	Max	Average	Median	Data
Consulting	1085554	2706500	1923413	1894956	33
General Management	1600000	3450200	2073737	1974998	10
Human Resources	2380000	3700000	3116760	3193520	4
Operations	1892000	3600000	2347388	2106000	17
Product/Category	1610000	3135000	2214079	2200001	13
Sales & Marketing	1000000	3954000	2550652	2454050	19
Strategy	3000000	3600000	3200000	3000000	3
Systems/IT	2081701	2081701	2081701	2081701	1

Table 5.4.3.1.: Function wise Classification of Total Guaranteed Cash Component – Domestic

5.4.3.2. Total Guaranteed Cash Component - International (USD)

Function	Min	Max	Average	Median	Data
Strategy	48000	60000	54000	54000	2

Table 5.4.3.2.: Function wise Classification of Total Guaranteed Cash Component - International

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5.4.4.1. Maximum Earning Potential- Domestic (INR)

Function	Min	Max	Average	Median	Data
Consulting	1313554	3500450	2300782	2200008	33
General Management	2000000	4450200	2436037	2234085	10
Human Resources	2800000	4567152	3740288	3797000	4
Operations	2150000	4000000	2633824	2400000	17
Product/Category	1610000	3476692	2548213	2552591	13
Sales & Marketing	1200000	4500000	2926320	3000742	19
Strategy	36,00,000	3805423	3736949	3805423	3
Systems/IT	2369746	2369746	2369746	2369746	1

Table 5.4.4.1.: Function wise Classification of Maximum Earning Potential- Domestic

5.4.4.2. Maximum Earning Potential- International (USD)

Function	Min	Max	Average	Median	Data
Strategy	48000	60000	54000	54000	2

Table 5.4.4.2.: Function wise Classification of Maximum Earning Potential - International

For XLRI Jamshedpur
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For B2K Analytics Mumbai

5.5 Location wise Classification of Salary

5.5.1.1. Fixed Yearly Cash Component- Domestic (INR)

Location	Min	Max	Average	Median	Count
Bangalore	1207016	3654000	2187510	2000450	21
Chennai	1085554	2466000	1995825	2016000	14
Dehradun	2400000	2400000	2400000	2400000	1
Delhi NCR	1600008	3450200	2275715	2346872	12
Goa	2787040	2787040	2787040	2787040	1
Hosur	3219000	3219000	3219000	3219000	4
Hyderabad	1714616	2600000	2033562	1892000	9
Kolkata	1800000	1861000	1816446	1802393	4
Mumbai	1000000	3090909	2178990	2200001	15
Pune	1714616	2081701	1892451	1894956	7
*Rest of India	1500000	3600000	2409394	2136364	12

*Rest of India – Angul, Surat, Barnala, Raniganj, Ranchi, Unnao & Trivandrum

Table 5.5.1.1.: Location wise Classification of Fixed Yearly Cash Component- Domestic

5.5.1.2. Fixed Yearly Cash Component- International (USD)

Function	Min	Max	Average	Median	Data
Nigeria	42000	54000	48000	48000	2

Table 5.5.1.2.: Location wise Classification of Fixed Yearly Cash Component- International

For XLRI Jamshedpur
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Placement Convenor

For B2K Analytics Mumbai

5.5.2.1. One-time Cash Payment- Domestic (INR)

Location	Min	Max	Average	Median	Count
Bangalore	35000	300000	136200	100000	10
Chennai	200000	200000	200000	200000	2
Delhi NCR	300000	400000	362500	375000	4
Hosur	300000	300000	300000	300000	4
Hyderabad	100000	177500	138750	138750	2
Mumbai	50000	400000	216667	200000	3
Pune	50000	100000	75000	75000	2
*Rest of India	50000	50000	50000	50000	1

* Rest of India – Angul, Surat, Barnala, Raniganj, Ranchi, Unnao & Trivandrum

Table 5.5.2.1.: Location wise Classification of One Time Cash Payment- Domestic

5.5.2.2. One-time Cash Payment- International (USD)

Function	Min	Max	Average	Median	Data
Nigeria	6000	6000	6000	6000	2

Table 5.5.2.2.: Location wise Classification of One-time Cash Payment- International

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5.5.3.1. Total Guaranteed Cash Component- Domestic (INR)

Location	Min	Max	Average	Median	Count
Bangalore	1312073	3954000	2257370	2040000	21
Chennai	1085554	2466000	2024397	2033002	14
Dehradun	2601720	2601720	2601720	2601720	1
Delhi NCR	1600008	3450200	2396549	2399612	12
Goa	2787040	2787040	2787040	2787040	1
Hosur	3519000	3519000	3519000	3519000	4
Hyderabad	1714616	2700000	2064396	1892000	9
Kolkata	1800000	1861000	1816446	1802393	4
Mumbai	1000000	3490909	2222324	2200001	15
Pune	1714616	2081700	1913880	1896100	7
*Rest of India	1500000	3600000	2413560	2136363	12

* Rest of India – Angul, Surat, Barnala, Raniganj, Ranchi, Unnao & Trivandrum

Table 5.5.3.1.: Location wise Classification of Total Guaranteed Cash Component – Domestic

5.5.3.2. Total Guaranteed Cash Component- International (USD)

Function	Min	Max	Average	Median	Data
Nigeria	48000	60000	54000	54000	2

Table 5.5.3.2.: Location wise Classification of Total Guaranteed Cash Component - International

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5.5.4.1 Maximum Earning Potential- Domestic (INR)

Location	Min	Max	Average	Median	Count
Bangalore	1610000	4500000	2669444	2400000	21
Chennai	1313554	2800000	2297111	2300000	14
Dehradun	3081720	3081720	3081720	3081720	1
Delhi NCR	2000000	4450200	2861976	2672959	12
Goa	4567152	4567152	4567152	4567152	1
Hosur	4000000	4000000	4000000	4000000	4
Hyderabad	1900000	2822500	2374724	2200008	9
Kolkata	1800000	2641000	2060250	1900000	4
Mumbai	1200000	3805423	2590219	2552591	15
Pune	1900000	2406800	2252078	2300000	7
*Rest of India	1800000	3600000	2657333	2500000	12

* Rest of India – Angul, Surat, Barnala, Raniganj, Ranchi, Unnao & Trivandrum

Table 5.5.4.1.: Location wise Classification of Maximum Earning Potential- Domestic

5.5.4.2. Maximum Earning Potential - International (USD)

Function	Min	Max	Average	Median	Data
Nigeria	48000	60000	54000	54000	2

Table 5.5.4.2.: Location wise Classification of Maximum Earning Potential - International

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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

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