

Indian Institute of Management Ahmedabad



PGPX FINAL PLACEMENTS 2016

**The Chairperson
Placement Office
Indian Institute of Management
Vastrapur
Ahmedabad – 380015
Gujarat**

Madam,

**Re: Audit of Placement Report for 2016 placements of Post Graduate Programme in
Management for Executives (PGPX) Programme**

We have audited the Placement Report prepared by you on the final placement (based on offers received and accepted on campus) of students in 2016 of the Post Graduate Programme in Management for Executives (PGPX) of the Indian Institute of Management Ahmedabad (IIM-A). The Placement Report is the responsibility of IIM-A. Our responsibility is to validate the information provided in the report with the relevant documentation and comment on the Placement Report's conformance with the Indian Placement Reporting Standards (IPRS) Revision 2.1.

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 2.1.
2. The validation of information presented in the report is based on communication received by IIM-A from recruiting companies. Brickwork Ratings (BWR) has not independently sourced any information or documentation.
3. We have verified the information with respect to job location, function and remuneration presented in the report with communication received from recruiters.
 - a. The information has been categorised as best as possible under different salary heads as given in the IPRS Revision 2.1; where a break-up was not available, the salary has been considered only as 'Maximum Earning Potential'.
 - b. Stock Options have been mentioned for three students. Our observations in this regard are :
 - i. For two students, stock options have been mentioned without details on how much vests in the first year. As these recruiters are unlisted entities, the amount relating to stock options has not been considered to arrive at 'Maximum Earning Potential'.
 - ii. For one student, a domestic offer was made but stock options were provided in international currency. As complete details on the ESOPS are not available, these have not been taken into consideration for calculation of 'Maximum Earning Potential'.
4. The acceptance of offers and number of students opting out of the placement process has been established through written communication from those students.
5. We have only audited the salary figures in the placement report and not the report's overview section, which explains the placement process.

Best Regards,



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Overview

The placement process for the graduating batch of the One Year Post-Graduate Diploma in Management for Executives (PGPX) at IIM Ahmedabad was successfully completed in June 2016. PGPX follows rolling placement process that started on October 19, 2015 and continued till 3 months after the convocation. Students of PGPX come from diversified backgrounds with a considerable experience ranging from 6 years to 22 years. For a diversified and accomplished student group such as this, recruiters visit campus over the recruitment period to select candidates for their middle to senior level management positions. In this year's placement process, continuing the tradition, students were offered middle to senior level positions such as Associate Vice President, Associate Director, General Manager, Program Manager, and Senior Manager etc.

Some of the top global and domestic recruiters of this year are *Accenture, Airtel, Amazon, Ericsson, Goldman Sachs, Microsoft, Virtusa, Zensa*, etc. Some of the top new recruiters this year are *DRL, Eli Lilly, Genpact, L&T, Manipal Group, Persistent Systems, Pune City Connect, SAP, VBHC*, etc. *Airtel* continued to be the biggest recruiter of PGPX for this year also with seven accepted offers.

Entrepreneurship

IIM Ahmedabad has always encouraged students to take up entrepreneurship as a career and this year, two students opted out of the placement process to start their own ventures. In line with its culture of fostering entrepreneurship, IIM Ahmedabad offered a placement holiday to one of these students, wherein the student will be allowed to participate in placements in one of the next two years if their venture does not work out.

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. Please visit the [IPRS website](#) to know more. IIMA would like to thank all its recruiters for their participation in the year's placement process and their cooperation with the IPRS initiative.

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	67
2. Did not seek placement through the institute	
2a. Company-sponsored or already employed	6
2b. Continuing education	0
2c. Postponing job search	0
2d. Entrepreneurship (Starting a new business)	2
2e. Returning to/joining family business	1
2f. Seeking placement outside the campus placement process	9
2g. Not seeking placements for other reasons	0
Total who did not seek employment through the institute	18
3. Number unplaced, if any	6
Total Graduates	85

Table 1.1: Classification of the Entire Graduate Pool

2. Sector-wise classification

Sector	No. of Offers accepted		
	Domestic	International	Total
BFSI	2	-	2
Engineering / Technology	5	-	5
Information Technology (IT)	30	2	32
Pharmaceutical / Healthcare	5	-	5
Telecom	10	-	10
Others*	7		7
Total	59	2	61

Table 2.1: Classification of offers based on sector

*Others includes Conglomerate, Manufacturing, Real Estate in domestic offers and IT in international Offers


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3. Function-wise classification

Function	No. of Offers accepted		
	Domestic	International	Total
Consulting	6		6
Finance	2		2
General Management	15		15
International Business		2	2
Marketing / Sales	11		11
Operations / Supply Chain	2		2
Systems / IT	21		21
Others *	2		2
Total	59	2	61

Table 3.1: Classification of offers based on function

*Others includes Telecom and IT Companies in domestic offers

4. Location-wise classification


Location	No of Offers accepted
Americas	1
Europe	1
India	59
Total	61

Table 4.1: Classification of offers based on location

Indian Location	No of Offers accepted
Bengaluru	16
Hyderabad	9
Mumbai	12
NCR	8
Rest of India*	14
Total	59

Table 4.2: Classification of offers based on domestic location

*Rest of India includes Chennai, Pune, Kolkata, Manipal



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5. Salary data

5.1 Salary Heads – Domestic (INR)

Salary Head (INR)	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	16,01,349	33,65,220	23,10,000	23,56,493	59
One-time Cash Payment	75,000	6,00,000	2,00,000	2,44,697	33
Total Guaranteed Cash Component	16,01,349	36,65,220	25,00,000	24,93,357	59
Maximum Earning Potential	18,00,000	43,73,002	27,81,004	29,10,943	59

Table 5.1: Classification of Salary heads - Domestic

5.2 Salary Heads – International (USD) *

Salary Head	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	\$1,00,000	\$1,21,040	\$1,10,520	\$1,10,520	2
One-time Cash Payment	\$7,120	\$7,120	\$7,120	\$7,120	1
Total Guaranteed Cash Component	\$1,00,000	\$1,28,160	\$1,14,080	\$1,14,080	2
Maximum Earning Potential	\$1,18,000	\$1,28,160	\$1,23,080	\$1,23,080	2

Table 5.2 : Classification of Salary heads – International

* For International salaries, all conversions to USD are made as per average of closing rates in June 2016. Data is sourced from International Monetary Fund, Bloomberg & USforex.com

(Links: https://www.imf.org/external/np/fin/data/rms_mth.aspx?, <http://www.bloomberg.com/quote/USDHKD:CUR>, <http://www.usforex.com/forex-tools/historical-rate-tools/monthly-average-rates>)

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 final and are not related to performance.



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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 payment.
4. **Maximum Earning Potential:** This is the sum of the 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 compensations such as PF and other perks as well.

5.3 Salary Statistics at Purchasing Power Parity (PPP) *

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	66,751	1,52,781	1,04,210	1,03,933	59
Non-INR salary (Total guaranteed cash component)	1,00,000	1,17,000	1,08,500	1,08,500	2
Combined INR and non-INR salary (Total guaranteed cash component)	66,751	1,52,781	1,04,210	1,04,083	61
INR salary (Maximum Earning Potential)	75,031	1,82,284	1,15,923	1,21,340	59
Non-INR salary (Maximum Earning Potential)	1,17,000	1,18,000	1,17,500	1,17,500	2
Combined INR and non-INR salary (Maximum Earning Potential)	75,031	1,82,284	1,16,257	1,21,214	61

Table 5.3: Salary statistics at PPP adjusted rates

*As per the PPP conversion rate for 2012 for all available currencies. PPP data as per <http://unstats.un.org/unsd/mdg/SeriesDetail.aspx?srid=699>



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5.4 Sector-wise Classification of Salary – Domestic (INR)

5.4.1 Fixed Yearly Cash Component

Sectors	Min	Max	Median	Mean	Data
BFSI sector	22,00,000	27,00,000	24,50,000	24,50,000	2
Engineering / Technology	17,05,400	26,00,000	26,00,000	22,67,680	5
Information Technology (IT)	16,01,349	30,00,000	23,55,000	23,32,029	30
Pharmaceutical / Healthcare	22,01,452	26,68,436	24,00,000	24,35,717	5
Telecom	19,36,000	30,80,000	22,12,502	23,82,100	10
Others	16,74,000	33,65,220	23,00,000	24,04,891	7

Table 5.4.1: Sector-wise Classification of Fixed Yearly Cash Component –Domestic

5.4.2 One-time Cash Payment

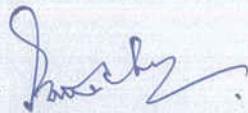
Sectors	Min	Max	Median	Mean	Data
Engineering / Technology	75,000	1,00,000	87,500	87,500	2
Information Technology (IT)	1,50,000	6,00,000	2,00,000	2,72,500	20
Pharmaceutical / Healthcare	1,50,000	5,00,000	2,50,000	2,87,500	4
Telecom	1,00,000	2,00,000	1,50,000	1,50,000	4
Others	2,00,000	3,00,000	2,00,000	2,33,333	3

Table 5.4.2: Sector-wise Classification of One-time Cash Component –Domestic

5.4.3 Total Guaranteed Cash Component

Sectors	Min	Max	Median	Mean	Data
BFSI	22,00,000	27,00,000	24,50,000	24,50,000	2
Engineering / Technology	17,80,400	26,00,000	26,00,000	23,02,680	5
Information Technology (IT)	16,01,349	34,52,000	25,05,000	25,13,695	30
Pharmaceutical / Healthcare	24,00,000	31,68,436	25,50,000	26,65,717	5
Telecom	20,36,000	30,80,000	23,50,000	24,42,100	10
Others	16,74,000	36,65,220	23,25,008	25,04,891	7

Table 5.4.3: Sector-wise Classification of Total Guaranteed Cash Component - Domestic



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5.4.4 Maximum Earning Potential

Sectors	Min	Max	Median	Mean	Data
BFSI	22,00,000	27,00,000	24,50,000	24,50,000	2
Engineering / Technology	23,00,000	26,00,000	26,00,000	25,38,744	5
Information Technology (IT)	19,00,001	43,73,002	30,14,000	30,49,650	30
Pharmaceutical / Healthcare	24,00,000	34,68,436	29,49,483	29,35,474	5
Telecom	23,00,000	36,00,000	27,40,502	28,61,500	10
Others	18,00,000	41,70,000	27,00,008	27,67,145	7

Table 5.4.4: Sector-wise Classification of Maximum Earning Potential -Domestic

5.5 Sector-wise Classification of Salary – International (USD)

5.5.1 Fixed Yearly Cash Component

Sectors	Min	Max	Median	Mean	Data
International *	\$1,00,000	\$1,21,040	\$1,10,520	\$1,10,520	2

Table 5.5.1 Sector-wise Classification of Fixed Yearly Cash Component – International

5.5.2 One-time Cash Component

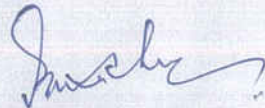
Sectors	Min	Max	Median	Mean	Data
International *	\$7,120	\$7,120	\$7,120	\$7,120	1

Table 5.5.2: Sector-wise Classification of One-time Cash Component – International

5.5.3 Total Guaranteed Cash Component

Sectors	Min	Max	Median	Mean	Data
International *	\$1,00,000	\$1,28,160	\$1,14,080	\$1,14,080	2

Table 5.5.3: Sector-wise Classification of Total Guaranteed Cash Component – International



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5.5.4 Maximum Earning Potential – International

Sectors	Min	Max	Median	Mean	Data
International *	\$1,18,000	\$1,28,160	\$1,23,080	\$1,23,080	2

Table 5.5.4: Sector-wise Classification of Maximum Earning Potential - International

*International includes Americas and Europe

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

5.6.1 Fixed Yearly Cash Component

Functions	Min	Max	Median	Mean	Data
Consulting	23,10,000	26,00,000	25,51,500	25,02,167	6
Finance	18,33,000	30,60,000	24,46,500	24,46,500	2
General Management	16,74,000	30,00,000	23,00,000	22,72,847	15
Marketing / Sales	17,05,400	33,65,220	22,00,000	22,58,234	11
Operations / Supply Chain	22,00,000	27,00,000	24,50,000	24,50,000	2
System / IT	16,01,349	30,80,000	24,50,000	24,22,795	21
Others	19,36,000	24,79,100	22,07,550	22,07,550	2

Table 5.6.1: Function-wise Classification of Fixed Yearly Cash Component – Domestic

5.6.2 One-time Cash Payment

Functions	Min	Max	Median	Mean	Data
Consulting	2,00,000	2,00,000	2,00,000	2,00,000	2
Finance	1,00,000	1,00,000	1,00,000	1,00,000	1
General Management	1,50,000	2,50,000	2,00,000	2,00,000	7
Marketing / Sales	75,000	5,00,000	2,00,000	2,36,111	9
System / IT	1,50,000	6,00,000	2,00,000	3,03,846	13
Others	1,00,000	1,00,000	1,00,000	1,00,000	1

Table 5.6.2: Function-wise Classification of One-time Cash Payment – Domestic


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5.6.3 Total Guaranteed Cash Payment

Functions	Min	Max	Median	Mean	Data
Consulting	24,00,000	27,03,000	26,00,000	25,68,833	6
Finance	19,33,000	30,60,000	24,96,500	24,96,500	2
General Management	16,74,000	32,00,000	24,00,000	23,66,181	15
Marketing / Sales	17,80,400	36,65,220	23,00,000	24,51,416	11
Operations / Supply Chain	22,00,000	27,00,000	24,50,000	24,50,000	2
System / IT	16,01,349	34,52,000	25,50,000	26,10,891	21
Others	20,36,000	24,79,100	22,57,550	22,57,550	2

Table 5.6.3: Function-wise Classification of Total Guaranteed Cash Component - Domestic

5.6.4 Maximum Earning Potential

Functions	Min	Max	Median	Mean	Data
Consulting	26,00,000	32,28,000	28,00,000	28,38,000	6
Finance	23,00,000	36,00,000	29,50,000	29,50,000	2
General Management	18,00,000	33,00,000	27,00,008	27,19,967	15
Marketing / Sales	23,00,000	41,70,000	27,09,452	28,75,516	11
Operations / Supply Chain	22,00,000	27,00,000	24,50,000	24,50,000	2
System / IT	19,00,001	43,73,002	31,20,000	31,63,493	21
Others	23,00,000	27,54,100	25,27,050	25,27,050	2

Table 5.6.4: Function-wise Classification of Maximum Earning Potential – Domestic

5.7 Function-wise classification of salary – International (USD)

5.7.1 Fixed Yearly Cash Component

Functions	Min	Max	Median	Mean	Data
International (IT)	\$1,00,000	\$1,21,040	\$1,10,520	\$1,10,520	2

Table 5.7.1: Function-wise Classification of Fixed Yearly Cash Component - International


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5.7.2 One-time Cash Payment

Functions	Min	Max	Median	Mean	Data
International (IT)	\$7,120	\$7,120	\$7,120	\$7,120	1

Table5.7.2: Function-wise Classification of One-time Cash Payment - International

5.7.3 Total Guaranteed Cash Component (USD)

Functions	Min	Max	Median	Mean	Data
International (IT)	\$1,00,000	\$1,28,160	\$1,14,080	\$1,14,080	2

Table5.7.3: Function-wise Classification of Total Guaranteed Cash Component – International

5.7.4 Maximum Earning Potential (USD)

Functions	Min	Max	Median	Mean	Data
International (IT)	1,18,000	1,28,160	1,23,080	1,23,080	2

Table 5.7.4: Function-wise Classification of Maximum Earning Potential – International

5.8 Location-wise Classification of Salary - Domestic

5.8.1 Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
Bengaluru	16,01,349	30,00,000	25,01,500	24,49,084	16
Mumbai	16,74,000	33,65,220	19,75,032	22,45,390	12
Hyderabad	18,33,000	30,60,000	24,50,000	24,78,495	9
NCR	19,36,000	30,80,000	22,00,000	23,46,055	8
Rest of India	18,70,008	26,08,696	22,61,676	22,73,440	14

Table 5.8.1: Location-wise Classification of Fixed Yearly Cash Component - Domestic



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5.8.2 One-time Cash Payment

Location	Min	Max	Median	Mean	Data
Bengaluru	1,50,000	2,00,000	2,00,000	1,87,500	8
Mumbai	75,000	3,00,000	2,00,000	1,93,750	4
Hyderabad	1,00,000	6,00,000	2,50,000	3,50,000	8
NCR	1,00,000	5,00,000	2,00,000	2,33,333	6
Rest of India	1,50,000	4,50,000	2,00,000	2,28,571	7

Table 5.8.2: Location-wise Classification of One-time Cash Payment - Domestic

5.8.3 Total Guaranteed Cash Component

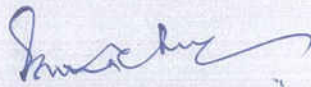
Location	Min	Max	Median	Mean	Data
Bengaluru	16,01,349	32,00,000	25,75,000	25,42,834	16
Mumbai	16,74,000	36,65,220	19,75,032	23,09,974	12
Hyderabad	19,33,000	34,52,000	30,50,000	27,89,606	9
NCR	20,36,000	31,68,436	23,50,000	25,21,055	8
Rest of India	20,70,008	27,58,696	23,62,504	23,87,726	14

Table 5.8.3 : Location-wise Classification of Total Guaranteed Cash Component - Domestic

5.8.4 Maximum Earning Potential

Location	Min	Max	Median	Mean	Data
Bengaluru	19,00,001	35,54,000	29,75,000	28,23,375	16
Mumbai	18,00,000	41,70,000	25,00,032	27,77,649	12
Hyderabad	23,00,000	43,73,002	36,00,000	34,17,771	9
NCR	23,00,000	35,59,000	28,19,500	29,14,555	8
Rest of India	24,00,008	33,00,000	27,27,054	27,97,391	14

Table 5.8.4: Location-wise Classification of Maximum Earning Potential - Domestic



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5.9 Location-wise Classification of Salary – International (USD)

5.9.1 Fixed Yearly Cash Component

Location	Min	Max	Median	Mean	Data
International	1,00,000	1,21,040	1,10,520	1,10,520	2

Table 5.9.1: Location-wise Classification of Fixed Yearly Cash Component – International

5.9.2 One-time Cash Payment

Location	Min	Max	Median	Mean	Data
International	7,120	7,120	7,120	7,120	1

Table 5.9.2: Location-wise Classification of One-time Cash Payment - International

5.9.3 Total Guaranteed Cash Component

Location	Min	Max	Median	Mean	Data
International	1,00,000	1,28,160	1,14,080	1,14,080	2

Table 5.9.3: Location-wise Classification of Total Guaranteed Cash Component – International

5.9.4 Maximum Earning Potential (USD)

Location	Min	Max	Median	Mean	Data
International	1,18,000	1,28,160	1,23,080	1,23,080	2

Table 5.9.4: 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 2.1. (<http://www.iimahd.ernet.in/iprs/gallery/IPRSRevision2.1.pdf>).

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	Sector-wise table on International salary	The data points have been combined to protect confidentiality of data
2	Function-wise table on International salary	The data points have been combined to protect confidentiality of data
3	Location-wise table on International salary	The data points have been combined to protect confidentiality of data

Table 6.1: List of Deviations from Standards with reasons for the same


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