

Ref No: SN/SMER/XIMB/2017/CH 580

April 20, 2017

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

**Re: Audit of the Placement Report of the MBA - Rural Management (MBA-RM) programme, 2014-16**

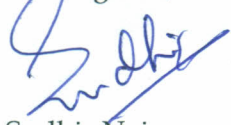
Dear Sir,

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

1. CRISIL have obtained all information and explanations as were necessary for conducting the audit. We believe the Placement Report complies with the requirements of Indian Placement Reporting Standards (IPRS) Version 2.1.
2. The validation of information presented in the report is based on communication received by XIM-B from the recruiting companies. CRISIL has not independently sourced any information or documentation.
3. CRISIL have verified the information with respect to remuneration, job function and location presented in the report with communication received from recruiters. Information regarding compensation received from individual students has not been used.
  - a. Where offer letters or other recruiter communications were not available, the report indicates it as "Data not available". Data was not available for 47 students who sought placements through the institute. We have not been able to verify the status of 47 students in the absence of required data.
  - b. The information has been categorized as best as possible under various salary heads according to IPRS Version 2.1; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
  - c. Proof of acceptance of the offers is indicated by student signing the offer letter. Such proof was not available for 26 students.
4. The number of students opting out of the placement process has been established through written communication from the students.

Thank you,

Best regards,



Sudhir Nair

Director - Education Gradings

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**CRISIL Limited**

Corporate Identity Number: L67120MH1987PLC042363



**X I M Bhubaneswar**

*Connecting Business & Society*

**MBA-RURAL MANAGEMENT**

**FINAL PLACEMENTS**

**2014-16**

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## 1. Classification of the Entire Graduate Pool

The graduating class is categorised into three major groups:

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

Categories	Number
<b>1. Sought placement through the institute</b>	<b>81</b>
<b>2. Did not seek placement through the institute</b>	
2a. Company-sponsored or already employed	
2b. Continuing education	
2c. Postponing job search	
2d. Entrepreneurship (Starting a new business)	
2e. Returning to/joining family business	
2f. Seeking placement outside the campus placement process	
2g. Not seeking placements for other reasons	2
<b>Total who did not seek employment through the institute</b>	<b>2</b>
<b>3. Number unplaced, if any</b>	
<b>Total Graduates</b>	<b>83*</b>

*\*Offer letters and email communication of only 34 students were available for verification*

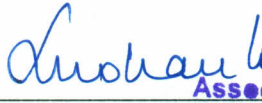
Table 1: Classification of the Entire Graduate Pool

## 2. Sector-wise classification

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

Sector	Number of Offers accepted
BFSI Sector	24
Consulting	5
FMCG	5
<b>Total</b>	<b>34</b>

Table 2: Classification of Placements based on Sector

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

  
  
For CRISIL Limited, Mumbai

### 3. Function-wise classification

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

Function	Number of Offers accepted
Consulting	5
Finance	13
Management Trainee	14
Marketing & Sales	2
<b>Total</b>	<b>34</b>


Table 3: Classification of Placements based on Function

### 4. Location-wise classification

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

Location	Number of Offers accepted
Bengaluru	15
Bhubaneswar	2
Chennai	3
Delhi	1
Hyderabad	1
Lucknow	3
Mumbai	8
Noida	1
<b>Total</b>	<b>34</b>

Table 4: Classification of Placements Based on Location



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

For XIM, Bhubaneswar



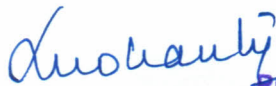
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## 5. Salary details

### 5.1 Salary Heads – Domestic (INR)

	Salary Head (INR)	Min	Max	Median	Mean	Data
A	Fixed Yearly Cash Component	430,620	786,780	559,044	579,326	34
B	One-time Cash Payment	80,000	160,000	80,000	100,000	4
A+B	Total Guaranteed Cash Component	430,620	786,780	607,522	591,090	34
D	Maximum Earning Potential including non-cash, long term and performance linked components)	464,964	1,138,700	655,114	669,914	34

Table 5: Classification of Salary Components in INR



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

For XIM, Bhubaneswar



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)

Total Fixed Salary (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	430,620	786,780	666,400	595,942	24
Consulting	465,000	576,000	656,000	543,000	5
Consumer goods (FMCG)	501,160	559,044	559,044	535,890	5

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

One-time Cash Payment (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	160,000	160,000	160,000	160,000	1
Consulting	80,000	80,000	80,000	80,000	3


Table 7: Sector-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	430,620	786,780	666,400	602,609	24
Consulting	465,000	656,000	576,000	591,000	5
Consumer goods (FMCG)	501,160	559,044	559,044	535,890	5

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

Performance linked Compensation					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	69,996	251,100	70,000	85,535	17
Consumer goods (FMCG)	20,628	20,628	20,628	20,628	2

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

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

For XIM, Bhubaneswar


For CRISIL Limited, Mumbai



Other Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	464,964	1,138,700	33,600	697,311	24
Consulting	501,600	656,000	36,600	598,320	5
Consumer goods (FMCG)	550,000	650,004	90,960	610,002	5

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

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	464,964	1,138,700	760,000	697,311	24
Consulting	501,600	656,000	656,000	598,320	5
Consumer goods (FMCG)	550,000	650,004	650,004	610,002	5

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



For XIM, Bhubaneswar

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



For CRISIL Limited, Mumbai

## 5.5 Function-wise classification of salary

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

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

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	465,000	576,000	656,000	543,000	5
Finance	430,620	786,780	543,804	544,849	13
Management Trainee	507,990	714,000	666,400	635,480	14
Marketing/Sales	501,160	501,160	501,160	501,160	2

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

One-time Cash Payment (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	80,000	80,000	80,000	80,000	3
Finance	160,000	160,000	160,000	160,000	1

Table 13: Function-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	465,000	656,000	576,000	591,000	5
Finance	430,620	786,780	537,102	557,156	13
Management Trainee	507,990	714,000	666,400	635,480	14
Marketing/Sales	501,160	501,160	501,160	501,160	2

Table 6: Function-wise Classification of Total Guaranteed Cash Component in INR

Performance Linked Compensation					
Functions	Min	Max	Median	Mean	Data
Finance	69,996	251,100	90,000	107,013	7
Management Trainee	70,000	75,000	70,000	70,500	10
Marketing/Sales	20,628	20,628	20,628	20,628	2

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

*Saveeta Mohanty*

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

*Sudhakar*

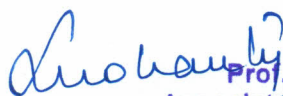
For CRISIL Limited, Mumbai

Other Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	36,600	36,600	36,600	36,600	1
Finance	21,600	100,820	3,312	35,642	13
Management Trainee	17,010	90,960	33,600	44,878	14
Marketing/Sales	28,212	28,212	28,212	28,212	2

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

Maximum Earning Potential Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	501,600	656,000	656,000	598,320	5
Finance	464,964	1,138,700	654,228	650,421	13
Management Trainee	525,000	825,000	770,000	730,715	14
Marketing/Sales	550,000	550,000	550,000	550,000	2

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



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



For CRISIL Limited, Mumbai

## 5.6 Location-wise classification of salary

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

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

Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	430,620	714,000	666,400	629,069	15
Mumbai	530,400	559,044	543,804	546,168	8
Hyderabad	507,990	507,990	507,990	507,990	1
Noida	576,000	576,000	656,000	576,000	1
Lucknow	465,000	576,000	656,000	539,000	3
Bhubaneswar	439,800	439,800	439,800	439,800	2
Delhi	522,000	522,000	522,000	522,000	1
Chennai	501,160	786,780	643,970	596,367	3


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

One Time Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	160,000	160,000	160,000	160,000	1
Lucknow	80,000	80,000	80,000	80,000	2
Noida	80,000	80,000	80,000	80,000	1

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

Total Guaranteed Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	430,620	714,000	666,400	639,736	15
Mumbai	439,800	439,800	543,804	439,800	2
Hyderabad	522,000	522,000	507,990	522,000	1
Noida	507,990	507,990	576,000	507,990	1
Lucknow	465,000	656,000	576,000	592,333	3
Bhubaneswar	530,400	559,044	439,800	546,168	8
Delhi	656,000	656,000	522,000	656,000	1
Chennai	501,160	786,780	643,970	596,367	3

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



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



For CRISIL Limited, Mumbai

Performance Linked Compensation (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	70,000	75,000	70,000	70,636	11
Bhubaneswar	108,000	108,000	108,000	108,000	2
Mumbai	69,996	69,996	69,996	69,996	3
Chennai	20,628	251,100	135,864	97,452	3

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

Other Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	21,600	36,000	33,600	31,459	15
Bhubaneswar	32,280	32,280	32,280	32,280	2
Hyderabad	17,010	17,010	17,010	17,010	1
Lucknow	36,600	36,600	36,600	36,600	1
Mumbai	21,600	90,960	40,428	54,671	8
Chennai	28,212	100,820	64,516	52,415	3

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

Maximum Earning Potential (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	464,964	825,000	770,000	722,995	15
Mumbai	580,080	580,080	650,004	580,080	2
Hyderabad	522,000	522,000	525,000	522,000	1
Noida	525,000	525,000	656,000	525,000	1
Lucknow	501,600	656,000	656,000	604,533	3
Bhubaneswar	552,000	654,228	580,080	627,087	8
Delhi	656,000	656,000	522,000	656,000	1
Chennai	550,000	1,138,700	844,350	746,233	3

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

*Saveeta Mohanty*

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



For CRISIL Limited, Mumbai

6. Other details

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

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


7. Compliance statement


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

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

Sl. No.	Deviation from the standards	Reason
1	-	-

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

  
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For XIM, Bhubaneswar

  
  
For CRISIL Limited, Mumbai