

Ref no. RS/SMER/XIMB/2019/CH / 14452  
February 18, 2019

To  
The Associate Dean,  
Career Advisory Services  
Career Advisory Services Office,  
Xavier Institute of Management,  
Xavier Square,  
Bhubaneswar - 751 013

**Re: Audit of the Placement Report of the Business Management Programme 2015-17**

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 BM batch of 2015-17. We have validated the contents of the report prepared by Xavier Institute of Management, Bhubaneswar by cross-checking these with the relevant documentation. On the placement report's conformance with the Indian Placement Reporting Standards (IPRS), version 2.2, we wish to confirm the following:

1. For the purpose of the audit, we have obtained all information and explanations, which to the best of our knowledge and belief were necessary.
2. The validation of information presented in the report is based on communication received by Xavier Institute of Management, Bhubaneswar from the recruiting companies and students. CRISIL has not independently sourced any information or documentation.
3. We have verified the information with respect to remuneration, job function, and location presented in the report with the help of communication received from recruiters.
4. CRISIL has verified information for 302 out of 360 students through communication provided by the institute.
5. The salary information has been categorized as far as possible under different salary heads to indicate fixed and variable salary components for the purpose of better representation where a break-up was not available, the salary has been considered only as 'maximum earning potential'.
6. Proof of acceptance of the offers is indicated by student signing the offer letter. Such proof was available for 95 students out of 302 offer letters verified.

Thank you,

Best Regards,



T. Raj Sekhar  
Director - Education Gradings  
Tel: +91 22 3342 3526  
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**CRISIL Limited**

Corporate Identity Number: L67120MH1987PLC042363

# Xaviers Institute of Management



**FINAL PLACEMENTS 2015-2017**

**Business Management**

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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>360</b>
<b>2. Did not seek placement through the institute</b>	
2a. Company-sponsored or already employed	7
2b. Continuing education	1
2c. Postponing job search	6
2d. Entrepreneurship (Starting a new business)	3
2e. Returning to/joining family business	1
2f. Seeking placement outside the campus placement process	0
2g. Not seeking placements for other reasons	3
<b>Total who did not seek employment through the institute</b>	<b>18</b>
<b>3. Number unplaced, if any</b>	<b>0</b>
<b>Total Graduates</b>	<b>378*</b>

**Table 1: Classification of the Entire Graduate Pool**

*\*Out of total batch, offer letters of only 302 students were available for verification*

*M. U. Pipater*

Xavier Institute of  
Management  
Career Advisory Services Office

For XIM, Bhubaneswar

*Rajesh*




For CRISIL Limited, Mumbai

## 2. Sector-wise classification

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

Sector	Number of Offers accepted
<b>Domestic</b>	
BFSI sector	89
Consulting	62
Consumer Goods (FMCG)	17
Energy	8
Information Technology (IT)	65
Manufacturing	28
Media/Entertainment	12
Others	10
Telecom	10
<b>International</b>	
Real Estate	1
<b>Total</b>	<b>302</b>

Table 2: Classification of Placements Based on Sector

  
N. W. Gupta, Xavier Institute of Management  
Career Advisory Services Office  
For XIM, Bhubaneswar

  
Rajesh  
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
<b>Domestic</b>	
Consulting	59
Finance	54
Management Trainee	9
Marketing/Sales	108
Operations & Supply chain	22
Sytems/IT	49
<b>International</b>	
Marketing	1
<b>Total</b>	<b>302</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
<b>Domestic</b>	
Bangalore	57
Bhubaneswar	3
Chennai	39
Hyderabad	18
Jamshedpur	6
Jodhpur	5
Kolkata	21
Mumbai	67
Pune	20
Delhi/NCR	52
Rest of India	13
<b>International</b>	
Dubai	1
<b>Total</b>	<b>302</b>

Table 4: Classification of Placements Based on Location

  
P.N. Gupta  
Xavier Institute of Management  
Career Advisory Services Office  
For XIM, Bhubaneswar

  
Rajeev  
For CRISIL Limited, Mumbai



## 5. Salary details

### 5.1 Salary Heads – Domestic (INR)

	Salary Head (INR)	Min	Max	Mean	Median	Data
A	Fixed Yearly Cash Component	537,000	1,690,000	969,337	950,000	238
B	One-time Cash Payment	35,000	200,000	87,083	100,000	36
A+B=C	Total Guaranteed Cash Component	537,000	1,784,116	982,510	961,898	238
D	Performance Linked Compensation	40,000	700,000	152,188	123,750	111
E	Maximum Earning Potential (including non-cash, long term and performance linked components)	600,000	2,100,000	1,062,965	1,000,000	301

Table 5: Classification of Salary Components in INR

### 5.2 Salary Heads – International (USD)

	Salary Head (USD)	Min	Max	Mean	Median	Data
E	Maximum Earning Potential (including non-cash, long term and performance linked components)	26,135	26,135	26,135	26,135	1

Table 6: Classification of Salary Components in USD


Conversion rate to USD is as per exchange rate on January 31, 2019


### 5.3 Salary Statistics at PPP (USD)


Salary Head (USD)	Min	Max	Mean	Median	Data
INR salary (Maximum Earning Potential)	25,010	87,536	44,309	41,684	301
Non-INR salary (Maximum Earning Potential)	4,001	4,001	4,001	4,001	1
Combined INR and non-INR salary (Maximum Earning Potential)	4,001	87,536	44,175	41,684	302

Table 7: Classification of Salary Components in USD

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

  
**N. N. Gupta** Xavier Institute of  
 Management  
 Career Advisory Services Office  
 For XIM, Bhubaneswar

  
**Rajeev**  
 For CRISIL Limited, Mumbai



## 5.4 Sector-wise classification of salary

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

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

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	537,000	1,311,149	900,000	887,405	78
Consulting	734,800	1,550,000	970,000	1,049,846	50
Consumer Goods (FMCG)	754,800	1,495,727	975,000	971,125	9
Energy	733,400	915,000	835,986	826,367	5
Information Technology (IT)	595,147	1,690,000	1,097,250	1,067,400	38
Manufacturing	547,296	1,410,000	1,080,000	1,028,206	28
Media/Entertainment	688,660	966,487	728,400	761,320	12
Others	636,794	1,584,116	920,000	927,838	8
Telecom	1,005,564	1,146,920	1,200,000	1,021,092	10

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

One time Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	100,000	100,000	100,000	100,000	6
Consulting	35,000	100,000	75,000	69,286	7
Consumer Goods (FMCG)	200,000	200,000	200,000	200,000	2
Information Technology (IT)	50,000	100,000	100,000	80,769	13
Manufacturing	50,000	50,000	50,000	50,000	2
Media/Entertainment	100,000	100,000	100,000	100,000	1
Others	50,000	200,000	50,000	80,000	5

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

*M. W. Gupta*  
Xavier Institute of  
Management

For XIM, Bhubaneswar Career Advisory Services Office

*Rajesh*  
CRISIL LIMITED  
MUMBAI

For CRISIL Limited, Mumbai



Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	537,000	1,311,149	900,000	895,098	78
Consulting	734,800	1,550,000	970,000	1,059,546	50
Consumer Goods (FMCG)	754,800	1,495,727	1,015,000	1,015,570	9
Energy	733,400	915,000	835,986	826,367	5
Information Technology (IT)	645,147	1,690,000	1,121,000	1,095,031	38
Manufacturing	547,296	1,410,000	1,080,000	1,031,777	28
Media/Entertainment	688,660	966,487	728,400	769,653	12
Others	636,794	1,784,116	970,000	977,838	8
Telecom	1,005,564	1,146,920	1,005,564	1,021,092	10

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

Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	76,500	225,000	123,750	132,551	44
Consulting	50,400	200,000	100,000	116,246	13
Consumer Goods (FMCG)	120,000	550,000	230,000	282,169	4
Energy	40,000	135,000	127,500	107,500	4
Information Technology (IT)	68,597	200,000	131,728	130,206	17
Manufacturing	82,094	350,000	205,000	203,754	10
Media/Entertainment	96,649	700,000	450,000	359,330	5
Others	100,000	236,000	100,000	134,000	4
Telecom	120,000	144,000	144,000	140,700	10

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

*M. N. Gupta*  
 Xavier Institute of  
 Management

For XIM, Bhubaneswar Career Advisory Services Office

*Rajesh*




For CRISIL Limited, Mumbai

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	762,000	1,670,006	950,000	1,002,417	89
Consulting	819,324	1,550,000	1,000,000	1,079,169	62
Consumer Goods (FMCG)	809,264	1,800,001	1,200,000	1,160,105	17
Energy	850,200	1,200,000	1,035,000	1,044,399	8
Information Technology (IT)	725,000	1,690,000	1,100,000	1,092,864	65
Manufacturing	681,270	1,410,000	1,237,000	1,115,716	28
Media/Entertainment	750,000	1,400,198	900,000	950,062	12
Others	600,000	2,100,000	1,050,000	992,500	10
Telecom	1,200,000	1,350,000	1,200,000	1,215,000	10

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

*N. N. Kipate* Xavier Institute of  
Management

For XIM, Bhubaneswar Career Advisory Services Office

*Rajesh* 

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	636,794	1,550,000	1,000,000	1,070,142	50
Finance	537,000	1,200,000	891,007	868,368	45
Management Trainee	1,311,149	1,495,727	1,311,149	1,348,065	5
Marketing/Sales	547,296	1,584,116	950,000	948,238	92
Operations & Supply chain	636,794	1,237,000	900,000	876,107	18
Systems/IT	595,147	1,690,000	1,000,000	1,013,233	28

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

One time Cash Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	35,000	100,000	100,000	77,917	12
Marketing/Sales	50,000	200,000	100,000	111,538	13
Operations & Supply chain	50,000	50,000	50,000	50,000	1
Systems/IT	50,000	100,000	50,000	70,000	10

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

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	636,794	1,550,000	1,050,000	1,088,842	50
Finance	537,000	1,200,000	891,007	868,368	45
Management Trainee	1,311,149	1,495,727	1,311,149	1,348,065	5
Marketing/Sales	547,296	1,784,116	966,487	963,998	92
Operations & Supply chain	636,794	1,237,000	900,000	878,885	18
Systems/IT	645,147	1,690,000	1,000,000	1,038,233	28

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

*M. U. Gupta*  
 For XIM, Bhubaneswar  
 Xavier Institute of Management  
 Career Advisory Services Office


*Rajesh*  
 For CRISIL Limited, Mumbai  


Performance Linked Compensation (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	50,400	175,000	100,000	108,554	13
Finance	90,000	225,000	123,750	134,485	25
Management Trainee	195,000	228,674	195,000	201,735	5
Marketing/Sales	76,500	700,000	144,000	184,947	48
Operations & Supply chain	40,000	230,000	95,000	120,000	11
Systems/IT	68,597	135,000	120,000	101,488	9

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

Maximum Earning Potential Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	800,000	1,550,000	1,100,000	1,111,432	59
Finance	600,000	1,400,000	950,000	970,589	54
Management Trainee	1,050,000	1,800,001	1,670,006	1,408,892	9
Marketing/Sales	600,000	2,100,000	1,100,000	1,081,371	108
Operations & Supply chain	750,000	1,237,000	990,000	982,509	22
Systems/IT	725,000	1,690,000	1,074,999	1,038,429	49

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

  
 M.N. Gupta  
 Xavier Institute of Management  
 For XIM, Bhubaneswar  
 Advisory Services Office

  
 Rajesh  
 CRISIL LIMITED  
 MUMBAI  
 For CRISIL Limited, Mumbai

## 5.6 Location-wise classification of salary

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

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

Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	728,400	1,690,000	1,088,625	1,078,748	45
Bhubaneswar	659,652	811,464	811,464	735,558	2
Chennai	595,147	1,550,000	900,000	957,807	33
Delhi/NCR	636,794	1,250,000	885,360	917,637	11
Hyderabad	1,237,000	1,237,000	970,000	1,237,000	6
Jamshedpur	754,800	754,800	1,237,000	754,800	3
Jodhpur	547,296	1,410,000	754,800	965,321	12
Kolkata	595,147	1,690,000	966,487	926,508	54
Mumbai	537,000	1,400,000	928,002	955,663	15
Pune	604,164	1,410,000	1,000,000	902,737	46
Rest of India	659,652	1,311,149	1,034,540	1,074,848	11

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

One time Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	100,000	100,000	100,000	100,000	3
Chennai	50,000	100,000	100,000	87,500	4
Delhi/NCR	50,000	100,000	50,000	55,000	10
Mumbai	50,000	200,000	144,000	107,143	7
Pune	35,000	100,000	100,000	76,111	9
Rest of India	100,000	200,000	200,000	166,667	3

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

*M. V. Gupta*  
 Xavier Institute of  
 Management  
 For XIM, Bhubaneswar Career Advisory Services Office

*Rajesh*  
 CRISIL LIMITED  
 MUMBAI  
 For CRISIL Limited, Mumbai


Total Guaranteed Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	728,400	1,690,000	1,090,000	1,085,415	45
Bhubaneswar	659,652	811,464	811,464	735,558	2
Chennai	645,147	1,550,000	900,000	968,413	33
Delhi/NCR	604,164	1,410,000	885,360	914,694	46
Hyderabad	636,794	1,250,000	970,000	917,637	11
Jamshedpur	1,237,000	1,237,000	1,237,000	1,237,000	6
Jodhpur	754,800	754,800	754,800	754,800	3
Kolkata	547,296	1,410,000	966,487	965,321	12
Mumbai	645,147	1,784,116	970,000	940,397	54
Pune	537,000	1,400,000	1,100,000	1,001,330	15
Rest of India	659,652	1,311,149	1,200,000	1,120,303	11

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

Performance Linked Compensation (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	40,000	550,000	168,150	176,820	13
Bhubaneswar	123,750	127,500	127,500	125,625	2
Chennai	50,400	700,000	90,000	116,470	25
Delhi/NCR	85,225	700,000	100,000	164,188	21
Hyderabad	100,000	100,000	200,000	100,000	2
Kolkata	82,094	189,000	123,750	122,873	4
Mumbai	68,597	236,000	100,000	148,444	31
Pune	68,597	225,000	200,000	140,549	4
Rest of India	123,750	350,000	195,000	236,417	9

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

*MUG*  
**XLRI Institute of Management**  
**Career Advisory Services Office**  
 For XIM, Bhubaneswar

*Rajeev*  
  
 For CRISIL Limited, Mumbai

Maximum Earning Potential (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	725,000	1,690,000	1,125,000	1,123,336	57
Bhubaneswar	825,007	977,496	944,748	904,834	3
Chennai	750,000	1,550,000	1,000,002	1,081,797	39
Delhi/NCR	681,270	1,410,000	1,035,000	1,018,858	52
Hyderabad	750,000	1,250,000	970,000	983,111	18
Jamshedpur	1,237,000	1,237,000	1,237,000	1,237,000	6
Jodhpur	600,000	809,264	809,264	725,558	5
Kolkata	700,010	1,410,000	1,030,000	1,062,357	21
Mumbai	750,000	2,100,000	942,000	1,039,635	67
Pune	725,000	1,400,000	970,000	982,875	20
Rest of India	825,007	1,670,006	1,300,000	1,359,143	13


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



## 6. Other details

Sr. No.	Parameters	Number*
1	Total Pre-Season Placement offers offered	39
2	Total Pre-Season Placement offers accepted	31

Table 23: Details regarding Pre- Season Placement Offers

\*As per the data provided by institute

  
 N.W. Gupta  
 Xavier Institute of  
 Management  
 For XIM, Bhubaneswar  
 Career Advisory Services Office

  
 Rajesh  
  
 For CRISIL Limited, Mumbai