

Ref No: SM/SMER/MITSOB/2013/11192

July 29, 2013

Placement Head, The Placement Office  
S.No. 123, B-Wing, Saraswati Vishwa Building,  
MIT Campus, Paud Road, Kothrud, Pune 411038

Dear Sir,

**Re: Audit of the joint Placement Report of the 2010-12 Post Graduate Diploma in Management (PGDM), PGDM (Marketing), PGDM (Finance), and PGDM (Human Resources)**

We have audited the joint Placement Report prepared by MIT School of Business (MITSOB), Pune, for the final placements of the students of the 2010-12 batch of the PGDM, PGDM (Marketing), PGDM (Finance), and PGDM (Human Resources) programmes. The Placement Report is the responsibility of MITSOB. Our responsibility is to validate the information provided in the report with the relevant documentation, and comment on the Placement Report's conformance with Indian Placement Reporting Standards (IPRS).

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 IPRS.
2. The validation of information presented in the report is based on communication received by MITSOB from recruiting companies. CRISIL has not independently sourced any information or documentation.
3. We have verified the information with respect to remuneration and job function presented in the report with communication received from recruiters by the institute. Information regarding compensation received from individual students has not been used.
  - a. Where offer letters or other recruiter communication was not available, the report considers the record as 'data not available'. We have not been able to verify the status of such students, since there is no record.
  - b. The information has been categorised as best as possible under different salary heads mentioned in IPRS: where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
4. CRISIL has not been able to verify through any documentation the following:
  - a. The 24 students who did not seek placements through the institute\*
  - b. The 10 students who did not qualify for the placement processThis is because MITSOB does not maintain a formal process for recording such information.
5. CRISIL has not been able to verify that all placement offers were made through on campus placement process.

Thank you.

Best regards,

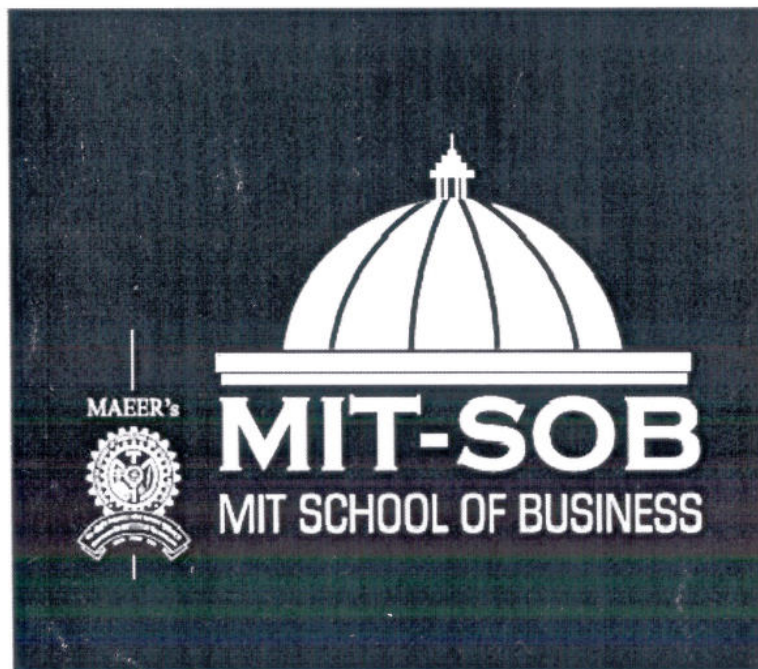
  
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*\* As per declaration provided by MITSOB, it requires students to revert over email to confirm their participation in campus placement process. As per MITSOB, these 24 students did not send their confirmation.*



**CRISIL Limited**



**FINAL PLACEMENTS 2012 – PGDM, PGDM  
(Marketing), PGDM (Finance), and PGDM  
(Human Resources)**

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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>146</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	2
2g. Not seeking placements for other reasons	22
<b>Total who did not seek employment through the institute</b>	<b>24</b>
<b>3. Number unplaced, if any</b>	<b>44</b>
<b>4. Students who did not qualify for placements*</b>	<b>10</b>
<b>Total Graduates</b>	<b>224</b>

Table 1: Classification of the entire graduate pool

\* At the time of audit, the students were yet to clear some examinations to qualify for placements.

## 2. Sector-wise classification


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

Sector	No of Offers accepted
Banking, Financial Services and Insurance (BFSI)	34
Consulting	28
Consumer Goods ( FMCG)	4
Information Technology (IT)	12
Manufacturing	10
Pharmaceutical / Healthcare	2
Real Estate	2
Others	9
<b>Total</b>	<b>101</b>

Table 2: Classification of placements based on sector

  
For MITSOB, Pune



  
For CRISIL Limited, Mumbai



### 3. Function-wise classification

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

Function	No of Offers accepted
Consulting	12
Finance	17
Human Resources (HR)	11
Marketing/ Sales	45
Operations / Supply Chain	1
Data not available	15
<b>Total</b>	<b>101</b>

Table 3: Classification of placements based on function

### 4. Location-wise classification


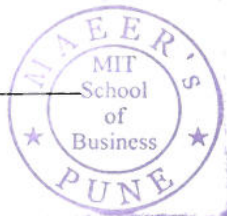
The table below shows location-wise break-up of the accepted offers.

Location	No of Offers accepted
<b>Domestic</b>	
Mumbai	29
Pune	42
Hyderabad	5
Rest of India	14
<b>International</b>	
Africa	1
<b>Data not available</b>	<b>10</b>
<b>Total</b>	<b>101</b>

Table 4: Classification of placements based on location



For MITSOB, Pune



For CRISIL Limited, Mumbai



## 5. Salary details

### 5.1 Salary Heads – Domestic (INR)

	Salary head (INR)	Min	Max	Median	Mean	Data
A	Basic Salary	22,500	360,000	127,500	143,810	68
B	Additional Guaranteed Cash Components	30,000	312,000	151,440	160,677	66
C	One time Cash Payments	40,000	60,000	60,000	53,333	3
D	Total guaranteed cash payments	60,000	600,000	291,000	286,197	80
E	Maximum Earning Potential (including non-cash, long-term and performance-linked components)	144,000	600,000	300,258	320,940	100


Table 5: Classification of salary components in INR

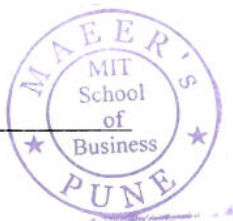
### 5.2 Salary Statistics at PPP

Salary head	Min	Max	Median	Mean	Data
Combined INR and non-INR salary (Total guaranteed cash component)	2,826	28,262	13,566	13,433	81
Combined INR and non-INR salary (Maximum Earning Potential)	6,783	28,262	14,131	15,063	101

Table 6: Classification of salary components in USD at PPP

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

  
For MITSOB, Pune



  
For CRISIL Limited, Mumbai



### 5.3 Sector-wise classification of salary

Others include sectors which do not fall into the given categories.

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.

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

Fixed Yearly Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	190,800	403,188	324,996	291,166	31
Consumer goods (FMCG)	301,290	301,290	301,290	301,290	1
Consulting	144,000	415,884	322,618	298,628	26
Information Technology (IT)	215,667	600,000	324,000	354,865	5
Manufacturing	252,000	288,000	267,012	269,004	3
Pharmaceutical / Healthcare	216,000	367,800	291,900	291,900	2
Others	200,850	356,200	240,000	251,883	10


Table 7: Sector-wise classification of Fixed Yearly Cash Components in INR

One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	60,000	60,000	60,000	60,000	2
Consumer goods (FMCG)	40,000	40,000	40,000	40,000	1
Consulting	-	-	-	-	-
Information Technology (IT)	-	-	-	-	-
Manufacturing	-	-	-	-	-
Pharmaceutical / Healthcare	-	-	-	-	-
Others	-	-	-	-	-

Table 8: Sector-wise classification of One-time Cash Payments in INR

  
For MITSOB, Pune



  
For CRISIL Limited, Mumbai





Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	60,000	403,188	287,400	277,156	33
Consumer goods (FMCG)	301,290	301,290	301,290	301,290	1
Consulting	144,000	415,884	322,618	298,628	26
Information Technology (IT)	215,667	600,000	324,000	354,865	5
Manufacturing	252,000	288,000	267,012	269,004	3
Pharmaceutical / Healthcare	216,000	367,800	291,900	291,900	2
Others	200,850	356,200	240,000	251,883	10

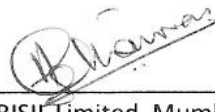
Table 9: Sector-wise classification of Total Guaranteed Cash Payments in INR

Maximum Earning Potential Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	225,000	403,188	300,000	318,188	34
Consumer goods (FMCG)	240,000	390,216	320,000	317,554	4
Consulting	144,000	526,920	320,000	322,677	28
Information Technology (IT)	192,000	600,000	300,000	324,454	12
Manufacturing	216,000	360,000	282,420	285,725	9
Pharmaceutical / Healthcare	271,776	409,800	340,788	340,788	2
Others	193,600	426,000	375,804	347,624	11

Table 10: Sector-wise classification of Maximum Earning Potential Cash Payments in INR

  
For MITSOB, Pune



  
For CRISIL Limited, Mumbai



#### 5.4 Function-wise classification of salary

Others include roles which do not fall into the given categories.

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 Function-wise classification of salary – Domestic (INR)

Fixed Yearly Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	239,400	415,884	325,236	350,994	12
Finance	200,850	324,996	282,498	271,785	16
Human Resources	144,000	320,000	168,000	218,630	9
Marketing / Sales	216,000	600,000	324,996	321,588	26
Others	211,428	211,428	211,428	211,428	1
Data Unavailable	150,600	354,660	283,700	262,491	14

Table 11: Function-wise classification of Fixed Yearly Cash Components in INR

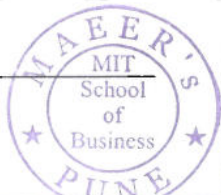
One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	-	-	-	-	-
Finance	40,000	40,000	40,000	40,000	1
Human Resources	-	-	-	-	-
Marketing / Sales	60,000	60,000	60,000	60,000	2
Others	-	-	-	-	-
Data Unavailable	-	-	-	-	-


Table 12: Function-wise classification of One-time Cash Payments in INR

Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	239,400	415,884	325,236	350,994	12
Finance	200,850	324,996	282,498	271,785	16
Human Resources	144,000	320,000	168,000	218,630	9
Marketing / Sales	60,000	600,000	313,143	302,903	28
Others	211,428	211,428	211,428	211,428	1
Data Unavailable	150,600	354,660	283,700	262,491	14

Table 13: Function-wise classification of Total Guaranteed Cash Payments in INR

  
For MITSOB, Pune



  
For CRISIL Limited, Mumbai



Maximum Earning Potential Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Consulting	290,000	427,800	400,200	393,560	12
Finance	225,000	425,000	374,996	335,765	17
Human Resources	144,000	320,000	192,000	223,273	11
Marketing / Sales	150,000	600,000	315,000	334,307	44
Others	235,380	235,380	235,380	235,380	1
Data Unavailable	163,464	375,000	300,000	284,159	15

Table 14: Function-wise classification of Maximum Earning Potential Cash Payments in INR

### 5.5 Location-wise classification of salary

'Rest of India' includes locations Ahmedabad, Baroda, Bengaluru, Chennai, Indore, Jabalpur, Jaipur, Karnal, New Delhi, Rudrapur, and Surat.

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 Location-wise classification of salary – Domestic (INR)

Fixed Yearly Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Hyderabad	325,236	325,236	325,236	325,236	5
Mumbai	239,400	415,000	287,400	300,670	17
Pune	144,000	415,884	240,000	249,955	33
Rest of India	211,428	415,884	324,996	325,213	14
Data Unavailable	225,180	600,000	356,200	359,632	9


Table 15: Location-wise classification of Fixed Yearly Cash Components in INR

One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Hyderabad	-	-	-	-	-
Mumbai	40,000	60,000	60,000	53,333	3
Pune	-	-	-	-	-
Rest of India	-	-	-	-	-
Data Unavailable	-	-	-	-	-

Table 16: Location-wise classification of One-time Cash Payments in INR

  
For MITSOB, Pune



  
For CRISIL Limited, Mumbai



Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Hyderabad	325,236	325,236	325,236	325,236	5
Mumbai	60,000	415,000	287,400	275,336	19
Pune	144,000	415,884	240,000	249,955	33
Rest of India	211,428	415,884	324,996	325,213	14
Data Unavailable	225,180	600,000	356,200	359,632	9

Table 17: Location-wise classification of Total Guaranteed Cash Payments in INR

Maximum Earning Potential Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Hyderabad	400,200	400,200	400,200	400,200	5
Mumbai	216,000	526,920	300,000	310,228	29
Pune	144,000	427,800	286,210	292,941	42
Rest of India	235,380	450,000	374,996	369,689	14
Data Unavailable	192,000	600,000	383,010	361,720	10

Table 18: Location-wise classification of Maximum Earning Potential Cash Payments in INR

## 6. Compliance Statement

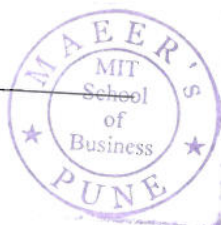
This placement report has been prepared as per the Indian Placement Reporting Standards, version 2.1.

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

Sl. No.	Deviation from the standards	Reason
1	Salary Heads, Salary Statistics at PPP, function-wise, location-wise, and sector-wise data not reported for international placements	To maintain client confidentiality due to limited data

Table 19: List of Deviations from Standards with reasons for the same

For MITSOB, Pune



For CRISIL Limited, Mumbai

