Symbiosis Centre for Management &

scmhrd

Leadership-Entrepreneurship B-School

MBA FINAL PLACEMENTS 2013

Ref No: SN/SMER/SCMHRD/2013/28775

November 21, 2013

To
Head, Corporate Relations
Symbiosis Centre for Management and Human Resource Development (SCMHRD),
Symbiosis International University, Symbiosis Infotech Campus,
Plot No. 15, Rajiv Gandhi Infotech Park, Hinjewadi,
Pune-411057

Re: Audit of the Final Placement Report of the 2011-13 Master of Business Administration (MBA) programme

Dear Madam,

We have audited the placement report prepared by Symbiosis Centre for Management and Human Resource Development (SCMHRD) for the final placements of the students of the 2011-13 batch of the Master of Business Administration programme. The placement report is the responsibility of SCMHRD. CRISIL's 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) version 2.1.

In this context, CRISIL confirms the following:
1. For the purpose of the audit, CRISIL has 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 IPRS version 2.1.
2. The validation of information presented in the report is based on communication received by SCMHRD from recruiting companies. CRISIL has not independently sourced any information or documentation.
3. CRISIL has verified the information with respect to remuneration and function presented in the report with communication received from recruiters. Information regarding compensation from individual students has not been used. Data regarding location has been verified with communication from recruiters and students.
    a. Where details were not available through offer letters or other recruiter communication, the report considers the record as "Data not available".
    b. The information has been categorised as best as possible under different salary heads as given in the IPRS version 2.1; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
    c. CRISIL has not been able to verify the acceptance of offer from 28 students.
4. The number of students opting out of the placement process has been established through written communication from the students who have opted out.

Thank you,

Best regards,

Sachin Nigam
Senior Director, SME Ratings
Tel: +91 22 3342 3415
Email: sachin.nigam@crisil.com

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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
1. Sought placement through the institute	**181**
2. Did not seek placement through the institute	**29**
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	29
2g. Not seeking placements for other reasons	
Total who did not seek employment through the institute	
3. Number unplaced, if any	
Total Graduates	**210**

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	No of Offers accepted
Banking and Financial Services Industry (BFSI)	24
Conglomerate	13
Consulting	12
Consumer Goods	32
Information Technology	33
Knowledge Process Outsourcing/Business Process Outsourcing	16
Manufacturing	11
Media	5
Telecom	10
Pharmaceutical/Healthcare	14
Others	9
International:	
Conglomerate	2
Total	**181**

Table 2: Classification of Placements Based on Sector

For SCMHRD, Pune

For CRISIL Limited, Mumbai
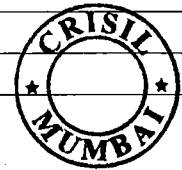
3. Function-wise classification

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

Function	No of Offers accepted
Consulting	11
Finance	27
Human Resources	30
Operations/ Supply Chain	10
Sales & Marketing	49
Systems/IT	10
To Be Decided	42
International:	
Operations/Supply Chain	2
Total	**181**
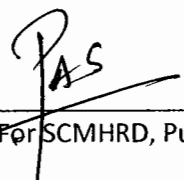
Table 3: Classification of Placements Based on Function

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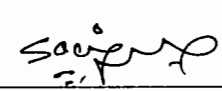
The table below shows location-wise break-up of the accepted offers.

Location	No of Offers accepted
Domestic	
Bengaluru	23
Hyderabad	14
Ludhiana	4
Mumbai	49
NCR	15
Pune	14
Rest of India	4
International	
Asia	2
To Be Decided	**56**
Total	**181**

Table 4: Classification of Placements Based on Location

For SCMHRD, Pune

For CRISIL Limited, Mumbai

5. Salary details

5.1 Salary Heads – Domestic (INR)

	Salary Head (INR)	Min	Max	Median	Mean	Data
A+B	Fixed Yearly Component	347,040	1,460,000	786,600	849,961	145
C	One-time Cash Payment	9,000	350,000	100,000	126,185	81
A+B+C	Total Guaranteed Cash Component	347,040	1,771,000	839,340	916,660	145
D	Maximum Earning Potential (including non-cash, long-term and performance linked components)	611,770	2,000,032	966,000	1,049,025	179

Table 5: Classification of Salary Components in INR

5.2 Salary Heads – International (USD)

	Salary Head (USD)	Min	Max	Median	Mean	Data
A+B	Fixed Yearly Component	39,210	39,210	39,210	39,210	2
C	One-time Cash Payment	-	-	-	-	-
A+B+C	Total Guaranteed Cash Component	39,210	39,210	39,210	39,210	2
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	45,506	45,506	45,506	45,506	2

Table 6 : Classification of Salary Components in USD
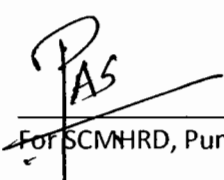
Conversion rate to USD as per www.bloomberg.com, *mean Exchange rate as on September, 2013*

5.3 Salary Statistics at PPP (USD)
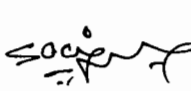
Salary Head (USD)	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	15,493	79,063	37,471	40,922	145
Non-INR salary (Total guaranteed cash component)	53,333	53,333	53,333	53,333	2
Combined INR and non-INR salary (Total guaranteed cash component)	15,493	79,063	37,568	41,091	147
INR salary (Maximum Earning Potential)	27,311	89,287	43,125	46,831	179
Non-INR salary (Maximum Earning Potential)	61,897	61,897	61,897	61,897	2
Combined INR and non-INR salary (Maximum Earning Potential)	27,311	89,287	43,125	46,998	181

Table 7: Classification of Salary Components in USD at PPP

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

For SCMHRD, Pune

For CRISIL Limited, Mumbai

5.4 Sector-wise classification of salary

Others include sectors which do not fall into the given categories such as Energy, Engineering / Technology and HR Consulting.

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 Component (INR)					
Sectors	**Min**	**Max**	**Median**	**Mean**	**Data**
Banking and Financial Services Industry (BFSI)	550,000	1,222,000	699,570	789,399	20
Conglomerate	544,740	1,365,328	1,110,893	1,125,484	13
Consulting	735,580	735,580	735,580	735,580	1
Consumer Goods	676,800	1,460,000	1,067,400	1,043,781	30
Information Technology	347,040	958,248	832,896	732,123	23
Knowledge Process Outsourcing/Business Process Outsourcing	539,436	781,280	665,640	673,739	15
Manufacturing	490,141	799,800	751,000	667,482	11
Media	546,742	546,742	546,742	546,742	3
Telecom	666,346	1,083,636	758,712	809,322	10
Pharmaceutical/Healthcare	690,182	1,322,400	789,059	926,118	12
Others	617,417	923,088	787,373	805,995	7
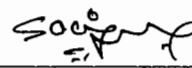
Table 8: Sector-wise Classification of Fixed Yearly Component in INR

One-time Cash Payment (INR)					
Sectors	**Min**	**Max**	**Median**	**Mean**	**Data**
Banking and Financial Services Industry (BFSI)	20,000	200,000	150,000	123,615	13
Conglomerate	80,000	300,000	200,000	197,500	8
Consulting	20,000	30,000	20,000	22,727	11
Consumer Goods	30,000	350,000	100,000	168,000	25
Information Technology	9,000	50,000	30,000	31,500	6
Knowledge Process Outsourcing/Business Process Outsourcing	-	-	-	-	-
Manufacturing	200,000	250,000	250,000	237,500	4
Media	100,000	100,000	100,000	100,000	2
Telecom	-	-	-	-	-
Pharmaceutical/Healthcare	25,000	300,000	90,000	110,455	11
Others	30,000	30,000	30,000	30,000	1

Table 9: Sector-wise Classification of One-time Cash Payment in INR

For SCMHRD, Pune

For CRISIL Limited, Mumbai

Total Guaranteed Cash Component (INR)					
Sectors	**Min**	**Max**	**Median**	**Mean**	**Data**
Banking and Financial Services Industry (BFSI)	570,000	1,422,000	849,570	857,270	20
Conglomerate	544,740	1,665,328	1,267,980	1,247,023	13
Consulting	735,580	735,580	735,580	735,580	1
Consumer Goods	765,200	1,771,000	1,206,100	1,183,781	30
Information Technology	347,040	978,512	832,896	740,340	23
Knowledge Process Outsourcing/Business Process Outsourcing	539,436	781,280	665,640	673,739	15
Manufacturing	566,079	999,800	751,000	753,846	11
Media	546,742	646,742	646,742	613,409	3
Telecom	666,346	1,083,636	758,712	809,322	10
Pharmaceutical/Healthcare	690,182	1,412,904	851,600	1,023,201	12
Others	617,417	930,000	787,373	810,281	7
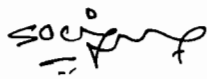
Table 10: Sector-wise Classification of Total Guaranteed Cash Component in INR

Maximum Earning Potential (INR)					
Sectors	**Min**	**Max**	**Median**	**Mean**	**Data**
Banking and Financial Services Industry (BFSI)	682,379	1,500,000	900,000	963,028	24
Conglomerate	665,164	1,867,718	1,620,223	1,528,796	13
Consulting	763,400	1,028,250	763,400	834,747	12
Consumer Goods	800,000	2,000,032	1,250,657	1,329,320	32
Information Technology	611,770	1,165,004	900,000	885,392	33
Knowledge Process Outsourcing/Business Process Outsourcing	650,000	883,800	820,184	808,469	16
Manufacturing	683,968	1,307,912	966,000	958,235	11
Media	700,000	700,000	700,000	700,000	5
Telecom	824,000	1,299,996	900,000	969,800	10
Pharmaceutical/Healthcare	800,000	1,824,136	994,168	1,182,582	14
Others	750,000	1,300,000	1,067,150	1,087,222	9

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

For SCMHRD, Pune

For CRISIL Limited, Mumbai

5.4.2 Sector-wise classification of salary – International (USD)

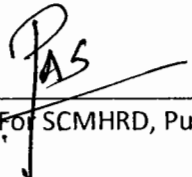| Fixed Yearly Component (USD)					
Sectors	Min	Max	Median	Mean	Data
Conglomerate	39,210	39,210	39,210	39,210	2

Table 12: Sector-wise Classification of Fixed Yearly Component in USD

One-time Cash Payment (USD)					
Sectors	Min	Max	Median	Mean	Data
Conglomerate	-	-	-	-	-

Table 13: Sector-wise Classification of One-time Cash Payment in USD

Total Guaranteed Cash Component (USD)					
Sectors	Min	Max	Median	Mean	Data
Conglomerate	39,210	39,210	39,210	39,210	2

Table 14: Sector-wise Classification of Total Guaranteed Cash Component in USD

Maximum Earning Potential (USD)					
Sectors	Min	Max	Median	Mean	Data
Conglomerate	45,506	45,506	45,506	45,506	2

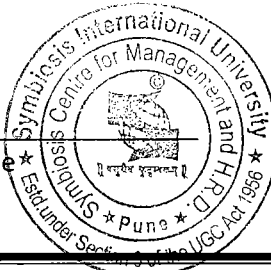Table 15: Sector-wise Classification of Maximum Earning Potential in USD
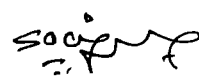
5.5 Function-wise classification of salary

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 Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	566,079	881,467	881,467	811,070	5
Finance	520,560	1,267,980	781,280	783,395	25
Human Resources	539,436	1,460,000	928,512	960,369	29
Operations/Supply Chain	490,141	1,418,779	665,640	833,909	9
Sales and Marketing	490,141	1,418,779	878,400	918,191	49
Systems/IT	-	-	-	-	-
To Be Decided	347,040	903,780	758,712	687,744	28

Table 16: Function-wise Classification of Fixed Yearly Component in INR

For SCMHRD, Pune

For CRISIL Limited, Mumbai

One-time Cash Payment (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	30,000	30,000	30,000	30,000	3
Finance	9,000	200,000	25,000	64,750	4
Human Resources	25,000	350,000	100,000	172,625	16
Operations/Supply Chain	50,000	250,000	170,000	160,000	4
Sales and Marketing	30,000	300,000	125,000	174,167	24
Systems/IT	20,000	30,000	20,000	23,000	10
To Be Decided	20,000	150,000	100,000	103,000	20
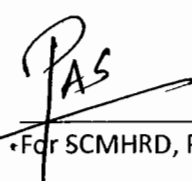
Table 17: Function-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	566,079	911,467	911,467	829,070	5
Finance	529,560	1,422,000	781,280	793,755	25
Human Resources	539,436	1,771,000	978,400	1,056,487	29
Operations/Supply Chain	652,608	1,468,779	740,141	905,020	9
Sales and Marketing	602,380	1,665,328	908,148	1,003,497	49
Systems/IT	-	-	-	-	-
To Be Decided	347,040	1,00,3780	787,373	748,994	28

Table 18: Function-wise Classification of Total Guaranteed Cash Component in INR

Maximum Earning Potential (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	683,968	1,082,845	800,000	858,865	11
Finance	620,862	1,500,000	883,800	917,853	27
Human Resources	665,164	2,000,032	1,143,506	1,255,359	30
Operations/Supply Chain	820,184	1,800,000	965,785	1,091,961	10
Sales and Marketing	800,000	1,867,718	1,090,008	1,220,249	49
Systems/IT	763,400	1,028,250	763,400	842,855	10
To Be Decided	611,770	1,300,000	900,000	874,875	42

Table 19: Function-wise Classification of Maximum Earning Potential in INR

For SCMHRD, Pune

For CRISIL Limited, Mumbai

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

Fixed Yearly Component (USD)					
Functions	Min	Max	Median	Mean	Data
Operations/Supply Chain	39,210	39,210	39,210	39,210	2

Table 20: Function-wise Classification of Fixed Yearly Component in USD

One-time Cash Payment (USD)					
Functions	Min	Max	Median	Mean	Data
Operations/Supply Chain	-	-	-	-	-
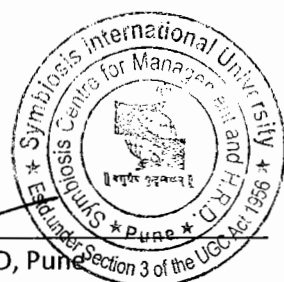
Table 21: Function-wise Classification of One-time Cash Payment in USD
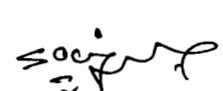
Total Guaranteed Cash Component (USD)					
Functions	Min	Max	Median	Mean	Data
Operations/Supply Chain	39,210	39,210	39,210	39,210	2

Table 22: Function-wise Classification of Total Guaranteed Cash Component in USD

Maximum Earning Potential (USD)					
Functions	Min	Max	Median	Mean	Data
Operations/Supply Chain	45,506	45,506	45,506	45,506	2

Table 23: Function-wise Classification of Maximum Earning Potential in USD

For SCMHRD, Pune

For CRISIL Limited, Mumbai

5.6 Location-wise classification of salary

'Rest of India' includes Ahmedabad, Chennai, Jaipur & Kolkata

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 Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	566,079	1,222,000	832,896	852,347	20
Hyderabad	520,560	928,105	781,280	745,998	10
Ludhiana	1,267,980	1,267,980	1,267,980	1,267,980	4
Mumbai	490,141	1,421,000	715,200	827,477	47
NCR	699,570	1,275,000	786,600	859,700	12
Pune	653,800	1,418,779	751,000	802,671	14
Rest of India	676,800	1,418,779	1,062,020	1,054,905	4
To Be Decided	347,040	1,460,000	761,600	852,959	34

Table 24: Location-wise Classification of Fixed Yearly Component in INR

One-time Cash Payment (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	20,000	200,000	100,000	94,000	5
Hyderabad	9,000	90,000	25,000	39,500	8
Ludhiana	-	-	-	-	-
Mumbai	30,000	350,000	100,000	142,800	25
NCR	25,000	320,000	150,000	125,000	9
Pune	30,000	50,000	40,000	40,000	2
Rest of India	50,000	300,000	100,000	150,000	3
To Be Decided	20,000	300,000	100,000	145,172	29

Table 25: Location-wise Classification of One-time Cash Payment in INR

For SCMHRD, Pune

For CRISIL Limited, Mumbai

Total Guaranteed Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	566,079	1,422,000	832,896	874,847	20
Hyderabad	529,560	1,018,105	781,280	770,598	10
Ludhiana	1,267,980	1,267,980	1,267,980	1,267,980	4
Mumbai	539,436	1,771,000	849,570	904,508	47
NCR	775,852	1,595,000	845,544	949,283	12
Pune	653,800	1,468,779	751,000	808,385	14
Rest of India	758,712	1,665,328	1,122,790	1,167,405	4
To Be Decided	347,040	1,560,000	851,600	963,253	34

Table 26: Location-wise Classification of Total Guaranteed Cash Component in INR

Maximum Earning Potential (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	683,968	1,620,223	1,000,576	1,067,967	23
Hyderabad	620,862	1,190,093	883,800	878,661	14
Ludhiana	1,500,000	1,500,000	1,500,000	150,0000	4
Mumbai	650,000	2,000,032	1,015,833	1,091,950	49
NCR	750,000	1,700,600	900,000	1,008,235	15
Pune	750,000	1,800,000	940,002	980,884	14
Rest of India	900,000	1,867,718	1,400,288	1,392,074	4
To Be Decided	611,770	1,828,082	900,000	1,017,520	56

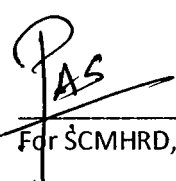Table 27: Location-wise Classification of Maximum Earning Potential in INR

5.6.2 Location-wise classification of salary – International (USD)

Fixed Yearly Component (USD)					
Location	Min	Max	Median	Mean	Data
Asia	39,210	39,210	39,210	39,210	2
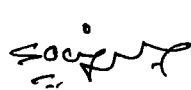
Table 28: Location-wise Classification of Fixed Yearly Component in USD

One-time Cash Payment (USD)					
Location	Min	Max	Median	Mean	Data
Asia	-	-	-	-	-

Table 29: Location-wise Classification of One-time Cash Payment in USD

For SCMHRD, Pune

For CRISIL Limited, Mumbai

Total Guaranteed Cash Component (USD)					
Location	Min	Max	Median	Mean	Data
Asia	39,210	39,210	39,210	39,210	2

Table 30: Location-wise Classification of Total Guaranteed Cash Component in USD

Maximum Earning Potential (USD)					
Location	Min	Max	Median	Mean	Data
Asia	45,506	45,506	45,506	45,506	2

Table 31: Location-wise Classification of Maximum Earning Potential in USD

6. Other details

Sl. No.	Parameters	Number
1	Total Pre-placement offers awarded	28
	1a. Through internships	28
	1b. Others	
2	Total Pre-placement offers accepted	28
	2a. Through internships	28
	2b. Others	

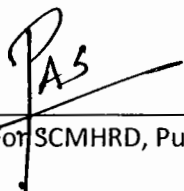Table 32: Details regarding Pre-Placement Offers (PPO)

7. Compliance statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Version 2.1.
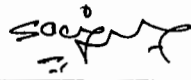
The instances where the report deviates from the standards and the reasons for them are mentioned below:

Sl. No.	Deviation from the standards	Reason
1	Basic and additional fixed component combined into 'Fixed yearly component'	Terminology changed as per revised IPRS 2.1

Table 33: List of Deviations from Standards with reasons for the same

For SCMHRD, Pune

For CRISIL Limited, Mumbai