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July 5, 2012

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, MIDC, Hinjewadi,
Pune-411057

Dear Ma'am,

Re: Audit of the Placement Report of the 2010-12 Master of Business Administration (MBA) programme

We have audited the Placement Report prepared by you for the final placements of students of the 2010-12 batch of the Master of Business Administration (MBA) programme of Symbiosis Centre for Management and Human Resource Development (SCMHRD), Pune. The Placement Report is the responsibility of SCMHRD. 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).

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.
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. We 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 communication was not available, the report considers the record as data unavailable. We have not been able to verify the status of such students since there is no record.
 - b. The information has been categorized as best as possible under different salary heads as given in the IPRS: where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
4. The number of students opting out of the placement process has been established through written communication from the student who has opted out.

Thank you.

Best regards,



Akash Deep Jyoti
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*Symbiosis Centre for Management and Human
Resource Development*



MBA FINAL PLACEMENTS 2012

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1. Classification of the entire graduate pool

The graduating class is categorized 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	148*
2. Did not seek placement through the institute	-
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	2
2f. Seeking placement outside the campus placement process	3
2g. Not seeking placements for other reasons	7**
Total who did not seek employment through the institute	12
3. Number unplaced, if any	0
Total Graduates	160

Table 1: Classification of the entire graduate pool

* Includes 5 students who lost eligibility (as per institute guidelines) due to inability to clear 5 interviews.

** Includes 3 students who lost eligibility (as per institute guidelines) due to academic reasons.

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)	39
Consulting	13
Consumer Goods (FMCG)	31
Engineering / Technology	5
Information Technology (IT)	22
Manufacturing	24
Pharma/ Healthcare	4
Telecom	4
Others	1
Total	143

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	17
Finance	24
Human Resources	25
Marketing/ Sales	18
Operations / Supply chain	6
Systems/ IT	7
To be Decided	46
Total	143

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
Bengaluru	25
Chennai	5
Hyderabad	3
Mumbai	42
NCR region	5
Pune	9
Rest of India	6
To be Decided	48
Total	143

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	Basic Salary	84,000	844,540	270,000	308,989	124
B	Additional Guaranteed Cash Components	59,115	1,006,000	554,340	538,162	125
A+B	Basic Salary and Additional Guaranteed Cash Components	482,600	1,360,800	839,608	851,014	124
C	One time Cash Payments	50,000	300,000	125,000	137,065	46
A+B+C	Total guaranteed cash payments	482,600	1,650,000	848,469	892,446	125
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	600,000	1,860,000	1,012,080	1,049,831	143

Table 5: Classification of salary components in INR

5.2 Sector-wise classification of salary

Others include sectors that do not fall into the other categories such as diversified industries and HR firms.

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.

5.2.1 Sector-wise classification of salary - Domestic (INR)

Base Salary + Additional Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	598,662	1,222,000	848,469	874,231	32
Consulting	482,600	1,153,935	816,292	813,956	10
Consumer goods (FMCG)	636,660	1,360,800	885,250	968,279	27
Engineering / Technology	552,672	866,322	819,684	762,719	5
Information Technology (IT)	545,904	836,796	640,344	680,440	21
Manufacturing	667,501	1,194,305	790,559	900,932	22
Pharma/ Healthcare	714,000	1,005,000	859,500	859,500	2
Telecom	673,805	758,712	758,712	737,485	4
Others	675,000	675,000	675,000	675,000	1

Table 6: Sector-wise classification of Base Salary + Additional Guaranteed Cash Components in INR

For SCMHRD, Pune



For CRISIL Limited, Mumbai





One-time Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	50,000	200,000	112,500	118,750	12
Consulting	100,000	200,000	200,000	166,667	3
Consumer goods (FMCG)	50,000	300,000	150,000	174,286	14
Engineering / Technology	-	-	-	-	-
Information Technology (IT)	50,000	50,000	50,000	50,000	5
Manufacturing	100,000	150,000	150,000	135,000	10
Pharma/ Healthcare	90,000	250,000	170,000	170,000	2
Telecom	-	-	-	-	-
Others	-	-	-	-	-


Table 7: Sector-wise classification of One-time Cash Component in INR


Total Guaranteed Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	648,662	1,422,000	848,469	900,012	32
Consulting	482,600	1,153,935	816,292	823,956	10
Consumer goods (FMCG)	636,660	1,650,000	942,240	1,058,649	27
Engineering / Technology	552,672	866,322	819,684	762,719	5
Information Technology (IT)	545,904	853,796	640,344	692,345	21
Manufacturing	667,501	1,344,305	890,559	951,979	23
Pharma/ Healthcare	804,000	1,255,000	1,029,500	1,029,500	2
Telecom	673,805	758,712	758,712	737,485	4
Others	675,000	675,000	675,000	675,000	1

Table 8: Sector-wise classification of Total Guaranteed Cash Components in INR


 For SCMHRD, Pune




 For CRISIL Limited, Mumbai



Maximum Earning Potential Cash Components (INR)					
Sectors	Min	Max	Median	Mean	Data
Banking, Financial services and Insurance	750,000	1,500,000	1,035,000	1,011,867	39
Consulting	600,000	1,350,000	1,052,845	1,002,160	13
Consumer goods (FMCG)	700,000	1,860,000	1,050,000	1,179,772	31
Engineering / Technology	650,000	950,000	900,000	860,002	5
Information Technology (IT)	725,136	1,050,008	925,001	907,295	22
Manufacturing	730,000	1,679,399	1,056,697	1,176,335	24
Pharma/ Healthcare	833,000	1,633,776	885,579	1,059,483	4
Telecom	800,000	900,000	900,000	875,000	4
Others	831,600	831,600	831,600	831,600	1

Table 9: Sector-wise classification of Maximum Earning Potential Cash Components in INR

5.3 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.

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

Base Salary + Additional Guaranteed Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	602,580	1,153,935	819,684	795,076	15
Finance	848,469	1,222,000	867,562	923,780	21
Human resources	545,904	1,350,000	848,469	950,212	25
Marketing/ Sales	598,662	1,360,800	764,340	847,937	15
Operations/Supply chain	636,660	1,039,256	914,181	868,622	6
Systems/IT	557,940	825,144	720,156	700,102	7
To be Decided	482,600	1,161,069	759,342	788,955	35

Table 10: Function-wise classification of Base Salary + Additional Guaranteed Cash Components in INR

Amira
For SCMHRD, Pune



For CRISIL Limited, Mumbai



One-time Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	100,000	200,000	200,000	166,667	3
Finance	75,000	250,000	75,000	128,125	8
Human resources	50,000	300,000	150,000	173,077	13
Marketing/ Sales	50,000	300,000	100,000	150,000	5
Operations/Supply chain	-	-	-	-	-
Systems/IT	50,000	50,000	50,000	50,000	3
To be Decided	50,000	240,000	100,000	118,462	13

Table 11: Function-wise classification of One-time Cash Component in INR

Total Guaranteed Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	602,580	1,153,935	819,684	801,743	15
Finance	848,469	1,422,000	867,562	972,590	21
Human resources	545,904	1,650,000	885,250	1,040,212	25
Marketing/ Sales	648,662	1,561,000	764,340	887,128	16
Operations/Supply chain	636,660	1,039,256	914,181	868,622	6
Systems/IT	557,940	833,432	770,156	721,531	7
To be Decided	482,600	1,303,748	804,000	818,384	35

Table 12: Function-wise classification of Total Guaranteed Cash Components in INR

Maximum Earning Potential Cash Components (INR)					
Functions	Min	Max	Median	Mean	Data
Consulting	800,124	1,350,000	950,000	989,354	17
Finance	900,000	1,633,776	1,035,000	1,091,616	24
Human resources	725,136	1,860,000	1,050,008	1,264,266	25
Marketing/ Sales	700,000	1,692,600	882,155	1,005,880	18
Operations/Supply chain	800,040	1,350,002	1,100,000	1,050,108	6
Systems/IT	900,000	1,025,004	1,025,000	985,716	7
To be Decided	600,000	1,486,604	905,493	960,760	46

Table 13: Function-wise classification of Maximum Earning Potential Cash Components in INR

For SCMHRD, Pune



For CRISIL Limited, Mumbai



5.4 Location-wise classification of salary

'Rest of India' includes locations such as Kolkata and Chandigarh.

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 Location-wise classification of salary – Domestic (INR)

Base Salary + Additional Guaranteed Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	545,904	1,222,000	811,740	808,206	24
Chennai	634,106	764,340	689,829	707,806	5
Hyderabad	620,292	774,440	664,623	686,452	3
Mumbai	673,805	1,194,305	848,469	932,176	38
NCR	810,552	1,099,197	848,469	901,672	4
Pune	482,600	1,153,935	602,580	659,483	9
Rest of India	545,904	1,039,256	764,340	760,815	6

Table 14: Location-wise classification of Base Salary + Additional Guaranteed Cash Components in INR

One-time Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	50,000	200,000	50,000	92,857	7
Chennai	-	-	-	-	-
Hyderabad	-	-	-	-	-
Mumbai	50,000	150,000	150,000	123,333	15
NCR	250,000	250,000	250,000	250,000	1
Pune	-	-	-	-	-
Rest of India	-	-	-	-	-

Table 15: Location-wise classification of One-time Cash Component in INR

For SCMHRD, Pune



For CRISIL Limited, Mumbai



Total Guaranteed Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	545,904	1,422,000	833,432	835,289	24
Chennai	634,106	764,340	689,829	707,806	5
Hyderabad	664,623	774,440	720,292	719,785	3
Mumbai	673,805	1,344,305	916,490	976,912	38
NCR	725,000	1,349,197	848,469	916,337	5
Pune	482,600	1,153,935	602,580	659,483	9
Rest of India	545,904	1,039,256	764,340	760,815	6

Table 16: Location-wise classification of Total Guaranteed Cash Components in INR

Maximum Earning Potential Cash Components (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	725,136	1,500,000	1,000,008	1,000,515	25
Chennai	750,000	900,001	847,480	829,000	5
Hyderabad	783,800	890,000	838,991	837,597	3
Mumbai	700,000	1,679,399	1,035,000	1,167,220	42
NCR	800,000	1,450,000	1,035,000	1,044,000	5
Pune	600,000	1,350,000	800,124	822,489	9
Rest of India	725,136	1,350,002	800,082	918,390	6

Table 17: Location-wise classification of Maximum Earning Potential Cash Components in INR



For SCMHRD, Pune



For CRISIL Limited, Mumbai

6. Compliance statement

This placement report has been prepared as per the Indian Placement Reporting Standards, version 2.0.

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.	Base + additional guaranteed not mentioned separately in the sector-wise, function-wise and location-wise tables	since data at this granularity was available for 19 out of 143

Table 18: List of Deviations from Standards with reasons for the same

For SCMHRD, Pune



For CRISIL Limited, Mumbai

