

Ref No: BJ/SMER/SPJIMR/2019/CH 1082
August 20, 2019

To,
The Chairperson
The Placement Office
SP Jain Institute of Management and Research
Munshi Nagar, Andheri (W)
Mumbai 400 058

**Re: Audit of the Placement Report of the Post Graduate Programme in Management (PGPM)
Programme, 2018**

Dear Sir,

CRISIL have audited the Placement Report prepared by SP Jain Institute of Management and Research (SPJIMR), Mumbai, for the final placements of students in the PGPM batch of 2018. CRISIL has validated the information provided in the report with the relevant documentation, and offers the following comments:

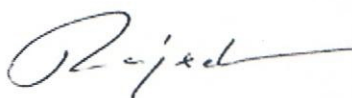
1. CRISIL have obtained all information and explanations as were necessary for conducting the audit. We believe the Placement Report complies with the requirements of Indian Placement Reporting Standards (IPRS) Version 2.2.
2. The validation of information presented in the report is based on communication received by SPJIMR 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. Data was not available for 08 students who sought placements through the institute. We have not been able to verify the status of the 08 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 2.2; where a break-up was not available, the salary has been considered only as 'Maximum earning potential'.
 - c. The acceptance of offer for 96 students out of 119 could not be verified.
 - d. Employee Stock Option provided by the companies is excluded from the calculation of 'Maximum earning potential'.
4. The number of students opting out of the placement process and students on sabbatical has been established through written communication from the students.

Thank You,

Best Regards,



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CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363



Final Placements 2018
Post Graduate Programme in 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

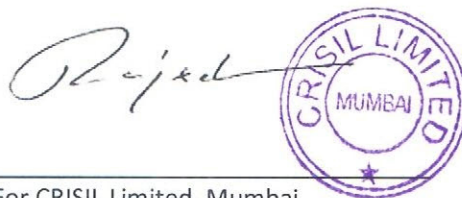
Categories	Number
1. Sought placement through the institute	127
2. Did not seek placement through the institute	9
2a. Sabbatical	7
2b. Continuing education	-
2c. Postponing job search	-
2d. Entrepreneurship (Starting a new business)	-
2e. Returning to/joining family business	-
2f. Seeking placement outside the campus placement process	2
2g. Not seeking placements for other reasons	-
Total who did not seek employment through the institute	9
3. Number unplaced, if any	-
Total Graduates	136*

Table 1: Classification of the Entire Graduate Pool

*Out of 127 students offer letters of only 119 students were available for verification



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2. Sector-wise classification

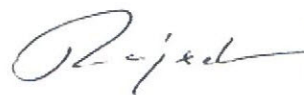
The table below shows sector-wise break-up of the accepted offers.

Sector	Number of Offers accepted
Information Technology	66
Manufacturing	5
BFSI	16
Others	9
E-commerce	12
Media and Advertising	4
Logistics	6
Total	118

Table 2: Classification of Placements Based on Sector



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3. Function-wise classification

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

Function	Number of Offers accepted
Analytics	15
Consulting	51
Information Technology	20
Management Trainee	1
Marketing/Sales	15
Operations/Supply Chain	11
Research	5
Total	118

Table 3: Classification of Placements Based on Function

4. Location-wise classification

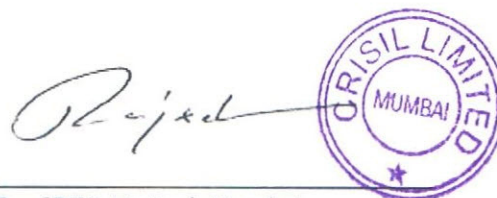
The table below shows location-wise break-up of the accepted offers.

Location	Number of Offers accepted
Bangalore	52
Chennai	4
Hyderabad	5
Mumbai	38
Pune	9
Delhi/NCR	10
Total	118

Table 4: Classification of Placements Based on Location



For SPJIMR, Mumbai



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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	794,000	2,500,000	1,445,000	1,495,300	118
B	One-time Cash Payment	100,000	300,000	150,000	151,282	39
C	Total Guaranteed Cash Payments	894,000	2,500,000	1,516,000	1,545,300	118
D	Performance Linked Compensation	10,000	468,000	205,000	207,788	91
E	Maximum Earning Potential (including non-cash, long term and performance linked components)	1,200,000	2,703,000	1,774,887	1,805,511	118

Table 5: Classification of Salary Components in INR

5.2 Salary Heads – International (USD)

	Salary Head (USD)	Min	Max	Mean	Median	Data
A	Fixed Yearly Cash Component	63,480	63,480	63,480	63,480	1
B	One-time Cash Payment	-	-	-	-	-
C	Total Guaranteed Cash Component	63,480	63,480	63,480	63,480	1
D	Other Payments	22,834	22,834	22,834	22,834	1
E	Maximum Earning Potential (including non-cash, long term and performance linked components)	86,314	86,314	86,314	86,314	1

Table 6: Classification of Salary Components in USD

Conversion rate to USD is as per exchange rate on July 11, 2019



For SPJIMR, Mumbai

As per

Rajad



For CRISIL Limited, Mumbai

5.3 Salary Statistics at PPP (USD)

Salary Head (USD)	Min	Max	Mean	Median	Data
INR salary (Total guaranteed cash component)	43,867	138,122	79,834	82,613	118
Non-INR salary (Total guaranteed cash component)	70,221	70,221	70,221	70,221	1
Combined INR and non-INR salary (Total guaranteed cash component)	43,867	138,122	79,834	82,509	119
INR salary (Maximum Earning Potential)	66,298	149,337	98,060	99,761	118
Non-INR salary (Maximum Earning Potential)	95,480	95,480	95,480	95,480	1
Combined INR and non-INR salary (Maximum Earning Potential)	66,298	149,337	96,685	99,725	119

Table 7: Classification of Salary Components in USD

PPP data as per <http://wdi.worldbank.org/table/4.16>

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.

Fixed Yearly Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	1,200,000	2,500,000	1,600,000	1,670,750	16
E-commerce	1,270,000	1,600,000	1,300,000	1,312,500	12
Information Technology	794,000	2,000,000	1,418,000	1,452,395	66
Logistics	1,281,000	1,661,000	1,399,500	1,423,333	6
Manufacturing	1,222,000	1,800,000	1,709,000	1,596,000	5
Media and Advertising	1,700,000	2,160,000	1,747,500	1,838,750	4
Others	1,200,000	1,751,000	1,550,000	1,581,144	9

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



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One time Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	100,000	100,000	100,000	100,000	6
Information Technology	100,000	300,000	150,000	155,769	26
Media and Advertising	150,000	200,000	150,000	162,500	4
Others	200,000	200,000	200,000	200,000	3

Table 7: Sector-wise Classification of Onetime Cash Payments in INR

Total Guaranteed Cash Payments (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	1,300,000	2,500,000	1,650,000	1,708,250	16
E-commerce	1,270,000	1,600,000	1,300,000	1,312,500	12
Information Technology	894,000	2,150,000	1,516,000	1,513,758	66
Logistics	1,281,000	1,661,000	1,399,500	1,423,333	6
Manufacturing	1,222,000	1,800,000	1,709,000	1,596,000	5
Media and Advertising	1,850,000	2,360,000	1,897,500	2,001,250	4
Others	1,200,000	1,933,000	1,750,000	1,647,811	9

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

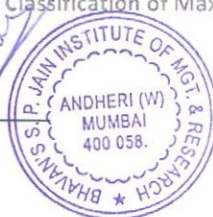
Performance Linked Compensation (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	180,000	240,000	210,000	217,500	8
E-commerce	127,000	240,000	130,000	137,917	12
Information Technology	69,000	468,000	255,000	239,592	57
Logistics	150,000	150,000	150,000	150,000	6
Manufacturing	10,000	205,000	107,500	107,500	2
Media and Advertising	216,000	216,000	216,000	216,000	1
Others	85,000	165,000	95,000	105,200	5

Table 8: Sector-wise Classification of Performance Linked Compensation in INR

Maximum Earning Potential (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI	1,500,000	2,500,000	1,784,000	1,857,125	16
E-commerce	1,527,000	2,052,000	1,561,000	1,587,750	12
Information Technology	1,500,000	2,618,000	1,800,200	1,836,094	66
Logistics	1,500,000	1,900,000	1,625,000	1,650,000	6
Manufacturing	1,650,000	1,853,290	1,799,774	1,759,568	5
Media and Advertising	1,950,000	2,703,000	2,000,000	2,163,250	4
Others	1,200,000	2,100,000	1,800,000	1,750,033	9

Table 9: Sector-wise Classification of Maximum Earning Potential Cash Component in INR

For SPJIMR, Mumbai



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.

Fixed Yearly Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Analytics	1,250,000	1,900,000	1,300,000	1,433,533	15
Consulting	1,200,000	2,160,000	1,400,000	1,446,621	51
Information Technology	1,281,000	2,500,000	1,600,000	1,699,800	20
Management Trainee	1,459,300	1,459,300	1,459,300	1,459,300	1
Marketing/Sales	794,000	1,908,000	1,423,000	1,378,293	15
Operations/Supply Chain	1,270,000	1,751,000	1,550,000	1,557,727	11
Research	1,350,000	1,950,000	1,625,000	1,580,000	5

Table 10: Function-wise Classification of Fixed Yearly Cash Component in INR

One time Cash Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Analytics	150,000	150,000	150,000	150,000	2
Consulting	100,000	200,000	100,000	138,462	26
Operations/Supply Chain	200,000	200,000	200,000	200,000	3
Marketing/Sales	100,000	100,000	100,000	100,000	3
Research	150,000	300,000	200,000	220,000	5

Table 11: Function-wise Classification of Onetime Cash Payments in INR

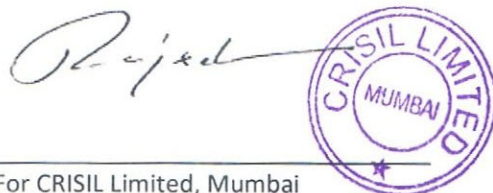
Total Guaranteed Cash Payments (INR)					
Functions	Min	Max	Median	Mean	Data
Analytics	1,270,000	2,050,000	1,400,000	1,453,533	15
Consulting	1,200,000	2,360,000	1,500,000	1,517,209	51
Information Technology	1,281,000	2,500,000	1,600,000	1,699,800	20
Management Trainee	1,459,300	1,459,300	1,459,300	1,459,300	1
Marketing/Sales	894,000	1,908,000	1,423,000	1,398,293	15
Operations/Supply Chain	1,270,000	1,933,000	1,750,000	1,612,273	11
Research	1,650,000	2,150,000	1,775,000	1,800,000	5

Table 11: Function-wise Classification of Total Guaranteed Cash Payments in INR



For SPJIMR, Mumbai

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Performance Linked Compensation (INR)					
Functions	Min	Max	Median	Mean	Data
Analytics	82,483	456,000	128,500	161,414	12
Consulting	69,000	400,000	210,000	208,463	41
Information Technology	150,000	326,000	298,400	268,486	14
Management Trainee	96,000	96,000	96,000	96,000	1
Marketing/Sales	10,000	255,000	157,500	172,200	10
Operations/Supply Chain	85,000	150,000	128,500	119,000	8
Research	324,000	468,000	390,000	379,200	5

Table 12: Function-wise Classification of Performance Linked Compensation in INR

Maximum Earning Potential Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Analytics	1,527,000	2,506,000	1,650,000	1,700,182	15
Consulting	1,500,000	2,703,000	1,680,000	1,782,755	51
Information Technology	1,500,000	2,500,000	1,928,400	1,929,528	20
Management Trainee	1,600,300	1,600,300	1,600,300	1,600,300	1
Marketing/Sales	1,200,000	2,016,000	1,799,774	1,709,416	15
Operations/Supply Chain	1,527,000	2,100,000	1,800,000	1,781,727	11
Research	2,074,000	2,618,000	2,165,000	2,239,200	5

Table 13: Function-wise Classification of Maximum Earning Potential Cash Component in INR



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For SPJIMR, Mumbai

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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.

Fixed Yearly Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	1,212,000	2,500,000	1,416,000	1,526,740	52
Chennai	1,400,000	2,000,000	1,550,000	1,625,000	4
Delhi/NCR	1,212,000	1,908,000	1,600,000	1,595,600	10
Hyderabad	1,314,660	1,600,000	1,416,000	1,449,064	5
Mumbai	794,000	1,950,000	1,428,931	1,426,883	38
Pune	1,200,000	1,733,000	1,554,000	1,459,111	9

Table 14: Location-wise Classification of Fixed Yearly Cash Component in INR

One time Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	100,000	300,000	125,000	153,125	16
Chennai	200,000	200,000	200,000	200,000	3
Delhi/NCR	100,000	200,000	175,000	150,000	5
Hyderabad	100,000	100,000	100,000	100,000	3
Mumbai	100,000	200,000	150,000	145,455	11
Pune	200,000	200,000	200,000	200,000	1

Table 15: Location-wise Classification of Onetime Cash Payments in INR

Total Guaranteed Cash Payments (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	1,212,000	2,500,000	1,500,000	1,573,855	52
Chennai	1,600,000	2,000,000	1,750,000	1,775,000	4
Delhi/NCR	1,212,000	1,908,000	1,751,000	1,670,600	10
Hyderabad	1,414,660	1,600,000	1,516,000	1,509,064	5
Mumbai	894,000	2,150,000	1,440,931	1,468,988	38
Pune	1,200,000	1,933,000	1,554,000	1,481,333	9

Table 15: Location-wise Classification of Total Guaranteed Cash Payments in INR



For SPJIMR, Mumbai

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For CRISIL Limited, Mumbai

Performance Linked Compensation (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	69,000	390,000	150,000	201,864	39
Chennai	85,000	350,000	217,500	173,333	3
Delhi/NCR	10,000	400,000	219,000	232,571	7
Hyderabad	69,000	298,400	74,000	161,760	5
Mumbai	82,483	468,000	210,000	224,788	29
Pune	95,000	298,400	216,500	195,050	8

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

Maximum Earning Potential (INR)					
Location	Min	Max	Median	Mean	Data
Bangalore	1,500,000	1,804,754	1,680,000	1,804,754	52
Chennai	1,900,000	1,949,250	1,997,000	1,949,250	4
Delhi/NCR	1,500,000	1,887,229	1,853,290	1,887,229	10
Hyderabad	1,579,948	1,733,339	1,680,000	1,733,339	5
Mumbai	1,200,000	1,786,840	1,748,500	1,786,840	38
Pune	1,500,000	1,774,137	1,821,000	1,774,137	9

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

6. Other details

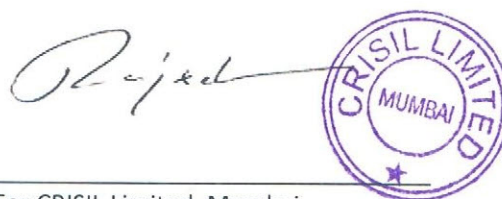
Sr. No.	Parameters	Number
1	Total Pre-Season Placement offers offered	Nil
2	Total Pre-Season Placement offers accepted	

Table 18: Details regarding Pre- Season Placement Offers



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