



XLRI Placement Report

(Batch 2020-2022)



Ref: BWA/ XLRI/MUM/RB/03/2022-23

**The Convenor
Placement Office
Xavier School of Management
Jamshedpur - 831001
Jharkhand**

Re: Audit of the Final Placement Report for the Cohort 2020-22 of Post Graduate Diploma in Business Management and Post Graduate Diploma in Human Resource Management programmes of XLRI - Xavier School of Management

Dear Sir,

We have audited the Placement Report prepared by you for the final placement (based on the offers received and accepted on campus) for the 2020-22 batch of Post Graduate Diploma in Business Management and Post Graduate Diploma in Human Resource Management programmes of XLRI - Xavier School of Management (XLRI). XLRI was responsible for the preparation of the Placement Report. Our responsibility was 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) Revision 2.2.

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 Revision 2.2.
2. The validation of information presented in the report is based on communication received by XLRI from recruiting companies. Brickworks Analytics (BWA) has not independently sourced

Brickworks Analytics Pvt. Ltd.

Formerly Brickwork Risk and Investment Management Solutions Pvt. Ltd.

3rd Floor, Raj Alkaa Park, Kalena Agrahara, Bannerghatta Road, Bengaluru - 560 076
+91 95133 23220 | info@brickworksanalytics.com • www.brickworksanalytics.com

CIN: U74900KA2015PTC081521



any information or documentation.

3. We have verified the information with respect to job location, sector, function, and remuneration presented in the report with the communication received by XLRI from recruiters.

a. The information has been categorised as best as possible under different salary heads as given in the IPRS Revision 2.2; where a break-up was not available, the salary has been considered only as 'Maximum Earning Potential'.

b. The data points mentioned under different salary heads are representative of aggregate salary components offered to the candidates.

c. Stock Options have been mentioned for 127 students along with details on how much vests in the first year. Hence, the corresponding amount has been considered for the calculation of 'Maximum Earning Potential'.

4. The acceptance of offers and the number of students opting out of the placement process has been established through written communication from those students. Out of 427 students of this cohort, eleven students have opted out of the placement process.

5. The report's overview section, which explains the placement process, has been prepared by XLRI. We have not verified the contents of the overview section.

Best Regards,



Ritaban Basu
Head – Risk & Analytics
Brickworks Analytics

Brickworks Analytics Pvt. Ltd.

Formerly Brickwork Risk and Investment Management Solutions Pvt. Ltd.

3rd Floor, Raj Alkaa Park, Kalena Agrahara, Bannerghatta Road, Bengaluru - 560 076
+91 95133 23220 | info@brickworksanalytics.com • www.brickworksanalytics.com

Contents

1.	Overview	1
1.1.	Classification of Students	3
1.2	Classification of the entire placement pool	3
2.	Sector wise classification	4
3.	Function wise Classification	5
4.	Location wise classification	6
5.	Salary Data	7
5.1	Salary Heads	7
5.2	Sector wise classification of salary	8
5.2.1	Fixed Yearly Cash Component	8
5.2.2.	One-time cash Payment	9
5.2.3	Total Guaranteed Cash Component	10
5.4.4	Maximum Earning potential	11
5.3	Function wise Classification of salary – Domestic (INR)	12
5.3.1	Fixed Yearly component	12
5.3.2	One Time Cash Payment	13
5.3.3	Total guaranteed Cash component	14
5.3.4	Maximum Earning Potential	15
5.4	Location wise Classification of salary	16
5.4.1	Fixed yearly Cash Component	16
5.4.2	One Time cash Component	17
5.4.3	Total Guaranteed Cash Component	18
5.4.4.	Maximum earning Potential	19
6.	Other Details	19
7.	Compliance Statement	20



List of Tables

Table 1.1: Classification of the entire placement pool	3
Table 2.1: Classification of offer based on Sectors	4
Table 3.1: Classification of Offer based on Functions/Roles	5
Table 4.1: Classification of offers based on domestic locations	6
Table 5.1: Classification of salary heads-Domestic	7
Table 5.2.1: Sector-wise classification of fixed Yearly Cash Component Domestic	8
Table 5.2.2: Sector-wise classification of One-time Cash Payment-Domestic	9
Table 5.2.3: Sector-wise classification of Total Guaranteed Cash Payment Domestic	10
Table 5.2.4: Sector-wise classification of Maximum Earning Potential Domestic	11
Table 5.3.1: Function-wise classification of Fixed Yearly Cash Component Domestic	12
Table 5.3.2: Function-wise classification of one- time Cash Component Domestic	13
Table 5.3.3: Function-wise classification of Total Guaranteed Cash Component Domestic	13
Table 5.3.4: Function-wise Classification of Maximum Earning Cash Component Domestic	14
Table 5.4.1: Location-wise Classification of Fixed yearly Cash Component Domestic	14
Table 5.4.2: Location-wise classification of One Time Cash Component Domestic	15
Table 5.4.3: Location-wise classification of Total Guaranteed Cash Component Domestic	15
Table 5.4.4: Location-wise classification of Maximum earning Cash Component Domestic	16
Table 6.1: Details regarding pre-placement offers (PPO)	16



Overview

XLRI - Xavier School of Management successfully achieved 100% placements for the batch of 2020-22 for its flagship programs: the two-year Postgraduate Diploma in Management - Human Resource Management and the two-year Postgraduate Diploma in Management - Business Management with all 427 candidates securing offers through the Final Recruitment Process. The process saw participation from 99 recruiters with 437 domestic offers, including 23 new recruiters. These also include pre-placement offers (PPOs) which were offered to 40% of the batch based on their performance during their summer internships.

Placement Process

The Final Recruitment Process at XLRI is spread over two stages. The first stage - the Lateral Recruitment Process (LRP) – was conducted over a week in January 2022 where students with prior work experience were offered niche and senior-level managerial positions. The second stage – the Campus Recruitment Process (CRP) – was conducted on a single day in February 2022 in a semi-cohort format with firms offering multiple roles across an array of multiple functional domains.

Sectoral Overview

The top segments based on roles offered were Consulting, Banking, Financial Services & Insurance (BFSI), E-Commerce, Information Technology, Consumer Goods (FMCG) and Conglomerates. Consulting firms extended offers to 23% of the candidates. BFSI and E-Commerce accounted for 15% and 13% of the roles offered to the students, respectively. Amazon (31), Boston Consulting Group (26), Bain & Company (23), Accenture Strategy (22), PayTM (19), ITC (14) and Microsoft (11) made the highest number of offers amongst other regular recruiters such as Aditya Birla Group, Bajaj Auto, Asian Paints, Hindustan Unilever, Nestle, P&G and TAS. New recruiters included American Express, Freshworks, Swiggy, MoEngage Inc. and slice, amongst others.

XLRI continued to be the destination of choice for consulting firms such as Boston Consulting Group, Bain & Company, Kearney, Accenture Strategy, Aon, Deloitte, PwC, EY, Everest Group, and others participating in the process. The increase in consulting roles can be attributed to a higher number of candidates opting for these roles and the recognition of the talent pool at XLRI by these consulting firms, accentuated by our pedagogic rigour. The increased interest is also attributable to the established track record of XLRI graduates over the years in prestigious management consulting firms.

The Finance sector was a major contributor, with the participation of firms such as Goldman Sachs, J.P Morgan Chase, Avendus Capital, Citibank, ProgCap and Standard Chartered and others. The roles offered in this domain were Front End Investment Banking, Asset Management, Portfolio Management, Global and Corporate Banking, Wealth Management, Global Markets, Equity Research, and Retail Banking.

With the adoption of technology and the accelerated digitization in the post-pandemic era, there was a major uptick in hiring by this sector in Product Management & Programme Management roles. Major recruiters included Amazon, PayTM, Microsoft, Google, Freshworks, Media.net, Walmart, Flipkart, Myntra, PhonePe, Star Disney, Uber, Ola, Jio Platforms, Times Internet, Info Edge, Udaan, Swiggy and Licious. Gaming companies such as Zynga, Jungle Games, Games 24x7 and Dungal Games hired at XLRI for the first time.

XLRI has established itself as a campus preferred by FMCGs, and the trend continued this year with top firms such as P&G, Hindustan Unilever, ITC, Colgate Palmolive, Asian Paints, Nestle, Samsung, Mondelez, Dabur, Reckitt, Pidilite, PepsiCo and others participating. The process witnessed hiring by companies in the pharmaceuticals sector such as Cipla, Dr. Reddy's, Sun Pharma, Thermofisher, Novozymes, among others. Real estate developers viz. Lodha and M3M participated in the process for the first time. Roles in Strategy, Sales & Marketing, Product Supply, Operations, IT and Human Resources were offered to the graduating students. Roles in General Management were offered by conglomerates such as TAS, Aditya Birla Group, Mahindra, Capgemini ELITE, Reliance Industries, Hinduja group and other firms.

XLRI is widely regarded as the best institution in the country for HR. HR roles were offered by firms across domains such as P&G, HUL, ITC, Colgate Palmolive, Marico, JP Morgan Chase and Co., Google, Samsung, Bajaj Auto, Myntra, Ola and others. HR roles offered included HR Consulting, Recruitment, Compensation & Benefits, HR Analytics and Chief of Staff.



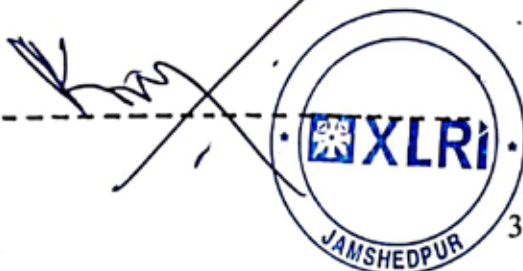
1. Classification of students

1.1 Classification of the entire placement pool

Categories	Number
1. Number of students eligible for placements	427
1 a. Number of students graduating in 2022 PGDBM & PGDHRM	427
1 b. Number of students returning from Placement holiday	0
2. Number of students who did not seek placement through the institute	11
2 a. Company sponsored or already employed	0
2 b. Continuing education	0
2 c. Postponing job search/ seeking placement holiday	2
2 d. Entrepreneurship (Starting New business)	1
2 e. Returning to / joining family Business	1
2 f. Seeking placements outside the campus placement process	7
3. Total Who Sought Placements through the institute	416
4. Total Offers accepted	416
5. Number unplaced, if any	0

Table 1.1: Classification of the entire placement pool

for XLRI - Xavier School of Management
 Placement Convener
 Prof. A. Kanagaraj



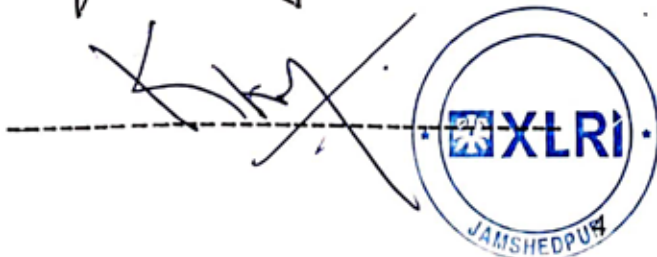
2. Sector wise classification

Sectors	Number of Offers		
	Domestic	International	Total
Banking, Financial Services and Insurance (BFSI)	64	0	64
Conglomerate	30	0	30
Consulting	99	0	99
Consumer goods (FMCG)	48	0	48
E-Commerce	56	0	56
Information Technology (IT)	56	0	56
Manufacturing	13	0	13
Media & Entertainment	19	0	19
Others*	10	0	10
Pharmaceutical/ Healthcare	10	0	10
Real Estate	11	0	11
Grand Total	416	0	416

*Others include Energy, Logistics, Mining and Non-Profit

Table 2.1 Classification of offer based on Sectors

for XLRI - Xavier School of Management
 Placement Convenor
 Prof. A. Karagaraj



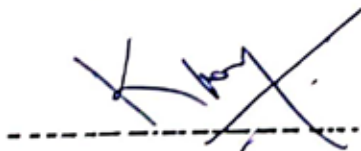
3. Functions/roles wise classification

Functions/Roles	Number of Offers		
	Domestic	International	Total
Consulting	100	0	100
Finance	21	0	21
General Management	33	0	33
Human Resources	92	0	92
Information Technology	4	0	4
Operations & Supply Chain	19	0	19
Others	10	0	10
Product Management	72	0	72
Sales & Marketing	63	0	63
Strategy	2	0	2
Grand Total	416	0	416

**Others include Analytics, Gaming and Real Estate*

Table 3.1 – Classification of offer based on functions/roles

for XLRI - Xavier School of Management
 Placement Convenor
 Prof. A. Kanagaraj




4. Locations wise Classification – Domestic

Location	Number of Offers
Ahmedabad	10
Bengaluru	127
Chennai	9
Delhi-NCR	118
Hyderabad	19
Kolkata	14
Mumbai	91
Other Places*	11
Pune	17
Grand Total	416

**Other Places include Bhiwadi, Bokaro, Goa, Khandala, Muradabad, Mysuru, Udaipur and Vijaywada*

Table 4.1: Classification of offers based on domestic locations

for XLRI - Xavier School of Management
Placement Convenor
Prof. A. Karagaraj



5. Salary Data

Salary Heads – Domestic (INR)

Salary Head	MIN	MAX	MEDIAN	MEAN	DATA
Fixed Year Cash Component	13,50,000	45,00,000	20,42,616	20,97,508	416
One-time Cash Payment	50,000	11,00,000	3,00,000	3,45,515	341
Total Guaranteed Cash Component	13,50,000	45,00,000	22,69,635	23,80,958	416
Maximum Earning Potential	14,74,760	75,00,000	26,27,800	27,49,891	416

Table 5.1: Classification of salary heads-Domestic

Description of Salary Heads

- Fixed Yearly Cash Component:** This is a total of the annual basic salary and additional guaranteed cash components. These additional components include cash payments and allowances that are part of the annual package. The term guaranteed signifies that the amount is certain unless there is an overall pay revision. The components falling under this salary head are final and are not related to performance.
- One – time Cash Payment:** This head indicates the value of the remuneration given to a candidate as one-time cash benefit, mostly at the time of joining.
- Total Guaranteed Cash Component:** This is the sum of fixed yearly cash component and one-time cash payment.
- Maximum Earning Potential:** This is the sum of total guaranteed cash component, maximum possible-linked variable pay and all other components of salary that are a part of the offer.

for XLRI - Xavier School of Management
 Placement Convenor
 Prof. A. Karagari

[Handwritten signature]



5.2. Sector wise classification of salary – Domestic

5.2.1 Fixed yearly cash component

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Banking, Financial Services and Insurance (BFSI)	₹ 14,74,800	₹ 45,00,000	₹ 20,02,102	₹ 19,80,000	64
Conglomerate	₹ 15,73,646	₹ 21,46,638	₹ 19,11,155	₹ 19,48,320	30
Consulting	₹ 14,50,000	₹ 33,12,000	₹ 23,64,606	₹ 25,31,500	99
Consumer goods (FMCG)	₹ 17,63,973	₹ 25,27,963	₹ 21,43,860	₹ 21,76,212	48
E-Commerce	₹ 17,00,000	₹ 24,00,000	₹ 19,91,758	₹ 21,00,000	56
Information Technology	₹ 13,50,000	₹ 28,80,000	₹ 20,04,317	₹ 19,86,800	56
Manufacturing	₹ 17,52,090	₹ 22,00,000	₹ 18,26,429	₹ 17,61,000	13
Media & Entertainment	₹ 16,00,000	₹ 25,00,000	₹ 20,82,516	₹ 19,69,635	19
Others	₹ 17,74,038	₹ 22,00,000	₹ 18,60,882	₹ 17,74,038	10
Pharmaceuticals	₹ 14,74,760	₹ 25,00,000	₹ 18,52,035	₹ 17,25,248	10
Real Estate	₹ 19,80,000	₹ 24,34,783	₹ 22,10,830	₹ 21,60,000	11
Grand Total	₹ 13,50,000	₹ 45,00,000	₹ 20,97,508	₹ 20,42,616	416

Table 5.2.1: Sector wise classification of fixed yearly cash component-Domestic

For XLRI - Xavier School of Management
 Placement Conference
 Prof. A. Karagary

[Handwritten signature]



5.2.2. One time cash payment

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Banking, Financial Services and Insurance (BFSI)	₹ 1,00,000	₹ 7,00,000	₹ 2,52,593	₹ 2,20,000	54
Conglomerate	₹ 1,50,000	₹ 3,00,000	₹ 2,00,000	₹ 1,50,000	15
Consulting	₹ 50,000	₹ 6,50,000	₹ 2,75,515	₹ 1,50,000	97
Consumer goods (FMCG)	₹ 1,00,000	₹ 8,50,000	₹ 3,97,867	₹ 4,25,000	45
E-Commerce	₹ 2,00,000	₹ 11,00,000	₹ 6,17,609	₹ 7,50,000	46
Information Technology	₹ 75,000	₹ 7,00,000	₹ 3,93,370	₹ 4,72,963	42
Manufacturing	₹ 2,50,000	₹ 3,00,000	₹ 2,58,333	₹ 2,50,000	12
Media & Entertainment	₹ 2,00,000	₹ 5,00,000	₹ 3,26,667	₹ 3,00,000	15
Others	₹ 2,00,000	₹ 2,50,000	₹ 2,37,500	₹ 2,50,000	8
Pharmaceuticals	₹ 1,60,000	₹ 6,00,000	₹ 3,06,667	₹ 1,60,000	3
Real Estate	₹ 2,00,000	₹ 2,00,000	₹ 2,00,000	₹ 2,00,000	4
Grand Total	₹ 50,000	₹ 11,00,000	₹ 3,45,515	₹ 3,00,000	341

Table 5.2.2: Sector wise classification of one-time cash payment-Domestic

for XLRI - Xavier School of Management
 Placement Convener
 Prof. A. Kanaguru

(Handwritten signature)



5.2.3 Total guaranteed cash payment

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Banking, Financial Services and Insurance (BFSI)	₹ 16,74,878	₹ 45,00,000	₹ 22,16,711	₹ 22,00,000	64
Conglomerate	₹ 17,71,200	₹ 24,46,638	₹ 20,11,155	₹ 19,48,320	30
Consulting	₹ 17,44,115	₹ 35,12,000	₹ 26,34,555	₹ 26,81,500	99
Consumer goods (FMCG)	₹ 17,71,120	₹ 29,76,600	₹ 25,49,212	₹ 28,18,561	48
E-Commerce	₹ 17,99,875	₹ 32,00,000	₹ 24,99,080	₹ 25,69,100	56
Information Technology	₹ 13,50,000	₹ 29,54,240	₹ 22,99,344	₹ 22,91,482	56
Manufacturing	₹ 17,69,216	₹ 25,00,000	₹ 20,64,890	₹ 20,11,000	13
Media & Entertainment	₹ 16,00,000	₹ 30,00,000	₹ 23,40,411	₹ 22,69,635	19
Others	₹ 18,50,000	₹ 22,00,000	₹ 20,50,882	₹ 20,24,038	10
Pharmaceuticals	₹ 14,74,760	₹ 26,20,095	₹ 19,44,035	₹ 17,60,000	10
Real Estate	₹ 19,80,000	₹ 26,34,783	₹ 22,83,557	₹ 21,60,000	11
Grand Total	₹ 13,50,000	₹ 45,00,000	₹ 23,80,958	₹ 22,69,635	416

Table 5.2.3: Sector wise classification of total guaranteed cash payment-Domestic

for XLRI - Xavier School of Management
 Placement Convenor
 Prof. A. Karagarij

K. Karagarij



5.2.4. Maximum earning potential

Sector	MIN	MAX	MEAN	MEDIAN	DATA
Banking, Financial Services and Insurance (BFSI)	₹ 16,74,878	₹ 75,00,000	₹ 24,95,489	₹ 24,69,868	64
Conglomerate	₹ 19,71,200	₹ 28,32,888	₹ 22,82,655	₹ 22,28,355	30
Consulting	₹ 18,20,000	₹ 50,70,000	₹ 32,04,828	₹ 32,00,000	99
Consumer goods (FMCG)	₹ 21,15,158	₹ 33,42,004	₹ 29,82,336	₹ 30,06,600	48
E-Commerce	₹ 21,24,237	₹ 32,00,000	₹ 26,21,644	₹ 27,09,849	56
Information Technology	₹ 15,52,500	₹ 40,52,338	₹ 27,50,225	₹ 26,00,001	56
Manufacturing	₹ 19,69,216	₹ 27,00,000	₹ 23,34,121	₹ 23,01,000	13
Media & Entertainment	₹ 21,50,000	₹ 30,55,625	₹ 25,85,118	₹ 25,00,000	19
Others	₹ 20,00,000	₹ 27,41,038	₹ 25,00,133	₹ 27,41,038	10
Pharmaceuticals	₹ 14,74,760	₹ 30,00,000	₹ 21,84,672	₹ 20,00,000	10
Real Estate	₹ 22,00,000	₹ 30,00,000	₹ 25,63,636	₹ 24,00,000	11
Grand Total	₹ 14,76,760	₹ 75,00,000	₹ 27,49,891	₹ 26,27,800	416

Table 5.2.4: Sector wise classification of maximum earning potential- Domestic

for XLRI - Xavier School of Management
 Placement Convener
 Prof. A. Karagarij

KMG



5.3. Function wise classification of salary – Domestic

5.3.1. Fixed yearly cash component

Job role / function	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	₹ 14,50,000	₹ 33,12,000	₹ 23,67,560	₹ 25,31,500	100
Finance	₹ 14,74,800	₹ 45,00,000	₹ 21,27,604	₹ 18,69,675	21
General Management	₹ 17,25,248	₹ 24,73,600	₹ 20,05,450	₹ 20,00,000	33
Human Resources	₹ 13,50,000	₹ 25,27,963	₹ 19,16,091	₹ 18,27,000	92
Information Technology	₹ 17,14,260	₹ 25,27,963	₹ 20,99,634	₹ 20,78,156	4
Operations & Supply Chain	₹ 16,00,000	₹ 26,00,000	₹ 19,52,350	₹ 18,97,847	19
Others	₹ 20,24,736	₹ 25,30,920	₹ 22,00,923	₹ 21,60,000	10
Product Management	₹ 16,00,000	₹ 28,80,000	₹ 21,02,600	₹ 21,00,000	72
Sales & Marketing	₹ 14,34,374	₹ 25,00,000	₹ 19,97,435	₹ 19,87,040	63
Strategy	₹ 19,69,635	₹ 19,69,635	₹ 19,69,635	₹ 19,69,635	2
Grand Total	₹ 13,50,000	₹ 45,00,000	₹ 20,97,508	₹ 20,42,616	416

Table 5.3.1: Function wise classification of fixed yearly cash component - Domestic

for XLRI - Xavier School of Management
 Placement Convener
 Prof. A. Karagarij

[Handwritten signature]



5.3.2. One-time cash payment

Job role / function	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	₹ 50,000	₹ 6,50,000	₹ 2,75,515	₹ 1,50,000	97
Finance	₹ 1,00,000	₹ 7,00,000	₹ 2,90,000	₹ 2,50,000	16
General Management	₹ 1,50,000	₹ 11,00,000	₹ 3,17,143	₹ 3,00,000	14
Human Resources	₹ 1,00,000	₹ 6,02,000	₹ 2,86,960	₹ 2,50,000	75
Information Technology	₹ 1,00,000	₹ 3,00,000	₹ 2,00,000	₹ 2,00,000	2
Operations & Supply Chain	₹ 1,00,000	₹ 8,50,000	₹ 3,73,333	₹ 3,00,000	15
Others	₹ 2,00,000	₹ 4,00,000	₹ 3,75,000	₹ 4,00,000	8
Product Management	₹ 75,000	₹ 11,00,000	₹ 5,09,541	₹ 4,98,302	62
Sales & Marketing	₹ 1,00,000	₹ 8,50,000	₹ 3,86,040	₹ 4,12,500	50
Strategy	₹ 3,00,000	₹ 3,00,000	₹ 3,00,000	₹ 3,00,000	2
Grand Total	₹ 50,000	₹ 11,00,000	₹ 3,45,515	₹ 3,00,000	341

Table 5.3.2: Function wise classification of one-time cash payment- Domestic

For XLRI - Xavier School of Management
 Placement Council
 Prof. A. Kanagaraj

(Handwritten signature)



5.3.3. Total Guaranteed Cash Component

Job role / function	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	₹ 17,44,115	₹ 35,12,000	₹ 26,34,810	₹ 26,81,500	100
Finance	₹ 17,14,800	₹ 45,00,000	₹ 23,53,080	₹ 22,69,675	21
General Management	₹ 17,25,248	₹ 32,00,000	₹ 21,39,995	₹ 20,00,000	33
Human Resources	₹ 13,50,000	₹ 28,77,000	₹ 21,50,026	₹ 20,32,021	92
Information Technology	₹ 18,14,260	₹ 28,27,963	₹ 21,99,634	₹ 20,78,156	4
Operations & Supply Chain	₹ 17,60,000	₹ 29,76,600	₹ 22,47,087	₹ 22,17,000	19
Others	₹ 21,60,000	₹ 29,30,920	₹ 25,00,923	₹ 24,24,736	10
Product Management	₹ 16,00,000	₹ 32,00,000	₹ 25,41,371	₹ 25,96,000	72
Sales & Marketing	₹ 17,25,248	₹ 29,76,600	₹ 23,03,816	₹ 22,27,040	63
Strategy	₹ 22,69,635	₹ 22,69,635	₹ 22,69,635	₹ 22,69,635	2
Grand Total	₹ 13,50,000	₹ 45,00,000	₹ 23,80,958	₹ 22,69,635	416

Table 5.3.3: Function wise classification of total guaranteed cash component- Domestic

For XLRI - Xavier School of Management
 Placement Convener
 Prof. A. Karagarij



5.3.4. Maximum earning potential

Job role / function	MIN	MAX	MEAN	MEDIAN	DATA
Consulting	₹ 18,20,000	₹ 50,70,000	₹ 32,00,780	₹ 32,00,000	100
Finance	₹ 17,14,800	₹ 75,00,000	₹ 26,22,425	₹ 22,87,360	21
General Management	₹ 18,70,057	₹ 32,00,000	₹ 24,39,940	₹ 23,97,000	33
Human Resources	₹ 14,74,760	₹ 33,42,004	₹ 24,63,986	₹ 23,67,600	92
Information Technology	₹ 18,14,260	₹ 29,59,596	₹ 22,85,091	₹ 21,83,253	4
Operations & Supply Chain	₹ 18,14,260	₹ 33,00,000	₹ 24,48,524	₹ 23,97,000	19
Others	₹ 24,00,000	₹ 29,45,920	₹ 25,85,823	₹ 24,39,736	10
Product Management	₹ 21,24,237	₹ 40,52,338	₹ 28,80,007	₹ 28,50,000	72
Sales & Marketing	₹ 18,70,057	₹ 33,42,004	₹ 26,65,394	₹ 26,64,000	63
Strategy	₹ 24,00,000	₹ 24,00,000	₹ 24,00,000	₹ 24,00,000	2
Grand Total	₹ 14,76,760	₹ 75,00,000	₹ 27,49,891	₹ 26,27,800	416

Table 5.3.4: Function wise classification of maximum earning potential – Domestic

For XLRI - Xavier School of Management
 Placement Convener
 Prof. A. Kangaraj



5.4. Location wise classification of salary -Domestic

5.4.1. Fixed yearly cash component

Location	MIN	MAX	MEAN	MEDIAN	DATA
Ahmedabad	₹ 17,71,200	₹ 19,80,000	₹ 19,34,784	₹ 19,80,000	10
Bengaluru	₹ 13,50,000	₹ 33,12,000	₹ 21,07,022	₹ 21,00,000	127
Chennai	₹ 17,44,115	₹ 33,12,000	₹ 22,49,239	₹ 20,77,040	9
Delhi-NCR	₹ 14,50,000	₹ 33,12,000	₹ 21,17,238	₹ 20,24,736	118
Hyderabad	₹ 15,75,000	₹ 28,80,000	₹ 21,42,559	₹ 21,00,000	19
Kolkata	₹ 23,93,561	₹ 23,93,561	₹ 23,93,561	₹ 23,93,561	14
Mumbai	₹ 14,34,374	₹ 45,00,000	₹ 20,67,028	₹ 19,69,635	91
Other Places	₹ 17,74,038	₹ 22,17,920	₹ 19,62,617	₹ 19,87,040	11
Pune	₹ 17,52,090	₹ 21,00,000	₹ 18,61,153	₹ 17,61,000	17
Grand Total	₹ 13,50,000	₹ 45,00,000	₹ 20,97,508	₹ 20,42,616	416

Table 5.4.1: Location wise classification of fixed yearly cash - Domestic

for XLRI - Xavier School of Management
 Placement Convenor
 Prof. A. Kangargaj

~~KIR~~



5.4.2. One-time cash payment

Location	MIN	MAX	MEAN	MEDIAN	DATA
Ahmedabad	--	--	--	--	0
Bengaluru	₹ 50,000	₹ 11,00,000	₹ 3,77,854	₹ 3,00,000	113
Chennai	₹ 50,000	₹ 7,50,000	₹ 3,21,429	₹ 2,00,000	7
Delhi-NCR	₹ 50,000	₹ 7,50,000	₹ 3,30,773	₹ 2,50,000	97
Hyderabad	₹ 75,000	₹ 8,50,000	₹ 5,69,574	₹ 4,96,603	14
Kolkata	₹ 4,25,000	₹ 4,25,000	₹ 4,25,000	₹ 4,25,000	14
Mumbai	₹ 50,000	₹ 8,50,000	₹ 2,74,164	₹ 2,00,000	73
Other Places	₹ 1,50,000	₹ 8,50,000	₹ 3,00,000	₹ 2,50,000	10
Pune	₹ 1,50,000	₹ 7,50,000	₹ 2,96,154	₹ 2,50,000	13
Grand Total	₹ 50,000	₹ 11,00,000	₹ 3,45,515	₹ 3,00,000	341

Table 5.4.2: Location wise classification of one-time cash payment – Domestic

for XLRI - Xavier School of Management
 Placement Convenor
 Prof. A. Kanguraj



5.4.3. Total guaranteed cash component

Location	MIN	MAX	MEAN	MEDIAN	DATA
Ahmedabad	₹ 17,71,200	₹ 19,80,000	₹ 19,34,784	₹ 19,80,000	10
Bengaluru	₹ 13,50,000	₹ 35,12,000	₹ 24,43,222	₹ 24,00,000	127
Chennai	₹ 17,44,115	₹ 35,12,000	₹ 24,99,239	₹ 23,38,200	9
Delhi-NCR	₹ 16,00,000	₹ 35,12,000	₹ 23,89,145	₹ 22,44,080	118
Hyderabad	₹ 15,75,000	₹ 29,76,600	₹ 25,62,245	₹ 28,50,000	19
Kolkata	₹ 28,18,561	₹ 28,18,561	₹ 28,18,561	₹ 28,18,561	14
Mumbai	₹ 14,74,760	₹ 45,00,000	₹ 22,88,006	₹ 22,00,000	91
Other Places	₹ 20,24,038	₹ 29,76,600	₹ 22,35,345	₹ 21,37,040	11
Pune	₹ 20,00,000	₹ 28,50,000	₹ 20,87,624	₹ 20,11,000	17
Grand Total	₹ 13,50,000	₹ 45,00,000	₹ 23,80,958	₹ 22,69,635	416

Table 5.4.3: Location wise classification of total guaranteed cash component - Domestic

For XLRI - Xavier School of Management
 Placement Convenor
 Prof. A. Karagaraj

~~Handwritten signature/initials~~



5.4.4. Maximum earning potential

Location	MIN	MAX	MEAN	MEDIAN	DATA
Ahmedabad	₹ 19,71,200	₹ 22,00,000	₹ 21,50,784	₹ 22,00,000	10
Bengaluru	₹ 15,52,500	₹ 50,70,000	₹ 27,85,107	₹ 28,50,000	127
Chennai	₹ 19,14,115	₹ 50,70,000	₹ 29,44,784	₹ 28,07,500	9
Delhi-NCR	₹ 18,20,000	₹ 50,70,000	₹ 28,10,106	₹ 26,20,000	118
Hyderabad	₹ 17,64,000	₹ 40,31,053	₹ 29,96,085	₹ 30,06,600	19
Kolkata	₹ 32,98,561	₹ 32,98,561	₹ 32,98,561	₹ 32,98,561	14
Mumbai	₹ 14,74,760	₹ 75,00,000	₹ 25,90,568	₹ 24,00,000	91
Other Places	₹ 27,00,000	₹ 30,06,600	₹ 27,64,708	₹ 27,41,038	11
Pune	₹ 22,92,090	₹ 28,50,000	₹ 24,34,329	₹ 23,01,000	17
Grand Total	₹ 14,76,760	₹ 75,00,000	₹ 27,49,891	₹ 26,27,800	416

Table 5.4.4: Location wise classification of maximum earning potential - Domestic

6. Other details

Sl. No.	Parameter	Number
1	Total Pre-Placement Offers Awarded	
	1a Through Summer Internships	172
2	Total Pre-Placement Offers Accepted	172

Table 6.1: Details regarding pre-placement offers (PPO)

for XLRI - Xavier School of Management
 Placement Convener
 Prof. A. Karagaraj



7. Compliance Statement

This placement report has been prepared as per the Indian Placement Reporting Standards, Revision 2.2*. The instances where the report deviates from the standards and the reasons for them are mentioned below

Sl. No.	Deviation from the Standard	Reason
	----	----

For XLRI - Xavier School of Management
Placement Convener
Prof. A. Karagaraj

K. Karagaraj

