FLAME UNIVERSITY

PGDM FINAL PLACEMENTS 2015

Ref No: SN/SMER/SIBM/2015/71

November 5, 2015

Chairman,
Placement Office,
FLAME School of Business,
Gate No. 1172, Village Lavale Vadzai,
Taluka Mulshi,
Pune-411029

Re: Audit of the Placement Report of the 2013-15 Post Graduate Diploma in Management (PGDM) programme

We have audited the Placement Report prepared by you for the final placements of students of the 2013-15 batch of the PGDM programme of the FLAME School of Business (FLAME), Pune. The report is the responsibility of FLAME. CRISIL's responsibility is to validate the information provided in the report with the relevant documentation, and comment on the 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, 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 IPRS version 2.1.
2. The validation of the information presented in the report is based on the communication received by FLAME 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. Information regarding compensation received from individual students has not been used. Data regarding location has been verified with communication from recruiters as well as students.
   a. Where offer letters or other recruiter communication was not available, the report considers the record as "Data not available". Data was not available for one student who sought placements through the institute. We have not been able to verify the status of such student since there is no record.
   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. For one student, the offer letter provided did not have company letterhead or signature but information has been used for this report.
4. Students' acceptance of the offers has been verified through written communication/email from students.
5. Students opting out of the placement process have been established through written communication from the students.

Thank you,

Best regards,

Sudhir Nair
Director
CRISIL Education Gradings
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CRISIL Limited

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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	43*
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)	1
2e. Returning to/joining family business	7
2f. Seeking placement outside the campus placement process	4
2g. Not seeking placements for other reasons	-
Total who did not seek employment through the institute	12
3. Number unplaced, if any	5
Total Graduates	55

Table 1: Classification of the Entire Graduate Pool

Includes two students who had been debarred due to disciplinary action and one student offer not verified

2. Sector-wise classification

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

Sectors	Number of offers accepted
Banking, Financial Services and Insurance sector	12
Consumer goods	3
Information Technology-enabled Services (ITeS)	3
Manufacturing	6
Retail	3
Others	7
International:	
Banking, Financial Services and Insurance sector	1
Total	35

Table 2: Classification of Placements Based on Sectors

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For FLAME School of Business, Pune

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For CRISIL Limited, Mumbai

3. Function-wise classification

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

Function	Number of offers accepted
Finance	4
Human Resources	4
Marketing/Sales	5
Operations/Supply Chain	8
Data not available	13
International:	
Data not available	1
Total	**35**

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
Domestic	
Bengaluru	4
Mumbai	10
National Capital Region (NCR)	3
Pune	3
Rest of India	6
Data not available	8
International	
Middle East	1
Total	**35**

Table 4: Classification of Placements Based on Location

For FLAME School of Business, Pune
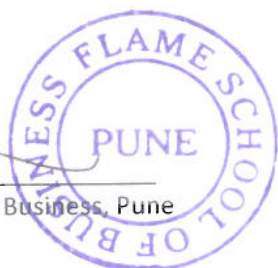
For CRISIL Limited, Mumbai

5. Salary details

Salary Head (INR)	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	291,000	800,000	471,005	475,385	25
One-time Cash Payment	60,000	60,000	60,000	60,000	1
Total Guaranteed Cash Component	291,000	800,000	471,005	477,785	25
Maximum Earning Potential (including non-cash, long-term, and performance-linked components)	350,231	1,286,706	500,000	598,236	34

Table 5: Classification of Salary Components in INR

5.2 Salary Heads – International (USD)

Salary Head (USD)*	Min	Max	Median	Mean	Data
Fixed Yearly Cash Component	44,384	44,384	44,384	44,384	1
One-time Cash Payment	-	-	-	-	-
Total Guaranteed Cash Component	44,384	44,384	44,384	44,384	1
Maximum Earning Potential (including non-cash, long-term, and performance-linked components)	44,384	44,384	44,384	44,384	1

Table 6 : Classification of Salary Components in USD

Conversion rate to USD as per www.imf.org, considering mean exchange rate as on June 2015

5.3 Salary Statistics at PPP (USD)

Salary Head (USD)	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	12,130	33,347	19,633	19,916	25
Non-INR salary (Total guaranteed cash component)	60,370	60,370	60,370	60,370	1
Combined INR and non-INR salary (Total guaranteed cash component)	12,130	60,370	19,638	21,472	26
INR salary (Maximum Earning Potential)	14,599	53,635	20,842	24,937	34
Non-INR salary (Maximum Earning Potential)	60,370	60,370	60,370	60,370	1
Combined INR and non-INR salary (Maximum Earning Potential)	14,599	60,370	20,842	25,949	35

Table 7: Classification of Salary Components in USD at PPP

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

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For FLAME School of Business, Pune

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For CRISIL Limited, Mumbai

5.4 Sector-wise classification of salary

'Others' include sectors that do not fall in the given categories, such as conglomerate, consulting, healthcare, logistics, and online services.

Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers that 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 Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	360,000	565,884	460,800	461,262	8
Consumer goods	432,593	474,785	474,785	460,721	3
IT/ITeS	468,840	800,000	634,420	634,420	2
Manufacturing	421,308	685,104	685,104	597,172	3
Retail	421,368	471,216	471,216	454,600	3
Others	291,000	515,832	403,300	398,035	6

Table 8: Sector-wise Classification of Fixed Yearly Cash Component in INR

One-time Cash Payment (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	-	-	-	-	-
Consumer goods	60,000	60,000	60,000	60,000	1
IT/ITeS	-	-	-	-	-
Manufacturing	-	-	-	-	-
Retail	-	-	-	-	-
Others	-	-	-	-	-

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

Total Guaranteed Cash Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	360,000	565,884	460,800	461,262	8
Consumer goods	474,785	492,593	474,785	480,721	3
IT/ITeS	468,840	800,000	634,420	634,420	2
Manufacturing	421,308	685,104	685,104	597,172	3
Retail	421,368	471,216	471,216	454,600	3
Others	291,000	515,832	403,300	398,035	6

Table 10: Sector-wise Classification of Total Guaranteed Cash Component in INR

For FLAME School of Business, Pune

For CRISIL Limited, Mumbai

Maximum Earning Potential Component (INR)					
Sectors	Min	Max	Median	Mean	Data
BFSI sector	383,096	613,668	488,500	500,730	12
Consumer goods	500,000	580,000	500,000	526,667	3
IT/ITeS	529,504	1,286,706	529,512	781,907	3
Manufacturing	450,000	1,200,010	909,500	862,837	6
Retail	499,992	500,000	499,992	499,995	3
Others	350,231	950,000	500,000	532,648	7

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

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 that 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 Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Finance	451,800	800,000	513,342	569,621	4
Human Resources	421,308	515,832	472,895	470,733	4
Marketing/Sales	300,000	471,005	454,800	420,151	4
Operations/Supply Chain	333,200	474,780	471,216	444,860	7
Data not available	291,000	685,104	453,689	488,098	6

Table 12: Function-wise Classification of Fixed Yearly Cash Component in INR

One-time Cash Payment (INR)					
Functions	Min	Max	Median	Mean	Data
Finance	-	-	-	-	-
Human Resources	-	-	-	-	-
Marketing/Sales	-	-	-	-	-
Operations/Supply Chain	-	-	-	-	-
Data not available	60,000	60,000	60,000	60,000	1

Table 13: Function-wise Classification of One-time Cash Payment in INR

For FLAME School of Business, Pune

For CRISIL Limited, Mumbai

Total Guaranteed Cash Component (INR)					
Functions	Min	Max	Median	Mean	Data
Finance	451,800	800,000	513,342	569,621	4
Human Resources	421,308	515,832	472,895	470,733	4
Marketing/Sales	300,000	471,005	454,800	420,151	4
Operations/Supply Chain	333,200	474,780	471,216	444,860	7
Data not available	291,000	685,104	483,689	498,098	6

Table 14: Function-wise Classification of Total Guaranteed Cash Component in INR

Maximum Earning Potential Component (INR)					
Functions	Min	Max	Median	Mean	Data
Finance	468,000	1,286,706	545,334	711,344	4
Human Resources	450,000	668,761	500,000	529,690	4
Marketing/Sales	400,000	600,000	477,000	488,400	5
Operations/Supply Chain	359,540	950,000	500,000	542,380	8
Data not available	350,231	1,200,010	529,504	661,142	13

Table 15: Function-wise Classification of Maximum Earning Potential Component in INR

5.6 Location-wise classification of salary

'Rest of India' includes locations such as Bharatpur, Hyderabad, Kolkata, Korba and Surat.

Note: The mean and the median figures for one-time cash payments in the following sections are calculated only from those offers that 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 Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	474,785	800,000	474,785	583,190	3
Mumbai	291,000	515,832	471,005	439,432	9
NCR	421,308	460,800	460,800	447,636	3
Pune	451,800	471,216	461,508	461,508	2
Rest of India	300,000	685,104	520,332	526,612	6
Data not available	333,200	421,368	377,284	377,284	2

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

For FLAME School of Business, Pune

For CRISIL Limited, Mumbai

One-time Cash Payment (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	-	-	-	-	-
Mumbai	60,000	60,000	60,000	60,000	1
NCR	-	-	-	-	-
Pune	-	-	-	-	-
Rest of India	-	-	-	-	-
Data not available	-	-	-	-	-

Table 17: Location-wise Classification of One-time Cash Payment in INR

Total Guaranteed Cash Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	474,785	800,000	474,785	583,190	3
Mumbai	291,000	515,832	471,005	446,099	9
NCR	421,308	460,800	460,800	447,636	3
Pune	451,800	471,216	461,508	461,508	2
Rest of India	300,000	685,104	520,332	526,612	6
Data not available	333,200	421,368	377,284	377,284	2

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

Maximum Earning Potential Component (INR)					
Location	Min	Max	Median	Mean	Data
Bengaluru	500,000	1,286,706	765,000	829,177	4
Mumbai	350,231	668,761	500,000	503,160	10
NCR	450,000	477,000	477,000	468,000	3
Pune	468,000	600,000	499,996	516,998	4
Rest of India	400,000	1,200,010	613,668	789,813	7
Data not available	359,540	669,000	504,000	498,507	6

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

For FLAME School of Business, Pune
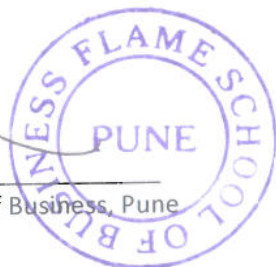
For CRISIL Limited, Mumbai

6. Compliance statement

This placement report has been prepared according to 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:

Sr. No.	Deviation from the standards	Reason
1	Function-wise, location-wise and sector-wise data not reported for international placements	To maintain client confidentiality due to limited data

Table 20: List of Deviations from standards with reasons for the same

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For FLAME School of Business, Pune

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For CRISIL Limited, Mumbai