



2021-23

FINAL PLACEMENT REPORT

INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

Letter from Auditor



Ref: BWA/IIMKAS/MUM/RB/0001/2023-24

2-May-2023

The Chairperson Placements

Indian Institute of Management Kashipur, Kundeshwari, Kashipur, Udham Singh Nagar, Uttarakhand - 244713

Dear Sir,

Re: Audit of Placement Report for the batch 2021-23 of Master in Business Management and Master in Business Management (Analytics) Program.

We have audited the data related to remuneration, function & location as presented in the Placement Report prepared by you for the final placement (based on the offers received and accepted on campus) for the batch of Master in Business Management and Master in Business Management Analytics Program of Indian Institute of Management Kashipur (IIM Kashipur) for 2021-23.

The preparation of the Placement Report is the responsibility of IIM Kashipur. Our responsibility is to validate the information related to remuneration, function & location provided in the report with the relevant documentation and comment on the conformance of those 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 data related to remuneration, function & location as presented in 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 IIM Kashipur from recruiting companies. Brickworks Analytics (BWA) has not independently sourced any information or documentation from the recruiters.
- 3. We have verified the information with respect to job location, function and remunerations presented in the report with communication received from recruiters by IIM Kashipur.

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



- 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 twenty students with details on the amount to be vested in the first year. Hence, the corresponding amount has been considered for the calculation of the 'Maximum Earning Potential'.
- d) Long-Term benefits like ESOPs (vested after the first year), retention bonus and any other long-term benefit to be paid after the first year have not been considered for the calculation of 'Maximum Earning Potential'.
- e) We have considered the amount of Gratuity in the calculation of MEP even though it is payable after 5 years of service as this amount is not separately available for all the candidates.
- f) Where information on job location of some students was missing, the institute has confirmed the details on their location. An official confirmation regarding the job location details has been obtained from the Placement Chair.
- 4. The acceptance of offers and the number of students opting out of the placement process has been established through written communication by IIM Kashipur.
- 5. We have only audited the data related to remuneration, function & location (Pg. nos. 5 to 14) in the Placement report and not the placement highlights section or any additional information presented in the report.

Best Regards,

Ritaban Basu

Head - Risk & Analytics

Brickworks Analytics Private Limited

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

Chairperson's Note

We are happy to announce the successful completion of the Final Placement Process for the 2021-2023 batch of our flagship program of Master in Business Administration and Master in Business Administration (Analytics).

This year, we saw active participation by 187 organizations, making a total of 340 offers across various domains, such as Consulting, Finance, HR, Operations, Sales & Marketing, and Strategy. Prominent sectors were BFSI, Consulting, FMCG, Information Technology, Ecommerce, Manufacturing, Engineering/Technology, Logistics among others.

Our students have always distinguished themselves in problem-solving and creative thinking skills, winning several case studies, incorporating both Corporate and Non-corporate competitions. Our corporate standing finished with amazing wins of 37 national level achievers in the Top Unstop Competitions, where our students proved their mettle across B-School competitions by leading with 1 National Winner, 8 National Finalists and 4 National Semi-Finalists.

These figures could not be achieved single handedly. Our recruiters have shown great faith in the Institute. The recruitment drive witnessed several new organizations joining our list of esteemed recruiters. We would like to extend our warm gratitude to all the corporate organizations and recruiting partners for shaping this success story and anticipate fruitful synergies in the coming times.

Regards,

Dr. Utkarsh

Chairperson Placements

IIM Kashipur

Placement Highlights

Prominent First Time Recruiters

AMI Global, Brane Enterprises, EXL Analytics, Finolex, Gartner, Hashicorp, IDBI Bank, Invesco, Kantar Analytics, Micron, MTR, NatWest Group, Nomura, Orient Electric, Paramount, Porter, Practus Advisors, Preferred Square Analytics, Quest Global, Relaxo, SBI Capital, Tata Advanced Systems, Tata Motors, Tata Trent, Tech Mahindra, Times Pro, V Guard, Wakefit.

Prominent Legacy Recruiters

Accenture Technology, Acuvate, Amazon, AMNS, Axis Bank, Bank of America, BlackBrix, Capgemini, Cognizant, Deloitte USI, Digit Insurance, Ernst & Young, FedEx, HDFC Bank, HSBC Bank, ICICI Bank, ICICI Prudential, ICICI Securities, IndiaMart, Infosys, IQuanti, Larsen & Turbo, Mahindra & Mahindra, Ofbusiness, Puma, RBL Bank, Reliance Retail, Tata Capital, Tata Steel, TheMathCompany, Tresvista, TVS Credit, Yes Bank.

Domestic Salary details based on Maximum Earning Potential (INR)

- Highest Maximum Earning Potential: 37 lakhs per annum
- Average Maximum Earning Potential: 18.1 lakhs per annum
- Median Maximum Earning Potential: 17.2 lakhs per annum

International Salary details based on Maximum Earning Potential (USD)

Highest Maximum Earning Potential: \$39,240

CONTENTS

1	Plac	ement details as per IPRS	5
	1.1	Classification of the entire placement pool	5
	1.2	Classification Based on Sectors	5
	1.3	Classification Based on Functions	6
	1.4	Classification Based on Location	6
		1.4.1 Classification based on Locations (Global)	6
		1.4.2 Classification based on Locations (Domestic)	6
2	Sala	ary Data	7
	2.1	Salary Statistics at purchasing power parity (PPP)	7
	2.2	Salary head	7
		2.2.1 Combined (INR)	7
		2.2.2 International (USD)	7
		2.2.3 Domestic (INR)	7
3	Clas	ssification of salary based on sector	8
	3.1.	1 Base Salary (Domestic INR)	8
	3.1.	2 Base Salary (International USD)	8
	3.2.	1 One Time Cash Component (Domestic INR)	8
	3.2.	2 One Time Cash Component (International USD)	8
	3.3.	1 Total Guaranteed Cash Component (Domestic INR)	9
	3.3.	2 Total Guaranteed Cash Component (International USD)	9
	3.4.	1 Maximum Earning Potential (Domestic INR)	9
	3.4.	2 Maximum Earning Potential (International USD)	9
4	Clas	ssification of salary based on function	10
	4.1.	1 Base Salary (Domestic INR)	10
	4.1.	2 Base Salary (International USD)	10
	4.2.	1 One Time Cash Component (Domestic INR)	10
	4.2.	2 One Time Cash Component (International USD)	10
	4.3.	1 Total Guaranteed Cash Component (Domestic INR)	11
	4.3.	2 Total Guaranteed Cash Component (International USD)	11
	4.4.	1 Maximum Earning Potential (Domestic INR)	11
	4.4.	2 Maximum Earning Potential (International USD)	11

CONTENTS

5	Classification of salary based on location	12
	5.1.1 Base Salary (International USD)	12
	5.1.2 Base Salary (Domestic INR)	12
	5.2.1 One Time Cash Component (International USD)	12
	5.2.2 One Time Cash Component (Domestic INR)	12
	5.3.1 Total Guaranteed Cash Component (International USD)	13
	5.3.2 Total Guaranteed Cash Component (Domestic INR)	13
	5.4.1 Maximum Earning Potential (International USD)	13
	5.4.2 Maximum Earning Potential (Domestic INR)	13
6	Compliance Statement	14

1 Placement details as per IPRS

1.1 Classification of the entire placement pool

Categories	Number of Students
Sought Placement Through Institute	319
Did not seek placement through the institute	5
a. Company - sponsored or already employed	0
b. Continuing education	0
c. Postponing job search	0
d. Entrepreneurship	0
e. Returning to / joining family business	0
f. Sought placement outside the campus placement process	5
g. Did not seek placement for other reasons	0
Total who did not seek employment through the institute	5
Total graduates	324

1.2 Classification Based on Sectors

Sector	No. of Offers Accepted
BFSI	122
Conglomerate	1
Consulting	68
Engineering/Technology	11
FMCG	8
Information Technology	36
Others (Analytics)	3
Others (Ecommerce)	25
Others (Logistics)	11
Manufacturing	18
Others (Retail)	11
Others (EdTech)	2
Others (Defense Engineering & Technology)	3
Grand Total	319







1.3 Classification Based on Functions

Function	No. of Offers Accepted
Finance	23
General Management	34
HR	1
Operations	52
Product Management	77
Sales & Marketing	71
Consulting	52
Others (Data Analytics)	9
Grand Total	319

1.4 Classification Based on Location

1.4.1 Classification based on Locations (Global)

ocations No. of Offers Acc					
India	318				
South-East Asia	1				

1.4.2 Classification based on Locations (Domestic)

Location	Count of Name of Student
Bangalore	107
Chennai	4
Delhi	5
Gurgaon	13
Hyderabad	24
Mumbai	127
Noida	7
Pune	11
WFH	20
Grand Total	318







2 Salary Data

2.1 Salary Statistics at purchasing power parity (PPP)

Salary in USD at PPP	Min	Max	Mean	Median	Data
INR Salary (Total Guaranteed cash component)	36883	118842	70224	71305	318
Non INR Salary (Total Guaranteed cash component)	72000	72000	72000	72000	1
Overall Salary (Total Guaranteed cash component)	36883	118842	70230	71305	319
INR Salary (MEP)	43215	159896	78095	73908	318
Non INR Salary (MEP)	72000	72000	72000	72000	1
Overall Salaries (MEP)	43215	159896	78076	73466	319

As per the PPP conversion rate for 2021 from World Development Indicators (WDI) database of World Bank. (Links: http://wdi.worldbank.org/table/4.16)

2.2 Salary head

2.2.1 Combined (INR)

	Salary Head	Min	Max	Mean	Median	Data
Α	Basic Salary	853468	3217118	1468550	1410000	319
В	One time Cash Payment	50000	1000000	256204	200000	201
С	Total Guaranteed Cash Component	853468	3217118	1629983	1650000	319
D	Maximum Earning Potential	1000000	3700000	1811530	1720480	319

For International salaries, all conversions to INR are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

2.2.2 International (USD)

	Salary Head	Min	Max	Mean	Median	Data
Α	Basic Salary	39240	39240	39240	39240	1
В	One time Cash Payment	0	0	0	0	0
С	Total Guaranteed Cash Component	39240	39240	39240	39240	1
D	Maximum Earning Potential	39240	39240	39240	39240	1

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

2.2.3 Domestic (INR)

	Salary Head	Min	Max	Mean	Median	Data
Α	Basic Salary	853468	2700000	1463051	1410000	318
В	One time Cash Payment	50000	1000000	256204	200000	201
С	Total Guaranteed Cash Component	853468	2750000	1624992	1650000	318
D	Maximum Earning Potential	1000000	3700000	1807110	1710240	318







3 Classification of salary based on sector

3.1.1 Base Salary (Domestic INR)

Sector	Min	Max	Mean	Median	Data
BFSI	853468	2220236	1569000	1500000	122
Conglomerate	1600000	1600000	1600000	1600000	1
Consulting	870433	2700000	1359186	1360240	68
Engineering/Technology	1500000	2000000	1763382	1632400	11
FMCG	1180000	1552000	1424725	1440000	8
Information Technology	914996	2400000	1339000	1200000	35
Others (Analytics)	2000000	2000000	2000000	2000000	3
Others (Ecommerce)	1170000	1498800	1338764	1391000	25
Manufacturing	1000000	2074000	1352560	1231250	18
Others (Logistics)	1500000	1800000	1627273	1600000	11
Others (Retail)	1350000	1410000	1388182	1410000	11
Others (EdTech)	1200000	1200000	1200000	1200000	2
Others (Defense Engineering & Technology)	920818	920818	920818	920818	3

3.1.2 Base Salary (International USD)

Sector	Min	Max	Mean	Median	Data
Information Technology	39240	39240	39240	39240	1

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

3.2.1 One Time Cash Component (Domestic INR)

Sector	Min	Max	Mean	Median	Data
BFSI	50000	600000	205013	100000	81
Consulting	100000	300000	230263	250000	38
Engineering/Technology	500000	500000	500000	500000	3
FMCG	200000	350000	325000	350000	6
Information Technology	100000	350000	163793	150000	29
Others (Analytics)	150000	260000	223333	260000	3
Others (Ecommerce)	50000	985000	540652	550000	23
Manufacturing	68000	1000000	533714	268000	7
Others (Logistics)	100000	100000	100000	100000	9
Others (EdTech)	100000	100000	100000	100000	2

3.2.2 One Time Cash Component (International USD)

Sector	Min	Max	Mean	Median	Data
Information Technology					0





3.3.1 Total Guaranteed Cash Component (Domestic INR)

Sector	Min	Max	Mean	Median	Data
BFSI	853468	2350000	1705115	1700000	122
Conglomerate	1600000	1600000	1600000	1600000	1
Consulting	870433	2700000	1487863	1520480	68
Engineering/Technology	1500000	2132400	1899745	2000000	11
FMCG	1380000	1790000	1668475	1790000	8
Information Technology	914996	2750000	1474714	1350000	35
Others (Analytics)	2150000	2260000	2223333	2260000	3
Others (Ecommerce)	1170000	2376000	1836164	2048800	25
Manufacturing	1050000	2074000	1560115	1700000	18
Others (Logistics)	1500000	1900000	1709091	1700000	11
Others (Retail)	1350000	1410000	1388182	1410000	11
Others (EdTech)	1300000	1300000	1300000	1300000	2
Others (Defense Engineering & Technology)	920818	920818	920818	920818	3

3.3.2 Total Guaranteed Cash Component (International USD)

Sector	Min	Max	Mean	Median	Data
Information Technology	39240	39240	39240	39240	1

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

3.4.1 Maximum Earning Potential (Domestic INR)

Sector	Min	Max	Mean	Median	Data
BFSI	1020668	2650000	1913047	1850000	122
Conglomerate	1600000	1600000	1600000	1600000	1
Consulting	1000000	3700000	1664334	1651000	68
Engineering/Technology	1875000	2400000	2241109	2342400	11
FMCG	1465800	2516000	2180725	2516000	8
Information Technology	1000000	2750000	1553143	1430000	35
Others (Analytics)	2150000	2800000	2583333	2800000	3
Others (Ecommerce)	1273088	2769900	2041565	2314860	25
Manufacturing	1050000	2229000	1593167	1700000	18
Others (Logistics)	1500000	2170000	1733636	1700000	11
Others (Retail)	1500000	1600000	1563636	1600000	11
Others (EdTech)	1500000	1500000	1500000	1500000	2
Others (Defense Engineering & Technology)	1100098	1100098	1100098	1100098	3

3.4.2 Maximum Earning Potential (International USD)

Sector	Min	Max	Mean	Median	Data
Information Technology	39240	39240	39240	39240	1







4 Classification of salary based on function

4.1.1 Base Salary (Domestic INR)

Function	Min	Max	Mean	Median	Data
Finance	870433	1750000	1458894	1500000	23
General Management	1000000	1500000	1256294	1200000	34
HR	1800000	1800000	1800000	1800000	1
Operations	853468	2000000	1424310	1450000	52
Product Management	920818	2000000	1681011	1900000	77
Sales & Marketing	920818	2220236	1418845	1300000	70
Consulting	1000000	2700000	1371358	1224800	52
Others (Data Analytics)	1450000	1450000	1450000	1450000	9

4.1.2 Base Salary (International USD)

Function	Min	Max	Mean	Median	Data
Sales & Marketing	39240	39240	39240	39240	1

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

4.2.1 One Time Cash Component (Domestic INR)

Function	Min	Max	Mean	Median	Data
Finance	80000	350000	207000	175000	10
General Management	100000	1000000	346154	150000	13
HR	200000	200000	200000	200000	1
Operations	68000	985000	511031	406000	32
Product Management	50000	450000	154564	100000	71
Sales & Marketing	50000	600000	231579	175000	38
Consulting	150000	350000	235185	250000	27
Others (Data Analytics)	250000	250000	250000	250000	9

4.2.2 One Time Cash Component (International USD)

Function	Min	Max	Mean	Median	Data
Sales & Marketing					0





4.3.1 Total Guaranteed Cash Component (Domestic INR)

Function	Min	Max	Mean	Median	Data
Finance	870433	1750000	1548894	1650000	23
General Management	1000000	2000000	1388647	1350000	34
HR	2000000	2000000	2000000	2000000	1
Operations	853468	2376000	1738791	1700000	52
Product Management	920818	2350000	1823530	2046528	77
Sales & Marketing	920818	2220236	1544560	1500000	70
Consulting	1000000	2750000	1493473	1350000	52
Others (Data Analytics)	1700000	1700000	1700000	1700000	9

4.3.2 Total Guaranteed Cash Component (International USD)

Function	Min	Max	Mean	Median	Data
Sales & Marketing	39240	39240	39240	39240	1

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

4.4.1 Maximum Earning Potential (Domestic INR)

Function	Min	Max	Mean	Median	Data
Finance	1088065	2050000	1702006	1750000	23
General Management	1000000	2000000	1503824	1500000	34
HR	2000000	2000000	2000000	2000000	1
Operations	1000000	2800000	1894484	1800000	52
Product Management	1100098	2650000	2089055	2345528	77
Sales & Marketing	1000000	3700000	1791412	1700000	70
Consulting	1000000	2750000	1565681	1440000	52
Others (Data Analytics)	1800000	1800000	1800000	1800000	9

4.4.2 Maximum Earning Potential (International USD)

Function	Min	Max	Mean	Median	Data
Sales & Marketing	39240	39240	39240	39240	1







5 Classification of salary based on location

5.1.1 Base Salary (International USD)

Location	Min	Max	Mean	Median	Data
South-East Asia	39240	39240	39240	39240	1

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

5.1.2 Base Salary (Domestic INR)

Location	Min	Max	Mean	Median	Data
Bangalore	870433	2000000	1278815	1223088	107
Chennai	1300000	2700000	2050000	2100000	4
Delhi	1000000	1500000	1400000	1500000	5
Gurgaon	1072000	2000000	1505215	1630000	13
Hyderabad	1391000	2000000	1572825	1498800	24
Mumbai	853468	2400000	1581787	1600000	127
Noida	920818	1625000	1384519	1500000	7
Pune	1000000	1632000	1445905	1600000	11
WFH	1100000	2074000	1470898	1410000	20

5.2.1 One Time Cash Component (International USD)

Location	Min	Max	Mean	Median	Data
South-East Asia					0

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

5.2.2 One Time Cash Component (Domestic INR)

Location	Min	Max	Mean	Median	Data
Bangalore	50000	1000000	226261	150000	69
Chennai	100000	100000	100000	100000	1
Delhi	200000	200000	200000	200000	4
Gurgaon	100000	260000	178333	150000	6
Hyderabad	250000	985000	805000	985000	17
Mumbai	50000	600000	204378	200000	90
Noida	100000	100000	100000	100000	4
Pune	68000	268000	137333	100000	9
WFH	200000	200000	200000	200000	1







5.3.1 Total Guaranteed Cash Component (International USD)

Location	Min	Max	Mean	Median	Data
South-East Asia	39240	39240	39240	39240	1

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

5.3.2 Total Guaranteed Cash Component (Domestic INR)

Location	Min	Max	Mean	Median	Data
Bangalore	870433	2150000	1424721	1350000	107
Chennai	1400000	2700000	2075000	2100000	4
Delhi	1000000	1700000	1560000	1700000	5
Gurgaon	1172000	2260000	1587523	1650000	13
Hyderabad	1500000	2376000	2143033	2132400	24
Mumbai	853468	2750000	1726622	1700000	127
Noida	920818	1725000	1441662	1575000	7
Pune	1000000	1900000	1558269	1700000	11
WFH	1100000	2074000	1480898	1410000	20

5.4.1 Maximum Earning Potential (International USD)

Location	Min	Max	Mean	Median	Data
South-East Asia	39240	39240	39240	39240	1

For International salaries, all conversions to USD are made as per closing rates on 17th April 2023. Data is sourced from the Exchange Rates official website. (Links: https://www.exchangerates.org.uk)

5.4.2 Maximum Earning Potential (Domestic INR)

Location	Min	Max	Mean	Median	Data
Bangalore	1000000	2516000	1541240	1430000	107
Chennai	1600000	2700000	2350000	2550000	4
Delhi	1000000	1700000	1560000	1700000	5
Gurgaon	1172000	2800000	1783677	1650000	13
Hyderabad	1800000	2769900	2515659	2400000	24
Mumbai	1020668	3700000	1956420	1850000	127
Noida	1100098	1900000	1600028	1700000	7
Pune	1000000	1900000	1603724	1700000	11
WFH	1100000	2074000	1583898	1600000	20







6 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 standards and the reasons for them are mentioned below

Deviation from the standards	Reasons
-	-







Placement Team

DR. UTKARSH

Chairperson Placements
Assistant Professor (Marketing)
Mobile: +91 7900444090 (Ext. 236)
Email: chair_placements@iimkashipur.ac.in

MR. RISHIRAJ DHATTARWAL

Placement Manager
Mobile: +91 8982240543 (Ext. 342)
Email: rishiraj.dhattarwal@iimkashipur.ac.in

STUDENT COORDINATORS

(E-mail: placecomm@iimkashipur.ac.in)



AKILA 9094507524

AMIT SRIVASTAVA 8800471298 **ARPIT VIJAY** 9521554460

DEBOLINA BASU 9775493841

SHANTANU GAWADE 9029747890

PRACHI BISHT 8750400248

SAKSHAM BIRLA 8287344897

SHASHANK VERMA 9568223347

SHIVANGI AGARWAL 8860834450 **SHWETABH SINHA** 8544259985

SURUCHI TIWARI 8779720748



Indian Institute of Management Kashipur

Kundeshwari, Kashipur, District- Udham Singh Nagar, Uttarakhand-244713, INDIA Tel: +91-7088 270882, 7900 444090, 91, 92, 93