

## **Final Recruitment Process 2020**

XLRI- Xavier School of Management has successfully achieved 100% placements for the outgoing batch of 2018-20 of its flagship programme Two-year Postgraduate Diploma in Management – Human Resource Management and Business Management with all 359 candidates securing offers through the final recruitment process in 2 days.

The Final Recruitment process saw participation from 108 recruiters with 362 domestic and international offers, inclusive of 24 new finals recruiters.

### **Key Highlights of XLRI Final Placements 2020:**

- *The median salary offered to the batch saw an increase to **INR 23 lakhs per annum** from **21 lakhs per annum** in 2019*
- *The average salary saw an increase to **INR 24.30 lakh per annum** from **INR 22.35 lakhs per annum** in 2019.*
- ***Multiple domestic offers at INR 50 lakhs per annum from the BFSI sector***
- ***The highest international offer stood at INR 58.5 lakhs per annum from the S&M domain***
- *The batch received the highest number of offers made through PPOs: **43% of the batch***
- *No. of new recruiters: **24***
- *The top segments based on roles offered were Consulting, Sales & Marketing and BFSI.*
- *KPMG and Pricewaterhouse Coopers made the highest number of offers among the regular recruiters.*
- *New finals recruiters included companies such as Arga Investment Company, Tolaram Group, M H Alshaya, Myntra, Power Finance Corporation, Delhivery, JCB, Thoucentric, Welspun, Diageo, Varroc, CK Birla, amongst others.*
- *Participation from PSUs like Power Finance Corporation, GAIL*

### **Sector-wise Turnout:**

The top segments based on roles offered were Consulting, Sales & Marketing and BFSI. Consulting firms extended offers to 26% of the candidates. Sales & Marketing and BFSI constituted 21% and 17% of the roles offered to Business Management students respectively. Other roles included

niche functions in Product Management, Business Transformation, Brand Management and Finance.

**KPMG, Pricewaterhouse Coopers** made the highest number of offers amongst other regular recruiters such as The Boston Consulting Group, Accenture Strategy, Microsoft, Amazon, P&G, Aditya Birla Group, ITC, Avendus Capital, Standard Chartered, Capgemini ELITE, Hindustan Unilever, and others.

New recruiters included companies such as Arga Investment Management, Myntra, Power Finance Corporation, Thoucentric Consulting, Welspun, Tolaram Group, M H Alshaya, JCB, TCS, Vedanta amongst others.

### **Consulting**

Consulting was the biggest draw this year with firms such as McKinsey & Co., Bain & Co., The Boston Consulting Group, Accenture Strategy, Deloitte, PWC, EY, KPMG, AON, Korn Ferry, Vector Group, Everest Group, Thoucentric Consulting, Infosys and others participating in the process.

### **FMCG, Telecom and Pharma**

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, Samsung, and other participating. The process witnessed a surge in companies in the pharma sector such as Cipla, Dr. Reddy's, Astra Zeneca, GlaxoSmithKline among others. Giants in the automotive segment such as Maruti, Bajaj, JCB also participated in the process. Roles in Company Strategy, Sales & Marketing, Product Supply, Operations, Purchase, IT and Human Resources were offered.

### **BFSI**

Finance did exceedingly well this year aided by the participation of firms such as Arga Investments, Citibank, J.P Morgan Chase, Avendus Capital, Shannonside Capital, Goldman Sachs, Standard Chartered, ICICI, Power Finance Corporation, Belden, Edelweiss and others. The roles offered in this domain were Front End Investment Banking, Global and Corporate Banking, Wealth Management, Global Markets, Equity Research, and Retail Banking. The increase in finance roles can be attributed to a higher number of candidates opting for the Finance specialization and a vibrant appreciation for finance in the form of finance associations and an in-house XLRI Student Investment fund.

### **General Management**

Roles in General Management were offered by conglomerates such as TAS, Aditya Birla Group, Mahindra, Capgemini ELITE, Reliance Industries, Xiaomi, RPG, Hinduja, ACT and others.

### **ITES, E-commerce and Analytics**

The firms in this segment include Microsoft, Amazon, Ola, Media.net, Flipkart, Oyo Rooms, Tech Mahindra, HCL, TCS, EXL and others. Mygate, PolicyBazaar opened opportunities to students as well. The diverse set of roles offered were Strategy Advisor, Program Manager, Product Manager, Category Manager, Business Development, Territory Head, Analytics and Recruiter.

### **HR**

XLRI is widely regarded as the best college in the country for HR. HR roles were offered by firms spanning the spectrum of domains such as P&G, ITC, JP Morgan and Chase, Colgate Palmolive, Myntra, Ola, Power Finance Corporation, Samsung, C K Birla and others. For the first time, Assistant Vice President roles were offered by Genpact to students on campus. International roles were offered by M H Alshaya in the HR domain. HR roles offered also included recruitment, HR consulting, Compensation & Benefits and HR analytics. This year also saw healthy participation from PSUs like Power Finance Corporation, GAIL and others.

