
PLACEMENT REPORT 2012



CLASS OF 2012

Continuing last year's trend, 2011-12 saw a successful placement season as 574 students of the Class of 2012 set out to pitch their skills across a diverse set of organisations, industries and sectors. This year, the placement season yielded a total of 631 offers from 348 companies for the 528 participating students. Forty-six students from the class opted out of the placement process to join their previous employers, return to their family businesses, or to start their own ventures.

The Class of 2012 comprised students from diverse backgrounds and work experience ranging from 2 to 24 years, helping us to attract many first-time recruiters on campus. Participating companies came from diverse geographies, both national and international, with offers for a multitude of responsibilities. Owing to the quality of work experience in the class of 2012, several companies made multiple offers across functions, with many students being offered senior management positions.

Lateral placements are important in a B-school that targets working professionals. We ensure such placements through the system of "Rolling Placements," a lateral hiring process that is spread over several months. This gives recruiters time to identify the most suitable candidates, while giving students the opportunity of pursuing their own career goals. During this period, the School works with recruiters and students in finding the ideal fit. The School also supports and encourages students in their independent search efforts to seek their preferred careers.

Along with the placement results of the graduating class, this report will also introduce you to the Class of 2013. This group of highly-qualified talented students organise themselves into different professional clubs and actively pursue events related to their clubs.

The information furnished within this report will assist you in identifying the best talent for your organisation. We look forward to another great year for our recruiters and students.

Founding Associate Schools



Associate Schools



PLACEMENTS 2012

Highlights

631 OFFERS FROM 348 COMPANIES

AN INCREASE OF 8% YOY BY NEW PARTICIPATING COMPANIES

3 FOLD INCREASE IN THE NUMBER OF OFFERS FROM E-COMMERCE SECTOR

Growth in Global Leadership Programmes

This year witnessed a spurt in the number of offers for various global leadership programmes of leading companies. These fast-track leadership programmes groom fresh recruits for senior management roles. 87 offers were made for such roles by 27 companies - a significant leap from 28 such offers by 19 companies last year. Participating companies included Abbott, Aditya Birla Group, Bharti Airtel, Citibank, DuPont, GE, HCL Technologies, Ingersoll-Rand, Philips, Pfizer, Siemens AG, Luxottica Group and Yes Bank.



PROFILE CLASS OF 2012

574

CLASS SIZE

27

AVERAGE AGE
(YEARS)

5

AVERAGE WORK
EXPERIENCE (YEARS)

712

AVERAGE GMAT
SCORE

YEAR ON YEAR DATA
FOR 80% MEAN AND
80% MEDIAN CTC (IN INR)

Class	80% Mean	80% Median
Class of 2008	15,91,296	16,00,000
Class of 2009	14,30,305	14,00,000
Class of 2010	16,12,112	16,00,000
Class of 2011	17,92,715	17,47,000
Class of 2012	18,83,403	18,00,000

YEAR ON YEAR
INCREASE IN COMPANIES
AND OFFERS

Class Year and Size	Registered Companies	Offers
2008 - 422	230	657
2009 - 437	326	401
2010 - 568	346	541
2011 - 569	310	661
2012 - 574	348	631

CONSULTING AND TECHNOLOGY TOP AMONG RECRUITING SECTORS

The consulting sector continued to be in demand constituting over 30% of offers from companies such as AT Kearney, Accenture, Booz & Co, Deloitte, Diamond Consulting, Gallup Pte Ltd, KPMG, McKinsey & Co, Parthenon Group, PRTM, PwC, The Boston Consulting Group, and Valcon Management Consultants. The technology sector was the second leading sector that yielded about 28% of the offers through a broad spectrum of roles in technology consulting, sales, product management and project management. The companies in this sector include Apple, Cognizant, Facebook, Google, IBM India, Infosys, Microsoft, and Siemens AG, among others.

PLACEMENTS 2012

Offers by Industry - 2012 In %



Offers by Function - 2012 In %



COMPARISON 2011- 2012 (IN %)

Function-wise offers	2011	2012
Business Research	1	1
Consulting	36	35
Technology	5	4
Human Resources	1	1
Product Development	2	1
Project Management	6	5
Sales & Marketing	20	23
Engineering	0	1
Operations	5	6
General Management/ Strategic Planning	12	13
Finance	12	6
Others	0	4

Industry-wise offers	2011	2012
Manufacturing	4	6
Infrastructure/ Construction/ Real Estate	5	2
IT/ ITES	21	28
Education/ Teaching and Training	0	1
High Technology/ Electronics/ Manufacturing/ Services	0	1
Consulting	32	30
Govt/ PSUs/ NGOs/ Forces/ Services	1	1
Oil/ Energy/ Petroleum/ Minerals	5	1
Banks/ Financial Institutions	12	4
Engineering	0	1
Pharma/ Biotech/ Healthcare/ Hospitals	4	7
Telecom	3	3
FMCG/ Retail/ Consumer Durables	4	8
Advt/ Media/ PR/ Entertainment/ Marketing Communications	3	1
Chemical/ Fertilisers/ Pesticides	0	1
Others	6	5



E-COMMERCE ON THE RISE

Companies from the e-commerce and digital space made their presence felt on campus this year constituting a total of 28 offers from 6 companies, as against the 6 offers from 2 companies in the previous year. The companies from this space were Amazon, Cleartrip, Expedia, Flipkart, MakeMyTrip and Myntra.

PHARMA AND BIOTECH CONTINUE TO GROW

The Pharma & Biotech sector continued to be in demand among the students this year as well. A total of 27 companies including AstraZeneca, Biocon, Dr. Reddy's, Eli Lilly, Indegene, Johnson & Johnson, Merck, Novartis, Pfizer, and Abbott made 41 offers this year, as against 28 companies making 30 offers last year.

INTERNATIONAL PLACEMENTS REMAIN STABLE

The tentative sentiment in the global economy notwithstanding, international companies continued to increase their participation in the placements at the ISB making 92 offers as against 83 in the previous year. The positions offered were across 11 countries, namely Germany, Switzerland, Italy, UK, USA, Dubai, Nigeria, Singapore, Malaysia, Sri Lanka and Hong Kong. Leading companies such as Apple, AstraZeneca, Bloomberg, Booz, BT, Delta Partners, Expedia, GE, Goldman Sachs, and PRTM were among the 73 participating companies this year. Some of the global companies like Novartis and Siemens made offers across multiple countries and with varied roles.

INDUSTRY-WISE OFFERS COMPARISON 2011 - 2012

Industry-wise offers	Mid 80% average CTC		80% CTC Range in Lakhs
	2011	2012	
Manufacturing	1656273	1705556	12 - 22
Infrastructure Construction/ Real Estate	1722509	1915000	13 - 20
IT/ ITES	1698936	1923932	12 - 28
Consulting	1821480	1901487	13 - 27
Govt/ PSUs/ NGOs/ Forces/ Services	2001112	2434500	15 - 24
Oil/ Energy/ Petroleum/ Minerals	1763895	1858333	14 - 21
Banks/ Financial Institutions	1533029	1868580	12 - 22
Pharma/ Biotech/ Healthcare/ Hospitals	1647003	1879511	13 - 20
FMCG/ Retail/ Consumer Durables	1800891	1750276	12 - 26
Advt/ Media/ Comm/ PR/ Entertainment	1860356	1563557	11 - 23
Telecom	1598154	1907479	15 - 21
Education/ Teaching and Training	-	1716667	15 - 21
Others	1819571	2169158	14 - 23

FUNCTION-WISE OFFERS COMPARISON 2011 - 2012

Function-wise offers	Mid 80% average CTC		80% CTC Range in Lakhs
	2011	2012	
Business Research	1633336	1504000	14 - 17
Human Resources	1581250	1850000	14 - 21
Technology	1743136	2277557	12 - 28
Consulting	1785186	1874092	13 - 27
Product Development	1785905	2850000	15 - 35
Project Management	1941636	2083596	12 - 37
Finance	1597371	1838636	12 - 22
Research and Development	1300000	2565000	12 - 25
Operations	1908174	1885598	12 - 25
Sales and Marketing	1685718	1846962	12 - 26
General Management / Strategic Planning	1663899	1931577	12 - 25
Engineering	-	2108414	14 - 34
Others	1200000	1854447	12 - 18

LIST OF RECRUITERS 2012

AT Kearney Ltd	Fullerton	Novartis - Development Finance Group
ABB Ltd	GC Corporation	Novartis AG-Competitive Intelligence
Abbott	General Electric	Novartis-Development Solutions Group
Accenture India	Genpact	Novartis Pharma AG
Acropetal Technologies Ltd	GlaxoSmithKline Pharmaceuticals Ltd	NSL GROUP
Aditya Birla Group	Global eProcure	Olam International Ltd
ADP Pvt Ltd	Goldman Sachs International	Opera Solutions Management Consulting Services Pvt Ltd
Amazon Development Center India Pvt Ltd	GoodHope Asia Holding Ltd	Orvito
Ameex Technologies Pvt Ltd	Google India	Palantir Technologies
Aon Hewitt	GVK	Pfizer Ltd
Apple Inc	HCL Technologies	Philips Electronics India Ltd
Appnomic Systems Pvt Ltd	HDFC Bank	PI Industries Ltd
Apra Group	Hero MotoCorp Ltd	Pramati Technologies
Aryaka Networks India Pvt Ltd	Hindustan Unilever Ltd	PricewaterhouseCoopers Pvt Ltd
AstraZeneca	Honeywell International India Pvt Ltd	Protiviti Member Firm (Middle East)
Avista Advisory Group	HPCL-Mittal Energy Ltd	PRTM
Bharti Airtel	HSBC Plc	Punj Lloyd
Bharti Walmart Pvt Ltd	HT Media Ltd	Redpine Signals
Biocon Ltd	IBM India Pvt Ltd	RPG Enterprises
Bloomberg LP	ICICI Bank	Schneider Electric India Pvt Ltd
Booz & Company	iDiscoveri Education Pvt Ltd	Shapoorji Pallonji Group
Bristol-Myers Squibb India Pvt Ltd	iLink Systems	SHL (India) Pvt Ltd
BT Group plc	IMI Mobile	Siemens AG
Cairn Energy India Pty Ltd	Indegene Inc	Siemens AG - Corporate Finance Audit
Celio	IndiaCan Education Pvt Ltd	Siemens Ltd
Cheers Interactive	Indus Insights	Siemens Management Consulting
Citibank	ITC Infotech India Ltd	Societe Generale Global Solution Centre Pvt Ltd
Cleartrip.com	ITC Ltd	Star India
Cognizant	Jaipur Rugs Company Pvt Ltd	Synthite Industries Ltd
Colgate-Palmolive (India) Ltd	Johnson and Johnson	TajSATS Air Catering Ltd
Concept Management Consulting Ltd	Kingdom of Dreams (GINC Pvt Ltd)	Target Corporation
Coromandel International Ltd	Klueber Lubrication India Pvt Ltd	Tata Communications Banking Infra Solutions Ltd
Cypress Semiconductor Technology India (Pvt) Ltd	Kotak Mahindra Old Mutual Life Insurance Ltd	Tech Mahindra Ltd
Deloitte	KPMG	Technopak Advisors Pvt Ltd
Delta Partners	Larsen & Toubro Ltd	Tecnova India Pvt Ltd
DE Shaw	Lodha Group	The Boston Consulting Group
Deutsche Lufthansa AG	Luxottica Group	The Gallup Organization (S) Pte Ltd
Diamond Management & Technology Consultants	MakeMyTrip India Pvt Ltd	The Parthenon Group
Directi Internet Solutions Pvt Ltd	McKinsey & Company, Inc	The Parthenon Group (London)
Dr. Reddy's Laboratories Ltd	Mercatus Capital	Tolaram Corporation Pte Ltd
EI DuPont India Pvt Ltd	Michael & Susan Dell Foundation	Tyroo Media
Edelweiss	Michael Page International Recruitment Pvt Ltd	Valcon Management Consultants Pvt Ltd
Eli Lilly & Co (I) Pvt Ltd	Microsoft	Value and Budget Housing Corp Pvt Ltd
EOS Capital Advisors Pvt Ltd	MindTree Ltd	Videocon Industris Ltd
Ernst & Young	Mphasis - An HP Company	Virtusa Consulting Services Pvt Ltd
ETA Ascon	MSD	Visual IQ, Inc
EXL Service.com India Pvt Ltd	MTS India	Wipro Ltd
Facebook India Online Services Pvt Ltd	Myntra Designs Pvt Ltd	Yes Bank Ltd
Flipkart India Pvt Ltd	NCR Corporation	Zensar Technologies Ltd
	Nokia India Pvt Ltd	

The above list is not exhaustive and is only aimed at giving an indication of the range of companies that recruit at the ISB campus.

PROFILE - CLASS OF 2013

The one year Post Graduate Programme (PGP) at the ISB attracts the finest talent from various industries with experience across many functions. The Class of 2013 comprises a pool of students from varied backgrounds like Consulting, Finance, Marketing, Technology, Medicine and Defence. Many students also come with the experience of working across geographies. But while their backgrounds may be different, they share the same enthusiasm for taking up challenges and gaining new perspectives. This creates an environment conducive to healthy exchange of ideas and a rich classroom experience.

ISB Hyderabad expands into Mohali Campus

Growth is unceasing at ISB and this year we have added the Mohali Campus. True to its vision of 'One School - Two Campus' model, a brand new facility has been created in Mohali which replicates ISB Hyderabad in every respect. Class of 2013 has a combined student strength of 767, split as 577 in Hyderabad and 190 in Mohali. The admission policy, academic calendar, mix of resident and visiting faculty (from our partner schools) and Placement policy is common for both the campuses. As for admissions, students are drawn from a common merit list and assigned to either of the campuses randomly in the ratio of class capacities.

There is also an exchange programme between both the campuses to promote interaction between the students. The Placement portal is common and recruiters have access to the combined pool of talent.

767

CLASS SIZE

28%

WOMEN

670-750

GMAT MID 80% RANGE

54

8 YEARS AND ABOVE
EXPERIENCE

92

6 YEARS TO 8 YEARS
EXPERIENCE

271

4 YEARS TO 6 YEARS
EXPERIENCE

350

BELOW 4 YEARS
EXPERIENCE



Class of 2013 - Industry-wise

In %



Banks / Financial
Institutions



Consulting



FMCG / Retail
Consumer Durables



Government / PSUs
NGOs / Forces / Services



IT / ITES



Manufacturing



Oil / Energy
Petroleum / Minerals



Pharma / Biotech
Healthcare / Hospitals



Telecom



Advt / Media / Communication
PR / Entertainment



Engineering



Others

Class of 2013 - Function-wise

In %



Business Research



Consulting



Engineering



Finance



General Management/
Strategic Planning



Human Resources



IT Consulting



Operations



Product Development



Project Management



Research & Development



Sales & Marketing



Teaching/ Training



Others

PROFESSIONAL CLUBS

The wide variety of student clubs reflect the diversity of the ISB community. The clubs give students opportunities to apply what is learned in the classroom and to gain invaluable leadership and life skills. In addition to connecting with others who have similar interests, the students get a platform to interact with alumni and professionals in their fields of interest, helping them build formal and informal networks, while exploring career opportunities.



BUSINESS TECHNOLOGY CLUB

The Business Technology Club aims to bring together students interested in careers focussed at the intersection of business and technology. The club seeks to equip its members with the relevant skills and exposure to achieve their goals by engaging meaningfully with industry leaders, expanding their professional network, and by leveraging members' experience to create and share knowledge.

Past Recruiters: Amazon | British Telecom | Clickable | CA Technologies | Cisco | Cognizant | Directi | Facebook | Genpact | Google | HCL | Honeywell | HP | IBM | Infosys | Intel | Mahindra Satyam | MakeMyTrip | Microsoft | NIIT | Oracle | SAP | TCS | Virtusa | Vodafone | Wipro | Yahoo | Zensar Technologies

CONSULTING CLUB

The Consulting Club seeks to equip its members with resources to build a successful career in consulting. The club anchors these efforts by creating forums where participants can learn and imbibe skills and best practices from industry experts, and by spearheading initiatives that enable students to assimilate these learnings into practical applications.

Past Recruiters: AT Kearney | Accenture | Arthur D Little | Booz & Co | Capgemini | Deloitte | Diamond | E&Y | Gallup | Global eProcure | Infosys | Consulting | KPMG | McKinsey & Company | Oliver Wyman | PricewaterhouseCoopers | PRTM | Siemens Management Consulting | The Boston Consulting Group | The Parthenon Group | ZS Associates

291

MEMBERS

5.0

YEARS OF AVERAGE
EXPERIENCE

271

MEMBERS

4.7

YEARS OF AVERAGE
EXPERIENCE

EMERGING MARKETS CLUB

The Emerging Markets Club is focussed on the growing importance of emerging economies like BRICS. The club looks at opportunities and business solutions to address the challenges faced by emerging market economies. The club seeks to disseminate cutting-edge research and build capabilities among future global leaders by organising regular industry interactions, onsite visits, speaker sessions and conclaves.

Past Recruiters: Indorama Group | Lebuva at State Tower | Olam International | Prudential Group | Siam Cements | Trident Group | Tolaram Group



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

ENTREPRENEURSHIP AND VENTURE CAPITAL CLUB

The focus of the Entrepreneurship and Venture Capital (EVC) Club is to foster entrepreneurial thinking and increase the number of successful business ventures at the ISB by institutionalising the entrepreneurial culture. The club enables the achievement of this goal by providing timely resources, relevant contacts and organising events like the venture capital investment competition, idea lab sessions, elevator pitches, business plan workshops and an entrepreneurship conclave.

Past Recruiters: Avsarr | iRunway | Loylty Rewardz | mGinger | Orkash Services | RichCore



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

ENERGY, MANUFACTURING AND OPERATIONS CLUB

The Energy, Manufacturing and Operations (EMO) Club focuses on strategy, project development, operations and supply chain management, and consulting in the energy and manufacturing sectors. In addition to providing a forum for discussion and knowledge enhancement for students, the EMO club also provides holistic services to both recruiting companies and students to pursue professional interests and rewarding careers in EMO fields.

Past Recruiters: Alghanim Industries | ArcelorMittal British Petroleum | Holcim | Husk Power | ITW India Limited | Punj Lloyd | Reliance ADAG | Schneider Electric India Pvt Ltd | Solar Semiconductor Private Limited | Sun Edison Energy | Suzlon Energy | Tata Steel



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

FINANCE CLUB

The Finance Club equips its members with skill sets and capabilities to develop as successful finance professionals. The club organises speaker sessions with industry experts, technical workshops and finance conferences to create a platform for continuous learning. The club members come from diverse backgrounds including banking, trading, research, economics, insurance, operations, manufacturing, and IT.

Past Recruiters: Ambit Holdings | Citigroup | Credit Suisse-Asia Pacific | DBS Bank | Deutsche Bank | DSP Merrill Lynch | Goldman Sachs International | HDFC | HSBC | ICICI | JP Morgan | Kotak | Nomura | Morgan Stanley | Royal Bank of Scotland | Standard Chartered Bank | SUN Group | Yes Bank Ltd



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

GENERAL MANAGEMENT CLUB

The General Management Club is one of the largest clubs at the ISB. It comprises of students from diverse backgrounds with rich professional experience, who aspire to build successful careers in areas of general management and strategy. The club engages with industry and business leaders through various forums aimed towards expanding the knowledge base and enhancing the skill sets of students, to enable them to assume leadership positions in all sectors of the industry.

Past Recruiters: 3M | Aditya Birla Group | Bharti Group | Deutsche Lufthansa AG | Ericsson | Essar Group | GE | Jindal | Monsanto | Philips | Tech Mahindra



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

HEALTHCARE CLUB

The Healthcare industry (pharmaceuticals, hospitals & ancillary businesses) is growing at a rapid pace and presents immense business opportunities and management challenges. The club aims to build awareness and knowledge of the industry by organising speaker sessions, onsite visits and a conclave on healthcare and pharma. Members of the Healthcare Club come from diverse backgrounds including pharmaceuticals, medical devices, hospitals, consulting, operations and IT.

Past Recruiters: Abbott | Apollo Hospitals | AstraZeneca | Biocon | Bristol-Myers Squibb | Dr Reddy's Laboratories | Fortis Healthcare | GlaxoSmithKline | Indegene | Johnson & Johnson | Max Healthcare | Novartis | Pfizer | Singapore General Hospital | TCG Lifesciences | UHG



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

MARKETING CLUB

The team members of this club are some of the most motivated people on campus, bound together by a passion for the art and science of marketing. The club aims to sharpen the skills of the members, and act as a bridge between industry and the vast pool of marketing talent at the ISB.

Past Recruiters: Artaaj Events | Cargill | Coca-Cola | Colgate-Palmolive | Directi | Godrej | GSK | HT Media | HUL | ITC | Luxottica Group | NIIT | Nokia | PepsiCo | RPG | Virgin Mobile



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

MEDIA AND ENTERTAINMENT CLUB

This club comprises students who are driven by the vision to build and establish ISB as a knowledge partner for the media and entertainment industry, and provide a platform for young leaders who possess a unique blend of creativity and business acumen.

Past Recruiters: 9.9 Mediaworx | ABP | Artaaj | Big 92.7 FM | Dainik Bhaskar | Global Broadcast Network | HT Media | Info Edge | NDTV | Network18 | People Group | RSG Media | SET India | Star TV | Starcom MediaVest Group | Viacom



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

NET IMPACT CHAPTER

The ISB Net Impact chapter was started in 2003 to help future leaders use the power of business to make a difference to society. The club conducts excellent programmes, such as ISB Global Pro-bono Consulting, iDiya - National Social Ideas Challenge, Board Fellows, Social Responsibility Conclave, and ISB Responsible, with a special focus on development sector careers.

Past Recruiters: Acumen Fund | Global Fund Intellectap | Khemka Foundation | Michael & Susan Dell Foundation | Naandi Foundation | NISG | SKS Microfinance | Spandana Sphoorty



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

SREI REAL ESTATE AND INFRASTRUCTURE CLUB

This professional club aims to facilitate a constructive dialogue between the industry and the student body. The objective of the club is to serve as a forum for its stakeholders, to exchange ideas and experiences, in order to facilitate enriched learning and career development.

Past Recruiters: CBRE | Cushman & Wakefield | DLF | Feedback Ventures | Hines | Jones Lang LaSalle India | Knight Frank India | L&T | Lodha Group | Oberoi Constructions | Shapoorji Pallonji | Unitech | Value and Budget Housing | SREI Infrastructure



MEMBERS



YEARS OF AVERAGE
EXPERIENCE

RETAIL CLUB

The Retail sector promises to be one of the fastest growing in the years to come, and India is one of the largest retail destinations globally. The ISB Retail Club aims to help its members forge a career in retailing by building salient platforms that provide the right skills and knowledge through interactions with the industry and academia.

Past Recruiters: Bharti Wal-Mart | Godrej Properties | Landmark | Luxottica Group | MedPlus | Nokia | RPG



MEMBERS



YEARS OF AVERAGE
EXPERIENCE



Hyderabad campus



Mohali campus



The ISB vision is to be an internationally top-ranked, research-driven, independent management institution that grooms future leaders for India and the world. Over the years, the school has built associations with top-ranked schools across the globe, like the Kellogg School of Management, The Wharton School, the London Business School, MIT Sloan School of Management and The Fletcher School. The ISB's research output has also been recognised as the highest amongst all B-Schools in India in the last decade.

The ISB offers the Post Graduate Programme concurrently at two campuses - Hyderabad, Andhra Pradesh and Mohali, Punjab. The two campuses also follow unified processes for admissions and placements. Both the campuses integrate world-class academic and residential facilities that help create a perfect balance between the rigours of intense learning and an enriching campus life.



INDIAN SCHOOL OF BUSINESS

Hyderabad Campus: Gachibowli, Hyderabad - 500 032, AP, India.

Mohali Campus: Knowledge City, Sector 81, Mohali - 140 306, Punjab, India.

Phone: +91 40 2318 7420/ 7402/ 7533, Fax: +91 40 2300 7030

E-mail: placements@isb.edu, Web: www.isb.edu/placement

Regional Offices: Delhi: +91 11 4358 6125/ 6126 | Mumbai: +91 22 6671 1166
Bangalore: +91 80 2545 4890/ 5127