



**Goa Institute of Management**

**Placement Report**

**PGDM-Healthcare Management**

**Academic Year 2022-2023**

Ref: B2K/GIM/MUM/RB/004/2023-24

March 26, 2024

The Chairperson  
Placement Office (HCM)  
Goa Institute of Management,  
Poriem, Sattari,  
Goa - 403505

Dear Sir,

**Re: Audit of Placement Report for the batch 2021-23 of Post Graduate Diploma in Management – Healthcare Management (PGDM-HCM)**

We have audited the data related to remuneration, function & location as presented in the Placement Report prepared by GIM - Goa Institute of Management for the final placement (based on the offers received and accepted on campus) of the 2021-23 batch of Post Graduate Diploma in Management - Healthcare Management (PGDM-HCM) of GIM. The preparation of the Placement Report is the responsibility of GIM. Our responsibility is to validate the information related to salary, function & location as 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 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 GIM from recruiting companies. B2K Analytics (formerly Brickworks Analytics) has not independently sourced any information or documentation directly from the recruiters.
3. We have verified the information with respect to salary, function & location as presented in the report with the communication received by GIM from the 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. Long-Term benefits (to be paid after twelve months) like ESOPs, retention bonus and any other long-term benefit (if mentioned in the offer letter) to be paid after the first year have not been considered for the calculation of MEP.
- d. We have considered the amount of gratuity in the calculation of MEP even though it is payable after 5 years of continuous service as this amount was not separately available for all the candidates.
- e. Wherever information about job location and function of students could not be established from the documents, the same has been confirmed by the institute. An official declaration regarding the job location details and function has been obtained from the Placement Chair (HCM).
- f. Wherever information was missing reasonable assumptions have been made.

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.

- a. Out of 58 students eligible for placements, 1 student opted out of placement process.

5. While auditing the data it was observed that not all the students have been offered one-time cash payments like joining bonus, retention bonus etc. Therefore, the average of one-time cash payments, represents the average of one-time cash payments actually received by the students and not the average of all the students.

6. We have only audited the data related to salary, function & location in the placement report and not the report's overview section, which explains the placement process.

Best Regards,



Ritaban Basu

Head – Risk & Analytics  
B2K Analytics



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## Overview

### **About GIM (Goa Institute of Management) and HCM Program:**

The Goa Institute of Management has a distinguished history spanning more than 28 years and is one of the top business schools in the nation. The campus is picturesque and tranquil, nestled among the Western Ghats, providing students and faculty with the perfect setting for learning and sharing. Modern infrastructure and facilities make sure that students are up to date with industry standards and allow the faculty to educate students.

The PGDM-Healthcare Management, offered by GIM, is a carefully crafted program for aspirants aiming for managerial positions in the healthcare business. The healthcare management program was launched in 2013 and is AICTE-approved and NBA-accredited. In addition, GIM holds global accreditation from SAQs and is a member of the AACSB. Every course is designed after extensive consultation with industry experts. The students get taught by the best of the faculty, including senior professionals from the industry. Thus, our students undoubtedly become the finest budding healthcare managers ready for the industry

### **Recruiters participated in 2022-23:**

The recruiters participated in the final placement process for the academic year 2022-23 (listed alphabetically) are: Biorad Medisys, Bharat Serums and Vaccines (BSV) Citius Tech, Cognizant, Docplexus, Ernst and Young (EY), HCLTechologies, Indegene, Johnson and Johnson, KPMG, Legato Technologies, Medikabazaar, Optum, Orbees, Quidel Ortho, Shalina Healthcare, Stryker, Technology, Healthcare Big Data Analytics (THB), Thryyyve Digital LLP, Zimmer Biomet, ZS Associates.

## 1. Classification of Students

### 1.1 Classification of the entire graduate pool

Categories	Number
1. Sought placement through the institute	57
2. Did not seek placement through the institute	0
2a. Company-sponsored or already employed	0
2b. Continuing education	0
2c. Postponing job search	0
2d. Entrepreneurship (Starting a new business)	0
2e. Returning to / joining family business	0
2f. Sought placement outside the campus placement process	1
2g. Did not seek placements for other reasons	0
Total who did not seek employment through the institute	1
<b>Total graduates</b>	<b>58</b>

Table 1.1: Classification of the entire graduate pool



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
Prof. Shawnn Coutinho



For B2K Analytics, Mumbai

## 2. Sector-wise classification

Sector	No. of Offers accepted
Consulting	15
Medical Device	13
Pharmaceutical	08
Healthcare IT	17
IT Consulting	04
<b>Total</b>	<b>57</b>

Table 2.1: Classification of offers based on sector



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
Prof. Shawnn Coutinho



For B2K Analytics, Mumbai

### 3. Function-wise classification

Function	No. of Offers accepted
Healthcare Analytics	1
Healthcare Category/Product Management	1
Healthcare Consulting	17
Healthcare IT Consulting	14
Healthcare Sales & Marketing	24
<b>Total</b>	<b>57</b>

Table 3.1: Classification of offers based on function



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
Prof. Shawnn Coutinho



For B2K Analytics, Mumbai

#### 4. Location-wise classification

Locations	No. of Offers accepted
India	55
UAE	2
<b>Total</b>	<b>57</b>

Table 4.1: Classification of offers based on location (global)

Indian Locations	No. of Offers accepted
Ahmedabad	2
Bangalore	4
Chennai	3
Delhi NCR	15
Hyderabad	2
Mumbai	8
Navi Mumbai	3
Pune	8
Others*	10
<b>Total</b>	<b>55</b>

Table 4.2 Classification of offers based on location (within India)

\*Others includes Patna, Madurai, Ambernath and locations that could not be determined.



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## 5. Salary details

### 5.1 Salary Statistics at PPP\*

Salary in USD at PPP	Min	Max	Median	Mean	Data
INR salary (Total guaranteed cash component)	37,150	1,16,517	53,654	56,672	55
Non-INR salary (Total guaranteed cash component)	54,859	54,859	54,859	54,859	2
Overall salaries (Total guaranteed cash component)	37,150	1,16,518	53,654	56,608	57
INR salary (MEP)	43,706	1,27,346	56,818	60,136	55
Non-INR salary (MEP)	74,470	74,470	74,470	74,470	2
Overall salaries (MEP)	43,706	1,27,346	56,818	60,639	57

Table 5.1: Salary statistics at PPP adjusted exchange rates

\* As per PPP conversion factors specified on the World Bank data website. Reference: <http://wdi.worldbank.org/table/4.16>



*[Signature]*

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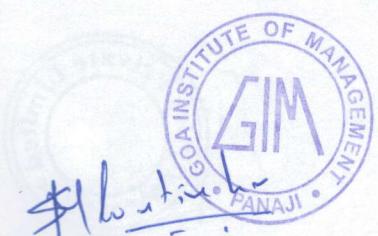
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## 5.2 Salary Heads

### 5.2.1 Salary Heads – Domestic

	Salary head	Min	Max	Median	Mean	Data
A	Basic salary	8,50,000	20,65,928	10,35,530	11,77,810	55
B	One time Cash Payments	50,000	6,00,000	1,75,000	2,25,397	29
C	Total guaranteed cash payments	8,50,000	26,65,928	12,27,600	12,96,655	55
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	10,00,000	29,13,676	13,00,000	13,75,910	55

Table 5.2.1: Classification of salary components (Domestic)  
(All figures in INR)



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Placement Chair (PGDM-HCM)  
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### 5.2.2 Salary Heads – International\*

	Salary head	Min	Max	Median	Mean	Data
A	Basic salary	54,859	54,859	54,859	54,859	2
B	One time Cash Payments	0	0	0	0	0
C	Total guaranteed cash payments	54,859	54,859	54,859	54,859	2
D	Maximum Earning Potential (non-cash, long term and performance linked components)	74,470	74,470	74,470	74,470	2

Table 5.2.2: Classification of salary components (International)  
(All figures in USD)

\*The conversion rate for USD to INR is as per the Wall Street Journal Data.  
Reference: <https://www.wsj.com/market-data/quotes/fx/USDINR/historical-prices>



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
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### 5.2.3 Salary Heads – Combined\*

	Salary head	Min	Max	Median	Mean	Data
A	Basic salary	8,50,000	45,29,708	10,35,530	12,95,420	57
B	One time Cash Payments	50,000	6,00,000	1,75,000	2,25,397	29
C	Total guaranteed cash payments	8,50,000	45,29,708	12,27,600	14,10,096	57
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	10,00,000	61,48,988	13,00,000	15,43,387	57

Table 5.2.3: Combined Salary Statistics (In INR)

\*The conversion rate for USD to INR is as per the Wall Street Journal Data.  
Reference: <https://www.wsj.com/market-data/quotes/fx/USDINR/historical-prices>



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### 5.3 Sector-wise classification of salary

#### 5.3.1 Sector-wise classification of base salary

Base Salary					
Sectors	Min	Max	Median	Mean	Data
Consulting	8,50,000	10,43,157	10,00,000	9,65,760	15
Healthcare IT	9,00,000	17,29,200	9,76,500	10,98,151	17
IT Consulting	8,80,000	13,00,000	9,31,250	1,01,0625	4
Medical Device	10,00,000	20,65,928	13,00,000	13,49,948	13
Pharmaceutical	14,75,220	20,65,928	14,75,220	16,72,123	6

Table 5.3.1-1: Sector-wise classification of base salary  
(All figures in INR)

Sectors	Min	Max	Median	Mean	Data
Pharmaceutical	54,859	54,859	54,859	54,859	2

Table 5.3.1-2: Sector-wise classification of base salary  
(All figures in USD)



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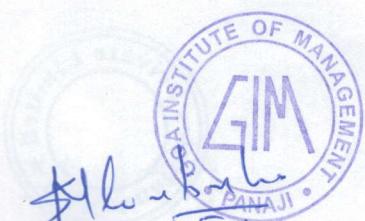
### 5.3.2 Sector-wise classification of one-time cash payments

Sectors	Min	Max	Median	Mean	Data
Healthcare Consulting	3,25,000	3,25,000	3,25,000	3,25,000	6
Healthcare IT	73,500	3,00,000	73,500	1,08,531	16
IT Consulting	50,000	50,000	50,000	50,000	1
Medical Device	2,00,000	6,00,000	4,00,000	4,00,000	4
Pharmaceutical	6,00,000	6,00,000	6,00,000	6,00,000	2

Table 5.3.2-1: Sector-wise classification of one-time cash payments (Domestic)  
(All figures in INR)

Sectors	Min	Max	Median	Mean	Data
Pharmaceutical	0	0	0	0	0

Table 5.3.2-2: Sector-wise classification of one-time cash payments (International)  
(All figures in USD)



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
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### 5.3.3 Sector-wise classification of total guaranteed cash payments

Total Guaranteed Cash Payments					
Sectors	Min	Max	Median	Mean	Data
Healthcare Consulting	8,50,000	12,27,600	10,43,157	10,95,760	15
Healthcare IT	10,00,000	20,29,200	10,50,000	12,00,299	17
IT Consulting	8,80,000	13,00,000	9,67,997	10,23,125	4
Medical Device	10,00,000	26,65,928	13,00,860	14,73,025	13
Pharmaceutical	14,75,220	26,65,928	14,75,220	18,72,123	6

Table 5.3.3: Sector-wise classification of total Guaranteed cash payment (Domestic)  
(All figures in INR)

Sectors	Min	Max	Median	Mean	Data
Pharmaceutical	54,859	54,859	54,859	54,859	2

Table 5.3.4: Sector-wise classification of total Guaranteed cash payment  
(International) (All figures in USD)



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
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### 5.3.4 Sector-wise classification of maximum earning potential

Maximum Earning Potential					
Sectors	Min	Max	Median	Mean	Data
Healthcare Consulting	10,00,000	13,25,600	10,50,000	11,66,480	15
Healthcare IT	10,50,000	23,59,200	10,50,000	12,55,740	17
IT Consulting	10,00,000	13,00,000	10,59,750	11,04,875	4
Medical Device	10,00,000	29,13,676	14,50,111	15,83,341	13
Pharmaceutical	15,00,000	29,13,676	15,00,000	19,71,225	6

Table 5.3.4.1: Sector-wise classification of maximum earning potential (Domestic)  
(All figures in INR)

Sectors	Min	Max	Median	Mean	Data
Pharmaceutical	74,470	74,470	74,470	74,470	2

Table 5.3.4.2: Sector-wise classification of maximum earning potential  
(International) (All figures in USD)



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
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## 5.4 Function-wise classification of salary

### 5.4.1: Function-wise classification of base salary

Functions	Min	Max	Median	Mean	Data
Healthcare Analytics	13,10,000	13,10,000	13,10,000	13,10,000	1
Healthcare Category/Product Management	17,29,200	17,29,200	17,29,200	17,29,200	1
Healthcare Consulting	8,50,000	11,50,000	9,02,600	9,56,462	17
Healthcare IT Consulting	9,76,500	13,00,000	9,76,500	10,13,297	12
Healthcare Sales & Marketing	8,80,000	20,65,928	13,00,430	13,88,372	24

Table 5.4.1-1: Function-wise classification of base salary (Domestic)  
(All figures in INR)

Functions	Min	Max	Median	Mean	Data
Sales & Marketing	54,859	54,859	54,859	54,859	2

Table 5.4.1-2 : Function-wise classification of base salary(International)  
(All figures in USD)



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
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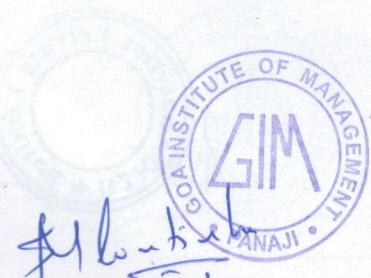
#### 5.4.2: Function-wise classification of one-time cash payments

Functions	Min	Max	Median	Mean	Data
Healthcare Analytics	1,75,000	1,75,000	1,75,000	1,75,000	1
Healthcare Category/Product Management	3,00,000	3,00,000	3,00,000	3,00,000	1
Healthcare Consulting	50,000	3,25,000	3,25,000	2,30,000	10
Healthcare IT Consulting	73,500	73,500	73,500	73,500	9
Healthcare Sales & Marketing	1,00,000	6,00,000	4,00,000	3,87,500	8

Table 5.4.2-1: Function-wise classification of one-time cash payments (domestic)  
(All figures in INR)

Functions	Min	Max	Median	Mean	Data
Sales & Marketing	0	0	0	0	0

Table 5.4.2-2: Function-wise classification of one-time cash payments (International)  
(All figures in USD)



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
Prof. Shawnn Coutinho



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### 5.4.3: Function-wise classification of total guaranteed cash payments

Functions	Min	Max	Median	Mean	Data
Healthcare Analytics	14,85,000	14,85,000	14,85,000	14,85,000	1
Healthcare Category/Product Management	20,29,200	20,29,200	20,29,200	20,29,200	1
Healthcare Consulting	8,50,000	12,50,000	10,35,530	10,91,756	17
Healthcare IT Consulting	10,35,530	13,00,000	10,50,000	10,68,422	12
Healthcare Sales & Marketing	8,80,000	26,65,928	13,33,302	15,17,539	24

Table 5.4.3-1: Function-wise classification of total guaranteed cash payment (Domestic) (All figures in INR)

Functions	Min	Max	Median	Mean	Data
Sales & Marketing	54,859	54,859	54,859	54,859	2

Table 5.4.3-2: Function-wise classification of total guaranteed cash payment (International) (All figures in USD)



For GIM- Goa Institute of Management  
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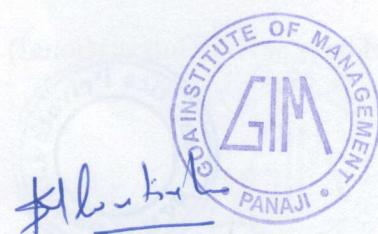
#### 5.4.4: Function-wise classification of Maximum Earning Potential

Functions	Min	Max	Median	Mean	Data
Healthcare Analytics	16,72,500	16,72,500	16,72,500	16,72,500	1
Healthcare Product Management	23,59,200	23,59,200	23,59,200	23,59,200	1
Healthcare Consulting	10,00,000	14,00,000	11,00,000	11,79,156	17
Healthcare IT Consulting	10,35,530	13,00,000	10,50,000	10,68,422	12
Healthcare Sales & Marketing	10,00,000	29,13,676	14,75,055	16,15,694	24

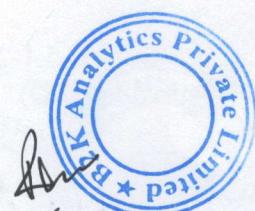
Table 5.4.4-1: Function-wise classification of maximum earning potential (Domestic)  
(All figures in INR)

Functions	Min	Max	Median	Mean	Data
Sales & Marketing	74,470	74,470	74,470	74,470	2

Table 5.4.4-2: Function-wise classification of maximum earning potential (International) (All figures in USD)



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
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For B2K Analytics, Mumbai

## 5.5 Location-wise classification of salary

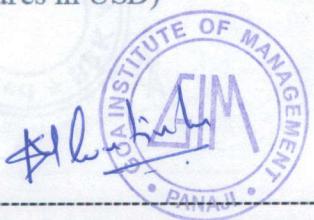
### 5.5.1 Location-wise classification of base salary

Locations	Min	Max	Median	Mean	Data
Ahmedabad	10,00,000	10,00,000	10,00,000	10,00,000	2
Bangalore	9,76,500	15,00,000	11,38,250	11,88,250	4
Chennai	8,94,504	13,00,000	9,67,997	10,54,167	3
Delhi NCR	8,80,000	20,65,928	10,35,530	11,73,345	15
Hyderabad	11,15,873	17,29,200	14,22,536	14,22,536	2
Mumbai	9,76,500	20,65,928	10,21,578	14,02,180	8
Navi Mumbai	14,75,220	14,75,220	14,75,220	14,75,220	3
Others	8,50,000	14,75,220	9,02,600	10,34,168	10
Pune	9,76,500	13,00,000	9,76,500	10,54,250	8

Table 5.5.1-1 : Location-wise classification of base salary (within India)  
(All figures in INR)

Locations	Min	Max	Median	Mean	Data
Dubai	54,859	54,859	54,859	54,859	2

Table 5.5.1-2: Location-wise classification of base salary (International)  
(All figures in USD)



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
Prof. Shawn Coutinho



For B2K Analytics, Mumbai

### 5.5.2 Location-wise classification of one-time cash payments

Locations	Min	Max	Median	Mean	Data
Bangalore	73,500	2,00,000	73,500	1,15,667	3
Chennai	50,000	50,000	50,000	50,000	1
Delhi NCR	1,00,000	6,00,000	1,75,000	2,10,714	7
Hyderabad	1,00,000	3,00,000	2,00,000	2,00,000	2
Mumbai	73,500	6,00,000	6,00,000	4,68,375	4
Pune	73,500	73,500	73,500	73,500	6
Others	3,25,000	3,25,000	3,25,000	3,25,000	6

Table 5.5.2-1: Location-wise classification of base salary (within India)  
(All figures in INR)

Locations	Min	Max	Median	Mean	Data
Dubai	0	0	0	0	0

Table 5.5.2-2: Location-wise classification of base salary  
(International) (All figures in USD)



For GIM- Goa Institute of Management  
Placement Chair (PGDM-HCM)  
Prof. Shawnn Coutinho



For B2K Analytics, Mumbai

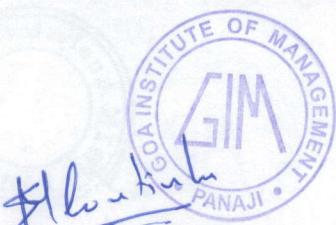
### 5.5.3 Location-wise classification of total guaranteed cash payments

Locations	Min	Max	Median	Mean	Data
Ahmedabad	10,00,000	10,00,000	10,00,000	10,00,000	2
Bangalore	10,50,000	17,00,000	11,75,000	12,75,000	4
Chennai	9,44,504	13,00,000	9,67,997	10,70,834	3
Delhi NCR	8,80,000	26,65,928	10,35,530	12,71,679	15
Hyderabad	12,15,873	20,29,200	16,22,536	16,22,537	2
Mumbai	10,00,000	26,65,928	10,46,578	16,36,368	8
Navi Mumbai	14,75,220	14,75,220	14,75,220	14,75,220	3
Pune	10,50,000	13,00,000	10,50,000	11,09,375	8
Others	8,50,000	14,75,220	12,27,600	12,29,168	10

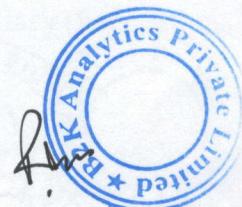
Table 5.5.3-1: Location-wise classification of total guaranteed cash payments (within India) (All figures in INR)

Locations	Min	Max	Median	Mean	Data
Dubai	54,859	54,859	54,859	54,859	2

Table 5.5.3-2: Location-wise classification of total guaranteed cash payments (International) (All figures in USD)



For GIM- Goa Institute of Management  
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#### 5.5.4 Location-wise classification of maximum earning potential

Locations	Min	Max	Median	Mean	Data
Ahmedabad	10,00,000	10,00,000	10,00,000	10,00,000	2
Bangalore	10,50,000	17,00,000	11,75,000	12,75,000	4
Chennai	10,19,504	13,00,000	10,99,997	11,39,834	3
Delhi NCR	10,00,000	29,13,676	11,00,000	13,77,603	15
Hyderabad	12,15,873	23,59,200	17,87,536	17,87,536	2
Mumbai	10,00,000	29,13,676	11,82,978	17,63,373	8
Navi Mumbai	15,00,000	15,00,000	15,00,000	15,00,000	3
Pune	10,50,000	13,50,000	10,50,000	11,18,750	8
Others	10,50,000	15,55,860	13,25,600	13,35,946	10

Table 5.5.4 -1 : Location-wise classification of maximum earning potential (within India) (All figures in INR)

Locations	Min	Max	Median	Mean	Data
Dubai	74,470	74,470	74,470	74,470	2

Table 5.5.4 -2 : Location-wise classification of maximum earning potential (International) (All figures in USD)



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## 6. Compliance statement

"This placement report has been prepared as per the Indian Placement Reporting Standards, revision 2.2."

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



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