



**Goa Institute of Management**  
**Placement Report**  
**PGDM-Healthcare Management**  
**Academic Year 2023-2024**

Ref: B2K/GIM/MUM/RB/001/2025-26

May 9, 2025

The Chairperson

Placement Office (HCM)

Goa Institute of Management,

Poriem, Sattari,

Goa - 403505

Dear Sir,

**Re: Audit of Placement Report for the batch 2023-24 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 2023-24 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.



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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. In cases where no vesting schedule is provided, it is assumed that 25% of the ESOPs will vest in the first year.
  - 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 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 51 students eligible for placements, 3 students 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

CEO

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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 29 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 in a supportive setting.

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 2023-24:**

The recruiters participated in the final placement process for the academic year 2023-24 (listed alphabetically) are: 3Shape, Biorad Medisys, Deloitte, Digit Insurance, Dr Lal Path labs, Firstsource, Fresenius Medical Care, HCL Tech, Healthium, Heaps.ai, Johnson & Johnson, LEK Consulting, Nephroplus, Niva Bupa, Peters Surgical, Philips, Red. Health, Sagility, Stryker, Syneos One, Zimmer and Zydus Health.



## 1. Classification of Students

### 1.1 Classification of the entire graduate pool

Categories	Number
1. Sought placement through the institute	48
2. Did not seek placement through the institute	3
2a. Company-sponsored or already employed	
2b. Continuing education	
2c. Postponing job search	
2d. Entrepreneurship (Starting a new business)	
2e. Returning to / joining family business	
2f. Sought placement outside the campus placement process	3
2g. Did not seek placements for other reasons	
<b>Total who did not seek employment through the institute</b>	<b>3</b>
<b>Total graduates</b>	<b>51</b>

Table 1.1: Classification of the entire graduate pool



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Placement Chair  
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## 2. Sector-wise classification

Sectors	No. of offers accepted
Consulting	6
Diagnostics	1
Healthtech	3
Insurance	4
IT Consulting	3
Medical Devices	12
Pharma	5
Healthcare Consulting	7
Healthcare & hospitals	7
<b>Total</b>	<b>48</b>

**Table 2.1: Classification of offers based on sector**

Sectors	No. of offers accepted
Consulting	6
Diagnostics	1
Healthcare & hospitals	6
Healthcare Consulting	7
Healthtech	3
Insurance	4
IT Consulting	3
Medical Devices	12
Pharma	5
<b>Total</b>	<b>47</b>

**Table 2.2: Classification of offers based on sector – Domestic**

Sectors	No. of offers accepted
Healthcare & hospitals	1
<b>Total</b>	<b>1</b>

**Table 2.3: Classification of offers based on sector – International**

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### 3. Function-wise classification

Functions	No. of offers accepted
Consulting	8
General Management	4
Operations	6
Product Management	4
Sales and Marketing	26
<b>Total</b>	<b>48</b>

**Table 3.1: Classification of offers based on function**

Functions	No. of offers accepted
Consulting	8
General Management	4
Operations	5
Product Management	4
Sales and Marketing	26
<b>Total</b>	<b>47</b>

**Table 3.2: Classification of offers based on function - Domestic**

Functions	No. of offers accepted
Operations	1
<b>Total</b>	<b>1</b>

**Table 3.3: Classification of offers based on function - International**



*Shawnn Coutinho*

For GIM- Goa Institute of Management  
Placement Chair  
Prof. Shawnn Coutinho



*Shirish*

For B2K Analytics, Mumbai



#### 4. Location-wise classification

Locations	No. of offers accepted
India	47
Philippines	1
<b>Total</b>	<b>48</b>

**Table 4.1: Classification of offers based on location**

Domestic Location	No. of offers accepted
Bangalore	11
Chennai	2
Cochin	1
Delhi NCR	13
Hyderabad	4
Indore	1
Kolkata	1
Mumbai	9
Pune	2
Ranchi	1
Telangana	1
Vijayawada	1
<b>Total</b>	<b>47</b>

**Table 4.2: Classification of offers based on location – Domestic**

International Location	No. of offers accepted
Makati (Philippines)	1
<b>Total</b>	<b>1</b>

**Table 4.3: Classification of offers based on location – International**



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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)	30,594	1,16,518	51,136	55,449	47
Non-INR salary (Total guaranteed cash component)	57,664	57,664	57,664	57,664	1
Overall salaries (Total guaranteed cash component)	30,594	1,16,518	54,400	55,495	48
INR salary (MEP)	43,585	1,27,346	56,818	61,160	47
Non-INR salary (MEP)	64,071	64,071	64,071	64,071	1
Overall salaries (MEP)	43,585	1,27,346	60,445	61,221	48

**Table 5.1: Salary statistics at PPP adjusted exchange rates**

\* As per PPP conversion factors specified on the International Monetary Fund website.  
Reference: <https://www.imf.org/external/datamapper/PPPEX@WEO/IND> .



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## 5.2 Salary Heads

### 5.2.1: Salary Heads - Domestic

	Salary head	Min	Max	Median	Mean	Data
A	Basic salary	7,00,000	20,65,928	11,70,000	11,86,442	47
B	One time Cash Payments	1,00,000	6,00,000	1,82,500	2,76,071	14
C	Total guaranteed cash payments	7,00,000	26,65,928	11,70,000	12,68,676	47
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	9,97,216	29,13,675	13,00,000	13,99,352	47

**Table 5.2.1: Classification of salary components - Domestic**



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### 5.2.2: Salary Heads - International

	Salary head	Min	Max	Median	Mean	Data
A	Basic salary	14,058	14,058	14,058	14,058	1
B	One time Cash Payments	-	-	-	-	1
C	Total guaranteed cash payments	14,058	14,058	14,058	14,058	1
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	15,620	15,620	15,620	15,620	1

**Table 5.2.2: Classification of salary components - International**



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### 5.2.3: Salary Heads - Combined

	Salary head	Min	Max	Median	Mean	Data
A	Basic salary	7,00,000	20,65,928	11,70,000	11,86,099	48
B	One time Cash Payments	1,00,000	6,00,000	1,82,500	2,76,071	14
C	Total guaranteed cash payments	7,00,000	26,65,928	11,70,000	12,66,620	48
D	Maximum Earning Potential (including non-cash, long term and performance linked components)	9,97,216	29,13,675	13,00,000	13,97,282	48

**Table 5.2.3: Classification of salary components - Combined**




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### 5.3 Sector-wise classification of salary

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

Sectors	Min	Max	Median	Mean	Data
Consulting	945000	1400000	1200000	1190833	6
Diagnostics	1300008	1300008	1300008	1300008	1
Healthcare & hospitals	900000	1170000	1035000	1035000	6
Healthcare Consulting	1194950	1462249	1194950	1233136	7
Healthtech	1050000	1050000	1050000	1050000	3
Insurance	750000	990000	990000	930000	4
IT Consulting	879999	967997	879999	909332	3
Medical Devices	700000	2065928	1381872	1367657	12
Pharma	1100000	2065928	1100000	1293186	5

**Table 5.3.1-1: Sector-wise classification of base salary – Domestic**

Sectors	Min	Max	Median	Mean	Data
Healthcare & hospitals	14058	14058	14058	14058	1

**Table 5.3.1-2: Sector-wise classification of base salary– International**




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

Sectors	Min	Max	Median	Mean	Data
Consulting	1,65,000	1,65,000	1,65,000	1,65,000	1
Diagnostics	1,00,000	1,00,000	1,00,000	1,00,000	1
Healthcare & hospitals	1,50,000	2,00,000	1,50,000	1,66,667	3
Healthtech	1,00,000	1,00,000	1,00,000	1,00,000	3
Insurance	3,00,000	3,00,000	3,00,000	3,00,000	1
Medical Devices	2,00,000	6,00,000	5,50,000	4,75,000	4
Pharma	6,00,000	6,00,000	6,00,000	6,00,000	1

**Table 5.3.2-1: Sector-wise classification of one-time cash payments - Domestic**

Sectors	Min	Max	Median	Mean	Data
Healthcare	0	0	0	0	0

**Table 5.3.2-2: Sector-wise classification of one-time cash payments - International**



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### 5.3.3 Sector-wise classification of total guaranteed cash payments

Sectors	Min	Max	Median	Mean	Data
Consulting	11,10,000	14,00,000	11,70,000	12,18,333	6
Diagnostics	14,00,008	14,00,008	11,70,000	14,00,008	1
Healthcare & hospitals	10,50,000	11,70,000	11,70,000	11,18,333	6
Healthcare Consulting	11,94,950	14,62,249	11,70,000	12,33,136	7
Healthtech	11,50,000	11,50,000	11,70,000	11,50,000	3
Insurance	9,90,000	10,50,000	11,70,000	10,05,000	4
IT Consulting	8,79,999	9,67,997	11,70,000	9,09,332	3
Medical Devices	7,00,000	26,65,928	11,70,000	15,25,990	12
Pharma	11,00,000	26,65,928	11,70,000	14,13,186	5

**Table 5.3.3-1: Sector-wise classification of total Guaranteed cash payment – Domestic**

Sectors	Min	Max	Median	Mean	Data
Healthcare & hospitals	14,058	14,058	14,058	14,058	1

**Table 5.3.3-2: Sector-wise classification of total Guaranteed cash payment – International**



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### 5.3.4 Sector-wise classification of maximum earning potential

Sectors	Min	Max	Median	Mean	Data
Consulting	12,00,000	17,99,560	13,00,000	13,66,593	6
Diagnostics	16,00,008	16,00,008	13,00,000	16,00,008	1
Healthcare & hospitals	13,00,000	13,50,000	13,00,000	13,08,336	6
Healthcare Consulting	12,00,000	14,62,249	13,00,000	12,37,464	7
Healthtech	13,00,000	13,00,000	13,00,000	13,00,000	3
Insurance	11,00,000	12,00,000	13,00,000	11,25,000	4
IT Consulting	9,99,999	10,99,997	13,00,000	10,33,332	3
Medical Devices	9,97,216	29,13,675	13,00,000	17,20,337	12
Pharma	11,00,000	29,13,675	13,00,000	14,62,735	5

**Table 5.3.4-1: Sector-wise classification of maximum earning potential – Domestic**

Sectors	Min	Max	Median	Mean	Data
Healthcare & hospitals	15,620	15,620	15,620	15,620	1

**Table 5.3.4-2: Sector-wise classification of maximum earning potential – International**



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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
Consulting	945000	1462249	1194950	1222750	8
General Management	900000	1403012	1147475	1149491	4
Operations	1170000	1300008	1170000	1222002	5
Product Management	1100000	1360731	1100000	1165183	4
Sales and Marketing	700000	2065928	1023608	1177387	26

**Table 5.4.1-1: Function-wise classification of base salary – Domestic**

Functions	Min	Max	Median	Mean	Data
Operations	14,058	14,058	14,058	14,058	1

**Table 5.4.1-2: Function-wise classification of base salary – International**



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#### 5.4.2: Function-wise classification of one-time cash payments

Functions	Min	Max	Median	Mean	Data
Consulting	1,65,000	1,65,000	1,65,000	1,65,000	1
General Management	2,00,000	2,00,000	2,00,000	2,00,000	1
Operations	1,00,000	1,00,000	1,00,000	1,00,000	1
Product Management	2,00,000	2,00,000	2,00,000	2,00,000	1
Sales and Marketing	1,00,000	6,00,000	2,25,000	3,20,000	10

**Table 5.4.2-1: Function-wise classification of one-time cash payments – Domestic**

Functions	Min	Max	Median	Mean	Data
Operations	0	0	0	0	0

**Table 5.4.2-2: Function-wise classification of one-time cash payments – International**



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

Functions	Min	Max	Median	Mean	Data
Consulting	11,10,000	14,62,249	11,70,000	12,43,375	8
General Management	11,00,000	14,03,012	11,70,000	11,99,491	4
Operations	11,70,000	14,00,008	11,70,000	12,42,002	5
Product Management	11,00,000	15,60,731	11,70,000	12,15,183	4
Sales and Marketing	7,00,000	26,65,928	11,70,000	13,00,464	26

**Table 5.4.3-1: Function-wise classification of total guaranteed cash payment – Domestic**

Functions	Min	Max	Median	Mean	Data
Operations	14,058	14,058	11,70,000	14,058	1

**Table 5.4.3-2: Function-wise classification of total guaranteed cash payment – International**




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#### 5.4.4: Function-wise classification of Maximum Earning Potential

Functions	Min	Max	Median	Mean	Data
Consulting	12,00,000	17,99,560	13,00,000	13,07,726	8
General Management	11,00,000	17,00,000	13,00,000	13,37,500	4
Operations	13,00,000	16,00,008	13,00,000	13,60,005	5
Product Management	11,00,000	17,00,981	13,00,000	12,50,245	4
Sales and Marketing	9,97,216	29,13,675	13,00,000	14,67,567	26

**Table 5.4.4-1: Function-wise classification of maximum earning potential – Domestic**

Functions	Min	Max	Median	Mean	Data
Operations	15,620	15,620	15,620	15,620	1

**Table 5.4.4-2: Function-wise classification of maximum earning potential – International**



For GIM- Goa Institute of Management  
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## 5.5 Location-wise classification of salary

### 5.5.1 Location-wise classification of base salary

Locations	Min	Max	Median	Mean	Data
Bangalore	700000	1200000	1194950	1094977	11
Chennai	1200000	1200000	1200000	1200000	2
Cochin	1403012	1403012	1403012	1403012	1
Delhi NCR	879999	1462249	1050000	1115307	13
Hyderabad	900000	1194950	1170000	1108738	4
Indore	900000	900000	900000	900000	1
Kolkata	1913043	1913043	1913043	1913043	1
Mumbai	750000	2065928	1100000	1371667	9
Pune	900000	1300000	1100000	1100000	2
Ranchi	1170000	1170000	1170000	1170000	1
Telangana	1050000	1050000	1050000	1050000	1
Vijayawada	1403012	1403012	1403012	1403012	1

Table 5.5.1-1: Location-wise classification of base salary – Domestic

Locations	Min	Max	Median	Mean	Data
Makati (Philippines)	14,058	14,058	14,058	14,058	1

Table 5.5.1-2: Location-wise classification of base salary – International



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

Locations	Min	Max	Median	Mean	Data
Delhi NCR	1,00,000	2,00,000	1,00,000	1,33,000	5
Hyderabad	2,00,000	2,00,000	2,00,000	2,00,000	1
Indore	1,50,000	1,50,000	1,50,000	1,50,000	1
Kolkata	5,00,000	5,00,000	5,00,000	5,00,000	1
Mumbai	3,00,000	6,00,000	6,00,000	5,25,000	4
Pune	1,50,000	1,50,000	1,50,000	1,50,000	1
Telangana	1,00,000	1,00,000	1,00,000	1,00,000	1

**Table 5.5.2-1: Location-wise classification of one-time cash payment – Domestic**

Locations	Min	Max	Median	Mean	Data
Makati (Philippines)	0	0	0	0	0

**Table 5.5.2-2: Location-wise classification of one-time cash payment – International**



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

Locations	Min	Max	Median	Mean	Data
Bangalore	7,00,000	12,00,000	11,70,000	10,94,977	11
Chennai	12,00,000	12,00,000	11,70,000	12,00,000	2
Cochin	14,03,012	14,03,012	11,70,000	14,03,012	1
Delhi NCR	8,79,999	15,60,731	11,70,000	11,66,461	13
Hyderabad	11,00,000	11,94,950	11,70,000	11,58,738	4
Indore	10,50,000	10,50,000	11,70,000	10,50,000	1
Kolkata	24,13,043	24,13,043	11,70,000	24,13,043	1
Mumbai	9,97,216	26,65,928	11,70,000	16,05,000	9
Pune	10,50,000	13,00,000	11,70,000	11,75,000	2
Ranchi	11,70,000	11,70,000	11,70,000	11,70,000	1
Telangana	11,50,000	11,50,000	11,70,000	11,50,000	1
Vijayawada	14,03,012	14,03,012	11,70,000	14,03,012	1

**Table 5.5.3-1: Location-wise classification of total guaranteed cash payments – Domestic**

Locations	Min	Max	Median	Mean	Data
Makati (Philippines)	14,058	14,058	14,058	14,058	1

**Table 5.5.3-2: Location-wise classification of total guaranteed cash payments – International**




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#### 5.5.4 Location-wise classification of maximum earning potential

Locations	Min	Max	Median	Mean	Data
Bangalore	10,18,500	13,00,000	13,00,000	11,74,409	11
Chennai	13,00,000	13,00,000	13,00,000	13,00,000	2
Cochin	17,00,000	17,00,000	13,00,000	17,00,000	1
Delhi NCR	9,99,999	17,99,560	13,00,000	13,20,215	13
Hyderabad	12,00,000	13,50,000	13,00,000	12,87,502	4
Indore	13,00,000	13,00,000	13,00,000	13,00,000	1
Kolkata	26,99,999	26,99,999	13,00,000	26,99,999	1
Mumbai	9,97,216	29,13,675	13,00,000	17,04,249	9
Pune	13,00,000	13,00,000	13,00,000	13,00,000	2
Ranchi	13,00,008	13,00,008	13,00,000	13,00,008	1
Telangana	13,00,000	13,00,000	13,00,000	13,00,000	1
Vijayawada	17,00,000	17,00,000	13,00,000	17,00,000	1

**Table 5.5.4-1: Location-wise classification of maximum earning potential – Domestic**

Locations	Min	Max	Median	Mean	Data
Makati (Philippines)	15,620	15,620	15,620	15,620	1

**Table 5.5.4-2: Location-wise classification of maximum earning potential – International**



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## 6. Compliance statement

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

In case there are any deviations from the standard, either due to lack of data or any other reason, each deviation has to be mentioned in this section along with the cause for the same.

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



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