



IIM SIRMAUR
KNOWLEDGE . LEADERSHIP

Beyond Placements

Final Report

AY 2023-24

Indian Institute of Management Sirmaur
Himachal Pradesh



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Foreword

Why does the MBA remain a degree of choice for millions of Indians even today? If we really think about it long and hard, most would zero in on just one answer – fast career growth. Last year, over 3 lakh aspirants took the CAT exam to earn their spot in one of India's top B-Schools. Among them, about 10,000 are admitted into the top 50 schools in the nation. But then, which schools fall under the Top 50 or Top 100 list? How does one decide? Do we use rankings such as the NIRF? Or do we use the CAT %ile cut-off to decide?

Most students give the highest weight to just one number: Average CTC per student. As the adage goes, what gets measured gets done. Therefore, B-Schools across the country try to deliver this one number for students before their decision-making moment of truth in March-April every year. Many times, this results in additional pressure on the entire education system to push students to apply for jobs that they don't really want or to ask students to opt out of placements so that the institute can declare the placements complete and publish their placement report. After all, such policies would impact the last 10-20% of batch students only. But at IIM Sirmaur, we are committed to leaving no one behind. Therefore, we decided to take a fresh look at the facts. For this purpose, we decided we must look at placements from the perspective of the last 20% of students of the batch as well.

The last 20% of students are likely to secure lower CTC jobs compared to their batchmates. Should we help them find roles more aligned with their interests and capabilities? Or force them into opportunities where they will not be able to perform in the pursuit of achieving that one number – the average CTC? In addition to experiencing a lengthy placement process and seeing their peers leave, these students are likely to deprioritize their education as well while in the institute. In our view, this defeats the entire purpose of learning. We believe that pushing them to apply to any company/opportunity or asking them to opt out of the placement process are both wrong policy stances and can cause more harm than good. Therefore, at IIM Sirmaur, we decided not to opt any student out of the process and instead offered more holistic placement support.

Furthermore, over the last few years, we have noticed that some companies (~5%) make generous offers during placement season to students, but later, the reality is different. For example, several firms have delayed their joining dates by 6-9 months or offered roles different from the one that was originally mentioned.

Foreword

At IIM Sirmaur, we reviewed these challenges. We decided we cannot claim the Placement Season is over until the students have completed their "Probation Period" in the company. Ideally, a Placement Report post such a "Probation Period" completion for each & every student from the graduating batch is the most authentic picture of any campus' placement performance. This might delay the Placement Report (by 6 to 12 months), but ideally, it would be the best quality information for individuals to make informed career decisions. This is not dissimilar to how the nations release their GDP numbers. An estimate comes out early for the purpose of investors, policymakers, and other stakeholders. But then, sometime later, a revised report comes out for the purpose of accuracy.

At IIM Sirmaur, we are considering releasing multiple "Interim" placement reports before the "Final" placement report so that we can do justice to all the above-highlighted points. Yes, it will be information overload for individuals, but that is a real-world skill as well – navigating through tons of information to find important, relevant ones.

We should circle back to another crucial aspect and focus on it. The "Average CTC per Person" is not the right metric for anyone to judge the quality of any placement process. Let me explain why.

- CTC break up for most students is not known as a complete offer letter is not issued by most of the companies to college. Students get the offer letter from the company directly after joining. The actual split between fixed CTC, variable CTC, joining bonus, retention bonus, relocation bonus, ESOPs/RSUs, as well as ESOP/RSU terms are not known to the college for many students. Mostly, people make assumptions with a positive bias.
- Average CTC is a function of batch profile: (1) number of students, (2) % of students opting out of placements/going for off-campus placements, (3) % of freshers, (4) average work experience of experienced folks, (5) % of engineers, etc. A college with 100%+ experienced folks (such as ISB, for instance) should have a higher average CTC as compared to a college with 80%+ freshers. Just imagine a company is hiring two individuals – one with 4+ years of experience & another with zero experience. Do you think the company will offer the same salary to both the folks? If yes, what would that number be? Will an experienced person be interested in that offer? Therefore, it is essential to compare apples to apples. And not otherwise.

Foreword

- Lastly, at some level, CTC offered to any student is a function of the student's current skill level. The best proxy for skill level is CGPA, which is not always 100% accurate as it captures average scores across all dimensions instead of measuring scores based on the dimensions of interest of the student. You will expect capitalist companies to offer lower CTC to individuals with lesser skills (proxy: CGPA) unless the candidate can strongly prove otherwise in interviews/selection process.

These are just some thoughts to ponder as you read any institute's placement reports. At IIM Sirmaur, we are initiating modifications in placement reporting this year onwards & we will strive to design the ideal placement report, which can become an industry-best-in-class and hopefully get replicated by other institutes as well. A lot of work has gone into listening to the challenges faced by young MBAs and addressing them. Our hope is that this report showcases these efforts.

I thank all our past, current & future recruiters for their support. Your offered feedback & opportunities to our students will go a long way in shaping IIM Sirmaur as one of India's most celebrated institutes of learning. We are thankful to our students who placed their trust in the institute & its placement office & processes to make available the best possible career opportunities to them. We are grateful to all our faculty & staff who chose IIM Sirmaur as their workplace, contributing to the advancement of this unique institute as one of the country's most prestigious centers of learning. We are thankful to our external partners for collaborating with us to help IIM Sirmaur become a role model IIM for other institutes.

I hope each of you enjoying reading the report as much as we enjoyed created it.

Sincerely yours,
Dr. Karthikeyan Balakumar
Placement Chairperson- IIM Sirmaur

Introduction

The recently concluded placement season was challenging. A quick look at the current year's placement reports shows that most IIMs declared a shrinking of up to 15% over the 2023 average CTC figures. Just a handful of institutes declared growth over the previous year, and the growth figures reported were modest at best. This trend underscores the increasingly competitive job market and the economic pressures affecting recruitment. Firms have also, become more selective in their hiring approaches, often focusing on candidates with the highest skill levels and choosing to wait until broader macroeconomic clarity to fill up vacancies. This situation has raised concerns about how well current educational and placement processes prepare students for the realities of a fluctuating job market and whether additional support is needed for those struggling to keep pace with their peers.

Table 1: Average CTC numbers reported over the years

	Year of start	2018	2019	2020	2021	2022	2023
IIM Ranchi	2009	15.09	15.02	15.11	14.69	16.17	17.30
IIM Rohtak	2009	11.70	11.85	13.70	13.74	16.06	18.73
IIM Raipur	2010	12.45	14.53	15.20	15.11	17.73	21.04
IIM Trichy	2011	14.28	14.91	14.96	14.85	17.01	20.55
IIM Udaipur	2011	11.96	12.25	12.93	13.42	17.82	20.10
IIM Kashipur	2011	12.19	12.17	13.82	14.05	15.21	18.11
IIM Nagpur	2015	12.11	12.42	13.06	13.22	14.69	16.74
IIM Vizag	2015	12.07	12.61	13.08	12.62	15.06	16.61
IIM Amritsar	2015	11.02	12.20	12.61	12.68	14.62	16.51
IIM Sirmaur	2015	12.54	9.17	11.27	9.58	12.81	14.45
IIM Bodh Gaya	2015	10.57	10.90	9.56	9.92	12.01	14.96
IIM Sambalpur	2015	NA	11.33	10.87	NA	13.20	16.64
IIM Jammu	2016	10.15	9.40	10.64	10.34	13.78	16.43

This year's placement season brought both challenges and opportunities for our MBA programs. While the broader economic environment posed difficulties, leading to a decline in average CTC for some segments, there were also areas of significant growth, particularly in the Tourism and Hospitality sector. Overall, the 298 students enrolled at IIM Sirmaur across two programmes secured 325 opportunities.

This report delves into the nuances of placement outcomes across different programs, highlighting trends in industry preferences, the impact of prior experience, and the evolving competitiveness of various student cohorts. By examining these factors, we aim to provide a comprehensive overview of the placement landscape, offering insights into the changing dynamics of the job market and how our programs adapt to meet these challenges.

Batch Profile

The 2022-2024 batch comprised 298 students including 61% freshers, 5% having 1-12 months of experience, 18% with 13-24 months, and 16% with more than 24 months of work experience, reflecting a rich diversity in both academic backgrounds and professional experiences. The average work experience for individuals with work experience was 23 months. The cohort included 190 male and 107 female students. Academically, the largest group (39%) came from Engineering, followed by Commerce (27%), Arts and Science (21%), Management (11%), and other fields (2%). The batch was predominantly enrolled in the MBA program (246 students), with a subset specializing in Tourism Management (51 students). In terms of specialization, Marketing led with 106 students, followed by Finance and Accounting (80), Tourism and Hospitality (51), IT and Systems Management (26), Operations Management (19), Strategic Management (8), and HR Management (7). This diverse composition of the batch promised a dynamic learning environment, blending fresh ideas from recent graduates with the insights of more experienced professionals across various disciplines. The flow diagram below paints a visual picture of the profile of the outgoing students.

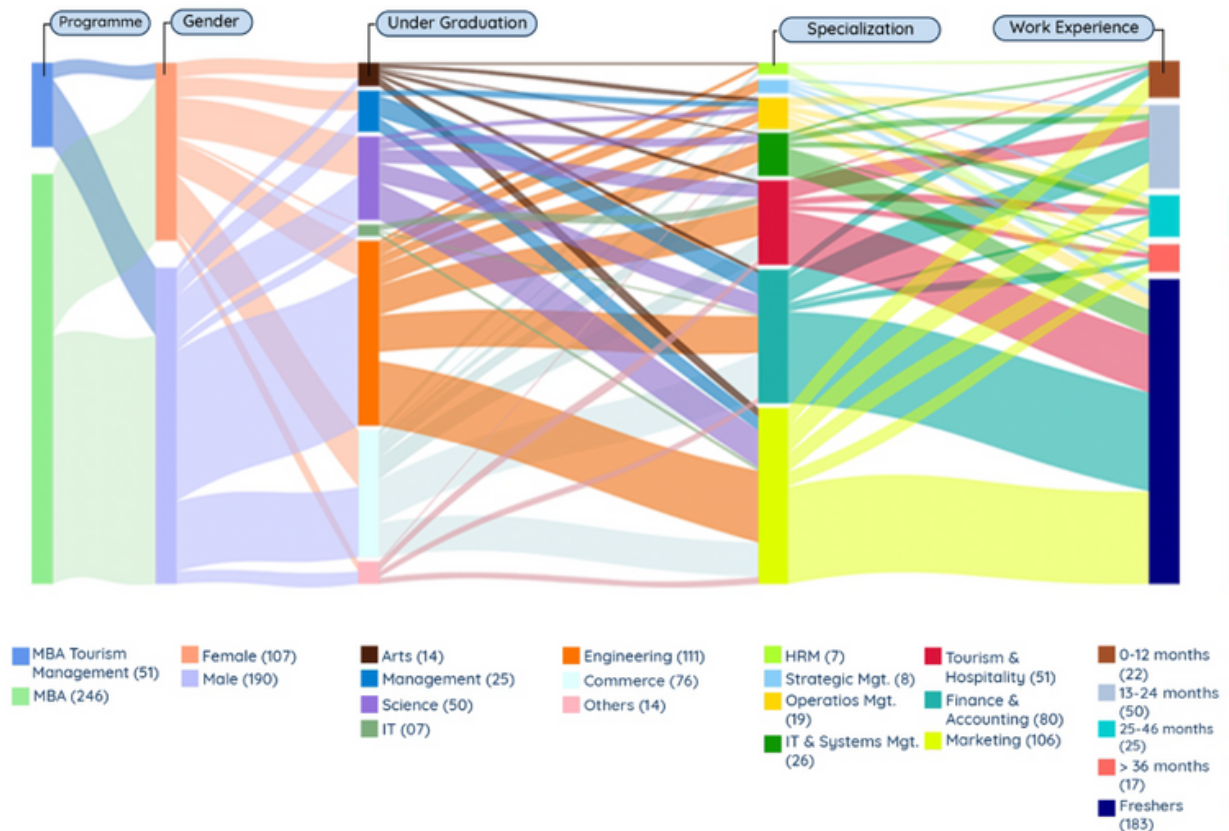


Figure 1: Batch of 2024 profile

Strategic Initiatives

"Think big; think disruptive. Execute with full passion." – Masayoshi Son, CEO of Softbank

Masayoshi Son's impact on India's technological landscape has been profound, driven by his unwavering support for visionary founders and their big dreams. At IIM Sirmaur, we, too, have adopted a similar mindset and have been challenging ourselves to rise rapidly and emerge as one of the top 7 B schools in the country. The mindset change has been carved by asking lots of questions - questions that push us to rethink the status quo and explore new possibilities.

As Alan Iny, Partner & Director, BCG, rightly points out in his book, "Thinking in New Boxes," the questions we ask ourselves determine whether our thinking qualifies as thinking within the box, outside the box, or in a new box altogether. And that's precisely what we did. We drew inspiration from the insights of these two extraordinary leaders to shape a roadmap that will transform careers and placements for our students—both current and future.

We have been pursuing continuous improvement to improve placement outcomes for a while now. We have also met with some success on this front as well. The questions driving these efforts included:

1. What are some of the other new IIMs doing?
2. Which companies visit the new IIM?
3. Which companies do our students want to work for? Can we get the email addresses of the concerned persons in those companies so we can reach out to them?
4. Can we pitch our students to some companies with zero stipends?
5. Can we invite a senior representative from a company as a Guest Lecturer on campus?
6. Which software is another IIM using to manage their placement process? What is the resume format at other B Schools? Can we modify our resume format as well?

We hit the brakes. We reflected. Then, we made a bold decision.

If we wanted disruptive outcomes, these questions wouldn't get us there. We realized that continuing down the same old path would lead only to marginal improvements that took years to create real impact.

If we aspire to stand shoulder to shoulder with the first-generation IIMs, who have a 5 to 6-decade legacy and lead over us, we need to break free from conventional thinking. We need to think in entirely new boxes.

Strategic Initiatives

We started asking ourselves different questions:

1. 400+ companies hired students from IIM Sirmaur this year. How could this have happened?
2. 10+ Tier I quality firms (consulting/investment banking/VCs/PEs/Series D to F funded startups) hired students from IIM Sirmaur this year. How come?
3. Existing recruiting companies started offering similar packages at IIM Sirmaur like they offer at A/B/C etc. What triggered this “equal employment opportunity” behavior?
4. Students don't publicly/secretly hate the Placement Committee. Even those who are yet to get placed, are not stressed but calm. What changed? And many more...

Many of the answers we found acceptable were:

1. The Placement Committee should not treat students like children but as mature adults - every voice should be heard respectfully, even if it isn't agreed upon. Achieving 100% placements need not be a race. Good opportunities take time, and our role is to ensure that every student gets a shot at the career of their choice. The Placement Committee's job isn't to guarantee immediate placement but to guarantee multiple relevant opportunities until everyone is placed, no matter how long it takes.
2. Ensure that our students can give interviews of similar quality as the students from 50+ year-old colleges.
3. Transparency is critical—both with companies and students. Don't wait until the last moment to inform a company that a student has accepted another offer. Communicate immediately and work with companies to maintain a healthy waitlist, ensuring they can still meet their hiring goals if a student opts for another opportunity.
4. Reduce the number of interviews the company must take – free up the organization's capacity to ensure the company can unlock more productivity internally.
5. Facilitate remote hiring drives without compromising on the quality of hires. Traveling to Sirmaur may not always be feasible unless there's an added incentive, like a weekend safari at Renuka Wildlife Sanctuary.
6. Embrace our underdog status. Position IIM Sirmaur as the second-favorite B-School for alumni of top institutions in India.
7. Build relationships with companies that go beyond mere transactions. Collect feedback, document it, and ensure it's not lost amidst the rotation of Placement Committee members over time.
8. Invest in digitizing knowledge from each batch, making it easily accessible for future batches to ramp up quickly and efficiently.
9. Ensure close coordination between Placements-PGP-Admissions to ensure the three work in sync to deliver best-in-class industry-ready professionals.

Strategic Initiatives

These ideas are not just good on paper—they're robust and actionable. But they demand nothing less than relentless execution fuelled by unwavering passion.

We realized that to achieve the above goals – we need to run very fast & for a very long time. This might not be sustainable for a limited number of individuals to manage. Hence, we need to embrace a relay culture where any team member can work with full intensity for 4 to 6 months and then pass the baton to another group of equally passionate individuals to build further. Such transitions will be successful only if we have good systems & processes in place to ensure knowledge transfer, create a future roadmap, and define KPIs for performance tracking & improvement (not very different from what one experiences in the corporate world).

We understand that technology can be a massive enabler to achieve this. We decided to leverage technology to achieve the above goals through the innovative use of technology solutions and through the elimination of redundant manual work, which drains the energy of various stakeholders.

IIM Sirmaur has launched its portal to Make Campus Hiring Convenient for Companies. The idea is that companies should hire individuals for their skills rather than their resumes. Resumes have a high proportion of false positives as well as false negatives. Shortlisting through resumes or randomly selecting has comparable success outcomes. Furthermore, making high-quality resumes in the age of AI is becoming accessible, making discerning high-quality applicants difficult for HR managers.

Whereas when you evaluate an individual through skill videos, which allows a company to check an individual's communication skills, body language, confidence level, problem-solving skills, creative thinking, etc. – it results in bulls' eye hiring, reducing the number of interviews as well as improving the quality of the selected candidate. Moreover, it allows the student to present his/her best self to the company on his/her best day. It allows the students to re-use their projects from the classroom or select assignments from another company to impress any other company without creating overhead for himself/herself. It awakens the academic machinery to want to stay ahead of industry needs as the classroom agenda is now visible to the public.

We believe that if we want India to be Viksit Bharat – we need to start celebrating smart work & convenience as much as we celebrate hustle & firefighting, like in the developed economies. We must train our young citizens to act like first-world citizens who want to do things right with full accountability and leverage best-in-class technology solutions to generate the best-quality outcomes at scale.

Strategic Initiatives

Below are some screenshots of our technology platform that seeks to transform campus hiring for companies & students.

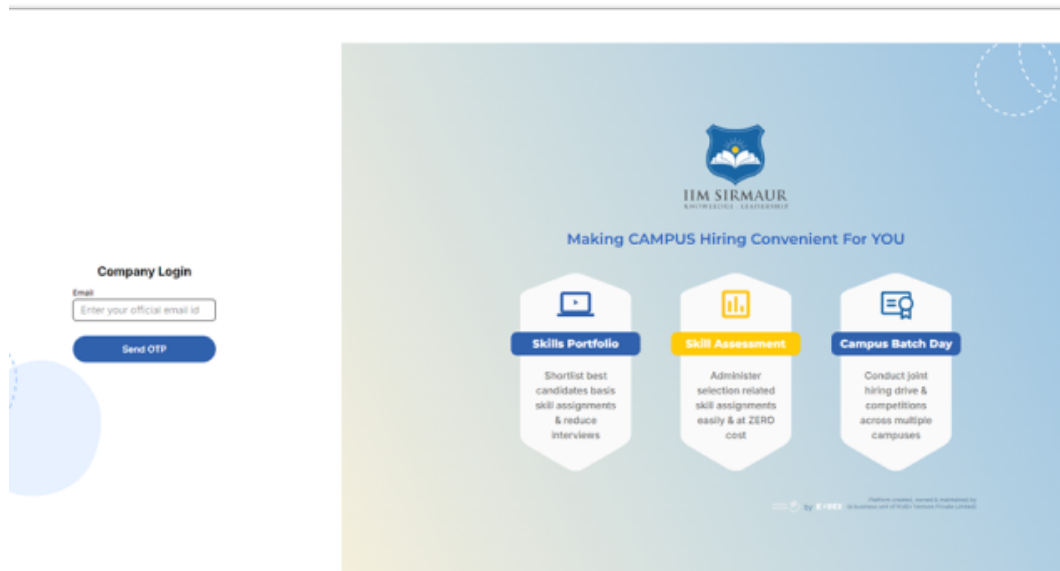


Fig 1: Login page for companies to access IIM Sirmaur's students profiles.



Fig 2: Post login view for companies to see profiles of students available for placement along with their profile videos

Strategic Initiatives

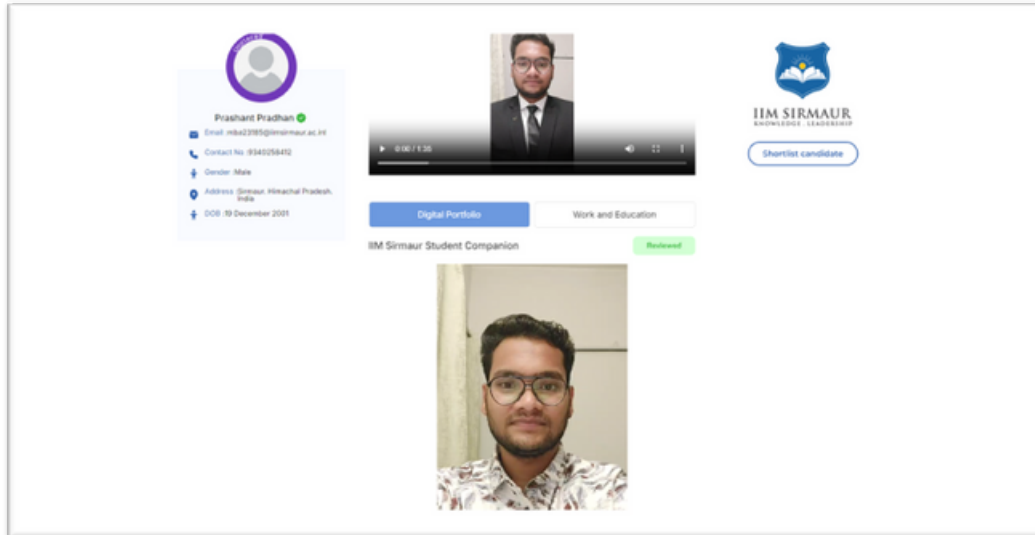


Fig 3: Detailed digital portfolio of a student showing various skills of students (Guess Estimates, GTM strategy, Sales Pitch, Financial Analysis, Stock Tips, Company Valuation, Manpower planning, etc.) with an option to easily shortlist students for interview.

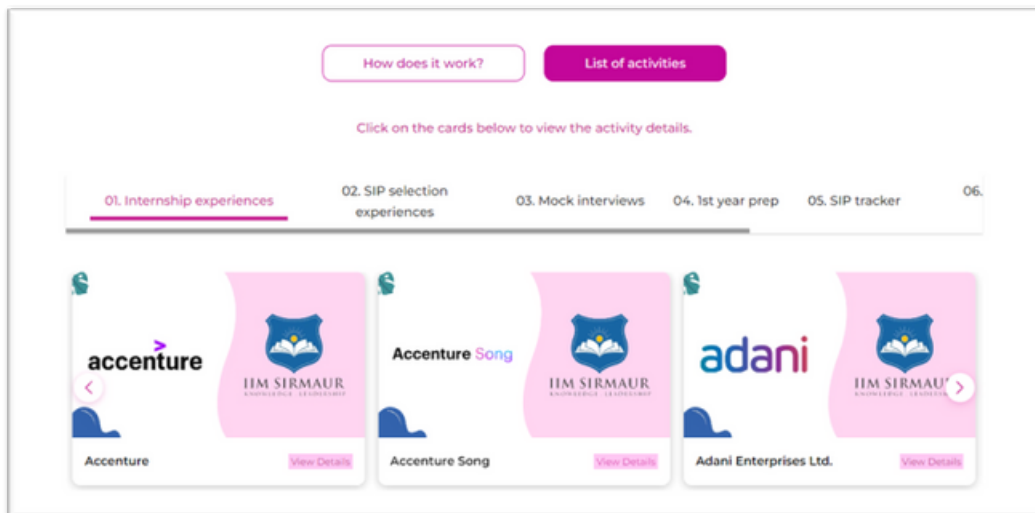


Fig 4: Student portal for the students to hear about the senior batch's summer internship experiences to best understand the nature of work across different domains at different companies for informed career choices.

Strategic Initiatives

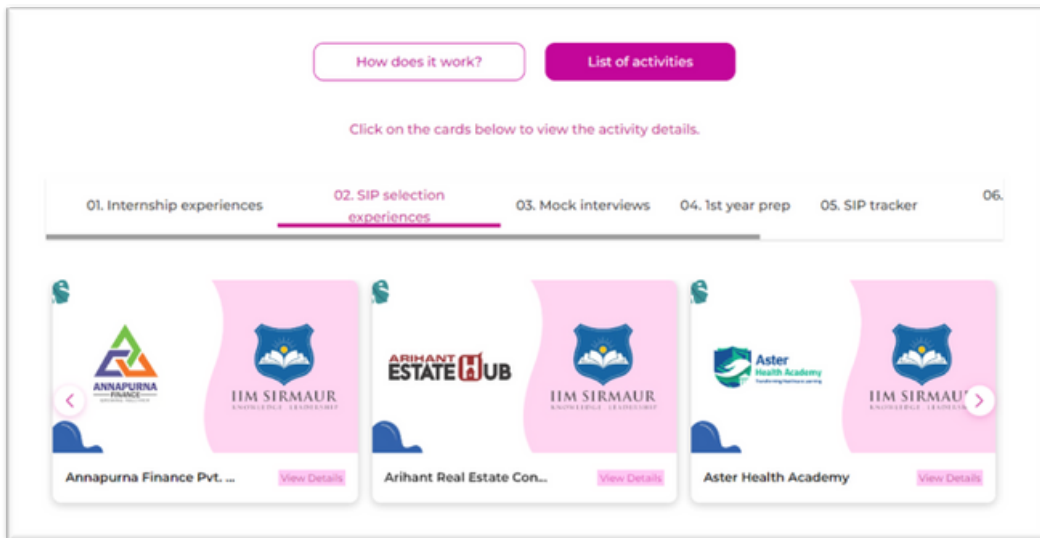


Fig 5: Student portal to hear from seniors about selection experiences across different companies to know what kind of preparation is required to crack which kind of role in any company.

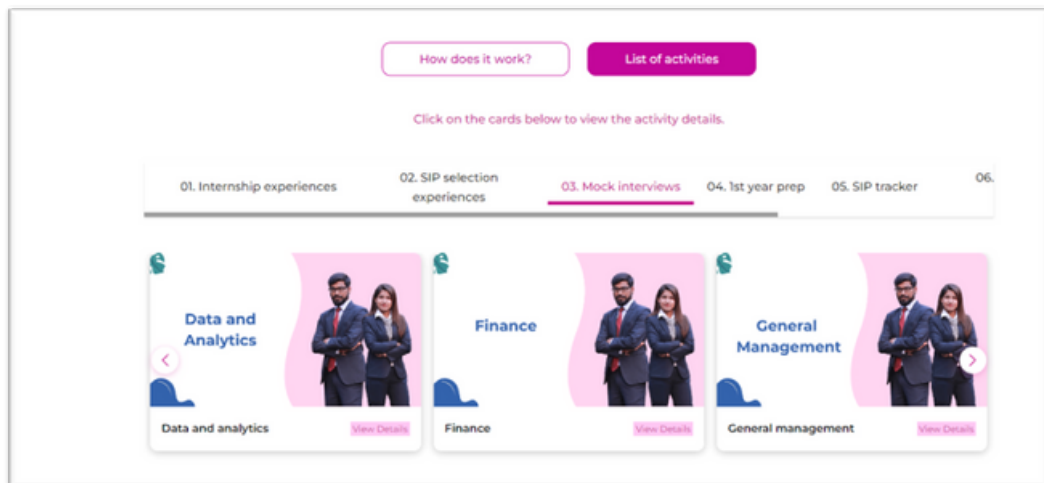


Fig 6: Student portal to watch good-quality mock interviews given by seniors/batchmates to get a real idea about how good interviews are so as not to over-stress about cracking any interview.

Strategic Initiatives

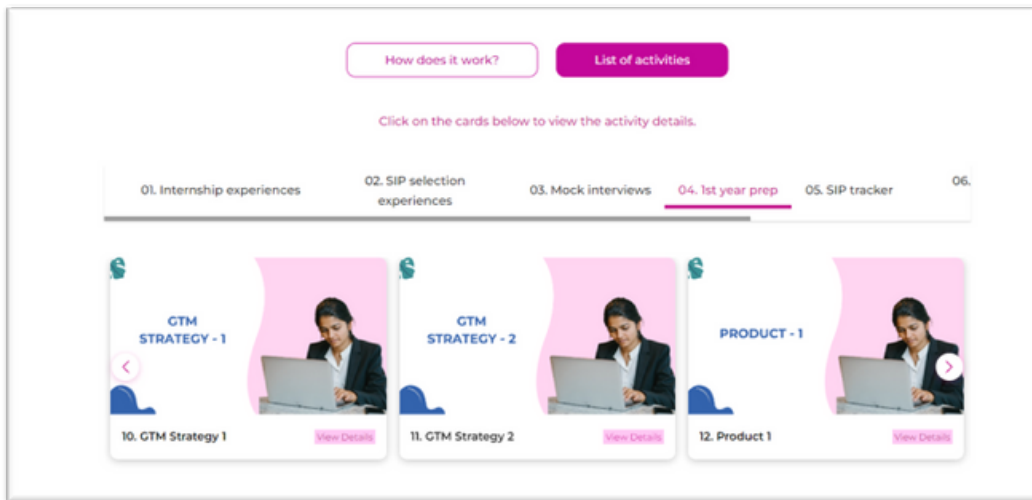


Fig 7: Student portal for students to have first-hand experience solving real-world experiential programs through projects/presentations to demonstrate their skills to potential recruiters.

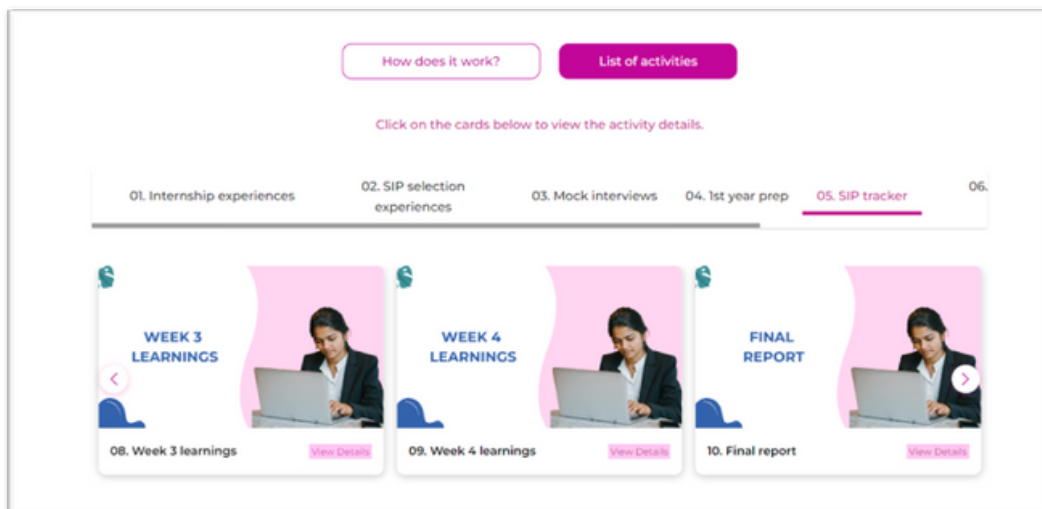


Fig 8: Student portal for institute to track students' summer internship to ensure student makes the most of practical learning experience & learn to deliver impactful outcomes on projects in a short duration.

Strategic Initiatives

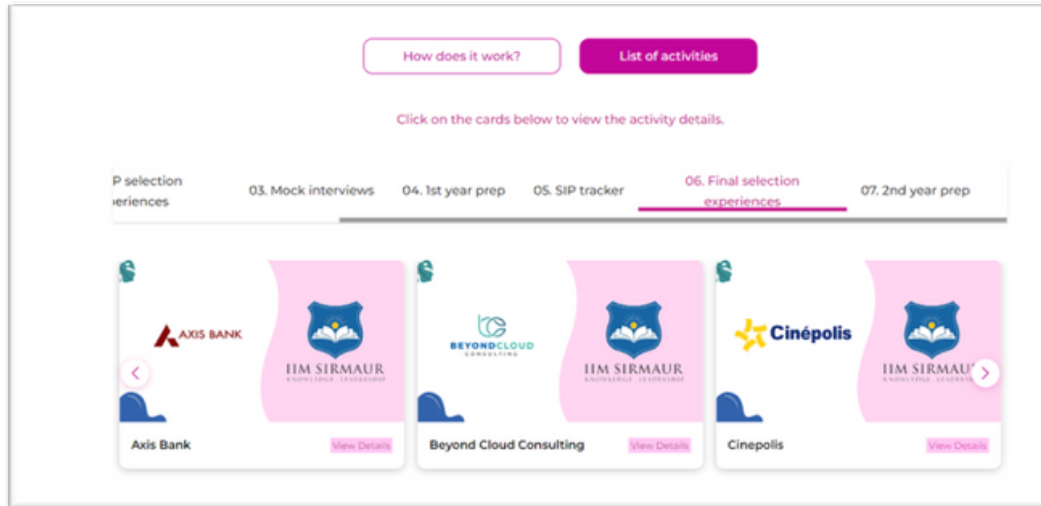


Fig 9: Student portal to hear from seniors about selection experiences across different companies to know what kind of preparation is required to crack which kind of role in any company.

We believe that in the next couple of years, as these strategic initiatives become an embedded part of IIM Sirmaur's processes & company starts seeing the benefit of the same to reduce overhead for themselves, it will enable IIM Sirmaur's rapid rise as one of the most celebrated institutes for MBA in India. Our recent improvement in NIRF ranking by 41 positions is a testimony to our progress in the right direction & with this strategic initiative, we hope to break into the top 20 NIRF ranking institutes in the next couple of years.

Insights from the Data

Overview of the CTC Figures

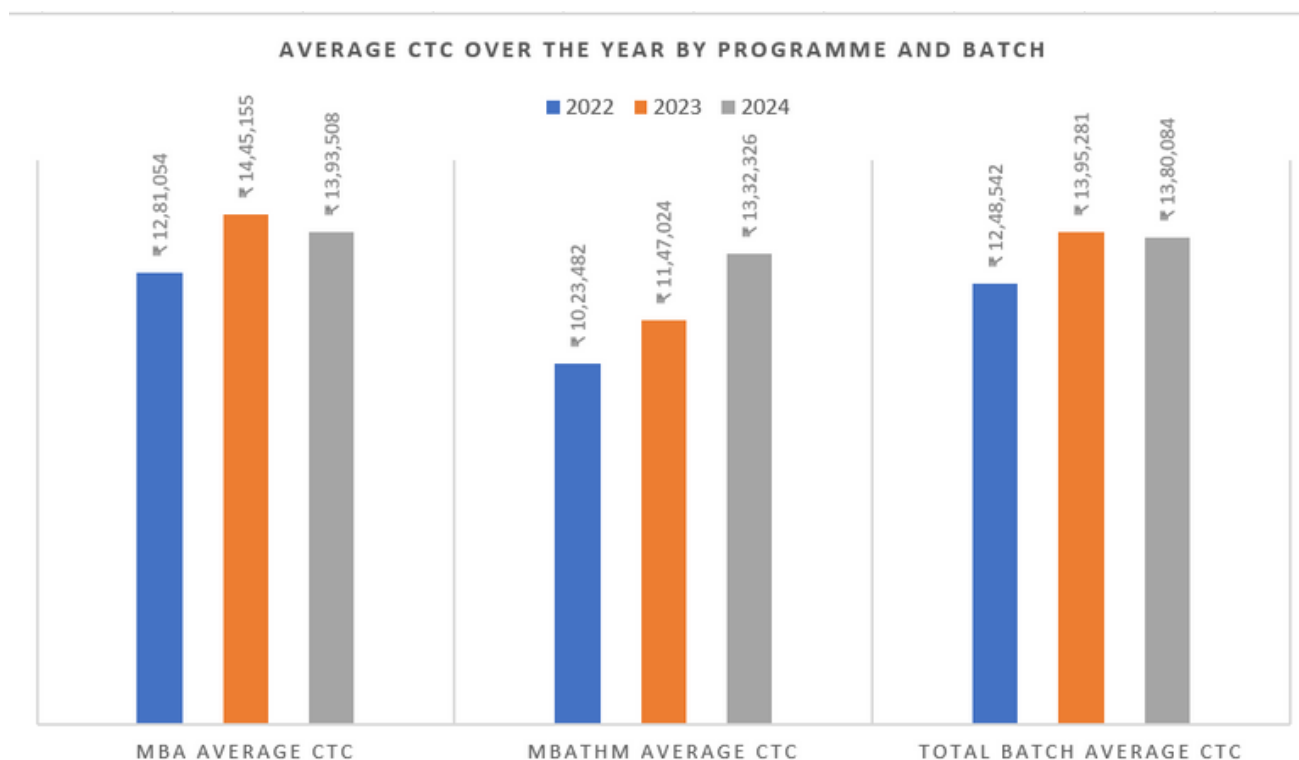


Figure 2: Average CTC figures over the years

This year, the MBA program experienced a 3.5% decline in the average CTC, a trend primarily influenced by a cautious hiring landscape and the lack of international placements (shown in Figure 2). However, the MBA (Tourism and Hospitality Management) program saw a remarkable 16.15% surge in average CTC, capitalizing on the robust rebound of the travel and tourism sector post-pandemic. The tourism sector's resurgence, driven by increased demand for leisure and business travel, has significantly elevated placement outcomes for our MBATHM students. Additionally, the rising confidence in the tourism industry's recovery has attracted more competitive offers, reflecting the sector's optimism and growth potential in the post-COVID era. A similar story plays out when studying the median CTC figures over the last three years (shown in Figure 3).

Insights from the Data

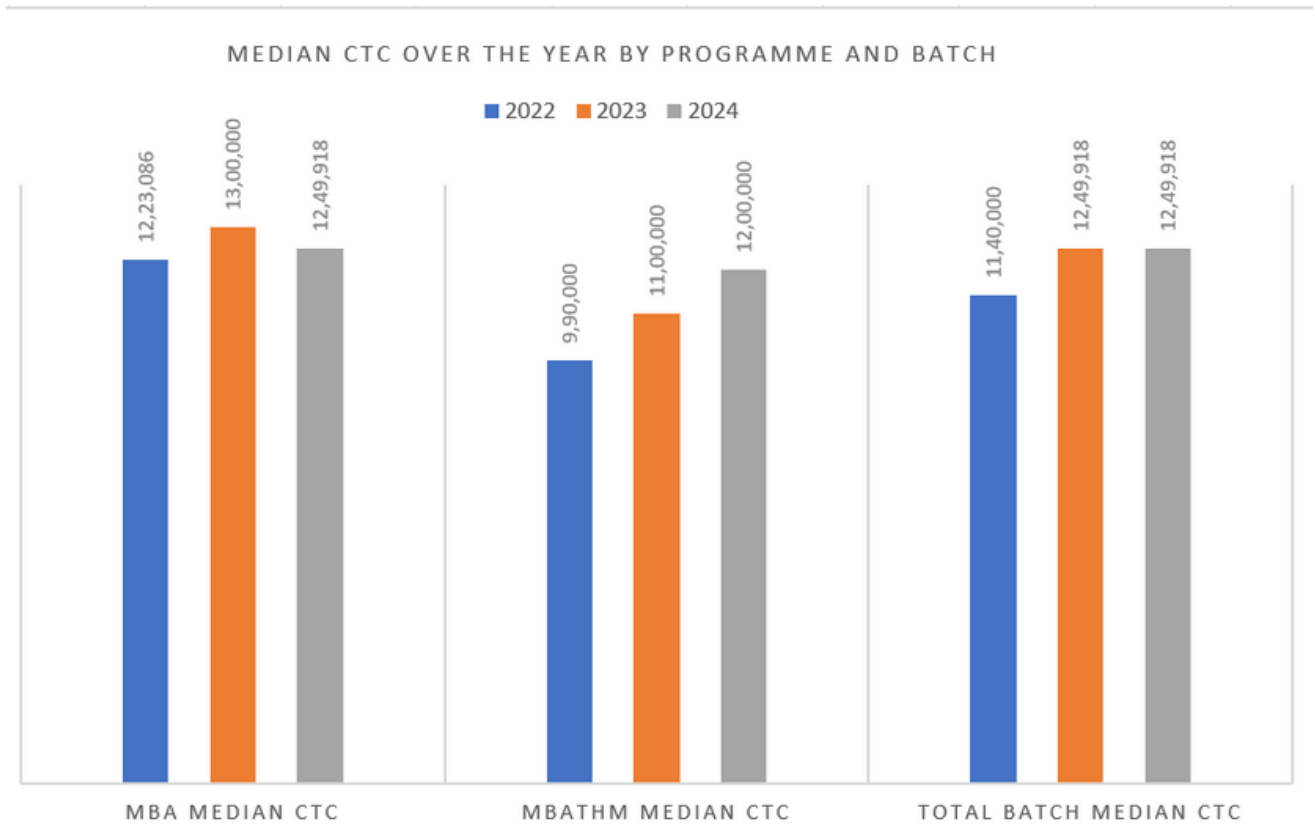


Figure 3: Median CTC figures over the years

Insights from the Data

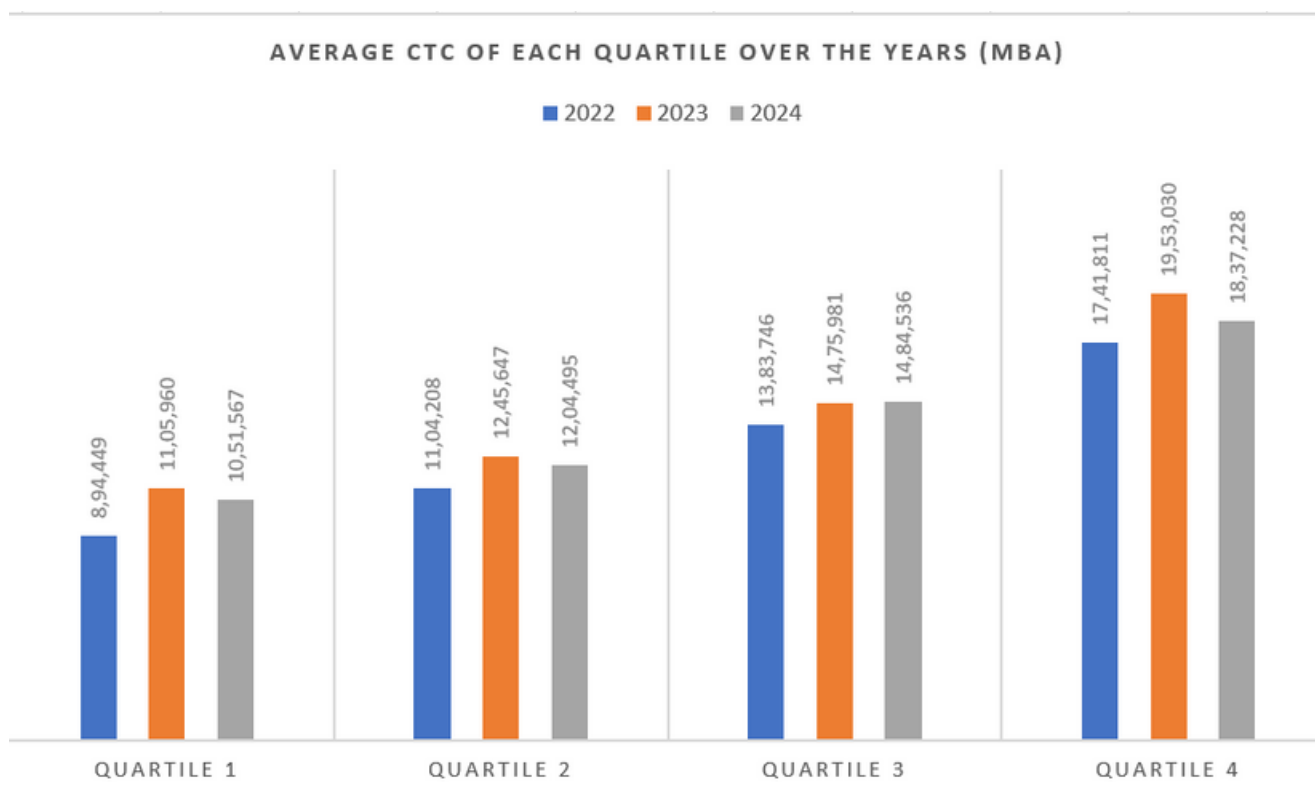


Figure 4: Average CTC - Quartile wise view - MBA programme

Quartile wise view of the CTC figures

A closer look at the data showcases some exciting results. In the MBA program, while the bottom two quartiles (Q1 and Q2) demonstrated reasonable growth in average CTC, the top two quartiles (Q3 and Q4) faced more challenges, with a noticeable decline in Q3 and only marginal recovery in Q4 (shown in Figure 4 below). This reflects a more challenging hiring environment for the higher-performing segments of the student body. This also means that the overall quality of placements is going up for the institute, reflecting the better growth of the lower quartiles, signifying an overall increase in the quality of the students.

Insights from the Data

AVERAGE CTC OF EACH QUARTILE OVER THE YEARS (MBA-THM)

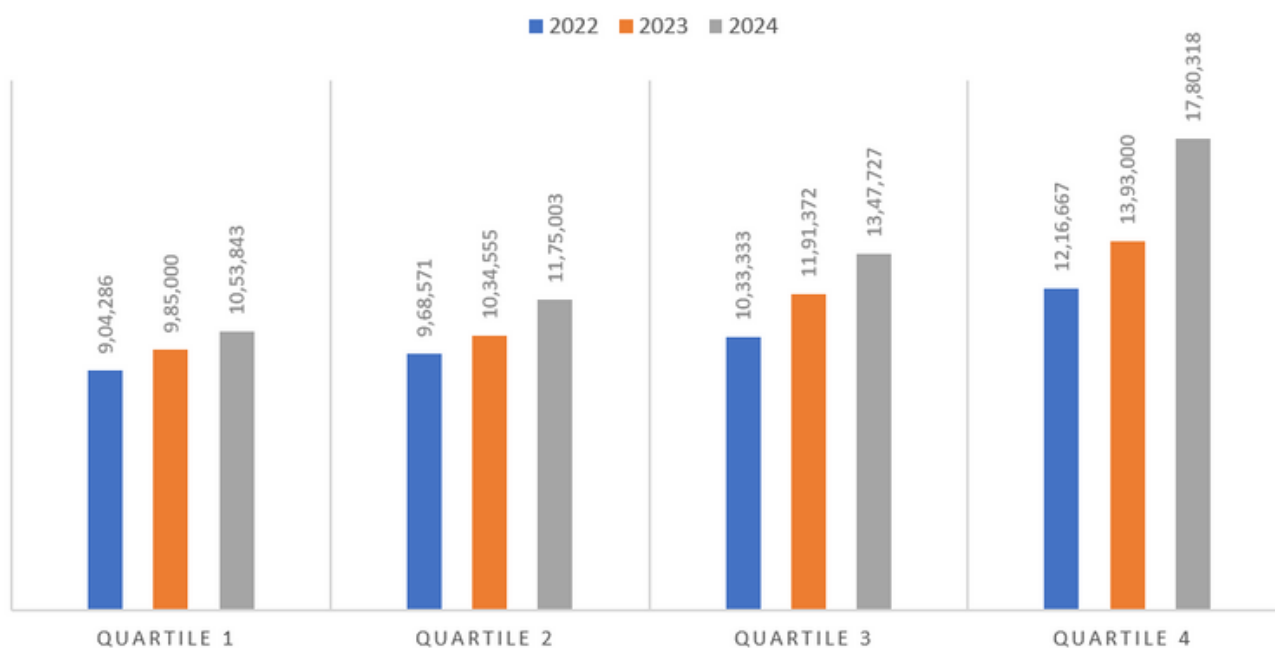


Figure 5: Average CTC - Quartile wise view - MBA TM programme

On the other hand, the MBA (Tourism and Hospitality Management) program exhibited strong growth across all quartiles, particularly in Q1 and Q2, which saw significant gains (shown in Figure 5 below). This broad-based improvement is a positive indicator of the sector's recovery and the growing demand for talent in the tourism industry.

These trends suggest that, with anticipated changes in market conditions this year, we can expect a robust increase in the packages offered to our students at IIM Sirmaur. The solid performance across different quartiles, especially in the MBA Tourism program, is a promising sign for future placement outcomes.

Insights from the Data

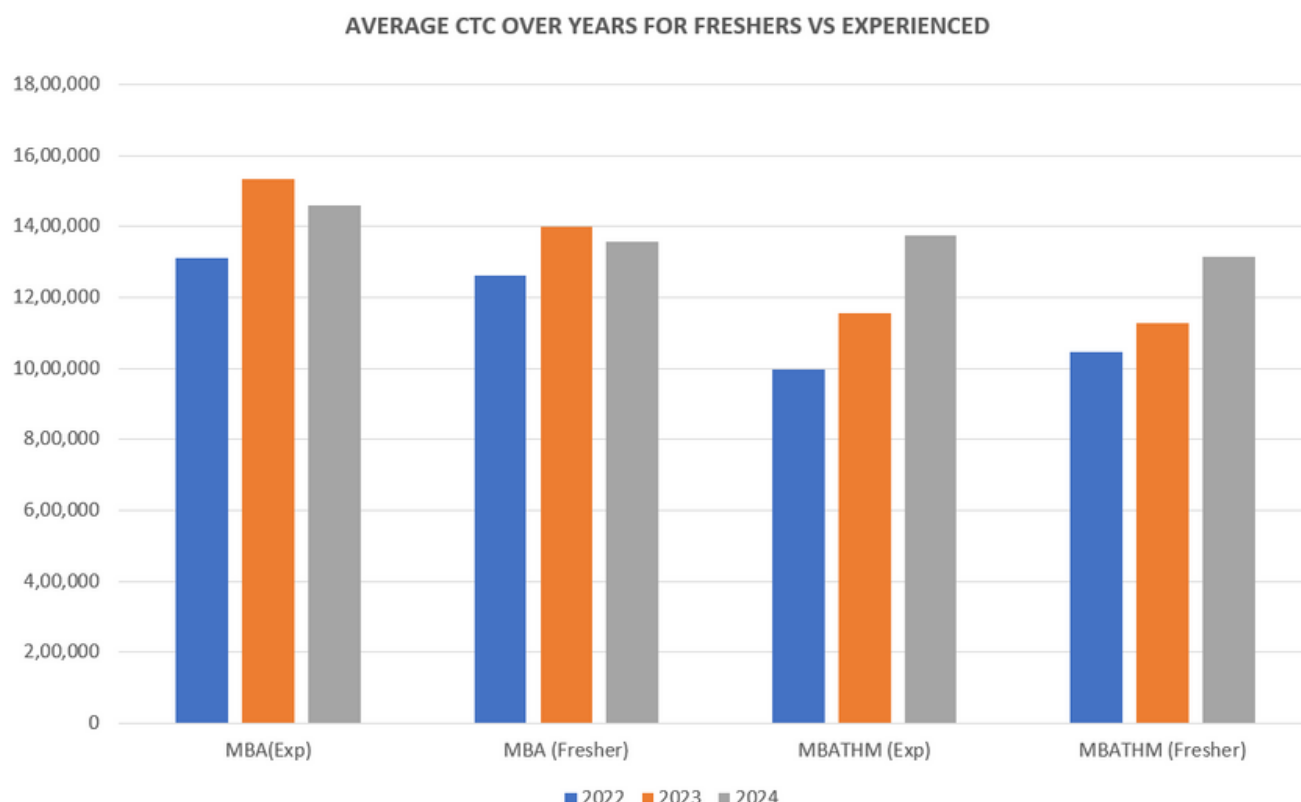


Figure 6: Comparing CTC figures of Freshers and Experiences candidates across both programmes

Comparing Freshers and Experienced candidates

In the MBA program, experienced students secured significantly higher packages compared to their fresher counterparts (shown in Figure 6). These seasoned professionals were able to land roles in consulting, banking, and distribution management, which traditionally offer premium compensation. The advantage of prior work experience clearly translated into better placement outcomes for these students.

Conversely, in the MBA (Tourism and Hospitality Management) program, we observed a noteworthy trend reversal. Historically, the industry favored fresh talent over experienced candidates, often hesitant to bring in seasoned professionals. However, this year, thanks in large part to the efforts of our newly formed Industry Advisory Board, we have successfully placed experienced students in prominent industry roles. This shift reflects the growing recognition of the value that experienced professionals can bring to the tourism sector, marking a significant achievement for our program.

Insights from the Data

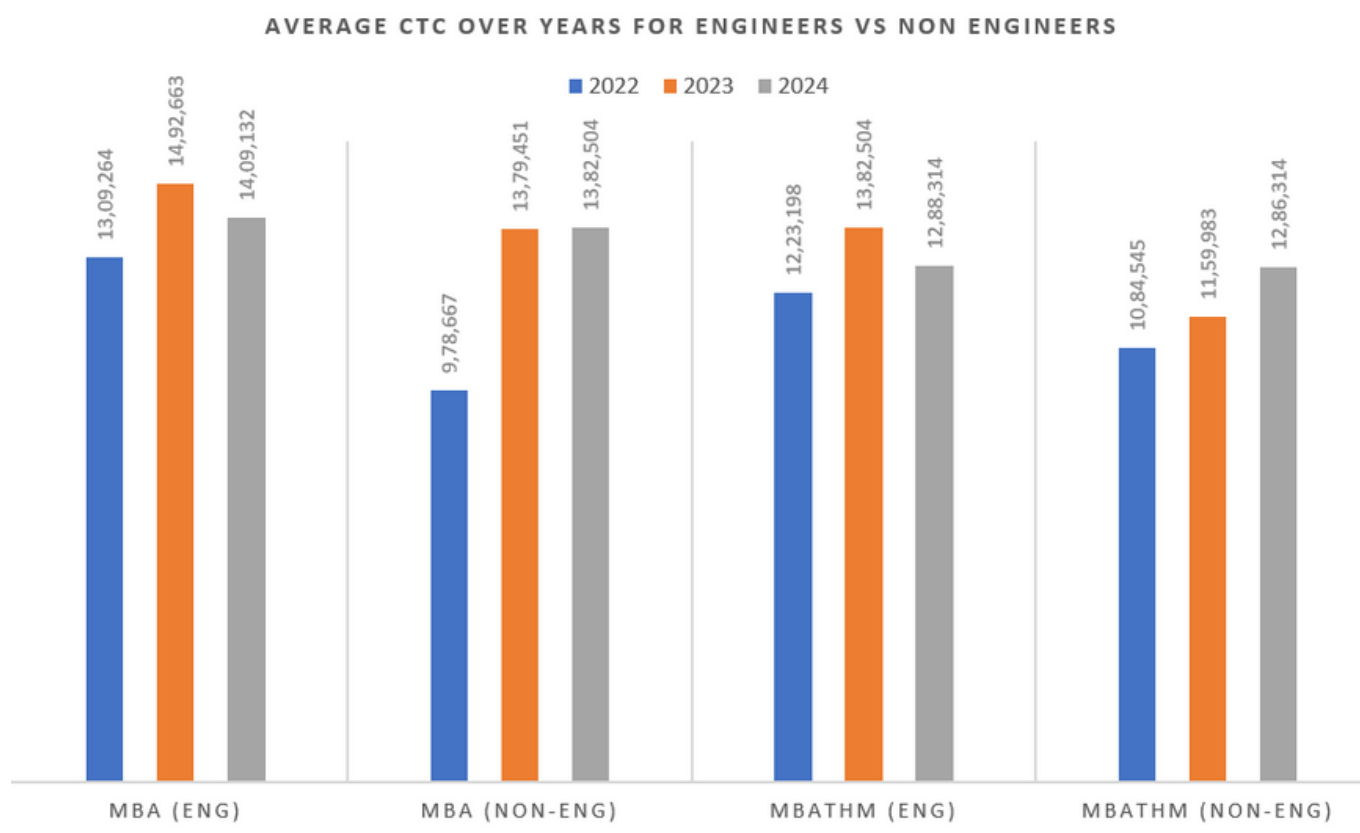


Figure 7: Comparison of Engineers and Non Engineers across programmes

Comparing Engineers and Non-Engineers

This year, we observed notable changes in the placement outcomes for engineering versus non-engineering students. As expected, engineering graduates secured better packages and more lucrative roles across the board (shown in Figure 7). However, in the MBA program, the gap between the average CTC for engineers and non-engineers appears to be narrowing, suggesting a growing acceptance and competitiveness of non-engineering students in the job market.

Conversely, in the MBA (Tourism and Hospitality Management) program, the gap is widening, with engineers increasingly favored in terms of remuneration. This trend could be attributed to the specific skill sets that engineers bring, which are becoming more valued in the tourism industry, possibly due to the industry's growing focus on technology and process optimization.

Insights from the Data

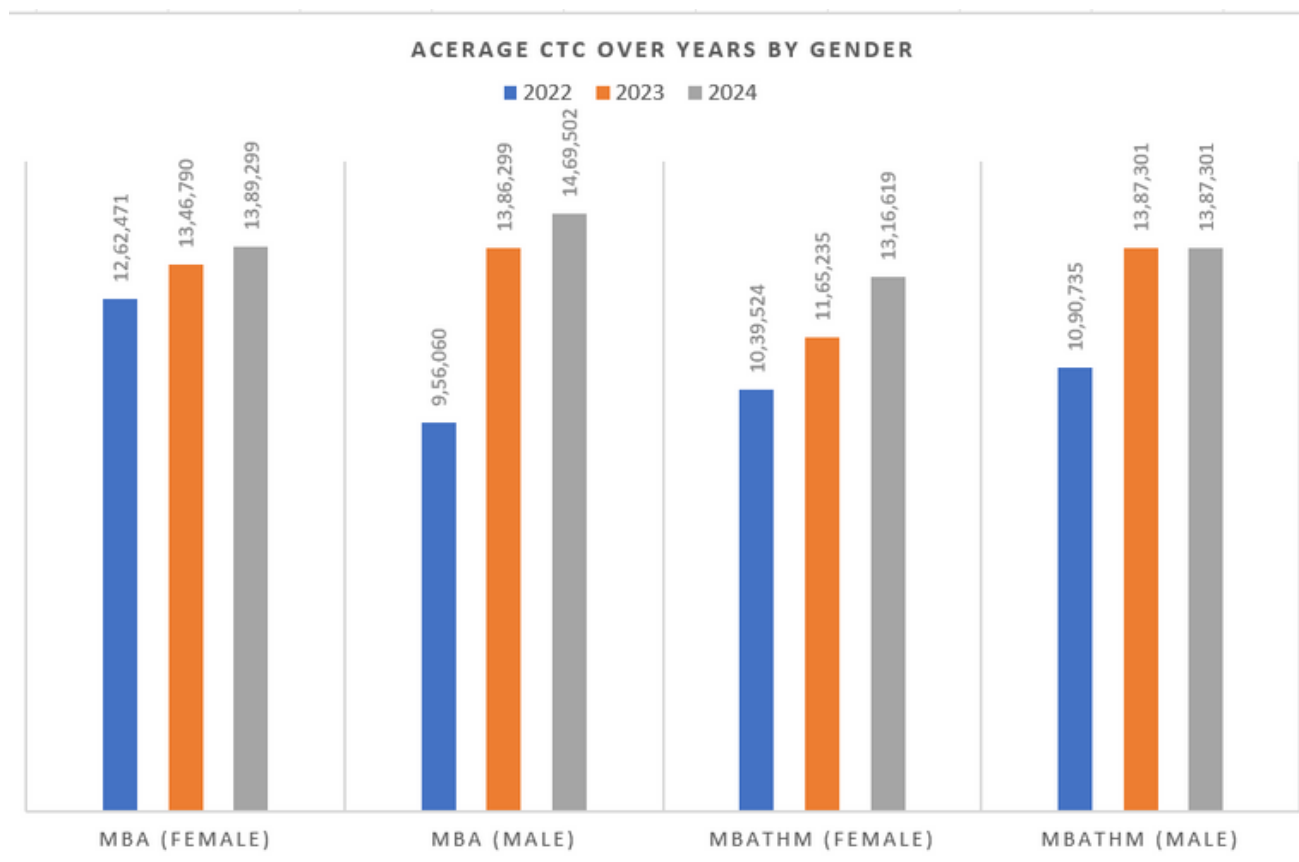


Figure 8: Comparing CTC figures - Gender wise view

The Lowering Gender Gap

This year, we have observed a significant narrowing of the gender gap in placement outcomes between male and female participants. Female candidates, in particular, have gained better acceptance in the market, reflected in their competitive packages (shown in Figure 8).

Notably, in the MBA (Tourism and Hospitality Management) program, female participants have outperformed their male counterparts, securing higher average CTCs. This trend indicates a positive shift towards gender equity in placement opportunities, showcasing the growing recognition of the capabilities and potential of our female graduates in both the general MBA and specialized tourism programs.

Insights from the Data

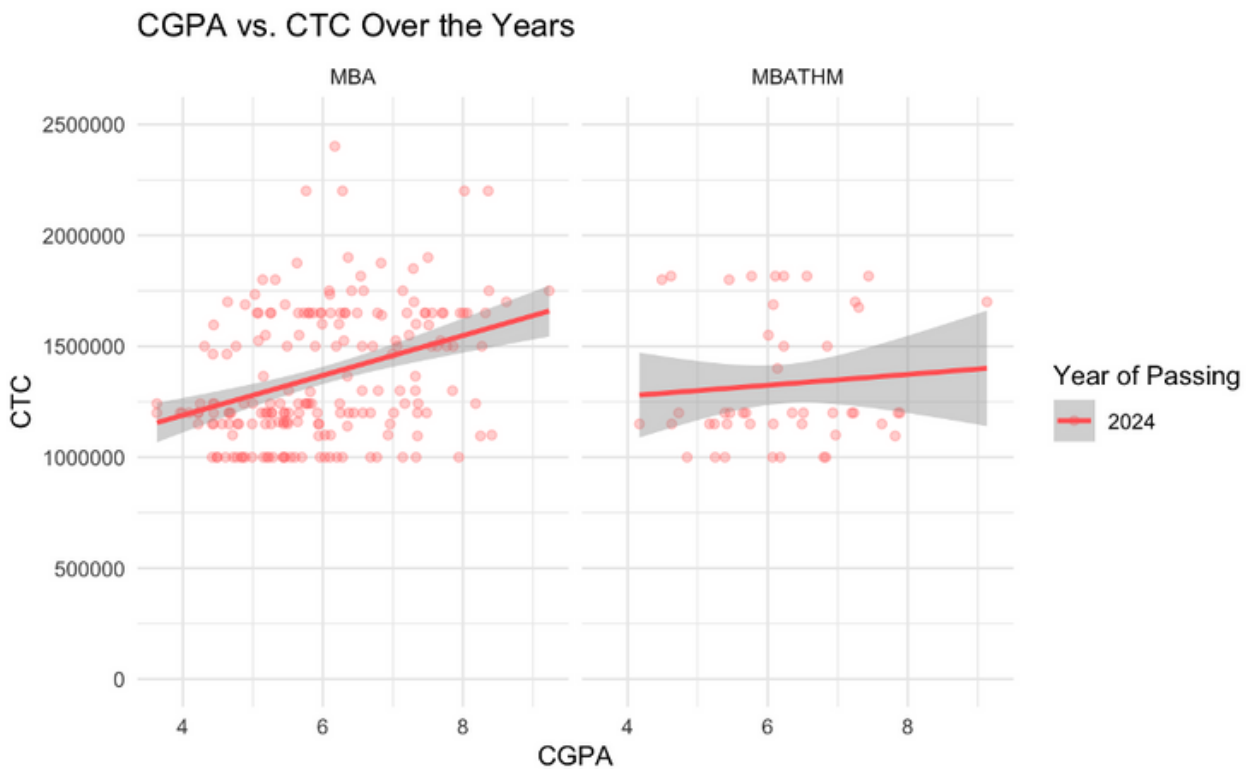


Figure 9: CGPA versus CTC over the years

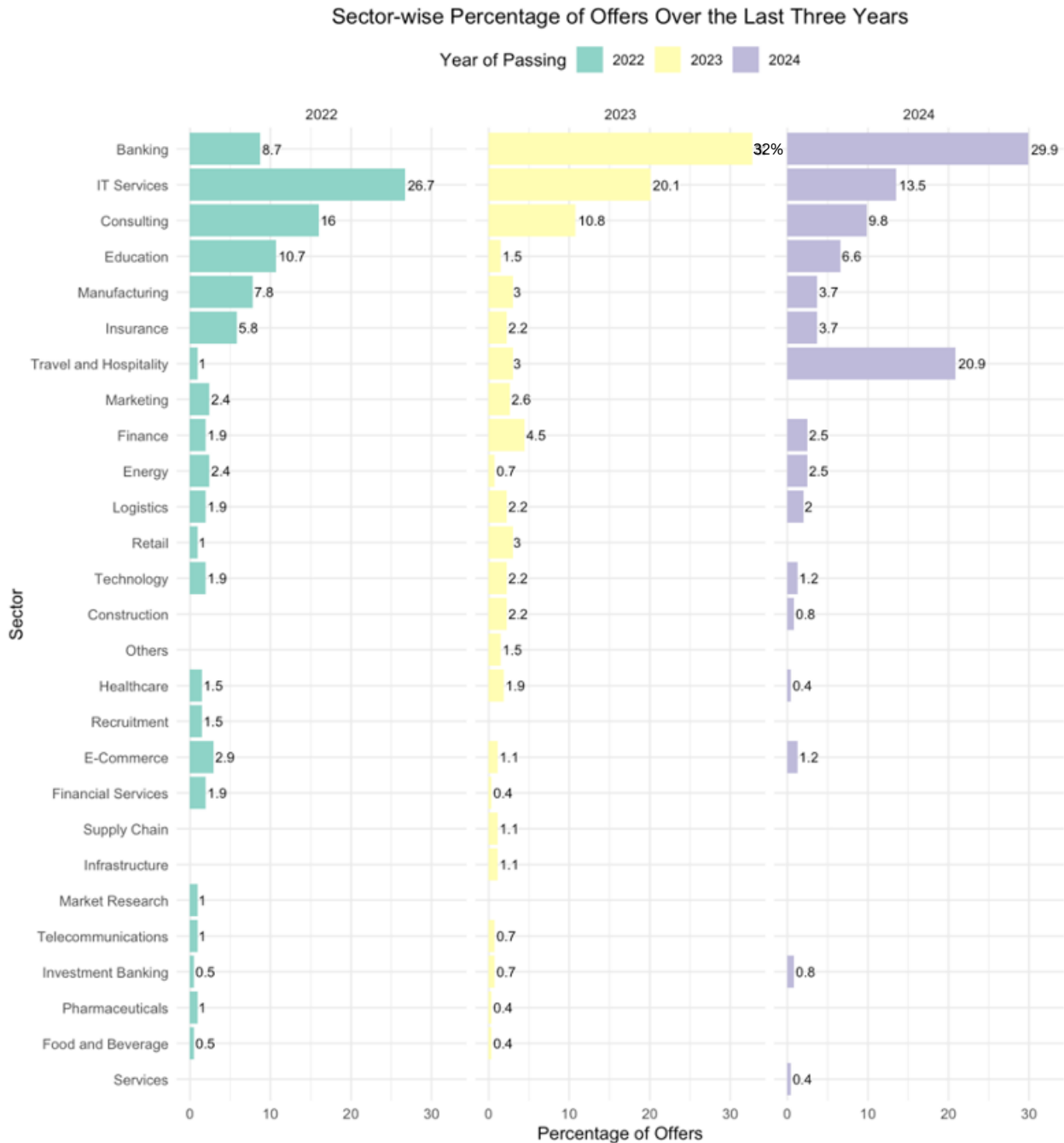
Impact of CGPA on CTC

The analysis of CGPA versus CTC over the years reveals some interesting trends across both MBA programs (shown in Figure 9). In the MBA program, there is a consistent and strengthening correlation between academic performance and compensation, with the 2024 batch showing the strongest relationship. This suggests that employers are increasingly valuing academic excellence when making hiring decisions.

On the other hand, the MBA (Tourism and Hospitality Management) program presents a more mixed picture. While the correlation between CGPA and CTC was weak or even negative in earlier years, the 2024 batch has shown a slight positive trend. This could indicate a shifting dynamic where academic performance is beginning to play a more significant role in determining job offers in the tourism sector, albeit to a lesser extent than in the general MBA program.

Insights from the Data

Sector-wise Perspective



Insights from the Data

Sector	Min CTC	Max CTC	Mean CTC	Median CTC
Investment Banking	26,50,000	26,50,000	26,50,000	26,50,000
E-Commerce	15,00,000	32,65,000	21,71,667	17,50,000
Manufacturing	15,50,000	18,75,000	17,18,056	16,87,500
Construction	15,00,000	16,00,000	15,50,000	15,50,000
Energy	13,65,000	17,33,640	15,43,713	15,32,500
Technology	15,00,000	15,50,000	15,33,333	15,50,000
Services	15,00,000	15,00,000	15,00,000	15,00,000
Consulting	10,96,100	24,00,876	14,83,444	12,47,556
Healthcare	14,00,000	14,00,000	14,00,000	14,00,000
Banking	11,50,006	17,50,000	13,74,943	12,41,918
Insurance	11,00,000	17,00,000	13,61,111	12,00,000
IT Services	10,00,000	19,00,000	13,30,513	12,00,000
Education	10,00,000	18,00,000	13,06,250	13,50,000
Travel and Hospitality	10,00,000	18,16,000	12,38,471	12,00,000
Finance	10,00,000	15,96,000	12,32,000	11,00,000
Logistics	12,00,000	12,00,000	12,00,000	12,00,000

Articles in the Press

IIM-Sirmaur completes summer internship placement; highest stipend at Rs 2 lakh

The institute also plans to launch multiple Executive MBA / Management Development programmes in Tourism Management.



The Indian Institute of Management (IIM), Sirmaur completed its summer internship placement for its largest-ever batch of 312 students, with the highest domestic stipend being offered of Rs 2 lakh for internship.

Indian Express on 4th March, 2024

IIM Sirmaur records highest stipend of Rs 2 lakh for summer internship

The institute said it attracted over 140 recruiters from all over the globe, offering internships in consulting, finance, HR, marketing, operations, sales & business development, strategy, etc across various sectors.

MONEYCONTROL NEWS
MARCH 04, 2024 / 12:45 PM IST



MoneyControl on 4th March, 2024

Nahan, March 2

The Indian Institute of Management, Sirmaur, is racing to complete the summer placements for its largest batch of 312 students.

The institute attracted more than 140 recruiters from all over the globe, offering internships in consulting, finance, HR, marketing, operations, sales and business development, strategy, etc. across various sectors. Students got impressive offers from Accenture, AngelOne, Bajaj Finserv Limited, DCM Shriram, DE Shaw, EaseMyTrip, Fujitsu, HDFC Bank, ICICI Bank, Indigo, Jio Creative Labs, Tech Mahindra and many other leading companies.

The Tribune on 2nd March, 2024



IIM Sirmaur celebrated a breakthrough in summer internship placements, boasting the highest domestic stipend of Rs 2 lakh and a wide range of global opportunities.



India Today Education Desk

New Delhi, UPDATED: Mar 3, 2024 15:19 IST

In Short

- IIM Sirmaur completes summer internship placement for its largest-ever batch
- Highest domestic stipend offered reaches Rs 2 lakh

India Today on 3rd March, 2024

Student Testimonials

Rishikesh Das - Accenture

I am pleased to share my experience of interning with Accenture Song during my MBA journey. Initially, I was excited, energetic, and slightly anxious, but the opportunity to work with this esteemed organization cooled down my nerves. I am grateful to the Placement Committee for providing me with this chance. My time at Accenture Song has been an eye-opener, helping me understand the constant changes in the tech world and the expectations of tech managers. It has pushed me to work on myself, be agile, and cope with ever-changing market dynamics. The organization aims to meet volatile industry requirements and stay sustainable, following future trends and always staying ahead of the competition. The highly experienced Senior Managers and Managing Directors have created a new learning horizon and a holistic growth environment for me. This internship has everything an MBA candidate needs to succeed not only in their professional life but also to enhance themselves as a future philanthropist. I am confident that Accenture Song will help me work on my weaknesses and bring out the best in me. I look forward to a long journey with Accenture Song.

Gowtham Krishna - Bajaj Finserv

I firmly believe that learning extends beyond the classroom, and IIM Sirmaur is a place with this extraordinary peer group and seniors who are more than friends. Our placement committee never micro-manages students during their placement process; instead, they provide uninterrupted assistance in every aspect and believe in each individual; this makes every student become self-conscious and more motivated. This is how I was able to achieve an Internship at Bajaj Finserv as a Tech PMO. Within days of joining Bajaj, I was on a project where we made several client visits to collect feedback/opinions. Using this data, we are improving and developing new websites and mobile applications. I am incredibly grateful to my team and manager for their guidance.

Srivatsa Yesentarao - D.E. Shaw

I entered my MBA at IIM Sirmaur with a sense of excitement and a willingness to take things head-on. During the Summer Internship Process, the supportive Placement Committee eased the challenges by acting as the perfect bridge between the students and the industry requirements. Despite rejections, their constant support led to my selection as an ABS Analyst Intern at D.E. Shaw India. Here, I found meaningful work aligned with the industry, emphasizing essential skills like Python and Financial Modeling. My experience taught me the importance of continuous learning and clear communication, which I shared with the Placement Committee to further enhance future placement processes. At D.E. Shaw India, I am immersed in valuable learning opportunities and receive guidance from experienced professionals. Their expertise in the finance industry is inspiring, and I hope to continue my association with the company long into the future.

Student Testimonials

Akshita Tantia - HDFC Bank

I had an excellent experience with SIP recruitment for HDFC. The placement committee provided invaluable support throughout the process, including mock interviews and sessions that greatly aided me in acing my HDFC interview. Additionally, my internship experience so far has been excellent. The welcoming atmosphere and collaborative spirit among employees have made my internship experience truly enjoyable. An inclusive environment fosters growth and learning. Thank you to the placement committee for their dedication and assistance.

Gaurav Bhatt - ICICI Bank

My journey from being a fresher at IIM Sirmaur to interning at ICICI Bank has been an exhilarating experience filled with learning and growth. It all began with the campus placement process, where ICICI Bank was the first firm to step in for recruitment. The Placement Committee played a pivotal role, guiding us through each step and ensuring a smooth process, especially for someone like me navigating through it for the first time. The recruitment process was a rigorous affair, with over 90 applicants. Regardless, the placement team ensured I could focus on my Group Discussion & Personal Interview performance rather than be blown away by the fear of such intense competition. The Placement Committee provided invaluable insights and tips, helping us prepare effectively and present ourselves in the best possible light.

Aman Khandwe - RAK Ceramics

As I embarked on my MBA journey, I was excited about the new challenges but also nervous about the summer internship placements. The placement team and the training & development cell were there for me at every step, equipping me with the necessary skills to navigate the competitive internship landscape. Their guidance ultimately played a pivotal role in securing an exceptional international summer internship at RAK Ceramics. This experience promises an invaluable opportunity to apply my newly acquired knowledge in a dynamic international environment. RAK Ceramics focuses on innovation, and its global reach aligns perfectly with my career aspirations. I'm confident this internship will refine my skills, broaden my industry knowledge, and prepare me for a successful career. The summer internship is a crucial component in bridging the gap between theory and real-world experience. I am grateful for the unwavering support that I received and look forward to an exciting journey ahead.

Recruiter Testimonials

Ms. Madhavi, Product Head- Aster DM Healthcare

The recent addition of eight interns from IIM Sirmaur has been extremely beneficial for Aster Health Academy. From receiving the profiles to sorting through them and **ensuring timely onboarding, the process was highly efficient.** The students from IIM Sirmaur have shown great commitment, curiosity, and agility. They are enthusiastic about their assigned projects and have quickly become valuable assets to our team.



Mr. Samarth, Talent Acquisition Lead - CollegeDunia

Interacting with IIM Sirmaur's students was a positive experience. They showcased **a good balance of knowledge and skills.** The institute's curriculum seems to prepare students well for the challenges of the business world.

During the recruitment process, students demonstrated **sound thinking and communication abilities.** We thank the placement committee for their support during the recruitment process. Overall, the institute makes students more competent to take up the future challenges. It was good to engage with their students, and we're open to future collaborations.



Mr. Varun, Leading growth, Community & Partnership- StockGro

Engaging with the students at IIM Sirmaur was a rewarding experience. They **demonstrated a solid balance of knowledge and practical skills, indicating that the institute's curriculum effectively prepares them for the challenges of the business world.**

Throughout the recruitment process, the students **displayed sound thinking and communication abilities.** We appreciate the support provided by the placement committee during this process.

Overall, it seems that the **institute fosters competency among its students,** equipping them well for future challenges. It was a pleasure to interact with their students, and we are open to exploring potential collaborations in the future.



Recruiter Testimonials

Mr. Mohit, Co-Founder - TrulyDesi

As an employer, I had the pleasure of recently hiring from IIM Sirmaur, and I must say that I am thoroughly impressed with their performance and professionalism. The students we hired demonstrated exceptional clarity of thought, which was evident in their ability to approach problems with a **strategic mindset and deliver solutions effectively**.

Their preparedness for the **selection process was outstanding; they** were well-versed in their respective fields and **displayed a deep understanding of industry trends and practices**. Moreover, their **communication skills and confidence during interviews** set them apart from students from other campuses.

IIM Sirmaur has clearly done an excellent job of nurturing talent and equipping students with the skills needed to excel in the professional world. I look forward to continuing our partnership and hiring more outstanding graduates from this institution in the future.



Mr. Kanwer Deep Singh, Founder - TravelBullz

IIM Sirmaur is one of the newer institutions of the IIM family and the only reputed management institute to have a Master's Program in Travel & Hospitality management. TravelBullz has been associated with IIM Sirmaur for over 2 years now and has found the faculty, team, and management to be very proactive, innovative, and always focusing on making their student **"FUTURE READY"**.

At TravelBullz, we have **onboarded 13 management graduates from the 2023-24 batch and found them high on confidence, critical thinking, collaboration, creativity, and taking complete ownership of their work**.

We also have had the second year running 11 Summer Interns who have surprised us with their enthusiasm and approach to learning. It definitely is a win-win for all stakeholders involved.

We would like to especially mention and **appreciate Dr. Sana and Dr. Karthikeyan for their involvement** in making the internships and campus recruitments a very satisfying experience. Above all a **special mention and thanks to Dr. Prafulla Agnihotri who has had the vision backed with sound execution for the growth of this relatively new IIM**.

We wish IIM Sirmaur and the entire team a very bright future, and we look forward to continuing our support to them.



Prominent Recruiters



Corporate Relations & Placement Committee

Meet the Dream Team that made the above feat possible

Senior Placement Committee 2023-24



(From left to right) Snehil Bhardwaj, Sai Vamshi Namapally, Akshita Shindore, Alolika Chatterjee, Priyadarshini Maitra, Swastika Goel, Harsh Vikas, Sneha S, Upasana Gupta, Janhavi Deokar, Akhil Pamburayam, Anurag Mankar, Jatin Sharma, Mohit Redkar.

Junior Placement Committee “Oct 23 - May 24”



Aayush Katkhede



Abhishek Kumar



Anant Pandey



Avi Vyas



B Ganesh



Jay Malhotra



Nishu Rani



Pallavi Khetarpal



Punit Joshi



Rishabh Baranwal



Sachit Dixit



Satyam Pandey



Swapnil Sangle



Yash Daga

Corporate Relations & Placement Committee

Placement Committee 2024-2025



Akshat Sharma
7830938830



Anish Mandal
8250560897



Ashutosh Pany
9178029390



Gulab Singh Choudhary
7357579773



Harsh Pujara
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Hemant Kumar
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IIM SIRMAUR
KNOWLEDGE . LEADERSHIP

Beyond Placements

Final Report

AY 2023-24

Indian Institute of Management Sirmaur
Himachal Pradesh

