Institute of Mgmt. Studies (Faculty of Mgmt. Studies) Banaras Hindu University is one among top leading Institutions shortlisted for Recruiters Survey conducted by the Economic Times (9 Sept 2016).

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BUSINESS SCHOOLS

India's Top Recruiters 2016

MBA grads are the prize catch for companies as they deal with quickening pace of technological disruption and innovation

Sreeradha D Basu & Saumya Bhattacharya

In the game of talent acquisition at business schools, consulting firm Deloitte has a f midable strategy. Much of it is focuse building the campus brand to stay releva the ever-changing perceptions of the stud

"There is a lot of work we do in our eng ment at campuses which is about influen the minds of the youngsters in the market id SV Nathan, chief talent officer at Del And the strategy seems to be working. Del emerged at the top in ET's survey of top re ters at India's leading business schools, ha hired 282 grads from the class of 2016 fro business schools the survey covered.

Now in its sixth year, the ET Top Recru survey was based on data collated from 2 ding Indian business schools. These are Ahmedabad, IIM Bangalore, IIM Calcut Lucknow, IIM Indore, XLRI, MDI G IIFT, FMS-Delhi, SP Jain Institute o ment & Research, Narsee Monjee Management Studies, IMT Ghazi chy, IIM Rohtak, IIM Ranchi, II Ghaziabad, Xavier Institute Bhubaneswar, Shailesh J M nagement, IIT Bombay, V Management, IIT Khar School, NI Mumbai, Great Lak tute of Manag ment, Goa Institut Management, Institute of Management Studies, Banaras Hindu University (earlier FMS-BHU), and TA Pai Management Institute.

B-school hiring at Deloitte has witn growth of 30-40% over the last five year are key talent, said Deloitte's Nathan. "T plug-and-play people. By virtue of stru dation, MBAs are more industry-awar the ground running," Nathan said. Also these hires are women, but Nathan said need to up the game in gender diversity

THE TOP 5

Besides Deloitte, the list of top five r across these schools included Cogniza Bank, Infosys and Wipro.

Sriram Rajagopal, senior vice-pres human resources at Cognizant, said, been hiring MBAs in significant num ce 2000 and have been visiting premier ols in India, North America, Europe and as a preferred recruiter for high-growth and challenging career opportunities that we are known to provide. Over the last three years, we have hired more than 1,200 MBAs to help propel

with a holistic view of their respective area of specialisation and industry," said Santosh Ka-

munication and human resources fields come

IBM India, which re-entered the top recruiters' list after four years, hired more in FY16 than the previous year. While for some business lines and functions, internship is an important ia, the company absorbs B-school stu- client-facing roles like sales, pre-sales, development or consulting roles. So- make a career in their functional ro- s DP Singh, vice-president and HR M-India/south Asia.

last few years, the company has been p its engagement with B-schools. een working with top B-schools' ent- ship cells to organise technology and conducting contests for stu- re interested in becoming entrepre- ting their own business ventures. ecent example is a contest which was I Bangalore's flagship event – Ex- gh said.

-COMMERCE

he lone ecommerce company in the recruiters in India in FY16, has seen ease in MBA intake over the last two what explains Amazon's numbers ector is going slow on hiring? "Ama- stent performance over the last three ur stellar performance in Q1 2016 de- tes that the tide is turning. Amazon's working backwards from customer ne- d innovating on the three things that mat- to customers — selection, convenience and price — is paying rich dividends," said Raj Rag- human director of human resources at Amazon

D. Basu, Var- ma Dadhwal, Brinda Dasgupta and Rica Bhattacharyya

Now in its sixth year, the ET Top Recruiters survey was based on data collated from 26 leading Indian business schools. These are: IIM Ahmedabad, IIM Bangalore, IIM Calcutta, IIM Lucknow, IIM Indore, XLRI, MDI Gurgaon, IIFT, FMS-Delhi, SP Jain Institute of Management & Research, Narsee Monjee Institute of Management Studies, IMT Ghaziabad, IIM Trichy, IIM Rohtak, IIM Ranchi, IIM Udaipur, IMT Ghaziabad, Xavier Institute of Management, Bhubaneswar, Shailesh J Mehta School of Management, IIT Bombay, Vinod Gupta School of Management, IIT Kharagpur, WeSchool, NITIE Mumbai, Great Lakes Institute of Management, Goa Institute of Management, Institute of Management Studies, Banaras Hindu University (earlier FMS-BHU), and TA Pai Management Institute.

WITH STARTUPS cutting down on recruitment, consulting and BFSI gained more traction than before. At Institute of Management Studies, Banaras Hindu University (earlier FMS-BHU), BFSI recruited over 44% of the batch; SJMSOM, IIT Bombay said the biggest trend this year was increased hiring in the finance domain and significant drop by hiring from e-commerce companies. IIM Lucknow too reported an increasing trend towards finance roles.

TOP 10 RECRUITERS

NOTE: LIST REFLECTS TOP 10 HIRES AT EACH OF THE 26 B-SCHOOLS ET TRACKED. COS MAY HAVE HIRED MORE MBAS AT OTHER INSTITUTIONS.

TOP RECRUITERS AT TOP 3 IIMS: 2016 VS 2015

2016 Top Recruiters	Nos Hired	2015 Top Recruiters	Nos Hired
Bain	48	Accenture	49
Amazon	45	BCG	36
BCG	39	Amazon	30
Accenture	32	KPMG	29
AT Kearney	29	Samsung	21
		McKinsey	21

CONSULTING COMPANIES ruled the roost by way of maximum hires at the top 3 IIMs (A, B, and C). Bain, not among the top 5 last year, hired as many as 48 fresh grads at these B-schools to secure top spot. Amazon followed a close second with 45 and BCG in third place with 39. Last year's top recruiter at these 3 IIMs, Accenture, came in only at 4th place this year with 32 hires, edging out AT Kearney with 29.

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NEW IIMs are doing better on the placements front than before. At IIM Trichy, the average CTC jumped by nearly 24%; IIM Kashipur saw top salary (international) go up almost 24% from ₹43.3 lakh to ₹53.75 lakh.

SUMMER PLACEMENTS are increasingly becoming more important as most of the recruiters move towards PPO and PPI policy. At MDI Gurgaon, 106 students from the Class of 2016 accepted PPOs, as opposed to 60 in the year before. At Amazon, the internship programme drives 60% of the hiring in tech and non tech.

IN KEEPING with a trend that's steadily been gaining momentum, more new recruiters entered the fray. IIM