

## Biotech companies offer decent pay-packages to freshers

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**Freshers with strong understanding of the basic subject knowledge and other skill sets can get a high package in biotechnology industry just like in any other industry**



A fresh student with BTech degree in biotechnology received a highest (CTC) package of Rs 9.7 per annum while a post-graduate student student got a highest (CTC) package of Rs 11.8 lakh per annum during the campus placement held at Vellore Institute of Technology University in 2011. This indicates that the freshers with strong understanding of the basic subject knowledge and other skill sets can walk way with high package like any other industries. However an engineering fresher and post-graduate fresher with biotechnology back ground received Rs 3.35 lakh and Rs 3.12 lakh per annum respectively in 2011 campus placements across India.

According to 8th BioSpectrum Top 20 Biotech Schools Survey 2012, 38 percent of the students who have cleared the BTech course in biotechnology got placed in the campus placements held in 2011. Similarly, 29 percent of the post-graduate students got placed in campus recruitment in 2011. In all 5,906 students have cleared the examinations (BTech, MSc, MTech, PhD) from 48 institutes (15 public and 33 private from 15 states) who have participated in the survey. However, 37 percent of the students from engineering and 35 percent of post-graduate course opted to do higher studies.

The highest CTC offered to BTech students ranged between Rs 3 - Rs 9.7 lakh per annum. Student from RV College of Engineering and PES Institutes of Technology, Bangalore got a highest CTC of Rs 8.5 lakh and Rs 6 lakh per annum respectively in 2011. A post-graduate student from Shoolini University of Biotechnology and Management Sciences, Solan got an offer of Rs 9.5 lakh per annum, Institute of Chemical Technology Rs 10 lakh per annum, IIT, Mumbai student got an offer of Rs 6.6 lakh per annum in 2011. Students with PhD can easily take away a highest CTC of Rs 4.5- Rs 9.5 per annum.

Most of the companies in biotechnology have been offering a decent package to the freshers. The institute, background, qualification and nature of work, all play key roles in determining the package offered to freshers. Mr Saikiran Kalluri, manager, Human Resources (HR), Talent Acquisition Team, Biocon said, "We pride ourselves on being able to offer market competitive salaries to freshers. Having said that, one common thing that we have noticed frequently is that a lot of freshers join us since they want to work for the leading biotech organization in Asia and are looking for exposure in industry best

practices and working with the best minds in the stream."

Anthem Biosciences, a leading contract research organization offers salaries that are bench marked to the industry standard. Among its peers it offers better salaries. The package offered by Novozymes, is at par with industry - industrial biotech segment. In case of IT and finance professionals, it is usually on the lines of the salary standards in BPO sector. Indian Immunologicals offers different packages to freshers depending upon the area - technical and marketing they will be working. Ms Trupti Talati, senior director, Human Resources, Quintiles says, "We believe in creating an environment where employees feel intellectually challenged and financially compensated. Quintiles' compensation and benefits package for freshers is on par with the industry."