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YES Bank recruits 94 from top B-Schools

New hires to join bank's YES Professional Entrepreneurship Programme

CHETNA MEHRA

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YES Bank has emerged as one of the top recruiters in the BFSI domain at India's top business schools this year, extending a total of 94 offers.

The bank extended 14 offers at IIM-A and 38 offers were made across the other IIMs.

Premier schools

Other premier B-Schools YES Bank visited this year include XLRI, FMS, SJMSOM, IIT Bombay, SPJIMR, JBIMS, MDI, MICA, NITIE, SCMHRD, NMIMS, IRMA, XIMB and NIBM. The new hires (popularly known as Y-PEPs) will be joining the

bank's training cum mentoring programme 'YES Professional Entrepreneurship Programme' (Y-PEP).

"We look at an entrepreneurial streak, ownership, out-of-the-box thinking, high degree of passion, commitment and professional pride while hiring talent from B-schools," says Deodutta Kurane, Group President, Human Capital Management, YES Bank.

YES Bank offered roles including investment banking, treasury, corporate banking, wholesale banking, loan syndication, risk management, marketing and corporate

communication, human capital management, transaction banking, technology solutions group and strategic government advisory at these campuses.

The average package offered by YES Bank across profiles this year was approximately ₹13 lakh. "The bank has also offered stock options to B-school graduates for long-term wealth creation," says Kurane.

Contrary to the hiring process at B-school campuses, the bank chose to hire a majority of the students through spot offers. It made just nine pre-placement offers as a part of the 'Transformation Series Global Case Study Challenge'. The competition was conducted under the 'University

and School Relationship Management programme'.

To keep a check on attrition, the bank offers fast-track career progression opportunities, cross functional time-bound strategic project assignments, internal redeployments, job rotations and need-based cross business transfers to its key talent such as Y-PEPs. "Y-PEPs form a part of the 'talent pool' for the bank. They are tracked regularly and offered larger/cross-functional responsibilities," says Kurane.

Y-PEPs go through a structured induction programme and an intensive on-the-job training where they work on real assignments to build their expertise and confidence.