

## **TRAINING & PLACEMENT POLICY 2025-26**

- Every student who wants to participate in the Training & Placement activities has to register with the Training & Placement Office. On failing to do so, they cannot have any claim on Training & Placement Support. The registered students would be bound by the terms and conditions of the Placement Policy.
- The eligibility criterion is company-specific. It is the sole duty of the student to fulfill the criteria and submit the accurate details for the company in order to attempt the recruitment process. Every student who fulfills this criterion may attempt the Recruitment Process of any company until he/she gets the first offer.
- The companies are categorized as follows based upon unwavering support, alumni feedback, career growth and the CTC:

**Elite: 18 LPA > Super Dream: 9 LPA > Dream: 6 LPA**

- On securing a Placement or/and 6-month Internship offer in the 8th semester OR a PPO from 6th semester internship/summer internship in any company, students will only be able to apply for a higher category company from there onwards i.e., change in the same or lower category is not permitted irrespective of the difference in CTC.
- 6th semester internship is permitted with a focus on research. For more details, please refer to the [link](#).
- A Jump to a higher category company is permitted only if there is an increase of at least 3 Lacs in CTC of the next company. Once secured an offer in a company, a student will be allowed 3 attempts for a higher category except for the Elite Category for which any number of attempts would be allowed.

**\*However, the above is only applicable once 90% of students have secured the offers.**

- In case a student receives an Internship + Placement Offer in a certain category and subsequently receives an Internship or Placement Offer in the higher category, this will result in nullification of the Internship + Placement Offer received earlier.
- Direct Higher Studies students are only eligible for an internship & placement in normal/mass recruiters.
- Students accepting an offer from Dream & above category companies and going for higher studies later on, can request for LOR only after working for a period of at least 1 year in the company.
- In case a company is done with the process and the result is pending & if the student opts to sit for another company in the same or higher category and gets selected, the student will lose the offer from the former company.

- In case students are exploring off-campus opportunities, TPO must be kept informed.
- Students can avail off-campus opportunities only if the selection procedure is fair.
- Students are solely responsible and advised to meet the attendance requirements as per the rules specified by the college.
- Any student who approaches a company official for any type of canvassing will be disqualified from the training and placement process permanently.
- The training and placement office reserves full right to provide to the companies; academic scores, mock placement scores along with general feedback of the students as and when required.
- Under exceptional circumstances, in order to meet the company's expectations, minor modifications may be applicable at the discretion of TPO.
- In case a company asks for a NOC (No Objection Certificate) from the college/student for a particular Internship or Placement Offer, the provision of the same is at the discretion of the TPO and the concerned HoD.
- In order to encourage entrepreneurship Deferred Placement policy has been introduced from the year 2015 - 2016. The students who intend to start their own STARTUP can start their venture. However, in case they do not succeed due to some unforeseen reasons they would be permitted to sit for the placement process only after two years of passing out.
- We expect our recruiters to complete their hiring process within 2 days to avoid overlapping with the other recruiters.

***The terms in this policy may be reviewed from time to time and could be modified as per the situation demands.***

**Students not adhering to the policy/procedure of the placement are liable to be penalised as follows:**

|                                                                                                                                                                                                                                               |                   |
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| <p>If students do not abide by the code of conduct (Formals, decorum, lack of documentation etc) during the placement process.</p> <p>OR</p> <p>Students not maintaining attendance for training sessions after registering for the same.</p> | <p>2 Demerits</p> |
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|                                                                                                                                                                                                   |            |
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| If students register for any of the companies visiting the campus and fail to attend the Pre-Placement talk or the first stage of the company's process regardless of his/her shortlisted status. | 4 Demerits |
| If a student is selected for a particular round of a company's process and fails to attend that particular round or any rounds that follow (i.e. leaving the process midway).                     | 6 Demerits |

***\*\*Cheating or any form of misbehaviour will result in a 1-month ban from the Placement Procedure.\*\****

**All students taking part in the recruitment process are required to be in the following attire on the time of the placement procedure:**

1. Formal Light Coloured Shirts.
2. Formal Shoes and Belt.
3. Formal Trousers.

**The following table shows the relation between Demerits and its corresponding:**

|            |                                                                                         |
|------------|-----------------------------------------------------------------------------------------|
| 2 Demerits | Students will be debarred from the next company for which he/she is eligible.           |
| 4 Demerits | The student will be debarred from the next three companies for which he/she is eligible |
| 6 Demerits | The student will be debarred from the next five companies for which he/she is eligible  |
| 8 Demerits | The student will be disqualified from the placement procedure entirely.                 |

**All demerit points obtained during the training sessions will be carried forward to the actual placement process (This includes the training sessions and Mock Placements).**