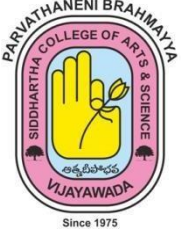


Placement Policy



**PARVATHANENI BRAHMAYYA
SIDDHARTHA COLLEGE OF ARTS & SCIENCE**

Autonomous

Siddhartha Nagar, Vijayawada-520010

Re-accredited at 'A+' by the NAAC

Policy Name:

Placement Policy

Originating/Responsible Department:

Training and Placement Cell

Approval Authority:

Academic Council

Date of Original Policy:

March, 2019

Last Update:

PLACEMENT POLICY

OBJECTIVES:

- The Placement Cell endeavors to become a link between the job seekers [i.e. students] and job providers [i.e. companies/corporate] by building up their capacity and networking with Industries.
- Building a strong network among the corporate & institute for placements.
- Become the preferred choice of Employers with reference to Campus Recruitment.
- Provide equal employment opportunities for all the students.
- To ensure sustainable employment for all our students.

REGISTRATION:

1. Before getting registered with the Department of Training and Placement it is mandatory for all the 4th semester students to attend the **1st Placement Orientation Session** of T&P. Absentees will not be allowed to get registered with the Dept. of T&P.
2. All the 4th semester students of all branches are required to get registered with Department of Training and Placement as per the schedule declared and as per the instructions issued during the **1st Placement Orientation Session** of T&P.
3. After registration a student can switch over option once (to opt out of placement or interchange of option) before the 1st company visit. No request of change of option will be entertained after the 1st campus placement drive.
4. Student who wishes to appear for a particular campus placement drive must register with T & P Dept. for the drive. **NO PROXY REGISTRATIONS.** The registration would imply that the student has verified by himself/herself and has consented to the company profile, job profile, terms & conditions, package, bond & eligibility criteria. After registration, if student fails to turn up for the drive, he/she will not be considered for future placements.

ELIGIBILITY CRITERIA FOR PLACEMENT ASSISTANCE:

1. Eligibility criteria will be as per the norms of the company providing placement opportunity.
2. Prerequisite for placement:

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- a. **Campus Recruitment Training (CRT)** Completion with minimum 90% attendance.
- b. Academic Attendance of 75% on the date of campus placement drive is mandatory for every student in final year to appear in the campus placement drive of any company.
3. Students must update their record in T&P dept. after declaration of semester result (backlogs only). Regular semester results will be updated by T&P. This is very important because it is possible that the companies may reject the candidature of a student in case of incomplete data.
4. It is compulsory for all students to have **PASSPORT & PAN CARD** within 90 days of registration with T&P.

DIRECTIVE PRINCIPLES, RULES AND REGULATIONS:

1. Placement Cell will strive hard to provide placement opportunity to all its eligible and interested students of Final Year.
2. In order to achieve its placement objectives, the Training Cell shall organize various training programmes, Guest lectures, seminars, workshops, internship and other allied activities in addition to other similar academic/non-academic activities for ensuring employability of its students.
3. The Placement cell shall also strive hard to invite various reputed Companies/ Organizations for recruitment/ placement of its students in the field of their specializations.
4. It will be the endeavour of each student to co-operate with the Placement cell and to appear for opportunities offered for their Placement.
5. Any student having a job offer in hand will not be allowed to appear for any further placement opportunities unless and until all the eligible and interested students get one job-offer each in their hand. However students will be given chances of upgrading their placements offers in the subsequent company/organization has been conferred with a **“Dream Status”** or **“Core Company”** status by the Institute.
 - 5.1 The Institute may offer a **“Dream Status”** to any reputed company/organization which has a very strong brand equity and/or is offering a high salary package.

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- 5.2 **“Core Company Status”** will be given to only those companies whose operations are in the core sector of IT/BFSI/BPS.
- 5.3 **“Dream Status” /“Core Company Status”** will be granted to a particular company by the TPO of the college.
6. Once a student is enrolled with T&P Cell & if he/she fails to appear in any of the campus (in house/pooled/any other) drive of any company without submitting a written application with justified reason and documents will not be eligible to appear for the next 3 consecutive campus placement drives. Habitual absenteeism will not be entertained (Even if it includes the DREAM or CORE COMPANY).
7. It will be mandatory for all the students registered with T&P to appear for all the campus placement drive termed as **“Mandatory”** by the Dept. of Training and Placement irrespective of the type of company. The **“Mandatory”** status to any particular company will be provided by the TPO. Any student skipping any **“Mandatory”** status campus recruitment drive without a justified reason and advance information will be detained from any further campus placement drive.
8. Once all eligible students secure one job-offer each, the students would be allowed to appear for all the further Companies visit in for placement (inclusive of all types of campuses).
9. If a selected student in any company thorough the campus placement drive fails to join the company without any justified reason, he/she will not get no-dues clearance from the T&P Dept.
10. A notice of Placement Process once fixed will be communicated through E-mail or SMS to all the eligible students for that particular campus placement drive.
- It is important that all students must regularly check their E-Mail & SMS for getting information on Placement related activities.
 - It will be student's own responsibility to get updated on placement related process and activities. (In case of any query student can visit to T& P office)
 - Every student who enrolls with T & P Office and who has opted for **“Campus Placement”** in the registration form will be eligible (as per companies eligibility criteria) for all the Companies offering Placement.

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11. No preference related to Place of work will be entertained..
12. Students those who do not enroll with the T & P Office, shall not be allowed to take part in the placement process under any circumstances later.
13. The students must think well before enrolling with T&P and then act accordingly i.e. enrolling with T& P is an act of expressing your desire and confirmation to join the organization on its terms and conditions, if selected. In order to maintain the institute's commitment to the organization, students will have to join the company from which they have received the offer letter. They will not be allowed to reject an offer at a later stage as per the policy already specified and decided by the authority. It should be noted, that students represent their personal commitment and the institute's commitment by such positive action.
14. Adherence to time must be taken into strictly consideration.
15. Dress code is **STRICTLY FORMALS**. Those who don't follow the dress code will not be considered for placements.
16. Individual details and Academics details must be updated on regular intervals by students to Training & Placement coordinators.
17. Students are not authorized to communicate with the companies in any individual capacity when company visits our college for placement. **Any corporate interaction by any student at any stage before and after selection must be carried out in consultation with TPO.**
18. If a student appears in written test and does not appear himself/ herself in front of the interview panel without seeking prior permission from TPO, he or she will not be permitted for any future drives and will be detained for future placements.
19. If a student gets selected in any particular company and gets a joining date after one year of their passing year then in that case college authorities are not responsible for their joining preponement. Also in any case, if any company withdraws its offer letter/letter of intent at any stage before joining of any selected students, the T&P department and college or any authority will not be responsible for the same.

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20. Students should refrain from using recommendations for getting placed in a company/corporate. Strict action will be taken against such students who resort to malpractices or unfair means.
21. While attending campus interview, every student must carry the following:
 - a) College Identity Card
 - b) 5 number of pass port size colour photographs
 - c) 2 copies of the updated and signed resume
 - d) 2 set of photocopies of all relevant marks memos, certificates in a folder (self-attested)
 - e) Identity Proof- Photo copy of PAN Card or Passport or Driving License (self-attested)
 - f) Pens (Black & Blue)/Pencils/Stapler/Gum etc.
22. Students are expected to get enough information about the company, job profile and other details about the visiting company before appearing for any recruitment drive. It is compulsory for students to visit the website of the visiting company before the campus placement drive.
23. Students who are not eligible or are already selected by a company will attend their regular classes. Attendance Record of each drive is shared by T&P Dept. to all respective departments on regular basis.
24. Students should inform immediately about any change of Marks/Mobile number/Email ID to T&P Dept. **After selection, student should not change his Mobile number & Email ID till he/she joins the company.**
25. The department of T&P will also try hard to arrange campus placements of **No Criteria Companies for the benefit of the not eligible students.** The not eligible students should see that they get placed in the first opportunity of such companies which they get.
26. The institute [through the TPO] reserves its right to allow/ disallow any student from taking part in the placement process without assigning any reason there to.
27. Decision of the Institute would be final and binding on all. Request/grievances/issues will be referred to the Principal/Director forwarded through the TPO office.

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28. Any suggestions/modifications/deletion/grievances in respect to the above policies shall be considered, if found fit, on a case-to-case basis by the TPO *in consultation with the Principal* forwarded through the TPO office in writing by the student concerned.
29. The TPO in consultation with the Principal reserves the right to take decisions on the cases which fall beyond the purview of above mentioned Policy, Rules and Regulation statements.

RULES: IN CASE OF MULTIPLE COMPANIES ON SAME DAY

1. In a scenario where a student is sitting for multiple companies which visits the campus on the same day, the student can appear for any number of companies. But, he/she will have to accept the offer from the company which comes out first with its list and gives a final offer to him/her first.
2. The student will then be barred from appearing for any other company's placement processes and will be pulled out from their processes immediately, even if he/she is waiting to go in for an interview or GD.
3. The other companies will also be informed that the student is placed and he/she should not be considered further.

Student Placement Cell (SPC):

The Student Placement Cell shall comprise of Students Placement coordinators to ensure and assist in placement activities of the Institute.

The Student Placement coordinators will be appointed annually by TPO in consultation with the placement committee and HoDs and will have equal representation from 1st and 2nd year from each stream of study.

Student Members of the Placement Cell will be designated as Student Placement Coordinators [SPC]. SPC will be issued Certificate of participation/appreciation from the Department of T&P for their service while leaving the campus.

Tasks of SPC:

- Creating network and database of various corporate/ companies/ organizations who can be potential recruiters and internship providers.

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- Network and liaison with corporate/companies/organizations for exploring employment opportunities, projects [summer internship or short duration], survey /analysis project work etc.
- Coordinate with fellow students to collect data as and when required in specific formats, gather & share data and disseminate information pertaining to Placement Cell activities in campus, whether pooled or closed campus.
- Visit industries/corporate houses/companies/organizations within Vijayawada City as well as outstation to explore placement, internship and other opportunities.
- Identify and explore possibilities and opportunities of tie-ups with organizations for mutual benefit.
- Ensure smooth functioning of the Placement Cell and allied activities any other business/ work assigned by TPO from time to time in a time-bound manner.

Training and Placement Cell
Coordinator

Principal