Government College of Engineering and Research Avasari Khurd
Training and Placement Cell

PLACEMENT POLICY & GUIDELINES

The role of the Training and Placement Cell is of a facilitator and counselor for placement related activities. Training and Placement Cell provides free, unbiased placement assistance to all the desiring students as per the norms provided here.

Selection of Companies:

Companies will be invited and scheduled by the Placement Cell on the basis of the following parameters:

a) Job profile and growth prospects.

b) The package being offered by the company.

c) Past record of placement

d) Feedback from the Alumni regarding the company.

e) Recommended companies by students, parents, faculties and staff

Eligibility Criterion:

a. Student should get an aggregate of 60% OR 60% in each semester without backlogs etc. OR throughout from SSC onwards or as desired by the recruitment norms by company

b. Backlogs. Live backlogs after 6th Semester are allowed or not allowed as per company policy

c. Gap in education. Gap is allowed / not allowed after SSC/Diploma/HSC as per company policy.

Method 1-online

1. Company shares excel sheet and as per the sheet, registrations are invited by using google form for each company. Students are free to register / not register for the company

2. List of registered and eligible as per criteria will be submitted to the company

3. It is Company policy to shortlist further and allow students to appear for the drive. Students who were not allowed should concentrate on next drives.

4. Company representatives may share placed student list with TPO

5. Students are supposed to inform offer letters to TPO immediately

Method 2-online
1. Company shares a registration link by using email/WhatsApp/Telegram/ LinkedIn.
2. This link is shared with students
3. Company shortlists students and invite them for the drives. Sometimes Company informs list of students shortlisted in each round. Sometimes companies do not share such data.
4. Company representatives may share placed student list with TPO
5. Students are supposed to inform offer letters to TPO immediately

Method 3-offline

1. Company declares criteria, CTC, Job Profile, Location of job etc by email. Fixes date.
2. Company visits institute. A preplacement talk is arranged in campus.
3. Online/ Paper Pet test is conducted. Shortlisted candidates are allowed to appear next rounds
4. Coding Round/ Group Discussion round is conducted.
5. Thereafter Technical Interviews are conducted
6. Further shortlisted candidates are supposed to appear HR rounds
7. Final result is declared immediately or within 1 to 3 months. Email is received. Offer letters are received.

Method 4-offline pool campus drives

1. Company declares criteria, CTC, Job Profile, Location of job etc. by email. Fixes date. Invites students to one institute in Pune/ Ahmednagar/ Nashik
2. A preplacement talk is arranged in that campus. Students have to attend the drives by their own expenses. They must follow safety norms while travelling. This institute is not responsible for any unforeseen event.
3. Online/ Paper Pen test is conducted. Shortlisted candidates are allowed to appear next rounds
4. Coding Round/ Group Discussion round is conducted.
5. Thereafter Technical Interviews are conducted
6. Further shortlisted candidates are supposed to appear HR rounds
7. Final result is declared immediately or within 1 to 3 months. The result is communicated by email to students/TPOs. Sometimes the result is not communicated to TPO.
8. Students are supposed to inform offer letters to TPO immediately

Method 5- Data submitted by students to TPOs

1. TPO will collect placement data after 6th Semester result. It can be uploaded on placement portals which provide free placement services

2. This data will be shared to companies who want to recruit in bulk. The names of such companies will be announced on the the Telegram group so that students can entertain the emails received from such companies

Types of Criteria

A. Candidates who fulfill the all criteria declared by company will be Allowed to appear the drive/ e-pool drive/pool drive

B. Students with a 2nd class or 50% and no backlogs will also be considered for the placement if they satisfy company criteria and will be Allowed to appear the drive/ e-pool drive/pool drive

C. Students with backlogs will be allowed if a particular company allows students with one or two backlog subjects, they will be allowed to attend those interviews.

RULES FOR PLACEMENT

1. Placement season is an ongoing process which starts from July and ends on next December (July2021 for 2021-2022 batch and ends on December 2022). Students need not inform placement record from January onwards (e.g. For 2021-2022 batch January 2023). However, placement assistance will continue till there is demand from companies.

2. Students should maintain discipline and decorum in every activity during the placement process.

3. Under no circumstances should a student negotiate with a company executive about CTC offered during the course of the selection process. Any student violating this norm will be liable   to strict disciplinary action.

4. Any issues to be discussed should be forwarded to the respective Student Placement Representative and Asst TPOS to respective department and if not resolved it is his/her responsibility to take it up with TPO. If TPOs decision if not acceptable , appal can be submitted to Hon. Principal sir.

5. Placed student must inform their placement by campus drives/ pool campus drives /e-campus/ e-pool campus drives / off campus etc.

6. After placement, considering non-placement of other fellow students, one should stop applying/appearing drives.

7. He/she should apply to higher package companies if and if only there is rise in CTC by 50-60K per annum

8. Internships which may lead to a job will also be considered as placement in that company.

9. Any students who withdraw his/her name without a proper justification in the midst of a selection process will be disqualified from placement . He/She is free to search job.

10. Placement cell do not recommend to HR of any company for a placement. It fully lies on the capability of students to crack the selection process.

11. Any student who doesn't want to participate (opt out) in the placement process should write a letter to the placement committee about the reason for withdrawal.

Due to shortage of staff, digital drives, pool drives, hiding of placement information by students etc. the simple policies are stated above.

Other instructions

1. Students must be formally dressed whenever they participate in any sort of interaction with a company. Minimum formal clothes for men includes formal shirt and trousers with tie, and leather shoes. Minimum formal clothes for women include either a pair of Salwar-Kameez (no binge) or formal shirt and trousers with neck tie.

2. Students must keep their Identity Card with them at the time of PPT/Test/Group Discussion/ Interviews, and produce the same when demanded by visiting team or TPC staff or their representatives. Candidates must also always carry 4 copies of their resume and 2 passport size photographs for the GD/Interview of a company.

3. It is compulsory for every student to attend the Pre-Placement Talk (PPT) of a company in uniform for which he / she has applied otherwise he / she will not be allowed to sit in the placement process of that company

4. Students are expected to maintain decorum in all interactions with company officials such as PPT, written exam and so on. Students should reach for PPT/Test/Group Discussion/Interviews on time. Also, Students will not be allowed to leave the Hall before the PPT is completely finished. Any student found violating this will be liable to disciplinary action.

5. Students are not allowed to use mobile phones in the vicinity of a company official and also are forbidden to carry the question paper out of the examination hall after the written exam.

6. Student misbehaving in any manner with staff of Training and Placement Cell and student representatives will be debarred from Placement Session.

7. Correct and verifiable information should be produced in the resume. Any student found violating this rule will be de-registered from the Placement Session.

8. Student found adopting unfair means of any kind in placement procedure of any company the following policy will be adopted: The student will be debarred from participating in recruitment process of that company and the next 10 companies he/she has applied to

and/or shortlisted.

9. Students are adviced to select Joining date after 1st August or after 8th Semester examinations.

10. Once any student koins a company he/she should write an email to TPO about Joining date cc to Personel Manger/ HR Manager . It is mandatory for the student to work at least 24 months / Complete bond period with recruiter to maintain the relationship of the institute and industry.

If market situation and job scenario necessitate a revision in the Placement Policy, itwill be done in a manner so as to maximize the benefit to the student community as a whole.

Placement Process

1. Placement in GCOEARA is student-driven and it is transparent. However, all have to follow instructions of Company HR managers.

2. The placement committee will send emails to recruiters in contact. It is also important for students to be in touch with the Placement Office, for consultation and any specific individual issues.

3. Placement coordinators must assist ATPOs of their departments and TPO whenever it is required

4. Placed students can also act as coordinators for upcoming drives.

Dr. Sadanand S. Deshpande

tpo@gcoeara.ac.in

8806044524 WhatsApp

8459032813 Call

For any suggestions please write an email Subject: PLACEMENT POLICY & GUIDELINES

Date: 1.7.2020