



## **SNDT Women's University**

### **Placement Policy**

(This policy has been approved by the Management Council)

#### **I. Preamble:**

The purpose of the placement policy is to define the overall structure & processes of the Training and placement, and to structure the roles & responsibilities of the teams working on this process of placement.

#### **II. Definition:**

The Training and Placement Cell serves as a facilitator and placement counselor associated activities. The Training and Placement Cell assists all students with 100% placement. Before the placement process begins, the TPO will create a plan and communicate with HR/Recruiters.

#### **III. Scope:**

This policy relates to all Engineering, Management & other programmes which are a part of any program coordinated by the University. The role of Training & Placements is to provide placement assistance to graduating students.

#### **IV. Need of the policy:**

T&P will endeavor to bring together the students and the potential employing organizations and facilitate interactions between the two. For this purpose, T&P will correspond with organizations, arrange interviews for students and coordinate various placement activities. All placements will be routed through the T&P.

## **V. Objective:**

- Maximum number of students get on-campus placement
- Deserving candidates can have the opportunity to start their career with their preferred company
- To maintain the quality standards of the jobs offered
- To ensure that the whole team work according to the defined processes to achieve the common objective.

## **VI. Policy:**

- Placement season is an ongoing process that begins in July/August and can last until June of the following year, till many students are placed in various organizations.
- Companies visiting campus have a maximum bond period of two years, and students have the freedom to choose which company they want to work with.
- Students are given assistance before the placement process begins.
- If more than one mass recruitment company wants the day 1 slot, the results of the companies will be announced on the same day.
- If a student is placed in a Dream or Super Dream company, she is not permitted to sit for additional placements.

## **VI. Procedure:**

- **Types of companies:**
  - i. Only companies dedicated to a specific field are permitted. For example, Companies with engineering-related job roles are only permitted for engineering students, and companies with management-related job roles are only permitted for management course students.
  - ii. Companies that demand payment for training or internships are not permitted.

- **Cost to company (CTC) offered:**
  - i. The average CTC for an academic year is determined by reviewing the previous three years' records.
- **Dream company and super dream company criteria:**
  - i. Companies offering CTC  $\geq$  Rs 10 LPA are Dream Companies.
  - ii. Companies offering CTC  $\geq$  Rs 18 LPA are Super Dream Companies.
  - iii. Depends on the package offered by companies in that particular academic year.
- **Internship program:**
  - i. We follow the **ONE STUDENT ONE INTERNSHIP OFFER** policy
  - ii. Internship opportunities are offered to students in their second to fourth years.
- **Selection of companies:**
  - i. Companies will be invited and scheduled by the Placement Cell on the basis of the following parameters:
  - ii. Job profile and growth prospects.
  - iii. Reviews on the internet.
  - iv. Past record of recruitment.
  - v. Feedback from the Alumni regarding the company.

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

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