

Placement Policy: 2020-2021

- We have following Categories of Companies coming for placement process.

Name of the category	CTC Range
ELITE	Above 12 LPA
Regular	6.1 LPA - 12 LPA
Base	Up to 6 LPA

- There are mainly three types of offers given by companies
 - o SLI
 - o SLI + FTE
 - o FTE

SLI – Semester long Internship

SLI + FTE – Semester long Internship with Full Time Offer

FTE – Full time Offer

ONLY **Two offers (maximum)** shall be permitted to a student, upgrading offer would be according to following Matrix

Matrix of offer Upgradation

Offer Category	Existing Offer Type	Upgradable do
Base Category[B]	SLI	R (SLI, SLI+FTE, FTE), E (SLI, SLI+FTE, FTE)
	FTE + SLI	R (SLI, SLI+FTE, FTE), E (SLI, SLI+FTE, FTE)
	FTE	R (SLI, SLI+FTE, FTE), E (SLI, SLI+FTE, FTE)
Regular Category[R]	SLI	E (SLI, SLI+FTE, FTE), R (FTE+SLI, FTE)
	SLI + FTE	E (SLI, SLI+FTE, FTE)
	FTE	E (SLI, SLI+FTE, FTE)
Elite Category [E]	SLI	E (SLI+FTE, FTE)
	SLI + FTE	None
	FTE	None

For core ECE/ME Students

Name of the category	CTC Range
Elite	Above 5 LPA
Regular	Up to 5 LPA

1. The students of said branches if selected in non-ECE/MME/ME (i.e. in their non-core area) companies first, will be given opportunity to sit for the ECE/MME/ME Company irrespective of the category and number of job offers later on.
2. Students if selected in a core company first, is not allowed to upgrade offer in Non-core company
3. At any stage, if a student gets an offer from ECE/MME/ME Company, he/she can upgrade to Regular or Elite offer subject to new offer being only by ECE/MME/ME Company according to the matrix as given above.

Off campus Placement

4. The students are not allowed to directly approach the companies that are coming to LNMIIT campus for off campus placements, as this affects the company-institute relations adversely. If you get to know about the openings in such companies either through social media, Alumni connect or any other mode then you need to route it through TPC. This is advised in best interest of students because there might be some negotiation done by TPC which would not be applied to off campus modes.
5. Student securing an offer from campus (SLI, SLI+FTE) would be allowed to go for **SLI** in an Off-campus company as per the matrix of Offer Upgradation given.
6. If a student gets an offer from campus (FTE, SLI+FTE) and another offer **off- campus** (SLI, SLI+FTE) by his own means. He should inform and specify the reason to TPC if he is joining the **off-campus** company. Also, the student is required to confirm their choice within one week once he/she gets the second offer. Failing for same a disciplinary action will be taken.
7. If a student gets an on campus offer and later he gets an off campus offer by his own means and accepts the same. Then he is not allowed for any further offer from the campus.
8. If a student gets an off campus offer first and wants to sit in on campus process then he is allowed for one upgradation in a company offering **1.5 X the CTC of off campus offer**. In such case student has to join the second company i.e on Campus Company only and cannot choose between the two offers.

PPO (Pre Placement Offer)

9. If a student gets a PPO, it is mandatory for him/her to disclose this to TPC in order to sit for On-campus opportunities. He/ she is allowed to sit for on-campus companies offering 1.5 X of package offered in PPO. He/ She can upgrade for one offer.
10. If a student donot disclose his/her PPO information to TPC and TPC gets to know about the same then the student is not allowed for any further on campus drives.
11. Only one SLI will be approved from college. If a student gets a PPO which includes SLI then he needs to inform TPC about the same. If he fails to inform TPC and get an offer from campus then on campus SLI will only be approved.
12. If a student gets a PPO (which does not include SLI) or an FTE offer from campus then he/ she is allowed to go for SLI in a company irrespective of category upgradation subject to approval of SLI as per the prevailing process. The said student should update his final choice of joining as FTE before completion of SLI. The On campus help in getting an SLI in such case can only be provided based on the interest of the company whether they want to allow students who are already having an FTE offer or not.

Accepting an Offer

13. The company shall provide offer letters to the Placement Office and not directly to the students and if a student gets it directly from the company he must inform TPC for further process.
14. A time period will be declared within which the students have to inform the Cell regarding his/her decision on the offer. If he/she fails to do so, it shall be assumed that the offer has been rejected by him/her.
15. Proper due-diligence should be done before formally accepting a job offer. Declining an offer, after formal acceptance, is violation of code-of-conduct & will be dealt accordingly. The student would not be allowed for further upgradation.
16. A student who has accepted an offer is expected to join on the given joining date.
17. If a student after receiving an offer, appears for upgrading the offer in a company of upper category and if he gets selected in that company of upper category then that will be the final offer for him .He will have to accept that offer and previous offer automatically stands cancelled.
18. If a student appears for a company X and before X declares the results, another company Y visits college and he/she gets selected in X and Y both then it would be definitely his decision to choose between X and Y . The number of offers received by student will be counted as **one if both companies fall in same category.**

Semester Long Internship (SLI)

19. The process of approval of Semester long internship is governed by policies laid by Academic department. The application is first screened by Training and Placement officer and after his recommendation the same is sent for further process to academic department.
20. There will a deadline to apply for approval for SLI. Failing to adhere to the deadlines will disqualify you to go for an SLI. Detailed information will be shared by the Academic section once they start accepting the SLI applications.
21. The students are advised to choose their semester long internship after a thorough research and as per the prevailing policy so that there is no last minute changes. After approval of semester long internship no request for change of SLI will be allowed unless it is allowed as per the given rules of placement policy.
22. No student is allowed to leave the internship in between. You have to complete the duration of the SLI as per terms of the company.

Student Code of Conduct

23. It is mandatory for students to register for the company to participate in the placement process of the company.
24. Registration deadlines of companies are very strict .So all students, if interested for the process of a company should register before the deadline given. No one will be allowed to register for a placement process once the deadline is passed.
25. Attendance in PPT (Pre Placement Talk) **is mandatory after registration**, to be eligible for further placement drives.
26. Student have a fair chance to inform their decision with valid reason of not continuing for the placement process to TPC after PPT.
27. We give ample of time for registration. Within that time, you should do proper research regarding the company and then only apply for it. After registering for the company, if you don't turn up then you will be **debarred** as per the debarment rule from the further placements. Also if found that you have deliberately failed or spoiled the placement process then you will not be allowed for any further drives.
28. You are strictly prohibited to writing any derogatory remarks regarding company or their process on social media (e.g Glassdoor, Linked in etc.) and company's website etc. A strong action will be taken on such candidates and the case will be submitted against them to the other disciplinary committees of the institute. Please note now a days companies can get details of the people posting negative remarks anonymously and file a suit against them.
29. It is mandatory for all students appearing for any process of campus drive to come in formals including footwear of right type. For boys it is mandatory to be clean shaven or have beard trimmed properly.

30. Students must keep their Identity Card with them at the time of PPT/Test/Group Discussion / Personal Interviews and produce the same when demanded by the visiting team or TPC staff. (PPT - Pre Placement Talk)
31. All post job-offer communication between student and Company should be channelized only through the placement cell.
32. Direct communication with the company officials is **Not Allowed**.
33. For the Pool campus drives in other college or if the company conducts any round outside the campus, the students who have registered / selected should compulsorily participate in the process. Students remaining absent in such cases will be **debarred** as per the debarment rule **for any further placement opportunities**.
34. Any kind of misbehavior / complaints reported by the company officials will be taken seriously and if proven, the student will be debarred from future campus placements and the case will be forwarded to disciplinary committee of the college for further action.
35. During pool drive i.e drives which take place out of college, once you register you cannot back out. It takes a lot of efforts to convince the TPO of other colleges and companies to allow you to appear for the drive and arrangements for the transportation are also done keeping in mind the number of students registered for the drive.

Debarment Rule:-

36. Any indiscipline by the student regarding not obeying placement rules at the first instance will lead to his disqualification from next **THREE** companies in which is eligible (as per academic criteria & preference mentioned in priority form). Repeating the indiscipline further will lead to permanent disqualification from complete session.
37. If the nature of indiscipline is of high severity, impacting the reputation of the institute then above mentioned chance would not be given and the student would be immediately disqualified from complete placement session.

Non Acceptance due to Further Studies

38. If a student does not accept an offer because of him/her pursuing higher studies (in India or abroad), the student needs to inform the placement cell as soon as possible along with the letter/offer received by the university.

Disclaimer: -

1. The role of the TPC (Training Placement Cell) is of a facilitator for placement related activities. TPC does not guarantee a job .
2. The TPC does an extensive background checks of the companies coming for campus drive. Every student is advised to do a thorough research about the company and takes his/her decision accordingly. Registering or not registering for a company is student's own decision.
3. The policy above has been defined to meet the aspiration of maximum students. This is a dynamic process and the policy will be updated as per the need of the hour.

NOTE:

- 1. Training and Placement Cell holds the right to make necessary changes in the placement policy during the placement session.**
- 2. The Guidelines for eligibility and approval process for SLI will be issued later on as decided by the Academic council.**

At the discretion of the Placement Office, but based on a clear policy certain offers are put into **Super Elite category**.

All students (even if they have used their switch) can sit for a Super Elite category company. However, if a student gets an offer in a SUPER ELITE company, his/her previous standing offer is rejected and the student is out of the placement process (even further SUPER ELITE companies)