

Document submission for Company Coordinator
Placement team 2022-2023

Name: Jishu Raj Baruah

Roll No: 213110045

M.Tech in Corrosion Science and Engineering specialization

MEMS Dept.

IIT Bombay

Contact Number: 8473865027

Email id: 213110045@iitb.ac.in

Section-1

STATEMENT OF PURPOSE

My name is Jishu Raj Baruah and I am doing MTech in corrosion science and engineering specialization, MEMS dept. IIT Bombay. I am applying for the post of Company Coordinator for the session 2022-2023.

In the groundwork that I have done for this post, I have known the role that Company Coordinator play is sovereign. If done with full devotion will bring smile in student faces and that satisfaction is something one can get with helping others in achieving their dreams. I understand the humongous efforts and patience required for networking with about 300+ companies, dealing with rejections, negotiating with the company for timing slots and profiles would be immense. But this would also give me an opportunity to hone my communication skills, network with others and also push my boundaries so I can improve as an overall human being. The placement that was taken last year is online but by this time placement would be most probably in offline mode, this can be challenging for me but I will make sure that I will improve upon my predecessor's work and leave a lasting legacy that will be remembered for days and will make my fellow batchmates proud.

ACADEMIC DETAILS

Education	Institute	Specialization	year	CPI/%
Post Graduation	IIT Bombay	MM4, MEMS Dept.	2021-2023	8.36
Graduation	JEC, Assam	Mechanical Engineering	2015-2019	81.2
Higher Secondary	J.B. College, Jorhat	Science(P-C-M)	2013-2015	80.4

POSITIONS OF RESPONSIBILITIES

- Music convenor in 2018 (JEC, Assam)
- Member of event organizing team ,techno-cultural fest (Pheonix), JEC Assam

SECTION-2

PROBLEM COMPANIES

- **Asian Oilfields Services (CC-Sana Firdaus)** : HR was very interested in recruitment from IIT B initially, but later didn't open JAF for signing.
- **Myntra (CC-Farheen Bano)**: Company backed off at the last moment, because they got the Day 4 slot. All time and effort went into vain due to this issue of slotting.
- **Arpwood Capital (CC-Farheen Bano)**: HR was adamant that they will be coming for recruitment only if day 1 slot will be provided . After discussing with the PM, they were provided Day-1 slots.
- **Mastercard**: The HR was very rude and didn't reply to messages and emails sent by CC. HR used to talk to PM directly and not CC. Because of HR's negligence, process got delayed.
- **Jotter.ai** : The company was initially excited but couldn't come in phase 1. In phase 2, company filled the JAF but later on backed off and didn't respond. HR was unresponsive even after commitment.
- **Curefit**: The company was initially very excited when CC contacted the HR but later backed off.

PROBLEMS FACED BY CCs AND OTHERWISE

- Companies were adamant on getting the earliest slots and thus requiring CC to disclose their slots before filling the JAFs.
- **Lack of transparent communication channel between PMs, CCs and DPCs** : All the work done at one end does not always reach the other end. The lack of communication in the slotting affects the negotiations of CCs with companies.
- Various companies changed the JAF criteria later in the process and few also changed the distribution of the package.
- In some situations when placement registration fees were waved off, then various new companies were not serious and left without recruiting even after conducting the whole process.
- HRs sometimes changes their conditions at the end moment, for example they demand more tests and interview rounds just before the process or during the process itself.
- Sometimes there is seen some lack of transparency between PM and CC. PM reserved slots for different companies and wasn't told to CC about it.

- A lot of HRs doesn't fill the JAF on time even after lot of pursuance which delays the JAF verification process and disturbs the schedule of tests for which already there are limited slots for conducting tests.

WISHLIST COMPANIES

Facebook	Agnikul Cosmos	Myntra	LinkedIn
Motorwala Noida	Bellatrix Aerospace	DRDO	hBits online
DuPont	Philips semiconductor Bengalore	ISRO	Ward Ferry
Mott Macdonald	Tata Elxsi	Cisco	Wistron

SECTION-3

DRAWBACKS/ BENEFITS OF A HYBRID (ONLINE + OFFIINE) PLACEMENT SEASON

Drawbacks:

- 1) In case of online placement season there is problem of unstable power supply and internet connection.
- 2) During offline season there can be hassle in the placement process.
- 3) In online placement season there can be mishandling of companies after transferring of to APC.

Benefits:

- 1) In offline scenario, CCs/ APCs can directly talk to HRs, can pitch and convince them in a better way for different departments to include in the process or for hiring more students.
- 2) Foreign companies which do not have their branches in india, can also participate online through any part of the world which don't involve any prerequisites and this increases the chance of students getting placed in such a reputed organization with good packages.
- 3) Waving of placement fee registration is possible due to online, thus few companies like apple which contradicts paying these fees will come for recruitment.

SUGGESTIONS AND INITIATIVES TO AVOID PROBLEMS MENTIONED IN SECTION-2

- 1) JAF verification: We can add a deadline for the company to fill the JAF once we send them request to fill the JAF.
- 2) The registration fee from the companies can be taken even before their JAFs are verified , so that we don't have any confusion. For convincing companies we can use various arguments like its one-time charge and all the stakeholders are paying charges so that everyone gets benefitted equally.
- 3) To avoid communication channel gap among the CCs, DPCs and PMs, meetings should be conducted periodically so that it doesn't indirectly affect the process of negotiations of CCs with HRs of the companies.

CURRENT INTERACTION BETWEEN CCs AND DPCs

- The interaction between DPC and a CC should be unbiased , transparent so that the placement process take place efficiently.Coordinators should not be biased towards a particular department/ specialization/ person throughout the placement process.
- As we are working together as team so mutual trust between CCs and DPCs is to be maximum.
- While working for the placement there is the need of developing quick bond among the coordinators and for that icebreaking sessions can be conducted. It is seen often that due to absence of ice breaking sessions the DPCs and CCs lack interacting with each other which can raise many problems.

CURRENT PHD PLACEMENT SCENARIO

Limitations	Potential solutions
<ul style="list-style-type: none">• No representative at dept and insti level which makes it tough for flow of informations.• Only a few specific profiles, especially RnD are open for PhDs.• No one pitches for PhD students.• JAF issue is the major issue PhD guys face.• PhD student loss many companies due to last minute registration process.• One misbelief among companies that PhD students will go to teaching or post Docs.	<ul style="list-style-type: none">• Encourage PhD students to take registration process seriously.• Encourage DPCs to make list of RnD companies related to the department so that they can be invited for campus placements.• Document required for verification must be made clear.• A portal can be made available to the companies which will display the research areas of our department.

DATA MINING

The data mining can be done through following ways:

- 1) Using Centralized company list (CCL): We can contact the HRs of the companies and verify whether they are with the same firm or not and if not, find the details of the new HR and find the company joined by the HR who was previously associated.
- 2) Alumni/Acquaintances/professors/regular journals : Contacts can be acquired through alumni, acquaintances, proffesors or through regular journals.
- 3) LinkedIn/SalesQL/Snov.io: The HRs can be contacted via LinkedIn/SalesQL/Snov.io too.
- 4) A portal can be made where our alumni can directly post or connect to us if there are new openings in their firm.