



**PLACEMENT POLICY (2019-2020)**

- Every student who registers for placement with T & P Office is bound by the terms and conditions in this Placement Policy.
- Recruiters have been categorized as Normal (CTC up to 5 LPA), Dream (CTC 5 LPA to CTC 9 LPA) and Super Dream (CTC 9 LPA and above) on the basis of salary offered, company reputation, job profile offered, etc.
- On securing one offer, the candidate is not permitted to participate in the process in the same category. However, students placed in the normal category may choose to attempt the placement process for a dream/super dream company.
- Subsequent to securing a **dream/core** offer, **only one attempt** will be permitted to the student in Super Dream Category (CTC 9 LPA and above).
- As a standard procedure, the results of the selected students are declared as soon as the selection process by the company is over. However, due to some unforeseeable reasons, if a company of the dream category is unable to declare their results before the next dream company visits the campus, then the students are eligible to apply for the next dream company. But, if the student is selected in the second dream company and subsequently he gets selected by the first dream company, then he can join the first dream company if and only if there is a **difference of 20% or more in the CTC** of the two companies.
- Those who secure a Dream or Core Offer can pursue higher education only after working for a period of at least 1 year (or as specified by the company) in the Company, excluding internship period. These students will have to intimate T & P Office about their higher education plans and submit the copy of admit card/score card of various entrance exams they have appeared for. LOR will be issued only after verification by T & P office.
- Once registered, students will not be allowed to withdraw their candidature from a particular campus recruitment drive without the consent of the TPO. Any student who withdraws candidacy, rejects offer at any stage, remains absent from any rounds during recruitment process without sufficient reason, **will be penalized as per the TPO rules.**
- Any student, who approaches the company officials for revaluation of aptitude test, etc. without consent of TPO will be disqualified from T & P activities permanently.
- Some of the recruiters ask for their performance in the **Mock Tests, Training Sessions**, etc. conducted by T & P Office and feedback about their general behavior from concerned Faculty Members and Departmental Heads. Therefore, the students are advised to adhere to the Academic and other Disciplinary rules of the Institution.
- **Students are required to note that the Training & Placement Services are a facility offered by the Institution and cannot be interpreted as a guarantee of a job offer. The decision regarding making job offers is left to the discretion of the companies participating in the Campus Recruitment.** At the end of academic year, if any student is not placed, T & P Office can extend support to such students, only for off-campus recruitment drives.
- In order to encourage entrepreneurship, Deferred Placement policy has been introduced from the year 2015- 2016. The students who intend to start their own START UP can start their venture. **However in case they do not succeed due to some unforeseen reasons they would be permitted to sit for the placement process two years after they pass out.**
- The following rules will be followed by students opting category 1 (Semester long internship) :
  - Students opting for placements can sit for companies offering both 6 months internship and placement.
  - Students opting for higher studies are eligible to sit for only those companies offering only internship and no PPO at the end of the internship. These students are eligible for **Normal Companies.**
  - If any student is offered a position in a company offering only placement, he/she can do a research / project / equivalent work in IIT / BARC / any other recognizable institute.
- The following rules will be followed by students opting category 2 :
  - Students opting for placement are eligible for only those companies offering only placements.
  - Students opting for higher studies are eligible to sit for only normal companies.
- For any clarifications/suggestions please contact your respective class T & P Coordinators or mail on [tpc@spit.ac.in](mailto:tpc@spit.ac.in)

  
Vinod Sikka

Head, Placements and Corporate Relations



Dr. Prachi Gharpure  
Principal

### PENALTY POINTS

In any case of violation of norms proposed by the TPO, the following penalty points will be applicable:

If students do not abide by the code of conduct (Formals**, decorum during the process, not bringing the required documents for the process (resume, photographs, etc.)) OR If students register for a training session and fail to attend the session.	1 point
If students register for any of the companies visiting the campus and fail to attend the company's Pre-Placement Talk or the first stage of the company's placement process.	2 points
If a student is selected for a particular round of a company's process and fail to attend that particular round or any rounds that follow i.e. leaves the process mid-way	3 points

**\*\* All Students participating in the recruitment process are required to come in formals with the following attire:-**

- Formal LIGHT COLORED (white, light blue, off-white or similar light shades) shirt with Tie
- Formal Trousers
- Formal Shoes and belt

On accumulation of the aforementioned points, the following penalty protocols will be initiated:

The student will be debarred from the next company in which he/she is eligible.	3 points
The student will be debarred from the next 3 companies in which he/she is eligible.	6 points
The student will be debarred from the next 5 companies in which he/she is eligible.	8 points
The students will be out of the placement process	10 points

All demerit points obtained during the training sessions will be carried forward to the placement process.

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