

# Machine Learning Predictive Model of Job Placements for Undergraduate Students

Pranav Manjunath  
Renu Prasad Kumar  
Kavya N P  
Pavan Kumar V

Prof. Prajwala T.R  
Batch No. - 33

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# Problem Statement / Definition

## 1 Using the PESIT – BSC placement data, we aim to,

- Build an application to predict job placements for undergraduate students using PESIT BSC placement data from 2013-2019. A special feature of the application is the feedback/advice mechanism. Based on the predicted CTC and type firm, the model will predict and display the appropriate feedback/advice from PESIT alumni.
- The application consists of a tab regarding exploratory data analysis of placements in PESIT. This will help the students identify trends in the placements that occur in PESIT BSC.
- The application uses three sources of datasets, PESIT BSE Placement Dataset, Survey Dataset, Seniors Feedback dataset. The backend model uses the machine learning algorithms for the predictive analysis.



# Motivation of the Work

1.5 million engineers are produced in India every year. Unfortunately, the number of jobs available are not increasing at the same rate. Due to the intense competition, it is extremely necessary to understand the requirements needed to be placed in a company. Using previous students' placement data, we can analyse the type of jobs offered and the students' profile that were placed. With this, we can provide insights to aspiring students to help them attain their dream job. Students should also be aware and have knowledge of the trend of job markets.



- **A Review on Student Placement Chance Prediction** - 2019, Liya Claire Joy and Asha Raj
- **A Composer System based on Meta-Learning for Student Performance Prediction** - 2018, Animesh Giri, Abhishek Kumar Jham Manasa U Hegde
- **Student placement analyzer: A recommendation system using Machine Learning** - 2017, Sentkil Kumar Thangavel, P. Divya Bkaratki, Abijitk Sankar
- **Prediction of Campus Placement Using Data Mining Algorithm-Fuzzy logic and K nearest neighbor** - 2016, Mangasuli Sheetal B, Prof. Savita Bakare

# Literature Survey

- **VRITTHI – A Theoretical Framework for IT Recruitment based on Machine Learning Techniques applied over Twitter, LinkedIn, SPOJ and GitHub Profiles** - 2016, Animesh Giri, Abhiram Ravikumar, Sneha Mote, Rahul Bharadwaj
- **A Performance Prediction System Using K-Nearest Neighbours Classifier** - 2016, Animesh Giri, M Vigensh, Bysani Pruthvi and Naini Dubey
- **A Data Mining Approach For Predicting Student And Institution Placement Percentage** - 2016, Ashok M V and Apoorva
- **Application of Data Mining in predicting placement of students** - 2016, Karan Pruthi, Parteek Bhatia



- **A Data Mining Approach For Predicting Student And Institution Placement Percentage** - 2015, Ajay Shiv Sharma, Swaraj Prince, Shubham Kapoor, Keshav Kumar
- **Mining Educational Data for Students' Placement Prediction using Sum of Difference Method** - 2014, Ramanathan L, P. Swarnalatha, Deverajan Ganesh Gopal
- **Classification Model of Prediction for Placement of Students** - 2013 , Ajay Kumar Pal and Saurabh Pal
- **Applying Data Mining Techniques for Placement Chance Prediction** - 2010, Sudheep Elayidom, Sumam Mary Idikkula, Joseph Alexander, Anurag Ojha

# Methodology

- Data Preprocessing
- Comparison of Algorithms
- Final Selection of Algorithms
- Building the Front End
- Connecting Back End with Front End

# Original Dataset

Attribute	Data Type
Serial No	Continuous
USN	Continuous
Student Name	String
Branch	Discrete
Company Placement	Discrete
Company Tier	Discrete
Gender	Discrete Boolean
10th % and 12th %	Continuous
Year of 10th and 12th Pass	Discrete
12th College Name	String
Individual Semester % till 6th Sem	Continuous
Aggregate % till 6th Sem	Continuous
DOB	Date/Time
Father Name	String
Admission Entrance	Discrete
CET Rank	Continuous
Comedk Rank	Continuous

Figure: Original Placement Dataset Attributes

# Data Pre-Processing

Removed Attributes that did not impact the target attributes:

- Serial No.
- Student Name
- Student USN
- Father Name
- DOB

# Data Pre-Processing

Each firm has been classified based on their CTC (Tier 1, Tier 2, Tier 3), Type and Domain.

Firm Name	Firm Type
HCL	MNC
Amazon	MNC
Pharめeasy	Private
Cognizant	MNC
Goldman Sachs	MNC

Figure: Firm Classification

# Data Pre-Processing

The 10th, 12th, Semester Marks and the aggregate Semester Marks have been discretized to classes.

Original Values	Converted Values
Equal or Above 80	First Class with Distinction (FCD)
”60-79”	First Class (FC)
”40-59”	Second Class (SC)

Figure: Discretization of Marks

# Data Pre-Processing

**Survey Dataset** - We surveyed our seniors asking a few questions.

- Firm Type
- Firm CTC
- Employee Satisfaction
- Career Growth
- Feedback

# Data Pre-Processing

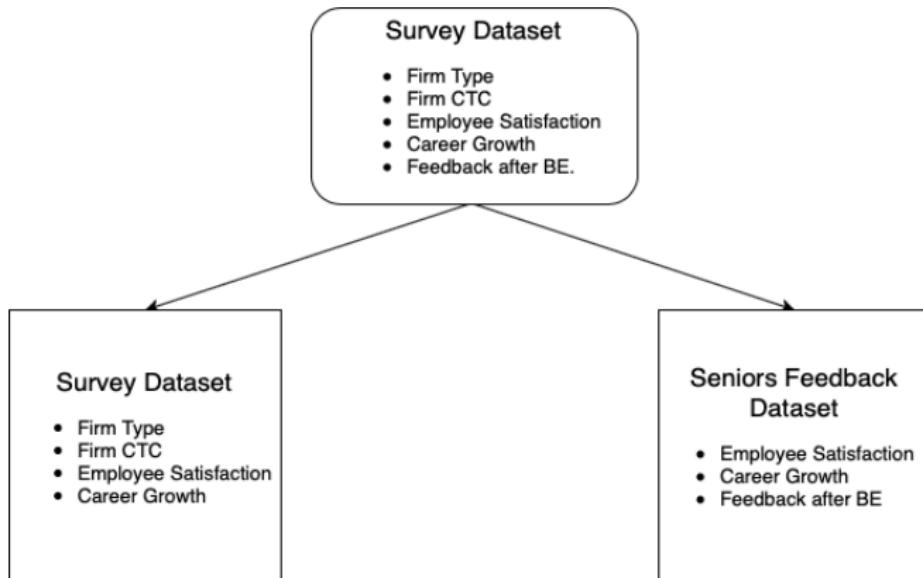


Figure: Survey Dataset Split

## Placement Dataset

Gender(Male,Female)

Admission(CET/COMEDK/MANAGEMENT)

10th Standard Marks

12th Standard Marks

Every Semester Marks - 1 to 6 (FCD,FC,SC)

Aggregate Percentage (FCD,FC,SC)

Branch (CSE,ISE,ECE,ME)

Firm Tier ( Tier 1, Tier 2, Tier 3) "**Target**"

Firm Type (MNC, Private) "**Target**"

Figure: Placement Dataset



# Final Dataset

Branch	Gender	10th%	12th%	Sem_1	Sem_2	Sem_3	Sem_4	Sem_5	Sem_6	Aggregate	Admission_Entrance_Exam	Company	Tier	Company Type
MECH	Male	FCD	FCD	FC	FC	FC	FC	FC	FC		CET	accenture	3	MNC
ISE	Female	FCD	FC		COMED-K	accenture	3	MNC						
CSE	Male	FCD	FC		COMED-K	accenture	3	MNC						
ECE	Male	FCD	FCD	FC	SC	FC	FC	FC	SC		COMED-K	accenture	3	MNC
CSE	Male	FCD	FCD	FCD	FC	FC	FC	FC	FC		CET	accenture	3	MNC

Figure: Placement Dataset

# Feature Importance - Company Type

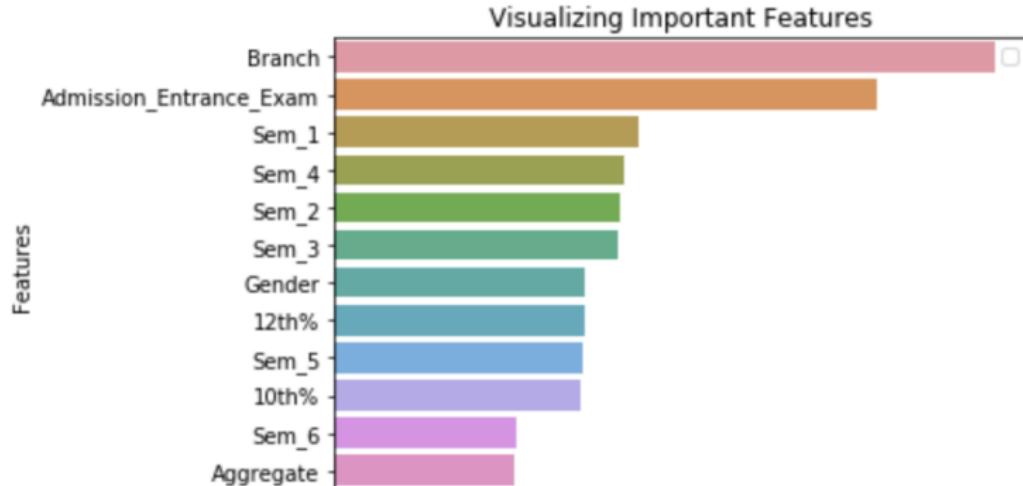


Figure: Feature Importance - Company Type

# Feature Importance - Company Tier

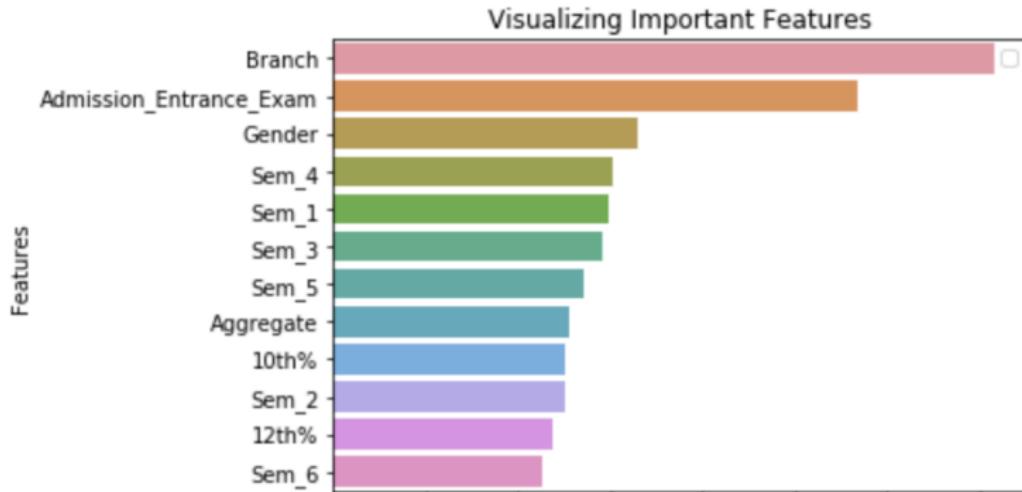


Figure: Feature Importance - Company Tier

## **Survey Dataset**

Firm Type

Firm Tier

Career Growth "Target"

Employee Satisfaction " Target"

Figure: Survey Dataset Attributes



# Final Dataset

Type	Firm CTC	Satisfaction in your Company	Ability to Grow in the industry
0	2	Very Satisfied	Mid Growth
0	2	Not Satisfied	Low Growth
0	1	Very Satisfied	High Growth
0	3	Satisfied	Mid Growth
0	2	Very Satisfied	High Growth

Figure: Survey Dataset

**Seniors Feedback**

Employee Satisfaction

Career Growth

Feedback "**Target**"

Figure: Seniors Feedback



# Final Dataset

Satisfaction in your Company	Ability to Grow in the industry	Choice
Very Satisfied	Mid Growth	Higher Studies
Not Satisfied	Low Growth	Work
Very Satisfied	High Growth	Work
Satisfied	Mid Growth	Work
Very Satisfied	High Growth	Work

Figure: Senior Feedback Dataset



# Hardware Requirement

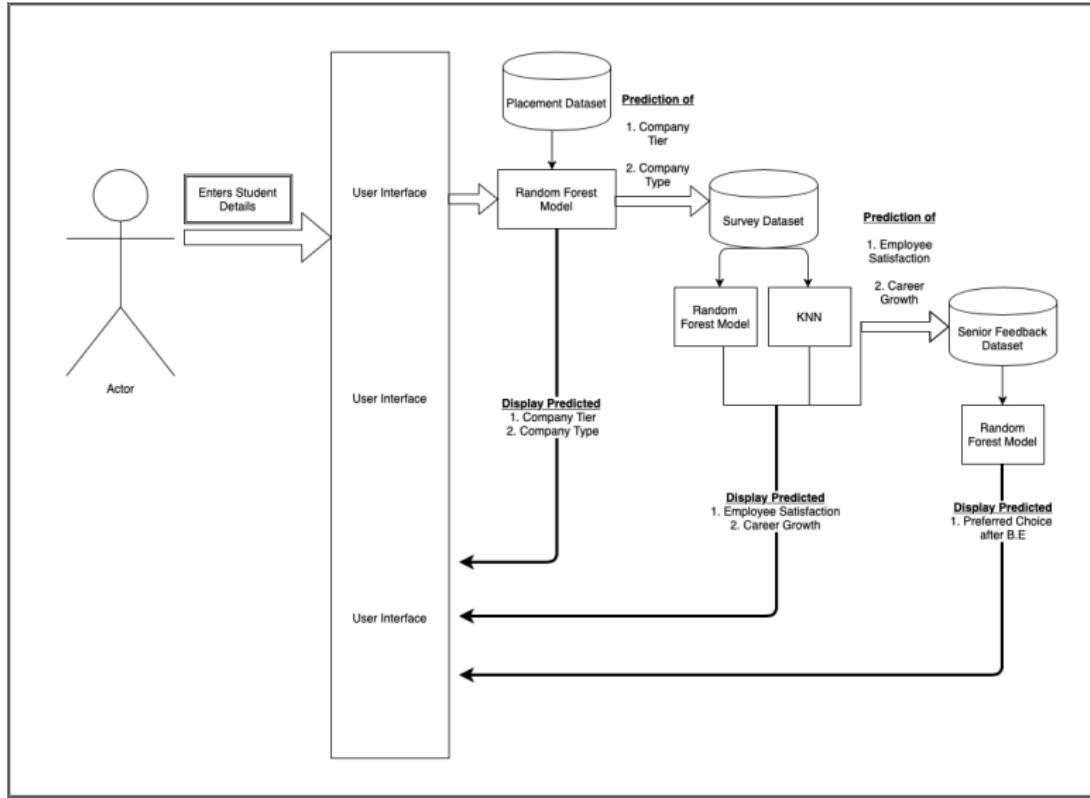
- Processor: Pentium core, 64 bit processor
- RAM: 4GB
- Disk Space: 1 GB
- Keyboard: Standard PS/2 keyboard
- Mouse: 2 or 3 button mouse
- Monitor: Generic pnp monitor

# Software Requirement

- Operating System: Ubuntu (Linux)/MAC OS/Windows
- Programming Language: Python
- Tools Used: Jupyter Notebook, Spyder



# System Architecture



# Prediction of Company Tier

Prediction of Company Tier:

Algorithm	Accuracy	Classification Report		
		precision	recall	f1-score
ANN	57.18%	0	0.36	0.36
		1	0.43	0.38
		2	0.69	0.74
		micro avg	0.57	0.57
		macro avg	0.49	0.49
		weighted avg	0.56	0.57
		samples avg	0.57	0.57
		precision	recall	f1-score
		1	0.53	0.42
		2	0.41	0.32
		3	0.70	0.83
		accuracy		0.61
		macro avg	0.55	0.52
		weighted avg	0.59	0.61

Figure: Company Tier Prediction

# Prediction of Company Type

Prediction of Company Type:

Algorithm	Accuracy	Classification Report		
		precision	recall	f1-score
ANN	79.94%	1 0.84 2 0.20	0.94 0.07	0.89 0.11
		accuracy macro avg weighted avg	0.52 0.73	0.80 0.50 0.76
Random Forest	81.60%	precision 0 1	recall 0.85 0.29	f1-score 0.95 0.11 0.90 0.16
		accuracy macro avg weighted avg	0.57 0.76	0.82 0.53 0.78

Figure: Company Type Prediction

# Prediction of Career Growth

Algorithm	Accuracy	Classification Report			
		precision	recall	f1-score	
KNN	62.83%	High Growth	0.63	0.95	0.76
		Low Growth	0.00	0.00	0.00
		Mid Growth	0.62	0.27	0.37
		accuracy			0.63
		macro avg	0.42	0.41	0.38
		weighted avg	0.53	0.63	0.54
		precision	recall	f1-score	
Random Forest	64.70%	0	0.00	0.00	0.00
		1	0.52	0.64	0.57
		2	0.71	0.85	0.77
		accuracy			0.65
		macro avg	0.41	0.49	0.45
		weighted avg	0.54	0.65	0.59
		precision	recall	f1-score	
Decision Tree	61.94%	0	0.77	0.76	0.76
		1	0.00	0.00	0.00
		2	0.42	0.67	0.51
		accuracy			0.62
		macro avg	0.40	0.47	0.43
		weighted avg	0.56	0.62	0.58
		precision	recall	f1-score	

Figure: Career Growth Prediction

# Prediction of Employee Satisfaction

Algorithm	Accuracy	Classification Report		
		precision	recall	f1-score
KNN	64.90%	Not Satisfied	0.00	0.00
		Satisfied	0.52	0.64
		Very Satisfied	0.71	0.85
		accuracy		0.65
		macro avg	0.41	0.49
		weighted avg	0.54	0.65
		precision	recall	f1-score
Random Forest	61.94%	0	0.77	0.76
		1	0.00	0.00
		2	0.42	0.67
		accuracy		0.62
		macro avg	0.40	0.47
		weighted avg	0.56	0.62
		precision	recall	f1-score
Decision Tree	64.70%	0	0.00	0.00
		1	0.52	0.64
		2	0.71	0.85
		accuracy		0.65
		macro avg	0.41	0.49
		weighted avg	0.54	0.65
		precision	recall	f1-score

Figure: Employee Satisfaction Prediction

# Prediction of Preferred Choice after B.E

Algorithm	Accuracy	Classification Report		
KNN	85.29%	precision	recall	f1-score
		Higher Studies Work	0.79 0.88	0.75 0.90
		accuracy		0.85
		macro avg	0.83	0.82
		weighted avg	0.85	0.85
Random Forest	86.47%	precision	recall	f1-score
		0	0.82	0.75
		1	0.88	0.92
		accuracy		0.86
		macro avg	0.85	0.83
		weighted avg	0.86	0.86
Decision Tree	86.12%	precision	recall	f1-score
		0	0.82	0.75
		1	0.88	0.92
		accuracy		0.86
		macro avg	0.85	0.83
		weighted avg	0.86	0.86

Figure: Preferred Choice after B.E Prediction

# Final Algorithms

Prediction Of	Algorithms
Company Tier	Random Forest
Company Type	Random Forest
Employee Satisfaction	KNN
Career Growth	Random Forest
Choice after B.E	Random Forest

Figure: Final Algorithms



# Implementation

Placement Predictions

**PlaceMeUp**

Gender:  ♂  ♀

Admission Entrance Exam:  IIT JEE  NEET

10th Grade Marks      12th Grade Marks

Branch:  ECE  CSE  MECH

FCD  FC  SC

FCD  FC  SC

Semester 1      Semester 2      Semester 3

FCD  FC  SC

FCD  FC  SC

FCD  FC  SC

Semester 4      Semester 5      Semester 6

FCD  FC  SC

FCD  FC  SC

FCD  FC  SC

Aggregate

FCD  FC  SC

FCD = 80% and Above  
FC = 60% to 80%  
SC = 40% to 60%

Click to Discover Your Future



The logo of PES Institute of Technology Bangalore South Campus features a blue compass rose with red points surrounding a globe. Below the compass is the text "PES" in large blue letters, followed by "Institute of Technology" in red and "Bangalore South Campus" in black.

Figure: Application

# Implementation

Placement Predictions

## PlaceMeUp

Gender: Male Management

Admission Entrance Exam: Management

10th Grade Marks: FCD, FC, SC

12th Grade Marks: FCD, FC, SC

Branch: MECH

Semester 1: FCD, FC, SC

Semester 2: FCD, FC, SC

Semester 3: FCD, FC, SC

Semester 4: FCD, FC, SC

Semester 5: FCD, FC, SC

Semester 6: FCD, FC, SC

Aggregate: FCD = 80% and Above  
FC = 60% to 80%  
SC = 40% to 60%

**YOU WILL BE PLACED IN**

**COMPANY TIER: 3**

**COMPANY TYPE: Private**

**ACCORDING TO SENIORS**

**CAREER GROWTH OPPORTUNITIES:** Mid Growth

**EMPLOYMENT SATISFACTION:** Satisfied

**PREFERRED CHOICE AFTER B.E.:** Higher Studies

**COMPANIES THAT COME TO PESIT FOR PLACEMENTS:**

Click to Discover Your Future

Figure: Result 1

# Implementation

Placement Predictions

## PlaceMeUp

Gender: Male      Admission Entrance Exam: CET

10th Grade Marks      12th Grade Marks

FCD       FCD  
 FC       FC  
 SC       SC

Branch: ISE

Semester 1      Semester 2      Semester 3

FCD       FCD       FCD  
 FC       FC       FC  
 SC       SC       SC

Semester 4      Semester 5      Semester 6

FCD       FCD       FCD  
 FC       FC       FC  
 SC       SC       SC

Aggregate

FCD  
 FC  
 SC

FCD = 80% and Above  
FC = 60% to 80%  
SC = 40% to 60%

YOU WILL BE PLACED IN

COMPANY TIER: 1  
COMPANY TYPE: MNC

ACCORDING TO SENIORS

CAREER GROWTH OPPORTUNITIES: High Growth  
EMPLOYMENT SATISFACTION: Satisfied  
PREFERRED CHOICE AFTER B.E: Work

COMPANIES THAT COME TO PESIT FOR PLACEMENTS:



Click to Discover Your Future

Figure: Result 2

# Implementation

Placement Predictions

**PlaceMeUp**

PES Placement Statistics

Gender: Female | Admission Entrance Exam: COMED-K

10th Grade Marks: FCD | 12th Grade Marks: FCD

Branch: ISE

YOU WILL BE PLACED IN

COMPANY TIER: 3

COMPANY TYPE: MNC

Semester 1 Semester 2 Semester 3

FCD FC SC

FCD FC SC

FCD FC SC

Semester 4 Semester 5 Semester 6

FCD FC SC

FCD FC SC

FCD FC SC

Aggregate

FCD = 80% and Above  
FC = 60% to 80%  
SC = 40% to 60%

Click to Discover Your Future

**ACCORDING TO SENIORS**

CAREER GROWTH OPPORTUNITIES: High Growth

EMPLOYMENT SATISFACTION: Satisfied

PREFERRED CHOICE AFTER B.E: Work

**COMPANIES THAT COME TO PESIT FOR PLACEMENTS:**

accenture Capgemini L&T Infotech HCL Tata Consultancy Services Infosys Commscope

Atos Cognizant Volvo wipro SONATA SOFTWARE IGATE Norton

Infosys ERICSSON WNS IBM CenturyLink NTT DATA Saltide

Figure: Result 3

# Implementation

Placement Predictions

**PlaceMeUp**

PES Placement Statistics

Gender: Male | Admission Entrance Exam: CET

10th Grade Marks: FCD, FC, SC | 12th Grade Marks: FCD, FC, SC

Branch: ISE

YOU WILL BE PLACED IN

COMPANY TIER: 2 | COMPANY TYPE: Private

Semester 1: FCD, FC, SC | Semester 2: FCD, FC, SC | Semester 3: FCD, FC, SC

Semester 4: FCD, FC, SC | Semester 5: FCD, FC, SC | Semester 6: FCD, FC, SC

Aggregate: FCD = 80% and Above, FC = 60% to 80%, SC = 40% to 60%

ACCORDING TO SENIORS

CAREER GROWTH OPPORTUNITIES: Mid Growth | EMPLOYMENT SATISFACTION: Satisfied | PREFERRED CHOICE AFTER B.E: Higher Studies

COMPANIES THAT COME TO PESIT FOR PLACEMENTS:

Click to Discover Your Future

Figure: Result 4

## Implementation

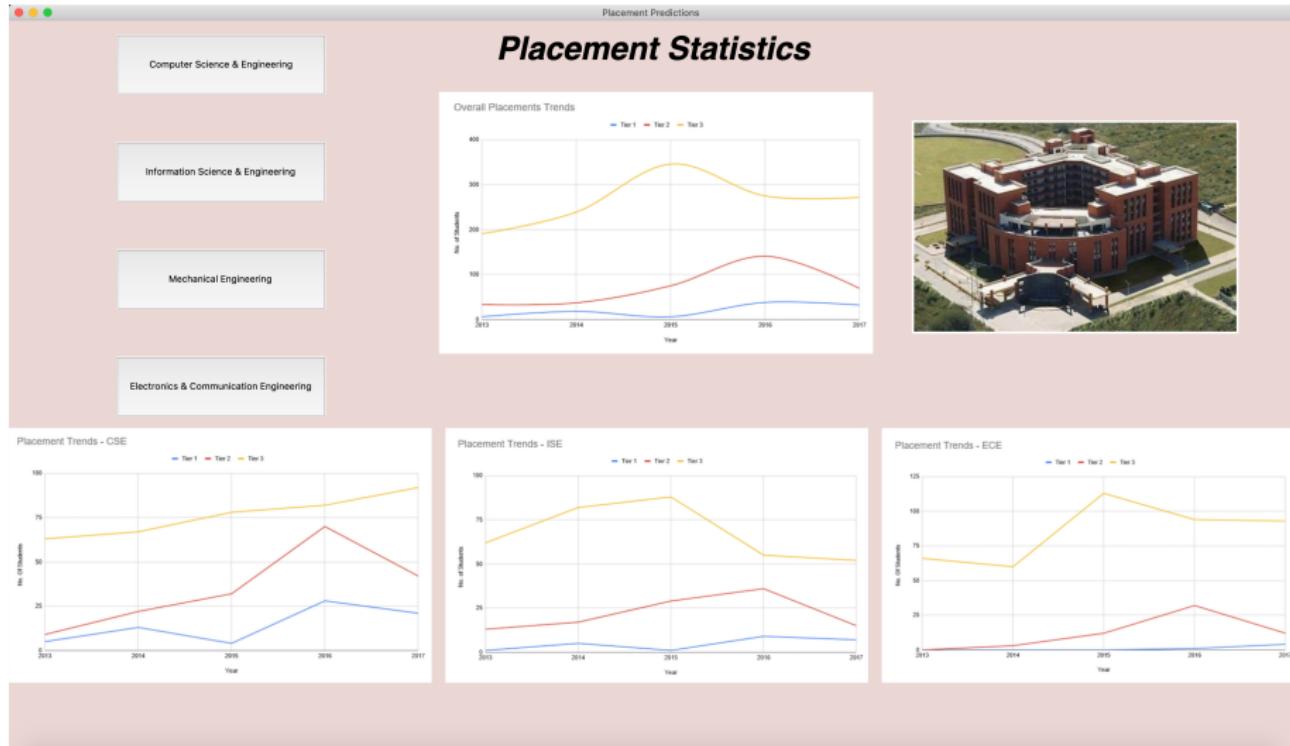


Figure: PES Placement Statistics Page



# Implementation

Placement Predictions

## Placement Statistics

**Mechanical Engineering (ME)**

Mechanical Engineering is the core engineering discipline, the concepts of which are prerequisite for every other branch of engineering as rightly reflected by the curriculum framed by reputed universities all over the world. This is precisely the reason for many mechanical engineers to occupy responsible positions practically in every field of activity – Space, Aviation, Power, Defence and of course the elite Information technology as well. Most of the engineering based management experts hail from mechanical engineering background. There is substantial contribution by this faculty towards nation building in the country.

**Placement Trends - CSE**

No. of students

Year	Tier 1	Tier 2	Tier 3
2013	15	20	65
2014	20	30	70
2015	15	35	75
2016	25	60	80
2017	20	45	90

**Placement Trends - ISE**

No. of students

Year	Tier 1	Tier 2	Tier 3
2013	10	20	60
2014	15	25	80
2015	10	30	90
2016	20	40	60
2017	15	30	55

**Placement Trends - ECE**

No. of students

Year	Tier 1	Tier 2	Tier 3
2013	10	15	60
2014	15	20	55
2015	20	30	110
2016	20	35	100
2017	15	30	95

Figure: Mechanical Engineering Website

# Implementation

The screenshot displays the PES University Information Science and Engineering (ISE) website. At the top, there are four boxes for other departments: Computer Science & Engineering, Information Science & Engineering, Mechanical Engineering, and Electronics & Communication Engineering. Below these is a large central box titled "Placement Statistics". It features the PES University logo and a photograph of the Electronic City Campus. The main content area is titled "Information Science and Engineering (ISE)". It includes a brief history of the institution, mentioning its inception in 2005, its status as one of the top technical institutions in India, and its role as the first technical institution in Bangalore's Silicon Valley. The page also shows placement trends for three years (Tier 1, Tier 2, Tier 3) from 2013 to 2017 for CSE, ISE, and ECE.

Placement Trends - CSE

Year	Tier 1	Tier 2	Tier 3
2013	15	20	65
2014	20	25	70
2015	15	30	75
2016	25	55	80
2017	20	45	85

Placement Trends - ISE

Year	Tier 1	Tier 2	Tier 3
2013	10	20	60
2014	15	25	80
2015	10	30	90
2016	20	40	60
2017	20	35	55

Placement Trends - ECE

Year	Tier 1	Tier 2	Tier 3
2013	10	15	60
2014	15	20	60
2015	20	30	110
2016	20	35	100
2017	15	40	95

Figure: Information Science and Engineering Website

# Implementation

The screenshot shows the 'Placement Statistics' page for the Electronics and Communication Engineering (ECE) department at PES University's Electronic City Campus. The page features a header with the university's logo and name, followed by a main content area with a yellow banner for ECE, a welcome message, and an aerial view of the campus building. Below the main content are three line graphs showing placement trends for CSE, ISE, and ECE from 2013 to 2017 across three tiers.

**Placement Trends - CSE**

Year	Tier 1	Tier 2	Tier 3
2013	15	20	65
2014	20	25	70
2015	15	30	75
2016	25	55	80
2017	20	45	85

**Placement Trends - ISE**

Year	Tier 1	Tier 2	Tier 3
2013	10	20	60
2014	15	25	80
2015	10	30	90
2016	15	40	60
2017	15	35	60

**Placement Trends - ECE**

Year	Tier 1	Tier 2	Tier 3
2013	10	15	60
2014	15	20	60
2015	20	30	110
2016	20	35	100
2017	15	30	100

Figure: Electronics and Communications Engineering Website

# Implementation

Computer Science & Engineering

Information Science & Engineering

Mechanical Engineering

Electronics & Communication Engineering

Placement Predictions

## Placement Statistics

PES UNIVERSITY  
ELECTRONIC CITY CAMPUS

### Computer Science and Engineering (CSE)

Since inception in 2005, PES Institute of Technology, Bangalore South Campus (Formerly, PES School of Engineering), is rigorously striving to attain the status of one of the top institutions in the nation for technical education and scientific research. It is aesthetically designed, practically architected campus for student, faculty and administrative efficiency. PESIT South Campus is the first technical institution in the heart of India's Silicon Valley – Bangalore, Electronic City. PESIT South Campus currently supports a community of over 1,500 students.

Placement Trends - CSE

Placement Trends - ISE

Placement Trends - ECE

No. of students

Year

Year	CSE (Tier 1)	CSE (Tier 2)	CSE (Tier 3)	ISE (Tier 1)	ISE (Tier 2)	ISE (Tier 3)	ECE (Tier 1)	ECE (Tier 2)	ECE (Tier 3)
2013	15	20	60	20	25	65	55	10	60
2014	20	25	65	15	20	75	45	10	70
2015	15	25	70	10	20	80	15	10	75
2016	25	40	80	10	30	90	20	15	85
2017	20	35	90	10	25	85	15	20	80

Figure: Computer Science and Engineering Website

# Exploratory Data Analysis

## Trends of PESIT BSE Placement over the years 2013-2017

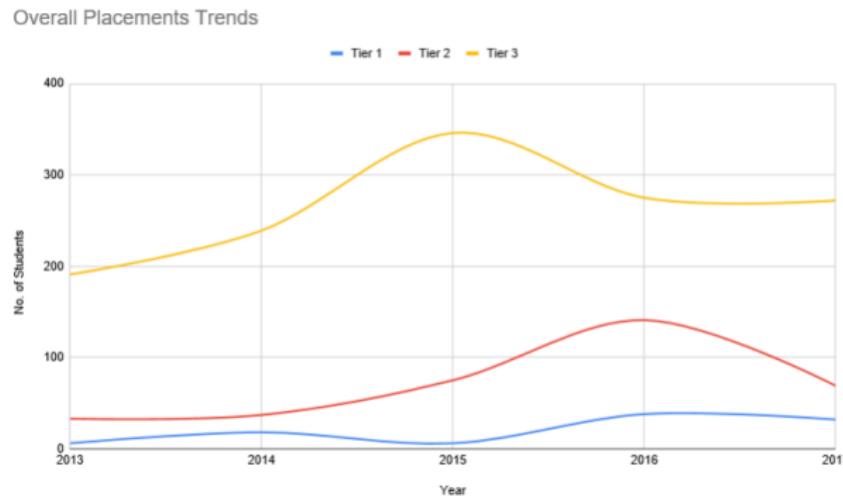


Figure: Overall Placement Trends - PESIT BSC



# Exploratory Data Analysis

## Placement Trends - CSE

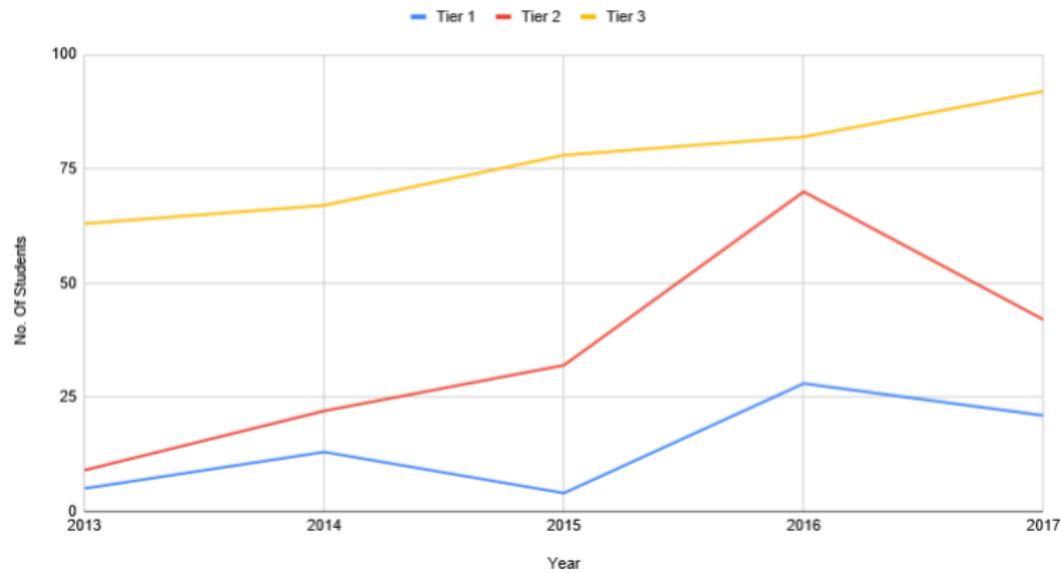


Figure: CSE - Placement Trends



# Exploratory Data Analysis

## Placement Trends - ISE

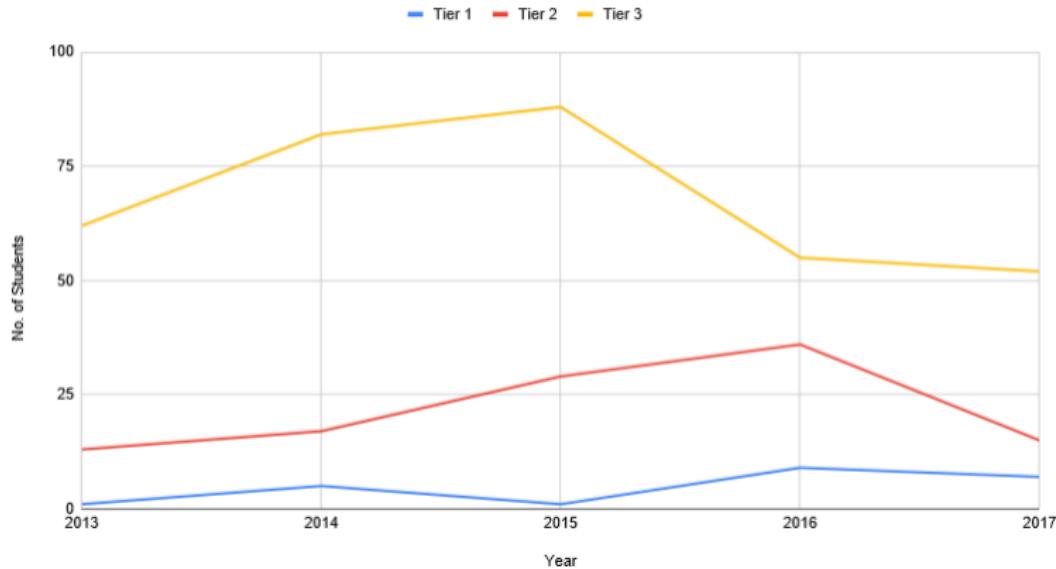


Figure: ISE - Placement Trends

# Exploratory Data Analysis

## Placement Trends - ECE

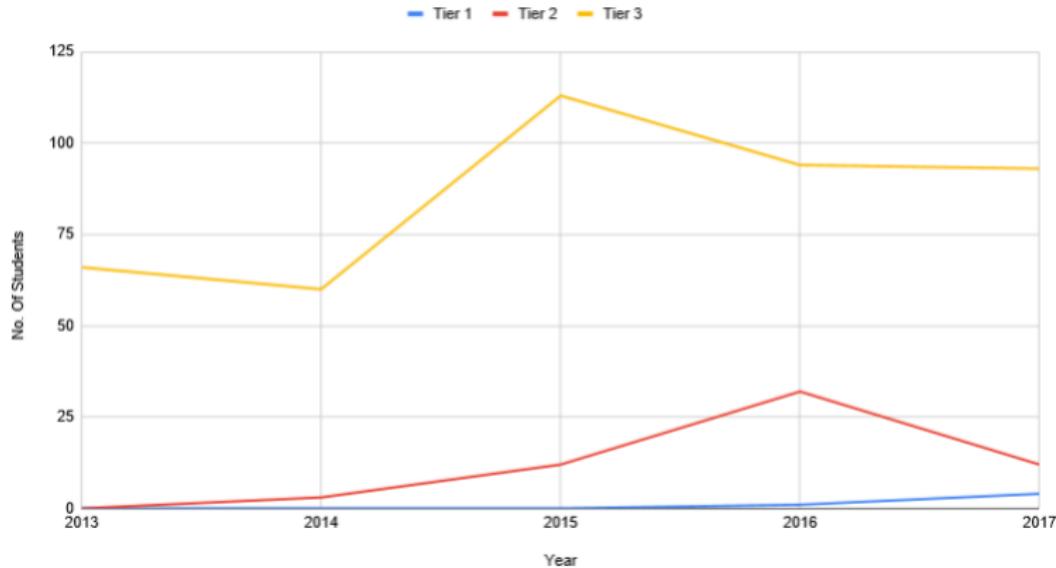


Figure: ECE Placement Trends

# Exploratory Data Analysis

## Placement Trends - ECE

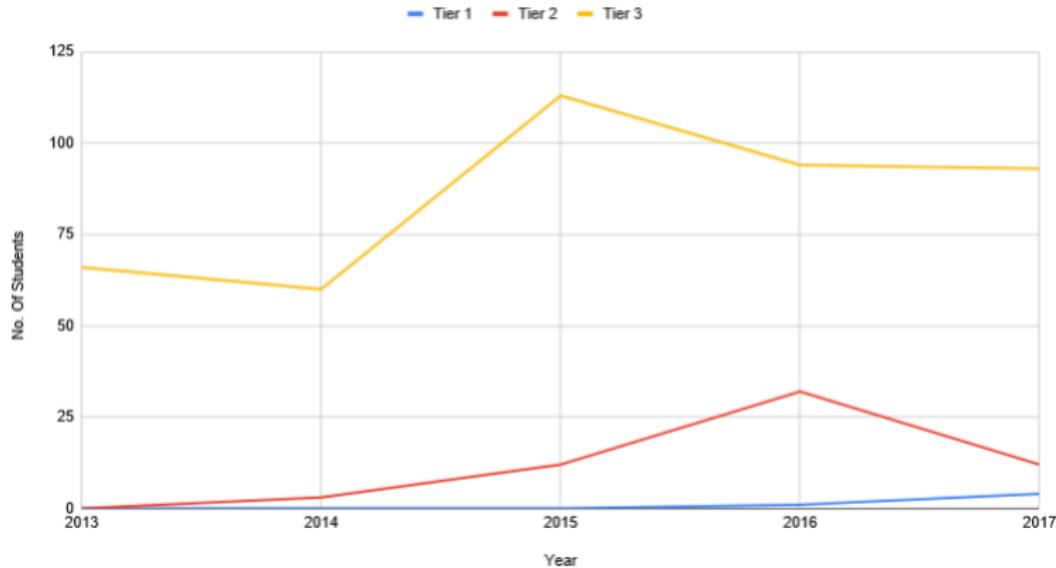


Figure: ECE Placement Trends

# References



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VRITTHI A Theoretical Framework for IT recruitment based on Machine Learning techniques applied over Twitter, LinkedIn, SPOJ and GITHUB profiles



2. Animesh Giri, Abhishek Kumar Jha, Manasa U Hegde (2018)

A Composer System based on Meta-Learning for Student Performance Prediction



3. Asha Raj, Liya Claire Joy (2019)

A Review on Student Placement Chance Prediction

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Classification Model of Prediction for Placements of Students

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5. Mangasuli Sheetal, Prof. Savita Bakare (2016)

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8. Animesh Giri, Vignesh V Bhagavath, Bysani Pruthvi, Naini Dubey (2016)

A Placement Prediction System Using K-Nearest Neighbours Classifiers

*Second International Conference on Cognitive Computing and Information Processing (CCIP)*



# References



9. Karan Pruthi, Parteek Bhatia (2016)

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