

TITLE OF THE PROJECT

“A study on execution of Internship and Placements by the Training and Placement Department at NIE Mysore during COVID 19 Pandemic at Mysore”.

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Proforma for Approval of Project Proposal (MS-100)

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ACTIVITIES BY THE TRAINING AND PLACEMENT DEPARTMENT AT NIE MYSORE
DURING COVID 19 PANDEMIC
Subject Area : HRM / Finance / Operations / Marketing / General Management
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Centre, the courses s/he is _____
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Please do not forget to enclose the Project Proposal and signed Bio-data of the guide.

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Proposal	Guide
Approved	Approved
Not Approved	Not Approved

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	July 2007- Feb 2008 , Relationship Manager, Karvy Stock Broking Ltd.			

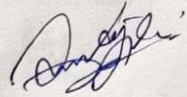
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CHAPTER I

INTRODUCTION

1.1)INTRODUCTION

The Internship & Placement department is an important asset of an organization. It plays a vital role and is becoming a key department of the Institute. From the beginning the institute lays greater emphasis on industrial training and practical training for engineering students. Employment of the students of the college is our major concern of the department. The Placement Cell serves to merely bridge the gap between a job-aspirant and a prospective employer. An internship is a period of work experience offered by an organization for a limited period of time to the students. This is offered in terms of summer internship during June to July and long-term internship during January to July. The placement of students is act of placing them to particular position in an organization. Generally, this is a yearlong process during the final year of student's academic journey. In any engineering college they will have 75 percent of students opting placements, 15 percent students opting higher studies and 5 percent opting entrepreneurship. Placement Cell interacts with reputed organizations for arranging campus interviews for the final year students. Also, to have the successful execution it is important to have process flow, Roles and responsibility of employees and policies. There is a 50 to 60 percent drop in Internship and Placement due to COVID-19 pandemic situation, Study is made to maintain sustainability in Internship and placement.

1.2)BACKGROUND OF TRAINING AND PLACEMENT:

Training helps a student in building a strong foundation for the professional career ahead without facing the real-world job struggle, peer-competition or family pressure, a good placement record gives a competitive edge to an institute.

The placement opportunities at the organization provide the students with a foot-in- the-door opportunity, enabling them to start off their career right after they have completed their course curriculum. Moreover, they get to interact and engage with the industry professionals during the placement drives, which further help lay a foundation for their prospective career in the future as they familiarise with potential contacts from their chosen career field.

Placements have gradually become an integral part of an institute's offerings, which was not the scenario earlier. Nowadays, students pay special attention to placement records while selecting a college or university for the admission.

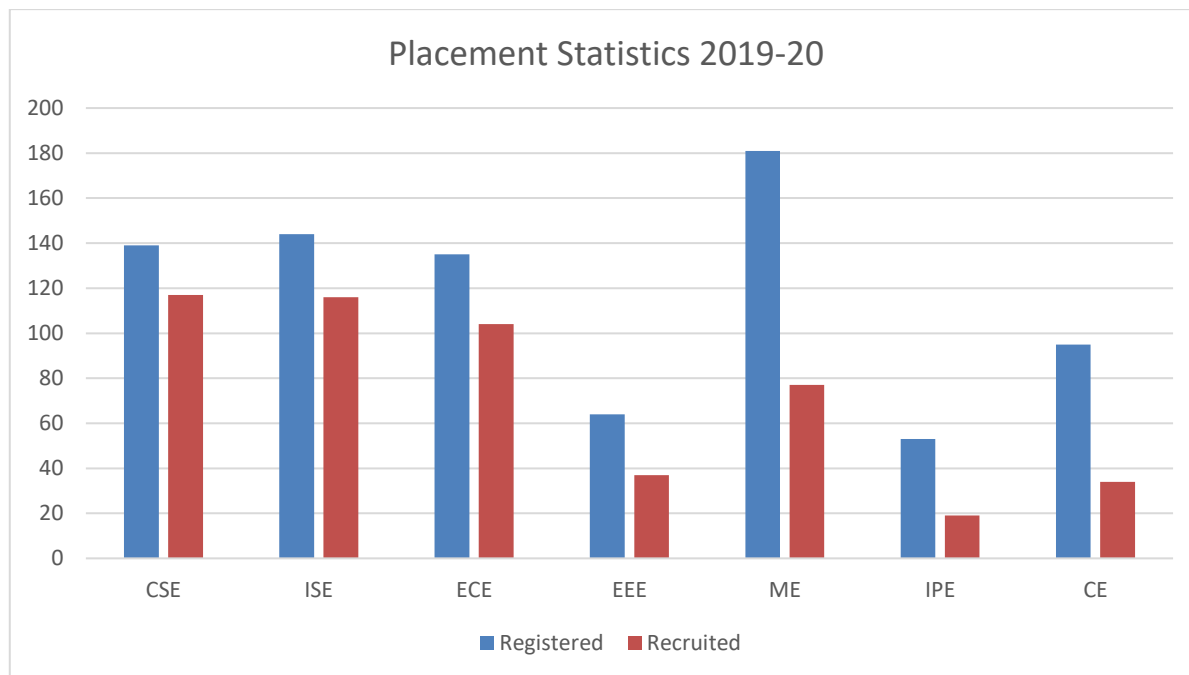
HISTORY OF TRAINING AND PLACEMENT DEPARTMENT AT NIE:

NIE has an excellent and fully functional ISO 9001:2008 certified Training and Placement Division. The T&P Division has adequate infrastructure comprising of group Discussion and Interview Rooms. The placement cell is supported with 1140 Computers with internet facility. The placement cell maintains a database of all the registered students with all relevant details and information of companies visiting the campus. A large number of companies visit the campus every year and recruit eligible students from the campus.

Training and Placement Officer, is in charge of placement and training activities. The placement activities in NIE is driven by student coordinators who are elected by the students from all branches.

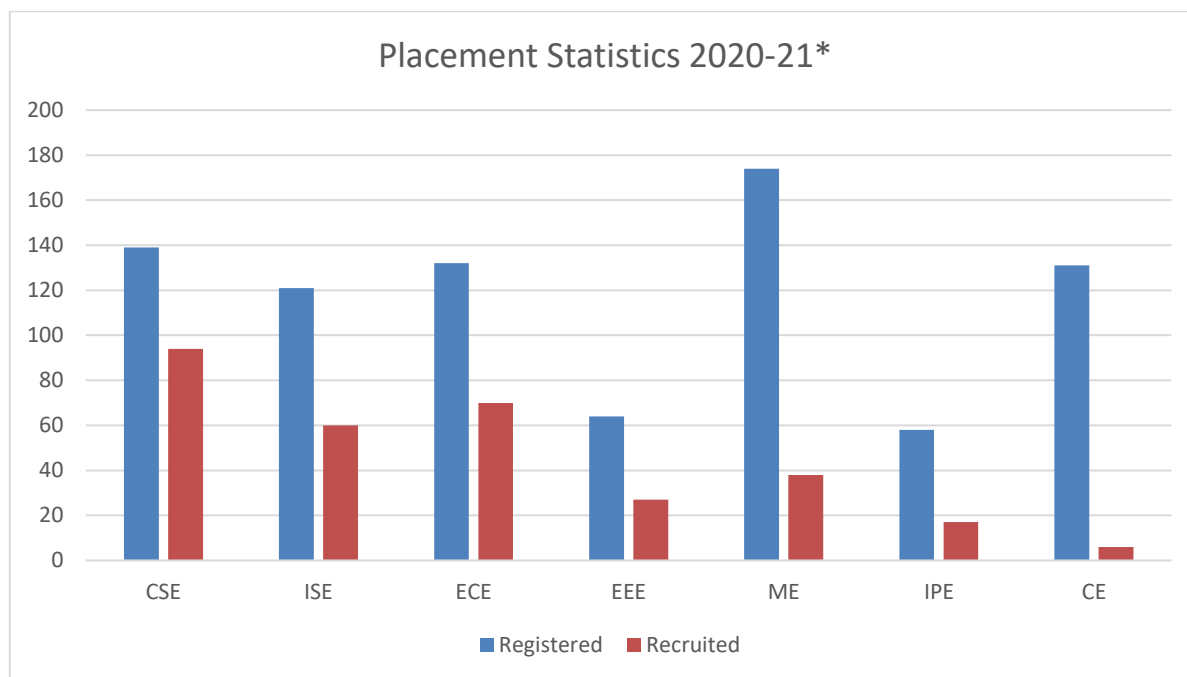
Since the academic year 2017 – 18 we had the privilege of being visited by 150 companies including 120 IT companies and 30 core companies each year. A total of 1849 students have been placed through campus recruitment in the last five years.

PRE- COVID SCENARIO OF PLACEMENTS:



SCENARIO OF PLACEMENTS DURING THE COVID-19 PANDEMIC:

The pandemic has hit placement prospects of the 2020 batch across 82 per cent colleges. It has further impacted internship offers of 74 per cent pre-final year students. However, students are not losing their morale and going virtual for their learning as well as job interviews. In fact, most companies are also using new-age technology solutions to hire remotely.



1.3) ORGANIZATION PROFILE- THE NATIONAL INSTITUTE OF ENGINEERING, MYSORE

The National Institute of Engineering (NIE) is a grant-in-aid institution and approved by the All-India Council for Technical Education (AICTE), New Delhi. NIE got autonomous status from Visvesvaraya Technological University, Belagavi in 2007. It has been accredited by NAAC. Five Undergraduate Programmes – Civil Engineering, Mechanical Engineering, Electronics & Communication Engineering, Electrical & Electronics Engineering and Industrial & Production Engineering and three PG Programmes – Hydraulics, Production Engineering & System Technology and Structural Engineering have been accredited by the National Board of Accreditation, New Delhi, under Tier-I.

It is one of the 14 colleges in Karnataka that has been recognized under MHRD-World Bank sponsored Technical Education Quality Improvement Programme (TEQIP) in all the three phases.

All the Departments of NIE are recognized as Research Centre under VTU and AICTE for QIP. Currently, NIE offers 7 UG and 12 PG Programmes. Faculty has been the main strength of NIE. They impart their vast knowledge to the students by using conventional methods of teaching-learning process as well as contemporary ones.

To enrich research and consultancy activities, 14 Centres of Excellence have been set up in collaboration with Industries and Alumni. These Centres provide opportunities for students to fine tune their skills to the expectation of industries and offer consultancy services. Many funded research projects of Central and State Governments, VTU and overseas universities are presently being carried out at NIE.

The alumni of NIE have achieved excellence in their chosen professions and their accomplishments are a testimonial to the sound foundation NIE laid. Few of them are Mr. N.R.Narayana Murthy of Infosys, Mr. Kumar Malavalli of Brocade Communications, Mysooru Nagaraja of New York City Transit Authority, Mr. Achutha Bachalli, Founder of Unilog Content Solutions, Mr. Shriram Revankar, Vice President of Adobe Research Lab, Mr. Ramesh Kannan, Founder of Kayens Technology, Mr. Athul V Kulkarni, IPS, and Swamy Nirmalanandantha of Adichunchanagiri Matha.

The campus life at NIE is complemented by quality housing for boys and girls. The sports and cultural activities at NIE have been a high point of campus life, NIE thus provides the right ambience for all round development of the students coupled with Academic rigor.

- **President:** Mr.R.S.Rajkumar B.E, Mechanical Engineering, NIE
- **Vice-President:** R Ashok Anand B E., (Mys Univ)
- **Hon.Secretary:** Mr. D. Sudhanva, B.E (Mys Univ.), MEM(Mys Univ.),MS(USA)
CEO, and MD of Excelsoft Technologies Pvt. Ltd.
- **Hon. Treasurer:** Dr. Datta
Kumar,B.E (Mys Univ), M.Tech (Mys Univ), Ph.D (Mys Univ)
- **Director:** Mr.Srinath Baatni, B.E., M.E.(IISc)
- **Director:** Mr.G.S.Ramachandra, B.E., Dip-in-Com,GDMM B.E (Mys Univ.)
- **Director:** Dr. Ashok Rao, BE (Mys Univ), ME (IISc), Ph.D(IIT/B)
- **Director:** Vasuki D.N, BE (Mys Univ), M.Tech (Mys Univ)
- **Director:** Mr. Uday Shankar Byrappa, BE (Mys Univ)

INFRASTURE FACILITIES

- **Library**

NIE library has a Wi-Fi connection with 10 systems. The digital library is exclusively used for the online access of e-journals and other e-resources provided by the Visvesvaraya Technological University (VTU) Consortium, Belagavi. The college library gives online access to the e-resource portals of IEEE-IEL online, Springer, Taylor and Francis, Knimbus, etc. These services are IP enabled and can be accessed from anywhere in the campus.

- **Hostel**

NIE boys and girls' hostel is well equipped with solar water heaters for round the clock hot water supply. The college hostel also provides the facilities of Television set and indoor games.

- **Labs**

NIE provides sophisticated and modern teaching facilities that are constantly upgraded. Each department at the institute has highly advanced laboratories that are sufficiently equipped with the latest instruments and apparatus. NIE aims at providing students with conceptual as well as practical understanding of subjects through hands on training.

- **Cafeteria**

NIE provides a relaxing and comfortable cafeteria. The cafeteria provides much needed breaks in a cozy atmosphere. The cafeteria services are available round the clock at a reasonable cost.

- **Hospital / Medical Facilities**

Medical facilities are available round the clock at NIE Health Centre and also in hostels. A doctor has been appointed as College Doctor.

- **Wi-Fi Campus**

The entire campus including the hostels is Wi-Fi enabled and students can access the internet on their laptops and phones round the clock.

Other facilities include:

- Shuttle Service
- Bank and ATM
- Computer center

COMPETITOR'S INFORMATION

- Sri Jayachamarajendra College of Engineering, Mysore (SJCE)

SJCE's efforts to get the students placed in various organizations through campus placements organized by the Placement and Training Cell. SJCE has been in the forefront of activities bringing both corporate and companies close to the campus and encouraging them to establish facilities to cater to the needs of both faculty and students.

Placement and Training department takes initiative to provide adequate training to students to enable them to have better employability skills compared to other colleges.

- BMS College of Engineering, Bangalore

BMS efforts to emerge as a most preferred destination for all corporates to hire globally competent and ethically strong engineering talent. It aims at nurturing fresh talent to be industry ready by conducting purposeful and value-added teaching and training. BMS helps in identifying the right career option for the students in tandem with their skills, personal values and interest. To strive hard to enhance the employability of students and meet the aspirations of the student and corporate community.

- RV College of Engineering, Bangalore

The academic excellence at RVCE is reflected in its student's exemplary record in placements in the corporate and engineering sectors. RVCE has consistently maintained an excellent recruitment record. The graduates and post- graduates of RVCE have been recruited by some of the world's leading corporate, besides leading Indian companies.

- PES University, Bangalore

The placement office ensures that all the eligible candidates get placed in companies with very good credentials. These include MNCs and Indian companies which are well established and startups. Some of these are product companies and the others are in the Services space. The campus also has more and more companies wanting to come and hire from our college because of the proven track record of our alumni.

FUTURE ENHANCEMENTS

- Enhanced Profile
- Networking
- Skill Training and Employability
- Training at early engineering stages
- Placing Right Candidate for the Right Job

CHAPTER II

CONCEPTUAL BACKGROUND AND LITERATURE REVIEWS

2.1) RECOGNITION

- OUTLOOK (June 2019)
20th among top 100 engineering colleges, including IITs
2nd in Karnataka
- THE TIMES OF INDIA (May 2019)
18th among top engineering colleges in India including IITs
3rd in Karnataka
- THE WEEK (June 2019)
49th among top 100 engineering colleges in India including IITs
4th in Karnataka
- CAREERS360 (April 2019)
Stands in the 2nd set of engineering colleges in Karnataka with a grade of 'AAAA'
- INDIA TODAY (June 2019)
12th among top 200 best private engineering colleges in India
2nd in Karnataka
- EDUCATION WORLD (May 2019)
19th among top 100 engineering colleges in India
3rd in Karnataka

2.2) LITERATURE

The Placement & Training department of NIE plays a vital role and is becoming a key department of the Institute. From the very beginning the institute lays greater emphasis on Industrial Training and Practical Training for engineering students. NIE is one among the first engineering college to establish the Training and Placement Department. Employment of the students of the college is our major concern. The Placement Cell serves to merely bridge the gap between a job-aspirant and a prospective employer.

Placement Cell interacts with more than 200 reputed organizations for arranging campus interviews for the final year BE/MTech/MCA/PhD students. We make efforts to organize technical seminars, workshops and corporate expectation sessions. Industry personnel are invited periodically to enrich the knowledge of our student community with the latest technological innovations and industry practices. We produce graduates who are well equipped to handle the working norms of the industry.

2.3) BRIEF DETAILS OF THE ORGANIZATION UNDER STUDY

The National Institute of Engineering (NIE) is a grant-in-aid institution and approved by the All-India Council for Technical Education (AICTE), New Delhi. NIE got autonomous status from Visvesvaraya Technological University, Belagavi in 2007. It has been accredited by NAAC. Five Undergraduate Programs – Civil Engineering, Mechanical Engineering, Electronics & Communication Engineering, Electrical & Electronics Engineering and Industrial & Production Engineering and three PG Programs – Hydraulics, Production Engineering & System Technology and Structural Engineering have been accredited by the National Board of Accreditation, New Delhi, under Tier-I.

TRAINING AND PLACEMENT DIVISION OVERVIEW

NIE has an excellent and fully functional ISO 9001:2008 certified Training and Placement Division. The T&P Division has adequate infrastructure comprising of group Discussion and Interview Rooms. The placement cell is supported with 1140 Computers with internet facility. The placement cell maintains a database of all the registered students with all relevant details and information of companies visiting the campus. A large number of companies visit the campus every year and recruit eligible students from the campus. The number of students placed through campus recruitment activity is increasing from last three years.

Training and Placement Officer, is in charge of placement and training activities. The placement activities in NIE is driven by student coordinators who are elected by the students from all branches.

Since the academic year 2017 – 18 we had the privilege of being visited by 150 companies including 120 IT companies and 30 core companies each year. A total of 1849 students have been placed through campus recruitment in the last five years. We had the good fortune of being visited by core companies specific to each domain such as ABB LTD., Mercedes Benz and LARSEN & TOUBRO LTD for Mechanical and Industrial & Production, BROADCOM & NATIONAL INSTRUMENTS for Electrical & Electronics and Electronics & Communication, TCS, WIPRO for Computer Science and also by many dream companies to name a few, such as CISCO, VMWARE, INTUIT, IBM, AMAZON, GOOGLE, SAP LABS and MICROSOFT.

CHAPTER III

RESEARCH DESIGN

3.1) STATEMENT OF PROBLEM

Due to COVID-19 pandemic there is a drop in number of internships and placements in the organization. It is been observed that, almost 50% drop in mass recruitment & 70% drop in core recruitment industries, which would affect 50% drop in entire college campus recruitments.

There is certainly need in changing the Job Policy to adapt with the pandemic and also for the one job policy. Conducting orientation programs and training activity online plays a vital role. Proper flow chart for Internship as well as placement is required to keep track of workflow of placement drive.

Therefore, the statement of the problem goes as follows, “A study of execution of Internship and Placement activities by the Training and Placement Department at NIE Mysuru during COVID 19 Pandemic at Mysuru.”

3.2) NEED OF THE STUDY

Recruitment is an important part of any degree. 75% of the students choose a degree college based on how well recruitment is carried out, how many companies, with what package range visit for on campus placement drive of a college rather than based on how well the faculty and teaching is. So, its whole and sole responsibility of the training and placement officer to represent the college by making sure numerous students carry one offer back home. Hence, it's his duty to set up a proper team and carry out placement drive in an efficient manner. But it's a truly a challenge to conduct placement activities up to the mark in this pandemic situation where everything has to be online. Therefore, a proper study has to be carried out to achieve maximum recruitment.

3.3) OBJECTIVES OF THE STUDY

1. To analyze the existing process of internship and placements in the college.
2. To evaluate the impact of new strategies adopted by the training and placement department during COVID-19 pandemic.
3. To examine the challenges faced by the training and placement department at NIE Mysore during COVID-19 pandemic.
4. To make suitable recommendations to improve the Internship and Placement during the COVID-19 Pandemic.

3.4) SCOPE OF THE STUDY:

The scope of the study is confined to internship and placement activities conducted during the COVID-19 pandemic by Training and Placement department of NIE Mysore at Mysore. The study is conducted on various designated people viz Students, Faculty and Management Irrespective of their age and gender to which they belong. Students and Faculty of all the branches are included.

The study has significant importance in the present for identifying the factors that impact students during this pandemic as far as placement is considered, the percentage decrease or increase in hiring of Freshers in NIE, availability of students online, their internet facility and availability of compatible devices and point of contact(POC) between the company and the students which is served by either student coordinator of the faculty and placement coordinator to smooth running of placement drive.

3.5) RESEARCH METHODOLOGY

Descriptive Research

Campus recruitment is considered to be one of the major parameters by a parent in making his / her ward getting admitted into an educational institution in India. In order to study the objective of the study and to test the stated hypotheses, descriptive research approach is followed in this study. The selection process takes place in the final year of a program for students of both undergraduate and post graduate courses. The research is conducted using descriptive research to describe the information and characteristics of the target population.

Descriptive Research construes the info and attributes / temperaments relating to the population or a phenomenon which is the center of the study. It justifies the queries / questions like who, what, where, when and how. In simple words it is a fact-finding investigation. It gives definite conclusions based on the data, but there is no cause-and-effect relationship in this research. This research is also used in defining the behavior/ attitudes of the respondents in relation to the internship and placements.

Objectives of The Study

1. To assess the effectiveness of placements.
2. To make suitable recommendations to improve placements during the pandemic situation.

SAMPLE AND SAMPLING TECHNIQUE:

Sampling Method –

Probability sampling is used for collection and analyzing of the data. Sampling method can be used in descriptive research (a type of conclusive research). Each and every respondent out of the sample size has a possible opportunity of getting picked. Possible opportunity does not mean equal opportunity.

Sampling Technique –

Simple Random Technique is adopted for analyzing 50 responses out of 100 respondents. A simple random technique is a sub section of the sample size (statistical respondents) where every element of the sample size has a chance of getting chosen for analysis. This means any response can be picked randomly.

Sample Size –

100 respondents were selected out of a population of 500 respondents in the college which include students and resource personnel.

Nature and source of data / information to be collected:

Primary Data - This data is collected from respondents using Questionnaires.

Secondary Data - This data is collected from Text Books, Research Journals and Internet.

3.6) HYPOTHESIS:

H0: There is no significant impact of COVID-19 on Training and placement department in the college.

H1: Yes, there is a significant impact of COVID-19 on Training and placement department in the college.

3.7) LIMITATIONS OF THE PROJECT

- 1) The study is of only on one engineering college at Mysore.
- 2) Duration of the study is limited to a certain period of COVID-19.
- 3) Accuracy of the study may not be 100%, as sometime respondents may understand the questions in different ways.
- 4) There may be a biased response for the respondents.
- 5) Sample and time constraints.

3.8) CHAPTER SCHEME

Chapter I Introduction

Chapter II Conceptual Background and Literature Reviews

Chapter III Research Design

Chapter IV Tools and Techniques used for data collection

Chapter V Data Handling, Statistical tools used and their purpose

Chapter VI Data Analysis and Interpretation

Chapter VII Findings, Suggestions and Conclusion

CHAPTER IV

TOOLS AND TECHNIQUES USED FOR DATA COLLECTION

DETAILS OF THE TOOLS

4.1) THE QUESTIONNAIRE AND THE OTHER METHODS USED AND THEIR PURPOSES

1) List of Companies

To start with firstly the list of companies will be maintained along with address and contact details.

This is how Training and Placement officer will be able to keep the track of companies that will visit or yet to visit and establish words of communication with company lead involved in recruitment and request them to extend recruitment to our college.

Department:

List of Companies

No.	Name of Company	Location and address of Co.	Contact Person in Co.	Email and mobile of contact person
1				
2				
3				
4				
5				

2) Student Placement Program Application

The placement officer with the help of placement coordinator and student placement coordinators collect individual student's complete details that will be necessary during company recruitments like full name, university roll number, department, contact details, Overall GPA, Domain preference, core area, etc... and maintain the updated records neatly.

Complete and submit to the Placement Program Coordinator. Type or write clearly.

Name of student			
USN			
Department			
Semester			
Section			
Email id			
Mobile no. of student			
Home address			
Name of Parent			
Mobile no. of parent			
Overall GPA			
If you have corresponded and chosen the Company for Placement (to be verified by FIC)			
	Location	Core Area	Company/ institution
Domain Preference-1			
Domain Preference-2			
If the T and P Cell has to choose the Companies for you			
	Location	Core Area	
Domain Preference-1			
Domain Preference-2			
Signature confirms that the student agrees to the terms, conditions, and requirements of the Placement Program.			
Signature of the student:			
Date:			
Signature of the FIC:			
Date:			

1) Letter of Consent from parents.

This is simple obligation from parents/Guardian of individual student regarding the fact that they have no objection with their ward attending placement programme.

Letter of Consent

I, Mr. /Mrs.....father/ mother /guardian of Mr. Miss.....
.....understand that internship is a mandatory activity of _____weeks
stipulated by Institution for students studying Bachelor of Engineering. In this context, I have
no objection to my son / daughter/ ward attending the placement programme
in.....institute / industry from _____ onwards for a period of
_____weeks. I also believe that my son / daughter/ ward is attending the
placement at his/her own risk and interest.

Name of the Parent/ Guardian

Signature:

Place:

Date:

Name of the student:

USN:

Branch:

Semester:

4.2) RELIABILITY AND VALIDATION OF THE TOOLS USED

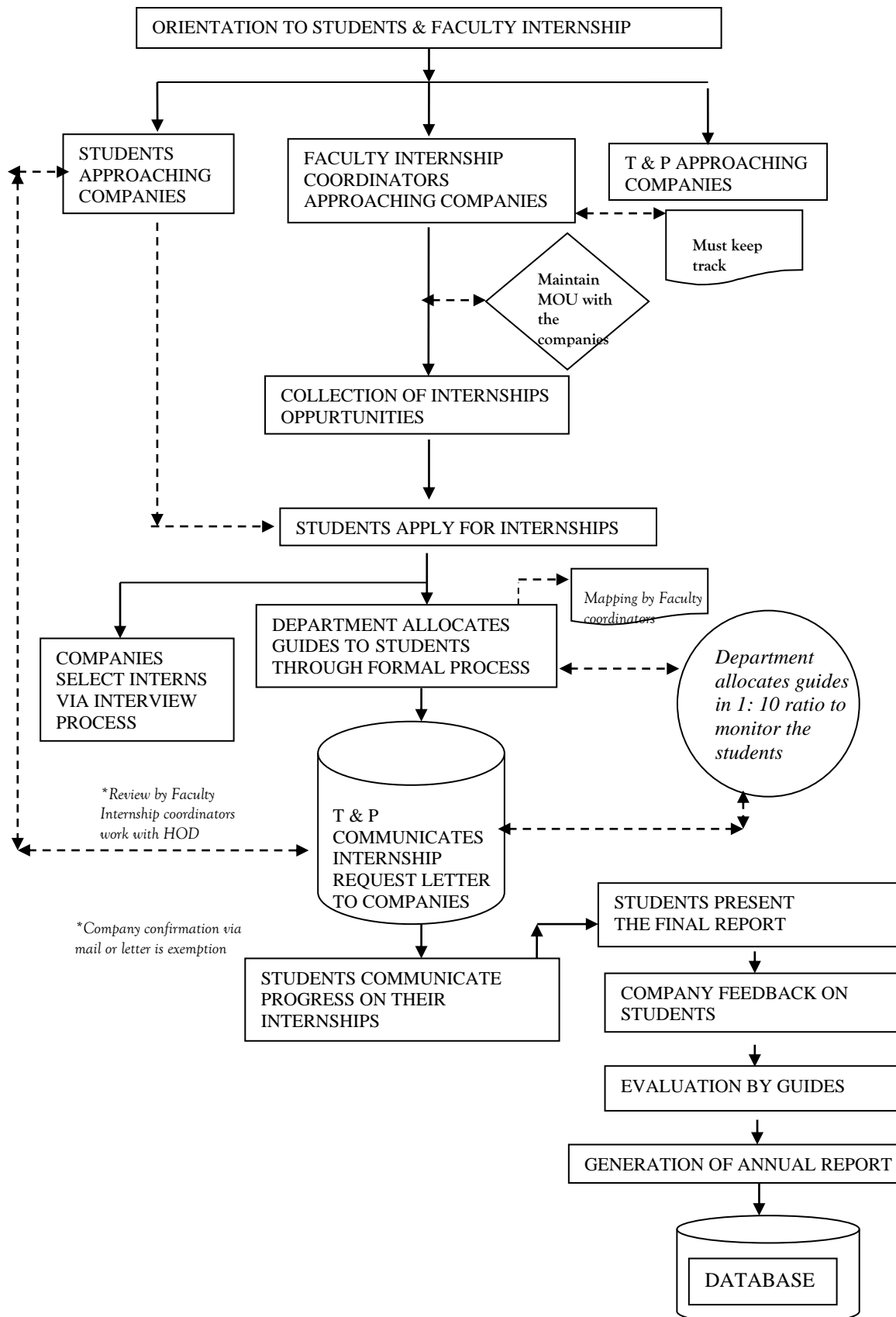
Students involved in placement programme will have to submit an undertaking which oblige them to state the following

- I shall adhere to the regulations governing my placements and also maintain good conduct throughout the program. Where NIE Mysore is committed to provide support in the final placements to all of you who have registered to placement cell and successfully get placements
- I shall be prepared to go to the company's office or selection venue for any part or the complete selection process as required by the recruiting company, NIE Mysore will make every endeavor to invite as many companies as possible for campus placement.
- I am aware that I should be well groomed and in institute's prescribed formal for all pre-placement talks as well as the complete selection process whether organized in the campus or the company's office or selection venue. Non-compliance will result in debarring the student from joining in pre-placement talk and or appearing for the selection process.
- I am aware and fully understand that the attendance in pre-placement talks, personality development and preparatory classes (including mock interviews) is compulsory for all the eligible students
- I know that the Placement Cell of NIE Mysore will provide only one job offer to each one of us, plus one core company option after which he/she will cease to be on the list of eligible candidates for placement. Failure to accept the first offer will mean and imply that NIE Mysore will no longer be extending its placement support to such a student.
- I know that Placement Cell will notify through Placement coordinators and on the Placement Notice Board all recruitment requests received from the companies with as much of details as made available. Applications will be invited from interested and eligible (as per the criteria, if any, specified by the recruiting company) students. It is the duty of each one of you to regularly see the Placement Notice Board.
- I know that the decision to apply or not by eligible students will purely be by our own interest. However, if any eligible student decides not to apply to three companies, s/he will disqualify himself / herself from the placement support of NIE Mysore
- I know that it will be mandatory for all registered students to appear for the selection process / interview. Any withdrawal / no-show will debar you from placement assistance of the Institute for Certain number of companies.

Hence, we can say that data collected is worth reliability and is valid.

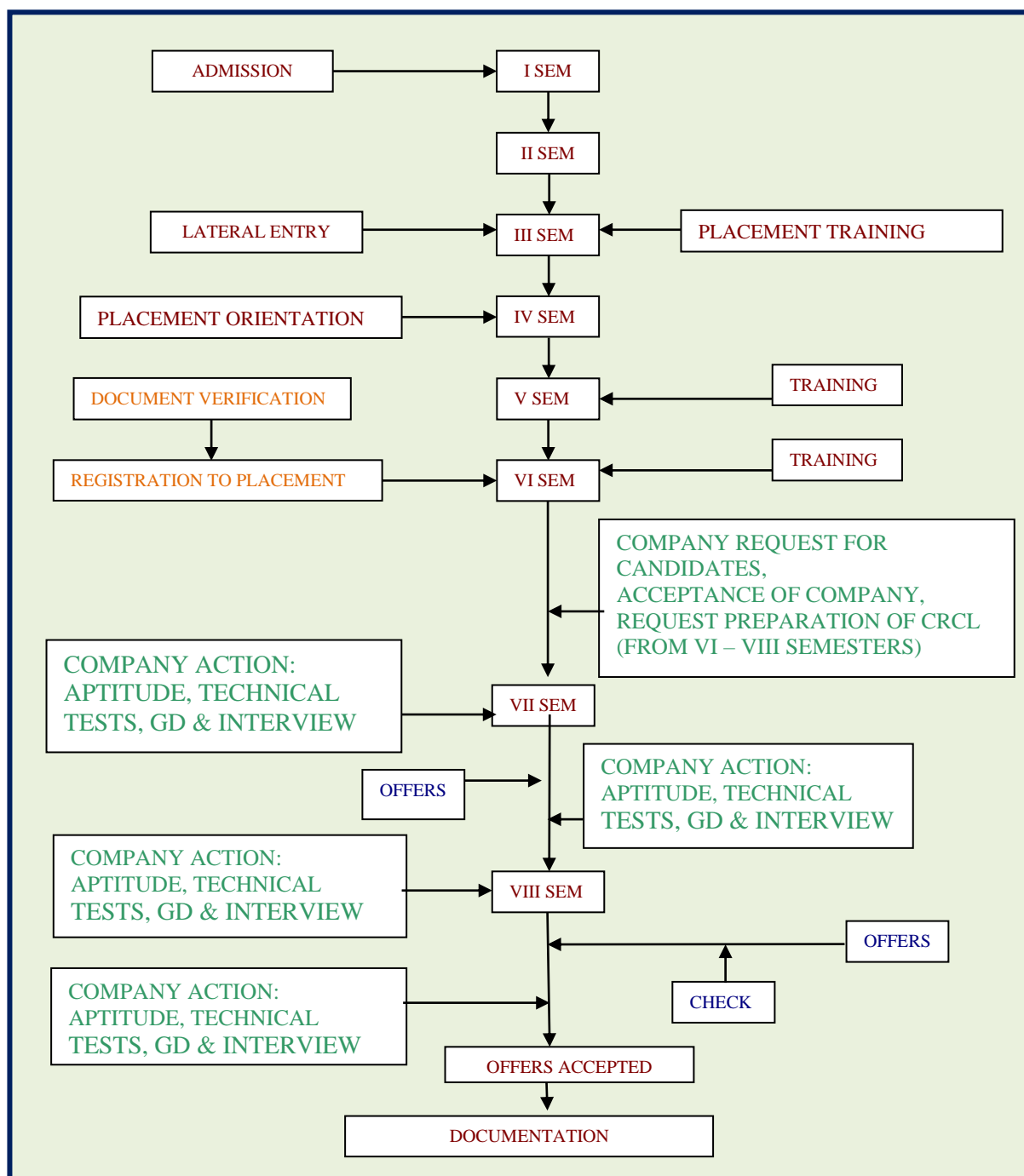
4.3) ADMINISTRATION OF TOOLS AND TECHNIQUES.

Internship flow



Placement flow in the organization

The below flowchart represents various stages involved in the flow of placement activities beginning with placement training in semester 3 up to offer letter acceptance by a student after getting through various interview rounds conducted by company.



CHAPTER V

DATA HANDLING, STATISTICAL TOOLS USED AND THEIR PURPOSE

5.1) PLACEMENT POLICY

Placement policy is a set of rules that makes sure certain set of things occur.

1. All eligible students carry an offer letter from on campus placement activity.
2. Smooth flow of placement activities
3. Maintain the quality standards of the jobs offered
4. To ensure that the whole team work according to the defined processes and aim at a common objective.

Relating to Code of Conduct:

1. Training & Placement Student coordinators only hold the sole right to deal with Training & Placement matters (Internal or External).
2. Only with the special permission of the Training & Placement officer any other student may deal with Training & Placement matters.
3. All post job-offer communication between student and company should be channelized through the placement cell.
4. Direct communications with the company officials is not allowed.
5. It is mandatory for the students to register in the company to participate in the placement process of the company.
6. Attendance in PPT is mandatory after registration, to be eligible for further placement process.
7. Any kind of misbehavior/complaints reported by the company officials will be taken seriously and if proven, the student will be Blacklisted.

Relating to General Rules:

1. All students are responsible to stay in constant touch with Training & Placement Coordinators for details and updates regarding Placement Matters.
2. It is mandatory for all registered students to participate in all the on-campus placement drives.

Relating to Placement Guidelines:

1. The Placement facility is available to all the students registered with T&P Cell through the policy ONE JOB TO ONE STUDENT AT THE FIRST INSTANCE. This will ensure that every student will get equal job opportunities and only few students do not consume up all the jobs.
 2. Any student against whom show cause notice/warning letter have been issued; will not be allowed to appear in campus Recruitment.
 3. Any negative remark in this regard made by any faculty or warden against any student will make him/her ineligible for the entire campus placement process. Besides, any student against whom more than one warning letter is issued will not be allowed to appear in campus interview.
 4. If a student is placed in any of the open dream company, then the placement is over for him/her until further instructions.
1. All students must keep their identity card with them at the time of PPT/Written Test/GD/PI and produce the same when demanded by the visiting team or T&P Cell Staff.

Blacklisted:

A candidate is blacklisted if:

- The candidate submits his/her willingness to participate in any on-campus or off-campus placement recruitment drive and thereby fails to present himself/herself on the day of the placement talk (PPT).
- Any kind of misbehavior/complaints are reported by the company officials/T&P Cell Staff regarding the candidate.

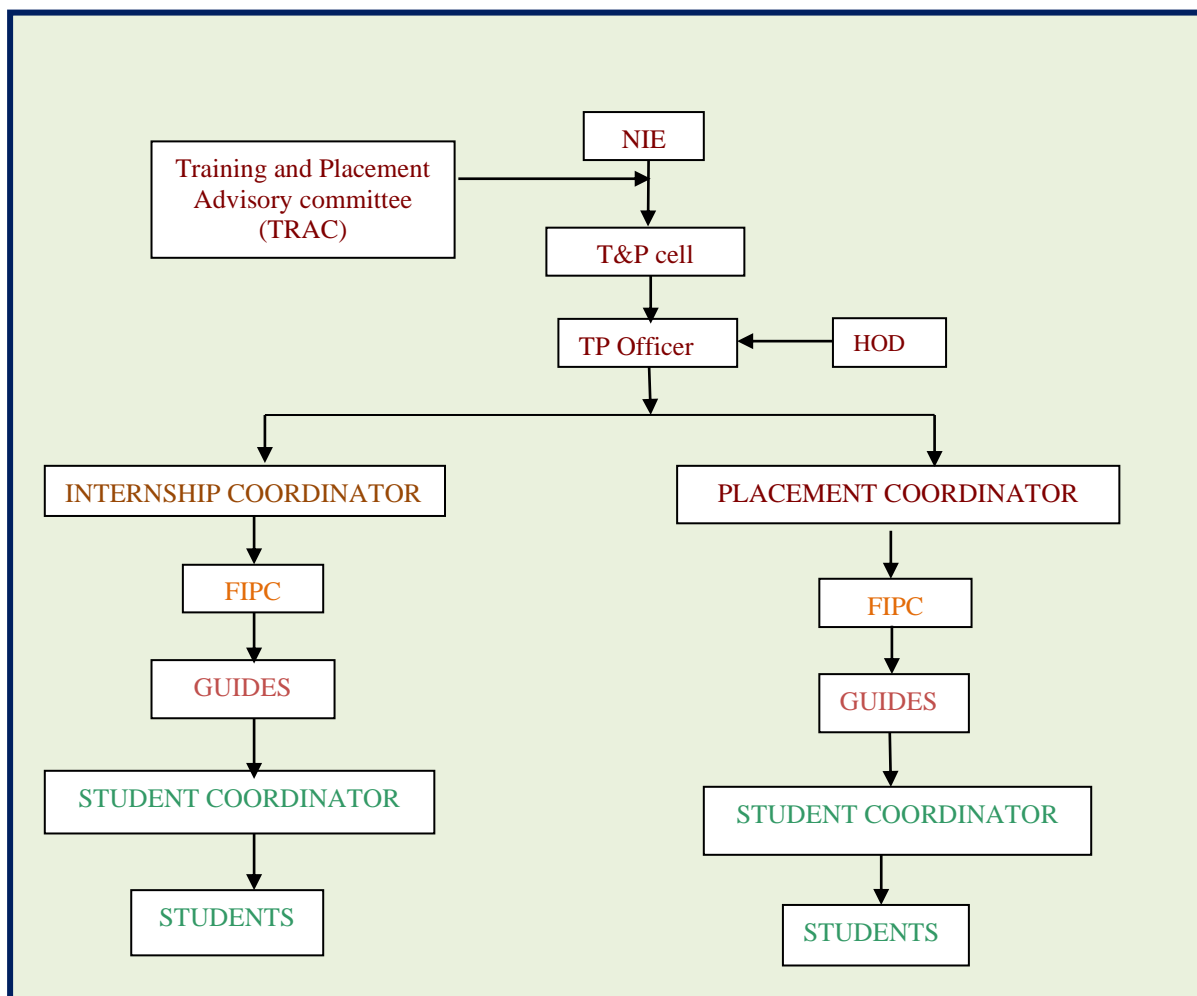
5.2) ONE JOB POLICY

1. Mass: Companies which recruits students with generic skill sets with generic hiring process.
2. Core: Companies which recruits for branch and skill specific recruitments
3. Dream: Product based companies or which comes under top 500 Fortune Companies or companies which offer salary more than 8 LPA.

Ladder Policy:

- Student placed in mass is eligible for Core, Dream and Open Dream.
- Student placed in core is eligible for Dream and open dream.
- Student placed in dream is eligible for open dream.

5.3) VARIOUS PEOPLE INVOLVED IN DATA HANDLING:



5.4) ROLES AND RESPONSIBILITIES

1. Training and Placement officer

- 1) To collect various details of students and companies with the help of placement coordinators and keep them organized.
- 2) To correspond to prospective companies for interview date and schedule of events.
- 3) To arrange for interview facilities at the campus and written test halls.
- 4) To receive the personnel and provide necessary inputs about the college and to co-ordinate placement coordinators for smooth functioning at various locations (interview halls, written test halls, canteen etc.)
- 5) To collect the appointment letters or other communications as soon as the interview is over and also during or before the actual interview process.
- 6) To distribute appointment letters and collect acceptance letters from the students and dispatch to employees.

2. HOD

- 1) Allocation of guides to students on the basis of AICTE norms i.e. 60:1 FC and 10:1 guide
- 2) Facilitate collection of internship opportunities
- 3) Mapping of students to guides
- 4) Monitor overall process
- 5) Ensure that MOUs are in place

3. Internship coordinator

- 1) Orientation to students and faculty coordinators about internship program
- 2) Approaching companies for internship opportunities
- 3) Consolidation of internship requirements from companies from different departments
- 4) Maintenance of MOU
- 5) Maintain records of students doing internships in companies
- 6) Maintain feedback from the companies
- 7) Collecting annexure forms and create database and maintain them.

4. Faculty Internship Coordinator

- 1) Approach companies for internship working with HOD
- 2) Collection of internship opportunities
- 3) Ensure that all students are mapped to companies and allocation of guides
- 4) verify whether the students have joined to internships in the companies
- 5) Visit companies at random to ensure internship is happening as per the guidelines
- 6) Ensure that all reports are submitted to T&P department

5. Guides

- 1) Verify the scope of work for internships
- 2) Mentor students during internships
- 3) Evaluation of reports submitted by students as per the rubrics set by the Institution
- 4) Ensure that reports are sent to T&P

6. Student Coordinator

- 1) Act as communication bridge between placement cell and students
- 2) Guide students understand the placement policy and other details and enable smooth activities.
- 3) Assist internship coordinators in handling internship activities.

Similar are the roles and responsibilities of placement coordinators and their subordinates.

5.5) PROPOSED STATISTICAL TOOLS:

1) Karl Pearson's Correlation

Correlation is a statistical measure that indicates the extent to which two variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel. A negative correlation indicates the extent to which one variable increase as the other decreases. The Karl Pearson's correlation measures the degree of linear relationship between two variables.[1]. It is a statistic that measures linear correlation between two variables X and Y . It has a value between $+1$ and -1 . A value of $+1$ is total positive linear correlation, 0 is no linear correlation, and -1 is total negative linear correlation [2].

$$\rho_{X,Y} = \frac{\text{cov}(X,Y)}{\sigma_X \sigma_Y}$$

where

$\text{cov}(x, y)$: the covariance between x and y

σ_X is the standard deviation of x

σ_y is the standard deviation of y

A correlation coefficient is generally applied in statistics to calculate a relationship between two variables. The correlation shows a specific value of a degree of a linear relationship between X and Y variables.

- Karl Pearson's Coefficient of Correlation is an extensively used mathematical method in which the numerical representation is applied to measure the level of relation between linear related variables.
- Pearson's correlation should be used only when there is a linear relationship between variables. It can be a positive or negative relationship, as long as it is significant.

2) Z test

A Z-test is any statistical test for which the distribution of the test statistic under the null hypothesis can be approximated by a normal distribution. It is used to determine whether two population means are different when the variances are known and the sample size is large. Z-test tests the mean of a distribution.

For each significance level in the confidence interval, the Z-test has a single critical value (for example, 1.96 for 5% two tailed). The probability of randomly selecting a score between -1.96 and $+1.96$ standard deviations from the mean is 95%. If there is less than a 5% chance of a raw score being selected randomly, then this is a statistically significant result.

The p-value is the probability that you have falsely rejected the null hypothesis. Z scores are measures of standard deviation. For example, if a tool returns a Z score of +2.5 it is interpreted as "+2.5 standard deviations away from the mean". P-values are probabilities.

A t-test is used to compare the mean of two given samples.

Like a z-test, a t-test also assumes a normal distribution of the sample. A t-test is used when the population parameters (mean and standard deviation) are not known.

Assumptions for the z-test of two means: The samples from each population must be independent of one another. The populations from which the samples are taken must be normally distributed and the population standard deviations must be known, or the sample sizes must be large (i.e. $n_1 \geq 30$ and $n_2 \geq 30$).

A critical value of z is sometimes written as z_α , where the alpha level, α , is the area in the tail. For example, $z_{.10}=1.28$. A critical value of z (Z-score) is used when the sampling distribution is normal, or close to normal. A z-score equal to 0 represents an element equal to the mean. A z-score equal to 1 represents an element that is 1 standard deviation greater than the mean; a z-score equal to 2, 2 standard deviations greater than the mean; etc.

First, estimate the expected value μ of T under the null hypothesis, and obtain an estimate s of the standard deviation of T .

Second, determine the properties of T : one tailed or two tailed.

For Null hypothesis $H_0: \mu \geq \mu_0$ vs alternative hypothesis $H_1: \mu < \mu_0$, it is upper/right-tailed (one tailed).

For Null hypothesis $H_0: \mu \leq \mu_0$ vs alternative hypothesis $H_1: \mu > \mu_0$, it is lower/left-tailed (one tailed).

For Null hypothesis $H_0: \mu = \mu_0$ vs alternative hypothesis $H_1: \mu \neq \mu_0$, it is two-tailed. Third, calculate the standard score :[3]

$$Z = \frac{(\bar{X} - \mu_0)}{s}$$

3) Analysis of variance (ANOVA)

It is a collection of statistical models and their associated estimation procedures (such as the "variation" among and between groups) used to analyze the differences among group means in a sample. ANOVA is used in the analysis of comparative experiments, those in which only the difference in outcomes is of interest. The statistical significance of the experiment is determined by a ratio of two variances. ANOVA statistical significance result is independent of constant bias and scaling errors as well as the units used in expressing observations.

Analysis of variance (ANOVA) is an analysis tool used in statistics that splits an observed aggregate variability found inside a data set into two parts: systematic factors and random factors. The systematic factors have a statistical influence on the given data set, while the random factors do not. Analysts use the ANOVA test to determine the influence that independent variables have on the dependent variable in a regression study.

The ANOVA test is the initial step in analysing factors that affect a given data set. Once the test is finished, an analyst performs additional testing on the methodical factors that measurably contribute to the data set's inconsistency. The analyst utilizes the ANOVA test results in an f-test to generate additional data that aligns with the proposed regression models.

The ANOVA test allows a comparison of more than two groups at the same time to determine whether a relationship exists between them. The result of the ANOVA formula, the F statistic (also called the F-ratio), allows for the analysis of multiple groups of data to determine the variability between samples and within samples. ANOVA is helpful for testing three or more variables. It is similar to multiple two-sample t-tests. However, it results in fewer type I errors and is appropriate for a range of issues. ANOVA groups differences by comparing the means of each group and includes spreading out the variance into diverse sources. It is employed with subjects, test groups, between groups and within groups.

If no real difference exists between the tested groups, which is called the null hypothesis, the result of the ANOVA's F-ratio statistic will be close to 1. Fluctuations in its sampling will likely follow the Fisher F distribution. This is actually a group of distribution functions, with two characteristic numbers, called the numerator degrees of freedom and the denominator degrees of freedom.

CHAPTER VI

DATA ANALYSIS AND INTERPRETATION

6.1 Data Analysis and Interpretation

The questionnaire was distributed to randomly selected 100 respondents – students of the organization. A 5-Level Likert Scale was used for asking questions to the respondents, namely; Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree. The data collected is analyzed and interpreted below:

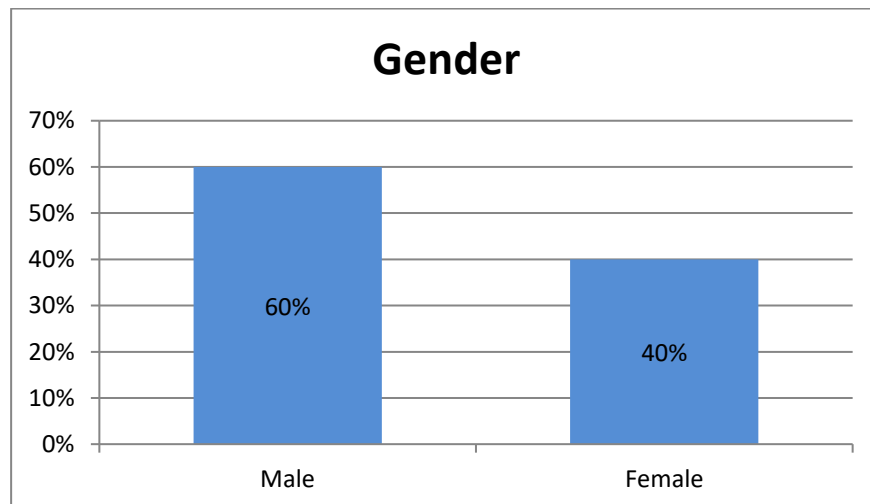
PART A

The Gender of the respondents are analysed below:

Table A1: Gender of the Respondents

Particulars	Percentage
Male	60%
Female	40%

Chart A1: Gender of the Respondents

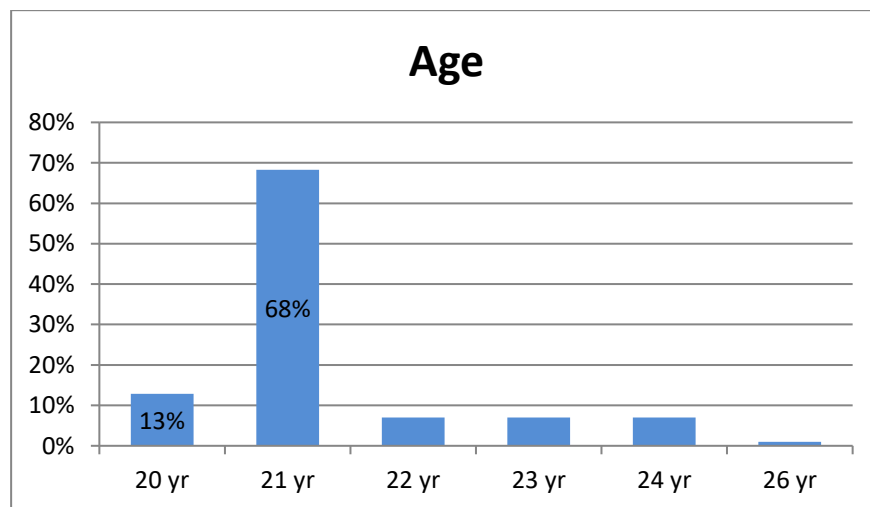


Age of the respondents are analysed below:

Table A2: Age of the Respondents

Particulars	Percentage
20 yr	13%
21 yr	68%
22 yr	7%
23 yr	7%
24 yr	4%
26 yr	1%

Chart A2: Age of the Respondents

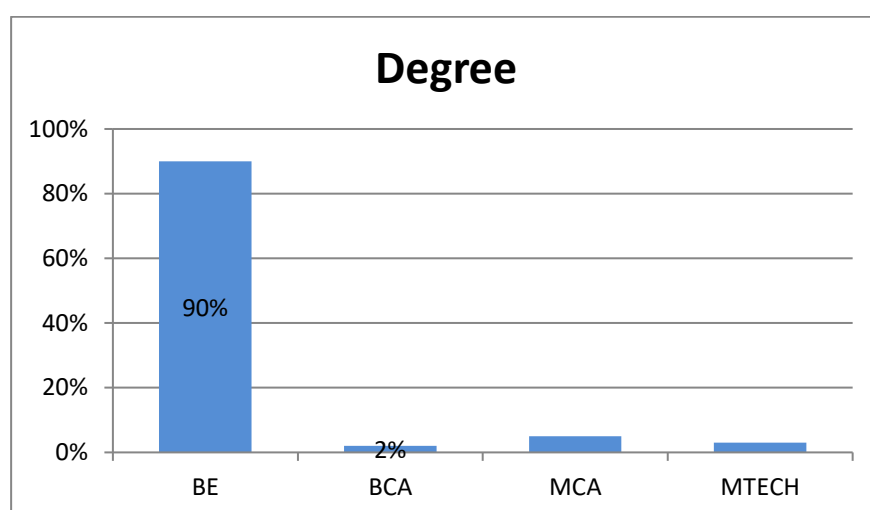


Degree of the respondents are analysed below:

Table A3: Degree of the Respondents

Particulars	Percentage
BE	90%
BCA	2%
MCA	5%
MTECH	3%

Chart A3: Degree of the Respondents

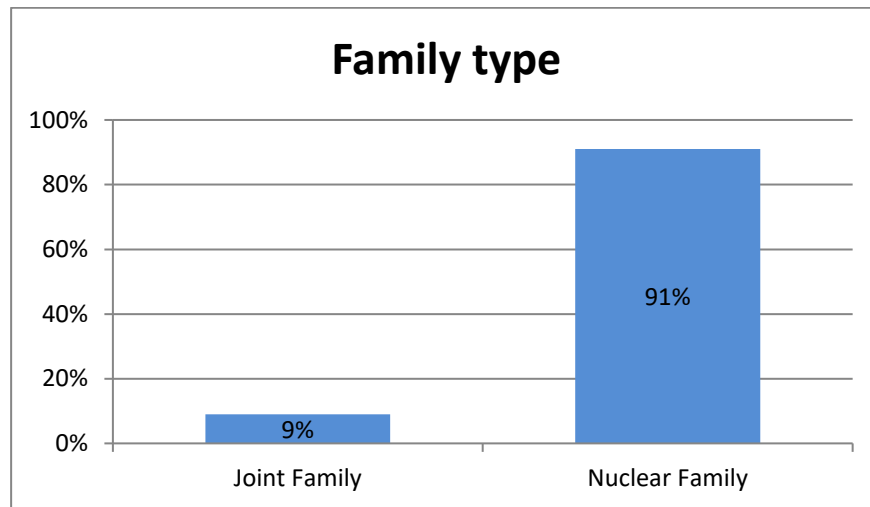


Family type of the respondents are analysed below:

Table A4: Family type of the Respondents

Particulars	Percentage
Joint Family	9%
Nuclear Family	91%

Chart A4: Family type of the Respondents



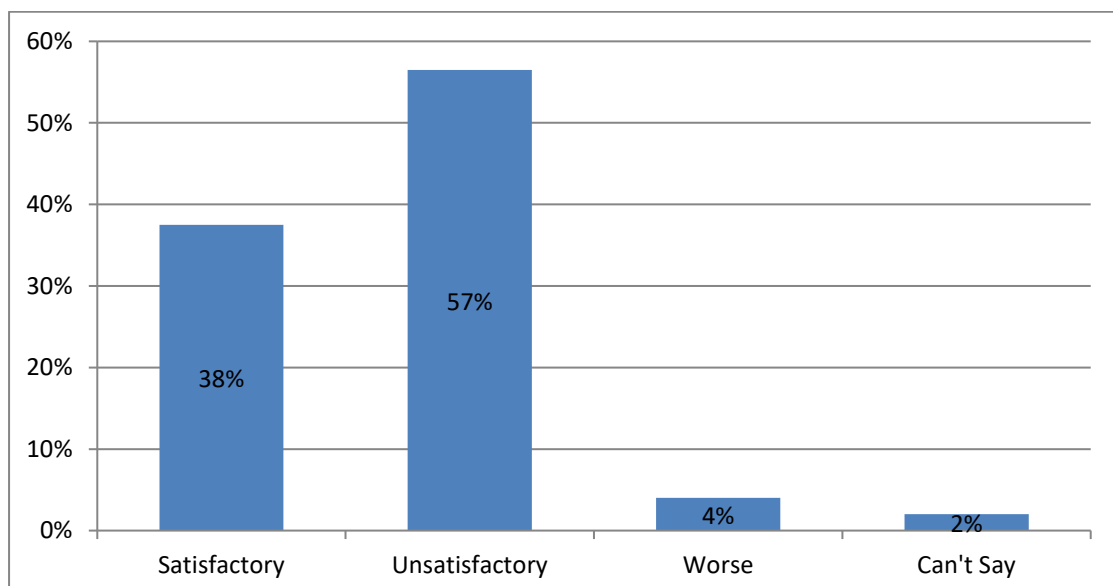
PART B

1. How do you rate recruitment happened during Pandemic in NIE?

Table 6.1: Recruitment happened during pandemic in NIE

Responses	No. of Respondents	Response percentage
Satisfactory	38	38%
Unsatisfactory	57	57%
Worse	4	4%
Can't Say	2	2%

Chart 6.1: Recruitment happened during pandemic in NIE

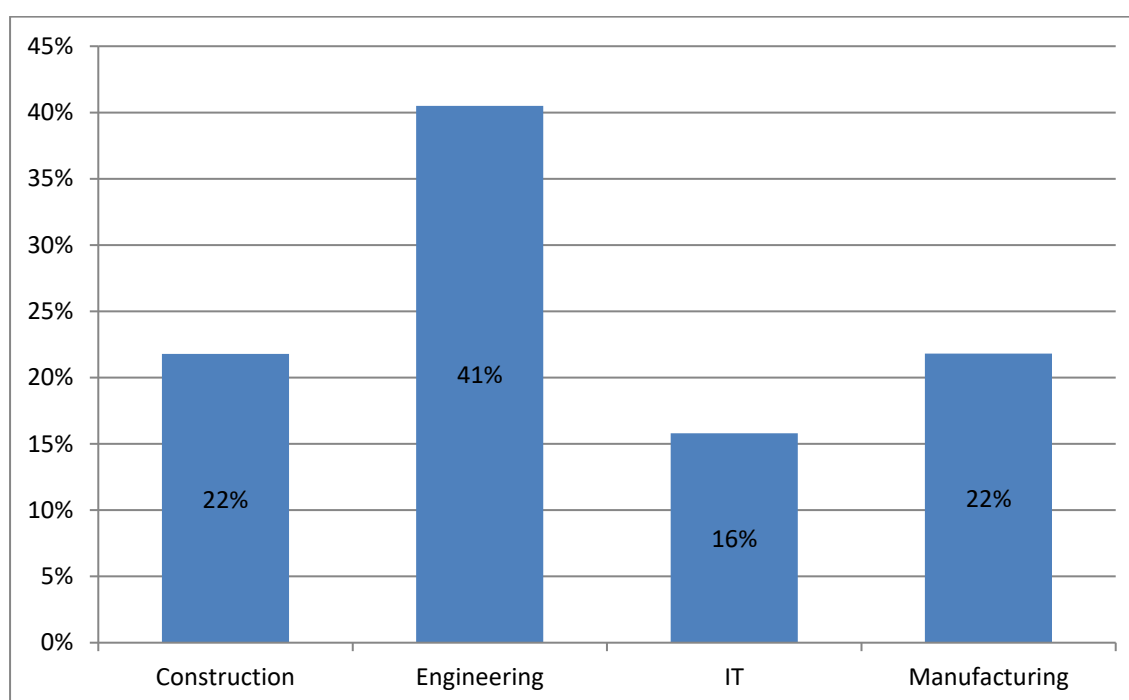


2. Which Sector had negative impact in recruitment in the Pandemic time?

Table 6.2: Negative impact in the pandemic time

Responses	No. of Respondents	Response Percentage
Construction	22	22%
Engineering	41	41%
IT	16	16%
Manufacturing	22	22%

Chart 6.2: Negative impact in the pandemic time

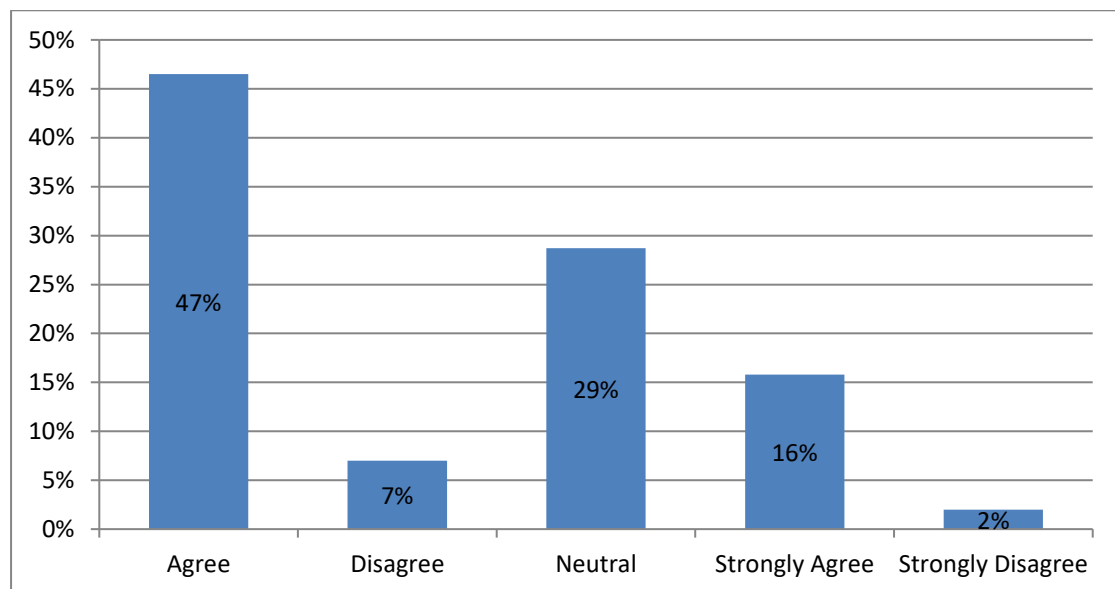


3. During pandemic do you feel there was demand in hiring for Non engineering branches like healthcare workers Doctors, Nurses, Pharmacists?

Table 6.3: Demand in hiring non engineering branches

Responses	No. of Respondents	Response percentage
Agree	47	47 %
Disagree	7	7%
Neutral	29	29%
Strongly Agree	16	16%
Strongly Disagree	2	2%

Chart 6.3: Demand in hiring non engineering branches

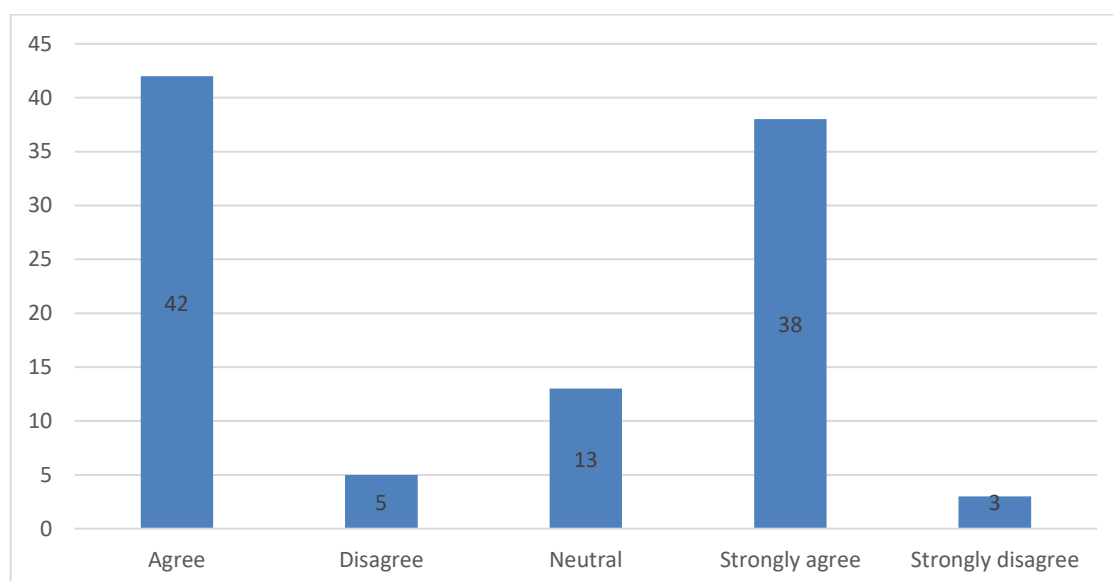


4. Do you feel there was decrease in the Campus Placements in NIE due to the Pandemic?

Table 6.4: Decrease in placements during pandemic at NIE

Responses	No. of Respondents	Response percentage
Agree	42	42%
Disagree	5	5%
Neutral	13	13%
Strongly Agree	38	38%
Strongly Disagree	3	3%

Chart 6.4: Decrease in placements during pandemic at NIE

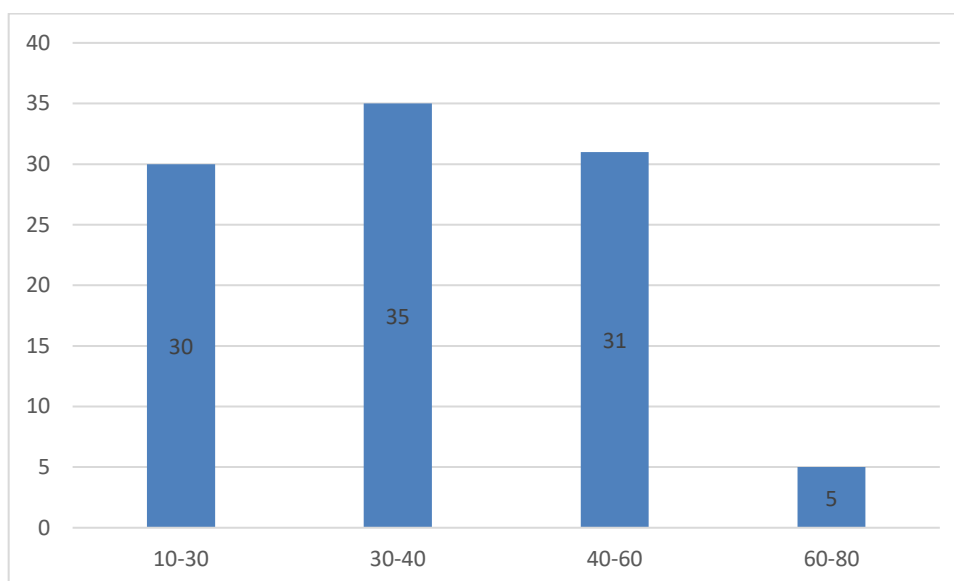


5. How much percentage do you think there is decrease in the hiring of freshers

Table 6.5: Percentage decrease in hiring of freshers

Responses	No. of Respondents	Response percentage
10-30	30	30%
30-40	35	35%
40-60	31	31%
60-80	5	5%

Chart 6.5: Percentage decrease in hiring of freshers

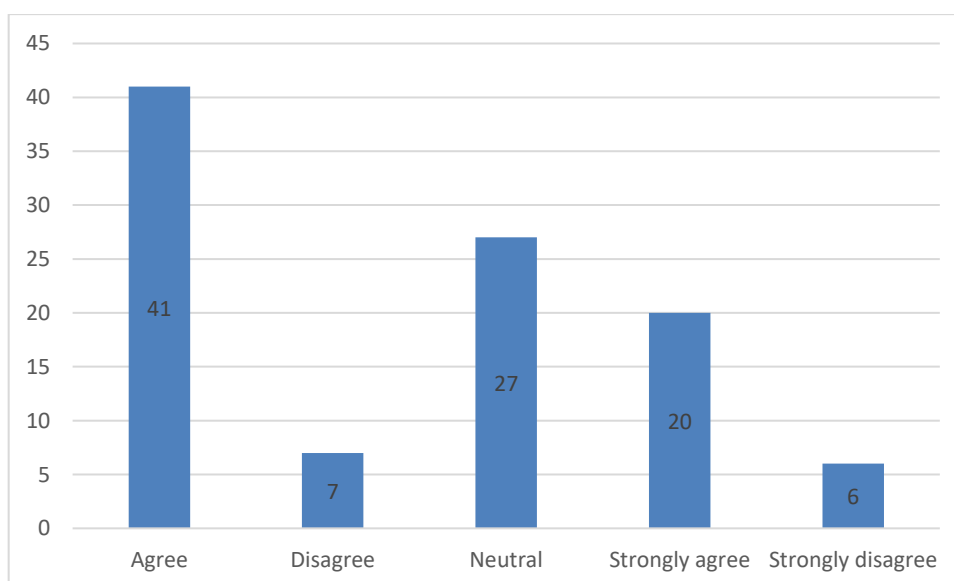


6. Do you feel JOB POLICY is required during this pandemic situation?

Table 6.6: Requirement of Job Policy

Responses	No. of Respondents	Response percentage
Agree	41	41%
Disagree	7	7%
Neutral	27	27%
Strongly Agree	20	20%
Strongly Disagree	6	6%

Chart 6.6: Requirement of Job Policy

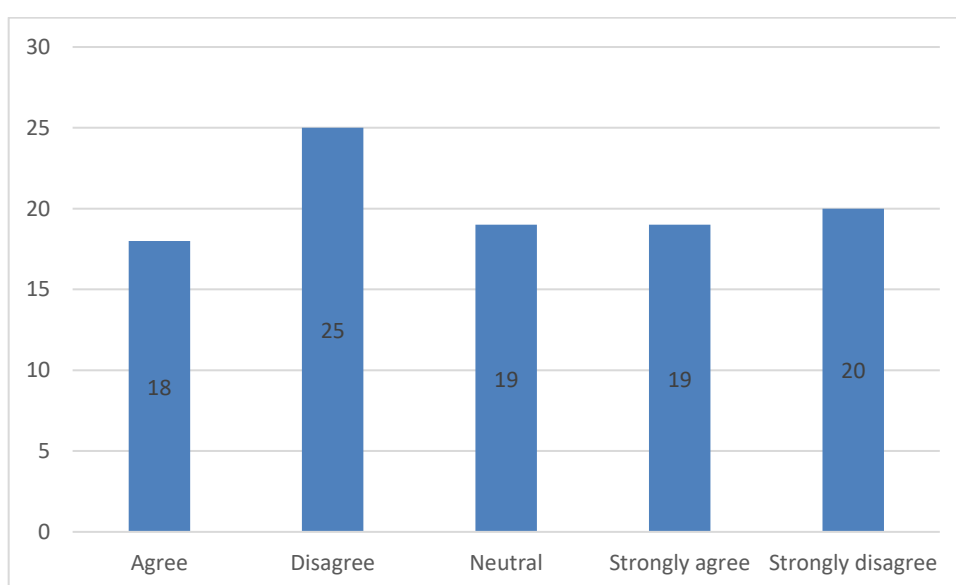


7. Do you agree that ONE JOB POLICY is required during this pandemic situation?

Table 6.7: Requirement of ONE Job Policy

Responses	No. of Respondents	Response percentage
Agree	18	18%
Disagree	25	25%
Neutral	19	19%
Strongly Agree	19	19%
Strongly Disagree	20	20%

Chart 6.7: Requirement of ONE Job Policy

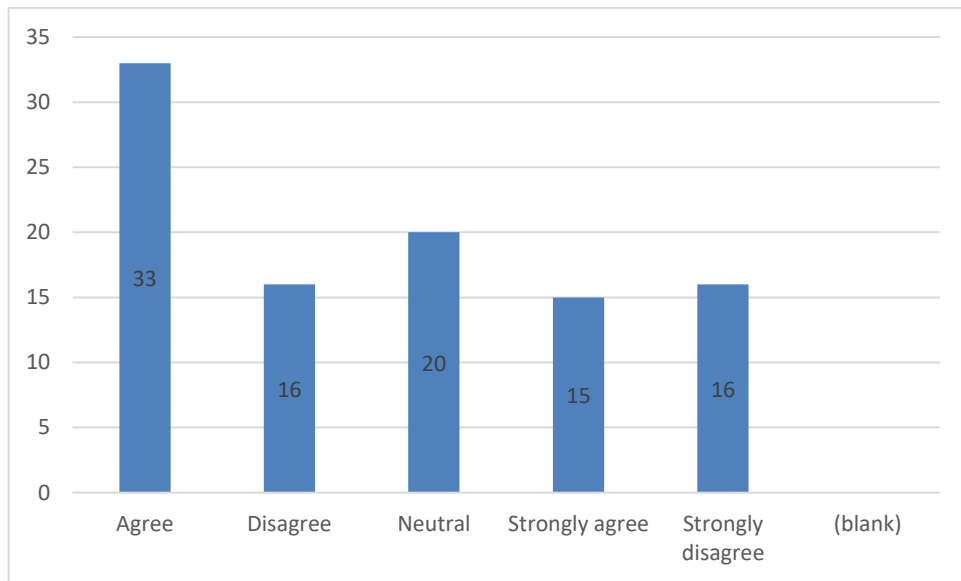


8. Do you think we should combine Dream and Open Dream Slot (Companies having more than 8 LPA will be combined)?

Table 6.8: Combine dream and open dream slot

Responses	No. of Respondents	Response percentage
Agree	33	33%
Disagree	16	16%
Neutral	20	20%
Strongly Agree	15	15%
Strongly Disagree	16	16%

Chart 6.8: Combine dream and open dream slot

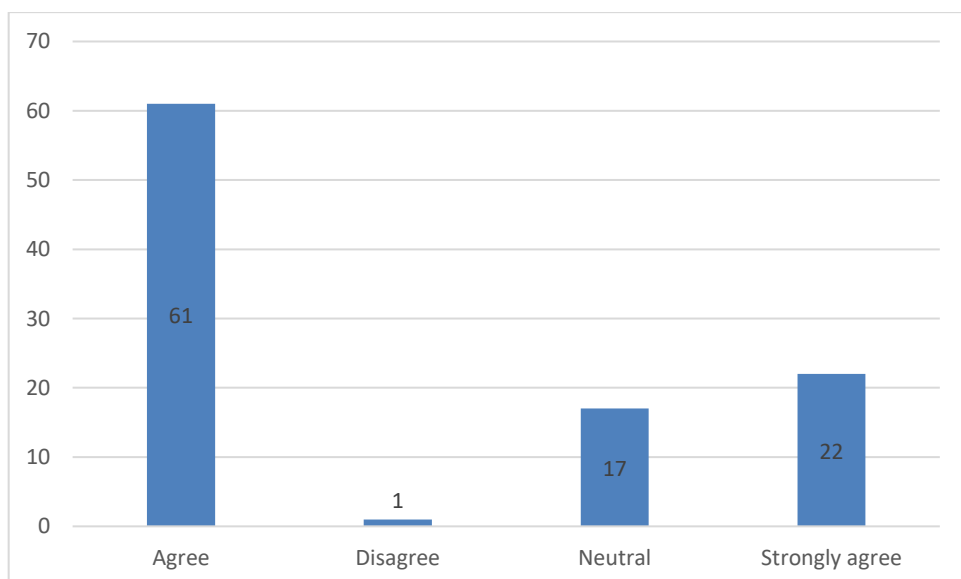


9. Do you think that Placement Flow chart is plays a vital role in placement execution?

Table 6.9: Importance of placement flow chart

Responses	No. of Respondents	Response percentage
Agree	61	61%
Disagree	1	1%
Neutral	17	17%
Strongly Agree	22	22%

Chart 6. 9: Importance of placement flow chart

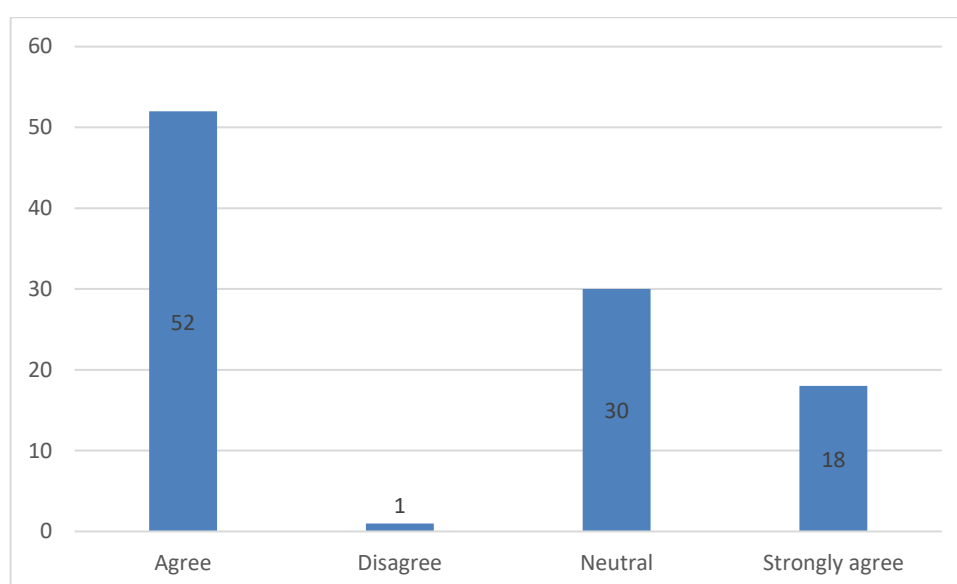


10. SWAC Analysis is important before starting of Placement Session?

Table 6.10: Importance of SWAC Analysis

Responses	No. of Respondents	Response percentage
Agree	52	52%
Disagree	1	1%
Neutral	30	30%
Strongly Agree	18	18%

Chart 6.10: Importance of SWAC Analysis

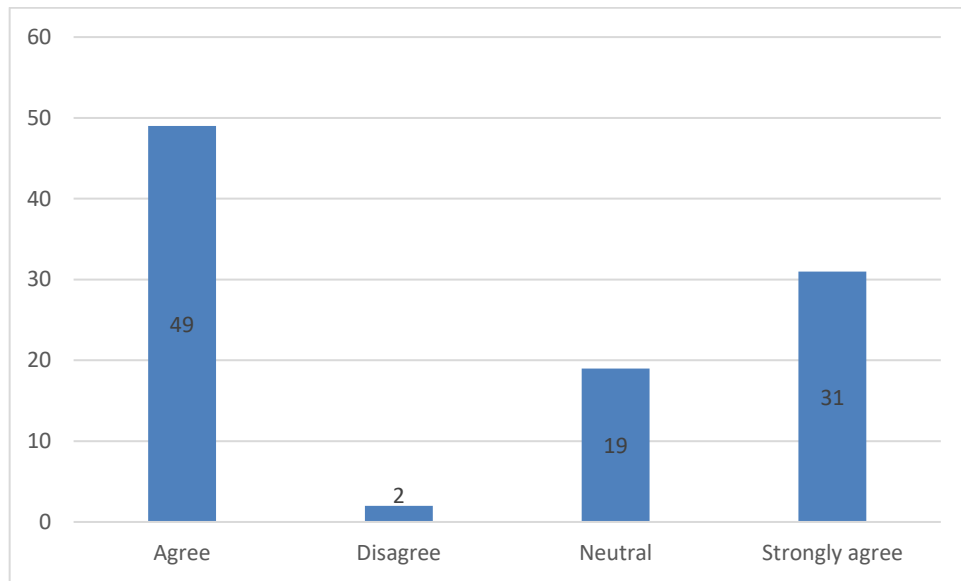


11. Does Placement Orientation play a vital role before starting of placement?

Table 6.11: Importance of placement Orientation

Responses	No. of Respondents	Response percentage
Agree	49	49%
Disagree	2	2%
Neutral	19	19%
Strongly Agree	31	31%

Chart 6. 11: Importance of placement Orientation

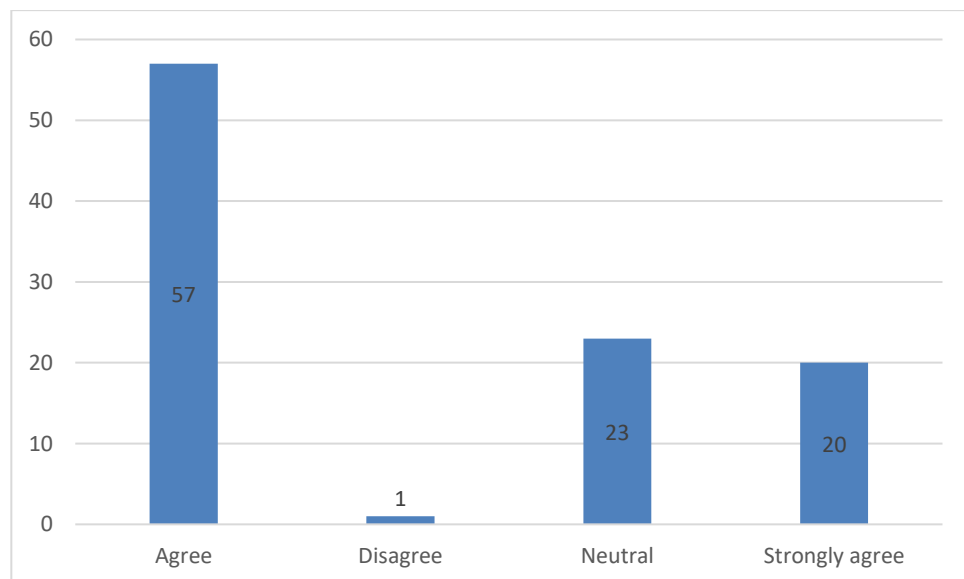


12. Do you think that Internship Flow chart plays a vital role in internship execution?

Table 6.12: Importance of internship flow chart

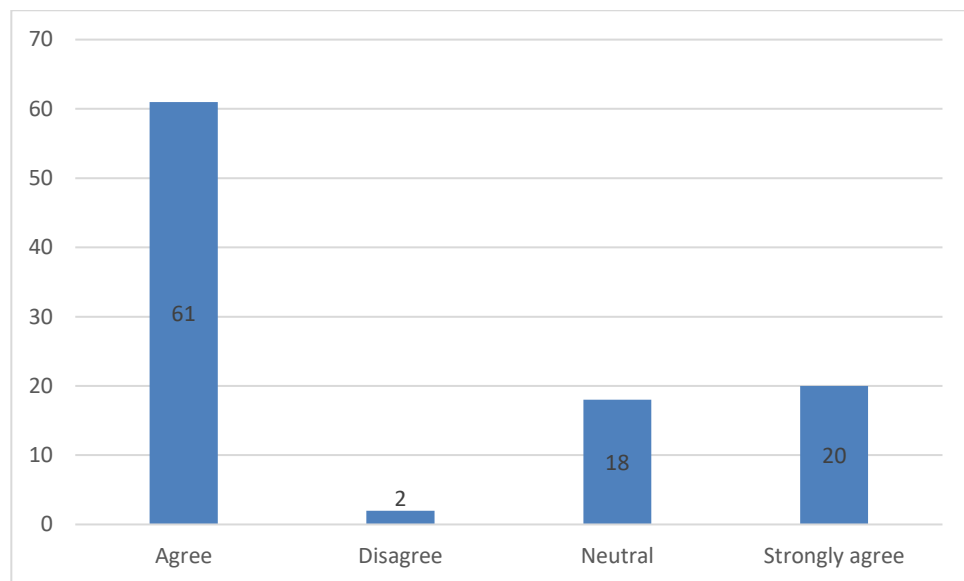
Responses	No. of Respondents	Response percentage
Agree	57	57%
Disagree	1	1%
Neutral	23	23%
Strongly Agree	20	20%

Chart 6. 12: Importance of internship flow chart



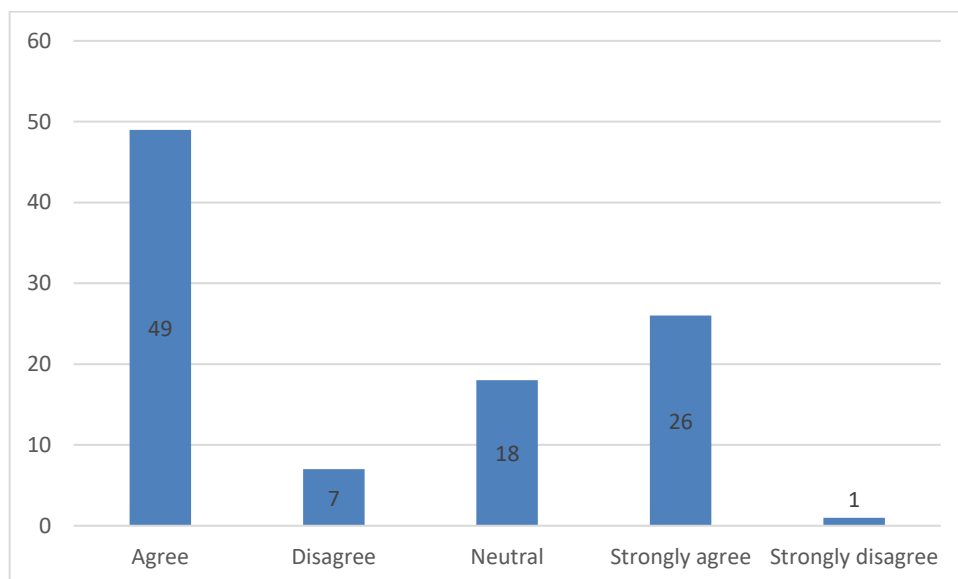
13. Does Internship Orientation play a vital role before starting of Internship?**Table 6.13: Importance of internship orientation**

Responses	No. of Respondents	Response percentage
Agree	61	61%
Disagree	2	2%
Neutral	18	18%
Strongly Agree	20	20%

Chart 6. 13: Importance of internship orientation**14. Should a Faculty coordinator to be assigned to individual company/ students team?****Table 6.14: Need of Faculty Coordinator**

Responses	No. of Respondents	Response percentage
Agree	49	49%
Disagree	7	7%
Neutral	18	18%
Strongly Agree	26	26%
Strongly Disagree	1	1%

Chart 6. 14: Need of Faculty Coordinator

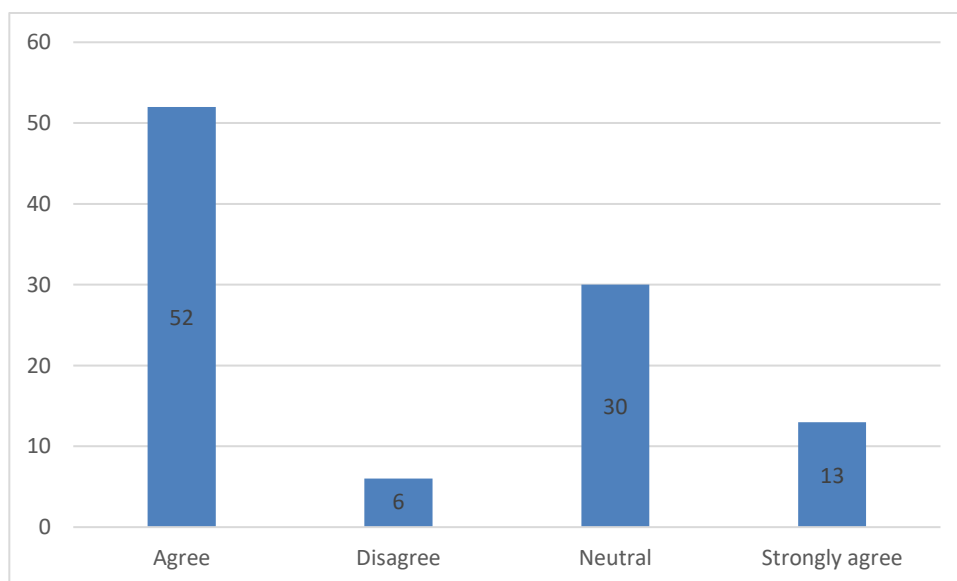


15. Evaluation of internship is required?

Table 6.15: Evaluation of internship

Responses	No. of Respondents	Response percentage
Agree	52	52%
Disagree	6	6%
Neutral	30	30%
Strongly Agree	13	13%

Chart 6.15: Evaluation of internship

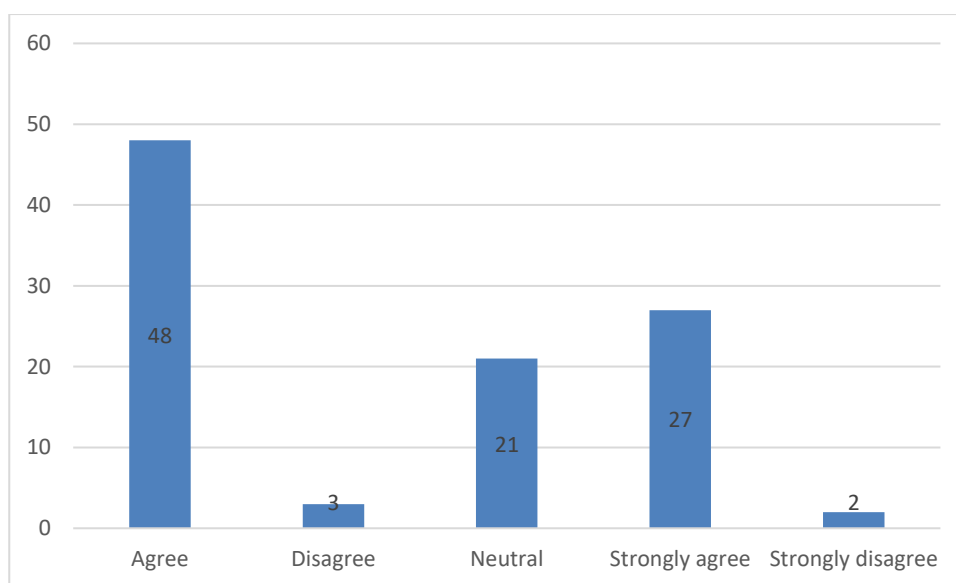


16. Do you think there is a hit on internship opportunities for NIE due to pandemic situation?

Table 6.16: Increase in internship during pandemic

Responses	No. of Respondents	Response percentage
Agree	48	48%
Disagree	3	3%
Neutral	21	21%
Strongly Agree	27	27%
Strongly Disagree	2	2%

Chart 6. 16: Increase in internship during pandemic

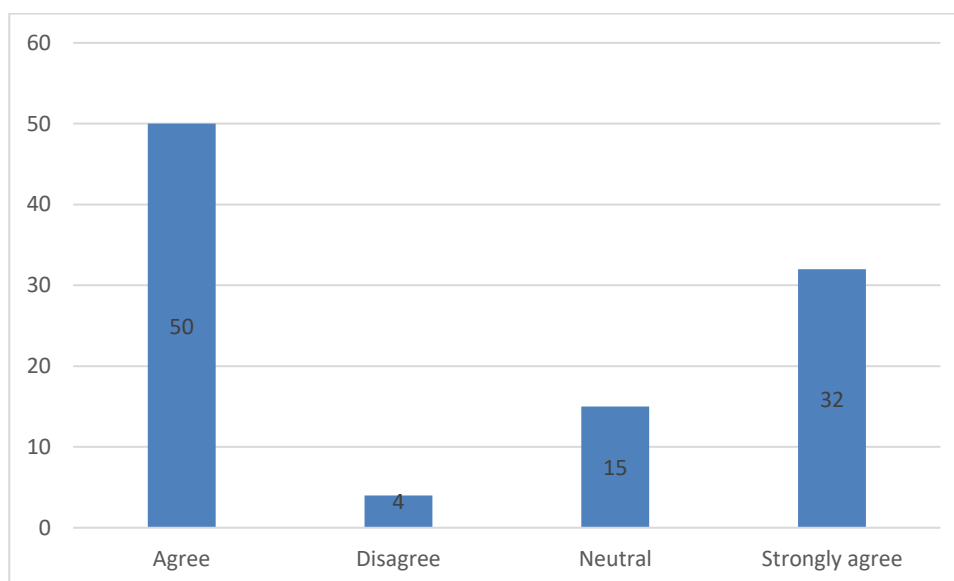


17. Do you think Faculty Coordinators is required in Placement and Internship Process?

Table 6.17: Importance of Faculty Coordinator

Responses	No. of Respondents	Response percentage
Agree	50	50%
Disagree	4	4%
Neutral	15	15%
Strongly Agree	32	32%

Chart 6. 17: Importance of Faculty Coordinator

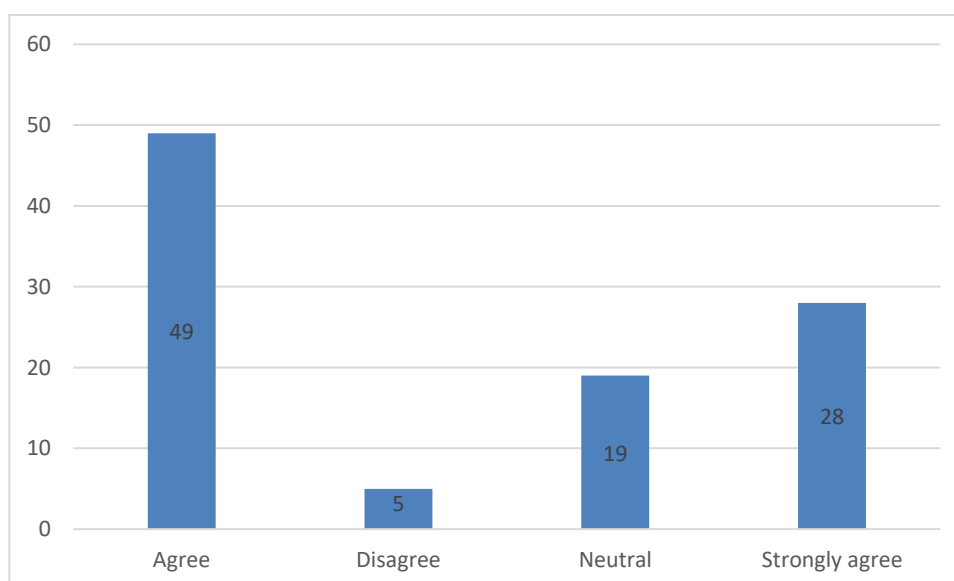


18. Should we design a Roles and Responsibility of Faculty Coordinator?

Table 6.18: The need to assign roles and responsibilities of faculty coordinator

Responses	No. of Respondents	Response percentage
Agree	49	49%
Disagree	5	5%
Neutral	19	19%
Strongly Agree	28	28%

Chart 6.18: The need to assign roles and responsibilities of faculty coordinator



19. What could be the Roles and Responsibility of Faculty coordinator?

Interpretation:

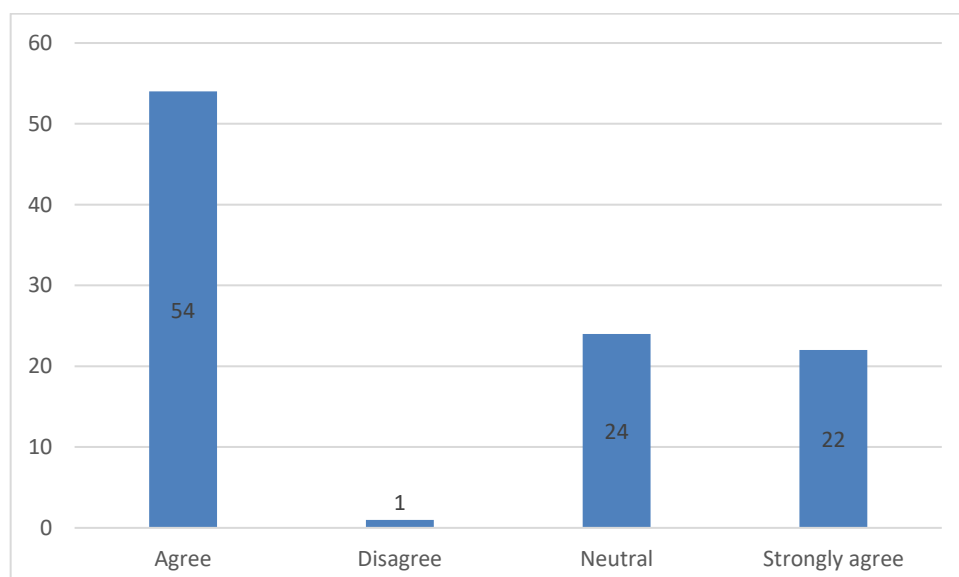
- To prepare students for the upcoming companies by sharing their expertise.
- Probably curating most asked questions for students for a particular company and help understand those concepts.
- To guide the students during placements.
- Evaluate the skills required for each company, conduct department workshops according to those needs, introduce students to the Industry demands, help maintain a proper time schedule so that recruitment process doesn't overlap with internals or other department activities.
- Suggest and refer companies in their network.
- Hearing out students' concerns regarding placements and personal counselling for unplaced students
- To prepare students with the most frequently concepts in interviews and to motivate and prepare the unplaced students to get placed.
- To constantly monitor student's progress

20. Should we design a Roles and Responsibility of Student Coordinator?

Table 6.20: The need to assign roles and responsibilities of student coordinator

Responses	No. of Respondents	Response percentage
Agree	54	54%
Disagree	1	1%
Neutral	24	24%
Strongly Agree	22	22%

Chart 6.20: The need to assign roles and responsibilities of student coordinator



21. What could be the Roles and Responsibility of Student coordinator?

Interpretation:

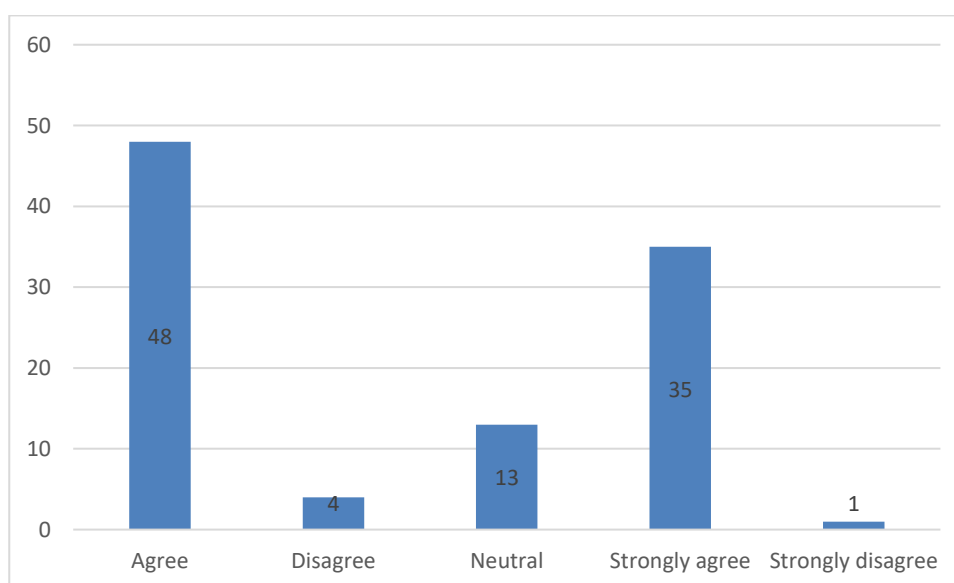
- As a communication bridge between the placement department and the students.
- Guide students understand the placement policy and other details and enable smooth activities.
- Assist internship coordinators in handling internship activities.
- Maintenance of MOU
- Maintain records of students doing internships in companies
- Maintain feedback from the companies.

22. Should we adopt to "Virtual Process" due to pandemic?

Table 6.22: Virtual process during pandemic

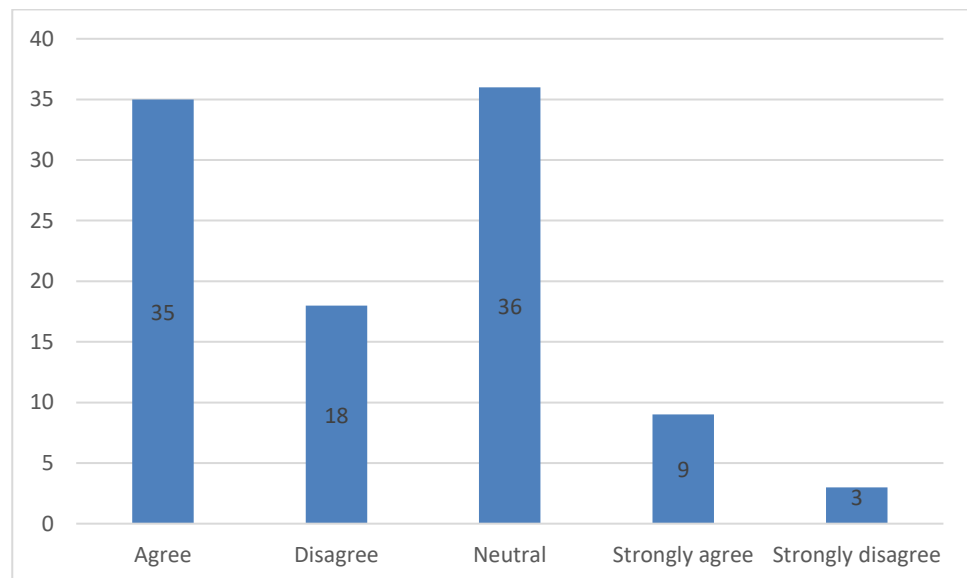
Responses	No. of Respondents	Response percentage
Agree	48	48%
Disagree	4	4%
Neutral	13	13%
Strongly Agree	35	35%
Strongly Disagree	1	1%

Chart 6.22: Virtual process during pandemic



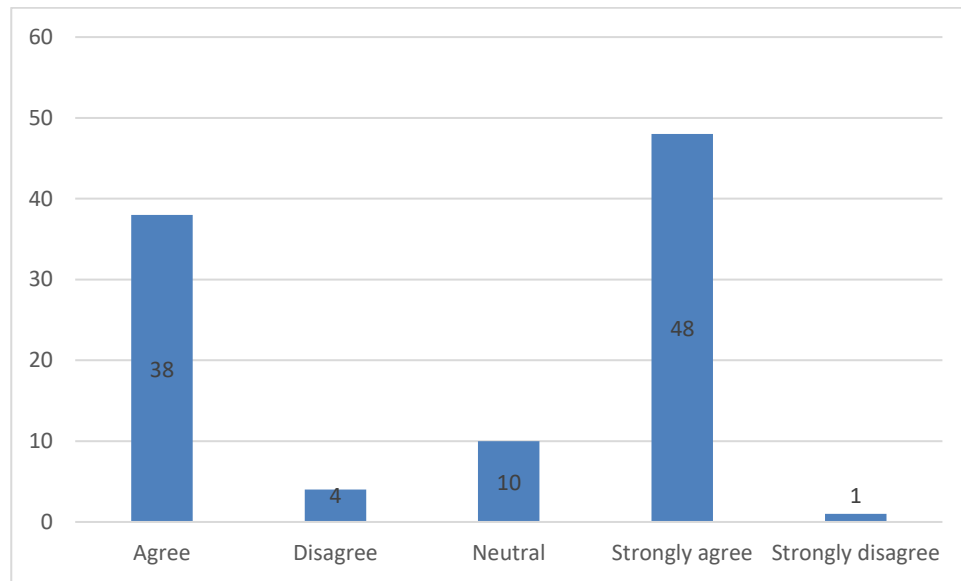
23. Do students have sufficient Internet facility to take the test from home?**Table 6.23: Sufficient internet facility at home**

Responses	No. of Respondents	Response percentage
Agree	35	35%
Disagree	18	18%
Neutral	36	36%
Strongly Agree	9	9%
Strongly Disagree	3	3%

Chart 6.23: Sufficient internet facility at home**24. Do you think there is a reduce in number of placements in Mass company/ Services?****Table 6.24: Reduction in Service based company hiring**

Responses	No. of Respondents	Response percentage
Agree	38	38%
Disagree	4	4%
Neutral	10	10%
Strongly Agree	48	48%
Strongly Disagree	1	1%

Chart 6.24: Reduction in Service based company hiring

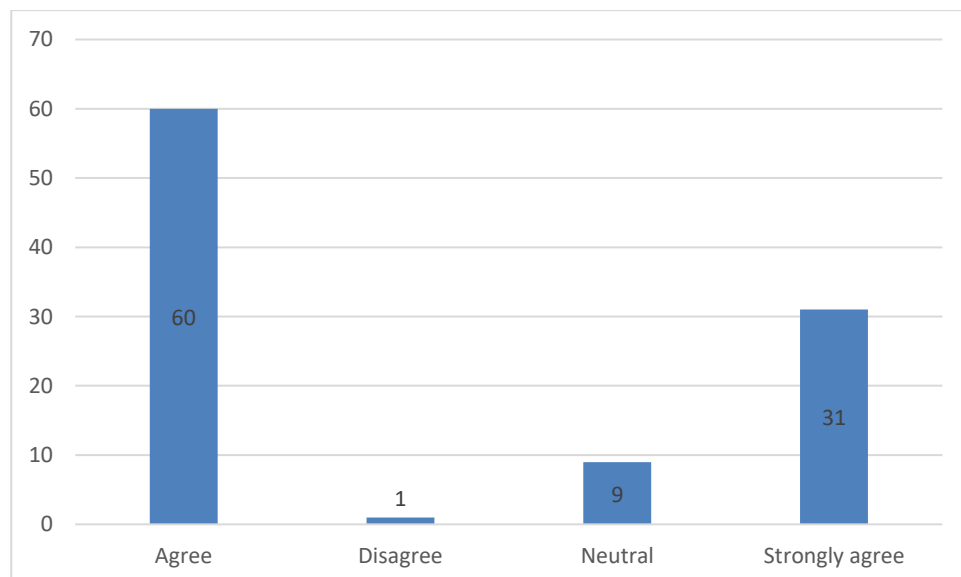


25. Students registration should happen online with tools like google form?

Table 6.25: Use of online tools for registration

Responses	No. of Respondents	Response percentage
Agree	60	60%
Disagree	1	1%
Neutral	9	9%
Strongly Agree	31	31%

Chart 6.25: Use of online tools for registration

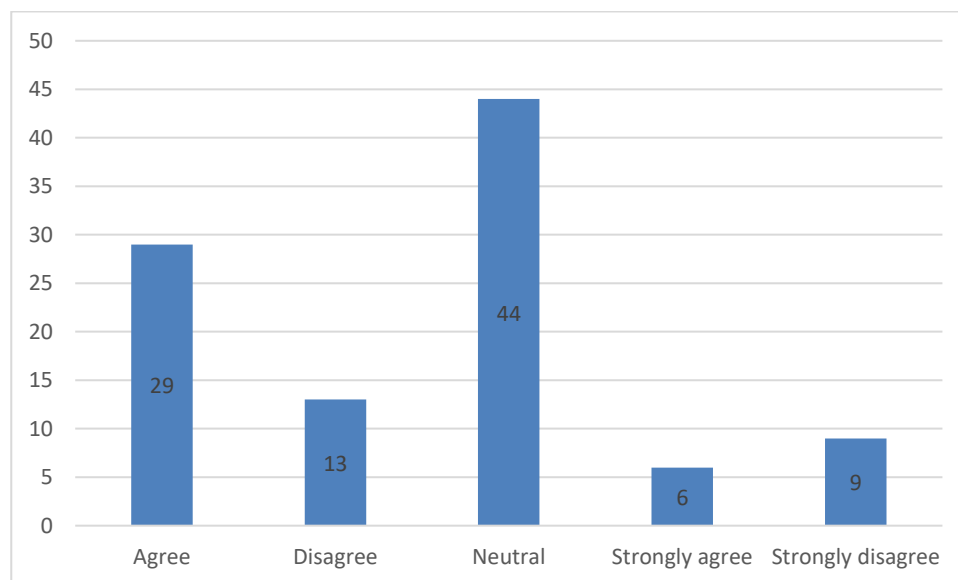


26. Do you think students would be ready to relocate during this pandemic situation?

Table 6.26: Relocate during pandemic

Responses	No. of Respondents	Response percentage
Agree	29	29%
Disagree	13	13%
Neutral	44	44%
Strongly Agree	6	6%
Strongly Disagree	9	9%

Chart 6.26: Relocate during pandemic

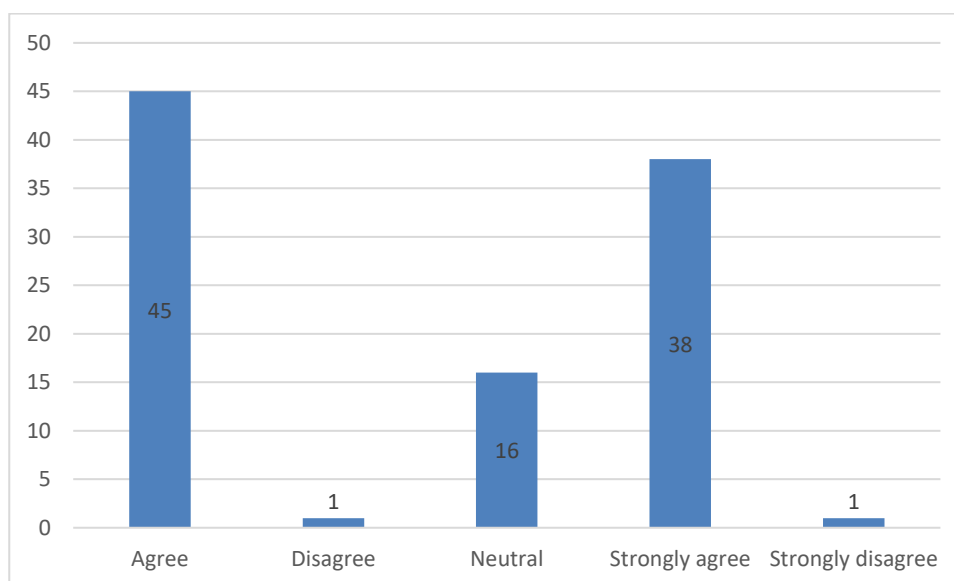


27. Do we have to give Soft skills training before starting of placements?

Table 6.27: Need for soft skill training

Responses	No. of Respondents	Response percentage
Agree	45	45%
Disagree	1	1%
Neutral	16	16%
Strongly Agree	38	38%
Strongly Disagree	1	1%

Chart 6.27: Need for soft skill training

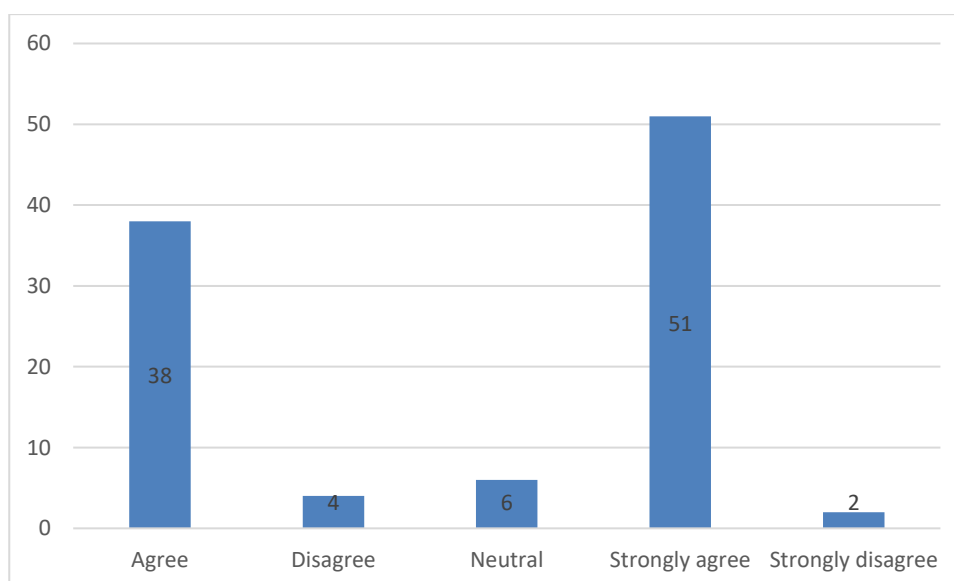


28. Do we have to give technical Training before starting of Placement session?

Table 6.28: Need for technical training

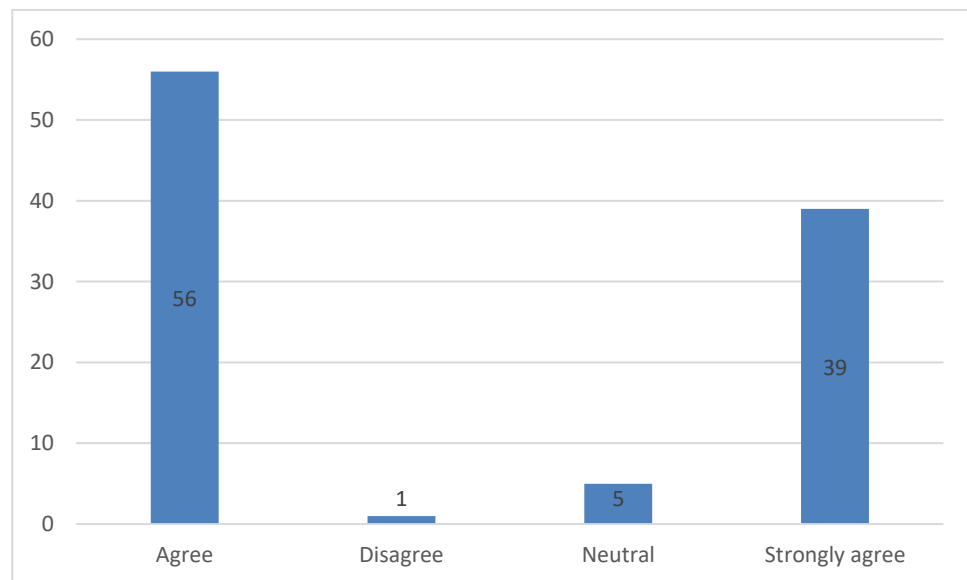
Responses	No. of Respondents	Response percentage
Agree	38	38%
Disagree	4	4%
Neutral	6	6%
Strongly Agree	51	51%
Strongly Disagree	2	2%

Chart 6.28: Need for technical training



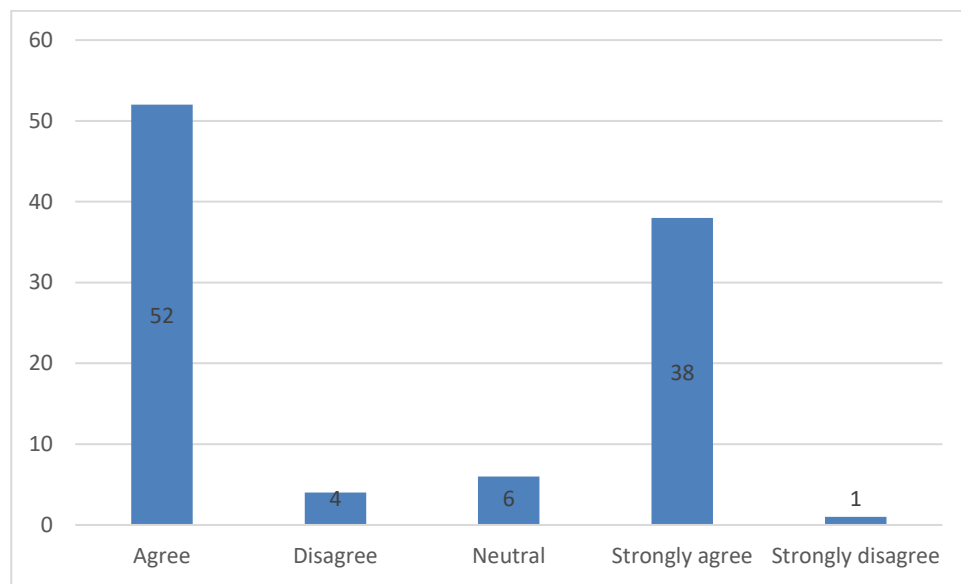
29. Do you have access to online interview tools like zoom, Webex, Google meet?**Table 6.29: Access to online interview tools**

Responses	No. of Respondents	Response percentage
Agree	56	56%
Disagree	1	1%
Neutral	5	5%
Strongly Agree	39	39%

Chart 6.29: Access to online interview tools**30. Was this survey user friendly?****Table 6.30: User friendly Survey**

Responses	No. of Respondents	Response percentage
Agree	52	52%
Disagree	4	4%
Neutral	6	6%
Strongly Agree	38	38%
Strongly Disagree	1	1%

Chart 6.30: User friendly Survey



CHAPTER VII

SUMMARY OF FINDINGS AND CONCLUSION

7.1) FINDINGS

- Every year the placement cell plans the training activities related to placement an overall personality development.
- The Training and Placement cell of NIE plays a vital role from the very beginning and lays greater emphasis on Practical and Industrial training for engineering students.
- The placement cell serves to bridge the gap between the job aspirant and prospective employer.
- Placement cell interacts with more than 200 reputed organizations for arranging campus interviews for the final year BE/MTECH/MCA/PhD students.
- Industry personnel are invited periodically to enrich the knowledge of student community with the latest technological innovations and industry practices.

There has been always confusion between the industry and the educational institutions in finding out the right season for the campus placements. Industry through the NASSCOM and other regulatory bodies has been changing the recruitment season between July and January. There has been no consistency from the industry on the recruitment season.

The students feel that June and July would be very early as they would not be prepared for the interviews. October and November months are examination months and after January, they are engaged with their project work and hence these months are less preferred. Most of the companies freeze on their campus recruitment budgets by June / July and hence the HR managers feel that after July will be an ideal period for the recruitments. The months between August and September were perceived to be the ideal months for recruitment by both the recruitment managers and the students.

Based on the above findings, the employers should frame a recruitment calendar which suits the students. This also would enable the recruitment managers to do branding engagements on campus to create the awareness among the students. Proper planning of recruitment schedule would help the recruitment managers to plan for the joining of the recruited students and also offer them internships / project work during their final semester.

Though the salary levels in the IT services sector in India for the campus recruits has not changed for more than 5 years, the attractiveness of employment in IT sector has not decreased. Though the entry level salaries are less, the salary levels increase based on the experience they gain over the years. Since the supply of graduates for the IT sector has increased substantially over the years, the industry has not increased the entry level salaries. The entry level salary expectations of the students have increased due to the rise in the cost of education. Though the students consider a revision of entry level salaries, but salary has not been an influencing dimension in career choice. The students have given more importance to their career growth and the opportunities that are given for the skill – development.

7.2) CONCLUSION

Colleges in India are facing a tough year ahead with disruptions in their campus recruitments as the pandemic affects businesses worldwide. While many students have been placed already, some still struggle to find a good job offer. The placement cell is the nodal center and an integral part of the institution. It has very active linkages and collaborations with the industry. The vital role is to groom and shape the students and make them industry ready by imparting necessary skills and training.

The recruiters should educate the students on the current industry trends and justify the salary levels to the students. Corporate should connect with the students, while on campus regularly to understand their perceptions. Students need to do their research on various parameters before choosing a company in a campus recruitment process. The study concludes that it is essentially important for workforce to be kept galvanized if an organization wants to yield the best results from it. It is beneficial for organizations that their workforce is highly challenging and competitive.

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- [2] https://en.wikipedia.org/wiki/Pearson_correlation_coefficient
- [3] <https://en.wikipedia.org/wiki/Z-test>

ANNEXURE

QUESTIONNAIRE

Dear Sir / Ma'am,

I am Harshit Diwakar, currently working as Training and placement officer at National Institute of engineering, Mysuru. I am working on my academic project titled "A study of execution of Internship and Placement activities by the Training and Placement Department at NIE Mysuru during COVID 19 Pandemic at Mysuru" in partial fulfilment of the requirements of Visvesvaraya Technological University for the award of the degree of Master of Business Administration. This questionnaire aims at analyzing and assessing the situation of recruitment at NIE during this global coronavirus pandemic. This survey is purely for academic purpose. The responses to this questionnaire will be kept strictly confidential.

Name: _____

Email: _____

Gender ☐ Male ☐ Female

Age: ____

Degree: ____

Degree Percentage: ____

Designation ☐ Student ☐ Faculty ☐ Management

(Please tick the Suitable option for each question)

- 1) How do you rate the Recruitment happened during Pandemic in NIE?
☐ Satisfactory ☐ Worse
☐ Unsatisfactory ☐ Can't say
- 2) Which Sector had negative impact in recruitment in the Pandemic time?
☐ Engineering ☐ Manufacturing
☐ IT ☐ Construction
- 3) During pandemic do you feel there was demand in hiring for Non engineering branches like healthcare workers Doctors, Nurses, Pharmacists?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 4) Do you feel there was decrease in the Campus Placements in NIE due to the Pandemic?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 5) Do you feel the Present Pandemic resulted in considerable decrease in the hiring of Freshers in NIE?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 6) How much percentage do you think there is decrease in the hiring of freshers?
☐ 10-30 ☐ 40-60
☐ 30-40 ☐ 60-80
- 7) Do you feel JOB POLICY is required during this pandemic situation?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree

-
- 8) Do you agree that ONE JOB POLICY is required during this pandemic situation?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 9) Do you think we should combine Dream and Open Dream Slot (Companies having more than 8 LPA will be combined)?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 10) Do you think that Placement Flow chart is plays a vital role in placement execution?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 11) SWAC Analysis is important before starting of Placement Session?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 12) Does Placement Orientation play a vital role before starting of placement?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 13) Do you think that Internship Flow chart plays a vital role in internship execution?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 14) Does Internship Orientation play a vital role before starting of Internship?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 15) Should a Faculty coordinator to be assigned to individual company/ students team?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 16) Evaluation of internship is required?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 17) Do you think there is a hit on internship opportunities for NIE due to pandemic situation?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 18) Do you think Faculty Coordinators is required in Placement and Internship Process?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 19) Should we design a Roles and Responsibility of Faculty Coordinator?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 20) What could be the Roles and Responsibility of Faculty coordinator

- 21) Should we design a Roles and Responsibility of Student Coordinator?
☐ Strongly Agree ☐ Disagree
☐ Agree ☐ Neutral ☐ Strongly Disagree
- 22) What could be the Roles and Responsibility of Student coordinator?

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- 23) Should we adopt to "Virtual Process" Due to pandemic?
- ☐ Strongly Agree ☐ Disagree
- ☐ Agree ☐ Neutral ☐ Strongly Disagree
- 24) Do students have sufficient Internet facility to take the test from home?
- ☐ Strongly Agree ☐ Disagree
- ☐ Agree ☐ Neutral ☐ Strongly Disagree
- 25) Do you think there is a reduce in number of placements in Mass company/ Services?
- ☐ Strongly Agree ☐ Disagree
- ☐ Agree ☐ Neutral ☐ Strongly Disagree
- 26) Students registration should happen online with tools like google form?
- ☐ Strongly Agree ☐ Disagree
- ☐ Agree ☐ Neutral ☐ Strongly Disagree
- 27) Do you think students would be ready to relocate during this pandemic situation?
- ☐ Strongly Agree ☐ Disagree
- ☐ Agree ☐ Neutral ☐ Strongly Disagree
- 28) Do we have to give Soft skills training before starting of placement?
- ☐ Strongly Agree ☐ Disagree
- ☐ Agree ☐ Neutral ☐ Strongly Disagree
- 29) Do we have to give technical Training before starting of Placement session?
- ☐ Strongly Agree ☐ Disagree
- ☐ Agree ☐ Neutral ☐ Strongly Disagree
- 30) Do you have access to online interview tools like zoom, WebEx, Google meet?
- ☐ Strongly Agree ☐ Disagree
- ☐ Agree ☐ Neutral ☐ Strongly Disagree
-