RATHINAM
TECHNICAL CAMPUS
(AUTONOMOUS)
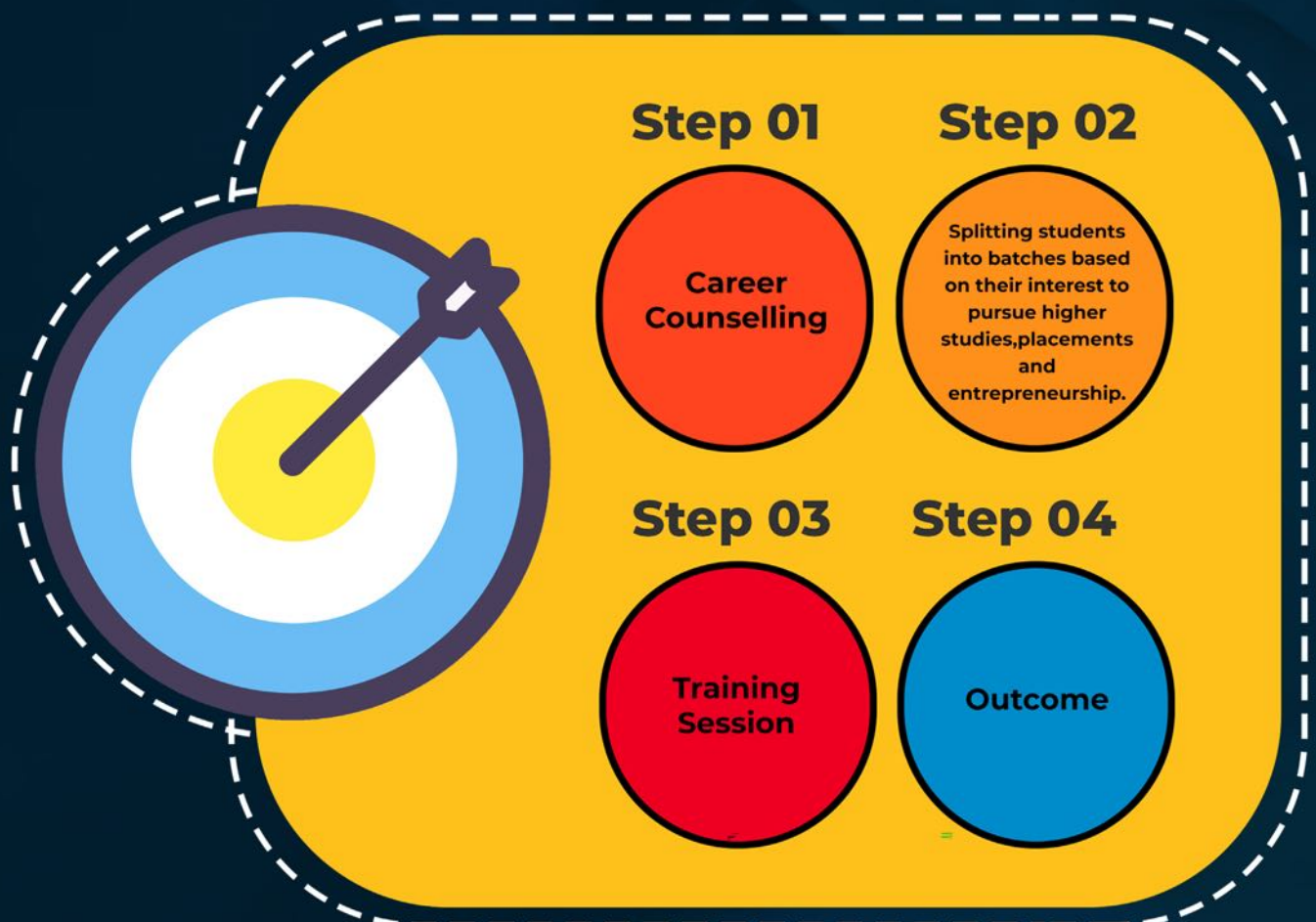
NBA
NATIONAL BOARD
OF ACCREDITATION
FOR CSE, IT & ECE
DEPARTMENTS

A+
ACCREDITED
NAAC
CGPA Score - 3.45

# PLACEMENT PROCESS & SUPPORT

# CAREER GUIDANCE

Placement plays a vital role in sculpting up the career goals of the students. Every student in our campus is trained from the first year in the aspects of getting them 100% placed in tire one companies. Rathinam technical campus coaches the students and equips them to sharpen their skills for their betterment to achieve a secure placement and higher education in the dream companies. To add on in Placements we give outstanding training through our Center of excellence team where students get trained in state of art technologies like IOT, AI/ML, CCNA, solid works, block chain, 3D printing from the very beginning.

## HOW OUR CAREER GUIDANCE CELL WORKS

**Step 01**

Career Counselling

**Step 02**

Splitting students into batches based on their interest to pursue higher studies,placements and entrepreneurship.

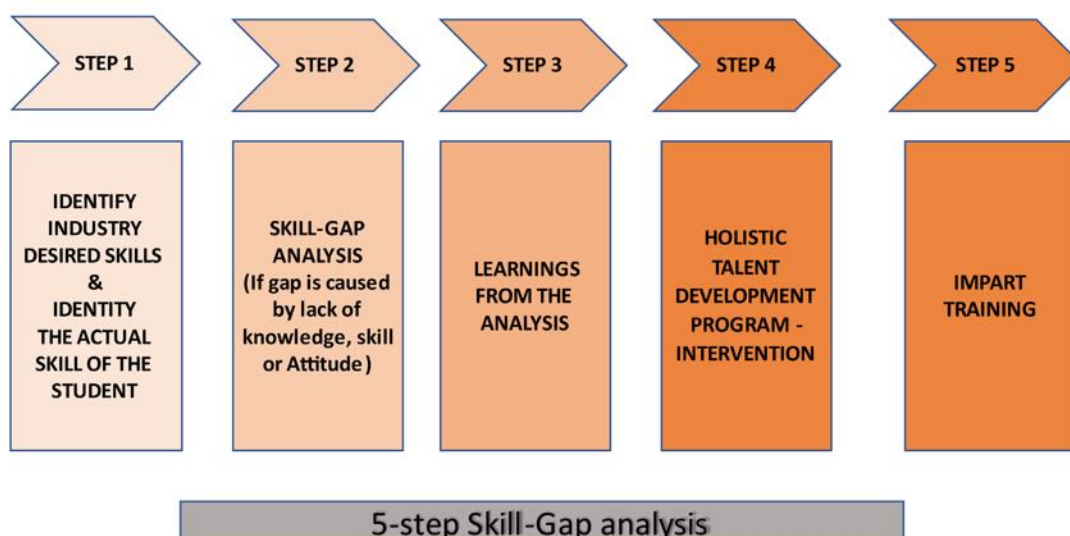**Step 03**

Training Session

**Step 04**

Outcome

## OBJECTIVE:

Pre-placement training is to prepare students for the job market by providing them with the necessary skills, knowledge, and attitudes required by employers. The training aims to bridge the gap between academic learning and industry requirements, enhancing the employability of students. It covers various aspects such as communication skills, problem-solving, teamwork, leadership, time management, and interview techniques. The training also familiarizes students with the corporate culture and helps them understand the expectations of the employer.

## PRE-PLACEMENT PROCESS:

- At the onset of each academic year, the Department of Training and Placement presents an analysis of the current industry requirements to the students of the institution. This analysis is based on a thorough evaluation of the industry trends and demands, taking into account the latest technologies and advancements.
- Once the industry needs are understood, a skill gap analysis is conducted to identify the gap between the students' existing skills and the industry requirements. This analysis helps in determining the areas where the students need improvement and the specific skills they need to develop.
- Based on the skill gap analysis, a curriculum is designed and training is imparted to the students to help bridge the skill gap. The training program is tailored to meet the specific needs of each student and is aimed at enhancing their technical and soft skills.

| STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|---|---|---|---|---|
| IDENTIFY INDUSTRY DESIRED SKILLS & IDENTITY THE ACTUAL SKILL OF THE STUDENT | SKILL-GAP ANALYSIS (If gap is caused by lack of knowledge, skill or Attitude ) | LEARNINGS FROM THE ANALYSIS | HOLISTIC TALENT DEVELOPMENT PROGRAM - INTERVENTION | IMPART TRAINING |

5-step Skill-Gap analysis

**EVALAUATION PROCESS:**

- Once students register for the placement process, our training and placement department administers a **psychometric test** to gain insight into their personality traits. This test is designed to assess various aspects of their personality, such as their **strengths, weaknesses, interests, and values.**

  Based on the insights derived from this test, **the student is profiled**. The profile provides a detailed analysis of the student's personality and serves as a guide to understand their behaviour. This profile acts as a roadmap for the student's personal and professional growth. The profile also assists our placement team in **identifying suitable job opportunities** for the student.

- In addition to the psychometric test, the students are evaluated on their **programming ability, problem-solving ability, and language competence through an evaluation test.** This evaluation test provides a detailed analysis of the students' technical and communication skills and helps in identifying areas where they may require additional training.

- The evaluation test is conducted to **identify any skill gaps** that may exist between the students' existing skills and the industry's demands. The results of the evaluation test are used to create a customized training plan for each student, ensuring that they receive the specific training needed to bridge any identified skill gaps.

- The training program is designed to help students develop their **technical and communication skills** and become well-rounded professional.

- In conclusion, the psychometric test and evaluation test are critical components of the training and placement process evaluation.
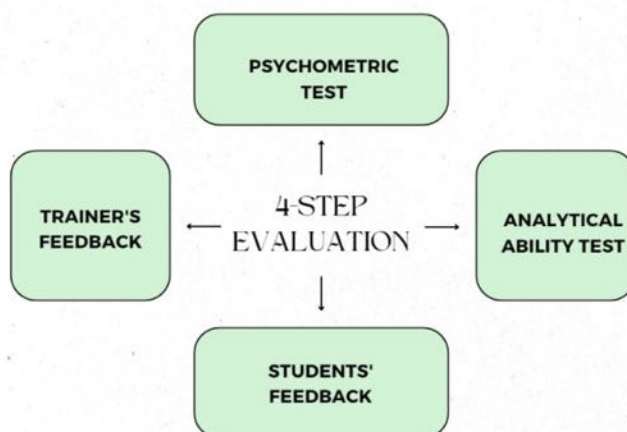
# DEPARTMENT OF TRAINING AND PLACEMENT

**TRAINING PROCESS:**



- **INTRODUCTORY TRAINING**: The training and placement department provides placement training to all students who have registered for placements. Once the initial phase of training is complete, an evaluation **(MID-ASSESSMENT)** is conducted to assess the students' progress and identify areas where additional training may be required.

- **PEER LEARNING:** The evaluation process plays a vital role in assessing the students' problem-solving competence level, and based on this evaluation, the students are divided into different batches. These batches are formed in a dynamic way, and the students are shuffled between the batches on a monthly basis. **The batches are named Batch Product, Batch Service A, Batch Service B, and Batch N.**

  In all **batch teams are formed, and peer learning between the students is encouraged**. Group study is also encouraged, where the trainer acts only as a facilitator. This approach helps in creating a **collaborative learning environment** where students can learn from each other's experiences and ideas. The winning team of the batch is given prizes every month, which motivates the students to perform better. **Weekly assessments** are conducted every week to assess the student's performance consistently.

**DEPARTMENT OF TRAINING AND PLACEMENT**

- **TECHNICAL PROFICIENCY TRAINING**: **Technical proficiency training** is a unique aspect of our program, and it focuses on imparting programming language skills to our students. The training covers a range of programming languages including **C, C++, JAVA, Data structures & algorithms and Competitive programming**. These languages are essential for any student pursuing a career in the field of computer science.

  Moreover, we also offer additional training programs for interested students who want to develop their skills in specific areas. These training programs include **JavaScript, HTML, CSS, AutoCAD, and MATLAB** training. These skills are crucial in today's technology-driven world, and students who master these skills have a competitive advantage in the job market.

- **ADDITIONAL INSTRUCTIONS**: If a students' performance is average, they are given special attention, and the students are encouraged to participate in evening doubt clarification sessions to improve their performance. Doubt clarification sessions are conducted in the evening after regular class hours. These sessions give students the opportunity to clarify any doubts or questions they may have about the training material. This approach ensures that every student is given the opportunity to excel and perform to the best of their abilities.

- **Q&A and NIGHT STUDY SESSIONS:** For students residing in the hostel, placement training is also provided every night. This additional training helps to reinforce the concepts learned during the day and prepares students for the demands of the placement process.

**TRAINING PLAN:**

Rathinam Technical Campus has designed a comprehensive training plan called the **Holistic Talent Development Program.** This program is designed to cover a wide range of training modules that are essential for the overall growth and development of students. The program is extensive and covers over **1000+ hours of training modules.**

The training modules included in the Holistic Talent Development Program are **communication skills, analytic ability, interpersonal skills, interview readiness, industry readiness, programming language skills, life skills, and ethics training.**

- The **communication skills** module focuses on teaching individuals how to express themselves clearly and directly, and how to listen actively and empathically. The module is designed to help students develop their verbal and written communication skills, which are essential for effective communication in the workplace.

- The **analytic ability module** is designed to teach students how to use proven-by-practice methods along with new insights and ideas to improve their analytical skills. This training module focuses on developing critical thinking, problem-solving, and decision-making skills that are essential in the workplace.

- **Interpersonal skills training module** is designed to help students develop good interpersonal skills that enable them to build strong relationships and work effectively in teams. The module covers conflict resolution, teamwork, and leadership skills that are essential for success in the workplace.

- The **interview readiness module** focuses on preparing students for job interviews. This training module includes mock interviews, resume building, and interview etiquette training to help students perform well during job interviews.

- The **industry readiness module** is designed to help students prepare for their careers in the industry. This training module includes training on industry-specific skills, job expectations, and work culture.

- The **programming language skills module** focuses on training students in various programming languages that are in demand in the industry. This training module is essential for students pursuing careers in computer science and software development.

- The **life skills module** is designed to teach students essential life skills that are essential for their overall development. The module covers financial management, time management, and stress management, among other skills.

- The **ethics training module** is designed to help students develop a strong ethical foundation. This module covers topics such as workplace ethics, ethical decision making, and corporate social responsibility.

- In conclusion, the Holistic Talent Development Program at Rathinam Technical Campus is a comprehensive training plan that covers a wide range of training modules that are essential for the overall growth and development of students. The program is designed to equip students with the necessary skills and knowledge to succeed in their careers and become responsible and ethical members of society.
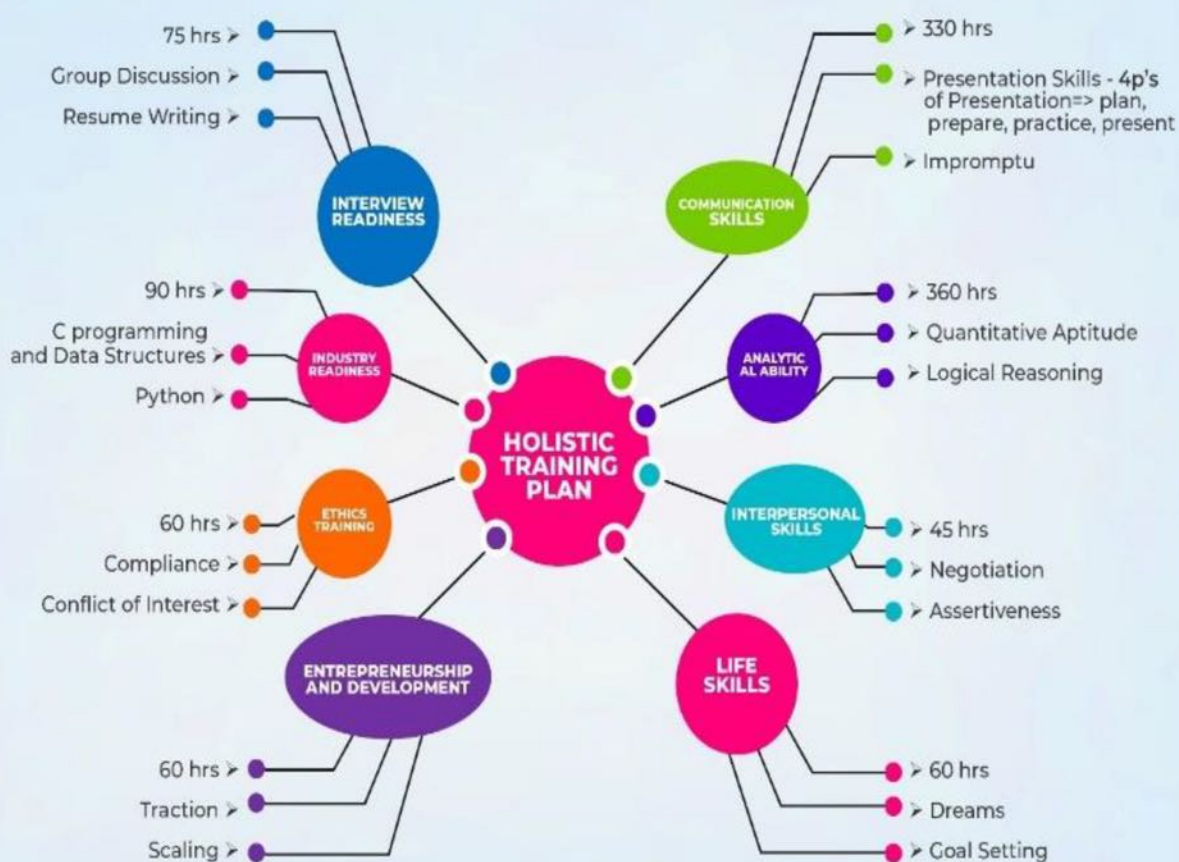
**HOLISTIC TALENT DEVELOPMENT PROGRAM**

## TRAINING TEAM

The training team is divided into two teams:

- ➤ Training and Placement team
- ➤ Centre of Excellence (COE) team

- The **Training and Placement team** is responsible for imparting training in **aptitude, verbal ability, reasoning aptitude, and communication skills**. These skills are critical for success in the placement process and in the students' future careers. The team works to ensure that students are well-prepared to communicate effectively, solve problems efficiently, and demonstrate a strong aptitude for their chosen field.

- The **COE team**, on the other hand, is responsible for imparting programming language training. The team provides training in popular programming languages like **C, C++, Java, Data Structures, and Algorithms**. These skills are essential for success in the technical aspects of the placement process and for future employment in the technology industry.

- **By dividing the training team into two teams with specific areas of focus**, the department ensures that students receive the best possible training in each area. This specialized approach ensures that students receive a well-rounded education and are well-equipped to succeed in the placement process and in their future careers.

- To ensure that our trainers are equipped with the necessary knowledge and skills, we conduct **Train the Trainer programs every semester**. These programs aim to enhance the trainers' teaching abilities and keep them updated with the latest trends and developments in the industry. Our trainers attend these programs to learn new teaching methodologies, technical skills, and industry insights.

## CAMPUS TO CORPORATE:

- After our students have successfully secured placements in reputed corporate organizations, the Department of Training and Placement conducts a **Foundation program to prepare them for their upcoming corporate roles.**

- This program is designed to equip the students with the necessary skills and knowledge to thrive in a corporate environment. **It covers a range of topics such as professional etiquette, communication skills, time management, conflict resolution, and stress management.**

- By participating in this program, our students are better equipped to face the challenges of the corporate world. They develop a deeper understanding of the expectations and demands of the corporate environment and are able to navigate their roles with confidence and ease.

- In conclusion, the Foundation program conducted by our Department of Training and Placement plays a critical role in ensuring that our students are well-prepared to excel in their corporate roles.

# PLACEMENT
## PROCESS & SUPPORT

**HIGHLIGHTS OF PLACEMENT TRAINING:**

- During every semester vacation, students who have registered for placements are informed about the **summer semester training and winter semester training**. These training programs are designed to prepare students for the full-fledged placement training they will receive during the academic year. The aim is to provide students with **a head start in the placement process**, giving them the necessary skills to excel in interviews and secure job offers.

- To supplement technical proficiency training, **an LMS portal** is used to provide students with daily coding tasks. The portal is called **www.talentely.com** from SixPhrase Pvt ltd and **www.Learnyst.com** from Learnyst insight pvt ltd. These tasks are curated to ensure that students are continuously improving their coding skills.

- **Mock group discussion (GD) and mock HR interviews** are conducted every semester with the help of HR personnel. These mock interviews provide students with valuable experience and feedback on their interview skills, helping them to improve and better prepare for actual interviews.

- Recognizing the importance of aptitude and soft skills in the recruitment process, Rathinam Technical Campus has made **the aptitude and soft-skills program** a 1-credit paper for **first-year students (Batch of 2023-2027**) after being awarded autonomous status.

- Three days prior to every placement drive, **company-specific training** is conducted for students who are eligible to attend the drive. This training is based on the interview process and job description received from the respective company, giving students the necessary insights and preparation to excel in the interview and secure the job offer.

- Overall, the placement training program is designed to provide students with a well-rounded preparation for the job market, equipping them with the necessary technical and soft skills, as well as interview preparation to succeed in the recruitment process.

# FINAL PLACEMENT 2021-2022 , 2022-2023 & 2023-2024

**305**
COMPANIES

**280**
ONCAMPUS

**25**
OFFCAMPUS

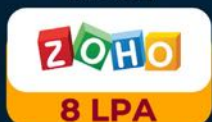**90%**
PLACEMENT

**70%**
FIRST GRADUATE
PLACED

**500+**
OFFERS

# PLACEMENT HIGHLIGHTS 2022-23

## An Array of Flying Colours of Success



**MOHAMMED NISHAR.S S**
B.E - CSE
ZOHO
**8 LPA**

**ROHITH.RV**
B.E - CSE
hp
**8 LPA**

**SAKTHI KIRUTHIGA.B**
B.E - CSE
GX
**6 LPA**

**VIKRAM.M**
B.E - CSE
GX
**6 LPA**

**LIJI POORANI D**
B.Tech - IT
GX
**6 LPA**

**DAVID RAJAN A**
B.E .MECH
AVASOFT
**5 LPA**
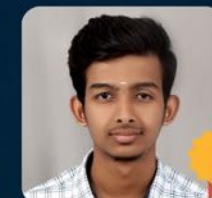
**SANDHOSHSIVAN.M**
B.E .CSE
QUALITEST
**4 LPA**

**SREEJITH.K.S**
B.E .CSE
Cloud Destinations
**4 LPA**

**VISHNU.V**
B.E .CSE
Cloud Destinations
**4 LPA**

**HARISH M**
B.E .IT
QUALITEST
**4 LPA**

**SHIFANA M**
B.E .IT
AVASOFT
**4 LPA**

Tech Mahindra
**3.65 LPA**

**PRAVINKUMAR M**
B.E .IT
Tech Mahindra
**3.50 LPA**

**SINDHUJA.S**
B.E .CSE
Tartlabs
**3.50 LPA**

**ASWIN SATHEESH**
B.E .CSE
intellect
live your dream
**6 LPA**

**SKANDHAN S G**
B.E .ECE
QUALITEST
**4 LPA**

**NIVETHA.M**
B.E .BME
QUALITEST
**4 LPA**

**ABRAHAM GEORGE JAISON**
B.E .MECH
QUALITEST
**4 LPA**
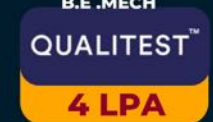
**NIBI NARAYANAN**
B.E .MECH
QUALITEST
**4 LPA**

**VAISSHAK A**
B.E .MECH
QUALITEST
**4 LPA**

# PLACEMENT HIGHLIGHTS 2023-24
## An Array of Flying Colours of Success

**DEVI SRI S**
Department of ECE
Has Been Placed As
paloalto
with an Offer of
₹58 LPA

**IMMANUEL EDWARD HENRICK J**
Department of AI&DS
paloalto
with an Offer of
₹58 LPA

**ADITYA S**
Department of B.E – CSE
Has Been Placed As
Software Developer in
paloalto
with an Offer of
₹45 LPA

**THAANESHWAR S**
Department of CSE
Has Been Placed As
Software Developer Trainee in
Trustt
with an Offer of
₹6 LPA

**E.M.JANANI**
Department of AI & DS
Has Been Placed As
Associate Data Engineer in
with an Offer of
₹4 LPA

**K.JANVI SHREE**
Department of AI & DS
Has Been Placed As
Associate Data Engineer in
₹4 LPA

**VASANTH KARUPPUSAMY P**
Department of Mechanical Engg
Has Been Placed As
Graduate Engineer Trainee in
Ford
with an Offer of
₹4 LPA

**KARTHIK S**
Department of Mechanical Engg
Has Been Placed As
Graduate Engineer Trainee in
Ford
with an Offer of
₹4 LPA

**JANANI K**
Department of AGRI
Has Been Placed As
Software Developer Trainee in
Trustt
with an Offer of
₹6 LPA

**HARIHARASUDAN Y**
Department of BME
Has Been Placed As
Network Engineer in
appviewx
with an Offer of
₹6 LPA

**SWARNA LATHA D**
Department of BME
Has Been Placed As
Software Engineer in
tcs
with an Offer of
7 LPA

**SUDALAI .C**
Department of BME
Has Been Placed As
Associate Analyst in
Zifo
with an Offer of
₹4.76 LPA

**SANDEEP S**
Department of AI&DS
Has Been Placed As
Software Developer Trainee in
Trustt
with an Offer of
₹6 LPA

**VIJAYA KUMAR K**
Department of AI&DS
Has Been Placed As
Software Developer Trainee in
Trustt
with an Offer of
₹6 LPA

**DHARWESH.I**
Department of Biomedical
Has Been Placed As
Associate Analyst in
Zifo
with an Offer of
₹4.76 LPA

**LEKHA VARSHA R**
Department of IT
Has Been Placed As
Program Analyst in
Appranix
with an Offer of
₹4 LPA

**SANJAVEE M**
Department of AI & DS
Has Been Placed As
Program Analyst in
Appranix
with an Offer of
₹4 LPA

**HARSHAVARTHINI M**
Department of ECE
Has Been Placed As
Trainee Developer in
zalaris
with an Offer of
₹6 LPA

**SHAHANA R**
Department of CSE
Has Been Placed As
Trainee Developer in
zalaris
with an Offer of
₹6 LPA

**ANUSHIYA Y**
Department of CSE
Has Been Placed As
Trainee Developer in
zalaris
with an Offer of
₹6 LPA

**MADHUMITHA N**
Department of AI&DS
Has Been Placed As
Trainee Developer in
zalaris
with an Offer of
₹6 LPA

**SELVARAJALINGAM S**
Department of AI&DS
Has Been Placed As
Trainee Developer in
zalaris
with an Offer of
₹6 LPA

**DHINESHKUMAR R**
Department of CSE
Has Been Placed As
Trainee Developer in
zalaris
with an Offer of
₹6 LPA

**DURAI MURUGAN CK**
Department of CSE
Has Been Placed As
Trainee Developer in
zalaris
with an Offer of
₹6 LPA

**HARISH PRASANNA S**
Department of IT
Has Been Placed As
Trainee Developer in
zalaris
with an Offer of
₹6 LPA

**KRISHNA PRASATH T**
Department of B.Tech IT
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**PAVITHRA P**
Department of CSE
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**JOTHISWARAN R**
Department of CSE
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**GOKUL JAYANTH R**
Department of CSE
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**ANISHA G**
Department of B.Tech IT
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**DHARMAN M**
Department of ECE
Has Been Placed As
Graduate Trainee in
Stanadyne

**SHANTHINI M**
Department of CSE
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**ARUNKUMAR R**
Department of CSE
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**THAMEEM ULAZHAR**
Department of CSE
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**ASHICK SHERIFF A**
Department of B.Tech IT
Has Been Placed As
Junior Developer in
HASH AGILE
with an Offer of
₹4.5 LPA

**SURAJ RAJA S**
Department of Mechanical Engg
Has Been Placed As
Graduate Trainee in
Stanadyne

"You don't have to be great to start, but you have to start to be great"