



PLACEMENT POLICY FOR STUDENTS OF B.E./M.TECH/MCA Courses

1. **Employability Skills (ES)** is a **ONE Credit course** in the **pre-final year semesters**. **Minimum 70% attendance in ES is mandatory to qualify to attend the Internal Assessment (IA) tests for ES**. There will be **TWO IA tests** and only **1 compensatory test** for absentees of any of the regular IA test for genuine reasons supported by valid documentation and allowed by prior permission from the Placement Officer.
2. Additionally, company specific eligibility criteria for placement drive is specified by every company participating in Campus Recruitment at GIT. Example: If the eligibility is 60% or CGPA 6.00 then 59.90% or CGPA 5.90 is **NOT** eligible. **Companies often shortlist eligible students further**, according to their confidential internal policies and send revised shortlists before the campus drive.
3. Every eligible student is allowed to attend any number of placement drives till he/she secures a **maximum of 3 on-campus job offers**. **One offer must be from a mass recruiting / services company, the second offer must be from your core domain/ product development company, the third offer must be a dream offer with a salary package very strictly more than or equal to 1.5 times the highest offer already in hand**. So the student has to be careful while applying for any job opportunity. He or she must consider the job role, scope for growth, CTC and location among other factors carefully.
4. After 3 offers in hand, the student **will not be allowed to attend any further on-campus drive** (whatever is the CTC offered unless there is any exception made by the Placement Cell) organized by the college. **Students are advised to secure at least 2 offers in hand**. After securing one product development or core domain related job offer, it is essential to secure another IT services company offer even if it's at lower CTC. This helps in case the product development or core company delays onboarding beyond acceptable time limits or revokes the offer due to economic slowdown conditions.
5. Some companies state that only unplaced students are allowed to attend their campus drive. Some other companies may state that after student gets their offer, the student must not be allowed to attend any other company drives on campus. In all such cases our placement policy gets overridden. This kind of information will be posted to the students before they apply for that company. Students are expected to read all instructions carefully and then apply if eligible and agreeable to all pre conditions set by the company.
6. Students are **NOT allowed to communicate via email, phone calls or direct meetings with the company representatives or officials** any matters of dispute or misunderstanding whatsoever. Student has to first bring such issues to the notice of Placement Officer and get it resolved. Malpractice during the placement process of any kind will not be tolerated. Students found violating this regulation will be subject to strict disciplinary action initiated by the Institution.
7. Some companies may organize pool campus at any other college location inside or outside Belagavi. **You may attend such drives with prior permission from your parents and bear the expenses for travel and accommodation at your own cost and risk**. You must observe discipline and good behavior at all times during such campus drives.

8. For every campus drive a separate registration form would be sent out by the company. Only Eligible students must register within the date and timing specified. Late registrations would not be considered. The last date and time mentioned for registration is final and binding to the last second. No negotiations are allowed in this matter.
9. Students who are eligible and register for a drive through the registration form sent by the company for any drive, **MUST** attend the drive, **failing which they would not be allowed for one subsequent campus drive for which you apply and are eligible**. If you have a genuine reason for not attending any drive after registering for it then you must take prior permission in written, from the Placement Officers.
10. Students are required to register their mobile number and details, in the messaging app 'GetIT', to get communication regarding Placements. The communication regarding the Placement drives would be posted to the student's placement whatsapp group, Faculty Placement Coordinators whatsapp group and the GetIT app. Students are required to keep checking these groups and platforms on a daily basis and not to miss out on any post.
11. Claim of attendance for regular academics in lieu of attending the Campus Recruitment Process is not admissible. Students are solely responsible and advised to meet the academic attendance requirements as per the regulations specified by the college.
12. Some of the recruiters, in addition to the academic performance of students, ask for their performance in the Mock Tests, Training Sessions, etc. conducted by the Placement Cell and Feedback about their general behavior from concerned Faculty Members and Departmental Heads. Students are advised to adhere to the Academic and other Disciplinary rules of the institution.
13. Students are required to note that the Training & Placement services is a **facility offered by the Institution and cannot be construed as a guarantee of a job offer**. The decision regarding making job offers is left to the discretion of the companies participating in the Campus Recruitments. Companies do not disclose the individual performance of the students in Aptitude tests or any other rounds of interview etc. They declare the lists of selects at each stage of selections and that is final and not debatable.
14. Company may **revoke the placement offer** made earlier to you or **delay the onboarding process** due to their own internal reasons. In this case the placement cell cannot be held responsible and accountable. However, the Placement Cell will extend cooperation and help such affected students with alternate on-campus or off-campus opportunities which the students have to attend as per normal selection process of those companies.
15. Placed students selected for Internship, **will be confirmed for regular full time employment post successful completion of internship**, by the companies. Companies reserve the right to evaluate students and terminate the internship at any stage as per their company norms and regulations. Internship does not guarantee full time employment in most cases. **Before the campus recruiting company offers an internship if available, if the placed student secures a local or off campus internship**, then he or she is required to write a letter to the local company or off campus company seeking graceful exit from such internship commitment. This letter must be endorsed by HOD, Mentor and the Placement Officer. As an alternative, the student can also choose to inform the recruiting company that he or she is already committed to a local or off campus company for internship. In this case also, he or she has to give an official letter to the recruiting company in the above described manner.
16. The demeanor of placed students during internship and even after joining the company as a full time employee, has to be absolutely professional and sober. At all times remember that you are exhibiting your culture, upbringing and image of the institution you graduated from. GIT is known for its rich teaching learning ecosystem and has high regard and esteem in the society.

17. The **Placement Uniform** for attending the Placement Drive on Campus or Pooled Campus Drive at other Institutes is mandatory in case of offline drives. In case of online drives, the students are advised to be in professional attire and exhibit well-mannered conduct.
18. Students are required to maintain their **mail ID and the contact numbers** registered with us, till they are boarded on the job for the Company they are selected.
19. Attending the **Pre-Placement talk (PPT) by the Companies** is a pre-requisite to attend that Company's Campus Drive. The students are required to occupy the seats of the Auditorium from the front stage side during the company pre placement talks and also actively participate in interaction with the company staff. **Student must go through the company profile and the job description before they attend the company presentation. Awareness about current affairs, industry standards and latest trends in technology are a must have. Preparing an appropriate and crisp resume to suit the needs of the job applied for, is very essential. Aligning your ideas and interests to what the job role demands, is a basic necessity before you face the company interview.**
20. Placed students **MUST** submit their offer letter received from the recruiting company to the Placement Cell immediately on receipt of the same failing which the offer will not be verified by the Placement Cell and will lead to cancellation of the offer. **Placed students are required to submit to the Placement Cell the appointment order and also the ID card copy after joining the company.** This is a mandatory requirement of college accrediting agencies like the NBA and NAAC.
21. **Decision of the Training and Placement Officer at KLS Gogte Institute of Technology is final and binding in case of any matter of dispute and concern. Students must hereby agree to abide by this decision in any such specific circumstance and in general at all times.**



PRINCIPAL
KLS Gogte Institute of Technology
Belagavi, Karnataka



TRAINING & PLACEMENT OFFICER
KLS Gogte Institute of Technology
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