INSTITUTIONAL DISTINCTIVENESS

Placement Process

S.P.I.T is ranked among the top colleges attracting the brightest students across the state as well as the country. The institute is working to build enthusiastic engineers who are always willing to take up challenges as opportunities to use their knowledge and skills for the benefit of society. Among all the areas like Curriculum Design, TLE, R&D, Placement Cell, S.P.Technology Business Incubator (SP-TBI), in which S.P.I.T. has excelled in its attempt to create enthusiastic engineers, we treat the Training & Placement Cell and its achievements as one of the distinctive areas to its vision, priority and thrust. The key highlights of Training & Placement Cell are in its constitution, process, involvement of current stakeholders as well as Alumni and ability to attract a diverse set of recruiters who are market leaders in various domains. S.P.I.T discourages mass recruitment in a specific domain. The institute has a record of 100% placement of its eligible students. with an average CTC at par with those at new IITs and NITs.

I.   About Training & Placement Cell

In keeping with the vision and Mission of the institute, the Training and Placement Cell of S.P.I.T and the academic curriculum go hand in hand to enhance the career opportunities of undergraduates. In order to achieve the highest standard of employability, the Training & Placement Officer (TPO) motivates and prepares students for the interviews and prospective workplace. Careful and systematic preparation is initiated and sustained for this purpose. The Training & Placement Cell offers student services like consultation on a wide range of issues employment, career planning, available opportunities etc. thereby preparing them effectively

for their career. The Training & Placement Cell at S.P.I.T located on the first floor of the Institute Building is one the busiest and most frequently visited places in the institute. It is always teeming with students, faculty, Industry luminaries and budding entrepreneurs. It is a full- fledged department having its own infrastructure for successfully executing the placement process.

II.   **Constitution of Training & Placements Cell**

The constitution of this cell is well planned and strategically formulated to include all relevant stakeholders. It has its own hierarchy to maintain transparency in the entire placement process. This consists of the Head of the Institute, Training & Placement Officer (TPO) and Training & Placement Coordinators (TPC) who are a group of students selected from every branch and the Point of Contact (POCs) who are the Class Representatives (CRs). The TPCs are selected through a rigorous interview process by the TPO. The TPCs and POCs play an important role of liasoning between the TPO and the students seeking placements. There is a well-defined process to select the TPCs and assign roles & responsibilities and training to execute the placement process smoothly, which is outlined further in Fig.1.

Fig.1 : Structure of Training & Placement Team

III.   Placement Process

The Training & Placement Cell has its own well defined and unique process for providing placements to S.P.I.T. students only through campus interviews. This process is executed by the students for the students and gives full freedom, at the same time demands strict adherence to the laid down process without bypassing any step/ authority. This process is executed in phases namely:

Phase I: Planning & Training

The selection and training phase takes place at the beginning of every year. In this phase, the TPCs of the previous year, selects two or three students from the 6th Semester of each branch after a rigorous interview and trains them to understand the placement process. These students now act as TPCs for the placement process of the entire year.

The list of eligible students for placement is declared by the TPO.

Training is divided into two parts External for Aptitude and Soft Skills and Internal for technical skills.

External Training: For external training, demo sessions by various training institutes are arranged and based on student's feedback, the agreed upon course is then scheduled across the 6th semester on weekends and training is conducted accordingly.

Internal Training: For internal training, sessions are conducted by previously placed students and Alumni working with corporates who share their experiences and knowledge on select topics as requested by students.

In tandem with external/internal training, corporate guest lectures and workshops are conducted on latest industry trends to better equip our students with respect to skill sets required at the workplace.

A mentor is assigned to a group of ten students who guides the students through every step of the placement process.

Phase II : Providing Internship

S.P.I.T is the only engineering institution in Maharashtra to offer a semester-long industry or research internships in the sixth or eighth semester of the B.Tech programme. Post graduate ME students are allowed to avail of an internship in their final year for their final year full time project, provided that there is a research component associated with it and that the work may be extended and published in an international journal. M.C.A students have to complete six months internship as a part of their curriculum in the VI semester.

As Internship is a great way to provide industrial exposure to students, students are encouraged and advised to go for internship and required support is provided in this direction.

The screening process is done via an online coding test or an aptitude test followed by an interview.

Phase III : Commencement of Placements

The Placement process begins with the framing of the placement policy in consultation with the Principal, and considering the current market trends. Companies are classified as Dream, Super ream and Elite based on the CTC offered by them. A cell formed in the TPO specially concentrates on identifying the CORE companies and taking steps to invite them to campus. After formulating the placement calendar, the companies are asked to share their eligibility criteria and the desired skills for the role and this information is shared with students. After the respective companies shortlist the students from the eligible list, a panel of experts visit the campus on a suitable date and the selection process is completed. It usually consists of an aptitude test followed by the technical rounds and finally the HR round. The final announcement of offers is made by the company representative to students who have cleared all the rounds. At this point of time if a TPC is unplaced, then this student is allowed to focus on his academics and his placement cell role is taken over by an already placed student

There is also a deferred placement policy wherein students are encouraged to begin start-ups and given a time frame of two years to make a success at entrepreneurship. At the end of two years, if the student is unsuccessful or not satisfied with the progress, the TPC again takes the student through the entire placement process. The SP-TBI plays an important role in this process.

Phase IV: Compilation of Data

The data of selected students is compiled simultaneously during the process of placement. Students selected once by a dream company are not allowed to appear for another company while students selected by normal companies are permitted to participate in the dream company selection process. The students who get multiple offers from mass recruiters are asked to choose one company of their choice.

At the end of the process, a summary of complete placement giving details of offers made by different companies and their CTC along with criteria is compiled and shared on the website and TPO notice board. Also, a separate branch wise list is prepared.

Closer to the end of the placement process a group is formed for the Unplaced students and openings with various companies are communicated to them. Unplaced students are also informed of the various apprenticeships training available. The statistical analysis in terms of percentage of students placed, list of prominent recruiters in the elite, superdream and dream category is outlined in Fig.2, 3 & 4.
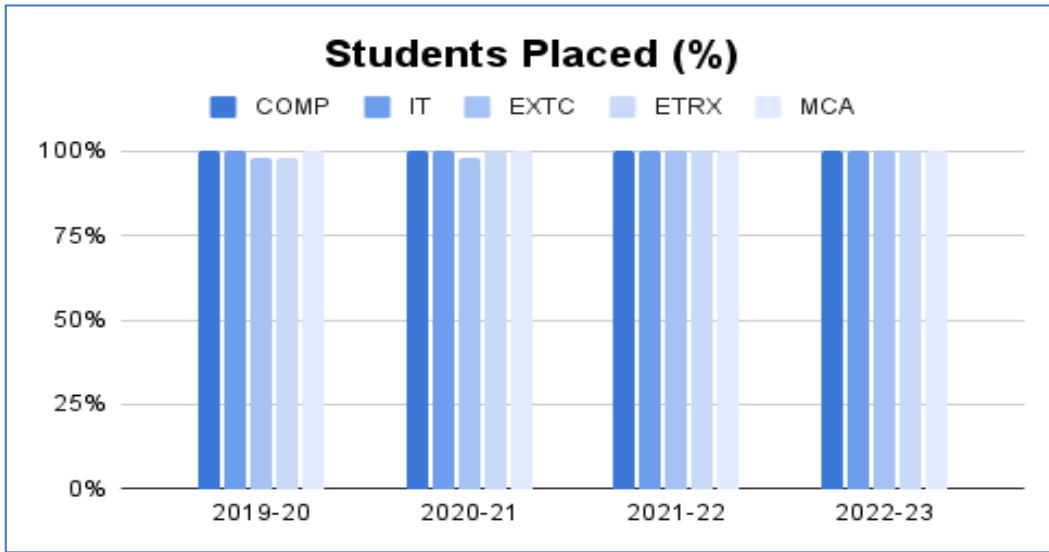
Students Placed (%)

Percentage of Students Placed				
	2019-20	2020-21	2021-22	2022-23
COMP	100%	100%	100%	100%
IT	100%	100%	100%	100%
EXTC	98%	98%	100%	100%
ETRX	98%	100%	100%	100%
MCA	100%	100%	100%	100%

Fig. 2 : Data on percentage of students placed (2019-20 to 2022-23)

Many multinationals and reputed Indian conglomerates regularly visit our campus every year for their requirement of high caliber skilled manpower through campus interviews.

Fig 3 : Companies visiting S.P.I.T campus each year
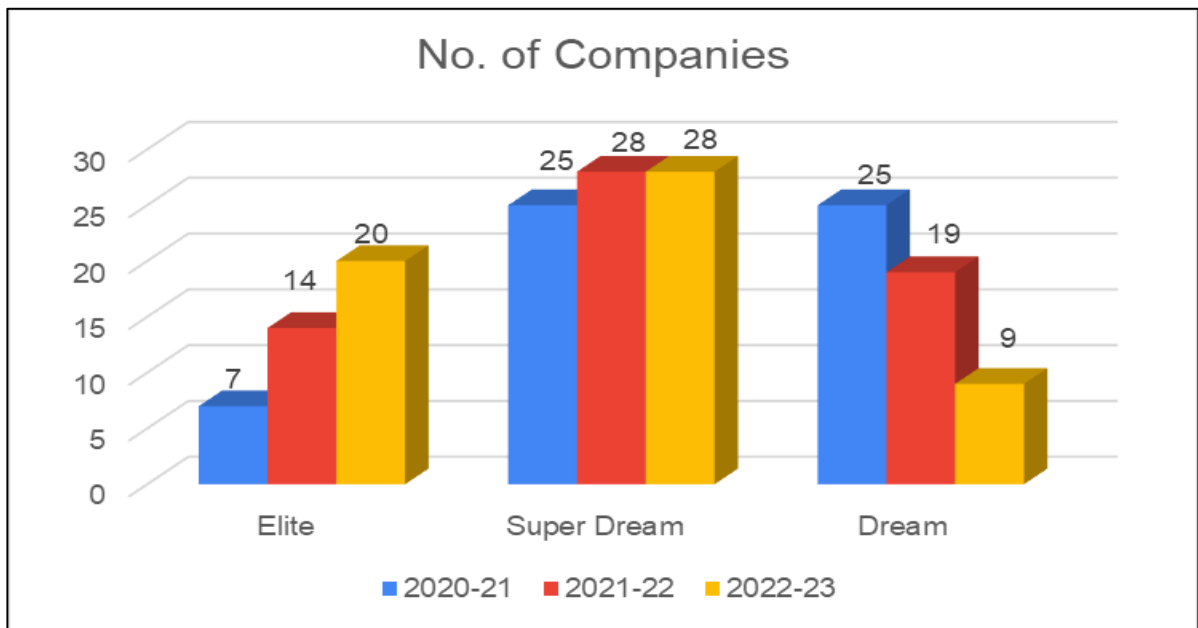
Fig.4: Number of recruiters in each category (2020-21 to 2022-23)

The focus is usually on Elite and Super Dream companies who offer CTC greater than 9 lakhs per annum and most of the students get placed in this category. There are also off campus placements where companies do not visit our campus but students get in touch with them and are then guided for placements.

As a result of highly focused and continuous efforts of the TPO, every year all eligible students are placed and many students also fetch multiple placements.

Our placements continue to create records despite the severe constraints imposed by the pandemic and resulting economic slowdown. This could be achieved due to the high level of readiness and responsibility shown by our students.

S.P.I.T's legacy of such excellent placement records is not the result of a day, a month or a year's efforts, instead it is a continuously evolving process which is reviewed, deliberated upon and modified every year taking into consideration feedback from all the stakeholders (students, alumni and recruiters). There are extensive discussions prior to forming the placement policy and students are trained in a focused manner with the help of mock Group Discussions, mock interviews, and various other tools.

Apart from being involved in placements, the Training and Placement Cell at S.P.I.T is also responsible for providing industry internships to students in their VI or VIII semester . Even though the AICTE's model curriculum 2020 recommends industry internship, S.P.I.T in its first curriculum iteration after receiving autonomy, had already included internships in the

8th semester for students opting for placements. This was done after receiving extensive feedback from recruiters. S.P.I.T is now one of the few engineering institutions in Maharashtra which facilitates paid internships to students at reputed companies.

The Training & Placement Cell is also involved in e-governance for students aiming for foreign universities by developing an online system for providing Letters of Recommendations (LoRs). However, over a period of time this role has evolved into not only providing LoRs but also assisting such students to undertake six months long Research Internships during the VI Semester. At present as part of the continuous evolution, S.P.I.T's TPO cell is also facilitating research internships in the 6th semester. The initiative of research internships is assisting students who are interested in higher education in leading Indian and foreign universities after graduating from the B.Tech program. These research internships have improved the quality of our B.Tech Projects and are also contributing to quality publications as well fetching recognition in national and international competitions. The research internships also help in strengthening the LoRs of students. Thus, the TPO cell is now able to assist students opting for placements as well as those interested in pursuing higher education.

In conclusion, the various thrust areas of the institute like Curriculum Design, TLE, R&D, Placement Cell, and S.P. Technology Business Incubator (SP-TBI) complement each other in ensuring that graduating students have a bright future and are helping the institute realize its vision and mission. The TPO cell's achievements are reflected in our students' success on the global platform. Thus, we identify the institute's performance in Training & Placements as one of the areas distinctive to its vision, priority and thrust.

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