

MVGR /Policy/Admn/STF/2025/05

TRAINING & PLACEMENT PROCESS & POLICY

(With effect from: 16th June, 2025)

The purpose of this policy is to outline the procedures and guidelines to be followed diligently by Training & Placement cell for the benefit of both students and faculty members of MVGR. The policy aims to ensure that all stakeholders (partner companies who grace our institution for campus placements, students, staff members) are thoroughly informed and understand that the placement process is fair, transparent, and aligned with industry standards.

Key terms and Definitions

This policy document details the organization and management of placement opportunities provided to students enrolled in various academic programs at the MVGR. For this purpose, the following terms shall convey the meaning as mentioned against each.

1. **Placement:** The process through which students are matched with employment opportunities based on their skills, academic qualifications, and performance during the recruitment process.
2. **Pre-Placement Training:** Training provided by the institution to prepare students for the recruitment process, which includes soft skills, aptitude, technical skills, resume building, and interview practice.
3. **Dept. of T&P:** The department within MVGR responsible for facilitating placements, organizing recruitment drives, and maintaining relationships with corporate partners.
4. **Recruitment Drive:** A scheduled event where one or more companies visit the campus or participate virtually to conduct their selection process for hiring students.
5. **CTC (Cost to Company):** The total salary package offered to a student by a company, including all benefits, allowances, and bonuses per year. If a multi-year aggregate CTC is sighted, for comparison, we use the average number for a year.
6. **Eligibility Criteria:** The specific academic and skill-based requirements that students must meet in order to participate in the placement process.

7. **Offer Letter:** A formal document provided by the employer to the student, outlining the terms and conditions of the employment, salary package, job role, and joining date.
8. **Internship:** A temporary position offered to students to gain work experience, typically as part of the academic curriculum or as a precursor to full-time employment.
9. **Campus Recruitment:** The process through which companies visit the institution to conduct interviews, tests, and other recruitment activities with the goal of hiring students directly from the campus.
10. **Placement Committee:** A group of faculty members and student representatives who assist the T&P cell in organizing the recruitment process and resolving any placement-related issues.
11. **Placement consent form:** The form to be filled by students at the start of final year for expressing interest in on-campus placements.
12. **On-campus placements:** Job offer to students from a company visiting MVGR campus or conducted virtually.
13. **Off-campus placements:** Job offers to students from companies other than the on-campus placements.
14. **Job Registration Form (JRF):** The form to be filled by students willing to participate in the drive.
15. **Pre-Placement Talk (PPT):** Presentation delivered by the company to registered students before the placement process about Job Offered, Job Location, Cost to Company (CTC) etc.
16. **Code of Conduct:** Code governing behavior of students for the purpose of this policy.

Note: All students, faculty & parents are expected to go through the Placement Policy of the MVGR and follow it strictly.

Objectives:

The objectives of the Training and Placement Policy are to:

- Ensure that students are well-prepared for recruitment opportunities.
- Provide guidance and training to improve student employability.
- Facilitate a transparent and fair recruitment process between students and companies.
- Align the institution's efforts with industry requirements to maximize placement opportunities.



1. Placement Guidelines

1.1 Eligibility

- All those students who are in their final year and are seeking employment shall be eligible to participate in the placement process.
- The students of final year with a backlog of 2 or more courses shall not be eligible to register for placement.
- In addition to the above, each company shall have its own specific criteria, if any, that shall be applied on a **“case-to-case basis”**.

1.2 Registration

- Eligible students are required to register themselves at the beginning of the odd semester (SEM – 7), or as per the demands of the T&P Cell, depending on company requirements for campus placements.
- The academic details provided by the student at the time of registration shall be verified.
- Any discrepancy in the information supplied by the applicant in contravention of the records of the institutional office shall lead to permanent debarring of students from all campus placement drives regardless of the pay grades.

1.3 Withdrawal

- Each company shall give a pre-placement talk either virtually or physically before the actual placement process begins.
- Students shall be entitled to withdraw his/her candidature based on his/her interest after the pre-placement talk (PPT).
- Students will not be allowed to withdraw their candidature once the company placement process commences and he/she is deemed to have been enlisted for it voluntarily after pre-placement talk.
- **Any withdrawal midway through the selection process or at the end once enlisted would leave an extremely unprofessional image with the company who is recruiting and is detrimental to interests of our students. It shall therefore result in debarring the students from future placement drives within the same pay grade and lower pay grades.**
- Once a student is selected and has received an offer from a company through the campus placement process, **any voluntary withdrawal from the offer at any stage (before or after acceptance) except within the policy framework outlined here while still in the middle of placement year will lead to disqualification from all further placement opportunities.**



1.4 Penalty

- Un-authorized absenteeism from the selection process after registering for the same shall result in debarring such student(s) from placement drive in future within the same pay grade and lower pay grades.
For example, if a student registers for a company in **Pay Grade 3** and fails to participate in the process without proper authorization, then he/she will be **debarred** from future placement drives in **Pay Grades 1, 2, and 3**. The student will only be eligible to participate in drives for **Pay Grade 4**.
- Impersonation during the selection process or any kind of malpractice is a serious offence and the student shall be subjected to disciplinary action and his/her case shall be referred to a College Disciplinary Committee for appropriate action.

1.5 Collective Optimum Placement Goal (One Person - One Job Policy within a Pay

Package Range)

While, we would like every student to get 1+ offers with there being no upside limit, the main objective is to maximize the number of students who are placed while not being unduly restrictive. Therefore, the policy is guided by firstly, to give chance to every eligible student to get one offer even if that would mean restricting already placed students from appearing for additional opportunities in cases where the new opportunity is within the same pay range (range would be defined below) of the already received highest offer.

B. Tech

- The T&P Cell shall follow “**One Person - One Job Policy within a Pay Package Range**”. The student who has already received a job offer through our T & P cell shall not be eligible for any upcoming placement drive, except in any of the below given conditions:
 - a) **If the Yearly Cost to Company (CTC) offered is greater than or equal to ₹2,00,000 more than the CTC of the current best offer being held, irrespective of the pay grade or job role.**

For example, if a student already has campus offer with a **CTC of ₹3.5 LPA**, he / she will be eligible to sit for another company’s drive only if the upcoming company offers a **CTC of ₹5.5 LPA or more**.

OR

- b) The second job offered by the company is relevant to the student's core branch (**other than CSE and its allied branches**) which is to be recommended by concerned HOD,



MBA

- The T&P Cell shall follow **“One Person - One Job Policy within a Pay Package Range”**. The student who has already received a job offer through our T & P cell shall not be eligible for any upcoming placement drive, except in any of the below given conditions:

- c) **If the Yearly Cost to Company (CTC) offered is greater than or equal to ₹2,00,000 more than the CTC of the current best offer being held**, irrespective of the pay grade or job role.

For example, if a student already has campus offer with a **CTC of ₹3.5 LPA**, he / she will be eligible to sit for another company's drive only if the upcoming company offers a **CTC of ₹5.5 LPA or more**.

OR

- a) The second job offered by the company is relevant to the **2nd preferred specialization** which is to be recommended by HOD,

1.6 Early Joining

- The institution shall not encourage early joining as it leads to loss of academic vigor. However, if a Company indicates early joining in their offer letters, such cases shall be reported to the T&P Cell office at the earliest. Early joining shall be permitted (only for MNC companies) in exceptional cases depending on the merit of the case on the recommendation of a committee constituted for the purpose by the Institution.
- If a student is allowed to join early, then s/he shall have to give an undertaking whereby s/he shall diligently undertake all the academic assignments given to him/her and report to the concerned faculty member on mutually agreed days. Failure in submitting the said academic assignments and meeting faculty members on the assigned day/s shall result in withholding of degree. The student shall be required to appear in the midterm and end semester examinations as per regular academic schedule. If required, T&P Cell shall liaise with the employer so that the student is allowed to sit in the exams.

1.7 Off Campus Placement

- If at any stage T&P Cell is involved in any placement process, it shall be considered as an on-campus placement drive and placement policy shall be applicable in that process.
- If T&P Cell notifies about any off-campus recruitment drive it shall not be considered as on-campus placement and T&P Cell shall not be held responsible in the overall process of such drives.



2. Invitation to companies

The MVGR T&P Cell shall be committed to provide support to students of the institution for placement and internships. It shall make all endeavors to invite and host as many companies as possible for placement/internship.

T&P Cell shall start inviting companies for placement and internship drives from the beginning of the placement session. This communication shall accompany a brief profile of the institute. T&P Cell shall approach all the potential employers/companies and solicit their support in recruiting students from the Institute. Those companies, who show an interest, shall be approached to provide information such as profile of the jobs being offered, remuneration/package, eligibility requirement, JD, etc. This serves as an introduction of the job profile for the benefit of the candidates and also informs them of the company's requirements. A company can submit multiple JDs for different positions that they wish to offer.

The company shall be offered slots/ dates for carrying out the placement process consisting of, Pre-Placement Talk (PPT)/ Written Test/ Online Test/ Group Discussion/ Personal Interview. The company shall confirm the selection process before a pre-specified date and the slot/date shall be allotted to the company after confirmation. The company shall ask for the student information/resumes of interested students and has the liberty to shortlist them before the beginning of the placement process.

3. Placement Process

The T&P Cell shall follow a rolling placement process starting August every year. The placement process shall be flexible enough to accommodate the needs of the recruiting organizations. It shall broadly comprise of the following steps:

3.1 Registration Process

1. All eligible and interested students shall be required to fill in a Job Registration Form whereby the details of job description, CTC, job location are provided.
2. Students shall be advised to check the company profile, role descriptions, eligibility norms, job location and the CTC offered, as provided by the company, prior to the registration.
3. Once registered, it shall be the student's responsibility to regularly check the emails, messages or notices and comply with the actions as required within the indicated guidelines.
4. All registered students shall participate in the placement related activities. Failure to participate in any of the scheduled activities will result in the student being debarred from placement opportunities within the same pay grade as well as all lower pay grades.



3.2 Pre-Placement Talk (PPT)

As per the Placement Policy, the company shall deliver the pre-placement presentation to the applicants online/offline. It shall be mandatory for the registered students to attend the Pre-Placement Talk (PPT) delivered by the company representatives.

3.3 Selection Process

- The selection process shall include several rounds as decided by the company. Each round shall correspond to group discussion, personal interview, aptitude test or telephonic interview, as the case may be. All the rounds included, shall be conducted physically on the day of placement drive or virtually any time in the aftermath of the day.
- It shall be mandatory for shortlisted students to appear for leftover rounds. As such, students, if absent, shall be debarred from further participation in placement drives within that pay grade and as well as all lower pay grades.
- In some cases, students shall be required to visit the company's office for final interview as may be decided by the company. Failure to participate in any of such scheduled interviews will result in the student being debarred from placement opportunities within the same pay grade as well as all lower pay grades. Additionally, if the student has already received an offer letter prior to this interview, that offer letter will be revoked and rendered null and void.

4. Students code of conduct

- The recruiting representatives view the student as an ambassador of the Institute. Students shall therefore display civility and ethical behavior during the placement process.
- No discussion with the recruiters regarding selection shall be done except by the authorized person.
- If the student faces any behavioral issue from the recruiters' side, s/he shall inform the T&P officials immediately for appropriate action by the Institute.
- Students shall report fifteen minutes prior to the start of the placement process.
- Students shall carry their valid Institution I-cards and a hard copy of their resume during the entire placement process.
- Students shall be formally dressed and groomed well whenever they participate in any interaction with the company.
- All students shall ensure that their behavior conforms to the highest level of professional conduct ensuring that all of their acts are not detrimental to the reputation of the Institute/T&P Cell/Company.

Any violation to the policy by the student shall be considered as misconduct and the case shall be referred to the college disciplinary committee. The Institution reserves the right to change/modify any or all of the above-mentioned rules and procedures, whenever it is deemed necessary to do so.



Annexure-1

Slabs Based on Pay Grades:

1. Purpose

The purpose of this criterion is to streamline the recruitment process by establishing four clear pay grades:

1. **Pay Grade-1** (Up-to ₹5 LPA)
2. **Pay Grade-2** (above ₹5 LPA to ₹8 LPA)
3. **Pay Grade-3** (above ₹8 LPA to ₹12 LPA)
4. **Pay Grade-4** (above ₹12 LPA)

This structure allows students to choose & focus on pay grade companies based on their academic performance and qualifications. It ensures that students are aligned with job roles and salary packages that match their skills and achievements while also meeting the expectations of the recruiting companies.

Eligibility Criteria for the said pay grades:

- Minimum 60 % and above all through academics & B. Tech / MBA with no backlogs. The criteria may change as per the requirements of the companies visiting the campus

2. Slabs Based on Pay Grades

1. Pay Grade-1 (Up-to ₹5 LPA)

Probable companies which may visit the campus again

Source: Data from 2023-24 & 2024-25 Placements Data

S.No	Company Name	CTC in Lakhs
1	Ace Designers Ltd.	3
2	AU Small Finance Bank	3
3	AVK Tech Solutions	3
4	Bosch	3
5	Buildmate Projects	3
6	Claidas	3
7	Delphi TVS	3
8	Dr.Reddy's Labs	3
9	GE Vernova	3
10	IDCC Engineers Pvt.Ltd.	3
11	INFINITE	3
12	JINYOUNG SANDHAR MECHATRONICS	3
13	KANORIA Chemicals & Industries Ltd.	3
14	Krest Engineering & Technologies Pvt. Ltd.,	3
15	Life Infra	3
16	MOM Pharmacy	3
17	Myoung Shin India	3
18	NCL Industries Limited	3

19	Pfizer	3
20	PIXENTECH	3
21	Praxsol	3
22	Praxsol Engineering	3
23	RAAM Group	3
24	SBI Life	3
25	Steel Strips Wheel Limited	3
26	Sutherland	3
27	Suven Pharma	3
28	Wilco Source Technologies Pvt.Ltd	3
29	LyFIUS Pharma	3.02
30	Hetero Labs	3.06
31	Hitachi Hi-Rel Power Electronics	3.1
32	Hyoseong Electric India Pvt. Ltd.	3.25
33	Hyundai Steel	3.25
34	DAIFUKU INTRA LOGISTICS IND PVT LTD	3.4
35	KMV Projects Ltd.	3.4
36	ACE Designers	3.42



37	24 x 7 .AI	3.5
38	ACTCAD India	3.5
41	DMART	3.5
42	Escientia	3.5
43	Fluentgrid	3.5
44	Honeyy Group	3.5
45	KodNest	3.5
46	NSK Bearings Ltd	3.5
47	Plintron	3.5
48	Prudent	3.5
49	Schneider Electric	3.5
50	VEM Technologies	3.5
51	Vikram Solar	3.5
52	VStand4U	3.5
53	Cadsystech India Ltd	3.6
54	Clarovate	3.6
55	COVALENSE GLOBAL	3.6
56	GEN SOFT	3.6
57	IMEG	3.6
58	Infosys	3.6
59	MS Square Technologies	3.6
60	Polycab	3.6
61	Samnith Technology India	3.6
62	TCS - Ninja	3.6
63	Tech Mahindra	3.6
64	Movate	3.75
65	Kone Elevators	3.8
66	DY Auto	3.83
67	Sameer	3.84
68	Amphenol	3.9
69	Hyoseong Electric	3.9
70	SARDA Metals & Alloys	3.9
71	Cape Electric	4
72	Crusoe Technologies	4
73	Deccan Fine Chemicals	4
74	Hexaware	4
75	Home First Finance Ltd	4
76	OneYes Infotec	4
77	People Tech	4
78	RDC Concrete	4
79	Transrail	4
80	Cognizant	4.01
81	Cyient	4.2
82	Q Spiders	4.2
83	Capgemini	4.25

39	Baanyan Software Services	3.5
40	Caliber Technologies	3.5
84	HCL	4.25
85	UST Global	4.25
86	Deloitte	4.5
87	Hyundai Transys	4.5
88	IBM	4.5
89	Stellantis	4.5
90	Trunkey Learning	4.5
91	Accenture	4.6
92	DHATSOL IT Pvt Ltd	4.8
93	Rashmi Group	4.8
94	Aptroid	5
95	Clari5-A Perfios Company	5
96	Constructn.ai	5
97	Hyundai Motors	5
98	ICICI	5
99	JMAN Group	5
100	Micromatic Machine Tools Private Limited	5
101	Quality kiosk Technologies	5
102	Sails Software	5



Pay Grade-2 (above ₹5 LPA to ₹8 LPA)

Probable companies which may visit the campus again

S.No	Company Name	CTC in Lakhs
1	Medha Servo	5.16
2	Digital Trust Technologies	5.2
3	Efftronics	5.3
4	Agumentik Group	6
5	ApMosys Technologies	6
6	Blueflame Labs	6
7	Compile IT	6
8	ExcelR	6
9	GRANTLEY EDUTECH PVT LTD.	6
10	Moschip Technologies	6
11	MosChip Technologies	6
12	Sopra Steria	6
13	ViSAI Labs	6
14	Lupin Limited	6.1
15	M2P Fintech	6.5
16	Yantranet	6.5
17	DeltaX	7
18	Freight Tiger	7
19	KELP Global	7
20	Recruit CRM	7
21	WPG Electronics India Private Limited	7
22	Zithara.ai	7
23	Reliance Industries Ltd.	7.5
24	TCS - Digital	7.5
25	ORGWare Technologies	8

Source: Data from 2023-24 & 2024-25 Placements Data



2. Pay Grade- 3 (above ₹8 LPA to ₹12 LPA)

Probable companies which may visit the campus again

S.No	Company Name	CTC in Lakhs
1	Sanvira Industries Limited	8.1
2	TefoLOGIC	8.5
3	Nxt Wave Disruptive Technologies	10
4	Akrivia HCM	12
5	Constient	12
6	VIBS Infosol Pvt.Ltd	12
7	VTs Enterprises India Pvt.Ltd.	12

Source: Data from 2023-24 & 2024-25 Placements Data

3. Pay Grade- 4 (above ₹12 LPA)

Probable companies which may visit the campus again

S.No	Company Name	CTC in Lakhs
1	CISCO	17
2	GLOBAL AI Technologies	19
3	Prolifics Corporation Ltd.	20
4	Catalog	25
5	Pennant Technologies	25

Source: Data from 2023-24 & 2024-25 Placements Data

