



Gnanamani College of Technology

(AUTONOMOUS)

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GCTPD#17

PLACEMENT POLICIES

Placement policies typically enforce a "one student, one job" rule to maximize placement percentages, requiring students to register, maintain a minimum CGPA (often 6.0+), and have no active backlogs. Policies generally include mandatory training, strict attendance at drives, and rules for "dream offers" (higher salary upgrades).

Training policies

It is to ensure students gain industry-ready technical skills, soft skills, and practical experience through mandatory, structured programs. Key components include 75% mandatory attendance, 2-8 week industry internships, and pre-placement training (aptitude, GDs, mock interviews) to boost employability.

Core Components of Training Policy

- **Mandatory Attendance and Participation:** Training sessions, particularly pre-placement training, are mandatory, often with a 75% minimum attendance requirement.
- **Pre-Placement Training:** Tailored training covering aptitude, reasoning, verbal skills, and mock interviews to prepare students for campus recruitment.
- **Industry Internships:** Students often must complete mandatory in-plant training or internships during summer/winter vacations, usually up to 8 weeks, to earn credits.

- **Technical and Skill Training:** Specialized workshops and training modules tailored to industry trends to enhance technical skills in departments like CSE, ECE, MECH, and Civil.
- **Support and Evaluation:** Regular assessment via workshops and feedback, with support from mentors and online platforms

Faculty Training Policies

- **Professional Development:** Many institutions require faculty to attend Faculty Development Programs (FDPs) at the beginning of each semester.
- **Industry Interaction:** Promotion of teacher training for industrial exposure, such as 10 days of training per academic year for technical staff.

Policy Implementation and Feedback

- **Training & Placement (T&P) Cell:** A dedicated cell manages all training-related activities and liaises with recruiters.
- **Feedback Mechanism:** Students provide feedback to ensure training remains relevant to industry demands.
- **Disciplinary Action:** Failure to attend mandatory training can lead to penalties, including being barred from the placement process

Placement Policies

- **Eligibility Criteria:**
 - **Academic Standing:** Minimum CGPA (often ≥ 6.0) or 60%) and no active backlogs.
 - **Registration:** Mandatory registration with the Training & Placement (T&P) cell, usually in the 6th semester.
 - **Discipline:** Students with active disciplinary cases are often disqualified.
- **"One Student, One Job" Policy:**
 - Generally, once a student accepts a job offer, they are removed from further participation in the placement process.

- Exceptions are made for "Dream Offers" or "Super Dream Offers," which typically allow students to try for higher packages (e.g., 2.5x of the current offer).
- **Rules & Regulations:**
 - **Pre-Placement Offers (PPOs):** Students receiving PPOs must inform the T&P cell, and accepting a PPO usually counts as a completed placement.
 - **Attendance:** Non-attendance at a scheduled interview after registration can result in disqualification or bans.
 - **Dress Code:** Mandatory formal attire during campus interviews.
- **Off-Campus & Higher Studies:**
 - Students pursuing higher studies are often required to declare this and are restricted from appearing in placements.
 - Offers from off-campus drives may require T&P approval and might affect on-campus eligibility.
- **Pre-Placement Training:**
 - Mandatory attendance in workshops, aptitude tests, and soft skills training sessions conducted by the college.

Typical Process Flow

1. **Pre-registration & Training** (from 2nd semester)
2. **Company Selection & Application**
3. **Interview and Selection Process**
4. **Offer Acceptance/Rejection** (within strict timeframes)
5. **Final Placement**

PRINCIPAL