

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE-411 015

STANDARD OPERATING PROCEDURE : CAMPUS PLACEMENT

Introduction

1. Placement of maximum students in lucrative, well paying, prestigious companies is the objective of any professional college. This is one of the important 'Graduation Outcomes' measured by various ranking and accreditation agencies. Army Institute of Technology (AIT) has been enjoying one of the best placement records over the year, always above 90%. AIT students have recorded excellent average and median salary, which is one of the topmost in private engineering colleges in the region. Apart from ability of students, quality of teaching and learning process, the strategy and policy used to woo the best companies for campus placement process also plays a major role in the parameters for consideration.

Aim of Campus Placement Policy

2. Aim of a campus placement policy is to ensure placement of maximum students in best possible companies across all streams.

Parameters for Consideration

3. Adequate Chances for Students. To enhance the percentage of placements, it is observed that there is a need to invite around 50 industries to place 300 students. This gives enough bandwidth for the students of all categories. It is also ensured that repetitive opportunities are not given to the same set of candidates.

4. Placements of Maximum Students. To ensure the placements above 90%, it is needed that the lot of cream candidates does not clash with average candidates. This is achieved by defining One Job Policy for high level industries and back-up placement policy for mass recruiters, less paying industries and pure IT services industries.

5. Assuring Loyalties of Good Companies. Every industry expects 100% joining from the premium colleges like AIT. Pragmatically, it slips down to 70 to 80%, as we allow double placements/ dream status for some set of industries. At the same time, we limit the dream option (maximum one) and ensure that it does not drop below 70%. This is quite necessary to keep faithful relationship with all recruiters.

6. Ensuring Good Median Salary. To achieve good median salary, we take deliberate efforts to ensure half of the strength get placed in top notch industries.

7. Types of Industries Visiting. There are around seven to eight categories of industries visiting AIT namely IT Product and Services, eCommerce, Consulting, Banks/ Fintech, Analytics/ Data Science, Telecom and Engineering/ Core/ Manufacturing. Out of these, there is a strong dominance of IT Product and Services industries.

8. Attendance. The candidate will be permanently debarred from the placement process, if he/ she remains absent continuously for more than three firms.

9. There would be four categories of placements:-
- (a) **Standard (S)** – CTC up to Rs 5.00 LPA.
 - (b) **High (H)** – CTC between Rs 5.00 LPA to Rs 12 LPA
 - (c) **Dream (D)** – The students placed in the category S and H can avail this option, irrespective of the CTC, looking at career interest and job profile. However, it is observed that it ranges between Rs 10 LPA to Rs 15 LPA. High and Dream CTC ranges may overlap as indicated.
 - (d) **Super Dream (SD)** – Irrespective of the status (S/ H/ D), the Institute will allow all candidates to appear for some top industries paying very high, approximately ranging from Rs 15 LPA to Rs 40 LPA.
10. All Mechanical and E&TC candidates who will be placed in IT industries are allowed to appear for **manufacturing/ core/ engineering industries**.

One Job Policy and Dream Status

11. This policy states that students selected in a specific industry will never be allowed to appear for any other industry throughout the year. However, candidate will be considered for one Dream Opportunity and Super Dream Offer by the institute. It will also help AIT to fetch maximum quality firms, as we can then commit 100% joining, which is the most important parameter for continuing the relationship. Placement Flow Chart is given at **Appx** to this SOP.
12. This decision has been taken to give maximum exposure to a larger number of students, who otherwise do not stand a chance against top quality students who are getting multiple high salary jobs and eventually ending with accepting only one. In the whole process AIT was suffering a lot, as relations with quality firms are coming under scanner. If we do not take corrective measures, a number of good quality firms could stop coming to AIT.
13. From 2015-16, we have decided to implement one job policy for industries offering CTC above 5.00 LPA. A student getting placed in such job will be free to appear for selection process of other companies. This rule however will not be applicable for core companies of Mechanical and E&TC.
14. The reason for the only Dream Attempt Clause is that, instead of repeating already placed students in one top organization for dream job option more than once, next set of unplaced but equally bright students will get full scope to clear the process.
15. As per this clause, the student who gets placed in any organization, irrespective of the salary, is allowed to avail one **DREAM OPPORTUNITY** of his/ her choice. He/she is allowed to take only **ONE ATTEMPT**. After availing the dream opportunity, irrespective of the result, the name of the candidate is blocked.
16. More than one dream opportunity will NOT be given, as the candidate will keep sitting for multiple organizations and indirectly blocking the seat and affecting the result and blocking the opportunities of other unplaced students.

17. Dream Option for Consulting Companies. If the candidate is placed in one consulting organization, he/she cannot appear for another consulting organization even using a Dream Option. However, he can try for other categories.

Super DreamOption/ Open from College

18. Note that, even if the candidate avails one dream option, irrespective of his selection (1+1), he will allowed to sit for some top industries like Goldman Sachs, Amazon, Microsoft, Deutsche Bank generally paying above Rs 15 LPA. College will OPEN such prestigious organizations. There is no limit for this option. However, if selected, the candidate is permanently blocked.

19. This supersedes the SOP issued vide letter No AIT/0701/SOP/Plmt dt 07 Dec 2016.

File No : AIT/0701/SOP/Plmt

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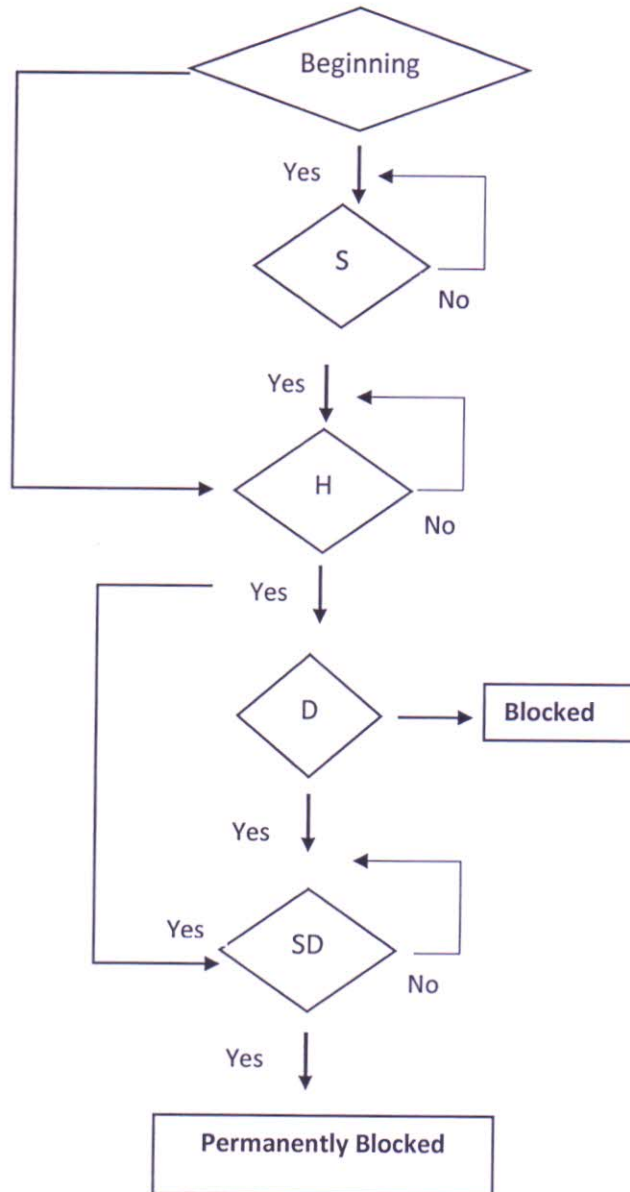


(Abhay A Bhat)

Brig
Director

Appx
(Ref Para 11 of SOP)

PLACEMENT FLOW CHART



S- Standard – up to Rs 5.00 LPA

H – High – Between Rs 5.00 LPA to Rs 12.00 LPA

D – Dream – Between Rs 10.00 LPA to 15.00 LPA

SD – Super Dream – Between Rs 15.00 LPA to Rs 40.00 LPA