**GEETHANJALI COLLEGE OF ENGINEERING & TECHNOLOGY**

**DEPARTMENT OF ECE**

**Training and Placement Committee**

The following committee is constituted in the department to implement the stated objectives mentioned below in accomplishing the goal

1. Prof. B. Hari Kumar – Convenor
2. Dr. P. Vijai Bhaskar – Member
3. Dr. B.L. Prakash – Member
4. Dr. P. Sudhakar – Member
5. Mr. B. Ramu – Member
6. Class Teachers and Mentors – Members

**Goal:** To ensure all our graduating students of Electronics and Communication Engineering

1. To get placement in any IT Sector or in any Core area (OR)
2. To get admission into any post graduate program such as MS, M.Tech or MBA (OR)
3. To design and develop a salable engineering product with the help of incubation cell, that leads towards becoming an Entrepreneur in future.

**Objectives:**

1. Making the students understand the importance of acquiring/ improving their programming skills, logical and analytical thinking skills, English communication skills (oral and writing) for realizing their individual goals.
2. Conducting Psychometric Test on Numerical Reasoning, Verbal Reasoning, Diagrammatic Reasoning, Inductive Reasoning, Logical Reasoning, Critical Thinking, and on Situational Judgment to assess the capabilities of each student.
3. Identifying the strengths and weaknesses of the students and mentoring them accordingly.
4. Identifying the areas in which training is to be imparted to students to realize their respective goals
5. Scheduling of training classes for the students.
6. Monitoring the performance of students during trainings and counseling them accordingly
7. Informing the students whenever a campus placement or a pool campus drive is announced and ensuring them to register for the placement drive.
8. Providing the students with necessary question banks that help them practice and assess their capabilities.
9. Conducting mock written tests, group discussions and interviews that provide experiential learning to the students
10. Facilitating the students to undergo training in emerging areas/ core areas/programming languages.
11. Facilitating the faculty members in providing training to improve their English communication skills and Programming skills which help them in providing better counseling of their mentee students.
12. Making the course coordinators to give assignments that improve programming skills of students
13. Taking feedback from the recruiters to know the performance of our students during technical and HR interviews and to train them to work on their deficiencies.

**Action Points:**

1. Students have to be classified into THREE groups, namely, Bright, Average and Weak students, once they enter into the first semester of III Year, based on their academic performance up to II Year – II semester. The procedure for classifying the students is given as Appendix – A. Classification of present the third year students (2018-22 batch) is provided in Appendix – B.
2. Bright students have to be encouraged on the following lines:
3. To aim for placements in software companies that offer higher package
4. To participate in JHUBS or Hackathons/ Paper Presentations etc.
5. To undergo certification training programs (MOOC, Coursera, Udemy etc.) in

emerging areas or in any programming languages that enhance their employability

1. To design and develop a product/ working model under Product Based Learning
2. Average students have to be advised to concentrate more on the software jobs that offer medium salary
3. Academically weak students have to be counseled to clear all their backlogs and aim at completion of their degree within the stipulated period of four years.
4. Students need to be addressed about the importance of acquiring/ improving their programming skills, logical and analytical thinking skills, English communication skills (oral and writing) on a regular basis. Convenor and other Professors of the committee are required to address the students, atleast once in a month on the above aspects. Class teacher and Mentor shall discuss these points atleast once in a fortnight.
5. To make the students understand their strengths and weaknesses, a SWOC analysis has to be carried out for every student as per the format provided in Appendix- C.
6. Correlate the SWOC analysis of each student with his/her goal and identify the areas in which the student requires improvement and needs training to enhance his/her chances of getting placement. Here each student needs to be counseled on an individual basis by the members of the committee, by developing a continuous rapport with the student and taking his/her parents into confidence if required in making the student realizing the goal.
7. Identify the areas in which training is to be imparted to students to realize their respective goals. Identify the organizations/ centers that provide the necessary training and reach MoUs with them with clear mention of deliverables.
8. Asses the activities and analyze the impact of these activities of the committee in terms of its effectiveness in improving the placements and modify the actions accordingly by adapting to more pragmatic approaches.
9. Provide necessary guidance for the students in preparing their Resume

**Existing System - Identified drawbacks – Solutions Recommended**

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| **Identified drawback** | **Solutions Recommended** |
| Observed that mentoring is not being done on a continuous basis. Only during any training program, mentors are contacting their student mentees and enquiring about their irregularity and other aspects related to training. Emotional attachment is missing | Faculty should be told more frequently to take up this mentoring activity passionately and develop good rapport with the mentee students. Counseling has to be done on a regular basis, at least once in a week. Even if there are no training programs, mentors can enquire them about their well being, preparation for the exams. It would be a better idea to talk to their parents occasionally, taking them into confidence for every effort that we make.  I would be addressing the faculty members on a regular basis from now on to keep alive the spirit of mentoring. |
| Specific information pertaining to any training program is not getting disseminated to the departments in a way that is expected. As an example, regarding the smart interviews training program that is being carried out at present, the departments were asked to furnish only the details of the interested students, asking them to register for the program by providing a link. Details of the training program along with the expected deliverables, the duration of the program, and the names of the resource persons are not being provided and as a result, mentors are finding difficult to answer the students when any inquiries are made about the training program. | A notification is to be issued for every training program, providing details about the expected deliverables, schedule along with the details of the resource persons. Results of the tests shall be shared to the departments for better counseling of students. |
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**APPENDIX - A**

**Procedure for classifying students:**

The following procedure is followed for classifying the students into THREE groups, namely, Bright, Average and Weak Students.

1. The classification of students is carried out when students come to first semester of III Year.
2. Performance of a student up to II Year second semester shall be taken into account for allotting the ranks to the students.
3. The obtained credits of each student are divided with maximum number of credits in that semester. This is considered as normalized credits obtained.
4. The obtained SGPA in a semester is then multiplied with the normalized credits in that semester. This is considered as normalized SGPA of the student in that semester.
5. The average value of the normalized SGPAs up to second year second semester shall be taken as reference for allotting them ranks
6. The normalized percentage of all the students is arranged in a descending order.
7. The position of a student obtained after arranging in descending order is considered as the Rank.
8. Normally out of the 250 students, the first 100 students can be treated as Bright, the next 100 students as Average and the last 50 students can be treated as academically Weak students.

**APPENDIX B**

Separate Excel sheet is attached indicating the ranks of the present third year students (2018-22 batch)

**APPENDIX C**

Separate sheet is attached pertaining to SWOC analysis questionnaire.