

Jaipuria Institute of Management

(Career Management Centre)

Placement Policy: 2020-22 Batch

(For all campuses)

A. Objective

The Placement Policy of Jaipuria Institute of Management seeks to provide a fair and reasonable opportunity to all its students to be suitably placed according to their Aptitude, Scores, Attendance, Caliber and Competence.

B. Rationale & Coverage

1. The Placement Process at Jaipuria is based on the principles of Equity, Fair play, Transparency & Objectivity.
2. It would involve both on-campus as well as off-campus routes.
3. This Policy would cover all students of PGDM (*All Courses*).
4. Placements would be a student driven exercise. The role and responsibility of the placement cell is to facilitate the process of placement.
5. While an attempt will be made by the institute to check & confirm antecedents of the company, the students are also advised and expected to exercise their judgment and conduct due diligence before applying for any placement process of a company.
6. Final Placement Timeline:
1st October 2021 to 31st March 2022

C. Ground Rule

To avail campus placement assistance, students would have to first register themselves with the placement Department and accept the terms of undermentioned Placement Policy.

- 1. Career Management Centre (CMC) will assist to get only one offer to every eligible and interested student. The only exception will be provided in such cases where a student avails his / her dream option as per dream company criteria mentioned in Section D.**
2. While registering with placement cell, each student would be required to give two choices of his/her preferred functional area from Finance/HR/Marketing/Operations /Retail/ IT/ Business Analytics etc. However, Students should attempt to appear in maximum companies
- 3. A student, who has appeared for 15 attempts but has not been able to get placed, will be put on placement probation:**
 - a. Such student's placement team mentor will sit with him/her to chalk out his/her placement plan and decide on which next 5 companies the student will apply for**
 - b. If the student is still not placed, then he/she will have to appear before VP, Placements and Corporate Relation, who can grant 5 more final attempts after consultation with his/her mentor and placement chair. After these attempts the student becomes ineligible for on-campus placements**
4. Only those registered students would be considered for placement assistance who fulfill all the requirements of the company/department/academic score/basic soft skill / attendance in training classes etc.
5. Students are shortlisted for placement processes by the recruiting organisations. However, in some rare cases where recruiters request the institute to shortlist students

on their behalf, shortlisting will be done on the basis of merit, i.e. on the basis of mock recruitment process / CGPA scores & other attributes (IDP Score & Assessment Score, Communication and Presentation Score and Mentors Feedback, etc.)

6. The placement exercise for a student would be considered to have been over and complete once his/her name is conveyed in the list of selected candidates, by a company through email, in writing or offer letter. Student would not be eligible for participating in new or ongoing process after this point except in Dream Company within rules given in point D. However, in cases where multiple processes have been completed and the results declared subsequently, and the student gets selected in more than one company, the student would have the right to choose a company of his/her choice & convey the same to the placement department within 48 hours of receipt of the second offer.
7. Students applying for any company's process is advised to adhere to the given deadlines. His/her application may not be considered after the deadline.
8. **(a)** The student of a campus travelling to other campuses/outside for the selection process/campus recruitment would be reimbursed travel fare by AC 3 tier/Chair Car/Deluxe Bus for 5 campus recruitment visits against submissions of bills/tickets, subject to maximum amount as per details given below:
 - Lucknow-Noida & vice versa: Rs. 1100/- plus Rs. 250/- per visit for local travel expenditure.
 - Jaipur-Lucknow & vice versa: Rs. 1100/- plus Rs. 250/- per visit for local travel expenditure.
 - Lucknow-Indore & vice versa: Rs. 1200/- plus Rs. 250/- per visit for local travel expenditure.
 - Noida-Jaipur & vice versa: Rs. 1100/- plus Rs. 250/- per visit for local travel expenditure.
 - Noida-Indore & vice versa: Rs. 1300/- plus Rs. 250/- per visit for local travel expenditure.
 - Indore-Jaipur & vice versa: Rs. 1300/- plus Rs. 250/- per visit for local travel expenditure.
 - Students visiting to Mumbai, Kolkata, Chennai & Bangalore Rs. 1500/- plus Rs. 250/- per visit for local travel expenditure.

However, if more students are appearing for a process at other campus & a bus is arranged by the campus it would be considered as one visit out of the Five reimbursable visits. No reimbursement for such visits will be given to the students.

(b) The students travelling for corporate events/campus engagement or presentation to corporates will be eligible for the following reimbursements:

- Travelling allowance: 3rd AC/Chair Car
 - Daily Allowance: Rs. 250/day
 - Hotel Accommodation: Rs. 750/day (For metros like Mumbai, New Delhi, Bangalore, Chennai & Kolkata the eligibility will be Rs. 1000/day)
9. Those students, who do not apply at least 10% campus processes, where they are eligible, by 31st December 2021, would be assumed to be not interested in the placement process through campus & no further assistance would be given to them

D. Dream Company

Considering our student centric approach, we will continue with our concept of Dream Company. As per the Dream Company rule, a student already selected by a company would be allowed to sit for one Dream Company of his/her choice whose package would be higher than his/her existing package or more than **CTC 7 LPA** whichever is higher, subject to the following conditions:

1. Only those students, who have not joined the company where he/she is already placed, can appear for dream company
2. He /She should have a minimum CGPA of 6
3. Dream option should be marked "Yes" (As per the JD of the Company Shared), where the students is already placed
4. Only those students, who have completed at least 2 B-School competitions, will be eligible to apply for dream option
5. There will be no reimbursement to attend a Dream Company process

E. Deferred Placement

We as an institute encourage entrepreneurial minds to grow in our students. The CMC stands firm with students who aspire to take up their own ventures and add value to the economy and the society at large. We support such entrepreneurs by way of providing Placement Holidays for two years to start their own startups and opt out of the current campus placement season. In case their venture doesn't work, they are free to come back and join the campus placement process along with the batch of 2023 – 25. Such students will have to express their desire in writing to the CMC heads latest by **31st December 2021**, and accordingly they will be taken out of the current year's placement process.

F. Rules for Placement Process

1. Students are not authorized to communicate with the companies on an individual level. Any deviation would result in disciplinary action against the particular student(s) involved in such activity, which may include permanent debarment from placement process. Any interaction with corporates by any student must be carried out in consultation with the Placement Team.
2. All students who appear for placement process are required to:
 - create your video resumes as per institute's guideline
 - be formally dressed
 - carry 2 copies of updated resumes & 2 passport size photographs
 - carry student Identity Card and Hall ticket, if applicable
 - carry Summer Internship Report
 - carry Photocopy of all educational qualifications/credentials
 - stick to be in time & maintain discipline
 - In case of online processes, keep your videos switched on and your speaker on mute mode
 - update your mobile number with the placement cell in case of any change
 - check their emails regularly for information and details regarding placement drives
 - apply for any process within the specified timeline

3. Students coming inappropriately dressed on Placement drive will not be allowed to attend the placement activity and disciplinary action will be taken
4. In such cases where the student directly receives the offer letter from the organization, s/he is mandated to inform and submit a copy of the same to the respective coordinator within 24 hours of receiving it. Failing to do so will lead to disciplinary action including but not limited to withdrawal of the offer

G. Eligibility

All graduating students who have registered with the placement department shall be eligible to receive placement assistance unless otherwise debarred from receiving such assistance on account of the followings:

1. Non completion of Summer Training/other academic requirements
2. Breach of discipline and general misconduct
3. If a student fails to submit his/her summer training report within specified time, s/he would be debarred from the placement process
4. If a student has any back paper at the time of commencement of the 5th trimester, he/she will be debarred from the placement process and will not be allowed to sit in the ongoing selection process in the campus till the time he/she clears his/her back papers. However, depending on the genuineness of an individual case, the Appellate authority may allow him / her to appear for campus processes.
5. If a student is caught using unfair means during any exam/test
6. **Students who become ineligible under point no. 3 and 6 as given in Section C: Ground rules.**

H. Debarment Policy

The following events/actions would be deemed to be acts of misconduct and would attract commensurate penal action/permanent debarment if:

1. A student's attendance is less than 70% in PDP/IDP, guest lectures, Aptitude Tests, Mock GD/PI sessions etc.
2. The student does not appear in a placement process, where s/he has applied, without prior information and subsequent approval from the Chairperson Placement. This will not include such processes where multiple company processes overlap and / or a student is required to travel outstation for attending the same and the travel time stops the student to appear for another process. Maximum 2 absenteeism, duly assessed, documented and approved by the Chairperson Placement, will be exempted purely on medical / other unavoidable exigencies during the entire placement season. However, if a company, after the PPT, asks not interested students to leave the process, and if any student does so, then his/her action would not attract the penalty of debarment.
3. The student indulges in the following acts of misbehavior in the placement process:
 - Anyone found displaying disinterest, after applying, during the course of various stages of selection processes
 - Individually approaches the company to communicate that he/she does not want to join the company
 - Speaks negative about the company or the institute
 - Is found doctoring his/her resume, certificates, experiences, etc., submitted at Placement department

- Talks directly to the company representative/executive at any time other than pre-placement talk
- Misbehaves with the placement team & corporate officials conducting campus recruitment process
- Deliberately jeopardizes any other student's chances of getting selected by his/her act of misconduct
- Indulges in any behavior which is socially unacceptable and or brings disrepute to the institute
- Not properly dressed during the campus recruitment process and any other corporate related activities

I. PPO/PPI Policy: On successful completion of summer internship if a student is offered a Pre Placement Offer (PPO) or a Pre Placement Interview (PPI) where the package offered is as under:

- For fresher (upto 2 years of experience) – **CTC Rs. 6 LPA (fixed 5 LPA)** & above
- For 2 – 4 years of experience - **Rs. 6.5 LPA (fixed 5.5 LPA)** & above
- For more than 4 years of experience - **Rs. 7 LPA (fixed 5.5 LPA)** & above

it will be mandatory for the student to accept the same and accordingly he/she will become ineligible for placement process. However, if the offer made is less than the respective bracket of CTC as mentioned above, the choice will remain with the student either to accept or to reject. In case of acceptance the student shall be considered placed & will automatically be out of the campus process. In case the student chooses not to accept the offer he/she remains eligible for the forthcoming campus processes.

Dream options will not be available to the students who receive & subsequently agrees to accept a PPO/PPI.

I. Penal Action

Any placement related issue can be addressed by the 'Grievance Redressal Forum' consisting of Placement Chair + 1 student Placement Committee Representative + Dean/Associate Dean (Student Affairs).

If the grievances still remain unattended then the Student Placement Committee Representative / 'Grievance Redressal Forum' can forward it to the Director for the final decision.

An aggrieved student may Appeal against his/her debarment after one month of debarment.

Placement Department reserves the right to amend Placement Policy / Guidelines as and when it is required for the interest of the institute and the students at large.

Declaration:

I _____ Son/Daughter of _____,

Roll No. _____ a student of Jaipuria Institute of Management, _____
Campus have read and accept the Campus Placement Policy (Batch 2020 - 2022) in its entirety &
have understood that the role of the Placement Cell is of a facilitator and counselor for
placement related activities. I also give my consent to use my name, photograph, testimonial or
any other relevant content by Jaipuria in any media including online, newspaper, magazines and
outdoor, for promotion and marketing purposes of Jaipuria Institute of Management.

My functional areas of interest (immediate 2) for placement are:

1 _____ 2 _____

(from amongst **Sales & Marketing, Finance, Operations, HR, IT, Retail, etc.**)

Date: _____

Signature: _____