

## Overview of Training & Placement Cell

The Training and Placement Cell plays an integral role in creating the illustrious placement record of Channabasweshwar Pharmacy College (Degree) Latur. It ensures smooth functioning of the placement activities in the campus. Training & Placement activities are organized throughout the year with a view to prepare the prospective learners for the campus selection programs. It is heartening to state that reputed industries across the country visit this college regularly for campus recruitment programs however, cell maintains good rapport with all industries for effective recruitment. In order to enhance the employability quotient of the students as demanded by industry, the Training & Placement cell provides the much needed training to the students to hone their employability skills. These training programs give the students tips on how to crack aptitude, group discussion, interview skills and resume preparation. The cell also educates the students with career opportunities in different areas such as Public Sector, Armed forces and Government Sector services by conducting guest lecture regularly.

## OBJECTIVES OF TRAINING & PLACEMENT CELL

- To prepare and train aspiring learners to face campus recruitment by providing them exhaustive training with relevance to Communication Skills, Aptitude test and overall development for personal & professional grooming required in Industry.
- To arrange guest lecture of industrial experts to update and upgrade learners with hands on experience in the wake of ever changing dimensions of professionalism.
- To arrange guest lecture of Alumni who are placed in reputed industries to inspire and motivate the aspiring learners.
- To arrange guest lecture on diverse career paths such as Armed Forces, Public Sector and Private Sector etc.
- To provide basic insights of Entrepreneurship.
- To educate and provide necessary training to students in Foreign Languages.
- To create awareness about the different opportunities available in various fields in industry such as Information Technology (IT), Information Technology Enabled Services (ITeS), Manufacturing, Marketing, Automation etc.
- To make concerted and consistent efforts to enhance employability through Campus placements

## OVERALL PLACEMENT POLICY & RULES

1. Students who are placed in a company, having a package below 3 Lakhs will be permitted to participate in placement drives only for those companies that are providing an annual package of 4 Lakhs and above.
2. Students who are placed in a company, having a package between 3 Lakhs and 4 Lakhs will be permitted to participate in placement drives only for those companies that are providing an annual package of 5 Lakhs and above.
3. Students who are placed in a company, having a package above 4 Lakhs will be permitted to participate in placement drives for companies that are providing an annual package of 5.5 Lakhs and above.
4. Placed students will be permitted to attend placement drives in other companies regardless of amount of package and domain of the company, only when 70% students in their respective branches are placed.
5. It is not mandatory for a candidate who willingly decides not to participate in any placement drive to attend the drive; however the T&P Cell will not take any responsibility for it.

### \*Note

- If any company offers a package of 7 LPA or higher, then all candidates whether placed or unplaced will be permitted to participate in the campus recruitment drive.
- It is mandatory for all eligible students (including those who have already secured placements) to participate in 'on-campus' recruitment drive.
- It is mandatory for all eligible students (including those who have already secured placements) to participate in 'on-campus' recruitment drives

## Placement policy for students

### 1. Eligibility:

- **For regular students-:** Final Year B.Pharm, and M.Pharm Part II students who do not have arrears (backlogs) in the subjects of previous years, who have completed all academic liabilities are eligible to participate for placements.
- **Backlogs:** Students having backlog of 4 or more courses are not permitted to register for placement. Such students are advised to clear the backlogs and then register after the July-November end semester examinations. However, extended students can register in case of non-completion of course/project requirements in their last two semesters.
- The eligibility criteria imposed by the visiting company will be the final.
- The eligible students must attend all the training programmes / workshops arranged by department.

### 2. Instructions to students-

- Department placement coordinator is the source of contact for the concerned department Students. For all kinds of clarifications & communications (such as registration for placement assistance, updating the database, etc.,) should be executed through the concerned department placement coordinator and HOD.
- During induction, most of the companies insist on Passport and PAN card. So, the students are expected to apply for the same at the earliest.
- Students may have to manage with their own transport arrangements to return homeland inform their parents well in advance, if the proceedings on the date of interview continue till the late evening.
- Based on the directions given by the companies, students may be sent to attend pooled campus placement drives in other colleges. Students should inform their parents about the placement process, venue, and timings in advance.
- Students attending campus interviews should adhere to the following instructions,
  - (a) Report at the venue of pre-placement talk and interview as per the instructions.
  - (b) Students should carry minimum **5** copies of their resume, photocopies of all Original certificates, **5** pass port size photographs.
  - (c) A student in casual dress will not be allowed for the Recruitment Process.

- TPO aims to provide placement assistance for all final year students. Placement is a privilege extended to the students but can't be claimed as a matter of right.

### **3. Resume:**

- Students are required to submit their resumes.
- These resumes are required to be updated as and when necessary, based on the job description and recruiting company.
- Customized or Company specific resumes may have to be filled and submitted as and when required.
- T & P cell will not be responsible for any fraudulent/misleading information given by anyone.
- If discrepancies are found in any resume, the student submitting such a resume will be barred from placement process.

### **4. Certificates:**

- As per the requirements of the company students should furnish necessary certificates (Mark sheets of 10th, 12th , Graduate, Postgraduate ,mark sheets etc.,)

### **5. Way of communication of advertisement to student**

- The students are communicated through whatsapp group and personal calling.

### **6. On-campus/Off-campus Interview:**

- who have given their consent to attend the interview, are allowed to attend on-campus and off-campus pre-placement talks and also interview process.
- Students are required to stay in the college/premises where the interview is being held from the start through to the end of the entire interview process.
- A registered student can attend a maximum of three interviews coordinated by T & P cell. Students, who have registered and consented, but are absent for either pre-placement talk or campus drive of a company, will be appropriately punished (Fine/Apology letter/de-bar from attending further campus interviews).
- Students, who are interested only in the pre-placement talk, but do not want to attend the interview, can do so with prior information to T & P cell and, if permitted by the company.

- Students, who have not been selected in three attempts in the interviews assisted by T & P cell, are advised to take-up a focused training as per the feedback.

#### **7. Job Offer/Appointment Letters:**

- Selected students would receive a job offer letter/appointment letter/email informing them of their selection.
- Students are required to accept/reject the job offer during the process of recruitment.
- Students, who have accepted a job offer, are not permitted to appear for interviews by other companies.
- Students whose selection is pending or who have not received a confirmation email/letter from the company are allowed to appear for further on-campus and offcampus interviews.
- Once the student(s) is/are selected by a company, the responsibility of T & P cell ceases.
- However, appropriate action will be taken by college authorities, if the selected student indulges in any of the unacceptable activities (not reporting to the company/immediate resignation/absconding).

#### **8. Feedback:**

- Students are requested to provide feedback on training and placement.
- Only those students, who have registered and attended training and placement, are eligible to give feedback.

## PLACEMENT POLICY FOR RECRUITERS

- Recruiters who are looking out for fresh BPharm, D.Pharm, Pharm.D. & MPharm students are most welcome to conduct on-campus recruitment drive.
- However, they can also call students for off-campus or pooled campus drives.

- **Placement season:**

Placement season starts in February to July of every year. However, the recruiters are free to contact throughout the year to enquire the students' availability and fix the date(s) for on-campus and off-campus placement drive.

- **Streams offered, intake and completion of exams :** Channabasweshwar Pharmacy College (Degree) offers BPharm, D.Pharm, Pharm.D. & MPharm (4 Specialization). Students B.Pharm (Intake - 100), M.Pharm (in an avg 15), Pharm.D. (INTAKE-30), D.Pharm (Intake 60) will complete their final exams by the end of June and will be able to join any time after the first Week of July. However, the students will get final exam results only by mid-July/August.
- **Registration:** Recruiters who are interested to conduct on-campus interviews are required to send an email to [placementcbpc@gmail.com](mailto:placementcbpc@gmail.com)
- **Requirements for on-campus or off-campus:**
  - Recruiters are requested to furnish ([placementcbpc@gmail.com](mailto:placementcbpc@gmail.com)) the following details: Job Profile/description
  - Job Location One Purpose, One Mission, One Dream
  - Training/probation period
  - CTC during & after training/probation • Designation before & after training/probation
  - Service agreement, if any
  - Eligibility/Qualification/experience requirements of the candidates
  - Selection Process - (Pre-placement talk, Test (written/online), Group Discussion and Personal Interview etc.,)
  - Facilities required during campus recruitment
  - Preferred date(s) to visit campus.
  - Accommodation and local transport (Will be arranged on prior request and against payment. The information with regard to number of rooms to

be booked and type of vehicle (big or small) should be provided at least a week in advance. A list of interested candidates will be provided to the recruiters within two days, based on the above details.

- Recruitment: Recruiters can either visit the campus or can call the students to their respective company or any place in case of pooled campus drive for recruitment.
  - They are welcome to conduct pooled campus drive in our campus. However, for pooled campus drive a detailed discussion and details should be provided well in advance to T & P cell. Facilities like a hall, Audio-Visual facilities for on-campus pre-placement talk and interview process will be provided.
  - Selected candidates: A list of the selected candidates can be mailed or hardcopy can be handed over to placement coordinator any time after the completion of Interview Process. Students are permitted to appear for any number of interviews till offer letter is received. Hence it is in the best interest of the interviewer to issue offer letter at the earliest. Neither T & P cell nor college holds responsibility of students' conduct (not reporting to company/ misconduct/resignation/absconding/underperformance) once the selection process is completed.
  - Feedback: Recruiters are requested to provide feedback on the quality of the students and the facilities provided by College/University.
  - Placement Slot: Recruiters can block the date(s) for the interview. Recruiters will be provided day zero (first company for campus recruitment) if they are providing a CTC of more than INR 2 lakhs for BPharm and more than INR 3 lakhs for and MPharm.
- **Memorandum of Understanding (MoU)/Collaborations/Industry-Institute Interactions:** Companies are welcome to have MoU for regular recruitment year on year. Companies are also welcome for collaboration and Industry-Institute-Interactions.

**Note:** 1.Placement firms where recruitee pays are not allowed for the recruitment.

2. T & P cell may modify above details from time to time.



**ADDRESS FOR CORRESPONDENCE**

Prof. Dr. Moholkar Aparark V.

Training & Placement Cell Incharge

Channabasweshwar Pharmacy College (Degree) Latur

Email: Tel: 02382-240192; Mob: +91-8087403205