

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust

Placement Readiness Programme

The industry always looks for students who are vibrant, energetic individuals, ready to accept challenges, attentive, fast learners, open to learning even at work and more importantly with a good academic background and good communication skills.

Industries today make use of unique techniques during recruitment to make certain that those hired will meet its requirements. The Training & Placement Cell recognizes these techniques by interacting with the industry and prepares students for them.

The uniqueness of our Training & Placement Cell is to ensure that the recruitment process is a successful journey for the students of KSRIET. It puts high emphasis on technical and non-technical pre-placement training, which will train students to excel at interviews and recruitment processes.

It is often seen that engineering fresher do not meet all these requirements to get immediately hired across the industries. They still need to have certain skills and training to work in the market. Owing to this gap in the industry standards and education structure, the Training & Placement Cell offers many Skill Enhancement Training under “Placement Readiness Programme” for the students.

The Specific Objective of the Placement Readiness Programme is to train and expertise the students to meet the industrial needs.

- To prepare students to face campus interviews through arranging training in aptitude, group discussions, technical and HR interviews by trainers.
- To encourage career guidance and employment opportunities by organizing guidance lectures by corporate personnel and most importantly by the immediately placed senior students.
- To enhance employability skills, career competency, nurture life skills to all students and develop Industry readiness by imparting necessary training and thus bridging the gap between Industry and Academia.

Students are constantly motivated through counseling, to increase their morale. Students are also informed and advised on the importance of maintaining good academic scores as these play a major role during recruitment.

KSRIET looks to develop its students from industrial perspective. For this, we give training to impart Problem Solving Skills, Communication Skills, Technical Skills and Soft Skills to every student.

As the Problem Solving Skills are the fundamental skill to crack the campus interviews, students are given around 30 hours of training on Aptitude in which they learn and practice all sorts of problems. The industries' major expectation is the Communication Skills of students. Hence, they are given around 30 hours training which covers basic grammar, role plays, group discussions, debates, self introductions, mock HR interviews etc.

Further, 150 hours of technical skills training is given to all the students that make them perfect in cracking technical interview rounds in the campus interviews. In addition, 50 hours of Soft Skills training is given to all the students, it makes them matured and confident during their campus interviews and also creates good impression among the HR people who visit our institute.

Communication Skills Development (CSD) classes have been designed for the first year students and Soft Skills Development (S2D) classes for the second and third year students. Weekly two hours for the S2D and two hours for the CSD are given in the class timetable itself. Apart from the internal trainers, external trainers are also used to give training for the students. The Training & Placement cell organizes mock sessions for GD, HR Interview and Technical Interview. Our faculty members are utilized for the mock sessions.

Besides, value added courses are offered by the respective departments on emerging technologies. We also promote students to visit various industries pertaining to their disciplines so that they get the right exposure. Faculty members are encouraged to attend Faculty Development Programmes to update themselves with new evolving technologies so that they are prepared to train the students.

The students are assessed through various online testing methodologies so that the right set of students is channelized towards the right profile. To train and assess the programming & aptitude skills of the students, the online tool Terv is used. With Terv Tool, students learn to solve problems exponentially using the hints, video explanations, test cases and solutions at their convenience.

To provide additional learner centric graded skill oriented technical training, with the primary objective of improving the employability skills of the students, Students are encouraged to do online courses from NPTEL, Great Learning, Irac & edx in order to gain the knowledge about the new technologies from experts. Online assessment tools of AMCAT & CoCubes are used for assessment and placement purposes.

Huge improvement has been witnessed in the personal and technical skills of the students after the pre-placement training. Also, massive difference is observed in their communication skills, their attitude in facing the interviews and confidence levels of individuals.

Placement Readiness Programme is a high priority practice in KSRIET. To strengthen this practice, the college makes the faculty members competent with updated soft skills and technical skills to train the students and assist in pre-placement training. In addition, a strong mentoring and counseling system is employed by training the faculty on counseling and handling the students.

It is believed that making students placed in well renowned companies is the real success of the college. It is made possible in the recent years by scheduling a plenty of training programmes, conducting more numbers of assessments and bringing reputed companies to the campus. As a result of all the plans and students' efforts, the college has a consistent placement record for the past five years as follows:

Academic Year wise Placement Details

Academic Year	Percentage of Placed Students	Average Salary	Highest Salary
2015 - 2016	74.04	1.85 LPA	4.5 LPA
2016-2017	72.57	1.89 LPA	4.62 LPA
2017-2018	78.87	1.6 LPA	4.5 LPA
2018-2019	75.91	1.85 LPA	4.25 LPA
2019-2020	73.53	2.25 LPA	10 LPA