



SOUNDARYA
INSTITUTE OF
MANAGEMENT AND
SCIENCE



CRITERION - 7

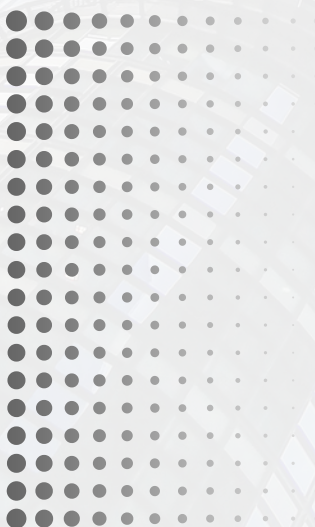
INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

“

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.





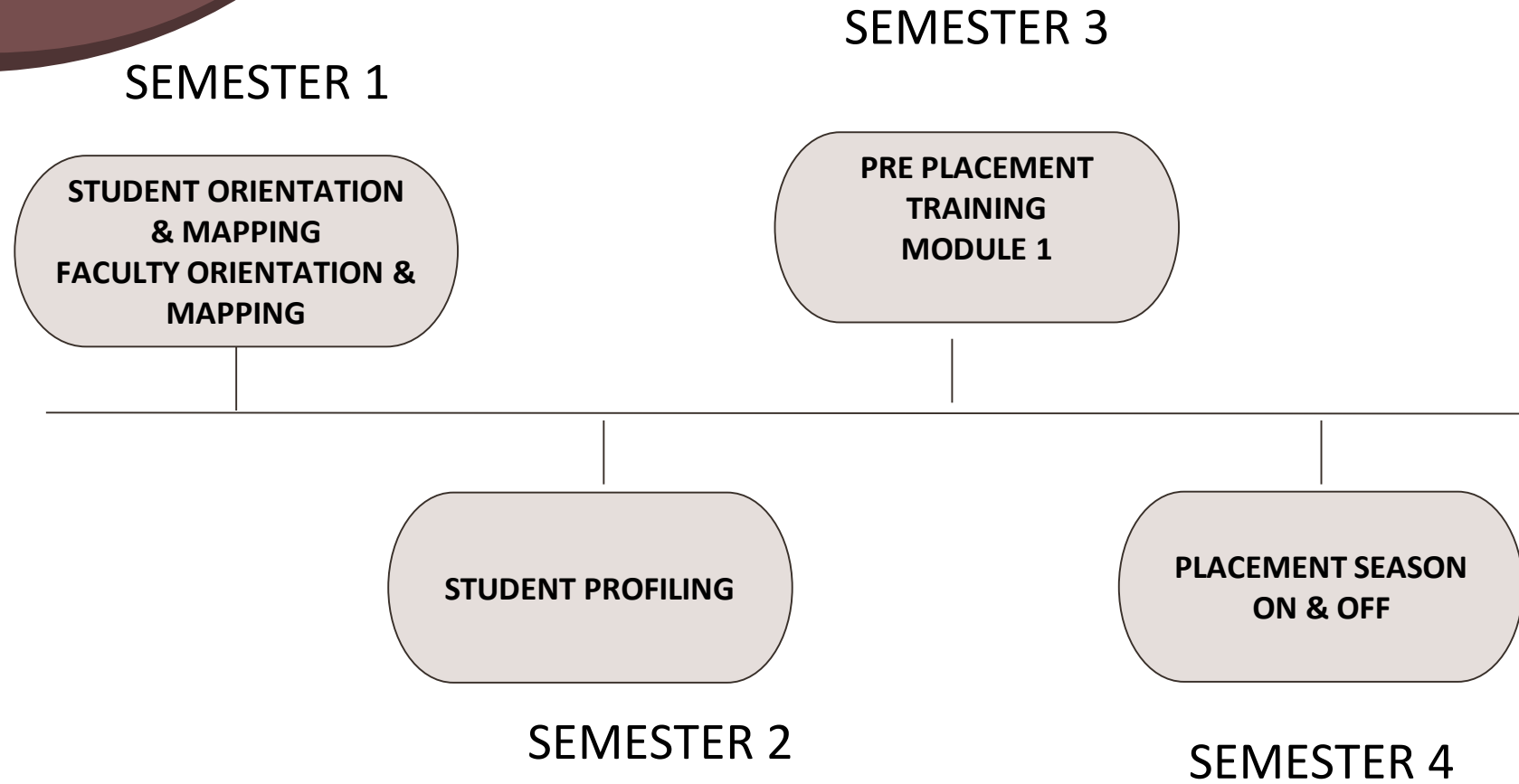
**SOUNDARYA
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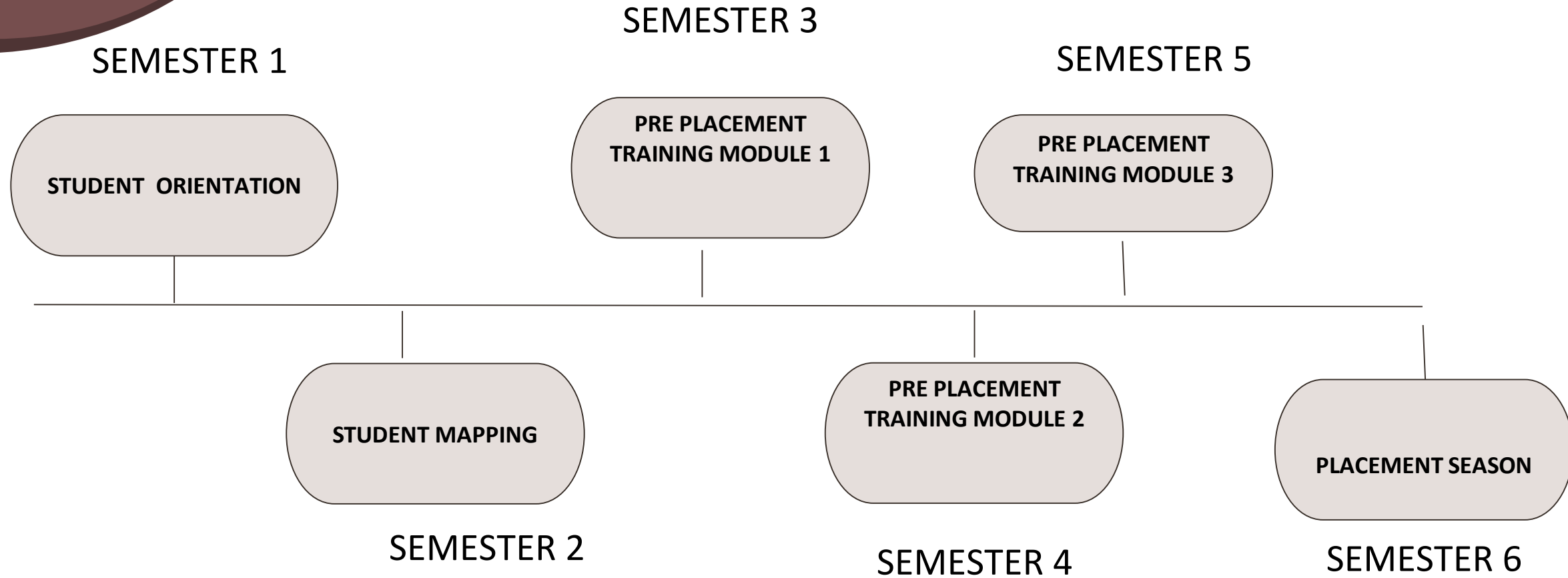
TRAINING & PLACEMENTS

The objective of a training and placements department is to bridge the gap between academia and industry by facilitating the professional development of students and connecting them with suitable employment opportunities. The department typically focuses on:

- **Skill Enhancement:** Providing training programs to enhance technical, soft, and professional skills required in the industry.
- **Industry Engagement:** Building relationships and partnerships with companies to understand their needs and align training programs accordingly.
- **Career Guidance:** Offering guidance, counseling, and resources to individuals for career development, including resume building, interview preparation, and networking skills.
- **Placement Assistance:** Facilitating internships, job placements, and opportunities for students or employees to transition into the workforce.
- **Tracking and Evaluation:** Monitoring and evaluating the effectiveness of training programs and tracking the success of placements to improve future strategies.

Sl. No.	Name	Designation	Total year of Experience (Academic + Industry)	Experience @ SIMS
1	Ramya Seshadri	Manager - Corporate Relations	16	6
2	Sahana S	Placements Executive	02	1
3	Risshma B	Skills Trainer	11	1





Sl.No.	Details	2021-22	2022-23	2023-24
1	Total No. of Students registered for Placements	178	152	184
2	Total No. of Students placed	92	86	65 as of now
3	Highest package	12.5 LPA	5.5	6.1 LPA so far
4	No. of pre-placement training	2 For all the Course 1 in each Sem	2 For all the Course 1 in each Sem	6 completed (2 For all the Course 1 in each Sem)
5	Recruiters details	83	Supporting doc link	as of now Ongoing
6	ON & Off campus drive programs	38	52	Ongoing
7	Any other programs initiated			

Professional :

- FKCCI
- IACC
- PIA
- CII



COLLABORATION

Industry :

- AIMA
- TIE
- NEN
- NHRWA



Academic :

- Computer Society of India
- IEEE
- ICT Academy
- Cyber Peace
- ISDC



- SIP (Student Individual Profiling)
- Alumni Engagement in Student development (Guest Lectures, Industrial Visits, Internships, Placements etc)
- Corporate Chronicles (sneak peak of corporates)
- CSR projects for Skill Development Programmes
- Relationship Management (Retention of Vendor/Industry)

- Embark (Voice of Visionaries)Founders Talk
- Skill Training - Sector wise
- Internship Drives
- HR Panel Discussion
- Pan India Industrial Visit
- JOB Fair in association with Develup (start up)
- Alumni Meet
- TEDSoundarya (TED License in process)

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Introduction

The transition from college to professional life is a milestone! Your imminent graduation and the search for your first “real” job mark the beginning of a new and a significant stage in your life. The goal of your search should be to find a situation that supports your onward progress in life, and where you feel appreciated and comfortable - in short, a job that you will find satisfying in all respects.


Soundarya Institute of Managements and science’s Centre for Training and Placement is fully equipped to render all the necessary assistance for you to make your job search meaningful. By connecting to external organizations, the Centre for Training and Placement endeavours to bring a broad spectrum of opportunities to satisfy the diverse requirements and aspirations of the students. The following policy framework governs the student’s involvement in the various aspects of the placement processes.

Placement Rules & Regulations

2.1 General Guidelines

- The Placement Office will facilitate the placement of all eligible students who are validly enrolled in the respective programmes.
- All students who are eligible and require placement assistance must fill a Placement registration form.
- Once registered, each student must participate in the placement activities.
- Student wishing to opt out of the placement assistance can do so by signing the declaration in Appendix 1.

2.2 Code of conduct


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Soundarya Institute Of Management & Science
Soundaryanagar, Sidedahalli,
Nagasandra Post,
Bengaluru-560 073.

- Campus placement involves interacting with external entities/people. It represents a significant opportunity for creating goodwill and esteem for the student and the College. The participating entities view the student as an ambassador of the College. Students are therefore cautioned to display civility and good professional conduct while interacting with the external entities. If any student is found to be in violation of professional code of conduct, he/she is liable to be disqualified from placement assistance/**blacklisted****.
- All participating students are required to be present in the college on all days for placement-related activities in formal attires. For male students this means blazers/suits/shirt & tie, and for female students this means Indian/Western formals.
- It is the student's responsibility to follow all deadlines arising out of the placement processes. For this purpose, the student must regularly check the emails, messages, or notices from the online portal and comply with the actions as required within the indicated timelines. Non-adherence to the timelines may lead to denial of the subsequent process outcomes such as interviews etc.
- Students are required to keep a track of the communications regarding the companies with Job opportunities. If a student eligible as per the Job Description chooses not to apply for three (3) consecutive eligible job postings, then it may validly imply that the student is not interested in pursuing the placement assistance process. In such cases, the student will be denied further placement assistance.
- The selected student list will be mailed to the placement officer; individual offer letter will be shared with the respective candidate. All job offers to be communicated on immediate basis to the Centre for Training and Placement.
- Students are expected to behave professionally with all employees of the College. Any misconduct, misbehaviour, non-maintenance of decorum would be dealt with seriously and could lead to disqualification from all Placement related assistance from the college.
- Any kind of misbehaviour/complaints reported by the company officials will be taken seriously and if proven, the student will be disqualified from future campus placements/**Blacklisted****
- Any student against whom, show cause notice/warning letter have been issued; will not be allowed to appear in campus Recruitment. The students are required to submit a certificate showing their academic performance as well as satisfactory conduct in the institute signed by all concerned department faculties to the faculty In-Charge Training & Placement for further consideration.

2.3 Placement policy

- The role of T&P (Training & Placement) Cell is a facilitator for placement related activities. T&P does not guarantee a job.

- Students who have agreed to avail themselves of placement assistance but are yet to secure a job offer must enrol for the Campus drive.
- Enrolment for the Campus drive is mandatory for all eligible students.
- For securing a job, a maximum of five (5) attempts of selection rounds will be allowed. If a student fails to obtain a confirmed job offer after appearing for selection interview of five (5) organizations, then he/she will automatically opt out of the placement assistance from the University.
- **Maximum Offers in Hand:** Students are allowed to hold a maximum of three offers at a time. Once a student receives three offers, they must make a decision regarding acceptance within a specified time frame.
- The college follows a one student, one job offer policy. Upon accepting the first job offer, the student will be automatically considered as placed, and removed from list of students awaiting job offers. She/he will not be allowed to attend further interviews.
- The Black Dotted candidate may appear for interview under special permission of placement officer and Black Listed candidates will be allowed only on recommendation from the principal.
- ***Black Dotted:** A candidate is Black-Dotted if he/she remains unselected and willingly decides not to participate in any off-campus Placement drive.
 - ✓ If he/she fails to participate in any on-campus placement recruitment drive.
- ****Blacklisted:** A candidate is blacklisted if:
 - ✓ The candidate submits his/her willingness to participate in any on-campus or off-campus placement recruitment drive and thereby fails to present himself/herself on the day of the placement talk (PPT).
 - ✓ Any kind of misbehaviour/complaints are reported by the company officials/T&P Cell Staff regarding the candidate.
 - ✓ If he/she fails to participate in any on-campus placement recruitment drive for 2 or more time.

2.4 Eligibility

The college would facilitate final placement of its students undergoing UG/PG Programme basis fulfilling the below mentioned criteria:

- 75% or higher attendance throughout the course duration.
- CGPA equivalent to 6 or higher, and with no active backlogs. Backlog up to 2 subjects until 4th semester for UG and until 2nd semester for PG students may be considered under special cases.
- Satisfactory conduct with no disciplinary action throughout the program.
- All the requisite fee has been paid to the college.

- Good attendance record in their courses and has good participation in Placement Activities (Guest Lectures/ Seminars/ Conferences/ Industry Visits etc.)
- 75% attendance in the proposed trainings conducted as part of placement training.
- Note for UG students- Mandatory participation in pre-placement training and at least 1 certification during the course duration.
- Note for PG students- Mandatory participation in 1 or more internship during the period of course.
- Graduating students who wish to pursue their start-up ambitions instead of seeking placements, may seek deferment from the on-campus placement process by obtaining formal approvals and mention in Appendix-1.
- The Institution's placement office will attempt to find suitable opportunities for deferred-students who return to request placement support within 12 months of their graduation date. Placement support to such students will be made on a best-attempt basis without any assurances or guarantees.

2.5 Early Joining

- Companies may indicate early joining in their offer letters. Such cases will be reported to the placement office and HOD.
- At present, the college does not have an explicit policy for early joining. The college does not encourage early joining as it involves loss of academic credits which may potentially lead to incomplete coursework and withholding of the degree. However, such early joining may be permitted depending on the merits of the case. In all circumstances the student would be allowed to join early only if recommended by the respective HOD and approved by the Principal.
- If a student is allowed to join early, then he/she would have to give an undertaking whereby he/she would diligently undertake the Assignments given to him/her and report to the concerned faculty member on the mutually agreed days. Failure in submitting the assignments and meeting faculty members on the assigned day(s) may result in withholding of the degree. The student must manage the leave of absence from the company, to write their final examinations and complete other academic requirements in time.

The college reserves the right to change/modify any or all of the above-mentioned rules/regulations and procedures, whenever it is deemed necessary to do so.

Appendix 1

DECLARATION

Please fill all information in CAPITAL LETTERS

A. STUDENT INFORMATION

Student Name Registration No.....

Program Stream College – Soundarya Institute of
Management and Science, Batch

Your Postal Address-

.....
.....

PIN.....

Student contact no. Father's contact no.

Primary Email Id

Alternate Email Id.....

B. DECLARATION

1) Do you need placement assistance? Yes No

1.1 If no, I hereby wish to declare that I do not require Final Placement/Summer Internship from
campus due to following reason

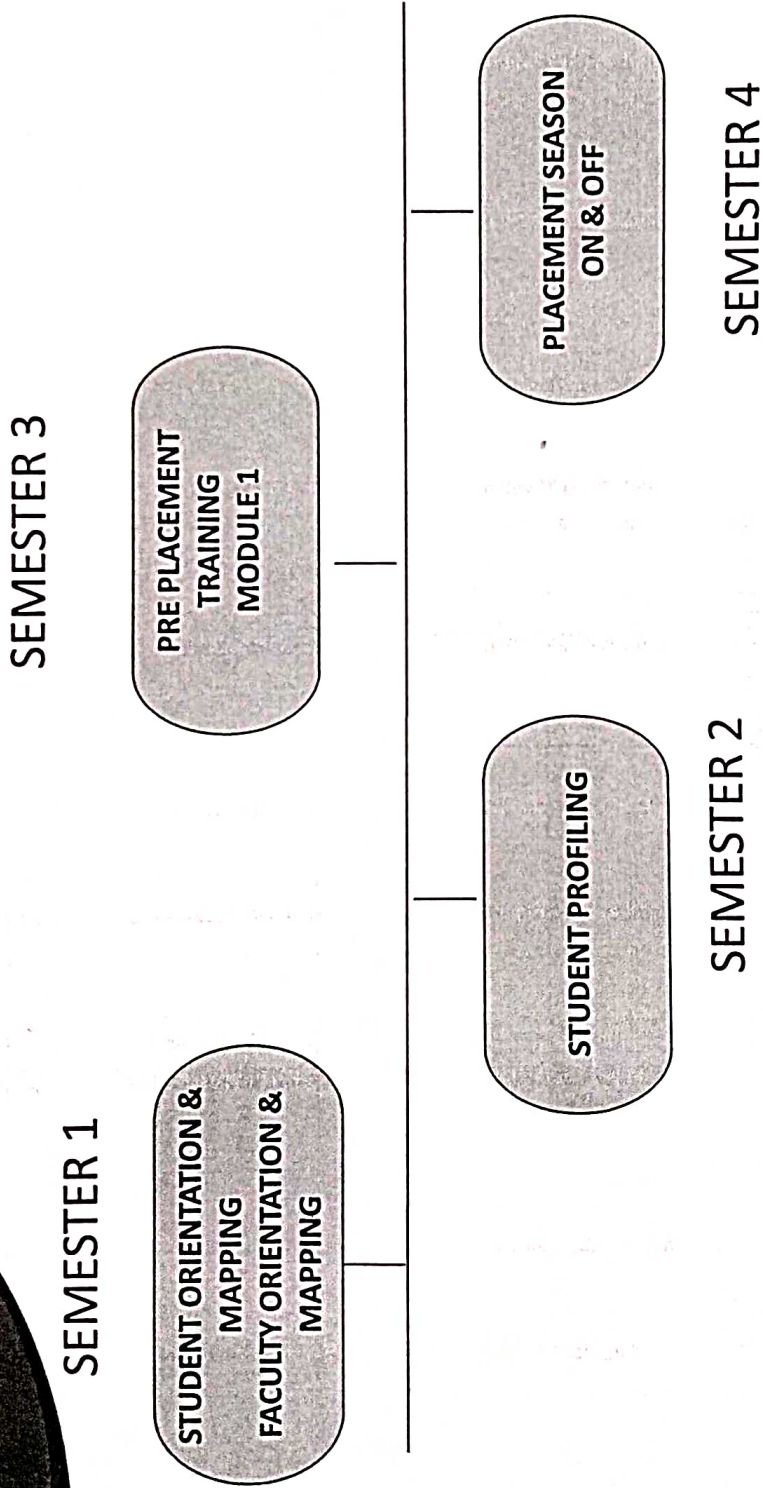
- Entrepreneur.
- Further Studies in India.
- Further Studies Abroad.
- Joining Family Business
- Other Personal Reasons

Signature / Name of the student.....

Date

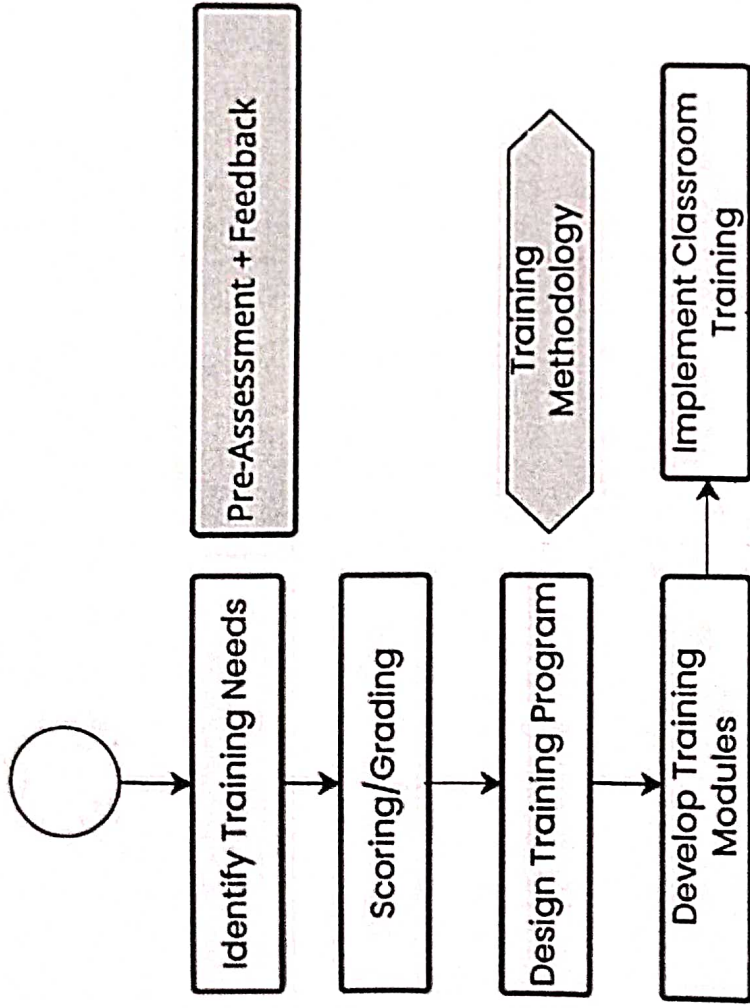
PLACEMENT PROCESS

PLACEMENT & TRAINING



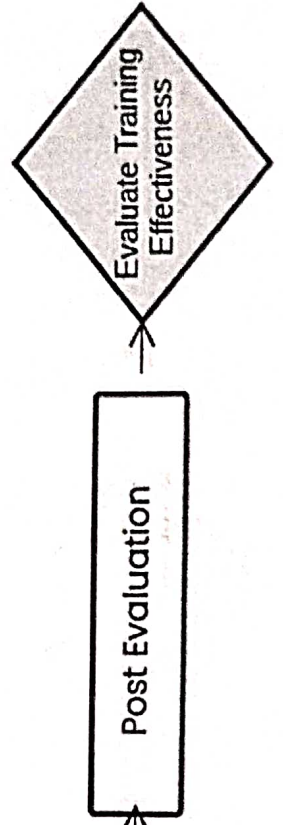
Vandana
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Soundaryanagar, Sidedahalli,
Nagalandra Post,
Bengaluru-560 073.

Main Process



Training Delivery

SIMS Job Ready Program



Soundarya Institute of Management & Science

Soundarya Nagara, Sidedahalli,
Nagasandra Post, Bangalore-560073.
(in association with IQAC)

2.1.2024

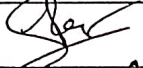
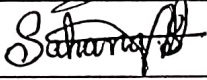

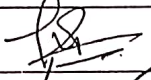
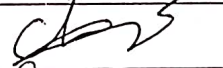
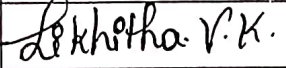
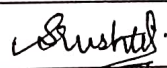
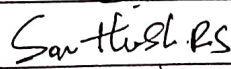
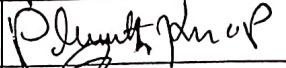

DEPT. OF PLACEMENTS & TRAINING

Placements Committee

The following members have been constituted as the Convener and members of the 'PLACEMENTS COMMITTEE' for the academic year 2023-2024. :


Dr. VASU B.A
Principal

SOUNDARYA INSTITUTE OF MANAGEMENT & SCIENCE
Soundarya Nagara, Sidedahalli,
Nagasandra Post, Bangalore-56007.

Sl. No.	NAME	DEPARTMENT	DESIGNATION	SIGNATURE
1.	Mrs.Ramya Sheshadri	Placements	Convener	
2.	Ms.Sahana S	Placements	Placement executive	
3.	Mr.Ramya H.S	Journalism	Faculty co-ordinator	
4.	Mrs.Thanuja V	Commerce - UG	Faculty co-ordinator	
5.	Mr.Chetan H.N	Science	Faculty co-ordinator	
6.	Ms.Likhitha V.K	Forensic Science	Faculty co-ordinator	
7.	Ms.Shrusti B.R	Management - UG	Faculty co-ordinator	
8.	Mr.Santhosh	Computer-Science	Faculty co-ordinator	
9.	Dr.Prashanth Kumar C.P	Commerce - PG	Faculty co-ordinator	
10.	Dr.Roopa Shettigar	Management - PG	Faculty co-ordinator	
11.	Ms.Jasper Benarji	English	Faculty co-ordinator	