Government College of Engineering Aurangabad,
Chhatrapati Sambhajinagar
शासकीय अभियांत्रिकी महाविद्यालय औरंगाबाद, छत्रपती संभाजीनगर
(An Autonomous Institute of Government of Maharashtra)

TRAINING & PLACEMENT CELL (T&P)

PLACEMENT GUIDELINES – ACADEMIC YEAR 2025–26

PREAMBLE

The Training & Placement Cell of GECA is committed to facilitating a transparent, merit-driven, and industry-aligned placement process. These guidelines ensure fairness, discipline, and a seamless interface between students, the institute, and recruiting organizations. All registered students are expected to adhere to the following provisions.

1. ELIGIBILITY CRITERIA FOR STUDENTS

1.1. A student must have a minimum cumulative academic score of 60% (or equivalent CGPA ≥ 6.5 on a 10-point scale) throughout their academic career (SSC, HSC, and all semesters of engineering).

1.2. Students with active backlogs or detained terms shall not be permitted to participate in the campus placement drive until clearance is obtained.

1.3. Students who have already secured a job offer through the T&P Cell shall not be allowed to appear for further recruitment processes unless explicitly permitted by the Placement Officer (e.g., for "Dream" upgrades).

1.4. Final-year students who have registered with the T&P Cell and satisfied the attendance & discipline norms are eligible.

2. REGISTRATION AND COMMITMENT

2.1. Every eligible student must complete the mandatory online registration on the T&P portal before the announced deadline. Late registrations shall not be entertained.

2.2. Upon registration, the student consents to abide by all placement policies, including the "One Student – One Offer" principle (except where a company explicitly permits multiple offers).

2.3. Students must provide accurate, verifiable information in their resumes and online profiles. Any falsification will lead to immediate suspension of placement eligibility and disciplinary action.

3. PARTICIPATION IN RECRUITMENT PROCESS

3.1. Pre-Placement Talks (PPTs) are mandatory for students who intend to apply to that particular company. Absence without prior intimation to the T&P Office shall be considered as opting out of that company's process.

3.2. Students must apply only after thoroughly reviewing the job description, eligibility criteria, and compensation structure. Indiscriminate applications leading to "no-show" in selection rounds shall attract penalty.

3.3. During recruitment drives (written tests, group discussions, technical interviews, HR rounds), students must:

- Arrive 15 minutes before the scheduled time.
- Carry valid college ID card and necessary stationery/laptop as specified.

- Maintain professional conduct and dress code (formal attire mandatory).

3.4. Any form of malpractice, impersonation, or unfair means during assessments will result in immediate disqualification and a one-year ban from all T&P activities.

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4. OFFER ACCEPTANCE & DECLINATION

4.1. Once a student receives a confirmed offer letter from a company, they must communicate their decision to the T&P Cell within 3 working days.

4.2. A student who accepts an offer shall be immediately withdrawn from further placement processes for the same academic year, unless the offer is from a "Dream" company as defined by T&P Cell (≥ 200% of the average package). In such upgrade cases, a student may be permittedto appear for a maximum of one dream opportunity.

4.3. After accepting an offer, if a student declines to join without valid, documented reasons (medical emergency, higher education, etc.), the T&P Cell reserves the right to recommend forfeiture of the student's future placement access and inform the recruiting company.

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5. COMPANY VISITS & RECRUITMENT PROTOCOL

5.1. All interactions with recruiting organizations shall be conducted through the T&P Cell. Students are strictly prohibited from directly negotiating terms, dates, or offers with any company.

5.2. Companies are required to share detailed job profiles, CTC breakdown, bonding clauses (if any), and service agreements prior to the recruitment drive. The T&P Cell reserves the right to reject any offer that violates student interests or institute norms.

5.3. The selection process shall be conducted on campus or via a secure online mode as mutually agreed. Companies must respect the scheduled dates and provide timely feedback (within 10 working days) on selected and waitlisted candidates.

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6. DISCIPLINE AND CONDUCT

6.1. Students shall maintain decorum inside the placement halls, waiting areas, and during online sessions. Use of mobile phones (except for permitted assessments) is prohibited inside test venues.

6.2. Any student found misbehaving with company officials, T&P staff, or fellow candidates shall be summarily debarred from the ongoing and future placement drives.

6.3. Ragging, harassment, or any form of discrimination is strictly forbidden and will be dealt with as per the Maharashtra Prohibition of Ragging Act.

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7. ROLE OF T&P CELL

7.1. The T&P Cell acts as a facilitator and does not guarantee employment. It ensures equal opportunity, skill development support, and industry connect.

7.2. The Cell will publish a placement calendar at the beginning of the academic session and communicate updates via the official portal, email, and notice boards.

7.3. Dispute resolution: Any grievance regarding the placement process must be submitted in writing to the Placement Officer within 48 hours of the incident. A committee comprising the TPO, a faculty representative,and a student nominee shall resolve the matter within 7 days.

Issued by: Training & Placement Cell, GECA, Chhatrapati Sambhajinagar