

# UNIVERSITY PLACEMENT POLICY



## DIRECTORATE OF TRAINING AND PLACEMENT

**Banda University of Agriculture and Technology,  
Banda-210001 (Uttar Pradesh), India**

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## **INTRODUCTION**

The Directorate of Training and Placement is a part of a strategic initiative of Banda University of Agriculture and Technology, Banda. The transition from academia to professional practice represents a pivotal juncture in one's career trajectory. As students approach graduation and prepare to secure inaugural full-time employment, this phase signifies the commencement of a transformative and professionally enriching journey. The overarching objective of graduate's job search should be to identify a role that aligns with professional ambitions, facilitates continuous growth, and fosters a sense of value and well-being—ultimately ensuring comprehensive career satisfaction.

The Directorate of Training and Placement, BUAT, Banda, is committed to providing strategic support to optimize the effectiveness of job search. By fostering collaborations with reputed organizations and industries, the Directorate of Training and Placement endeavors to present a diverse array of opportunities tailored to the multifaceted aspirations of students. The ensuing policy framework delineates the procedural guidelines and expectations for student engagement in the institutional placement process.

## **OBJECTIVE**

The objective of this policy document is to provide necessary information to students to know about processes regarding their career fulfillment objectives.

### **1. General guideline for constituents colleges**

- 1.1.** The Placement Committee of each colleges is responsible for operationalizing the Placement Process. At the commencement of each academic year, each participating college will constitute a Placement Committee consisting of representatives from Directorate of Training and Placement, students and a faculty member to be nominated by the Dean of the concerned colleges.
- 1.2.** The Directorate of Training and Placement will facilitate the placement of all eligible students who are validly enrolled in the respective programmes.

## **2. Registration**

- 2.1.** All eligible undergraduate and postgraduate students from the College of Agriculture, College of Horticulture, College of Forestry, College of Community Science, College of Technology, and College of Veterinary Science and Animal Husbandry (B.Sc., B.Tech., M.Sc., Ph.D., etc.) at Banda University of Agriculture and Technology, Banda, who wish to avail themselves of the university's placement services, are required to register with the Directorate of Training and Placement at the commencement of the placement drive for the respective academic year.
- 2.2.** Students intending to register for placement services must submit a duly completed registration form along with the required documents by the specified deadline. Late registrations will not be considered unless valid and justifiable reasons are provided.
- 2.3.** Students unable to register within the stipulated time due to circumstances such as medical reasons or involvement in entrepreneurial activities may be considered for registration at a later stage, subject to approval.
- 2.4.** Upon approval of a student's registration by the competent authority, the institute's placement policy, as currently enforced or amended in the future, will be applicable to the registered student.
- 2.5.** By registering for placement services, students are deemed to have accepted the institute's placement policy, including any amendments made from time to time.

## **3. Availing Final Placement Services**

- 3.1.** Placement Service is also a privilege extended to the students, thus should not be interpreted as a right.
- 3.2.** Final Placement Service is only for the final year students graduating in that academic year.
- 3.3.** If any constituents college specifically requests for information on unplaced students of an immediate past graduated batch, then only the unplaced students of that batch may be contacted and their desired details may be shared with the concerned organization.

#### **4. Eligibility for Participation in Placement Drive:**

- 4.1. Age: As per the participating organization's/companies/industries policy.
- 4.2. Medical conditions: As per the participating organization's/companies/industries policy.
- 4.3. Cumulative Performance Index (CPI): Must meet graduating criteria as set by the university. Further, the participating organization's/companies/industries may have additional criteria for Cumulative Performance Index.
- 4.4. Students involved in disciplinary cases will not be considered for the placement process. Registration of such student(s) will be withheld until the case is unresolved and exonerated by the competent authorities. Student(s) will have to give very transparent and complete information regarding any involvement in "disciplinary case". Concealing of such information will lead to the cancellation of candidature for the placement process at any stage.
- 4.5. A student involved in a Police case/FIR may be allowed but the complete information in this regard will be provided to the potential recruiter(s).

#### **5. Intent to Participate in the Recruitment Process**

- 5.1. In case an organization shows interest to participate in the campus recruitment drive, it is considered that all the registered students are willing to participate in the recruitment process of the concerned organization. The information regarding participation of company in campus placement activities shall be communicated to the students in due course of time.
- 5.2. In case a registered student shows an unwillingness to participate in the campus recruitment process of an organization visiting campus, full justifications with sufficient reasons must be submitted to the Directorate of Training and Placement, BUAT, Banda for the records.
- 5.3. Students must submit a signed copy of their unwillingness to the

Directorate of Training and Placement, BUAT, Banda. Else, a student may send an email stating the reason for the unwillingness to participate in the recruitment process of an organization visiting campus.

## **6. Sharing Information with Recruiters**

- 6.1. The placement status of all eligible students may be shared with prospective organizations if required.

## **7. Number of Job Opportunities**

- 7.1. Students' eligibility to sit for multiple job offers based on the offered CTC (Cost to Company) guidelines are as follows:
  - a) If students have secured placement in the companies offering CTC less than Rs. 6 Lacs, they are eligible to sit for further placement processes where the CTC being offered is 1.5 times the CTC secured by them.
  - b) If students have secured placement in a company offering CTC greater than or equal to Rs. 6 Lacs, they are eligible to sit for further placement processes where the CTC being offered is 2 times the CTC secured by them.
  - c) Students can avail options 6.1(a) or 6.1(b) only once during the campus placement process.
  - d) Public Sector Units (PSUs) will be considered as dream companies, allowing all students to participate in the placement process.
- 7.2. Further, decision may be taken by the Director, Training and Placement, in the larger interest of constituent's colleges and students of Banda University of Agriculture and Technology, Banda.

## **8. Information Disclosure (Candidate Profile Disclosure)**

- 8.1. All students should disclose jobs secured on-campus/facilitated by the University or outside the campus.
- 8.2. Students must ensure that the information they provide (résumé, personal details, etc.) is accurate and up to date. The institution shall not be held responsible for errors arising from incorrect or outdated

student information.

**8.3.** In case a selected student fails to join the recruiting organization owing to unavoidable circumstances, the same must be communicated to the Directorate of Training and Placement. Else, the concerned student may inform the concerned organization with a timely written intimation to the Directorate of Training and Placement, BUAT, Banda.

**8.4.** The Directorate of Training and Placement, BUAT, Banda will ensure that all disclosed information is handled responsibly and shared only with authorized parties. Any misuse of the disclosed information by external parties is beyond the Directorate control but will be addressed to the best of its ability.

#### **9. Placement Status Repository**

**9.1.** The annual placement register/Employment Outcome Database shall be maintained by the Directorate of Training and Placement, BUAT, Banda.

**9.2.** All placed students must sign the register use for placement for record purposes.

**9.3.** The placement status repository register shall be updated by the Directorate of Training and Placement, BUAT, Banda based on the campus and off-campus placement records obtained from the students.

#### **10. Right to Amend Policy and Rules**

**10.1.** The Directorate of Training and Placement, BUAT, Banda reserves the right to amend the placement policy if the need arises.

**10.2.** The Directorate of Training and Placement, BUAT, Banda or competent authority reserves the right to amend any clause of its policy as necessary. Students will be notified of any changes and may be required to provide renewed consent for continued participation in placement activities.