

SANTHISMART PLACEMENT TRAINING REPORT

DEPT. OF PLCEMENT TRAINING
SANTHIGIRI COLLEGE, VAZHITHALA

1. INTRODUCTION

1.1 About Team SanthiSmart:-

The main purpose of the team- **SanthiSmart**, is to impart skills such as Aptitude, Reasoning, Technical and Soft Skills that would aid in the employability of the students. We are providing the training by the well qualified and experienced trainers who are in this sector since many years.

The long term Pre-Placement Training is provided to **all 1st year, 2nd year and 3rd year students of UG Batches and 1st & 2nd year students of PG Batches**, from the beginning of their semester itself during their regular classes, where **3 hours**' time is allotted for Exclusive Placement Training **in a week**. During final year, special placement training is provided for 2 weeks in semester vacations which help them to gain a confidence for the upcoming placements.

Our Objectives:

To bridge the gap between corporate requirements and student's knowledge & skill sets and to guide and provide right module of training that meets the industry needs and improve their employability skills.

Benefits and Outcome:

- Enhance and improve employable skills which include Soft Skills, Hard Skills & Technical Skills.
- The ability to communicate effectively with coworkers, employers, clients and customers, friends and family members.
- The opportunity to enhance Organizational Skills.
- Improve Personal and Professional Effectiveness.
- Increased Efficiency and Leadership Skills to improve team results.
- Gaining the ability to recognize symptoms of stress and Learning Management Strategies.

Our Training Modules:

1. Aptitude Training

Most of the leading companies conduct aptitude tests to test candidate's logical reasoning, critical thinking and communication skills. Aptitude tests are strictly timed, so performing well within short time is crucial. Aptitude tests are used to eliminate candidates from entering into the next level of job screening process. Your score in aptitude test will determine whether you have chances to get a job or not. Here, we know the importance of aptitude test, that's why we provide numerous tests to hone your aptitude skills.

1.1 Aptitude

1. Number system and Number Series
2. Percentage
3. Time & Work
4. Alligation or Mixtures
5. Simple & Compound Interest
6. Permutations & Combinations
7. Profit & Loss
8. Time & Work
9. Ratio & Proportion
10. Set Theory & Venn Diagram
11. Area, Volume and Surface Area
12. Probability

1.2 Verbal Reasoning

2. Series Completion
3. Blood Relations
4. Data Sufficiency
5. Analogy & Classification
6. Logical Venn Diagrams
7. Assertion and Reason

1.3 Non Verbal Reasoning

1. Series
 2. Analogy
 3. Cube and Dice
 4. Analytical Reasoning (Pattern completion etc.)
- 2. Softskills Training**

Technical skills are important, but if your colleagues have same skills as you, your softskills differentiate you from them and help you to advance in career. No matter how good your technical skills are, if your soft skills are weak, you cannot succeed in your career. At SanthiSmart, we believe softskills gives you an empowerment – the power to create and take advantage of opportunities. Our softskills program is devised to scale you up in the following areas.

2.1 Communication Skills

1. Personal Communication – making a great first impression
2. Communication in Group
3. Effective E-mail Communication
4. Power Your Presentations
5. Negotiation, Persuasion and Influencing Skills
6. Handling Difficult Situations and understanding others

2.2 Personality Development

1. Leadership Skills
 1. Effective Team Player
 2. Problem Solving
 3. Decision Making
 4. Managing Time Effectively
 5. Stress Management
 6. Project Management

2.3 Group Discussion

Group discussion is conducted to check candidate's ability to communicate clearly, act as a team player and lead the group. Most of the major Non-IT and IT companies like TCS, CTS, WIPRO, INFOSYS, ORACLE, POLARIS and IBM conduct GD during their selection process.

After completing the softskills training, we start with training on basic Group Discussion skills. Then we conduct mock GDs and provide individual and group feedback which will help students to correct their mistakes and hone their skills. We conduct adequate Group Discussions to ensure that students gain confidence and excel well.

2.4 Interview Skills

Interview is the final leg of the job recruitment process and employees determine whether or not the applicant is suitable for the job role. Basically, the technical and soft skills of the candidate are tested during interview. Mock interviews are conducted by efficient trainers from the SanthiSmart team. Feedback sessions will be conducted and suggestions for improvement will be provided, which can be incorporated in future interviews.

2.0 PLACEMENT TRAINING REPORT

Placement training plays a major role in shaping up the career goals of students. It is the dream of every student to get placed in a top organization visiting their campus for recruitment. Keeping this key aspect into consideration, it is realized that training is important for our students to enhance their employability skills and achieve good placement in various Industries and thus formed the placement training team of Santhigiri College.

2.1 Primary Objectives of SanthiSmart:

At present, the competition for employment is increasing every day and placement has become a challenging task. Training of students and equipping them with life skills has become an important responsibility of the institution. Along with technical expertise, development of a holistic personality is also necessary. To meet out these requirements, a fully fledged training cell- SanthiSmart, is operating in our college to enhance the capabilities of graduates & post graduates on par with the industry standards. The primary objectives of SanthiSmart when formed were;

Objectives:

- To look for 100% employment for all students.
- To recognize the core competencies of the students.
- To train the students to meet the expectations of the industry through our Career Development Programmes.
- To build confidence in students and develop right attitude in them and
- To enhance their communication skills.

Training Activities :

The following training activities, workshops and language labs are planned & implemented by the training team.

- Created awareness about **Career Planning and Career Mapping** among the final year students of both UG & PG batches.
- Equipped the selected students of each class, with **Life Skills** in association with EDP Cell of our college.
- Trained the students of all batches, on **Personality Development**.
- Organized Various Training Programmes to train the students of 2nd year UG & final year UG& PG batches, in the areas of **Quantitative Aptitude, Logical Reasoning and Verbal reasoning** through the highly efficient SanthiSmart trainers.

- Trained the final year students of UG & PG batches, through **Mock Interviews** to perform well in the professional interviews as per the expectations of the corporate world.
- Trained the final year students on **Group Discussion Techniques**.
- Conducted **Online Tests and Written Aptitude Tests** for final year UG students prior to their placement drives.

All these planned activities are found to be successful, as per the designed schedule. The detailed class-wise report of each class is attached below.

Placement Drives initiated by Santhigiri College:

<u>SINo</u>	<u>Placement Drive</u>	<u>Total No: of Participants</u>	<u>Participants from Santhigiri</u>	<u>Total no: of Intakes</u>	<u>Intakes from Santhigiri</u>
<u>1</u>	<u>YES Bank Recruitment Drive</u>	<u>155</u>	<u>52</u>	<u>7</u>	<u>2</u>
<u>2</u>	<u>Santhigiri Mega Job Fair (36 companies)</u>	<u>1850</u>	<u>360</u>		

3.0 TRAINING & PLACEMENT ACTIVITIES INITIATED BY SANTHISMART

We believe that the responsibility of a placement training team is beyond giving the training to students to qualify their recruitment procedures with flying colors. We take additional responsibility to support them in making a right start of their career.

3.1 SANTHIGIRI JOB FAIR :

In our desire to help the students in their career aspect, we have jointly organized **Santhigiri Job Fair**, in association with Santhigiri Institute of Management, Vazhithala. The Job fair was not only for Diploma/Degree(all streams)/ITI/SSLC/PlusTwo students, but also for Post Graduates in all streams, from 2016 pass outs onwards.

More than 1000 students have registered online and around 850 students have registered through on spot registration facility. 36 industries have participated in the Santhigiri Job Fair.

On the day of job fair, registration of the students was started early in the morning at 8.30 AM, Registration desks were according to the mode of registration- Online & Offline. All the 36 registered companies were given particular location of Santhigiri Campus in various blocks. A list of companies and its requirement was displayed near registration desk, so that students could identify their choice of company.

At 10:00 o'clock, the inauguration function was started at the Main Pavilion and Santhigiri Job Fair was inaugurated by our respected principal Fr.Dr.Boby Antony CMI in the auspicious presence Fr.Mathew Kalappura CMI- our manager, Fr.Jince George CMI- our vice principal and Prof.Manoj Devasia – Director, Santhigiri Institute of Management.

We have provided all facilities to the industries for conducting their recruitment process. The process of recruitment was varying from industry to industry, most of the delegates have followed all their process like written test, Group Discussion, Personal Interviews etc.

List of companies participated in Santhigiri Job Fair, is as follows:

1. Bharat Benz
2. Lazza Icecreams
3. LG
4. EVM Motors
5. Impex
6. Paragon Group of Restaurants
7. Toyota
8. MC Donalds
9. Kotak Bank
10. Muthoot Fincorp Ltd.
11. TTK Prestige
12. Goan Institute
13. Rajasree Motors
14. Nirmal Bang Securities
15. Flipkart
16. Popular Hyundai
17. Renai Medicity
18. HDFC Life
19. Indel Auto Motives
20. Navya Bakers
21. RiSyst Pvt Ltd.
22. Peninsular Honda
23. Reliance Jio
24. Lakshya
25. Axis Bank
26. TVS Insurance
27. Ages
28. Carnival Group
29. Nanma Animation
30. Chicking

31. Bharat Matrimony
32. Dominos Pizza
33. Joy Winners
34. Sanrose Cosmetics
35. Lyfe Style
36. Roger Soft.

3.2 YES BANK RECRUITMENT DRIVE

The YES Bank has conducted Campus recruitment drive at Santhigiri Campus. Panel of three members, headed by Mr.Rajesh Narayanan[HR Head], came for searching suitable talent by conducting student interviews to the post of Client Relationship Partner at Officer grade, with a salary of 2.4 lakh per annum.

The programme was coordinated by Ms.Lis Maria Roy, Placement Training Coordinator, SanthiSmart & started with warm welcome of YES Bank team by Prof.Manoj Devassia, Director, Santhigiri Institute of Management.This was followed by small presentation by Mr.Rajesh Narayanan which gave detailed knowledge of YES Bank. After that group discussion was conducted, students qualifying the GD was then interviewed personally by the respective HR person & students selected in this finally interviewed technically by the recruitment team. Around 155 students participated in the campus pool drive, including 52 santhigirians from Btech/BE/BCom/MCom/BBA/MBA streams. 50 students qualified GD. Qualified students were then interviewed, results were declared after the interview round was completed. Seven students were recruited by the HR team including 2 Santhigirians- Mr.Abhijith MV(Final Year Bcom) & Ms.Teen Mariya Roy(Final Year BBA)- & confirmation mails were given to the selected students.

Overall experience and feedback of the YES Bank team was very positive as the need of their organization to search the right talent to drive its business objectives is fulfilled by our students. Students were happy because they know that working with YES Bank is the right environment to grow and achieve their career goals. Programme was concluded by giving bouquets and gift as token of appreciation and respect to the panel members. Panel members were very keen in conducting Campus recruitment drive next year also. Our Principal Fr.Dr. Boby Antony CMI motivated & supported in every aspect for the successful conduction of this campus drive & quoted how such programmes were essential for boosting the confidence of students.

