



## **Muthayammal College of Arts and Science (Autonomous)**

### **Best Practices : 2**

#### **Title : Free Placement & Training**

#### **Objectives:**

To provide quality placement training for preparing the students to meet industry expectations.

#### **The Context:**

Currently, students are living in the skilled era. Besides, competition is another barrier for students to get jobs in the job market. Students have to improve their skills based on industry expectations. On the other side, industries are growing and looking skilled people for the right jobs.

In this connection, The college has decided to provide training to bridge the gap between the industry and the institute as well as provide better career opportunities for the students. Next, the majority of our students are from average and below-average economic status families, and many of our students are from first-generation categories. So, the college has started a centralized free training and placement cell to provide the training and organize campus interviews.

#### **The Practice:**

The placement cell is organising the orientation programme for all eligible students. Willing students have to fill out the placement registration form to join the placement. The placement cell is providing two kinds of training for the placement students: (i) internal training and (ii) external training. The placement cell has its own training team to provide internal training for throughout the year, and external training is provided by the company trainer through corporate social responsibility activities. Placement cell is preparing the students for the following interview levels: (i) Written test (ii) Group discussion (iii) technical interview (iv) HR interview training. The college is providing both the internal and external placement training with free of cost.

**Evidence of the success:**

The college has centralized placement cell. The placement cell is organising both on-campus and off-campus interviews in association with domestic and international processes. The placement cell is scheduling the interview and organising the pre-placement talk to learn about the company. The placement cell is permitting students to get two offers according to their choice.

**Problems encountered and resources required:**

The majority of the students are from Tamil-medium schools, so English communication is a major barrier for those students. They need more training programmes to avoid the fear and improve their confidence level.

Today, multinational companies are organising national-level tests for select students. It leads to very high competition. Being in a rural area, the girls students parents do not have much awareness about the industries and are worried about their safety and security. So, college is interacting with those parents and making them aware of the need to increase the girls students employment ratio.