



Career Development Cell
Indian Institute of Technology Dharwad

Placements Rules and Regulations 2020-21

Career Development Cell, IIT Dharwad

Tier System:

Placements at IIT Dharwad are being facilitated by CDC through a tier-based system determined based on the Gross Pay offered by the company in Lakhs Per Annum as shown in the table below.

Tier	Gross Pay (in Rs.) LPA = Lakhs Per Annum
Tier-1	≥ 18 LPA
Tier-2	≥ 15 LPA but < 18 LPA
Tier-3	≥ 12 LPA but < 15 LPA
Tier-4	≥ 10 LPA but < 12 LPA
Tier-5	≥ 8 LPA but < 10 LPA
Tier-6	≥ 6 LPA but < 8 LPA
Tier-7	< 6 LPA

Note:

- Public Sector Units (PSUs), Government undertakings, Ministries and Indian Armed Forces are not classified into any tier.
- The CDC will not have any control over the order in which the companies arrive for placements.

Tier-1 is considered as the highest tier and Tier-7 as the lowest tier according to the table. Any statement in this document referring to higher or lower tier is based on this classification.

Example: Higher than Tier-3 refers to Tier-1 and Tier-2.

Placement rules and regulations for students:

1. Registration:

All students who expect to graduate from the Institute by the end of the academic year 2020-2021 and are seeking employment through campus placements must register with CDC Placement Wing by **7th September 2020**. Placement Registration is valid for **ONE ACADEMIC YEAR ONLY**. Only registered students are allowed to appear in the campus recruitment process through CDC.

2. A student can secure a maximum of two placement offers through CDC with the following regulations:

- **PSU:** If a student secures a job at PSUs, Government undertakings, Ministries and Indian Armed Forces through CDC as his/her first or second offer then he/she will be de-registered from CDC.
- **Pre-Placement Offer (PPO):** If a student has secured PPO in a company through an internship offered through CDC, it is considered as his/her first placement offer. The student is eligible to apply for his/her second placement offer only in a Higher Tier company than his/her first offer. If he/she secures a second offer through CDC he/she will be deregistered from CDC.

Example: If a student gets PPO from Tier-3 company which was through CDC Internship Wing, it will be considered as his/her first placement offer. The student is eligible to apply only for Tier -1 and 2 companies for the second placement offer. If he/she secures an offer in Tier-1 or 2 company he/she will be deregistered from CDC.

- **Declining a PPO:** If a student declines the PPO offer within the deadline provided by the internship company, then the student is still eligible for normal placements through CDC.
- **Second Offer:** The student can apply for a company which is of higher tier than the company that offered his/her first offer. If the student secures the second offer, he/she must accept any one offer and relinquish the other.

Example: If a student gets his/her first offer in a Tier-4 company he/she is eligible to apply the second offer only for Tier-3,2 and 1 companies. Once if a second offer is made by any one of the Tier-3,2 or 1 company, the student must accept one offer and relinquish the other.

- It is not mandatory for students to apply for a second placement offer through CDC. If a student is satisfied with his/her first offer he/she can deregister from CDC.
- **Offer rejection:** If a student gets an offer from a company, then he/she is bound to accept the offer. The student cannot reject any offer made by the company. The student can relinquish an offer only if any second offer is made. If a student violates this policy, it is considered a breach of the rules and he/she will be deregistered from CDC.
- **Summer Internship:** If any summer internship is secured by a 4th year student through CDC Internship Wing in the current season it will be considered as his/her first placement offer. Further, student can only get one placement offer in any tier.

- **Offer Revoked:** If any offer is revoked from the company's end the student will be allowed to further participate in placement season to compensate the revoked offer.
- If a student starts to work with a company, then he/she will be deregistered from CDC. This will be enforced even if it was the student's first placement offer.

Deferment Policy:

CDC offers a deferment system for students who are working to build a startup. Students who consider they want some time to experiment with their startup idea for one year from graduation and want to apply for CDC placement for the next placement season (2021-22) can register to CDC Deferment Forum. The registration is valid for **ONE ACADEMIC YEAR ONLY**.

Students who register for Deferment Forum are eligible for the next CDC placement season (2021-22) provided they present their one year startup work to CDC Placement Wing. The Placement Wing will review the student's work and may allow the student to appear for the next placement season (2021-22). Such students shall abide by the rules and regulations of next placement season (2021-22).

Students registered in the Deferment Forum cannot appear for the current placement season (2020-21). In case, if they register for placements, and apply for any company in the current placement season (2020-21), it will lead to deregistration from Deferment Forum i.e the student will be considered as a participant of the current placement season (2020-21) and he/she cannot participate in the next placement season (2021-22) through CDC.

Disciplinary rules

1. **Updated documentation (no false claims):** Students should complete all required documentation, for example, updated CVs in template issued by CDC. If there is any change in CV (mobile no./email id etc.) students should immediately inform CDC.
If a student makes a false claim in his/her submitted resume details, his/her registration at the CDC for placements is liable to be cancelled. If the student already has received a job offer, it may be revoked and further disciplinary actions would be taken.
2. **Compulsory pre-placement talk (PPT) attendance:** It is compulsory for the students who have applied for a particular company, to attend the Pre-Placement-Talk (PPT) of that company. If a student does not attend two consecutive PPTs, he/she will not be allowed to apply through CDC until further clearance from the faculty in-charge, Placement Wing of CDC.
3. **No "pending" offers:** Students shall not request any company to keep an offer pending. Any such request shall be considered as a serious breach of the

placement norms and disciplinary actions would be taken.

4. **Respect selection process of the company:** Students should follow all the additional selection process norms provided by the company.
5. **Dress Code:** Students must wear formal dress during the interview session.
6. Students are not allowed to negotiate regarding the Gross Pay with the HR. If CDC comes to know about any such negotiations with HR, the student will be deregistered from CDC.

Guidelines

Declaring of off-campus offer: If a student has received a placement offer outside of CDC he/she is requested to declare the same with CDC. Any such declaration will not affect the student's registration with CDC.

If the student feels satisfied with the off-campus placement offer, he/she can deregister from CDC.

Definitions

- Until the content otherwise requires "offer" in this document refers to placement offer.
- Any official notification from the company (Email/Letter) to CDC informing that a student has been selected for the placement is considered as an offer.

The document will come into effect from 7th **September 2020** and will be valid only for the 2020-21 academic year.

Placement Policy, 2020-2021: Flowchart

