



NATIONAL INSTITUTE OF TECHNOLOGY RAIPUR

(An Institute of National Importance)

PLACEMENT POLICY: 2025-26

(Amended as on 17.10.2025)

1. The Career Development Centre (CDC) through its Placement Cell continuously endeavors to bring good career opportunities to the students through the campus placement process. The Placement Cell extends comprehensive support at every step of the campus placement process to ensure that students are given appropriate opportunities to fulfil their career interests. The placement team incessantly endeavors to make sure that the institute continues to be a favored destination for all reputed organizations. To achieve this, students are consistently helped to acquire the skill sets required for their chosen career profile according to the industry expectations. Also it's imperative that the interests of all the stakeholders, including the companies recruiting from our campus are given due consideration. With an aim to maximize the sum of benefits to all stakeholders, the Placement Policy for the students has evolved over the years. To realize a win-win situation for NIT Raipur and our partner organizations, all students are expected to understand the Placement Policy and follow it strictly. The various aspects and provisions of the 'Placement Policy' of the institute are elaborated in the succeeding paragraphs.
2. **Eligibility for Placement through Placement Cell, CDC.**
 - (a) All the final year students of NIT Raipur (except industry sponsored students of M.Tech. program) fulfilling the following criteria are eligible to appear in the campus recruitment process from the institute side:
 - (i) Satisfactory attendance in classes (as reported and certified by the HoD).
 - (ii) No disciplinary action against them (as reported and certified by the HoD).
 - (iii) No major recorded complaints about any of their untoward activity in the previously conducted career development sessions by CDC as noted by their concerned student placement conveners.
 - (iv) Having successfully completed the employability skills training programs organised or endorsed by the CDC (proof of the same is to be acknowledged by the CDC).
 - (b) To motivate and nurture the entrepreneurial and innovation skills of the students, all such students who are working on their Startup / business ideas, under the aegis of Innovation Cell or Entrepreneurship Cell of the Institute, will be allowed to appear in the campus placement process of the following years (upto 3 years from their graduation year), provided that the recruiting company has no objection to it and the student has not participated in the placement process in his / her graduating year. The Faculty-In-charge, Innovation Cell / Faculty-In-charge, Entrepreneurship Cell will forward the details of such students to Faculty-In-charge, Placement Cell at the beginning of the placement session.
3. **Rules for Applying for Placement Process.**
 - (a) All the students interested and eligible for on-campus placements have to compulsorily register themselves through the online platform and sign an undertaking after duly reading and understanding the Placement Policy for their batch.
 - (b) All applications/registrations to participate in the placement process of the respective companies are to be made through the online platform of the Placement Cell. Students have to apply to a particular company through the online platform of the Placement Cell on or before the last date of registration.

- (c) The entire placement process will be coordinated by the Student Placement Convener/s (SPC) designated by the Head, CDC in consultation with the Faculty In-charge Placement Cell. All students/candidates are to abide by the instructions of SPC for smooth and efficient execution of the placement process. Candidates / students may raise their issues, if any, through the SPC.
 - (d) All the details pertaining to the placement process of a company i.e. eligibility criteria, selection process, job profile, job description, CTC, service bond etc., as provided by the company, will be made available to the students through MIS or by any other suitable means such as the Job Announcement Form (JAF). Students are required to get their doubts and queries clarified, if any, through the SPC or from the company delegates during the Pre-Placement Talks (PPT). It's mandatory for interested students to attend the PPT of the company.
 - (e) Students are expected to make informed decisions before applying to any company for campus placement. All students are required to check the company's profile, its background and other relevant aspects about the job and career profile offered by the company thoroughly before applying for it. The Institute / Placement Cell would not be liable for any issue or problems at any later stage.
 - (f) Once a student applies for and registers for the placement process for a company, all rules as per the placement policy shall apply to the student. The student shall be responsible for his/her presence in the entire selection process, i.e. registration, PPT, online test, written test, GD, PI etc., of that company, on time. The inability to attend the process must be communicated to Placement Cell well in advance along with the relevant proof and must be approved by the Faculty In-charge, Placement Cell, prior to the event.
 - (g) A student may not be allowed to participate in the placement process if any recommendation/suggestion in this regard is received from his/her Head of the Department or from any of the Deans of the Institute.
 - (h) A student should have a satisfactory attendance record as per the Institute policy to be eligible to participate in the placement process. The candidature for the placement process may be withdrawn or withheld if the concerned HoD recommends so based on the poor attendance in the classes or any disciplinary reasons.
 - (i) If a student does not participate in further procedure of any company after registration, then he/she will be debarred from participating in the next three companies of the placement season. Register for the on-campus placements only when you are interested in appearing in the same.
4. **Rules for Withdrawing of Application.** A student may withdraw his/her application/ registration for participation in the placement process of a company only till the last date of application/registration for that particular company is not over.
 5. **Unwillingness by Student for Campus Placement.** An eligible candidate will be considered unwilling for the campus placement and can be ruled out of the placement process within a 48 hours' notice if the eligible candidate fails to register for 4 consecutive placement processes without any prior permission. The candidate will be permitted to skip 4 consecutive companies only after prior permission from the concerned HOD and Faculty In-charge, Placement Cell on a genuine medical or academic basis.

6. Selection / Placement Process.

- (a) **'One Student, One Job' Policy.** The Institute follows 'One Student, One Job' policy. Accordingly, once a student is placed in a company through any on-campus selection process including PPO, he/she shall not be eligible for the subsequent on-campus placement processes.
- (b) In case a company does not give its final selection list on the campus placement day, then the students will be allowed to appear in other companies visiting on subsequent days till they finally get selected. In such cases, if a student is selected by more than one company, he/she will be given the option to choose the company of his/her choice and indicate the same to the Placement Cell within 7 days of receipt of the last offer. If a student fails to abide by this, then disciplinary action will be taken against him/ her.
- (c) If an on-campus placement offer is revoked by any company before the date of joining, the student with such a revoked offer would be eligible for all the upcoming placement opportunities with his/her candidature following the same guidelines as that of an unplaced candidate.

7. **Dream Company:** If a company has been awarded 'Dream Company' status, all eligible and interested students can apply for it. A company may be awarded 'Dream Company' status on the conditions mentioned below. However, the final decision of the Dream status to a company lies with the Faculty In-charge, Placement Cell with the approval of the Head, CDC.

- (a) The total number of placed candidates should be 70% of the total candidate count from the eligible branches.
- (b) CTC should be twice the average of the eligible branches.
- (c) Maharatna and Navratna PSUs and Government of India undertakings having prime reputation may have a 'Dream Company' status depending on the conditions at the proposed visit. The final decision of the Dream status to a company lies with the Faculty In-charge, Placement Cell with the approval of the Head, CDC.

NOTE: After the last date of the result announcement for the batch, no new company shall be granted the 'Dream Status' for campus placements, and only the unplaced students shall be eligible for the company visiting after the last date of the result announcement for the batch, no matter the status or the CTC offered by the company.

8. **Legacy Company:** The status of "Legacy Company" prohibits students to withdraw from on-campus placement or internship offers. A company may be awarded "Legacy Company" status if it meets one or more conditions mentioned below. However, the final decision to grant "Legacy Company" status lies with the Faculty In-charge of the Placement Cell, with approval from the Head of the Career Development Center (CDC).

- a) A Legacy Company maintains a close and influential relationship with the institute.
- b) Non-compliance with the company's requirements may result in blacklisting or negative consequences for the institute or individual students.
- c) The company has been a regular recruiter from the campus over multiple years and it has a proven track record of hiring talent from the institute.

- d) The company is willing to conduct mass on-campus placement drives.
- e) The commitment extends to future on-campus placement cycles as well.

9. Semester long/ 6 months Internship & Performance-based PPO:

Candidates who have been offered a 6 Months/semester-long Internship from an on-campus placement process with a **Performance-based PPO** will **NOT** be allowed to appear for any other company visiting the campus. The additional terms & conditions will be decided by the decision of the current placement conveners under the guidance of the **Faculty Incharge (FIC) of the Training & Placement Cell & the Head of the Career & Development Centre**. Students must note that if a company does not offer them placement at the end of internship, the Placement Cell will be bound to abide by the decision of the company.

10. Acceptance of Offer. Students are required to carefully read and understand the terms and conditions given in the offer letters of the company before signing them. In case of any deviations observed in the placement offer vis-à-vis the Job Announcement Form (information given by the company during registration /PPT), the same must be brought to the notice of the Placement Cell without any delay. Students are not allowed to reject the offers made by the company without any substantial reason to the satisfaction of the FIC and Head-CDC, otherwise strict disciplinary action will be taken against such students.

11. Multiple Placement Offers. Students with multiple placement offers need to select and finalize the acceptance of the offer from a particular company in writing or over mail within 7 days of receiving the last offer. If they fail to do so then all the offers will be withdrawn.

12. Collision of PPO Offers and On-campus Company Offers

- a. If a student receives a PPO offer after already accepting an offer from an on-campus company, the student cannot withdraw the accepted offer in favor of the delayed PPO.
- b. If a student gets a PPO offer before accepting an offer from a company, the PPO takes priority, and the student cannot accept the on-campus company offer afterward.
- c. The Faculty In-charge of the Placement Cell, with approval from the Head of the Career Development Center (CDC), makes the final decision.

13. Unwillingness for Acceptance of Placement Offer. A student may be allowed to decline the campus placement offer made to them by a company under the following circumstances: -

- (a) All the students pursuing higher studies will be allowed to withdraw their seats/acceptance of placement offer from the concerned company if they furnish an admit letter to the higher studies programme. Or else shall be liable to the fine and disciplinary action as per these rules.
- (b) Candidates applying or accepting off-campus offers should indicate about their decision to the Placement Cell at the earliest and latest by 1st April of their passing year, failing this, the fine and disciplinary action provisions shall be followed accordingly.

14. Pre-Placement Offer (PPO). A student has to report immediately to the Placement Cell if he/she has been extended a Pre-Placement Offer (PPO) by any organization. Issues related to the PPO will be governed by the Internship / Training Policy of the Institute. The placement policy shall also be applicable to the students having Pre-Placement Offer (PPO).

15. Unwillingness for Accepting the PPO. A student may reject a PPO offered to him/her by a company under the following conditions: -

- (a) The candidate needs to inform the Placement Cell in writing /email about his/her decision to reject the PPO on or before the last date of the internship and before the PPO is offered by the company. Non-receipt of information/decision will be deemed as acceptance of PPO by the student.
- (b) The CTC offered and/or bond conditions by the company were undisclosed previously to the students.

16. Off-Campus Offer: In the event that a student who has already secured an offer through the on-campus placement process receives an off-campus offer thereafter, the following conditions shall apply:

The student will not be permitted to relinquish the on-campus offer unless all of the following condition are satisfied:

The company from which the on-campus offer has been received is not categorized as a “Legacy Company” as per the institute’s placement classification;

and

A minimum of three (3) students have been placed on-campus in the same company (the one from which the on-campus offer was received and accepted the offer);

and

The compensation package (CTC) of the off-campus offer is at least twice (2x) that of the on-campus offer.

and

In case a student holds a PPO/FTE offer from an on-campus company that does not include a six-month internship and subsequently receives an off-campus six-month internship offer from another organization, the student may be permitted to join the off-campus internship only after submitting an undertaking on a non-judicial stamp paper stating that he/she will undertake the internship solely for six months and, upon completion he/she will join the on-campus company as per the joining date issued by recruiter. If the student fails to join the on-campus organization after completion of the internship and willing to join the off-campus company instead, he/she shall be liable to deposit a fine of of Rs. 3 Lakhs into the Institute account (as communicated by the Faculty In-Charge, Placement Cell) within one month from the date of rejection of the on-campus offer. A copy of the payment receipt must be submitted to the Placement Cell for the release of the degree and other academic documents from the Institute. In addition to this, further disciplinary action may also be taken by the institute.

In cases where any of the above conditions are not met, the student shall be bound to accept and retain the on-campus offer, and withdrawal from the same will be treated as a violation of the placement policy.

The decision of the Faculty In-charge, Placement Cell and Head Career Development Centre based on the recommendation of the Placement Cell Conveners regarding the applicability of this clause and classification of “Legacy Companies” shall be final and binding.”

In overwriting the above on all such matters, the decision of the competent authority will be final and binding to all the concerned parties.

17. Fine for Not Joining the Company After Acceptance of Offer

If a student is not willing to join the company after selection through on-campus including pre placement offer, he/she has to inform the Placement Cell about his/her unwillingness before the specified date (declared by the FIC) with the relevant proof for consideration. If he/she fails to do so and later on does not join the company, he/she has to deposit a fine of minimum Rs. 50,000/- (Rupees fifty thousand) to the institute's account (as communicated by the FIC, Placement Cell) within one month from the date of rejection of the on-campus offer. A copy of the payment receipt must be submitted to the Placement Cell to get the degree and other documents from the institute. In addition to this, further disciplinary action may also be taken by the institute.

18. Students' Conduct. Students are required to maintain the highest standard of discipline, proper dress code, appearance, and etiquettes during campus placement process. They must adhere to the following in this regard: -

- (a) Every placement process / test holds the same sanctity as any other examination of the Institute. Impersonation in tests or any kind of malpractice during the process is a serious offence and may result in expulsion of the concerned student from the entire placement process of the session and further disciplinary action.
- (b) **Fine for Absence from Placement Process.** Students shall be responsible for their punctual presence in all the stages of the selection process i.e. registration, presentation, written / online test, GD, PI etc. If a student fails to appear on time for any of the selection process / test without prior permission, he/she shall be levied a fine of Rs 5000/- (Rupees Five thousand) and may be debarred from the entire placement process.
- (c) **Presence in PPT.** Attending the PPT of the company is mandatory for all the candidates who have applied for that company. Students coming late or absent during the same shall be levied a fine of Rs. 1000/- per company and shall be debarred from upcoming 5 on-campus companies.
- (d) **Dress-code and Grooming.** All the candidates should follow proper grooming and appearance at all times during their presence at CDC. Any candidate failing to do so shall be levied a fine of Rs. 1000/- per process to be eligible for any company henceforth.
- (e) **Courteous Behaviour with Panelists.** Students are expected to behave with the company's delegates / panelists in a courteous manner and to maintain decorum during their interactions with company executives.
- (f) Any student, who is found misbehaving with the company executives/ T&P Staff will be debarred from attending the entire selection process of the concerned branch. If any student or guardian of any student is found trying to contact or influence HR will be debarred from the entire session. So, students are advised not to indulge with company HR during or after campus.
- (g) If any behavioral complaint is reported by the recruiter's side against any student, strict disciplinary action will be initiated. Further, students found involved in any indiscipline will not be eligible to participate in the placement process and the case will be reported to the Disciplinary Committee of the institute for further action.

- (h) **Communication with Company.** Students are advised not to communicate with the company (HRs) directly unless authorized by the Faculty In-charge, Placement Cell. In case a company is directly communicating with them, they should keep the Placement Cell in loop / informed (mark cc: placementcell@nitrr.ac.in or tpo@nitrr.ac.in in the e-mails.)

19. General Advice to Candidates / Students.

- (a) The date/time/venue of tests / interviews may be subject to changes which, at times, may be at a short notice. Students must keep themselves well informed by following the Placement Conveners / Placement Cell.
- (b) Students should prepare well for the placement process by honing the skills and knowledge required for the particular job profile.
- (c) Students must carry IDs issued by the Institute at all times during the process.
- (d) Students must carry their complete file with all the relevant documents, resume and photographs while appearing for the interviews.
- (e) Students / candidates should follow the 'Formal' dress code during the placement process. If in any doubt regarding the dress code, they can discuss the same with the Student Placement Convener or the Faculty In-charge, Placement Cell.

20. Disciplinary Action. In case a student is found to be violating any of the instructions mentioned in this document, he/she will be liable for fine and disciplinary actions such as,

- (a) Withdrawal of placement offer.
- (b) Withholding of degree / documents.
- (c) Any other punishment recommended by the Disciplinary Committee.

This placement policy is applicable to all the students registered for the Campus Placements and is to be followed strictly during the entire duration of the placement season. It may be noted that some policy changes may take place during the year in the best interest of the whole batch.

This is issued with the approval of the competent authority.


Head
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