



BITS Pilani
Pilani Campus

PLACEMENT POLICY

Standard Terms & Conditions for Campus Placements

1. Placement Policy

- a. The first placement a student received is termed as a FIRST job. After receiving a First job, a student can sit for one more opportunity in a company that offers at least 2 times the CTC offered by his or her current offer in hand. This second placement would be called a DREAM job.
- b. A student who has received a DREAM job is marked out of the placement process, except for the case of an OPEN company, as explained in point c, below.
- c. Occasionally (once or twice a year), the higher management at the University may deem a company as an OPEN company. For such companies, students may appear irrespective of whether they have been placed earlier in a First/ Dream job or not. If selected, the choice of which company to join rests with the student and such cases will be notified to you.

2. Opportunities available to the students after getting placed in a company:

Apart from the aforementioned opportunities, students may also decide to pursue higher studies, or go for entrepreneurship. **Also, many students may get a PPO as part of their official 5.5 months internship(PS II)**, or may get a job through an off-campus process without the knowledge/participation of the Placement Unit. As a Placement Unit, we do our best to ensure that students give you a notification well in advance in case of a change in plans, but we are not in a position to force a student to inform you in advance or take up an offer with you. **Candidates may inform as late as the ending of the month of June.**

3. Test and Interview arrangements:

- a. The Placement Unit will help in organizing the drives as per the pre-agreed dates. However, companies are requested to make arrangements for the virtual platforms to be used for the same.
- b. The Placement Unit will not be in a position to guarantee good connectivity or ensure that unfair means are not used. We request companies to make their own arrangements to ensure a robust process.
- c. Please do coordinate closely with the placement teams when conducting the drives, so that we can assist in terms of scheduling of interview and ensuring that students are available for the process. We will do our best to ensure that the process runs seamlessly, within the constraints offered by working in a virtual environment.

4. Joining Dates: The uniform joining date for all students, irrespective of the semester in which they have been hired would be the first week of July 2024, after the completion of their internships. We request you not to schedule any orientation or on-boarding procedures before July 2024, as students will not be in a position to attend/join.

5. Important: *As a precautionary measure to instances in which companies have either revoked offers or delayed joining, we request you to kindly note that a decision has been taken at BITS Pilani University to take action against such recruiters in all ensuing placement cycles. This action can vary from a demand for at least three months' compensation for the students (in the case of deferred joining) or debarment from hiring for a period ranging from three to five years from all campuses of BITS Pilani University. The specific action taken will vary from case to case, and will be the decision of the higher management at BITS Pilani University. In addition, it will be mandatory for all recruiters who are deferring on-boarding to issue an offer letter dated as per the original date of joining. Such action may also be initiated against companies who give a final offer that is lower than the CTC mentioned in the JAF filled at the time of hiring.*

Since the official joining date for BITS students is July 1, any date after October 1 *would be counted as deferred and would attract the penalties mentioned above, unless the same is explicitly mentioned at the time of hiring.*

Standard Terms & Conditions for Students

Placement Points

- Each student is allotted 10 placement points.
- Any case of misbehaviour/un-professionalism exhibited by a student will incur a point penalty befitting the degree of their action.
- If the total number of placement points reaches 0, the student will be debarred from the placement process.

Practice School PPO

- Students opting for PS II in Semester 1 will have to sit for Semester 2 placements.
- If offered a PS II PPO, the student has to inform the Placement Unit at the earliest. The PPO may be considered a first job or a dream job as per the discretion of the Placement Unit.
- The Placement Unit will verify the PPO details from PSD. Any discrepancies or attempts to hide or delay your PS II PPO will result in serious disciplinary action.

Job Category

A job opening on Superset can be of three types :

- **FIRST jobs** - All the eligible unplaced candidates can sit for it. A candidate placed in a first job company will be eligible for a dream attempt for a company offering 2x the CTC.
- **DREAM jobs** - Same as first job but if you get placed in a dream job company, you'll have no dream attempt left.
- **OPEN Jobs** - All students can sit for it irrespective of being placed- e.g. BCG, HUL, P&G, TRC etc.

Dual PS

- Students sitting for dual PS must compulsorily sit for the semester 2 placement season. He/She will be allowed to take a leave from their PS station for a maximum of 5 working days + weekends (restriction from PSD), and they can come to campus at that time to give offline tests and interviews. They will be allowed to participate in the online processes if the company agrees.

Day System

There will be placement 'days' (Eg. day 1, day 2 etc.), where a set number of companies have their interview processes at the same time.

- A student may be shortlisted for multiple companies at this time, in which case they may have multiple interview rounds happening back to back, some offline and some online.
- A preference form will be put out before the 'day' officially starts. If a student is shortlisted in multiple companies, they will be allowed to specify a preference order and will be placed in whichever offer has been placed at a higher preference in case of multiple offers.