



KARPAGAM

INSTITUTE OF TECHNOLOGY

Inspiring Innovation

Approved by AICTE and Affiliated to Anna University

INSTITUTION - BEST PRACTICES

Best Practice – 1:

Title of the practice:

Career Development Strategies and Placement initiatives

Objectives of the Practice

- To produce industry ready engineers with up to date abilities and contemporary skill sets enabling confident and trust worthy practices wherein students may face multiple accomplishment successfully and acquire job related competencies.
- To analyze the management and professional skills expected in students and equip them with required problem solving abilities, to communicate and to lead elaborate industrial segments with a scheduled time table for the complete duration of the course.
- To provide convulsive career guidance that can extend students capabilities for higher education, civil service examinations and competitive examinations.

The Context

- In view of creating a healthy career oriented environment and build better understanding of industrial practices, the institute has arranged Industry sponsored laboratories like Texas Instruments lab, Robotics Lab and Repute Software Development Laboratory and have created Centre of Excellence which provides up to date knowledge of the industry and latest technologies.
- Students are encouraged to use suggested online tools like Examly, Skillrack, Hackersrack, etc. for attaining better picture of aptitude and coding skills. Our placement trainings are initiated as early from the first year with dedicate internal faculty team. The training schedule runs through series of programmes year-wise with standard tools to identify the requirements of the students based on SWOT analysis.
- External training sessions are handled with acclaimed third party trainers and well known industrial experts with special attention towards latest trend and industrial practices.

- An online portal ([http:// 10.10.13.6:8081/](http://10.10.13.6:8081/) Logical Test) is used for training students on logical, aptitude and technical abilities. Formal group discussions and mock interviews are organised for students before attending placement drives. The institute organizes both on campus and off campus recruitments where more than sixty pronounced companies take part. Departments also train students on technical aspects like Data Structures, JAVA, C, C++, Python and core subjects in addition to the placement training.
- Special initiatives are driven for students who are interested in pursuing higher education. Students are also trained in career guidance programmes for preparation to attend civil services

The Practice

- The institution adheres to well planned training schedule from the first semester to enable students to clearly understand their career goals and the preparation required to achieve the goals providing them ample time to potentially develop their career objectives. The institute through their placement coordinators identifies the knowledge level of each through their academic achievements and different methods of analysis.
- The trainers create an archive of the training session required according to the capabilities of the students. Students are well prepared to communicate effectively, present their selves efficiently and manage industrial situations with meticulous discretion based on the descriptive program designed for placement training. In addition to the modus operandi effective utilization of online and offline tools enable periodical assessment of the students and make necessary alterations to suit the conditional needs of the industry and of the student. Experts from our Alumni are invited for special discourses among students where they express success stories and ways and means to achieve a better career bench mark.
- Students are encouraged to take up Open Online Assessment Tools to assess their capabilities and update their skill sets to match the industry level requirements. The institute too possesses an opening in the local area network for students to unravel their skill-noose and migrate to wisdom.
- Our institution keeps track of the industrial requirements of companies with the previous records of association with the company during placement trainings and designs training covering aptitude and technical necessities of the company. Our institution also identifies the developments and modifications of procedural changes in recruitment of the industry and accommodates them in the placement trainings provided.
- The different departments of our Institution play a vital role in identifying the additional technical skills required among students. Beyond regular classes the departments train the students and fine tune them in the core areas of their career requirements.

- Industrial experts from various walks of profession are invited to share their expertise in different fields of interest like Human Resources, Soft Skills, Administration, Management, Finance, Industrial Engineering, Quality and Production. Elaborate exposure and viability to nurture exponentially in the fields of Soft Skills, Verbal and Written Communication, Ability in Presentation, Problem finding and Solving Techniques are widely gained during the Professional and hand-held guidance.
- Our expert faculty identifies and positively guides students wishing to pursue higher studies. They provide training guidance round the clock and mock questionnaire to enable students preparing for competitive examinations.

Evidence of Success

The below are the detailed statistics of evidence proving success among eligible candidates:

Year	2021-22	2020-21	2019-20	2018-19	2017-18
Total Students	120	231	280	337	281
Placed	109	213	255	315	256

Problems Encountered and Resources Required

- The students joining the institution are from various districts and neighboring states are provided orientation and bridge courses to facilitate placement activities. Leveling of students from different cultural background, knowledge levels and learning temperaments gives pathway to identify slow learners who require additional focus for successful placements. Such slow learners are specially trained in the areas of spoken English, soft skills and other trades so that the placement training can be in-line and level with the other incumbents. It is understood that the students are attracted more towards software companies instead of choosing core areas of education. Although this is identified as a serious problem, the students are being presently trained with a totally different craftsmanship to suit their present placement requirement.
- As an institute affiliated to Anna University, Chennai adhering to their curriculum and syllabus prescribed, our scope is limited to inculcate knowledge in relation to the rapid industrial growth and technological advancements. Although placement training schedules are adequate in the institution, it is found difficult to balance academic schedules and placement training.

Best Practice – 2:

Title of the Practice:

Cross functional learning through Club Activities

Objectives of the Practice

- To provide opportunity for developing skills in multidisciplinary areas of departmental, cultural, societal, multifunctional charters and thereby creating an approach to holistic multidimensional learning which can nurture students' career.
- To create multi-disciplinary platform fostering boundless access to different domains regardless of departmental importance.
- To convert students as multitalented individuals with an out of the box thinking and learning process enabling them to face future challenges.
- To manifold and manifest multi-cultural, arts and traditional learning for nurturing the organizational capabilities among students.

The Context

- Spooling down interest of the students in different clubs and activities formed by the institute understanding the social demands has been purely evident of the institute's performances. Clubs such as Coders Club, Data Science and Analytics Club, Innovation Club, Robotics Club, Ensav Club, GitHub Campus Programme, Node School, Google Cloud, Eco Club, NSS, YRC, RRC, Rotaract Club, UHV Club, Fine Arts, Kindle Club, Media Club are either funded by the institution or by its members. Infrastructure for all the club activities is provided by the institution.
- The different activities of the institution feature set of behavioural outcome of the students with day to day practice like technical outreach and personal development. Systematic inclusion of professional chapters and departmental associations pave way for professional development technically. The knowledge and energy levels of the student community is harnessed with harmony through the Arts and Culture club activities. Our faculty in coordination with experts create and frame diversified activities in-between the academic activities in the specified time frame allocated. One or the other activities conducted in the institution keeps the student ticking, busy and makes the atmosphere cheerful and healthy.

The Practice

- Contributing to wellness of the society our institution focuses on participatory learning where each student and the institution not only contribute in academics but also in arts culture and club activities.
- Interdisciplinary and multidisciplinary activities are emphasized more in associating programmes of Technical Clubs, Outreach activities, Personal Development, Professional Chapters, Arts, Culture and Department Association as stated in the National Education Policy 2020.
- The Institute's technical clubs conduct variety of activities which formulates technical aspects in academics to mere phenomenal game structures for students to easily understand and club-with. Some of the clubs are Coders Club, Data Science and Analytics Club, Innovation Club, Robotics Club, Ensav Club, GitHub Campus Programme, Node School, Google Cloud, etc., These clubs conduct regular activities like interactive programmes, expert lectures, contests, exhibitions etc.,
- Our Eco Club, NSS, YRC, RRC and Rotaract Club actively participate in outreach activities touching the common man with clear objectives of social well-being. Due importance of learning during organizing such events is prioritized in these activities.
- Personal Development Programmes arranged through organized clubs by faculty co-ordinators focus on development of career related growth among students. Communicating effectively in English, growing mental agility through Yoga, well defined Women Empowerment programmes, nurturing entrepreneurship through fragmented focus, understanding universal human values, learning foreign languages as a forefront alternate and keeping each and every student actively engaged and physically fit are the core goals of these clubs.
- Well constituted professional chapters of the departments albeit brings about continual relationships of students in their core subjects, also ensures professional incubation from the beginning of their career. The institute maintains active participation to ensure thorough understanding of present days' technological advancements.
- Rarest of the quality finesse in arts and culture is brought out through the Fine Arts club and Tamil mandram. These clubs highlight the complexity of the classic utility in different forms of cultural variants. These clubs celebrate joy and happiness of the very common man bringing fragrance throughout the institution. The media-club brings out special writing and editorial skills among students besides learning the art of media reporting.
- Department Student Association is an overall celebration of the department which conducts annual association meetings and a series of departmental activities which include contests, events, workshops and guest lectures, creating substantial impact in academic activities. These activities are propagated by means of annual magazines and half-yearly newsletters concluding with a closing event of valediction.

Evidence of Success

- Students take part in large numbers during the technical club activities which also impart paranormal core academic aspects in different colours; eventually they learn their basic technical aspects informally.
- Familiar evidences of reaching out the neighbourhood community are profoundly understood by the social connect of the institution. Our outreach programmes have a clear distinction and social recognition because of its clarity in their objectives.
- The institutes' foresighted objectives to nurture the students' quality in professional gerrymander are implied through its personal development programmes. These activities not only focus on their academic sectors but also right through their career reaping intended results in physical, mental and psychological acclaim of our students.
- Activities of professional chapters aid in establishing professional relationship and continuing the same throughout students' career. Our students confidently believe and continue to be a part of the professional chapters and be technologically updated for life-time.
- The institute collaboratively infuses objectives of interdisciplinary and multidisciplinary partaking in all club and cultural activities thereby ensuring contrastive togetherness among all departments and disciplines understanding core virtues of each other.
- The above results indicate the institution has bettered the academic standards inclusive of contrastive core values, interdisciplinary technological advancement, arts and culture.

Problems Encountered and Resources Required

- Multiple activities are undertaking by different clubs and chapters focusing on their association objectives in short time leaving very less time and scope for detailed planning of the activities. Equal and multiple priority needs to be given for budgeting, planning and methodically detailing of the events and activities.
- In an atmosphere of continuous growth of initiatives taken for the conduct of chartered activities and demanded increase in courses, the institution foresees the necessity of adding to infrastructure predominantly approved and available.
- It is experienced that for a large number of varietal club activities only selected expertise are available at reach mostly unconventional to meet the customized demands of the institutions.
- Students involved in particular club activities are in parallel time constrained, meeting multiple activities over a period of time.