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सत्यमेव जयते

GOVERNMENT OF MAHARASHTRA
N. M. LOKHANDE
MAHARASHTRA INSTITUTE OF LABOUR STUDIES
D. C. Road, Parel, Mumbai- 400012

Campus Placement Policy

The Placement Committee at NMLMILS is committed to ensuring equal and fair career opportunities for all students.

The Committee aims to:

1. To provide support and guidance to students for securing appropriate employment opportunities.
2. To enhance placement standards progressively every year.
3. To Align student's standard with Industry expectations
4. To provide the equal opportunity to all the students of the institute

Eligibility

1. Students wishing to participate in the campus placement program must register with the Placement Cell.
2. Students opting out of placements must formally submit a declaration to the Placement Committee.
3. Eligibility criteria for education, working experiences and shortlisting will be determined solely by the recruiting companies.
4. Students who fail to appear for a process after registering without valid reason will not be permitted to appear in subsequent placement opportunities.

Code of Conduct

1. Direct contact with company officials by students, either formally or informally, is strictly prohibited. All communication must be routed through the Placement Officer.
2. Students are expected to adhere to company timelines regarding job offers, packages, joining dates, and related matters.
3. Professional behaviour and discipline must be maintained throughout the recruitment process. Any misconduct or misbehavior will be taken seriously.
4. Information shared by companies with the Placement Cell is strictly confidential. Students are not permitted to disclose such information to peers, outsiders, or on social media.
5. Placement details are extremely confidential and therefore students are strictly prohibited from circulating company-related details, even among friends or colleagues.
6. There should be no discrimination in the campus placement on the basis of Gender and Place of education.

Offers

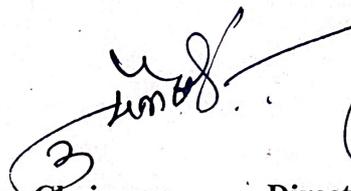
1. All companies shall provide selection lists and/or offer letters only to the Placement Cell, and not directly to students.
2. Students receiving Pre-Placement Offers (PPOs) through internship training will not be permitted to participate in further placement processes, even if they choose to decline the PPO.
3. Once selected by a company, students will not be allowed further to appear for interviews with any other companies.
4. The Placement Cell will formally communicate job offers received from companies to students.
5. Students must accept an offer within the specified time frame communicated by the Placement Cell. Failure to respond within the given period will be treated as rejection and will not be allowed to appear with other companies.
6. Once a student accepts an offer, declining it at a later stage will be treated as a violation of the code of conduct and will result in debarment from the placement process.

7. Students are expected to honor their commitments and join the company on the given joining date as mentioned by the company.
8. Location preferences, if any, must be negotiated directly with the company at the time of selection. After selection the Placement Cell will not intervene.
9. Misconduct or non-compliance reported by company officials may result in immediate debarment from further placement opportunities.
10. Students who secure an offer through off-campus recruitment must inform the Placement Committee immediately.
11. Students already holding an external offer will be declared ineligible for campus placements.
12. Students declining or rejecting a PPO obtained off-campus will not be affected; however, such cases must be duly disclosed to the Placement Committee.

Any modifications to this policy will rest solely with the Director of the Institute, in consultation with the Placement Committee.


Member secretary


Member


Vice Chairman


Director and Chairman

Campus Placement Committee, NML MILS

