

**RVIM - TPO**

Categ ories	Goals	Metrics	% Weightage	Remarks
<b>Placements</b>				
	a. Planning and organizing various Placement drives in campus <b>for all programs.</b> b. Managing Recruiters correspondence and feedbacks. c. Finding, informing and managing Pooled Placement drives. d. Keeping regular communication with students and closely tracking all placement activity (referrals, interviews, aptitude tests, offers,...etc) e. Find Placement opportunities for eligible students in the job market by establishing a rapport with the industry people. f. Using available technical platforms like First Naukari for enhancing placement opportunities. Liasing with other Institutions Placement Officers to enhance placement ooprunities for our students	5. 10% increase in the median salary (10%) + Attracting 10 new companies every year (10%) +100% Placements 4. 7-9% increase in the median salary (5%)+ Attracting 7-9 new companies every year (10%)+ <b>97</b> -99% Placements 3. 4-6% increase in the median salary + Attracting 4-6 new companies every year + <b>95-97%</b> Placemets 2. 2-3% increase in the median salary + Attracting 2-3 new companies every year+ <b>91-94%</b> Placements 1. No increase + no new companies + < <b>90%</b> Placement.	25%	
<b>Career Counselling, Training and development, Add On Courses, Internships</b>				
	- Organize Personality Development and Pre Placement Training's. <b>for all programs.</b> - Organize Add On and Certificate courses (Domain specific) - Connect with corporates Professional trainers and institutes for technical and soft skills trainings - Organize guest lectures or Presentations on contemporary topics by experts - Developing Training Calendar - Offering Value added course/certification courses/MOOCs - Motivate students to develop Technical knowledge and soft skills in terms of career planning and goal setting. - To motivate students who aspire for higher studies and guiding them to take competitive exams. - Guide students to prepare professional resumes. - Connecting with Alumni.	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectations 2 - Approaching Expectations 1 - Requires Significant Improvement	10%	

	<ul style="list-style-type: none"> <li>- Guiding students for paid Internship / dissertations <b>across all programs..</b> With good companies</li> <li>- Converting Internships into PPOs -</li> <li>- Conducting drives for internships/dissertations.</li> </ul>	5. 8-10% increase in the median stipend (5%)+ 25% increase in paid internships (Nos) (10%)+ 25% increase in conversion into PPOs (5%). 4. 6-7% increase in the median stipend + 20% increase in paid internships (Nos) + 20% increase in conversion into PPOs. 3. 4-5% increase in the median stipend + 15% increase in paid internships (Nos) + 15% increase in conversion into PPOs. 2. 1-3% increase in the median stipend + 10% increase in paid internships (Nos))+ 10% increase in conversion into PPOs. 1. No increase in the median stipend + No increase in paid internships + No increase in Conversions	20%	
	Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Documentation (criteria wise)	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectations 2 - Approaching Expectations 1 - Requires Significant Improvement	5%	
	Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Quality initiatives to strengthen criteria (criteria wise)	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectations 2 - Approaching Expectations 1 - Requires Significant Improvement	5%	
	Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Department (Department wise)	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectations 2 - Approaching Expectations 1 - Requires Significant Improvement	5%	
	Administration & Management-Facilitation/coordinating for compliance activities. Institution governance and other like Accreditation, LIC, AICTE, Website, OBE, IQAC, Autonomy, University and Examination, etc. - Activities and initiatives to strengthen Centre (Centre wise)	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectations 2 - Approaching Expectations 1 - Requires Significant Improvement	5%	
<b>External Connect</b>				

	External Connect- Industry and Academic collaborations and MOUs.	5 - 15 Collaborations and MOUs 4 - 11 to 14 Collaborations and MOUs 3 - 9 to 12 Collaborations and MOUs 2 - 5 to 9 Collaborations and MOUs 1 - Less than 4 Collaborations and MOUs	10%	
	Alumni Connect:- Efforts put to strengthen Alumni relations.	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectations 2 - Approaching Expectations 1 - Requires Significant Improvement	5%	
<b>Discretionary Goals</b>				
	Discretionary goals with clear metrics (No carrying forward of the old goals or similar goals)	5 - Substantially Exceeds Expectations 4 - Exceeds Expectations 3 - Meets Expectations 2 - Approaching Expectations 1 - Requires Significant Improvement	10%	
		<b>Total</b>	<b>100%</b>	

