

On- Campus Drive Assistance

Placement Process

Cram Campus Placement is a recruitment program conducted within educational institutes or in a common place to provide jobs to students pursuing or in the stage of completing their graduation or post-graduation. In this program, Cram representatives visit the colleges to select qualified students. Cram Technology has tied up with the leading organizations to test the right professionals to the company where each round has a specific purpose and a candidate has to undergo certain rounds and then on the ground of his/her overall performance, the decision of their selection is taken by the company's HR deptt. This is the unique approach which is adopted by some certain companies which believes in innovative research. The selection rounds that Cram keeps for candidates are given below:

Stage-1

- Aptitude Test
- Technical Test
- Attitude Test
- English Communication Test
- Descriptive skill test

Stage-2

- Group Discussion
- Interview – Personal/Technical
- HR Interview

Cram visit college campuses every year for recruiting fresh graduates. Companies normally recruit fresher by On-Campus Recruitment OR Off-Campus recruitment:

- **On-Campus recruitment**In On-Campus recruitment, Cram's Representatives visit the recommended colleges on the ground of HR Deptt. Communication and conduct the placement rounds & selects the deserving candidates for internship and final selection to the company
- **Off-Campus Recruitment:**In Off-Campus recruitment, candidates apply to Cram for recruitment on their own. The companies select the candidates based on their academic performance. Shortlisted candidates are given call-letters for the selection Process. Normally Off-campus recruitments are conducted for large number of candidates at a major city location. The pattern of selection remains the same as that of On-Campus process.

Basic eligibility:

Usually Cram academic criteria is throughout 60% without active backlog but the students who are other than this they have to afford the placement evaluation charges @ 398/-INR to the GPES A/c (third party placement rounds' evaluation company) which is clarified during the pre-placement talk of the Cram to the college.

Stage-1 Rounds**(i)Aptitude:**

Cram Placement Tests can be conducted in Paper format or in a Computer-based format.

The aptitude test normally includes OMR questions based on:

(a). Quantitative Ability (b). Data Interpretation (c). Verbal Ability and Reading Comprehension

(d). Logical Reasoning (e). General Knowledge and Current Awareness

(ii)Professional (Technical/Management) Tests:

The technical test, as the name suggests, is designed to assess your subject knowledge in your area of specialization (for eg. CSE, ECE, IT, Chemical, Mechanical, Electrical, Management etc.).

(iii)English Communication Test:

To test the vocabulary, frame of sentences, grammatical error detection & correction, antonyms and synonyms based questions are asked in this test.

(iv)Descriptive Test-During this test company will test you descriptive skills i.e. your narration skills.

(v)Attitude Test- There might be questions related to your hobbies, dreams, interests, future planning, ethical values, and an individual state of mind and related to the nature and behavior of human being which will help the company analyzing the individual personality and his/her contribution to the company.

Purpose behind Stage-1 Rounds

A Job Aspirant may have some special talent equipped with certain attributes which can bring the great contribution to the company so Cram does not deprive the deserving candidates on the ground of their academics so if anyone feel to prove in any desired field, he/she can apply by affording the placement evaluation charges and their selection will depend on the overall performance of an applicant. So the Students who qualify the stage-1 rounds move to stage-2 rounds.

Stage-2 Rounds**Group Discussion:**

Group Discussion is a tool used by Cram to gauge whether the candidate has suitable communication and group-team skills that it desires in its members. In a Group Discussion, a group of applicants is given a topic, situation or a case study, and then asked to discuss the topic amongst themselves for 15-30 minutes. The rationale behind this exercise is that when a group is given a task to accomplish within an unstructured situation, they will try to accomplish it by establishing some order or structure. In this process, they will reveal some of their personality characteristics.

Interview - Technical:

In a technical interview, you will be asked questions based on your area(s) of specialization. It is important for you to have a sound knowledge on all your subject areas while preparing for such an interview. The objective of such interviews is to judge how well-informed you are in your subject areas - especially the ones that you claim to be your strengths/favorites.

Personal/HR Interview:

In a personal interview, you will be asked questions that will assess your clarity of goals, self-awareness and whether you have a well-rounded personality. This interview is an opportunity for the candidate to market oneself - by showcasing your strengths in terms of skills, knowledge and personality traits to the prospective employer.