

Dr.Mahalingam College of Engineering and Technology, Pollachi-3
IT STREAM

Student Talent Enhancement Programme Unleashing Potential (STEP UP'16)
16.4.16
REPORT

Session 1- Inauguration

The STEP UP 2016 is to enlarge the students' potential skills, to know the latest updates that are happening in an IT industry and to identify the gaps between industry and academia the programme is structured and completed on 16.4.16. The students are well aware on the basic requirements that are expected from the industry through earlier STEP programmes.

The industry experts are invited to know the level of expectations from the IT industry .The inauguration session is started with prayer song by Ms.Sindhuja of II B.Tech IT. Followed by our beloved secretary Prof. C.Ramaswamy welcomed the dignitaries from various IT industries.

The Chief Guest of the inauguration function is:

Name of the chief guest	Designation	Name of the Industry
Mr.M.Sivakumar	CEO	ICTACT
Dr.V.Kovaichelvan	Senior Vice President HR	TVS motors
Mr.Sadagopan Madhavan	CEO	CTS Foundation

The sessions are continued with,

- 1) Mr.M.Sivakumar, CEO, ICTACT initiated his speech by saying, the importance of casting vote in the upcoming election. He stretched out the 3 key points that youngster should have,

- Decision making
- Be truth
- Be perfectionist

It is honor to note that, Secretary MCET received the privileged associate membership on behalf of the management from ICTACT, CEO Mr.M.Sivakumar.

- 2) Dr.V.Kovaichelvan, Senior Vice President HR, TVS motors shared the points that are relevant to employability and how to survive in an IT company. He stressed that, the students should do more things by taking initiative and introduce creativity among it.
- 3) Mr.Sadagopan Madhavan, CEO, CTS Foundation pointed out the level of expectations from IT industry, In-depth knowledge on the specific domain, Ability to learn new things and the attitude towards the task. He concluded that, attitude makes the human success.

Dr.M.Ramakrishnan, Principal, MCET thanked all the members who involved in this function to make successful. The programme is divided with IT, CIRCUIT and CORE stream. The experts are invited accordingly, programmes conducted in different venues with respect to streams.

The programme is categorized based on the student interest such as,

Category	Students Strength (IT)
Employment	94
Higher Studies and Competitive Exams	04
Self-Employment and Entrepreneurship	02
Motivation for Arrear students	06

Session 2

1. Employment:

Chief Guest Details:

Name of the chief guest	Designation	Name of the Industry
Dr.V.J.E. Ravithilagan	Head HR	FSS Ltd, Chennai
Mr.Gokul Visweswaran	Founder	NFN Labs, Chennai
Mr.Murthy Durvuvi	VP-Projects	Payoda Technologies, Coimbatore

FN:

Dr.A.Rathinavelu, Vice principal, MCET initiated the session by giving introductory remarks. Followed with Dr.S.Ramakrishnan, HOD-IT welcomed Dr.V.J.E.Ravithilagan, Head HR, FSS Ltd, Chennai. Dr.V.J.E.Ravithilagan shared about,

- Pool of Opportunities in IT Industry for the youngsters of this generation. It is noted that, the opportunities' are huge and open wherein the individual has to select the best option and travel towards the goal.
- Focus is the most important key characteristics in completing the task. It gives the more involvement into the project. It finalizes the individual career.
- Practice-Continuous practice on any specific domain leads to achieve something higher. He pointed that; the students can identify any one area and learn all the basic concepts and logistics to the end. He concluded with "Practice with hard work never fails".

Ms.G.Anupriya, HOD-CSE (UG) invited Mr.Gokul Visweswaran, Founder, NFN Labs, and Chennai. He pointed the reason behind recruiting students from a college. The fresher's always have fresh enlightening minds to solve the problems efficiently. Also, adoptability and ability towards completing task is well and good with the college students. He added that, the youngsters are always bright in the problem solving. Being, IT profession every one of us must find the solution for a problem. Hence, the practice on the problems can be done every day to increase the problem solving skills. He referred list of books and websites to make a practice.

AN:

Dr.S.Ramakrishnan, HOD/IT started the post lunch session and invited the guest Mr.Murthy Duruvi, VP-Projects, Payoda Technologies, and Coimbatore.

Mr.Muthusami, HOD i/c-MCA, greeted Mr.Murthy Durvuvi, VP-Projects, Payoda Technologies, Coimbatore. Mr.Murthy Durvuvi stressed out the important skills required to sustain in an IT company. It follows as,

- Communication
- Confidence
- Interest towards the work
- Ability to learn new technologies

He shared out why communication is important for the IT people. The project is always linked with some other countries like US, Japan, etc., Hence, the recruiter check the candidate that, he/she is strong in communication and confidence as well. In the current world, day by day new technologies are coming out. To shine up the skills in the latest skills, the user should have a continuous interest in learning new concepts. It should be extended to the execution level only when the person is strong in problem solving.

Interaction Session:

Students clarified their doubts related with industry expectations and needs from the fresh engineers. The lists of question and answers are,

a. Hiring Process

General

- 1) Can you say the important skill sets required to attend product based companies?
The candidate should be strong in basic concepts of all areas like C,C++,Java, basic technologies and must have better problem solving skillset.
- 2) What are the important things to be present in a RESUME?
Resume is the only key that drives the interview. So that, the important skillsets, application development, projects implemented can be written in a resume. Also, the points added in the resume should produce benefit for the individual, society and IT industry.
- 3) How the openings are coming up in every year for the engineering candidates from IT Company?
Day by day technology revolutions are getting increased. To overcome the existing applications problems the next new project has to be planned and implemented.
- 4) Why do some companies prefer candidates with more than 8 CGPA and few requires with minimum of 6.5?
The recruiters normally think the person who maintains good/gradual scores in academic may satisfy the company needs
- 5) Why does IT company recruits Non-IT people in bulk level, though IT students are more sufficient to work in an IT environment?
The company need is easy understanding, problem solving skills, adaptability to the environment, ability to learn and work. The fresher's of all the candidates' having the capacity to obtain the industry needs.
- 6) Whether Startup/MNC offers a more experience and strong career growth?
The knowledge gaining is based on the individuality. Wherever works the opportunities' during initial days are similar in all the industries
- 7) The Automobile, Mechanical companies are doing automation using IoT. How can I apply for those companies?
It can be applied through online websites such as naukri, fresher world etc., It is also good to learn the concepts in all domains. The candidate should be strong in automation of products with software.

Technical Round

- 1) How do I improve/Shine my skills in specific area to get an in depth knowledge on it?
Only solution is continuous learning with 100% focus on the area where you want to shine. Independent projects can be developed and deployed to increase the practical knowledge
- 2) Can you classify the work culture of service based and product based company?
The type of projects may vary. The method of implementing the projects in service based company is to solve the problem with respect to outsourcing. That is, product based firms often lend out one of their functionalities that can be served by the service based ones.
- 3) How do I select my career as a developer in an IT company?
In the top companies it is based on the number of projects available. Whereas in startups the candidate can select the area based on their wish.
- 4) Will E-resources be providing to the developers? If so then is it necessary to write entire code during the interview process?

It is to check the candidates' logical and thinking ability. The confidence level also can be determined based on environment.

HR Interview

- 1) What is the reason in not receiving call letter from some IT companies?
It depends on the type of industry. Sometimes it may happen based on the projects available in a company.
- 2) Is there any checkpoint is there in asking Strength and weakness of a candidate?
Yes. From the strength and weakness of the candidate the HR identifies where the individual is strong and behind. It is one step to select/eliminate the candidate.

b. Training at Industry

- 1) Can you say the initial stage trainings that are offered for the fresher's after entering into a company?
Basically it is based on the company which you entered. Depends on the company's current project the trainings will be provided.
- 2) As a fresher what are the challenges to be faced after getting placed?
The main difficulty is adapting to the It environment. The practical implementation for all the problems is mandatory. Hence students can do more practice during their course.
- 3) How the trainee will be assessed during a training period?
Few companies have a benchmarking system with the tests conducted in the training period. Others look for the involvement in a project.

c. Project Deployment

- 1) On what basis project allocation is done in IT Company?
It is normally based the project requirement. If the candidate is giving spectacular performance during training then additional inputs can be provided while allocating the projects
- 2) How project integration is done from technology to technology and how it is deployed in real time environment?
Depends on the software used to develop a product the integration tool is been selected and deployed for real time application.
- 3) What are the latest programming languages that are used in IT industry to develop projects?
Currently its going with PHP, Python, JAVA,.NET etc. Based on the project type language will be varied either desktop based or web based ones.

d. Career Growth

- 1) Knowledge to be gained after getting placed in a company?
The candidate is to be well aware in the project that is currently working. Also should be updated in the latest technologies that are grooming up.
- 2) Beyond the academic, what are the other parameters necessary to enter into a company?
 - Problem solving skills
 - Communication skill
 - Teamwork.
- 3) As a fresher which domain I can opt to improve the skills and my career?

It depends on the individual interest. Since everyone are familiar in different programming languages. It is to note that, whatever languages the candidate should be strong enough on it.

e. Promotions

- 1) Is it needed to get a certification courses to get promotion/to survey in a company?

Yes it will be helpful while attending an interview. The recruiter thinks if you are certified with some courses, you are familiar on that domain. The concept of promotion is depends on the type of company which you are working.

- 2) When the individual will get promoted? Is any specific attainments has to be done?

It is purely based on the performance in the work assigned.

f. Salary Conditions

- 1) How the industry is fixing up the salary package?

It is based on the company policy designed by higher people. The policy is refined whenever required.

- 2) On what basis the ratings are provided to the employees?

A rating is normally done by getting self-appraisal from the employee for the entire year. It includes various processes like projects done, updates learned, benefit to the company, Performance of the individual, managers feedback etc.,

- 3) As a fresher whether I have a privilege to fix up my salary?

Most of the companies are not providing privileges in fixing up the salary for the fresher. Some companies are asking to demand. It is purely based on the company policy.

g. Leave Procedure

- 1) What are the basic criteria's are there to take a leave CL/ML/SL?

Normal company policies like monthly 2 causal Leave (CL). The Medical Leave (ML) is varied based on the company policy.

- 2) Whether no of days leave taken by the employees are considered while rating the performance of individual?

No. It will be considered only when the employee violating the leave procedures.

h. Working Hours

- 1) Can you say the working hours in a company?

Basically it is 8-10 hours. If the employee is scheduled to complete the task in the specific time it varies based on the requirement.

- 2) How do I get a work from home opportunity? If so how you measure it?

It depends on the type of project and a company. If the project is based on some onsite projects, few companies offering work from home facility.

i. Onsite Opportunity

- 1) How do I get an onsite opportunity after joining in an industry?

It depends on the project that candidate working. Some projects may integrate with US. It that is the case; the candidate will get an opportunity to go to onsite

- 2) On what basis is the employee is selected for the onsite project?

Again it is purely based on the type of project that employee currently working.

j. Internship

- 1) Whether internship is a good platform to startup student career as an employee?
Exactly yes. Since it is like a one step forward to work in an IT industry. The tricks and adaptability in IT environment can be learned from internship training.
- 2) Is internship experience will be considered as an employee experience?
Of course few companies depend on the project worked and achieved during the internship period.
- 3) What kind of trainings will be provided for the internship undergoing students?
The training is obviously based on the project that the individual goes to work for a company about 3-4 months.
- 4) Is there any additional benefit will be given to internship undergone students during recruitment?
Yes. Practical approach in solving problems will be excellent. Internship is the best choice to understand how IT works

k. Higher studies

- 1) On what basis the employee is offering with higher studies opportunities and how it will be helpful for the industry?
It is fully based on the employee interest. If he/she has interest the company allows doing masters at anywhere. There are only few companies offering higher studies through company.
- 2) Whether an employee can selects the specific courses to do their higher studies?
Yes. Most of the companies will not involve in selecting courses/universities/countries for doing masters. The individual can select as per their wish.

l. Encouragement / Entertainment

- 1) How the employees are coming out from their routine work? Are there any sports events available?
There are n number of sports are available in maximum of the companies. It can be funny or real ones. Based on the employee wish they could play at any time. It is also to be added that, dinner parties are made often.
- 2) How do you encourage your employees to achieve something beyond?
The industry may offer some incentives every year based on the achievements done. Appreciations will be given during project meeting. The outings may plan and executed.

The most delightful moment of memento distribution to the industry experts is done. It is always grateful to honor the guests of the function.

The day report for the employment session is produced by Ms.Rakshana of III B.Tech IT. She shared the important things happened during the whole day in employment forum.

Feedback Session:

The students of pre-final year IT, CSE and MCA shared their feedbacks regarding the programme.

- Ms.Reshma of III B.Tech IT given their valuable feedbacks' like how the programme is helpful for them to improve their knowledge as with industry requirement.

- Ms.Katheerja parveen of III B.Tech IT said that, from the interaction session it is came to know about lot of things that to be improvised from our end. It is one of the most useful programme to identify whether the path that is travelling is correct.
- Ms.Dhanya of III BE CSE shared her opinion about the programme. Where she pointed out the points shared in the function and in interactive sessions is very useful to know the current situation/expectation from the IT company.
- Ms.Srilekha of II MCA produced the list of benefits that can be obtained by the students for their career. She also passed that, sure this programme will help us in improving skillsets based on the demand in an IT company.

Finally vote of thanks for the employment division was given by Ms.Sathya of III B.Tech IT by thanking all the experts for their valuable speech and interactions with the students. She also thanked all the members who involved in the programme to make a successful one.

2. Higher Studies and Competitive Exams

Chief Guest Details:

Name of the chief guest	Designation	Name of the Industry
Mr.S.Prasanna Krishna	Director	Career Zone
Mr.A.Saravana Kumaran	Director	Gate Forum

FN:

Dr.I.Rajendran, HOD/Mech started the session of Higher Studies and Competitive Exams. He welcomed the chief guests for the programme Mr.S.Prasanna Krishna and Mr.A.Saravana Kumaran.

Mr.S.Prasanna Krishna, Director, Career Zone shared out the benefit of doing higher studies in other countries. He pierced out the opportunities' that will be received in doing higher studies in abroad. The detailed analysis on the courses to be selected, where it will be performed, and the scholarship facilities for various courses are briefed. He also added that, the entrance tests available to get into the universities in various countries.

AN:

Mr.A.Saravana Kumaran, Director, Gate Forum, began his speech with how competitive exams will help the individual in their career. He produced the in- depth resources can be gained from GATE forums, UPSC exams available to get into a government sector. He elaborated his speech with various exams and courses shall be done in future such as,

- M.E/ M.Tech
- Government exams- UPSC, TNPSC, Banking etc.,

3. Self-Employment and Entrepreneurship

Chief Guest Details:

Name of the chief guest	Designation	Name of the Industry
Dr.Sureshkumar	General Manager	PSG STEP, Coimbatore
Mr.N.Krishnan	Chairman	HVK Systems,Chennai
Mr.RG.Nawin Krishna	Founder	COO Mindwiz Techno,Coimbatore

FN:

Mr.Swaminathan, Chief Coordinator-CIBIE, MCET, welcomed the chief guest Dr.A.Selvakumar, Dr.K.Sureshkumar, Mr. N. Krishnan and Mr.RG.Nawin Krishna for the function. Dr.A.Selvakumar, shared how to become a best entrepreneur and a self-employer in future. He revealed that, the one who want to be an entrepreneur or a self-employer should have a better problem solving skills. It will help them to take a right decision at the required time. He added that, selecting business partner is the most important key to become a best entrepreneur.

Dr.Sureshkumar, General Manager, PSG STEP, Coimbatore shared how teamwork plays a key role in achieving things at correct time. He explained that, team work should be cultivated in all places so that communication gap will be minimized and interactions with others will get increased. The contacts create more opportunities' to identify a path towards the goal. In addition to that, the entrepreneurs' motive should satisfy the stakeholder needs.

AN:

Mr.N.Krishnan, Chairman, HVK Systems opened the talk with how the self-confidence can be helpful during problem solving and how it can be increased. Meanwhile, he pointed that, being the entrepreneur he/she should have the multitasking capacity.

Mr.RG.Nawin Krishna, Founder, COO Mindwiz Techno shared the expectations from the stakeholders and the basic knowledge required to startup the business. He added that, additional business skills can be learnt from the other business persons. In connection with this, Idea Pitching Contest is conducted for the II B.Tech IT students to spread-out how the self-employment can be initiated through various ideas. From which best 3 ideas were selected and awarded with cash prizes.

Finally interaction sessions were done wherein the students clarified their doubts with experts. It includes with,

- What the pre-requisites are needed to start up a company with 10-15 employees?
- How long it will take to become a best entrepreneur in a specific field?
- What are the most important criteria required to manage the problems with customers?
- Is team work plays a vital role in attaining task?

Mr.Selvakumar, Assistant Professor, Mechanical concluded the session by thanking everyone who involved in the programme.

4. Motivation for Arrear students

Chief Guest Details:

Name of the chief guest	Designation	Name of the Industry
Mr.P.Sivakumar	Author, Motivational Speaker	CEO-Mastering minds

Dr.A.Senthilkumar, HOD-EEE welcomed programme guest Mr.P.Sivakumar, Author, Motivational Speaker, CEO-Mastering minds. His session was begun with the story happened in Coimbatore Institute of Engineering and Technology (CIET), Coimbatore where the students has cleared his 23 arrears in single attempt was appreciated with award.

He pointed that, the reason behind the failure is lack of interest and clarity on the task. The importance social media for the positive solutions like improving problem solving, creating interest to learn things are encouraged.

To attain a goal the individual should be healthier in both physically and mentally. For this the students can take a best role model of their wish and proceed further. The brainstorming session of yoga were conducted to stabilize the minds of youngster's. The programme comes to a formal closure by thanking everyone who contributed for the programme to make it successful one.

Feedback Session:

The one best option to know the outcome of the programme is getting feedback from the participants. Hence, overall feedback from the students of all categories was received. The students shared that this STEP UP is very useful to all of us in shaping the career in different ways.

The points given by the industry experts freshen up our minds in learning things beyond requirement. It is noted that, continuous learning with full of interest leads to attain a goal of everyone. It is important to share that, whatever the domain/field the individual should adapt to the environment and work towards the goal with right path.

PHOTOS:

STEP-UP 2016 – 16.04.2016



