



MALLA REDDY VISHWAVIDYAPEETH

(Deemed to be University)

Recognised under section 3 of The UGC Act, 1956, vide Notification No.9-4/2024-U.3(A) by
Department of Higher Education, Ministry of Education, Government of India.

MRV TRAINING AND PLACEMENT POLICY



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TRAINING AND PLACEMENTS POLICY

Malla Reddy Vishwavidyapeeth (MRV) recognizes the importance of holistic development of individuals as per their aspirations and places them in the career of their choice as a core measure of success, aligning with its vision of becoming a global leader in education, research, and human development.

The Placement Cell at MRV plays a pivotal role in ensuring that students are well-prepared for successful career opportunities while promoting holistic employability through various development strategies and procedures aligned with the university's unique and flexible curriculum, interdisciplinary programs, and state-of-the-art facilities.

This comprehensive policy shall ensure that MRV continues to meet its mission of academic excellence, leadership, and global employability through sustained, ethical, and innovative placement practices. The policy is periodically reviewed and benchmarked against leading national institutions and evolving industry/regulatory expectations to ensure it reflects current best practice in training and placement administration.

Applies To: All Constituent Units and Schools of Eminence of MRV.

1. Vision, Mission & Guiding Principles

Vision: To empower every MRV learner with the skills, exposure, and opportunities to build meaningful careers across healthcare, life sciences, technology, and allied sectors grounded in ethics, excellence, and equity.

Mission: Establish a structured, data-driven, and student-centric Training & Placement (T&P) ecosystem that integrates training, internships, residencies, fellowships, research pathways, entrepreneurship, and employment across national and global landscapes.

Guiding Principles: Student-first approach; transparency; merit and equal opportunity; safety and compliance; industry alignment; outcome measurability; continuous improvement; and sustained global academic and industry partnerships.



2. Scope & Coverage

- This policy governs **pre-placement training, internships/clinical postings, residencies/fellowships, observerships, campus recruitment, lateral hiring, research placements, entrepreneurship incubation, and international opportunities.**
- Applies to **all MRV Constituent Units and Schools of Eminence.**
- Covers all categories of students, including regular, lateral-entry, and sponsored/bonded students, subject to Clause 6.4.

3. Governance Structure

3.1 University T&P Council (UTPC)

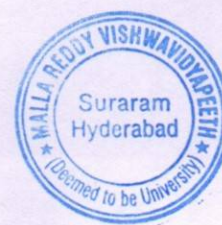
- **Chair:** Vice Chancellor (Placements & Industry Relations) or nominee of the Vice Chancellor.
- **Members:** Director-T&P (University), Deans/Principals of Constituent Units/Schools, Director-IQAC, Director-Alumni Relations, Director-Incubation (MRV Foundation for Innovation, Incubation & Entrepreneurship), ERP/LMS Head, Legal Officer, and two external industry experts.
- **Secretariat:** University T&P Cell (UTPC-Secretariat).
- **Mandate:** Policy stewardship; annual targets; recruiter strategy; quality assurance; risk & compliance oversight; budget approvals; inter-unit coordination; and periodic benchmarking of the policy against evolving national best practice.

3.2 University T&P Cell (UTPC-Cell)

- **Lead:** Director-T&P (University), supported by a designated Professor/Officer In-Charge of Placements in each Constituent Unit/School for day-to-day academic-industry liaison.
- **Functions:** Central recruiter relations; calendar & drives; analytics & dashboards; training architecture; cross-unit standardization; branding; grievance redressal; documentation.

3.3 Constituent Unit/School T&P Committees (CUSTPCs)

- **Lead:** Dean/Principal nominee (Unit T&P Coordinator).
- **Members:** Department T&P faculty coordinators, placement officers, student representatives (final-year), internship coordinators, and data officer (ERP).



- **Functions:** Student registration & eligibility checks; local training delivery; MoU execution (through the University); unit-specific employer outreach; drive logistics; feedback collection.

4. Definitions

- **Placement:** Offer of full-time employment commencing within 6 months of graduation/registration completion.
- **Internship/Clinical Posting:** Structured, time-bound experiential learning, paid or unpaid, with defined learning objectives and supervision; for medical/dental/nursing/pharmacy/allied programs this includes rotatory internships and externships as per Council norms.
- **Residency/Fellowship:** Post-graduate clinical or research training positions leading to specialist competence (government or private).
- **Lateral Placement:** Hiring of candidates with prior experience/advanced skills.
- **PPO:** Pre-Placement Offer extended on the basis of internship/project performance.
- **Day-0/Day-1:** Priority slots reserved for strategic recruiters across Units.
- **CTC/Benefits:** Total cost to company including fixed pay, variable pay, allowances, ESOPs, and benefits.
- **Sponsored/Bonded Student:** A student admitted or funded under an employer/agency sponsorship or service-bond arrangement, whose participation in placements is subject to Clause 6.4.

5. Roles & Responsibilities

5.1 University T&P Cell

- Curate an **Annual T&P Calendar** (training, assessments, internship windows, Day-0/Day-1 drives, mega fairs).
- Maintain a **Recruiter Relationship Repository** (MoUs, contacts, feedback, roles).
- Operate an integrated **T&P Portal** within the MRV LMS/ERP for student registration, resume bank, slot booking, offer tracking, and analytics.
- Standardize **resume formats**, JD templates, and recruiter guidelines.
- Coordinate with the MRV Foundation for **incubation/entrepreneurship** pathways.



- Work with **Alumni Relations** to maintain an alumni mentorship and referral network supporting resume reviews, mock interviews, and industry connects.
- Pursue and maintain academic and industry **global partnerships** to widen international internship, exchange, and employment pathways for students.

5.2 Constituent Units/Schools

- Implement university policy; propose unit-specific enhancements.
- Conduct domain-specific training (clinical simulations, case discussions, OSCEs/OSPES, GMP/GLP, pharma regulatory, med-tech, data analytics, etc.).
- Maintain verified student data (attendance, CGPA/percentages, council registration, no-dues).
- Organize pre-placement talks and unit-level drives as per the University calendar.
- Ensure **POSH, Anti-Ragging**, and **Safety** briefings for all participants.

5.3 Students

- Complete registration, submit accurate data, attend mandatory training, adhere to the code of conduct, meet eligibility, and respect confidentiality.
- Accept/decline offers within timelines; avoid dual commitments in violation of this policy.
- Sponsored/bonded students must furnish a No-Objection Certificate (NOC) from the sponsoring organization/agency prior to registering for placements (see Clause 6.4).

5.4 Recruiters/Industry Partners

- Provide accurate JDs, selection workflows, compensation details, and pre-employment conditions; comply with MRV's equal opportunity and POSH policies while on campus.

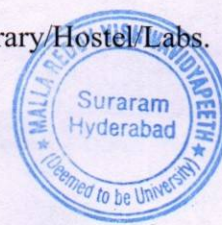
5.5 Internal Quality Assurance Cell (IQAC)

- Review training and placement outcomes on a semester-wise basis and validate the Annual T&P Report for the UTPC.
- Support the UTPC in benchmarking T&P processes and outcomes against evolving national standards and accreditation requirements.

6. Eligibility & Registration

6.1 General Eligibility (University-wide)

- Satisfy attendance, internal assessments, and **no-dues** from Accounts/Library/Hostel/Labs.



- No pending disciplinary action.
- Program-specific academic thresholds set by CUSTPCs (approved by UTPC).

6.2 Health Sciences Addenda

- For programs under **NMC/NCAHP/DCI/INC/PCI**, internship completion, registration, and clinical competencies must comply with respective Council norms.
- For **residency/fellowship** tracks, students must follow national/state counselling rules; the T&P role is facilitative (test-prep support, documentation, mock counselling).

6.3 Registration Process

- Portal sign-up and profile completion (photo, resume, transcripts, certifications).
- Selection of interest tracks (clinical, research, pharma/biotech, med-tech, health IT, analytics, management/administration, sales/marketing, academia).
- Consent to policy and data-sharing norms.
- Validation by CUSTPC within 7 working days.

6.4 Sponsored/Bonded Students

- A student who has been sponsored by, or has executed a service bond with, an employer, agency, or government body must produce a valid **No-Objection Certificate (NOC)** from the concerned organization prior to registering with the T&P Cell.
- In the absence of a valid NOC, the CUSTPC shall withhold placement registration for such a student until the requirement is fulfilled.
- Any conditions attached to the sponsorship/bond (such as mandatory return of service) remain binding on the student independent of this policy.

7. Pre-Placement Training Architecture

7.1 Core Modules (All Units)

- Aptitude & reasoning; communication & business writing; interview skills; GD/case-based discussion; digital literacy; ethics, POSH & workplace conduct; resume & LinkedIn.
- Analytics skills (Excel/Sheets, SQL basics), research literacy (PubMed, reference managers), and presentation skills.



7.2 Health Sciences Modules

- OSCE/OSPE, clinical documentation, EMR/EHR, infection control, patient safety, hospital administration basics, medical coding & RCM, pharmacovigilance, regulatory affairs, quality systems (NABH/NABL/GMP/GLP), clinical trials, medical devices, and bio-statistics.

7.3 Advanced/Elective Tracks

- Data science for healthcare; AI in diagnostics; healthcare consulting; pharma sales excellence; med-ed content; scientific writing; entrepreneurship boot camp (with MRV Foundation).
- Certification tie-ups (GxP, Six Sigma Yellow/Green Belt for Health, HIPAA awareness, ICD-10/11 basics, Good Clinical Practice).

7.4 Delivery

- Blended format (in-person + LMS). Minimum **30 hours** core + **30 hours** domain per final-year cohort; micro-credentials issued via LMS.
- Mock interviews with alumni and industry mentors, drawing on the alumni mentorship network described in Clause 5.1; feedback recorded in the portal.

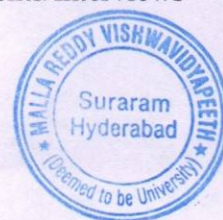
8. Internship, Residency & Fellowship Facilitation

- **Internships/Clinical Postings:** Scheduled as per curriculum and Council guidelines; stipend rules per host organization; clear LOA/MoU with learning objectives and evaluation rubric.
- **Research Internships:** With MRV labs/centres or external bodies (IISc/IITs/CSIR/ICMR, pharma/biotech R&D).
- **Residency/Fellowship:** Guidance on exams (NEET-PG/MDS/SS, State/Central counselling), document verification, and soft-skill support.
- **International Opportunities:** Compliance with visa, insurance, and host-country regulations; coordinated through the University's International Office and its network of global academic and industry partnerships.

9. Placement Process & Calendar

9.1 Standard Flow

Pre-Placement Talk → Applications via Portal → Shortlisting → Assessments/Interviews → Offers → Acceptance/Decline → Onboarding documentation.



9.2 Slotting

- Day-0/Day-1 reserved for strategic recruiters decided by the UTPC.
- Non-overlap scheduling across Units to avoid candidate conflicts.

9.3 Documentation

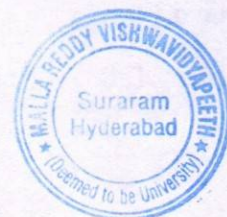
- Standard JD & Offer templates; background check and medicals (as applicable); confidentiality and IP undertakings.

9.4 Offer Validity

- Minimum **14 calendar days** acceptance window encouraged; exceptions only with UTPC approval.

10. Offer, Multiple-Offer & Eligibility-Exception Rules

- **Single Offer Rule (Default):** On accepting an offer, the student exits further drives for that season, except internship/PPO scenarios approved by the CUSTPC.
- **PPOs:** If a PPO is accepted, the same exit rule applies.
- **Upgrading Slot (Optional Track):** Units may allow one upgrade attempt before acceptance, subject to written consent and recruiter compatibility.
- **Withdrawal by Recruiter:** If an employer withdraws an offer for reasons not attributable to the student, the CUSTPC may re-enable the student's participation and escalate to the UTPC for remedy.
- **Ineligible Students:** A student who does not meet eligibility criteria at the time of a drive (e.g., outstanding dues, pending disciplinary action, or academic shortfall) shall be considered for placement, if the shortfall is subsequently cured, only after all eligible students in that season have secured an offer.
- **Debarment & Reinstatement:** A student debarred from placements for a code-of-conduct violation may be reconsidered in a subsequent season on demonstrating improved conduct/performance and after written clearance from the CUSTPC and UTPC.



11. Code of Conduct

11.1 Students

- Maintain punctuality, decorum, and professional attire; keep mobiles silent; avoid no-shows/ghosting.
- Misrepresentation or forged documents will invite disciplinary action, including a placement ban.
- Respect **POSH, Anti-Ragging**, and data privacy norms.

11.2 Recruiters

- Abide by campus POSH and equal opportunity norms; provide transparent CTC and job expectations; avoid exploitative terms; ensure safe selection environments (online/offline).
- Pre-employment tests must be relevant and reasonable in duration.

11.3 Faculty/Staff

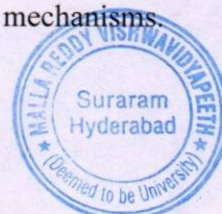
- Ensure confidentiality of student data; avoid conflicts of interest; follow fair scheduling.

12. Data Management, Privacy & Reporting

- All T&P data shall reside in the **MRV LMS/ERP**; access via role-based controls.
- Consent-based sharing with recruiters; data retention as per legal norms (typically 3 years post-graduation).
- **Quarterly Dashboards:** Placement %, median CTC, top roles, sector split, internship coverage, recruiter NPS, training hours, certification uptake, gender and diversity metrics (in aggregate).
- Semester-wise review and Annual T&P Report vetted by IQAC, and presented to the UTPC for continuous improvement.

13. Equal Opportunity & Accessibility

- Zero tolerance for discrimination based on gender, caste, religion, disability, or any protected characteristic.
- Reasonable accommodations for candidates with disabilities (accessible venues, assistive tech, extended time in tests, caregiver access when required).
- Integration with the University **Equal Opportunity Cell** and Anti-Ragging mechanisms.



14. Alumni Engagement & Global Partnerships

- MRV shall maintain an active alumni network to support mentorship, referrals, mock interviews, and guest sessions for current students.
- The University shall continue to pursue academic and industry partnerships with reputed national and international institutions to expand internship, exchange, research, and employment pathways available to MRV students.

15. Policy Review

The University reserves its rights to modify, amend, or replace, including withdrawal of, this policy at any time. This policy shall be reviewed periodically by the UTPC, in consultation with IQAC, to ensure continued alignment with regulatory requirements and evolving best practice in training and placements.

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— Office of the IQAC / Training and Placement Policy, MRV-

**Sd/-
Registrar**

