

NEWBIES GAINING GROUND

Larger Flow of Recruiters Pushes Up Offers and Salaries at New IITs

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Mumbai | New Delhi: Trickle-down effects of robust placements at the older Indian Institutes of Technology (IITs) are being felt at their newer counterparts, which report a significant jump in the number of job offers and average salaries compared with last year.

New IITs at Indore, Gandhinagar, Patna and Mandi, which came up as recently as 2008-2009, have focused on inviting more companies across sectors this year, which, in turn, has translated into more students placed than the same time last year and 6-17% spike in average salaries, their officials said.

"This year, we were proactive in contacting more companies from the beginning," said Amarnath Hegde, professor-in-charge of the training and placement cell at IIT Patna where 47 companies have visited the campus so far this year, up from 40 a year ago.

IIT Patna has placed over 65% of its batch till date with 117 offers while at IIT Mandi 70% of the registered students have already got placed, with offers rising nearly 30% to 84, including 17 pre-placement offers.

IIT Gandhinagar has had 50% more companies visiting the campus till date compared to this time last year, said Abhay Raj Gautam, head of career development services at the institute. Average salary offered has increased to ₹7.45 lakh from last year's ₹7.07 lakh.

At IIT Indore, 74 offers have already come in with an average package of ₹17 lakh. Last year, the average salary at the end of the first phase of placements was about ₹14.5 lakh.

Movers & Shakers

○ **New IITs see a good start** to final placements with more recruiters, more offers and a rise in average salaries by anywhere between **6-17% till now**

○ **Pre-placement offers** across institutes have also seen a jump by anywhere between **33-120%**. At IIT Patna, it is 11 compared to last year's 5; at IIT Mandi, 17, compared to last year's 10; and at IIT Gandhinagar, it is 3 compared to last year's 2

○ **Higher percentage** of students across campuses compared to last year have already bagged jobs. At IIT Mandi, **70%** of the registered students have already got placed while at IIT Patna, it is **65%** of its batch

"Most of the registered students have got placements in the first phase," said Nirmaia Menon, spokesperson at IIT Indore. The highest packages offered so far at the institute are ₹36.5 lakh for placement in the country and 6 million Japanese yen, or about ₹34.2 lakh, for overseas appointment, she said.

Across the new IITs, software firm Adobe seems to have made the highest salary offer till date, offering ₹39.13 lakh to a student of IIT Patna.

This was a jump of nearly 45% over last year's highest package in Patna campus: ₹27 lakh offered by Amazon. The ecommerce firm has hired five students so far this year from Patna, offering ₹27.6-lakh packages.

Placement cells across new IITs expect placements to continue to im-

prove significantly in the years to come as their brand value and awareness among the recruiter community increases.

"The scale and scenarios at the old and new IITs are completely different," said Hegde of IIT Patna. "The older IITs have a huge alumni base, which play a major role in placements. New IITs have a relatively small and younger group of alumni, who can contribute in the years to come. Even with these limitations, newer IITs are leaving no stone unturned to attract top recruiters," he said. IIT Patna expects average salary packages to increase by 8-10% from last year's average of ₹9.5 lakh.

Goldman Sachs, which is ramping up engineering talent in a big way, has visited 17 IITs this year, of which nine

are newly added. It has been among the top recruiters in terms of number of offers at campuses such as IIT Mandi and IIT Indore.

"Campus recruiting has always been an important component of our recruitment strategy globally," said Vidya Lakshmi, head of human capital management at Goldman Sachs in Bengaluru. "Back in 2015, our local campus recruitment constituted around 50% of our overall recruiting. Today, that number has increased to over 60%," she said.

The number of companies visiting the IIT Mandi campus in the first phase of placements alone has surpassed the overall number of recruiters last year; according to its career and placement cell advisor Varun Dutt. Top sectors in terms of hiring at Mandi have been IT and analytics, and new recruiters in the campus this year include Siemens, Wipro, Infosys, Delhivery, Toppr and OyoRooms.

Recruiters that visited IIT Indore so far include Goldman Sachs, DE-Shaw, Arcesium, Microsoft, Amazon, CodeNation, Salesforce, Razorpay, Intel, L&T, Cognizant, Tesco, Oracle, ISRO, Tata Motors, UpGrad, and L&T Infotech.

French IT services consultant Capgemini is one of the prominent recruiters at the new IITs this year. This year, the company is heading to 15 new IITs, up from 12 IITs last year.

"The IITs have a strong brand value which is respected across the world and attracts some of the brightest young minds," said Jaideep Chavan, head-talent acquisition-India at Capgemini. "Additionally, the intake norms are standardised across all IITs, which ensure high quality intake during the admission process," he said.

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