



PONDICHERRY UNIVERSITY, PUDUCHERRY - 14
PLACEMENT CELL

March 10, 2014

NOTICE

CAMPUS PLACEMENTS 2013 - 2014

Attention: (2013-14) batch MBA, MA, M.Sc, MSW, M.Phil students of Pondicherry University Departments

Specialization: **MBA** – All Specializations, **MCA**
MA – English, HR, Philosophy, Public Admin & Sociology
M.Sc – Maths, Psychology, Physics, Chemistry & Life Sciences
MSW – Child Development Psychology, Community Development, & HRD
M.Phil – In all the above listed areas

Company Name: **Blblue Lotus, Chennai** (Company Profile in last page)

Date, Time: Yet to be confirmed

Venue: Yet to be confirmed

Requirements: The Strength that carries Blblue Lotus forward is the Vibrant and Committed Team of Professionals from varied backgrounds having sound Functional Knowledge, Team Spirit and Quality Service Ethics. As part of our expansion process, presently we are looking for Management Executive (Grade – I, II, III, IV and V), who would be interested in joining hands with us for leaving their foot prints for the generations to come.

We are looking for vibrant young talented people for different Job Roles as detailed below.

Vacancies:

Job Role: **Mentor – 1, 2, 3, 4, 5.**

No. of Openings: 50.

Job Description: They will be responsible for conducting Skills Training for Students of various Institutions. Level and responsibilities will vary, based on the Performance in the Evaluation Test. They will have to undertake travel to customer sites for Training Students.

Job Role: **Customer Service Executive.**

No. of Openings: 05.

Job Description: They will be the interface between Blblue Lotus and the Customers for Marketing Activities. They will have to undertake travel to customer sites to accomplish activities related to Marketing.

Job Role: **Quality Coordinators.**
No. of Openings: 05.
Job Description: They will be responsible for ensuring quality through process implementation. They will be responsible for co-ordination of activities related to on-going as well as new projects. They will have to undertake travel to customer sites to accomplish activities related to Delivery.

Job Role: **Admin Executives.**
No. of Openings: 05.
Job Description: They will be responsible for carrying out all activities related to HR Operations. Implementation of Process and Policies of the Organization will be their primary responsibility.

Job Role: **Knowledge Management Executives.**
No. of Openings: 05.
Job Description: Enriching the Content and Process of the Organization will be their Primary responsibility. Facilitating continuous learning to improve the Knowledge, Skills and Aptitude of all the employees will be the Secondary responsibility.

Eligibility for Grade:

Description	Grade – I		Grade – II			
	5 years (UG and PG)	6 years (UG and PG)	5 years (UG and PG)	5 years (UG and PG)	6 years (UG and PG)	6 years (UG and PG)
Discipline						
Experience	Nil	Nil	Nil	1+Year	Nil	1+Year
Evaluation Score	75%	65%	85%	75%	75%	65%

Description	Grade – III			
	5 years (UG and PG)	5 years (UG and PG)	6 years (UG and PG)	6 years (UG and PG)
Discipline				
Experience	Nil	1 +Years	Nil	1 +Years
Evaluation Score	95%	85%	85%	75%

Description	Grade – IV		Grade –V	
	5 years (UG and PG)	6 years (UG and PG)	5 years (UG and PG)	6 years (UG and PG)
Discipline				
Experience	4 + Years	3 +Years	4+Years	3 +Years
Evaluation Score	85%	85%	95%	95%

Note: Candidates those who are applying for Mentor and Knowledge Management Executive Job Roles should have Academic record of 75% marks (Except in exceptional cases) with No History of Arrears since SSLC.

Learning Process:

Candidates will undergo 6 Weeks of Learning on Content, Methodology, and Process. During the Training Period 2 Weeks of Methodology Learning will happen on field and expense towards field work will be borne by Blue Lotus. Training is deemed successful when candidate scores the required score in the Final Evaluation Test based on Learning. Based on the candidate's Performance in the Final Evaluation test, UG Degree, Additional Qualification and Experience, the Grade will be decided and they will be eligible for Salary applicable. Only those scoring the required percentage will be given Appointment Letter and brought on rolls. Candidates, who scored below required percentage, will be given three attempts to score with a gap of 15 days between the attempts. During the training period no leave will be entertained, except in case of emergency. Venue for training will be communicated based on strength. Candidates need to make arrangement for accommodation and Food during Training.

Schedule for Candidates undergoing Project-Cum-Training:

Month I		Month II – IV		
I & II Week	III & IV Week	Group	Week 1 & 3	Week 2 & 4
Content and Process Learning.	Methodology Learning.	Group - A	Methodology Learning.	Project Work.
		Group - B	Project Work.	Methodology Learning.

Schedule for Candidates undergoing Training alone:

Month I				Month II – IV
I Week	II Week	III Week	IV Week	
Content and Process Learning.	Content and Process Learning.	Methodology Learning.	Methodology Learning.	Learning on Content (2 Days on 2 nd and 4 th Weekends).

The actual Schedule of Training may vary based on the level of Candidates. During the Training Period, there will be periodic evaluations where the candidate has to perform consistently above set level. Different improvement techniques would be followed and if the candidate does not improve after the entire Training period, the candidate would not be allowed to continue further. Candidates need to sign a Non-Disclosure Agreement prior to commencement of the training in order to avoid IPR violation issues. Post clearing the Evaluation, Candidates need to sign a Service Agreement committing to serve the organization for a minimum period of 11 Months.

Salary Structure:

Candidates those who are willing to undergo Training along with project at Blue Lotus will receive a stipend of Rs. 6,000/- per month and Candidates those who are willing to undergo Training alone will receive a stipend of Rs. 3,000/- per month, post Training period, on successful Completion of Learning. Any expense towards external Training will also be borne by Blue Lotus.

Post Training, during the 6 Months Probation Period, they will be eligible for Fixed Pay and Extended Variable Pay as detailed below:

#	Description	Grade - I	Grade - II	Grade - III
1.	Monthly Basic Pay*	Rs.10,000/-	Rs.15,000/-	Rs.20,000/-
2.	Monthly Performance Pay#	Rs.1,500/-	Rs.1,500/-	Rs.1,500/-
3.	Quarterly Performance Pay#	Rs.1,500/-	Rs.1,500/-	Rs.1,500/-
4.	Annuity Pay	Rs.2,000/-	Rs.2,000/-	Rs.2,000/-
5.	Incentives	Rs.2,500/-	Rs.2,500/-	Rs.2,500/-
6.	Employee Retention Bonus	Rs.2,500/-	Rs.2,500/-	Rs.2,500/-
Gross Pay		Rs.20,000/-	Rs.25,000/-	Rs.30,000/-

Note:

- * Monthly Basic Pay will be split as Basic, HRA, DA and Employee's PF Contribution.
- # Salary Component 2 will be paid based on accomplishment of two High Priority Key Result Areas on a Monthly Basis. Salary Component 3 will be paid based on accomplishment of 85% of Key Result Areas on Quarterly (Calendar Year) basis.
- ** Will be paid at the end of the year based on the applicable Salary Structure.
- *** Will be eligible for One Lakh (Two Lakh for Grade IV and V) of Employee Retention Bonus at the end of Three years of Confirmation.

Only full time job between UG and PG will be considered. Additional Qualification relevant to the Job Role will also be counted as experience.

Based on Satisfactory Performance, Candidates will be eligible for Increment/Promotion at the end of 6 Months. In the event of extraordinary Performance, Candidates will be eligible for Increment/Promotion in 3 Months at the discretion of Management.

Selection Process:

- **PPT / Aptitude Test / Group Discussion / Psychometric Test / Written Test / HR Interview / Final Interview / Offer Letter / Training / Evaluation / Final Selection**

How to Apply:

- **Eligible candidates who want to apply for this interview shall send the details in the enclosed EXCEL format through the respective Head of the Department to the Placement Officer.**
- **List of candidates may be forwarded to the Placement Cell email ID: placement@pondiuni.edu.in on or before the end of Friday, March 14, 2014 for onward communication to the recruiter.**
- **Candidates are hereby informed to send the list only through the Head of the Departments and Emails received from individuals would not be accepted.**

About the Company:

I. Bllue Lotus an overview

Vision:

“To be among the Top Five Human Resource Development Organizations in India by the year 2022.”

Mission:

“To bring delight to both Internal and External Customers by initiating an everlasting change leading to Excellence, through Expertise and Systematic Approach in the field of Human Resource Development.”

Core Values:

- Foster Change through Motivation.
- Continuous Learning towards Excellence.
- Train with Passion and Compassion.
- Empower Individuals and nurture Team Work.
- Value Integrity and Respect for others.
- Strike Work-Life Balance.

Experience:

Bllue Lotus has trained over One Lakh Fifty Thousand Students of 100+ Educational Institutions, over the last 13 years. Bllue Lotus has rich experience with some of the Premier Institutions such as VIT University - Vellore and Chennai, Velammal Educational Trust, St. Joseph's Group of Engineering Colleges - Chennai, Sri Manakula Vinayagar Group of Engineering Colleges - Puducherry, SASTRA University - Tanjavore, Sathyabama University - Chennai, RMK Group of Engineering Colleges - Chennai, M. Kumarasamy Group of Engineering Colleges - Karur, KSR Group of Colleges - Thiruchengode.

In the fast changing technology-dependent environment, it is essential to continuously hone one's Skills and Knowledge. Bllue Lotus offers Comprehensive Trainings to provide solid foundation for

enriching one's Personality holistically that is essential to succeed consistently. The Service Offerings are an attempt to fill the gap in Skills and Knowledge in practical areas that are relevant for the future Professionals.

Expertise:

Blue Lotus had shown considerable change in the Placement records of most of the institutions associated with. Achievements worth mentioning include a 200% growth in Placements for M. Kumarasamy College of Engineering with TCS and Guinness World Record for Day-1 Placement for VIT University and SASTRA University. Long standing association with Customers like B. S. Abdur Rehman University (8 Years), Sri Manakula Vinayagar Engineering Colleges (8 Years), St. Joseph's Engineering College (9 Years), Velammal Educational Trust (8 Years), VIT University (8 Years), is testimony of us being the best Soft Skills Training Organizations in comparison with others engaged. A strong focus on Delivery Excellence, Innovative Methodology and Dedicated and qualified Teams, sets Blue Lotus apart from others.

PLACEMENT CO-ORDINATOR