Placement Cell Activities and Quality of Instructors – A Co-relation Study

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KEYWORDS

Placement cell activities, quality of instructor, course design, placement cell arrangements and college support.

Abstract

Placement cell arrangements is an integral part of any institution. The entire world was suffering from global recession in the recent years. Almost the whole nation was affected by global recession. In such difficult situation it is very important for every institution to have best placement cell for their institution so that they train the students in all the aspect to make them fit to take up challenges in the real life. The functioning of different and placement cells in the different technical institutions have been studied and analyzed. The study was descriptive and data was collected through survey method by using set of structured questionnaire from placement the final year students. Placement cell activities such as quality instructor, course design, placement cell arrangements and college support have been treated as a independent variable, student satisfaction has been treated as a dependent variable. Collected data was processed and analyzed with descriptive statistics, correlation and regression. The result indicates that placement cell activities have been influence the student satisfaction.

Introduction

Training is an organized activity aimed at imparting information and/or instructions to improve the recipient's performance or to help him or her attain a required level of knowledge or skill. Placement is a decisive factor which contains determination of the job to which an acceptable applicant is to be assigned and his/her assignment to the job. i.e. proper matching of the applicant with the job. Objective of placement is to fit the new employee to the job demand. Placement cells are the most important

part of the institutions that shape one's personality. The students should have an equal voice in these cells as they are meant for them. The good the placements, the better the college hold, true in the present competitive scenario. In the present scenario, most of the engineering colleges are facing challenge to arrange maximum number of placement drives in their colleges and number of placements of their students. While very few colleges were able to attract more companies for the campus drive at their colleges and such colleges have advantages over other colleges. Today, a placement cell has become a vital element in all colleges. According to the All India Council of Technical Education (AICTE) norms, all AICTE-approved institutes must have a dedicated Training and Placement Cell headed by a Training and Placement Officer and that 1% of the institute's total budget should be earmarked to facilitate its functioning.

The success of any country is naturally connected to its Human Resource. Human capital is one of the most significant resources of a nation and a key determinant of a country's financial exhibition. An expansion in human improvement record would prompt significant levels of financial development in the nation. The quality of a country is subject to its scholarly and adroit residents. A quality human capital originates from quality instruction process. Training and Placement Cell is a fundamental piece of establishment. The foundation needs to give the total framework to viable working of the cell. The cell is sharpened to work all during that time towards producing arrangement and preparing open doors for the understudies. There are many training centers in India who have expertise men power and provide different soft skill and hard skill trainings to the students during vacation and also during regular college hours. The importance of the technical institutions to enhance the capabilities of engineering graduates by developing talent, creating knowledge through institutional solutions such as creating digital resources and creative technology solutions for class room learning. Training is a sorted out movement went for bestowing data and/or directions to enhance the beneficiary's execution or to encourage him or her achieve a required level of learning. In other words, Training is in fact developing in recipient any skills and knowledge that relate to special useful expertise. Training has specific goal of developing one's efficiency, scope, yield and achievement. However, the purpose of placement is to fit the applicant to the job demand.

Review of Literature

Bajs, et. al., (2024) stated that the online form of education has been intensively used worldwide for many years and gains additional importance in emergencies such as the COVID-19 pandemic, natural disasters, and wars, when it becomes the dominant form of class delivery. Besides the recent pandemic, the world is now facing wars and the threat of their spread, making the research on the impact of fear and anxiety on human behavior relevant. The aim of the study focuses on analyzing student satisfaction and

their academic effort and performance with online education during the COVID-19 pandemic. A quantitative study was conducted on a sample of 359 respondents and students from two universities in Croatia. The findings of the study showed that the quality of instructor has a positive effect on student satisfaction and that student satisfaction positively affected students' academic effort.

Wagh, et. al., (2023) has done a study on web application for training and placement cell is a student-campus information system. TPO database-based management system plays a central role in most universities, the work has been done manually. The goal is to perform automatic training and placement. University. This application reduces manual work and maximizes optimization, abstraction and security. The web application helps the students as well as the administrators with doing all the activities and recruiting on campus. This software can be used for university education and placement cells to manage students. Information about placement students can view the eligibility criteria based on percentage, participating in upcoming placement drives and get access to technical and company-specific questions. The findings of the study revealed that the ability to maintain student details and reduce manual work and training and placement officer can display information about students, collect resumes and many additional features.

Yangdon, et. al., (2021) have done a research on well-being and academic workload : perceptions of science and technology students. The aim of the study employed a sequential mixed methods approach to provide insights into students' perceptions of well-being and academic workload. An online survey (n = 385) was conducted in the first phase, followed by collection of qualitative data through course assignments (n = 119) in the second phase for in-depth information. The findings showed that the students are not satisfied with college life, particularly in terms of academic workload as well as basic facilities and services. Furthermore, the results demonstrate that students have issues coping with negative emotions, which is likely to impact their overall well-being and health.

Objective

- To examine the relationship between the placement cell activities such as quality of instructor, course design, placement cell arrangements, college support and satisfaction.

Research Methodology

This paper is mainly considers the importance of training as a part of the engineering college students of Tamil Nadu. The paper is focusing on the college placement cell of the students like as advantages of training, challenges in training, scope of training in future placements. The paper reviewed from the questionnaire prepared, different journals, books, reports

and websites which are most important source of study. The paper covers vide collection of academic literature on the importance of training in the curriculum. The present study is descriptive in nature. A sample of 100 respondents have been carried out approached to collect the primary data through convenience sampling method. The collected data are entered into SPSS package. Further, correlation and regression analysis have been carried out to answer the research objective.

Results and Discussion

Table – 1 : Relationship between placement cell activities and satisfaction

Placement cell activities	Satisfaction	
	r-value	p-value
Quality of Instruction	0.122	0.001*
Course Design	0.051	0.001*
Placement cell arrangements	0.072	0.001*
College Support	0.132	0.001*

H1 : Placement cell activities are having significant relationship with satisfaction.

Table – 1 shows the relationship between placement cell activities variables and satisfaction. In order to check the existence of any significant relationship between placement cell activities factors and satisfaction. Pearson correlation test was performed. The calculated p-value is significant at one percent level for the placement cell activities with the satisfaction. Hence, it is inferred that the placement cell activities factors are having significant relationship with satisfaction.

From the correlation values, it is noted that college support (r = 0.132) has highly correlated with satisfaction, followed by quality of instructor (r = 0.122), placement cell arrangements (r = 0.072) and course design (r = 0.051). It is revealed that college support, quality of instructor and placement cell arrangements are the placement cell activities factors having significant and positive relationship with satisfaction. However, course design is having the least level of relationship with satisfaction.

Further, it is revealed that college support have high relation with satisfaction. However, placement cell activities of course design is having the least level of relationship with satisfaction.

Table – 2 : Placement cell activities and satisfaction

R-value	R^2 Value	Adjusted R^2 Value	F-value	P-value
0.233[a]	0.054	0.015	1.366	0.001

Predictors	Unstandardized Coefficients		Standardized Coefficients	't'	p-value
	B	Std. Error	Beta		
(Constant)	3.042	0.596		5.104	0.000
Quality of Instructor	0.171	0.098	0.190	1.739	0.085
Course design	-0.015	0.113	-0.015	-0.129	0.898
Placement cell arrangements	0.140	0.107	0.162	1.310	0.193
College support	0.175	0.115	0.154	1.526	0.130

H2 : Placement cell activities variables are significantly influencing the satisfaction of the engineering college students.

To verify the above stated hypothesis multiple linear regression has been applied. The result is displayed in the table – 2. Here placement cell activities have been treated as independent variable and satisfaction is taken as a dependent variable. As with multiple regression, it looks to the p-value of the F-test, to see, if the overall models is significant. With p-value of zero to three decimal places, the model is statistically significant. ($F = 1.366$; $p < 0.001$). The adjusted R^2 is 0.015, meaning that 1.5 percentage of the variability of satisfaction is accounted by the independent variable in the model.

In this case, the adjusted R^2 indicates that about 1.5 percentage of the variability of satisfaction is accounted by the model, even after taking into account 4 predictor variables in the model. The coefficients for each of the variables indicate the amount of change, one could except in satisfaction given a one-unit change in the value of that variable, given that all other variables in the model are held constant.

To compare the strength of coefficient of predictor variables refer to the column of beta coefficients, also known as standardized regression co-efficients. The beta coefficients are used to compare the relative strength of the various predictors within the model. Because, the beta coefficients are all

measured in standard deviations, instead of the units of the variables, they can be compared to one another.

In other words, the beta coeffficients are the coefficients when the outcome and predictor variables were all transformed to standard scores, also called z-scores, before running the regression. In this regression, quality of instructor has the largest beta coefficients (0.190) followed by placement cell arrangements (0.162), college support (0.154) and course design (-0.015). For one standard deviation increase in satisfaction there is (0.190) standard deviation in quality of instructor. In turn for one unit decrease in satisfaction there is (-0.015) standard deviation decrease in course design with the other variables in the model held constant.

In interpreting this output, it should be remembered that the difference between the regular coefficients and the standard coefficients is the units of measurement. From the result, quality of instructor, placement cell arrangements and college support are significantly and positively influencing the satisfaction of the engineering college students. Course design is negatively and significantly influencing the students satisfaction.

Table – 3 : Students opinion about placement cell activities

Placement Cell Activities	Mean	Std. Deviation
Quality of Instructor	3.2629	0.584
Course Design	3.4933	0.532
Placement cell arrangements	3.4067	0.611
College Support	3.6000	0.461

H_1 : Students opinion towards placement cell activities.

The result is displayed in the table – 3. The total mean score of college support is 3.6000 and the standard deviation value is 0.461. The total mean score of course design is 3.4933 and the standard deviation value is 0.532. The total mean score of placement cell arrangements is 3.4067 and the standard deviation value is 0.611. The total mean score of quality of instructor is 3.2629 and the standard deviation value is 0.584. From the mean values, it is inferred opinion found that the placement cell activities of quality of instructor, placement cell arrangements, college support and course design is varied among the engineering students. The engineering students have perceived college support at high level and the quality of instructor is at low level.

Findings and Recommendations

- It is revealed that college support have high relation with satisfaction. However, placement cell activities of course design is having the least level of relationship with satisfaction. The students have to be made clear of the learning objectives as they are the foundation of the course design. They students have to be well defined of the competencies they need to develop.
- It should be remembered that the difference between the regular coefficients and the standard coefficients is the units of measurement. From the result, quality of instructor, placement cell arrangements and college support are significantly and positively influencing the satisfaction of the engineering college students. Course design is negatively and significantly influencing the students satisfaction. Assessments should include what the students want to know and do and make sure that it is not just for their memory. This will enhance the quality of course design.
- It is inferred opinion found that the placement cell activities of quality of instructor, placement cell arrangements, college support and course design is varied among the engineering students. The engineering students have perceived college support at high level and the quality of instructor is at low level. The basic aims of the college support have to set up as services for students with enhanced technologies so that they will get a good experience to get a job from their college.

Conclusion

This research paper analyse the students perception towards placement cell activities and quality of instructors in their college. Placement cell activities purchase course design, placement cell arrangement, college support and trainer quality have been influenced the students satisfaction towards their course of action. It source that placement cell arrangements is an integral part of any institution. The placement identified the talented and qualified students before their finish the education. The training and placement cell make the students industry friendly and train them to be ready for the industry. Todays world industries have come along with several social responsibilities for which they wish to give their best in academics as well as future of nation.

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