



THE ASSAM

ROYAL GLOBAL UNIVERSITY

RCCR INCENTIVE SCHEME FOR FACULTY & STAFF MEMBERS

INTRODUCTION:

The placement of final year students of an academic institution plays a vital role for the future of the students and progress of the University. The main objective of any University Placement Cell is to bridge the gap between the industry and academia and thus train and support the students to hone their skills and showcase their abilities in the best possible way for the corporate sector. However, the onus of providing placement opportunities rests not only on the placement office but on every member of the University. It should be the common objective of each and every member of the University to support the placement team with corporate contacts for better placement prospect for the students. In this regard, RGU has proposed a policy 'RCCR Incentive Scheme for its faculty & staff members'.

This scheme is proposed to reward those faculty/staff members, who will introduce companies for recruitment drives for RGU final year students, from their personal contacts.

A. **Steps for sharing contacts** - The steps to be followed are as follows -

- 1) All are advised to share their industry/corporate contacts with Royal Centre for Corporate Relations - RCCR (the training & placement team of RGU) team, prior to approaching them, to ensure that RCCR team is already not in active touch with that company for placements and to ensure that the referred company is relevant for placement of our students.
- 2) The faculty/staff member has to follow-up with the referred company directly and can take support from RCCR team as and when required, and convert the same into a recruitment drive for RGU students.

B. **DETAILS OF INCENTIVES:**

Category of recruiters*	Financial Incentive
1. Fortune 500 companies	Rs. 10,000/- per recruitment process
2. Reputed National-level MNCs	Rs. 4,000/- per recruitment process Plus Rs. 3,000/- on successful placement of minimum 1 student and acceptance by the student
3. Local organizations	Rs. 5,000/- per recruitment process when minimum 1 student is placed and have accepted the offer

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* If the number of students placed are more than 10 in any organization introduced by the faculty/ staff, during first placement drive, then the University Authorities may further incentivize the concerned faculty/staff, on case to case basis.

C. Eligibility/ General Terms & Conditions:

- a) Incentive will be awarded only upon successful completion of the assignment undertaken.
- b) Incentive will be awarded only for new contacts and only once for that company. In future, if the same companies will come for placement drives, then no incentives shall be awarded.
- c) RCCR team is already in contact with many companies who have been conducting drives for our students. In case, the shared contact is already listed with RCCR team, then the same will not be considered for the incentive.
- d) Each department should have a placement cell comprising of a faculty placement coordinator and student representatives. The departmental placement team may coordinate with companies for conducting recruitment processes. Under such condition, the incentive amount may be shared by the team on successful selection of students through the recruitment process. The HOD of the respective department along with the faculty placement coordinator is authorized to take a decision in this regard. The RCCR team should be kept informed in advance regarding the companies to be approached to avoid any repetition of contacts.

This policy will be effective from1st Sept 2021.....

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Approved by - Hon'ble Vice-Chancellor and Hon'ble Chancellor

Pahi B.

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6/9/21

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28/11/23

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