

# Impact of Pre- Placement Training on Placement Process

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## ABSTRACT

Pre-placement training has recently emerged as an integral way to equip the students for a challenging job market. This study analyses the effect of institutions on pre-placement training on the placement process and aims to assess whether these programs are affecting students' aspirations, employability and their performance during recruitment drives. With the advancement of industries and the evolving skill set expectations of employers, pre-placement training programs have become an integral part of college education to prepare students with the right skill set to help them get the job they seek. Resume building, soft skills development, industry knowledge, mock test and interview, domain specific training interview preparation, communication skills, technical assessments and aptitude tests are some pre-placement training skills. Pre-placement training plays a critical role in preparing students for the competitive job market by equipping them with necessary skills, boosting confidence, and enhancing their employability. It reduces the gap between academic learning and real-world job expectations, ultimately helping students transition smoothly into their professional careers. Pre-placement training helps students improve their communication, problem-solving, and teamwork abilities—skills that are highly valued in any professional setting by focusing on resume building, interview techniques, and personal branding, these programs ensure that students are able to present themselves effectively to potential employers. Ultimately, pre-placement training reduces job search stress, accelerates career transitions, and increases students' chances of securing desirable job offers, while also providing them with valuable networking opportunities. Feedback collected from students and recruiters tell that, those candidates who take all-rounder pre-placement training have shown to be more confident, better with analytical skills, exceptional communication and consequently have a better chance.

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## INTRODUCTION

Training is the process of preparing student to become confident and to crack personal interview and increase the knowledge and skills of a student for doing a particular job. It is important for college to provide pre-placement training to students so that they can enhance their skills and knowledge for a specific task

In pre placement training, a student is given the opportunity to polish their abilities and skills so as to meet the expectations of the companies. It involves activities like working on communication skills, networking, and social skills, knowledge about technical skills, it also provides training for personality development enhances and polishes the skills, thinking abilities and mindset of students.

### Objective of Training

Objective of this training area are as follows:

- To improve the abilities of a students.
- To impart required skills knowledge and methods necessary for performing one's duties.

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- To improve the aptitudes and attitudes of students.
- To improves the understanding of one's jobs well.
- To minimize the waste of time and utilize the resources.
- To educate and train the students of latest technologies, techniques and working skills.

### Methods of Training

Training is required for several purposes there are several methods for trainings

- On-the-job training [OJT]
- Off-job training

## On the Job Training

On-the-job training (OJT) refers to the process where employees learn and develop new skills and knowledge while performing their actual work tasks. This type of training usually occurs at the workplace and often involves hands-on experience with direct supervision or mentorship. It's a practical way to acquire skills that are specific to the job and company culture.

This training is considered to be most effective and the oldest method of training the operating personal. The trainee explains the method of handling tools, operating machines etc. They learn the job requirements from observing and working with an experienced co-worker and supervisor. On the job training provides variety of opportunities for acquiring personal skills. The different types of on-the-job training offered by colleges are:

### Summerinternship

summer internships offered by colleges can vary widely, but they typically include chance for students to gain practical experience in their field of study or explore new industries. These internships can be:

#### *Research internships*

Especially common in fields like science, engineering, and social sciences, where students assist professors or research teams with ongoing projects.

#### *Corporate internships*

Many companies partner with colleges to offer internships in business, marketing, finance, IT, and more. Students can gain hands-on experience and make connections in their future career field.

#### *Non-profit internships*

Students interested in social causes or community service can intern with non-profits to help with program management, fundraising, outreach, or recommend.

#### *Government internships*

These internships offer students the chance to work in public service, help with policy research, program execution, or managerial tasks.

#### *Creative industry internships*

Fields like journalism, design, film, or fashion often have internship opportunities where students can assist with content creation, design work, or production.

#### *Industrial visits*

An internship is a temporary position that students or recent graduates take on to gain practical, practical

experience in a specific field of interest. Internships can be paid or unpaid and typically last for a few weeks to several months. The purpose is for students to apply the knowledge they've gained in their studies to factual and to build skills that will help them in their careers. Internships are also a great chance for students to network, learn from professionals, and even secure a job offer after the internship ends if they perform well. Internships can be done in various industries like business, technology, healthcare, engineering, media, and many more.

## Apprenticeship

### *Skilled trades*

These are common in technical fields such as carpentry, plumbing, electrical work, or manufacturing. Apprenticeships combine learning with hands-on work under the guidance of experienced professionals.

### *Creative trades*

Fields like graphic design, photography, or media production may offer apprenticeships where students learn by working with industry professionals.

## Work-Study Programs

### *On-campus work-study*

Many colleges offer work-study programs where students can work on campus (e.g., in the library, student center, or as lab assistants) while earning money to help fund their education.

### *Part-time work*

In some cases, colleges partner with local businesses to provide part-time work opportunities for students to help them develop job-specific skills.

## Entrepreneurship Training

### *Startup accelerator*

Some colleges offer on-the-job training in startup incubators or entrepreneurship programs where students can work with startups or launch their own businesses under assistance.

### *Business consulting projects*

Students in business programs may participate in projects where they act as consultants for real companies, providing solutions to business challenges.

## Off Job Training

Off-the-job training refers to any type of training that occurs outside the actual work environment. It typically



takes place in a controlled setting, such as a classroom, training facility, seminar, workshop, or through online programs. This form of training is designed to equip employees or students with knowledge, skills, or ability without the need for hands-on experience at their workplace.

Unlike on-the-job training, which focuses on learning through practical experience and direct application of skills, off-the-job training provides opportunities for more structured learning, often through conceptual lessons or simulations. Off-the-job training is particularly useful for providing foundational knowledge, improving specific skills, or learning complex concepts that cannot be easily taught in the work environment.

### Types of Off-the-Job Training

#### *Classroom training*

Traditional classroom-based training, where participants learn through lectures, presentations, and discussions led by instructors or experts in the field this is the most commonly used method.

#### *Workshops and seminars*

These are interactive training sessions that allows participants to gain insight into specific topics, often in hands-on activities or group discussion. Workshops can be short-term, whereas seminars may be more long-term and focus on wider industry trends or new technologies.

#### *E-Learning and online courses*

Many organizations or educational institutions offer online training methods, courses, or certifications that employees or students can complete remotely, often at their own pace.

#### *Simulations and role-playing*

These training methods involve creating real-world scenarios in a safe environment where participants can practice skills or decision-making without the risks associated with real-life situations. For example, flight simulators for pilots or crisis management role-playing for managers.

#### *Case studies*

Participants review and analyze real or theoretical case studies to understand difficult scenarios and develop problem-solving abilities. This approach is common in business and management training.

#### *Group discussions and team exercises*

In most off-the-job training programs, individuals are encouraged to discuss problems, solutions on brain drain, or complete tasks representing workplace situations in groups. This helps develop teamwork, communication, and leadership skills.

#### *Conferences and industry events*

Attending conferences, webinars, or industry-specific events exposes participants to the latest trends, innovations, and best practices in their field. These events can offer valuable networking opportunities as well.

### Advantages Of Pre-Placements Training

Advantages of pre placements training are

- Improved Employability.
- Boosts Confidence.
- Increased Chances of Getting Hired.
- Exposure to Real-World Scenarios.
- Time Management and Work Ethic.
- Customized Training for Different Fields.
- Helps Build Professional Relationships.
- Reduced Post-Graduation Stress.
- Improved Resume and LinkedIn Profile.
- Teamwork and Leadership Development.

### Literature Review

This study shows a positive relationship between pre-placement training and job placement success, as candidates who undergo such programs are often better prepared to meet employer expectations. Pré-placement training refers to the preliminary activities designed for students or job seekers before they enter the workforce. These programs aim to enhance technical skills, soft skills, and industry-specific knowledge, aligning them with employer expectations. This training activity Programs can also reduce training costs so as to train candidates tend to adjust more quickly and stay longer in the positions. Employers benefit from pre-placement training because it can reduce training time and costs once employees are hired. The programs also lead to better candidate-job fit and higher job satisfaction, which enhances productivity. By arranging research on pre-placement training, we can see that how it benefits the student's improvement, offering insights for educational institutions, training providers, and employers on how to make these programs more effective. Pré-placement training focuses on understanding how preliminary training



programs influence the willingness, employability, and performance of candidates entering the workforce.

### Areas Where We Are Lacking Behind

Areas where we are lacking behind in pre placements trainings are:

#### *One-size-fits-all approach*

Some argue that generic training programs may not suit every candidate's unique needs.

#### *Resource intensity*

High-quality pre-placement training requires significant financial investment and resources, which can be a barrier for some institutions or companies.

#### *Lack of post-placement*

No guidance or lack of idea after placements causes problems to students.

#### *Follow-Up*

A key limitation noted in this research is that follow-up support after placement is often overlooked, potentially impacting long-term job retention and career progression.

## RESEARCH METHODOLOGY

This research aims to take a mixed-method approach primary data as well as secondary data are used for this research study. We have done survey on college students. This research is done to find that how impactful pre placements training are for students in getting placement. A self-structured questionnaire was designed it comprises multiple choice questions. Online (google form) methods are used to collect the responses. Students from different departments has filled this survey, and we have also taken help of book for this research. This research has provided has valuable insight that how effective and helpful this training method are for students for placement.

### Research Findings

Survey has been done on college students to analysis and determines the reliability of the questionnaires and the result obtained. Questionnaire is prepared and issued to assess the effectiveness of pre-placement training on students' performance.

The research has shown positive aspect of pre placement training provided by college to the students. In this research we have got idea that how useful and effective pre placements training is for college students so as get placed in companies. By this research we have

got an idea that how students are positively responding for this research.

In this research almost 119 students have participated.

- 48 percent respondents are from post-graduation and 45 are from graduations.
- 95 percent respondent agreed that their college have placement cell.
- 93 percent respondent said that college organizes job fair.
- 92.4 percent students said that college provided communication enhancement.
- 95 percent said that college provided personality development classes.
- 66 percent said that college provided technical training.
- In which 60 percent told that college provide regular industrial visits.
- 78 percent told that mock interview training is provided.
- 75 percent agreed that college provide practical knowledge.
- 70 percent student did internship in which almost 68 percent prefer offline mode.
- 72 percent agreed that this pre placement training have built the confidence in students.
- 119 students agreed that they have also developed the skills like effective communication, leadership skills, presentation skills, problem solving and team building.
- 82 percent respondents told that after pre placement training they are confident enough to face interview.
- 90 percent respondents agreed that pre-placement training is important for placement process.
- 3.59 is maximum rating provided by the respondents for pre-placement training program offer by the college.

### Major Findings

- Pre-placement training program are well rounded approach that is combined with interview and soft skills training with job specific skills sets.
- Pre placement training focus on developing important skills such as leadership, soft skills, communication skills, decision making, time management and problem-solving skills.
- Pre placement training not only provides skills but also bring confidence in students for cracking job interviews.
- Pre placements training helps students to secure a job in college placements drive.



## RECOMMENDATIONS

To improve pre-placement training, there must be an increase in bridging the gap between academic learning and expectations in the corporate sector. This must be achieved first by placing much emphasis on technical skills that are highly relevant to industries and corporate sectors; ensuring students can use the various tools, languages, and software used in a workplace. This should also extend to soft skills like communication, teamwork, and leadership. Students will have to practice, in more numbers of mock interviews and real-life situations, both behavioral as well as technical responses, so that they realize in what way their employers expect them to respond. Resumes can be made more professional by resume building and personal branding practices, teaching them how to write a personalized resume and make their online profiles stronger, especially on LinkedIn. Industry connections can also be built by exposing students to industry professionals through guest lectures, networking events, or alumni interactions. In addition, workshops on time management and stress management will prepare students to handle the pressure of job hunting while balancing their academics. Finally, real-time job readiness should be emphasized through live projects or internships, helping students gain practical experience and a deeper understanding of workplace dynamics.

Collecting feedback from students and incorporating their suggestions can further refine the training process to ensure its continued relevance and effectiveness.

## CONCLUSION

In conclusion, proper pre-placement training is crucial to make the student a complete job-ready candidate. This helps them gain both technical and relevant soft skills. It creates a link between academic and professional life. With an emphasis on applying to real-life scenarios through mock interviews, resume building, and exposure to industry projects and hands-on activities, the student will emerge confident and competent to compete effectively in job markets. Pre-placement training helps to build self-esteem in the students and helps them to get an idea how to work and act in work place. It focuses on interview skills which helps students to crack interviews. Ultimately pre-placement training boosts the employability of students and makes them job-ready, by focusing on all the key points required for cracking the interview.

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