"Recruitment Trends And Influential Recruiters For Engineering Graduates"

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Abstract: This case study examines the recruitment patterns of Civil Engineering graduates at an educational institution over a decade, from 2013 to 2024. By analyzing data on student selections by various companies, we identify key recruitment trends and highlight the most influential recruiters. The study reveals that Core Project Engineers and Consultant Pvt Ltd, Amravati, is the most significant recruiter, with a dramatic increase in selections, particularly in the 2023-2024 academic year. Other notable companies include Genesys International and APAHA Trainers & Consultants Pvt., which also show significant but less consistent recruitment activity. The study provides strategic recommendations for students to align their skills with market demands and for the institution to strengthen partnerships and optimize placement strategies. This analysis aims to enhance placement outcomes by providing insights into the evolving landscape of recruitment for Civil Engineering graduates.

Keywords: Recruitment, Placement trends, Influential recruiters, Core Project Engineers, Genesys International, Trainers & Consultants

I. INTRODUCTION

To Recruitment patterns play a critical role in understanding the demand for graduates from specific academic disciplines and the effectiveness of an institution's engagement with industry players. In the context of higher education, particularly in specialized fields like Civil Engineering, analyzing these patterns can provide valuable insights for both students and educational institutions. This case study focuses on the recruitment activities targeting Civil Engineering graduates at a particular institution over a decade, from 2013 to 2024.

The primary objective of this study is to identify key trends in recruitment, highlight the most influential recruiters, and provide strategic recommendations to enhance placement outcomes. By examining the

number of students selected by various companies over the years, we aim to understand the evolving landscape of employment opportunities for Civil Engineering graduates.

Understanding recruitment trends helps students align their skills and experiences with market demands, improving their employability. For the institution, these insights are crucial for strengthening industry partnerships, tailoring educational programs, and optimizing placement strategies. This comprehensive analysis serves as a roadmap for both students and the institution to navigate the dynamic job market effectively.

In this study, we leverage data visualization tools like Power BI Desktop to present a clear and detailed picture of recruitment activities. The findings reveal significant recruitment efforts by certain companies, such as Core Project Engineers and Consultant Pvt Ltd, Amravati, and provide an understanding of the varying levels of engagement from other firms.

The insights derived from this analysis are expected to benefit not only the current students and faculty but also future cohorts by providing a historical perspective on recruitment trends. This historical context is essential for making informed decisions about career planning and institutional strategies, ultimately leading to improved placement outcomes and stronger industry relationships.

II. Results and Discussion

1. Summary of Selected Students by Company and Branch

The data from the provided document offers a comprehensive overview of student selections by various companies visiting the Civil Engineering branch. The standout company is Core Project Engineers and Consultant Pvt Ltd, Amravati, which has selected 79 students, marking it as the top recruiter and indicating a strong partnership with the institution. Genesys International follows with 20 selections, showcasing a significant interest in the institution's students. APAHA Trainers & Consultants Pvt. and Excelize Arch Services Pvt Ltd both selected 13 students, reflecting their ongoing engagement and recruitment activities.

Sum of Selected Students Count by Name of Company Visited and Branch
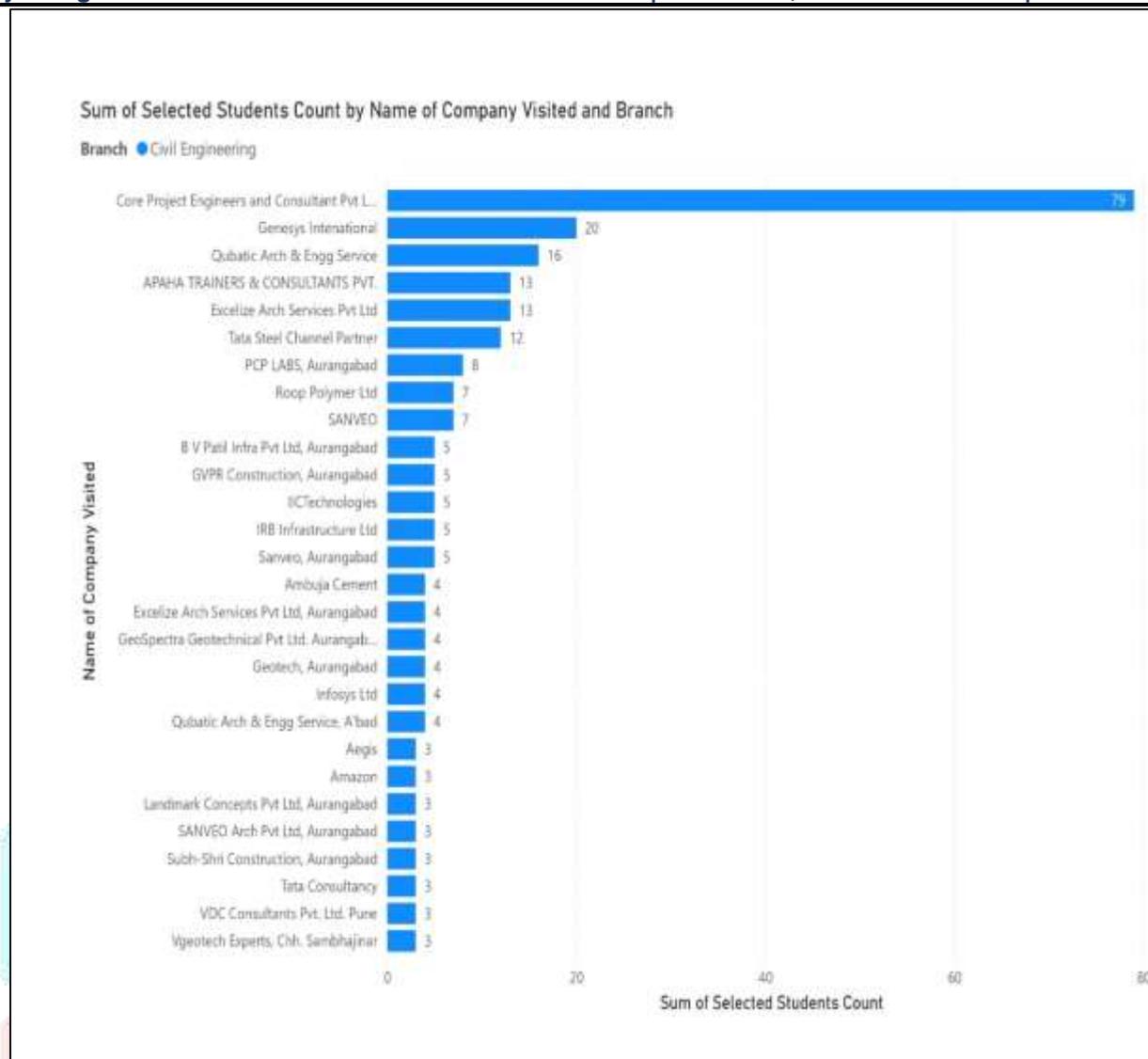
Moderate recruitment activity is seen from Tata Steel Channel Partner, with 12 selections, and PCP Labs, Aurangabad, with 8 selections. Roop Polymer Ltd has also shown a steady interest, selecting 7 students. Several companies, including Ambuja Cement, IRB Infrastructure Ltd, and Infosys Ltd, have fewer selections, ranging from 3 to 5 students, but their continued presence indicates diverse opportunities available for students.

This data highlights the key recruiters and their selection patterns. Core Project Engineers and Consultant Pvt Ltd, Amravati's significant increase in selections, especially in recent years, suggests a strong demand for students from this institution. Genesys International and APAHA Trainers & Consultants Pvt. also exhibit solid recruitment activity, while Excelize Arch Services Pvt Ltd demonstrates consistent engagement.

For students, focusing on skills relevant to top recruiters like Core Project Engineers and Consultant Pvt Ltd and Genesys International would be beneficial. Engaging with companies that frequently visit but select fewer students could also improve their chances of selection by understanding and meeting those companies' criteria.

For the institution, strengthening partnerships with high-recruitment companies and analyzing recruitment trends could enhance placement outcomes. Using historical data to prepare students for industry demands will ensure better alignment with recruitment patterns and improve their employability. This strategic approach will help both students and the institution achieve better placement results.

2. **Companies visited per year**

Name of Company Visited	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Aegis					3						
Agile Tech Aurangabad										1	
Amazon		2	1								
Ambuja Cement						4					
APAHA TRAINERS & CONSULTANTS PVT					13						
ASF OL Media Pvt. Ltd, Pune								2			
B V Patil Infra Pvt Ltd, Aurangabad									5		
Bluescian Technologies Pvt. Ltd, Pune							1				
BSUL's						1					
BSUL, Pune							1				
CADD Center Pune									1		
Capgemini								1			
Conetra Private Limited, Pune									1		
Core Project Engineers and Consultant Pvt Ltd, Amravati										4	75
Coursa First Ltd											2
Dakota Processing/Project Service, Panvel										2	
Devgiri Institute of Engineering and Management Studies, Aurangabad										1	
Earnings Scripts Pvt Ltd, Aurangabad										1	
ENTELEDGE PVT LTD											1
Excelize Arch Services Pvt Ltd			1	12							
Excelize Arch Services Pvt Ltd, Aurangabad										4	
Genesys International						20					
GeoSpectra Geotechnical Pvt Ltd, Aurangabad										4	
GeoSpectra Geotechnical Pvt. Ltd. Aurangabad											2
Geotech, Aurangabad										4	
graffic infrastucture pvt ltd, Aurangabad										1	
Gupta Construction, Aurangabad							1				
GVPR Construction, Aurangabad										5	
KCTechnologies						1					
Infosys									1		
Infosys Ltd							2	2			
Investisure Consultancy Private Limited, Noida										1	
IRB Infrastructure Ltd											
Total	1	8	11	21	26	30	9	14	8	58	105

The data presented shows the number of students selected by various companies over the years from the Civil Engineering branch at an institution. The table lists the companies, the years they visited, and the number of students they selected each year, spanning from 2013 to 2024.

Key Observations:

➢ **Core Project Engineers and Consultant Pvt Ltd, Amravati** stands out significantly with a large number of selections, especially in recent years. They selected 75 students in 2023-2024 and had a notable selection count of 4 students in 2022-2023, indicating a strong recruiting trend and partnership with the institution.

➢ **Genesys International** selected 20 students in 2019-2020, showing a significant recruitment effort in that particular year.

➢ **APAHA Trainers & Consultants Pvt.** selected 13 students in 2018-2019, highlighting another peak year for student selections.

➢ **Excelize Arch Services Pvt Ltd** had substantial recruitment activities in multiple years, with 12 students selected in 2015-2016 and smaller but consistent selections in other years.

➢ **Amazon** had a presence across several years, with selections in 2014-2015 and 2015-2016, indicating ongoing interest but with lower selection counts.

➢ Companies like **Ambuja Cement, GVPR Construction, Infosys Ltd**, and **IRB Infrastructure Ltd** show regular but smaller-scale recruitment activities, indicating diverse but steady interest from these firms.

Analysis:

➢ The data reveals that certain companies have established strong recruitment pipelines with the institution, notably Core Project Engineers and Consultant Pvt Ltd, Amravati, which has significantly increased its recruitment numbers in the recent year. This suggests a high demand for graduates from this branch, possibly due to the company's expansion or satisfaction with past hires.

➢ Other companies like Genesys International and APAHA Trainers & Consultants Pvt. also show significant but less consistent recruitment patterns, indicating that while they value the institution's graduates, their hiring needs may fluctuate more year-to-year.

➢ On the other hand, consistent but smaller numbers from companies like Excelize Arch Services Pvt Ltd and Amazon suggest steady but limited hiring needs, reflecting either niche roles or selective hiring practices.

➢ For students, this data indicates that aligning their skills and experiences with the requirements of these top recruiting companies could enhance their employment prospects. For the institution, focusing on strengthening relationships with these key recruiters and understanding their evolving needs can help tailor educational programs to better meet industry demands.

➢ Overall, the data highlights both the consistency and variability in recruitment trends, providing valuable insights for strategic planning in student placements and institutional partnerships.

3. Most Frequently Visited Companies

Top Companies by Visit Frequency:

➢ Qubatic Arch & Engg Service, SANVEO, and Sanveo, Aurangabad: Top the list with multiple visits.

➢ Amazon and Core Project Engineers and Consultant Pvt Ltd, Amravati: Frequent visitors but not necessarily high in student selection count.

Other Notable Frequent Visitors:

➢ Excelize Arch Services Pvt Ltd, Infosys Ltd, PC
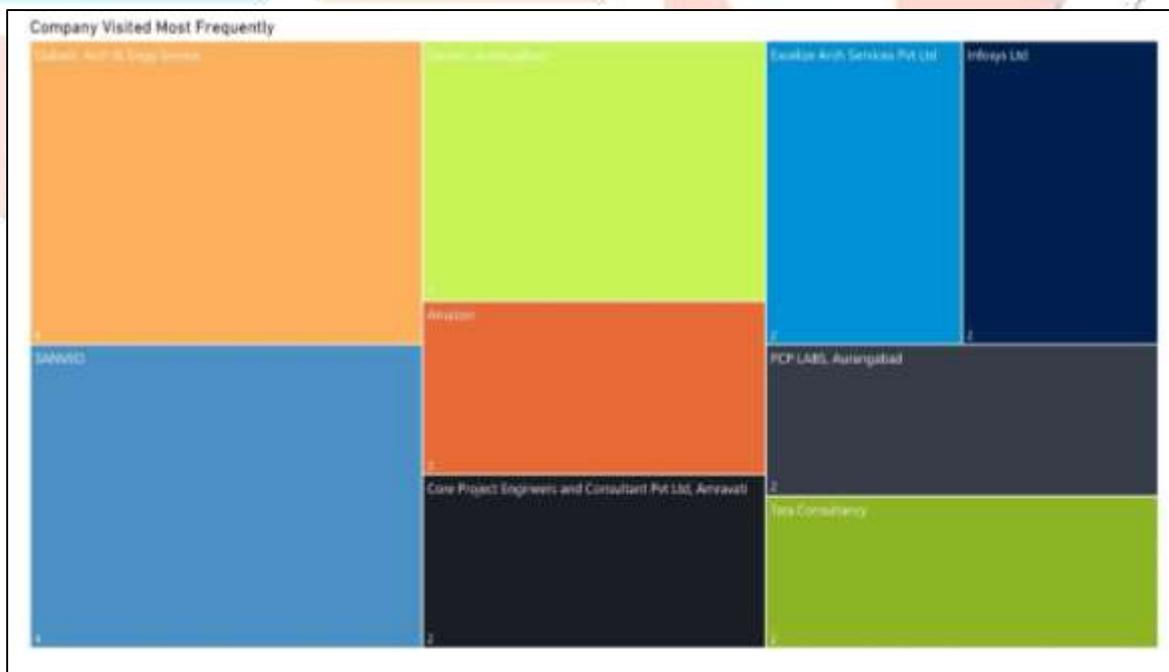
III. Overall Analysis

➢ **Core Project Engineers and Consultant Pvt Ltd, Amravati** stands out significantly in terms of student selections, particularly in the recent years (2022-2023). This could indicate a strong recruiting partnership with the Civil Engineering branch.

➢ **Genesys International and APAHA Trainers & Consultants Pvt.** also show strong recruiting activity, suggesting a preference for students from this institution.

➢ The presence of companies like **Amazon and Infosys Ltd** reflects the diversity in the types of companies interested in recruiting Civil Engineering students.

➢ **Frequent visits by companies like SANVEO and Qubatic Arch & Engg Service** suggest strong ongoing relationships with the institution, though their selection counts are not as high as the top recruiting companies.

IV. Recommendations for Students and Institution

For Students:

➢ Focus on building skills and gaining experience relevant to top recruiters like **Core Project Engineers and Consultant Pvt Ltd** and **Genesys International**.

➢ Engage with companies that frequently visit but have lower selection counts to understand their selection criteria and improve the chances of getting selected.

For Institution:

➢ Strengthen partnerships with high recruiting companies and explore opportunities to increase selections from companies with frequent visits but lower selection counts.

➢ Use data from past years to identify trends and prepare students accordingly, enhancing their employability in high-demand areas.

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