



**MEMORANDUM OF UNDERSTANDING FOR STUDENTS PLACEMENT**

**BETWEEN**

**Bundelkhand University, Jhansi, UP**

**AND**

**GDP CHURN (P) LTD, LUCKNOW, UP**



The MEMORANDUM OF UNDERSTANDING (hereinafter referred to as MOU) is made between **The Bundelkhand University Jhansi**, a State university, established by Govt. of Uttar Pradesh vide Act No. UP Act No. 10 of 1973 and recognized by University Grant Commission based in Jhansi, Uttar Pradesh, India, (hereinafter called First Party) has professional, technical and vocational study programmes along with facilities for research and **GDP CHURN (P) LTD**, a company registered under the Companies Act ,**Ministry of Corporate Affairs, Govt of India** will be the Second Party on the OTHER PART (who for the purpose of this MOU) are hereinafter individually referred to as PARTIES.



## OBJECTIVES OF THE AGREEMENT

The primary objectives of this Memorandum of Understanding (MOU) are as follows:

- 1. Facilitate Student Employability:** This MOU aims to enhance the employability of Bundelkhand University students by providing them with access to a wide range of quality employment opportunities within the Employer's organization.
- 2. Strengthen Industry-Academia Collaboration:** Both parties are committed to fostering a strong and mutually beneficial partnership, promoting cooperation and collaboration between the University and the Employer. This collaboration seeks to bridge the gap between academic knowledge and industry demands.
- 3. Provide Practical Experience:** Through this agreement, students will have the opportunity to gain practical experience and exposure to real-world work environments, contributing to the development of their skills, knowledge, and competencies.
- 4. Enhance Career Development:** The MOU aims to assist students in making informed career choices and advancing their professional growth by offering them a diverse range of career paths within the Employer's organization.
- 5. Promote Skill Development:** By collaborating, both parties seek to encourage the development of essential employability skills, including but not limited to communication, problem-solving, teamwork, and leadership, among University students.
- 6. Support Talent Acquisition:** The Employer aims to identify and recruit top talent from Bundelkhand University to meet its workforce needs efficiently and effectively.
- 7. Strengthen Recruitment Processes:** Collaboration in refining recruitment and selection processes ensures that these processes align with the skills and qualifications required by the Employer and the expectations of the University.
- 8. Foster Long-term Partnerships:** Building long-term partnerships is a shared goal, aiming to extend collaboration beyond the placement program. These



partnerships may include opportunities for internships, research collaborations, knowledge sharing, and other cooperative initiatives.

- 9. Promote Diversity and Inclusion:** Both parties commit to encouraging diversity and inclusion in the workplace by considering a diverse pool of students for employment opportunities. This commitment applies regardless of factors such as gender, background, or other characteristics.
- 10. Monitor and Evaluate Success:** Continuously monitoring and assessing the success of the placement program is crucial. This allows for the identification of areas for improvement and optimization, ensuring that the objectives of the MOU are met effectively.
- 11. Maintain Confidentiality:** The parties recognize the importance of safeguarding candidate information and sensitive data exchanged during the placement process, and both commit to maintaining confidentiality throughout the collaboration.

These objectives reflect the shared commitment of the University and the Employer to empower students with the skills and opportunities necessary to excel in their careers while benefiting the Employer's workforce development needs. These objectives shall guide the implementation of the placement program as outlined in this MOU.

## ARTICLE 1: SCOPE, GOALS AND FORMS OF COOPERATION

### 1.1 Scope of Cooperation

The scope of cooperation between "University" and "Employer" under this Memorandum of Understanding (MOU) shall encompass all activities related to the placement of University students within the Employer's organization. This includes but is not limited to the identification of suitable candidates, recruitment processes, and ongoing support for the successful integration of students into the workforce.



## 1.2 Goals Of Cooperation

The Parties shall collaborate to achieve the following goals:

**1.2.1 Effective Student Placement:** To facilitate the placement of University students in suitable positions within the Employer's organization, providing students with valuable career opportunities.

**1.2.2 Enhanced Employability:** To enhance the employability of University students by exposing them to real-world work experiences, fostering the development of relevant skills, and promoting career growth.

**1.2.3 Strengthened Industry-Academia Linkages:** To strengthen the linkages between the academic curriculum offered by the University and the practical requirements of the industry, thereby preparing students for the demands of the workforce.

**1.2.4 Diversity and Inclusion:** To promote diversity and inclusion in the workplace by considering a diverse pool of students for placement opportunities, ensuring equal access to employment regardless of personal characteristics.

**1.2.5 Long-term Collaboration:** To establish a foundation for long-term collaboration beyond the placement program, exploring additional areas of mutual interest such as internships, research projects, and knowledge sharing.



### 1.3 Forms of Cooperation

To achieve the aforementioned goals, the Parties agree to engage in various forms of cooperation, including but not limited to:

**1.3.1 Candidate Identification:** The University shall recommend eligible candidates to the Employer, providing candidate resumes and other relevant information.

**1.3.2 Recruitment and Selection:** The Employer shall review applications, conduct interviews and assessments, and make employment offers to selected candidates.

**1.3.3 Placement Support:** Both Parties shall work together to ensure the successful placement of students, including orientation programs, mentorship, and ongoing support as needed.

**1.3.4 Feedback and Evaluation:** The Parties shall engage in regular communication to assess the effectiveness of the placement program, identifying areas for improvement and optimization.

## ARTICLE 2: MANAGEMENT

### 2.1 Designated Contacts

**2.1.1** The University shall designate a representative, hereinafter referred to as the "University Contact," who will be responsible for managing and coordinating matters related to student placements, liaison with University departments, and serving as the primary point of contact for the Employer.



**2.1.2** The Employer shall designate a representative, hereinafter referred to as the "Employer Contact," who will be responsible for managing and coordinating all placement-related activities, communication with the University, and serving as the primary point of contact for the University.

## **2.2 Operational Details**

**2.2.1** The University Contact and the Employer Contact shall collaborate to work out the operational details of the placement process, including but not limited to:

- a) Timelines and schedules for candidate recommendations, interviews, and offers.
- b) Criteria and qualifications required for placement candidates.
- c) Orientation and onboarding procedures for placed students.
- d) Feedback mechanisms for continuous improvement.

**2.2.2** Both Parties shall ensure effective communication and cooperation throughout the placement program to achieve its objectives.

## **2.3 Advisory Committee**

**2.3.1** The Parties shall establish an Advisory Committee comprising representatives from both the University and the Employer. The Advisory Committee shall meet periodically to review and discuss the progress of the placement program, assess its effectiveness, and make recommendations for enhancements.

**2.3.2** Monitoring and reporting shall include tracking the number of students placed, feedback from placed students and their supervisors, and any challenges or opportunities encountered during the placement process.



## **2.4 Resolution of Issues**

**2.5.1** In the event of any issues, disputes, or concerns arising under this MOU, both Parties agree to engage in good faith negotiations to resolve such matters amicably.

**2.5.2** Should a dispute remain unresolved after negotiations, it shall be referred for resolution to “Selected Representatives”, who will work together to find a resolution in accordance with the principles of fairness and equity.

This Article delineates the management structure and procedures for the execution of the placement program, ensuring effective coordination, communication, and conflict resolution mechanisms between University and the Employer.

## **ARTICLE 3: EXCHANGE OF INFORMATION**

Both Parties agree to facilitate the exchange of necessary information, including but not limited to candidate profiles, placement progress reports, and feedback on student performance, to ensure transparency and effective coordination throughout the placement program. Timely sharing of relevant information shall contribute to the successful implementation of this Memorandum of Understanding.

## **ARTICLE 4: IMPLEMENTATION OF THE MEMORANDUM OF UNDERSTANDING**

**4.1** It is understood that the First party and Second party subscribe to the principle of equal opportunity and do not discriminate on the basis of state, race, sex, age, cast or religion. Both the institutions shall abide by these principles in the administration of this agreement and neither party shall impose criteria for exchange of scholars or students, which violate principles of non discrimination.

**4.2 Commitment to Placement:** Both Parties shall fulfill their respective commitments outlined in this MOU promptly and diligently to ensure the effective execution of the placement program.





**4.3 Student Placement Schedule:** A mutually agreed-upon schedule for student placement activities, including application submission, interviews, and placement offers, shall be established and adhered to by both Parties.

**4.4 Feedback Mechanism:** Regular feedback and evaluation mechanisms shall be established to assess the effectiveness of the placement program and make improvements as needed.

## **ARTICLE 5: TERMS AND CONDITIONS**

**5.1** This MOU shall become effective from the date it is signed by the parties and shall be valid for three years extendable up to five years. Both parties shall review the status of the MOU at the end of each three/five year period to determine any modification, whenever necessary. The period of validity of this MOU may be extended by mutual consent up to five years. This MOU may be amended by mutual written agreement and may be terminated at any time by either party upon written notification signed by the competent authority of the party initiating termination. Such notification must be given to the other party at least six months in advance from the effective date of termination.

**5.2** All joint activities not completed at the expiration or termination of the MOU may be continued until their completion under the terms of this MOU.

**5.3** No amendment or modification of the MOU shall be valid unless the same is made in writing by both the parties or their authorized representatives and specifically stating the same for amendment of the MOU. The modifications/changes shall become part of the MOU and shall be effective from the date on which they are made / executed unless otherwise agreed.

**5.4** Financial terms and conditions will be decided mutually as per needs of both parties. This MOU will be considered only for placement purposes only by both parties.



## ARTICLE 6: ARBITRATION

6.1 Any issues that are not addressed or stipulated in the MoU shall be discussed and resolved through negotiation in good faith and such resolution will be incorporated as written amendments to the MoU by mutual agreement between both Parties.


6.2 No disputes are foreseen in the implementation of the MoU. The two Parties, however, agree that if any dispute arises between them, efforts will be made to settle the same as amicably as possible. If the dispute still remains unsettled, it will be referred for resolution bilaterally to "Selected Representatives", who will work together to find a resolution in accordance with the principles of fairness and equity.


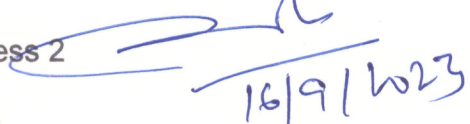
6.3 The decisions so arrived at shall be final and binding on the parties to this MoU.

This MOU has been executed in two originals, one of which has been retained by the First party and the other by the Second party)


IN WITNESS WHEREOF, the parties have executed this MOU and represent that they approve, accept and agree to terms contained herein.


### Name and Address of the First Party

  
16/09/23  
BUNDELKHAND UNIVERSITY,  
JHANSI (U.P.)  
Dated: बुन्देलखण्ड विश्वविद्यालय  
झाँसी।

Witness 1   
16/09/23  
Witness 2   
16/9/2023

### Name and Address of the Second Party

  
GDP CHURN (P) LTD, LUCKNOW, UP  
Dated: 16/9/2023

Witness 1   
Witness 2 