



KALASALINGAM

ACADEMY OF RESEARCH AND EDUCATION

(DEEMED TO BE UNIVERSITY)

Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade



THE - Impact Rankings 2026

SDG 8: Decent Work and Economic Growth

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Annual Report – 2023 to 2024

SDG 8: Decent Work and Economic Growth promotes sustained, inclusive, and sustainable economic development, productive employment, and safe, equitable working environments for all. It emphasizes the need for quality jobs, entrepreneurship, skill development, employee rights, and economic resilience that benefits individuals, institutions, and societies.

Kalasalingam Academy of Research and Education (KARE) is committed to advancing SDG 8 by fostering a supportive academic and work environment that promotes fair employment, skill enhancement, innovation, and long-term economic well-being. The university ensures that all staff receive fair wages, equal opportunities, and safe working conditions, aligning with living wage standards and national labour regulations. Transparent recruitment policies, non-discrimination practices, and a strong emphasis on employee welfare reinforce KARE's commitment to ethical employment.

KARE plays a critical role in enhancing the employability of its students by integrating skill development, internships, entrepreneurship training, and industry-linked programs into the curriculum. Through its Career Development Centre, students receive placement assistance, resume-building support, interview training, and exposure to national and international companies. Strong industry partnerships, MoUs, and internship collaborations ensure that students gain practical experience and secure meaningful employment opportunities.

The university actively supports entrepreneurship and innovation through incubation centres, startup accelerators, entrepreneurship clubs, and mentorship programs. Students are encouraged to develop business ideas, participate in hackathons, and access funding opportunities through government schemes and industry partnerships. These initiatives cultivate an entrepreneurial mindset and contribute to economic growth within the region.

KARE also promotes continuous professional development for faculty and staff, offering training programs, workshops, and opportunities for research grants and consultancy projects. These efforts enhance professional competency and contribute to academic and economic productivity.

Through ethical employment practices, student empowerment, entrepreneurship support, and strong



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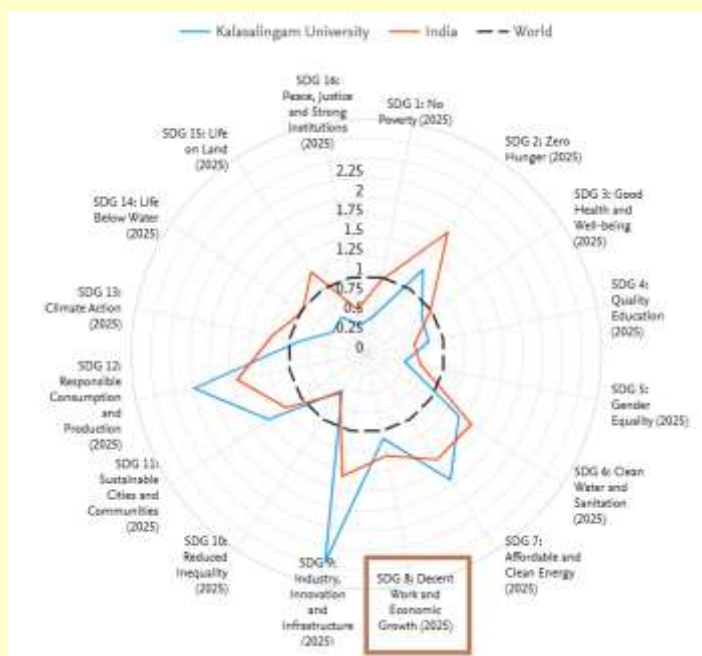
industry engagement, KARE demonstrates a firm commitment to SDG 8: Decent Work and Economic Growth, promoting inclusive development and economic sustainability for both the campus community and the wider region.

SDG 8: Research Metrics (SciVal)



Relative Activity

The Relative Activity Index is defined as the share of an Institution's Scholarly Output in a SDG relative to the worldwide share of Scholarly Output in that same SDG.





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Employment Practice – Living Wage

Policy available in University Website:

<https://www.kalasalingam.ac.in/wp-content/uploads/2025/11/SDG-Workforce-Employment-Practices-Welfare-Policy.pdf>

Minimum Wage fixed by Government of India

File No.1/16(1)/2022-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated 28/9/2022

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated 19th January, 2017 of the Ministry of Labour and Employment, the undersigned hereby revise the rates of Variable Dearness Allowance for the employees employed in **Agriculture** w.e.f. 01.10.2022 on the basis of the average Consumer Price Index for Industrial workers reaching 365.76 from 357.65 as on 30.06.2022 (Base 2016-100) and thereby resulting in an increase of 8.11 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2022:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	121	111	109
Semi-Skilled/Unskilled Supervisory	131	121	112
Skilled/Clerical	144	131	121
Highly Skilled	158	147	131

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2022 to the employees working in Agriculture shall be as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	333+121=454	303+111=414	300+109=409
Semi-Skilled/Unskilled Supervisory	364+131=495	335+121=456	307+112=419
Skilled/Clerical	395+144=539	364+131=495	334+121=455
Highly Skilled	438+158=596	407+147=554	364+131=495

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Remis Tiru
(Remis Tiru)
Chief Labour Commissioner(C)



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Employment Practice Unions

Kalasalingam Academy of Research and Education (KARE) upholds fair labour practices and ensures that all staff members have the right to freedom of association, collective representation, and participation in employee welfare mechanisms. The institution recognizes the importance of employee voices in promoting a healthy, transparent, and collaborative workplace environment.

KARE respects employees' rights as outlined under Indian labour laws—including the Industrial Disputes Act, Trade Unions Act, and other relevant regulations—which guarantee the freedom to form, join, or participate in unions or staff associations without discrimination or retaliation.

Policies available in KARE Website:

Policy of Non-Discrimination for Transgender

<https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.2.Non-discrimination-policies-for-transgender.pdf>

Policy of Non-Discrimination

<https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.1-POILCY-NON-DISCRIMINAITON.pdf>

Policy to protect those report discriminations

<https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/5.6.8-Protecting-those-reporting-discrimination.pdf>

Students Grievances Redressal Cell

<https://www.kalasalingam.ac.in/students-grievances-redressal/>

Internal Complaints Committee

<https://www.kalasalingam.ac.in/internal-complaints-committee/>

Anti-Ragging Committee

<https://www.kalasalingam.ac.in/anti-ragging-committee/>

Women Empowerment Cell

<https://www.kalasalingam.ac.in/women-empowerment-cell/>

Policy on Gender Equity and Sensitization

<https://kalasalingam.ac.in/wp-content/uploads/docs/Gender%20Equality.pdf>

Workforce Employment Practice and Welfare Policy

<https://www.kalasalingam.ac.in/wp-content/uploads/2025/11/SDG-Workforce-Employment-Practices-Welfare-Policy.pdf>

Policy Document to Ensure Barrier-Free Environment for Persons with Disability

https://kalasalingam.ac.in/wp-content/uploads/docs/Policy_on_Disabled_Friendly_Barrier_Free_Environment.pdf

Transportation Policy

<https://www.kalasalingam.ac.in/wp-content/uploads/2021/11/Transportation-Policy.pdf>

Teaching Learning Policy

<https://www.kalasalingam.ac.in/wp-content/uploads/docs/Teaching-Learning%20Policy-Version%202-2018.pdf>

Policy on Sustainable Environment

https://kalasalingam.ac.in/wp-content/uploads/docs/Sustainable_Environment.pdf

Smoke Free Policy



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<https://www.kalasalingam.ac.in/wp-content/uploads/2024/11/3.3.6-Smoke-Free-Policy.pdf>

All Policies

<https://www.kalasalingam.ac.in/policies/>

Employment policy on discrimination

Anti-Discrimination Cell Details in University Website

kalasalingam.ac.in/anti-discrimination/

Your complaint will be kept CONFIDENTIAL.

Anti-Discrimination Committee (ADC)

An Anti-Discrimination Committee (ADC) is constituted with the following faculty members for the academic year 2023-24 to look into the discrimination complaints received from the UG / PG / PhD students / Faculty and non-teaching staff members.

Sl.No	Name of the Faculty	Designation	Role in ADC
1	Dr. V. Vasudevan	Principal	Coordinator
2	Dr. S. P. Subashan	Director, Student Affairs	Member
3	Dr. J. Jeyashree Selvaraj	Deputy Campus Assistant	Member
4	Dr. V. Lakshminathan	Head, Bio-Medical	Member
5	Dr. K. Arunachalam	Associate Professor, MEd	Member
6	Mr. K. Jayaraman	College Officer	Member
7	Dr. K. S. Shanmugam	Associate Professor, UG & Media Officer	Member

UGC Nodal Officer (From March 2023)

Dr. K. S. Shanmugam M.E., M.Phil., Ph.D.

Kalasalingam Academy of Research and Education, Arundhathi Nagar, Kattankulathur - 605006, Tamil Nadu, India

9447033949/93737

Email ID: info@kalas.ac.in

Complaint form: <https://forms.gle/zZ7u6jnSHRTXQmWv8>

Activate Windows
Go to Settings to activate Windows.

Complaint Form: <https://forms.gle/zZ7u6jnSHRTXQmWv8>

Google Forms

Anti Discrimination Committee

Office of the Student Affairs,
Kalasalingam Academy of Research and Education
(Deemed to be University),
Arundhathi Nagar, Kattankulathur - 605006

Identify yourself as an institution's account
Add photo

*** Submitter required questions ***

Subject *
This is a required question

Register Number *
This is a required question

Gender *
☐ Male
☐ Female
☐ Others

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Anti-Ragging Committee

Chennai Campus Admissions Open 2025-26 APPLY NOW IQAC UGC NIRF Tel: 04563 289042

Anti-Ragging Committee (ARC)

The University Grants Commission (UGC) has framed regulations for curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. In this regard, the Anti-Ragging Committee (ARC) has been reconstituted for the academic year 2025-26 with the following members.

Sl.No	Name of the Faculty	Designation	Role in ARC
1.	Dr. V. Vasudevan	Registrar	Convener
2.	Dr. S.P. Balakumari	Director, Student Affairs	Co-Convener
3.	Dr. J.T. Winowlin Jappes	Director, Campus Residence	Member
4.	Dr. N. Rajesh	Director, Academics	Member
5.	Dr. V. Dineshkumar	Deputy Director, Campus Residence (Representing Boys Hostels)	Member
		Deputy Director, Campus Residence	

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Enquire Now!

Accessibility

The Anti-Ragging Committee will meet periodically to discuss the issues to prevent ragging in the University campus and implement the directions of the UGC from time to time in this regard.

UGC Nodal Officer (From March 2023)

Dr. K. S. Dhanalakshmi B.E., M.Tech., Ph.D.

Kalasalingam Academy of Research and Education Anand Nagar, Krishnankoil-626126 Virudhunagar (Dist),
Tamilnadu, India

+91 9003964091

Email ID : antiragging@klu.ac.in

Complaint Form: <https://forms.gle/Ypzvarjo12sn8f9TA>



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Student Grievances Redressal Committee

kalasalingam.ac.in/student-grievances-redressal/

Channel Sarathi Admissions Open 2025-26 APPLY NOW IQAC ISO 9001 NBF Tel. 04563 389043

STUDENT GRIEVANCES REDRESSAL COMMITTEE (SGRC)

The Student Grievances Redressal Committee (SGRC) is reconstituted with the following faculty members for the academic year 2025-26 to address the grievances of the students in the University campus.

SL.No	Name of the Faculty	Designation	SGRC - Role
1.	Dr. D.P. Balakumar	Director Student Affairs	Convener
2.	Dr. J.T. Winwin Jappes	Director-Campus Residence	Member
3.	Dr. H. Raji	Director Academics	Member
4.	Dr. K. Pandaraj	Associate Professor,ECE	Member Coordinator
5.	Dr. P. Sivaranga	Assistant Professor,Chemistry	Member
6.	Dr. N. Selva Palani	Admission Officer	Member
7.	Mr. B. Jayakumar	Estate Officer	Member
8.	Dr. K.S. Dhanalakshmi	Assoc. Prof. ECE & Nodal Officer	Member
9.	Mr. K.V. Hitesh Kumar Chowdary	IV Year B.Tech CSE Student	Member

Enquire Now!

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Go to Settings to activate Windows.

Accessibility

docs.google.com/forms/d/1FAyQES4ZpdyH6CfugorKONOLymprSUhwTYIQ5BNHq5ggpDA/viewform

Student Grievances Redressal Committee

Office of the Student Affairs,
Kalasalingam Academy of Research and Education
(Deemed to be University),
Anand Nagar, Krishnankoil - 626128

✉ kottalimed@klu.ac.in (Work account)
📧 Not shared

* Indicates required questions

Name *

Your answer

Register Number *

Your answer

Gender *

☐ Male
☐ Female
☐ Others

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Go to Settings to activate Windows.

UGC Nodal Officer (From March 2023)

Dr. K. S. Dhanalakshmi B.E., M.Tech., Ph.D.



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Kalasalingam Academy of Research and Education Anand Nagar, Krishnankoil-626126 Virudhunagar (Dist), Tamilnadu, India

Tel. No.: +91 9003964091

Email ID : sgrc@klu.ac.in

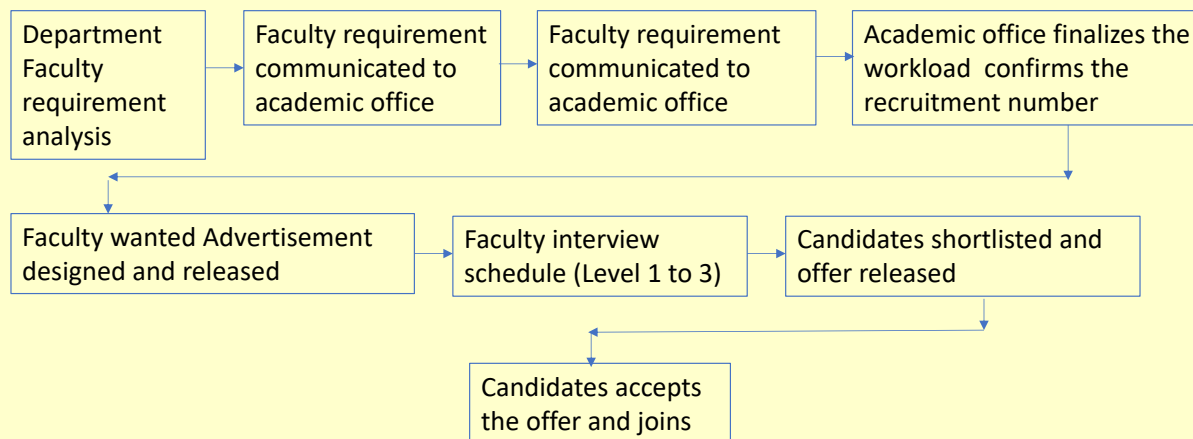
Complaint Form: [click Here](#)

Employment policy modern slavery

Kalasalingam Academy of Research and Education (KARE) is committed to upholding the highest standards of ethical employment and human dignity. The institution strictly prohibits all forms of **modern slavery**, including forced labour, bonded labour, human trafficking, child labour, and any form of exploitation.

KARE aligns its employment practices with the Constitution of India, the Bonded Labour System (Abolition) Act, Child and Adolescent Labour (Prohibition and Regulation) Act, the Indian Penal Code, and international labour standards.

Workforce staffing process and retention practices in the institution



Employment policy modern slavery

Kalasalingam Academy of Research and Education (KARE) follows a strict policy to guarantee that all outsourced workers receive **equivalent rights**, comparable to those enjoyed by directly employed staff.



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Festival Holidays

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION
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Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2023/151

Date: 20.12.2023

CIRCULAR

Monday, 25th December 2023 will be a holiday for the University on account of
"CHRISTMAS".


20.12.23
VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents – for kind information
Copy to Honorable Members of the Board of Management - for kind information
Copy to Registrar and Controller of Examinations
Cc: to all Directors, Deans and HoDs
Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer,
Purchase Officer, Estate Officer, ASO & Hostels

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION
(Deemed to be University)
Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2024/010

Date: 10.01.2024

CIRCULAR

Pongal Holidays are declared for the all Teaching and Non-teaching staff from
13.01.2024 to 17.01.2024.

On behalf of the Top Management, I wish you all a very Happy Pongal / Makara
Sankranti.


10.1.24.
VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents – for kind information
Copy to Honorable Members of the Board of Management - for kind information
Copy to Registrar and Controller of Examinations
Cc: to all Directors, Deans and HoDs
Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer,
Purchase Officer, Estate Officer, ASO & Hostels



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KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2024/063

Date: 10.04.2024

CIRCULAR

11th April 2024 (Thursday) will be a holiday for the University, on account of
"Ramzan Festival".


10.4.24
VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents – for kind information
Copy to Honorable Members of the Board of Management - for kind information
Copy to Registrar and Controller of Examinations
Cc: to all Directors, Deans and HoDs – with a request to circulate
Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer,
Purchase Officer, Estate Officer, ASO & Hostels

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University)

Anand Nagar: Krishnankoil 626 126.

No. KARE/VC/Circular/095/2023/154

Date: 28.12.2023

CIRCULAR

Monday, 01st January 2024 will be a holiday for the University on account of "NEW
YEAR".

The Chancellor, Vice Presidents, Vice Chancellor and Registrar wish all the staff and
students a "HAPPY AND PROSPEROUS NEW YEAR 2024".


28.12.23
VICE CHANCELLOR

Copy submitted to the Chancellor and Vice-presidents – for kind information
Copy to Honorable Members of the Board of Management - for kind information
Copy to Registrar and Controller of Examinations
Cc: to all Directors, Deans and HoDs
Cc: to Office, Library, Physical Education, Transport Officer, Finance Officer, Store Officer,
Purchase Officer, Estate Officer, ASO & Hostels



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Employment policy pay scale equity

Kalasalingam Academy of Research and Education (KARE) maintains a comprehensive and transparent employment policy that ensures equitable pay scales for all employees, irrespective of gender, socio-economic background, employment category, or contractual status.

The university strictly follows the norms prescribed by UGC, AICTE, and Government of Tamil Nadu for determining pay scales, grade pay, and annual increments

Faculty Appraisal System

Kalasalingam Academy of Research and Education
(Deemed to be University)
Anand Nagar, Krishnankoil

Faculty Appraisal Form 2021

General Instructions:
NOTE: The appraisal form will be rejected straightway without further processing if any faculty member is found to not meet the minimum eligibility as mentioned below:

1. No continuous absence for a week without proper leave approval and class adjustments
2. Should receive PhD guidance within 2 years of joining KARE or PhD completion at KARE
3. No disciplinary action and no evidence of Professional misconduct and no deficiency of allotted duties (including examination duties)

Part - A: Teaching

S. No	Items	Rating	Complied (C)	Concern (Ca)	Weakness (W)	Deficiency (D)
1.	(a) Lecture Notes/Quality (b) LMS usage		Prepared / updated with new problems in all the units. The problems are also classified differently for fast and slow learners AND Course materials/PPT/ Assignments etc uploaded in LMS before class	Prepared / updated with new problems in some units	Common Screened notes or old notes of previous years without any new addition AND Course materials/PPT/ Assignments are uploaded in LMS after class	Not available or mere copy paste from internet source AND Course materials/PPT/ Assignments etc not uploaded
(a)	Course 1					
(b)	Course 2					
(c)	Course 3					
2.	Feedback		>80% in all courses (average)	70 - 80% in all the courses (average)	60 - 70% in all the courses (average)	<60% in all the courses (average)

S. No	Items	Rating	Complied (C)	Concern (Ca)	Weakness (W)	Deficiency (D)
3.	Laboratory OR MOOC Course development *Faculty not contributing in lab courses are expected to contribute in MOOC course development		Contributed in designing one experiment and revision of the existing manual (minimum 30%) OR Contributed in preparing one MOOC course fully	Contributed in revising the existing manual (minimum 30%) OR Contributed in preparing 3 quadrants of one MOOC course	Used the existing manual without any further updation OR Contributed in preparing 2 quadrants of one MOOC course	No good manual prepared OR No contribution in preparing MOOC course
4.	Project Guidance		Guided 5 projects with evident outcomes in term of publications / patents etc	Guided 5 projects with evident outcomes in atleast 3 projects	Guided 5 projects but without any evident outcomes	Not involved seriously in guiding projects
5.	Question paper quality		Rating is >3 as per IQAC audit (average)	Rating is between 2 - 3 as per IQAC audit (average)	Rating is between 1 - 2 as per IQAC audit (average)	Rating is between 0 - 1 as per IQAC audit (average)
6.	FDP attended		Atleast 1 FDP/MOOC of minimum 1 week duration or 2 FTPs of minimum 3 days duration or 3 industry certification course of minimum 10 days duration with following conditions: (a) Participation in institutes within NIRF 200 rank. (b) Demonstrated outcome in term of developed	Atleast 1 FDP/MOOC of minimum 1 week duration or 2 FTPs of minimum 3 days duration or 1 industry certification course of minimum 10 days duration		No FDP/FTP/MOOC attended or industry certification attended



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S. No	Items	Rating	Complied (C)	Concern (Co)	Weakness (W)	Deficiency (D)
7.	Guiding students through Hackathon or other such initiative including national level competitions. OR development of new pedagogy.		Involved in guiding atleast one activity of hackathon or similar (OR) Implement atleast one active learning pedagogy in the T-L process in each semester	-	-	Not involved in student related activities or implementation of pedagogy

Part - B: Research and Development

S. No	Items	Rating	Complied (C)	Concern (Co)	Weakness (W)	Deficiency (D)
1.	(a) Publications (Refer Note 1)					
	Assistant Professor (1,2,3)		4	3	2	<2
	Associate Professor and Senior Associate Professor		6	5	4	<4
	Professor and Senior Professor		7	6	5	<5
	(b) Books Published					
	All Designations		1 book through International Publisher (Equivalent to 4 SCI/Scopus papers)	1 book through reputed National Publisher with approval from R&D office (Equivalent to 3 SCI/Scopus papers)	Not completed. Editing in progress. (need to submit relevant documents during verification)	Not started.
2.	(a) Patent Filed/Published/Granted					
	All Designations		One Granted or one published or one filed	-	-	None

S. No	Items	Rating	Complied (C)	Concern (Co)	Weakness (W)	Deficiency (D)
	OR					
	(b) Product Development (Refer Note 2)					
	All Designations		Product developed with the help of industry/Startup and sent for commercialization.	Product developed with the help of industry/Startup but not sent for commercialization/Marketing.	Product development at laboratory level or Development of Institutional materials, or Working models /Charts/ monographs, etc.	No involvement in Product Development
3.	(a) Submitted/Granted Funded Project Application to Indian /Funded Project Application to Indian / International agencies (Refer Note 3)					
	Assistant Professor- Engg, Associate Professor-Humanities, Arch, Agri, Hort, Arts, Social Science		One ongoing research project from any agencies (Indian/International) and one submitted in the immediate year	Minimum one research proposal submitted for any agencies (Indian/International) or one startup proposal/one seed money proposal-recommended through internal committee with external experts from Funding agencies	-	No proposals submitted
	Senior Associate Professor- Engg, Arts Professor - Engg, Arts Senior Professor - Engg, Arts Associate Professor-Engg, Arts Assistant Professor-Arts		One ongoing research project from any agencies (Indian/International)	Minimum three research proposal submitted for any agencies (Indian/International) or one research proposal and recommended through internal	Minimum two research proposal submitted for any agencies (Indian/International) or one startup proposal/one seed money proposal and one research	No proposals submitted

S. No	Items	Rating	Complied (C)	Concern (Co)	Weakness (W)	Deficiency (D)
				committee with external experts from Funding agencies	proposal- through external committee with external experts from Funding agencies	
	OR					
	(b) Consultancy					
	All Designations		Minimum of Rs.300000/- from any industry	Minimum of Rs.200000/- from any industry	Minimum of Rs.100000/- from any industry	Less than 100000/- from any industry
4.	Fellowship/Awards for Teaching, Research, and Innovation/ Recognition					
	Not from local bodies/Organisation. This metric will be considered only from government / government recognised organisation					
	All Designations		1 in 2 years either government / government recognised organisation	1 per year applied government / government recognised organisation	1 per 2 years in private organization	Not even applied

Note 1:

- If the name appears as 2nd or above in the authors list, then the papers will not be considered
- Papers with foreign professors, NIRF ranking institutions (50), R&D Labs/Institutes, top 500 IMDI, higher education / QS ranking institutions will be considered as 1-25 papers.
- This metric will be based on the Target fixed for the publications. (Only indexed in Scopus and Web of Science will be Considered)
- Full Time scholar's publications will not be considered (Even after fellowship period)
- Report from resurgenze login will be considered.

Note 2:

- This metric will be measures a technology's maturity, from Level 1 (Concept Evaluation) to Level 5 (Technology Validation in relevant environment)

Note 3:



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- Project proposals submitted without the knowledge of office of R&D will not be considered.
- For Co-Phs - 0.3 will be considered.
- Training in Industry to Industrialists or conducting in-house training programmes within collected can also be considered.
- Consultancy process should be initiate through office of R&D
- Sanctioned letter to be produced.
- Consultancy process done without the knowledge of office of R&D will not be considered.

Part - C: Extension and Administration

S. No	Items	Rating	Complied (C)	Concern (Cn)	Weakness (W)	Deficiency (D)
1.	Organizing workshops/seminars / FDP/EDP/MDP/ Internship etc.		Cumulative duration of the programmes should be minimum 18 hours	Cumulative duration of the programmes organized is between 12 to 18 hours	Cumulative duration of the programmes organized is less than 12 hours	Did not take initiative to organize any events
2.	Invited talks/Inb members/AC member etc. For Professors, institution should be in the NRP top 200 only		Participants in atleast one such activity at state or national level (Participation at international level to be mention in Part-D)	-	-	No participation
3.	Performance / outcomes in admin work and adhering to timelines in assigned administrative works		Meets the expectations of the reporting authority	Just marginally meets the expectations of the reporting authority	Falls short of the expectation of the reporting authority	Falls very short of the expectation of the reporting authority
4.	Effectiveness in documentation work at dept/central level		Documentation professionally done	Documentation moderately done	Documentation poorly done	Doesn't take interest in documentation
5.	Contribution as Faculty Advisor		Faculty Advisor Score = 20	Faculty Advisor Score = 15 to 19	Faculty Advisor Score = 10 to 14	Faculty Advisor Score = 10

Items / Score	5	4	3	2	1	0
CGPA improvement in slow learners	100%	80%	60%	40%	20%	<20%
Disciplinary issues	5 - No disciplinary issue			0 - Any disciplinary issue		
Counselling in long absent / drop-out	5 - Successful counselling			0 - No Successful counselling		
CofE/Extra-curricular activity participation	100%	80%	60%	40%	20%	<20%

Part - D: Additional Achievements/Contributions (Proof to be submitted to IQAC Office. Rating will be decided by IQAC Office)

S. No	Items	Rating
1.	Additional courses taught from minimum norms	
	Course 1	
	Course 2	
2.	Project guided (mention numbers in addition to the min 5)	
3.	Participation in FDP/Certification/Training programme more than the norms	
	Programme 1 (duration)	
	Programme 2 (duration)	
	Programme 3 (duration)	
4.	Programme organized (mention cum hours > 18 hours)	
5.	Mention invited talks/Inb/AC member etc (beyond minimum req)	
6.	Demonstrated innovativeness in T-4, with outcomes (submit one page report with evidence in prescribed template)	
7.	Demonstrated innovativeness in Research with outcomes (submit one page report with evidence)	
8.	Demonstrated innovativeness in Admin activities with outcomes (submit one page report with evidence)	
9.	Self initiative for students improvement (academic/research/professional development)	
10.	Publication in Educational research or similar other document preparation/contribution	
11.	Additional publications from Non-Ph.D. Faculty members	

12.	FDP - Outside state or reputed institutes	
13.	Faculty contribution in Co-Teaching	
14.	Start-up project proposal submission	



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Faculty Recruitment Policy



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FACULTY RECRUITMENT POLICY

Human Resource Philosophy

The institution ensures in attracting and maintaining high standards of talent pool from within the city, state, country and foreign country from the streams of Engineering and Non- Engineering respectively. The philosophy of the institution also is responsible in applying the high standards that would be instrumental in delivering benchmarking practices of teaching and learning, research and consulting. The following are those essentials that are to be executed in the institution among its employees in a fair and consistent manner.

- Equal and optimum resource utilization among employees is encouraged
- Employee wellbeing is ensured for their current and future development in terms of Knowledge, Skills and Attitude
- Each employee is recognized provided they being qualified with their meritorious or meticulous work while carrying out their roles and responsibilities
- As a means of building congenial work environment - two way communication is encouraged between the employee and management after any employee finds himself/herself dissatisfied under certain unforeseen circumstances.
- Team synergy among each employee is expected to ensure mutual understanding and trust with one another.
- Workplace safety is kept as priority and sensitized among each one in the institution.

Recruitment Planning and Process

Manpower planning – The institution's manpower planning is executed with the following SOPs.

- 1) Analyzing current manpower requirement (at Department Level through HoDs & Dean of respective School)
- 2) Manpower forecasting
- 3) Manpower demand vs supply analysis
- 4) Manpower Trend Analysis
- 5) Manpower recruitment approval

While carrying out the above process the institution ensures to bridge the gap between the manpower planning shortfalls and surplus in respective schools. It is also ensure that reduction of labour cost is maintained. The gaps of manpower should be filled with the choice of suitable talent, skill knowledge and attitude accordingly. All the process requires approval and clearance from the respective level of authority prior and after the process commencement.



Dr. S. NARAYANAN
Vice - Chancellor

Kalasalingam Academy of Research and Education



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Selection

The institution's manpower planning is executed with the following SOPs.

The institution's process of recruitment and selection should be a step-by-step process, post completion of manpower planning approval. Once the manpower planning is approved the below steps are to be followed by the Office of Human Resources consecutively.

- 1) Recruitment advertisement designing & Approval
- 2) Call for Telephonic interview and online screening
- 3) Call for Face to Face Interview
- 4) Shortlisting and Selection committee
- 5) Conduct of Psychometric test for candidates and finalization
- 6) Offer letter preparation
- 7) Appointment order processing
- 8) Joining of New faculty / staff

All employees in the institution who are medically fit and not suffering from prolonged illness, having health complications shall be eligible for joining the institution.

All appointments should have at least two positive references while applying and the institution reserves the right to place referral calls for risk assessment purposes.

Recruitment and Selection of Other States & Foreign National candidates

The institution may employ candidates from other states and foreign nationals. The institution reserves the right to undertake referral checks of the candidature and then employ only when the candidature is found genuine/ legally qualified for the position applied. The candidates are expected to submit all relevant documents or testimonials for verification at the time of joining the institution. The educational qualification of the candidates are as per the UGC norms.

Terms of Employment Policy

The institution shall appoint an employee on permanent basis and the employees are employed on the basis of Full-Time salaried basis. All the employees are eligible to avail the amenities and welfare initiatives that are offered for the employees without any specific exemption. The employees may be appointed based on their roles and responsibilities in the capability of a level which may be in teaching and non-teaching categories respectively.

The institution reserves the right to alternate or change the position / roles and responsibilities of any employee as and when required suiting the requirements of the organization with or without the notice of the employee.



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Equal Employment Opportunity Policy

The institution ensures of EEO – i.e., Equal Employment Opportunity basis and is against any unlawful discrimination based on caste, creed, race, colour, gender, religion, marital status, age, nation's origin. Hence, those candidates who suit the institution's requirement is recruited on merit basis. Only those who qualify the screening process of recruitment and selection is made eligible to serve the institution.

Employee Details Maintenance Policy

The institution is required to maintain the employee database which demands the personal details to be submitted by the employee. The employees are responsible to update their personal details in case of changes if any. The updates shall be made through the appropriate level of approving authority. Those personal details submitted to the institution shall be maintained with the utmost confidentiality. In case of change in family status also should be intimated within 30 days to the human resources department through the appropriate level of approving authority.




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Vice - Chancellor
Kalasalingam Academy of Research and Education
Anand Nagar, Krishnankoil, Virudhunagar (TN) - 626 126.

Tracking pay scale for gender equity

Kalasalingam Academy of Research and Education (KARE) has an established mechanism to systematically track and ensure gender pay equity across faculty, administrative, technical, and support staff categories.

Workforce Employment Practice and Welfare Policy

<https://www.kalasalingam.ac.in/wp-content/uploads/2025/11/SDG-Workforce-Employment-Practices-Welfare-Policy.pdf>

All Policies

<https://www.kalasalingam.ac.in/policies/>



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Proportion of employees on secure contracts

The proportion of employees on secure contracts is an indicator designed to measure the stability and long-term sustainability of employment practices within the university. A secure contract typically refers to permanent, full-time, or long-term contractual employment, as opposed to short-term, temporary, or casual appointments. This metric reflects how effectively an institution safeguards job security, promotes decent work conditions, and supports workforce stability.

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION MEETS THE ILO DECENT WORK

1. Employment creation

KARE promotes employment opportunities through industry collaboration and skill development initiatives



2. Rights at work

KARE ensures that employees' rights are protected, upholding fair labour practices and discrimination-free policies



3. Social protection

KARE provides comprehensive social protection, including health benefits, retirement schemes, and safe working conditions



4. Social dialogue

KARE encourages open communication and constructive dialogue between staff and management





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Best Practices



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BEST PRACTICES IMPLEMENTED BY THE INSTITUTION

Best Practice I

1. Title: Poornakalasha- Empowering youth by offering comprehensive and holistic education

2. Objectives of the Practice

The primary objective of this practice is to offer holistic education that can provide technical skills, creative and critical thinking, social-awareness and, to instill self-confidence among the students, which will enhance their problem-solving ability with the society in mind to meet SDGs 2,3,6 and 7.

3. The Context

Developing socially conscious technocrats is the need of modern India. Keeping this in mind, our curriculum offers various opportunities to the students. This includes:

- Creating an innovative ecosystem by establishing a conducive environment that promotes intellectual ability by partnering with industries to offer industry-oriented courses to make the students industry ready.
- Experiential learning through X-component introduced in the curriculum, lab-based projects, projects with societal relevance brought in by 'Community Service Project' (CSP). The students are also encouraged to work as multidisciplinary teams, where in students from more than one domain are encouraged to work on a single project.
- Physical training provided by motivating them to participate in NCC, sports, games and yoga.
- Co-curricular events organized by the departments which helps the students exhibit their talents.
- Mandatory non-credit courses (non-CGPA) allow the students to participate in various co-curricular and extra-curricular activities and help in the over-all development of the students.

4. The Practice

The institution has developed a unique system of education which provides ample opportunity for the students to develop critical thinking and to promote innovation. Opportunities are provided to participate in various activities that enhance inter-personal and leadership skills.



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Few of the departments partner with few industries like IBM, Siemens, Nanochip and Automotive Research Association of India (ARAI). The industries participate in designing the curriculum, training the faculty and co-teach few courses. The institution also partners with TCS in designing curriculum for B.Sc. Computer Science, B.Sc. Information Technology and B.Com. programs.

All the students are encouraged to participate in the one-credit courses offered by the industry personnel. Besides this, the students also attend webinars and workshops organized with industry focus. Students also participate in various competitions, that instill creativity and promotes their intellectual ability.

The programs organized by IEDC has been culminated into nine student start-ups which are incubated by KARE. The facilities created at Kalasalingam Innovation Foundation (ACIC-KIF) helps the students to get an opportunity to work on real-world problems.

Both male and female students are motivated to enroll in NCC which cultivates discipline and promotes also participate in various sports activities. Students also won various medals in national and international competitions held at various places. All UG students should mandatorily complete Community Service Project (CSP) as a part of their curriculum. This provides experiential learning with a societal relevance. The successful completion of CSP results in product development, patent, publication and participation in project contests. Selected projects are sent for external funding like TN State Council for Science and Technology (TNSCST), EWB, etc. Also, students are encouraged to attend various awareness programs organized by Indo-Universal Collaboration for Engineering Education (IUCEE). A set of non-credit courses (non-CGPA) that are mandatory, for the under graduate students, provide an opportunity to the students to participate in various co-curricular and extra-curricular activities. This results in the over-all development of the students.

5. Evidence of Success

The knowledge and technical skills acquired by the students helped them in getting highly paid jobs in the industries or enrolment in higher studies. Based on the opportunities provided, the students have developed many innovative equipment or solutions. Some of the processes/products were patented. Students driven projects supported by DST through EDI resulted in the establishment of companies by the students with faculty as mentors.

Students participate in various technical events organized by the institution or other organizations and won prizes. The skills that they developed during the course of study helps them in getting either highly-paid jobs or higher studies in premier institutions.

Our students enthusiastically participate in NCC, sports and games which is evident by the laurels that they have brought to the institution by participating in various competitions. Our engineering students are actively involved in solving community-based issues through Community Service Projects. All projects culminated into product-based solutions or development of software-based solutions.



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6. Problems Encountered and Resources Required

Implementation of any new initiatives would be a challenging task. Even though the opportunity is provided to all students, not all students are enrolled in programs such as industry oriented one-credit courses. Motivation is necessary to bring all the students in to the fold. In case of CSP, identification of the social issue and providing solution (product development) need to be completed in one semester which demand more effort in a shorter duration. To address this issue, laboratories are made available for the students beyond working hours. The intense exposure of faculty and expert guidance during reviews helped a lot in timely completion.

Best Practice II

1. Title: Anveshana - Fostering Research Excellence among the Students and Faculty

2. Objectives of the Practice

- To organize sensitization programs for the students and research scholars on Research Methodology including statistical tools and Research Ethics.
- To organize orientation programs for the students, research scholars and faculty to learn about the resources and expertise available in the institution.
- To provide university research fellowships, post-doctoral fellowships and also financial support in the form of seed money for research and innovative projects.
- To encourage quality research publications by providing training in manuscript writing.
- To provide help for young faculty in grant-writing by organizing grant-writing workshops.

3. The Context

The development of a country depends of the research and development activities that result in quality publications, patents and innovative processes that can be translated into product development. Quality research originates from Higher Education Institutions. Because of the lesser number of research scholars and post-doctoral fellows, the out-put of research is also lower. The quality of research can be enhanced by employing faculty members who are trained in premier institutions in India and abroad, fostering research collaborations and establishing research facilities that is accessible to the faculty, research scholars and students. Hiring enough quality man power by offering research and post-doctoral fellowships could also contribute to quality research and could result in increase in the number of publications.

4. The Practice

In order to promote excellence in research, the institution has adopted a step-wise strategy that include establishing research facilities, training our faculty members and students and, offering research fellowships.

International Research Center that was established with state-of-the-art equipment is accessible to all the faculty and students free of cost. More number of research fellowships were created for each of the departments. Besides the research scholars and post-doctoral fellows, the UG



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and PG students are also encouraged to participate in the on-going research activities with the guidance of faculty members.

University Research Fellowships are provided to about 60-80 research scholars every year which results in increase in the number of PhDs produced by the institution. This contributes to quality man-power to the national pool. The post-doctoral fellowships provided to the PhD holders helps them enhance their research expertise and also increase the number of quality publications. Research Methodology has been included as a mandatory course for the research scholars who are enrolled for PhD and this covers both ethics and statistical tools that helps the scholars. Research scholars are encouraged to attend conferences, workshops and training programs that help them in enhancing their knowledge and technical skills.

The progress of the Research Scholars is reviewed regularly in the Department Research Committee meetings conducted in the presence of external experts. Our faculty members are also encouraged to apply for the prestigious post-doctoral fellowships such as NPDF offered by DST and Kothari Post-doctoral fellowship offered by UGC. Some chose to go abroad for their post-doctoral training. The faculty members are given sabbatical leave during the fellowship period. Faculty members are encouraged to apply for summer fellowships offered by Indian National Science Academy and TNSCST Young Scientist Fellowship program. Together these initiatives contributed to increase in the number of quality publications.

5. Evidence of Success

The success of the practice is reflected in the creation of an International Research Center that houses state-of-the-art equipment with Rs 5 crores of institutional funding. This enabled our students and research scholars to make use of the facilities at no cost and this can be correlated with the increase in number of publications in the field of Materials Science.

The basic facilities that have been created with institutional funds helped the faculty to file research grants and the institution has obtained research grants to the tune of Rs. 2742 lakhs during the assessment period. There is substantial increase in the number of University Research Fellows and Post-doctoral Fellows during this period. All these initiatives together have contributed to the increase in number of publications in high-impact journals. The number of publications has increased to 2772 publications in the past five years. 10 research articles with more than 10 impact were published in journals.

6. Problems Encountered and Resources Required

The institution has a locational-disadvantage; being situated in a rural area far-from major cities it is difficult to attract global talent. But this is overcome by with increasing in pay for the faculty.

Offering research fellowships helps in attracting better research scholars who could contribute to improving the research contributions and increase the number of publications.



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Proportion of students taking work placements

The Placement Details:

No of Offers – 2160 nos

No of Students Placed – 1910 nos

Highest CTC : 50.57 LPA in Rupees

No of Companies Visited : 139 nos

29th University Category
36th Engineering Category
48th Overall Category

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2024 RANKING
801-1000

2024 RANKING
301-350

COMPUTER SCIENCE
501-600
ENGINEERING
601-800
PHYSICAL SCIENCE
601-800

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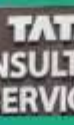
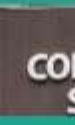
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ENGINEERING
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PHYSICAL SCIENCE
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ENGINEERING
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PHYSICAL SCIENCES
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2024 RANKING
301-350

COMPUTER SCIENCE
501-600
501-600
601-800
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KP SOLUTIONS



NAME PHOTO COURSE COLLEGE



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2024 RANKING
801-1000
2024 RANKING
301-350

COMPUTER SCIENCE
501-600
501-600
601-800
601-800



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NAME PHOTO COURSE COLLEGE



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2024 RANKING
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Ankita Kumari
CSE

Ritika M
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BIOMEDICAL TECHNOLOGY
DEPARTMENT OF ELECTRONICS AND
COMMUNICATION ENGINEERING

DEPARTMENT OF ELECTRONICS AND
COMMUNICATION ENGINEERING

AY
24-25

CONGRATULATIONS

12.77
LPA



MOHAMAD
ANWAR

12.77
LPA

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FOR THE PLACEMENT
@AMADEUS LABS
CTC - 12.77 LPA



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DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

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DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

CONGRATULATIONS


SATHISH S




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ADVAITH REDDY**

FOR THEIR PLACEMENT
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