

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	F
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International Company

Company 1: Microsoft

Website: <https://www.microsoft.com/en-us/>

Job Site: <https://careers.microsoft.com/us/en/search-results>

Company Description:

Microsoft Corporation, leading developer of personal-computer software systems and applications. The company also publishes books and multimedia titles, produces its own line of hybrid tablet computers, offers e-mail services, and sells electronic game systems and computer peripherals (input/output devices). It has sales offices throughout the world. In addition to its main research and development center at its corporate headquarters in Redmond, Washington, U.S., Microsoft operates research labs in Cambridge, England (1997); Beijing, China (1998); Bengaluru, India (2005); Cambridge, Massachusetts (2008); New York, New York (2012); and Montreal, Canada (2015).

Interview Process:

Step 1: Application

Step 2: Phone Screen Discussion

Step 3: Telephone Interview
Step 4: Face-to-Face Interviews
Step 5: Formal Offer or Rejection

Relevant Links:

<https://www.wikijob.co.uk/interview-advice/company-interview-questions/microsoft>

Company 2: Twitter

Website: <https://twitter.com/>

Job Site:<https://careers.twitter.com/>

Company Description:

Twitter is a microblogging and social networking site where users can post and engage with messages called "tweets which are owned by the American firm Twitter, Inc. Unregistered users are limited to reading public tweets whereas registered users can post, like, and retweet tweets. Through its APIs, users can interact with Twitter programmatically or through frontend software for mobile or web browsers. Services were available by SMS prior to April 2020. The character limit for tweets was initially set at 140, but in November 2017 it was raised to 280 for languages other than Chinese and Japanese. For the majority of accounts, audio and video tweets are still limited to 140 seconds. Microblogging: Microblogging is a form of social network that permits only short posts. They "allow users to exchange small elements of content such as short sentences, individual images, or video links ", which may be the major reason for their popularity. These small messages are sometimes called micro posts.

Interview Process:

Step 1: The typical interview process for software engineers at Twitter consists of 4 main rounds.
Step 2: Initial phone screen with HR.
Step 3: Online coding test with two questions.
Step 4: Two technical phone interviews with engineers.

Step 5: One side interview with five technical rounds and a lunch interview.

Step 6: If they are satisfied with the candidate's answer then they discuss salary.

Step 7: Finally they ensure the candidate will join their company & offer a job letter to join .

My opinion:

Nothing more to add; it's fantastic. I've enjoyed every aspect of my work at this organization. Even though there are always unique issues to address, Twitter provided the necessary support. The employees are thoughtful, considerate, knowledgeable, and hardworking.

Relevant Links:

<https://4dayweek.io/blog/twitter-interview-process-everything-you-need-to-know>

Company 3: Facebook

Website: <https://www.facebook.com/>

Job Site:<https://www.metacareers.com/>

Company Description:

Facebook is an online social media and social networking service owned by American company Meta Platforms. Founded in 2004 by Mark Zuckerberg with fellow Harvard College students and roommates Eduardo Saverin, Andrew McCollum, Dustin Moskovitz, and Chris Hughes, its name comes from the face book directories often given to American university students. Membership was initially limited to Harvard students, gradually expanding to other North American universities and, since 2006, anyone over 13 years old. As of July 2022, Facebook claimed 2.93 billion monthly active users, and ranked third worldwide among the most visited websites as of July 2022. It was the most downloaded mobile app of the 2010s. A face book or facebook is a common or web directory found at some American universities consisting of individuals' photographs and names. In particular, it denotes publications of this type

distributed by university administrations at the start of the academic year, with the intention of helping students get to know each other.

Interview Process:

Step 1: First Apply for a job at Facebook, or send your resume to your recruiter.

Step 2: Be patient while we review your resume.

Step 3: Have a conversation with a Facebook recruiter.

Step 4: Have a phone or video interview with a hiring manager or team member.

Step 5: Continue interviewing with potential teammates, managers, and other people you may work With.

Step 6: Be patient as we consider your interview performance, skills, and experience

Step 7: Finally get feedback from your recruiter and review your job offer.

My opinion:

They could assist you by putting advanced technological solutions into place to enhance your company and increase revenue. Instead of offering obtrusive services or deployments that raise your costs, they only give the best option for your business. In fact, the company's early catchphrases included "move fast" and "be daring," which gives you an idea of its ethos. By definition, Facebook has a creative, competitive culture that aspires to produce amazing things.

[International Company](#)

Company 1: TigerIT Bangladesh Ltd.

Website: <https://www.facebook.com/>

Job Site: <https://www.metacareers.com/>

Company Description:

TigerIT provides end-to-end credential management solutions for government and state agencies. It combines state of the art solution design, robust back-end systems with efficient project management in a single turnkey solution for national IT infrastructure undertakings.

Credential management solutions: Credential Management Systems are available both on an individual level and as an enterprise-wide service. A key feature of CMSs is that they can distribute credentials in a closed-loop system, removing the need for operators to know the passwords being used.

Solution Design Steps:

- Identify the target time frame.
- Identify the budget for your solution.
- Identify the quality standards.
- List out all of the stakeholders and their requirements.
- List your assumptions.
- Think of all possible solutions.

National IT solutions:

National IT solutions is a web development software development specialist that combines the definite bottom lines of outsourcing with its recognized expertise .

Interview Process:

Step 1: First of all they check all the resume .

Step 2: Then they shortlisted their resume according to their requirements.

Step 3: A written exam followed by an interview.

Step 4: The written exam is composed of a project proposal problem and a critical thinking open-ended written question. The time for the written questions was about 1 hour and the interview lasted for about half an hour.

Step 5: The interview committee asks a candidate about various aspects of himself/herself.

Step 6: If they are satisfied with the candidate's answer then they discuss salary.

Step 7: Finally they ensure the candidate will join their company & offer a job letter to join .

My opinion:

They can assist you in enhancing your company and increasing your revenue by applying cutting-edge technological solutions. They only offer the solution that is best for your business, not extraneous services or deployments that raise your costs. Additionally, their highly skilled engineers, programmers, web designers, and IT professionals will help you through every step of the planning, designing, creating, and implementation processes to help you reach your goal.

Company 1: Retina Soft

Website: <https://www.retinasoft.com.bd/>

Company Description:

Retina soft is a specialist web design and development agency based software company in Bangladesh. It provides different services like Development Services, Digital marketing services, IT solutions.

Development Services: They provide software development , web development , mobile app development & UI/UX designing.

Digital Marketing Services: They will promote your brand through SEO Marketing , Google Promotion , Social Media Marketing , E-mail Marketing , Bulk SMS Marketing , Youtube Promotion.

IT Solutions: They will provides you any IT related solution in a cost effective way

Interview Process:

Step 1: First of all they check all the resume .

Step 2: Then they shortlisted their resume according to their requirements.

Step 3: After shortlisting they call the candidate for onsite interviews.

Step 4: Then they arrange an interview board committee ,the committee takes the interview of the candidate.

Step 5: The interview committee asks a candidate about various aspects of himself/herself .

Step 6: If they are satisfied with the candidate's answer then they discuss salary.

Step 7: Finally they ensure the candidate will join their company & offer a job letter to join .

My opinion:

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