

Fresh Graduates Hiring

Fresh graduates hiring means you get job as you graduate. Means you have no experience of industry and after your bachelor's degree you move towards the market for job.

Before going into more details, PUCIT placement office is doing its best to provide PUCIT graduates with job alerts and conducting job expo each year to welcome a lot of organizations to gather CV's of PUCIT graduates. And provide opportunity to students to meet with professionals and observe them, talk with them about their working domains, submit their CV's in their interest area. I personally thankful to PUCIT for such a big support in finding jobs.

Remember students, every organization wants employees to be dedicated with them. In this document anything mention is not hard and fast rule apply anywhere, but mostly things are similar. Organizations judge fresh graduates on different bases. Either it can be a technical evaluation or HR interaction, fresh graduates will always be evaluated in general (Not for specific domain, but some organization only evaluate w.r.t some specific domains).

Some organizations may take a lot of time for hiring process and some takes it within a week to give jobs. In general, a fresh graduate may be passed from following processes to be hired:

➤ Test

This test is the basic level test from basic concepts of throughout the SE, CS or IT degree subjects. Subjects that needs to be prepared for such tests are: **OOP, DSA, AOA, DB, SE concepts, Networking (basics), OS (basics)**. This test may contain MCQ's or one or two long questions depends on organization conducting it. Long questions mostly either a programming problem to be code or a database related problem to be queried. Some organizations don't conduct test and call for technical interview directly. Test can be more than one (Microtech conducted 2 technical test during hiring of Fresh Graduates in 2017).

➤ Technical and Analytical Interview

Technical interview is the tough part in all hiring process most probably. Here candidates will be technically evaluated by Senior software engineers or technical employees of organizations. Some organizations need only domain specific employees (ublox is one of them, they need employees to be able to code networking related problems in pure C) and ask questions regarding to what they want. Some other organizations evaluate fresh graduates on the whole. Most questions are from subjects above mentioned. Examples of technical interview questions are mentioned bellow. Analytical skills can also be evaluated in this interview. (Confiz didn't conduct technical interview in hiring of 2017 fresh graduate students, but conduct technical test. So remember, this is not hard and fast rule but mostly things are the same). There can be one or more technical interviews.

➤ HR Interaction

HR interaction is the best part of total hiring process (In my personal opinion). Some organizations prefer to have HR interaction for evaluating candidates on the basis of their personality and communication skills. Don't take this interview easy, this is also important for being hired by an organization. Most frequently asked questions in HR interaction are given below. (Remember depends on organization culture, whether they want to conduct HR interview or not.)

➤ CEO Interaction

Probably some organizations call for CEO interaction (Techlogix, UWORX are from them). CEO interaction is basically for personality evaluation of candidates and to evaluate them whether they are determined or motivated to join their organization or not. Mostly, this is a chit chat with Chief Executive Officer of organization.

➤ Job Offer

The best part of hiring process for candidates when they are offered with job after successful completion of all the hiring process. ☺ There are different scenarios you mostly face after getting job offers. Some of them are discussed below.

Examples of Technical Interview Questions

These are just examples which can be asked you must have prepared properly for any type of question.

1. Difference between Linked List and Arrays? In what scenario which data structure is best fit?
2. You have ever used Design Patterns? If yes tell me some details you have used. (Design pattern can be given by them to be explained like Singleton, Observer, MVC, Proxy, Abstract, Factory etc.)
3. (Analytical Question) You have 9 balls, 8 of them have same weight and one ball has less weight. (all balls are of same size). You have only one scale for balancing on both sides. Give minimum number of iterations on which you can separate less weight ball.
4. Difference between abstract and interface?
5. 4 basic components of OOP? (Abstraction, Encapsulation, Polymorphism and Inheritance)
6. (Analytical Question) You have a cake, use 3 cuts to make equal 8 parts.
7. Two tables are given as bellow

<u>ID</u>	<u>UID</u>	<u>Start_Time</u>	<u>Leave_Time</u>	<u>Date</u>
1	1	9:00 am	6:00 pm	10/6
2	2	9:30 am	5:30 pm	10/6
3	3	10:00 am	9:00 pm	11/6
4	2	9:00 am	6:30 pm	11/6

Attendance Table

<u>UID</u>	<u>Name</u>
1	Ramzan
2	Aleem
3	Ahmad

Employee Table

(only present employee entry would be in Attendance Table)

Write a SQL query that will show following results

Date	Name	Status
10/6	Ramzan	Present
10/6	Aleem	Present
10/6	Ahmad	Absent
11/6	Ramzan	Absent
11/6	Aleem	Absent
11/6	Ahmad	Present

8. Tell me something about your final year project..... (then questions from fyp starts)
(You must have grip on your fyp questions completely, DB Structures, Design patterns you used, how you divide work in teams, what was your part in fyp etc.)

Mostly I have used “TUTORIAL POINT” (WEBSITE <http://www.tutorialpoint.com>) , Lecture Notes (during lectures at PUCIT) for preparation of technical interview. You can randomly visit websites for preparation. But remember, learn from your failure experience and apply it to your future experience.

Examples of HR Interview questions

Mostly questions asked in HR interview are:

➤ **Tell me something about yourself (your introduction)**

For fresh graduates this must be like in this flow:

Your name, then your education background, then your family introduction.

In my case it is like that

My name is Muhammad Ahmad Asif. I am currently studying at PUCIT in 8th semester and scored 3.95 CGPA till 7th semester. I have done my FSc from Govt Islamia College civil lines with A+ Grades. And I have done my matriculation from Govt. High School Chauburji Gardens with first position in school. Actually I am fresh graduate, so I have no experience of industry. And there are 5 members in my family (continue)

Don't mention details of grades if you have less unless you are asked by recruiters. If you have experience of any job or internship in professional environment mention it as preference like before family introduction.

(this will be changed according to your personal details and you can change it with your attitude but remember to be professional)

➤ **Why you want to join “Company Name”?**

Answer to that question is somewhat varying from company to company. Make a research from company website that in what technology they are working in and prepare this question accordingly.

Let I answered this question for ABC Company as:

Sir I always wants to be a part of reputed and growing company like ABC. I have researched about ABC and find out that your environment and culture perfectly fits according to my desire organization. (can extends it according to you)

Remember don't answer it like:

1. Why not?
 2. I don't know much about this company, my friend asked me to apply.
- Etc.

➤ **Why we hire you?**

➤ **What are your strength and weaknesses?**

Take time to yourself for find out your strength but I recommend you to make it according to company that what they want.

Don't tell any weakness of you which effects company environment. Like "Sir, I'm a bit weak in communication skills". (I preferred to make your weakness your strength like "Sir, when I come to university I was a little bit weak in communication with others but with proper counseling by my teachers and seniors I have improved it 8/10 and I think remaining would be improved during my professional career").

➤ **Do you know about "Company Name"?**

Visit website of company for this question and read it and understand products they are working on. You don't need to remember all that stuff. But remember 3 4 of them in order to question them.

Reply as:

1. Sir I have visited your website I have seen a term ERP. What does that mean I searched it but don't understand it.
2. Sir mostly students told me that you don't hire fresh graduates in ERP. I just want my concepts to be cleared by you. Is it so?
3. Sir will you explain me the product you are working with Ufone I read it from website but don't understand it completely.

Don't respond like that

1. No sir I have no question
2. Sir tell me about company (this reflect you don't know about company)

Etc.

You can also dig out questions while person in front of you explains about company culture, values, structures and career growth.

➤ **What is your salary expectation?**

Just tell them your salary expectation.

Most frequently asked questions are above visit this link for more details

<https://www.indiabix.com/hr-interview/questions-and-answers/>

What to do after job offer?

There are certain situations in which I was involved after giving job offer.

1. Your first job offer (You seems to be very happy and wants to accept on spot)
2. You already have offers

Points to be remember:

1. Don't accept on spot. Always take time to think on offer and ask with your family. Just say to them "Before accepting job I want to ask with my family"
2. If you think salary is less, before accept offer, you can negotiate with them on salary.
3. Be tactful and honest with them.
4. If you want to reject offer after accepting (scenario that you have already accepted offer and you get better from other organization or from your desired organization). It is your right to reject before joining date. But reject it as soon as possible with true reason why you are rejecting. Remember don't exploit company respect.
5. Deal in all situations as professional. Don't feel shy in order to give your salary expectations or negotiation about salary offered.

There are many other points search them on internet as you feel you're in particular situation and how to deal with it.

Motivational Stuff

Sometimes, you need some motivation before interview:

Everybody has an ideal in different situations. For motivation, I have an ideal "Sandeep Maheshwari" from India. "If you know the root of problem, you can overcome that problem" (Sandeep Maheshwari). Before going into the process of interview you need some motivation to deal with situation. I follow Sandeep Maheshwari for this purpose and I feel a lot of change in following perspectives:

- **Fear of Interview**
<https://www.youtube.com/watch?v=YN0EeiMa8-w>
- **Talk in English (Communication Skills)**
<https://www.youtube.com/watch?v=Y07dnUKwqyw>
- **Personality Development**
<https://www.youtube.com/watch?v=5CoKwpezDFE> (Series)

you can search all situations where you need guidance from your ideal 😊

Results: After following all this things, I get job from 5 6 organizations from 15 organizations I have given interview. And from other organizations the process is continued till now.

Just be confident, positive and be one who you are! Don't lie, be honest. Have better EQ with best IQ makes you successful 😊 Best of Luck for your future.