

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	E
Id	201-15-13855
Name	Israk Jahan Luba

Company 1: Oracle

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

Job Site: <https://www.oracle.com/careers/>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Oracle-EI_IE1737.11,17.htm

Company Description:

Oracle a multinational computer technology specializes primarily in developing and marketing database software and technology, cloud engineered system. The company also build tools for database development ERP software, CRM software and Supply Chain Management software. The company was founded in 1977, headquartered Redwood Shores, California.

Oracle was the second-largest software maker by revenue in 2015 after Microsoft. Also in the same year the company was awarded for its best CRM software in Channel Champs Awards.

Oracle is a computer technology corporation best known for its software products and services like Java. Through the company's four main business segments—cloud and license, hardware, and services—Oracle sells its cloud-engineering services and systems and database management systems. For over a decade, the company has been embroiled in a feud with Google over claims that Google committed copyright infringement when it used elements of Java in the programming code of the Android operating system. In 2021, the battle was settled when the United States Supreme Court ruled 6 to 2 in favor of Google, stating that Google engaged in legitimate “fair use” when it put key aspects of Oracle’s Java programming language in the Android operating system.

Interview Process:

Step 1: **Online Test**

It is an online test round where MCQ questions ranging from verbal, quantitative to core subjects such as DS, Networking, OOPS, Database are asked. Practice is required as number of questions are more.

Step 2: **Technical Interview Round 1**

This is a coding round where generally 2 questions are given. The concept of Data Structure must be cleared as the questions are tough.

Step 3: **Technical Interview Round 2**

It is a personal interview round where questions based on data structure asked and some questions from resume. Some puzzle based questions are also asked.

Step 4: **HR Round**

1. Tell me about yourself
2. Questions about cloud technology

Relevant Links: <https://www.geeksforgeeks.org/oracle-recruitment-process/>

Your opinion: This is a good company.

Company 2: Intel

Website: <https://www.intel.com/content/www/us/en/company>

Job Site: <https://www.intel.com/content/www/us/en/jobs/jobs-at-intel.html>

Glassdoor: <https://www.glassdoor.com/Overview>

Company Description:

Intel Corporation designs, manufactures, and sells computer components and related products. The Company major products include microprocessors, chipsets, embedded processors and microcontrollers, flash memory, graphic, network and communication, systems management software, conferencing, and digital imaging products.

Interview Process:

Step 1: Tele/Video Call Interview

It must be noted that interview is a resource and time consuming process and one must employ methods that weed out misfits and weaker candidates effectively.

Interviews held over a telephone or a video call help in a quick candidate assessment when you have a long list of candidates. What the CV may not reveal can be probed through a telephonic interview and the recruiter can draw conclusions based on the conversation, tone and responsiveness of the candidate.

Step 2: Assessment

Assessment rounds have become a standard for mass hiring. Hiring experts believe assessment rounds are best suited for fresh graduates and help in assessing multiple skill sets and evaluating talent on individual and group skills.

A typical assessment can last a full day and may include presenting a case study, group tasks, personal interview, psychometric and physical tests.

Many companies employ innovative strategies like games and experiential case study based assessment platforms like Authess to measure competency of candidates in diverse role based situations.

Step 3: The Face-to-Face Interview

Considered a gold standard for evaluating a candidate, face to face type of interview can range from soul probing conversations to a stress interview making the candidate sweat all over.

A face to face interview allows the recruiter to gauge a candidate on many parameters be it body language, interpersonal skills and spontaneity. It also helps in testing a candidate's domain knowledge by quizzing his theoretical knowledge.

Step 4: Interview Panel

An interview panel is considered a more accurate method of conducting a personal interview. It takes away the risk of personal bias and offers a well-rounded assessment where every member of the panel adds a valuable insight about the candidate.

Step 5: Group Interview

A less popular interview process these days, group interview tests more than one candidate at a go. The interviewer asks the same question, or the next sequential

question to a group of candidates and may use elimination, scoring or rapid fire rounds to assess every candidate.

This interview process tests the competitiveness of candidates and allows the hirers assess a large number of candidates.

Your opinion: This company is good.

Company 3: Microsoft

Website: <https://www.microsoft.com/en-us/?ql=4>

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

Glassdoor: <https://www.glassdoor.com/Reviews/Microsoft-Reviews-E1651.htm>

Company Description:

Microsoft was founded in 1975. Their mission is to help people and businesses around the world reach their full potential by creating technology that transforms the way people work, play, and communicate. next. They develop and market software, services and hardware devices that bring new opportunities, greater convenience, and added value to people's lives. They operate globally and have offices in more than 100 countries.

They generate revenue by developing, licensing and supporting a wide range of software products and services, designing and selling hardware devices, and providing tailored online advertising to their target audience. Global. In addition to selling individual products and services, they also offer suites of products and services.

Their products include operating systems for computers, servers, phones and other smart devices; server applications for distributed computing environments; productivity applications; business solution application; desktop and server management tools; software development tools; video games; and online advertising. They also design and sell hardware devices including Surface RT and Surface Pro, Xbox 360 gaming and entertainment consoles, Kinect for Xbox 360, Xbox 360 accessories and Microsoft PC accessories.

They provide cloud-based solutions that deliver customers software, services, and content over the Internet using shared computing resources located in centralized data centers. Examples of the cloud-based IT services we offer include Microsoft Office 365, Microsoft Dynamics CRM Online, Windows Azure, Bing, Skype, Xbox LIVE, and Yammer. Cloud revenue comes mainly from user fees, advertising, and subscriptions. We also provide product and solution consulting and support services, and we train and certify IT system integrators and developers.

They conduct research and develop cutting-edge technologies for future software, hardware and services. They believe we will continue to grow and meet the needs of our customers by providing a wide range of home and business devices and services that enable people around the world to stay at home, at at work and on the go, engage in the activities they love

most. We will continue to create new opportunities for our partners, enhance customer satisfaction, and improve the quality of our services, business performance and internal processes.

Interview Process:

Step 1- Prescreen with a recruiter

A recruiter will reach out to you either on LinkedIn or via email to schedule a phone screen. This phone call will be approximately 45 minutes in length and will be divided into two parts. Firstly, you will be asked to go over your resume and answer several behavioral questions to gauge your openness to learning, curiosity, and leadership qualities. For technical roles, you can also expect technical questions about algorithms and data structures.

Step 2- Phone interview

One to two weeks after the phone screen, you may be invited to the next interview round: a phone interview. While this step is most common for technical positions, other applicants may be asked to complete it as well. The recruiter will usually share potential topics and questions ahead of time. Remember that with each interview, you will be moving up the org chart. Therefore, at this round, it is crucial to show professionalism and great communication skills.

Step 3- On-site interview

After another week or two, you will be invited to one of the Microsoft campuses, depending on where you are located. An on-site interview consists of several back-to-back rounds: expect to meet four to five Microsoft developers or managers for an hour each. Each interview round will be a mix of behavioral questions and coding exercises. Read Levels.fyi's blog for tips on how to answer interview questions and apply the STAR method effectively.

Step 4- HR interview

Finally, you might be invited for a final HR interview round. This is mostly a formality: the HR may ask a few additional behavioral and technical questions to make sure you are a good fit for the company and discuss salary and benefits.

Relevant Links: <https://www.levels.fyi/blog/ace-microsoft-hiring.html>

Your opinion: Microsoft employees are paid fairly, have a good work-life balance, and work in a pleasant environment. As a result, the company strives to make its employees happy and to ensure their physical, emotional, and financial well-being.

Company 4: Beximco Group

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

Job Site: <https://beximcopharma.com/career>

Glassdoor: <https://www.glassdoor.com/Reviews/Beximco-Reviews-E541081.htm>

Company Description:

Today the BEXIMCO Group ("BEXIMCO" or the "Group") is the largest private sector group in Bangladesh. BEXIMCO was founded in the 1970's by two brothers - Ahmed Sohail Fasihur Rahman and Salman Fazlur Rahman. Since the early days, the Group has evolved from being primarily a commodities trading company to a leading, diversified group with a presence in industry sectors that account for nearly 75% of Bangladesh's GDP. BEXIMCO's corporate mission is "Taking Bangladesh to the world".

As BEXIMCO has grown over the years, the flagship platform now has operations and investments across a wide range of industries including textiles, pharmaceuticals, PPE, ceramics, real estate development, construction, trading, marine food, information and communication technologies, media, DTH, financial services, and energy. The Group sells its products and services in the domestic Bangladesh market as well as international markets. BEXIMCO is the largest employer in the private sector in Bangladesh and employs over 70,000 people worldwide.

The BEXIMCO name has now become one of the most recognizable brand names in Bangladesh. It is synonymous with innovation, trust and quality. The Group consists of four publicly traded and seventeen privately held companies. The publicly traded companies are Bangladesh Export Import Company Limited, Beximco Pharmaceuticals Limited, Shinepukur Ceramics Limited and Beximco Synthetics Limited. The total revenue of the group stands in excess of 2 Billion US Dollars per year.

BEXIMCO encompasses one of South Asia's largest vertically integrated textile and garment companies. The Textile division is a fully integrated manufacturer of cotton and polyester blended garments for men, women and children, both for domestic and export markets. BEXIMCO is also the largest exporter of pharmaceuticals in Bangladesh with presence in 55 countries. The Pharmaceuticals division manufactures and sells generic pharmaceutical formulation products, active pharmaceutical ingredients (API) and intravenous (IV) fluids. The Group is also the largest ceramics exporter in Bangladesh.

State-of-the-art manufacturing plants located in the vicinity of Dhaka provide the Group with a highly cost effective manufacturing base. A majority of its plants are in the BEXIMCO Industrial Park, a vertically integrated self-contained facility. This facility provides ready access to captive power generation, water purification, liquid nitrogen, waste water treatment and other key infrastructure. The Group's global clients include some of the world's best known brands including BT, Chevron, Calvin Klein, H&M, JC Penney, Macys, Zara, UNICEF, Royal Doulton and Villeroy & Boch.

Interview Process:

Step 1: **Video Call Round**

Also known as a one-way interview, this enables the employer to screen candidates quickly and select which ones will proceed to the next stage.

Step 2: **One-on-one Round**

The one-on-one interview is specifically designed to evaluate a candidate's demeanor, behavioral traits, and potential fit within a team or alongside a particular person.

Step 3: **HR Round**

The HR round is an interview that's typically conducted by a human resources generalist at the beginning of the hiring process.

Step 4: **Technical Round**

Essentially it is an interview to assess your technical ability for the role, and the depth and breadth of our knowledge in our chosen field. Technical interviews are also designed to assess our problem-solving skills, our communication skills, and your ability to think under pressure.

Your opinion: This company is so good.

Company 5: Square Group

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

Job Site: <https://squaregroup.com/career/>

Glassdoor: <https://www.glassdoor.com/Overview/Working-at-Square-Group-Bangladesh>

Company Description:

SQUARE today symbolizes a name – a state of mind. But its journey to the growth and prosperity has been no bed of roses. From the inception in 1958, it has today burgeoned into one of the top line conglomerates in Bangladesh. Square Pharmaceuticals Ltd., the flagship company, is holding the strong leadership position in the pharmaceutical industry of Bangladesh since 1985 and is now on its way to becoming a high performance global player.

SQUARE today is more than just an organization, it is an institute. In a career spanning across four and half decades it has pioneered the development of the local business in fields as diverse as Pharmaceuticals, Toiletries, Garments, Textile, Information Technology, Health Products, Food Products, Hospital, etc. With an average Annual turnover of over US\$ 200 million and a workforce of about 3500 the SQUARE Group is a true icon of the Bangladesh business sector.

Interview Process:

Step 1: The Initial Screen

This is an informal round where a recruiter will get in touch with you after you've applied for the position through LinkedIn or any other platform. You'll be asked a few basic questions on your experience, past organizations you've worked with, your skillset, and compensation details. If your profile aligns with the requirements of the position, you'll be invited to the technical phone screen interview.

Step 2: The Technical Screen

This round fundamentally aims to test if your programming and problem-solving skills are up to standard. Square delivers services at scale, and requires its core tech team to come up with optimal solutions to ensure seamless delivery of its services.

The technical phone screen is usually a remote round where your knowledge of data structures and algorithms is evaluated through one or two coding problems. This round involves writing code that executes the solution optimally. If your problem-solving skills are up to standard post evaluation, you'll be invited for the on-site interview.

Step 3: The On-Site Interview

The on-site interview is the final stage that consists of a series of interviews covering coding, systems design, and behavioral and soft-skill questions. A typical software engineer on-site interview at Square will include:

1. A coding round, where you're asked to solve a problem on DSA by writing code. Your knowledge of various concepts in algorithms is tested in this round.
2. A design round, where you're asked questions on scalable systems and applications. Questions around caching, network protocols and security, scaling systems, and case studies can be expected in this round.
3. A behavioral round, where your experience with past organizations, workplace-related circumstances, and general traits of your personality are evaluated to determine if you're the right fit for the position.

Relevant Links:

<https://www.interviewkickstart.com/interview-questions/square-interview-questions>

Your opinion: This company is good.