

Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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Company 1: Google

Website: www.google.com

Job Site: <https://careers.google.com/jobs/results/>

Glassdoor: <https://www.glassdoor.com/Reviews/Google-Reviews-E9079.htm>

Company Description:

Google LLC (/ˈɡuːɡəl/ (listen)) is an American multinational technology company focusing on search engine technology, online advertising, cloud computing, computer software, quantum computing, e-commerce, artificial intelligence,[9] and consumer electronics. It has been referred to as "the most powerful company in the world"[10] and one of the world's most valuable brands due to its market dominance, data collection, and technological advantages in the area of artificial intelligence.[11][12][13] Its parent company Alphabet is considered one of the Big Five American information technology companies, alongside Amazon, Apple, Meta, and Microsoft.

One sentence to describe: Google is the best place to work as a software engineer.

Interview Process:

Step 1: Resume screen

The first step of Google's interview process is the resume screen. Here, after you've submitted your application through [Google's jobs portal](#), or been contacted directly via email or LinkedIn, recruiters will evaluate your resume to see if your experience aligns with the open position.

Step 2: Recruiter call

After your resume has been approved, a recruiter will get in contact with you to schedule a call. This generally lasts 20-30 minutes.

During the call, the recruiter will have a non-technical chat with you about your background and why you are interested in the job. You should have answers prepared for questions like, "Tell me about yourself," "[Why Google?](#)", and "Walk me through your resume."

Step 3: Phone screen(s)

Depending on the role, you will either have one or two phone screens with your hiring manager, or a future peer of the team you're applying to join.

These will typically last between 45 and 60 minutes each, over Google Meet. In the majority of cases, this will be a video call, but in some cases the interviewer may choose to keep their camera turned off.

Step 4: Onsite interviews

The longest and most daunting step of the Google interview process is the onsite interview loop. This may take place in Google's physical offices, or via video call.

Here, you will face up to six back-to-back interview rounds that last around 45 minutes each. If you are physically onsite, one of these will take the form of an informal lunch interview with a future peer of the team you're applying to join.

Step 5: Hiring committee

After the onsite rounds, your interviewers grade your performance using a standardized feedback form. It contains your responses to each of the questions, their feedback on your responses, and their final recommendation (e.g. "Strong no hire," "No hire," "Leaning no hire," "Leaning hire," "Hire," "Strong hire").

The feedback forms from each of your onsite interviewers are combined in a packet, which includes your resume and feedback from the initial phone screens, and it is sent to a third party hiring committee for review.

Step 6: Team match

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Step 7: Salary negotiation

Finally, once you've passed each of the six steps above, you'll receive your offer package from Google.

At this point, all that is left for you to do is negotiate your offer. Your recruiter will get in touch with you about the details, likely scheduling one final call to clarify and discuss the terms. If they have not scheduled a call, you can ask for one.

Of course, salary discussions can be difficult and a bit uncomfortable, especially if you are not used to them. Below are some tips to help you navigate your salary negotiations. And you can also [get salary negotiation coaching from ex-FAANG recruiters](#) to help you maximize your compensation.

Relevant Links: <https://igotanoffer.com/blogs/tech/google-interview-process#:~:text=Here's%20what%20you%20need%20to,team%20matching%2C%20and%20salary%20negotiation>.

Your opinion: This is a dream company.

Company 2: Microsoft

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

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

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

Company Description:

As perhaps the world's most significant architect of information technology, multinational tech titan Microsoft continues to drive how we work, learn, play, and do business in the digital world. From its humble beginnings in 1975 to its current status as a household name, the company has shaped the software industry as we know it. It boasts more than 180,000 employees in its offices in dozens of countries around the world, and posted \$168 billion in revenue in 2021.

Interview Process:

Step 1: Recruiter Screening Call

The Microsoft interview process begins when a recruiter spots your resume or profile and reaches out to you for an initial screening call.

Microsoft's preliminary screening call gets right into it. You will go over your resume and then answer a few behavioral questions.

Step 2: Technical Phone Interview

Technical role applicants are often asked to do another phone interview (or two) with a Microsoft hiring representative. This phone call happens 1 to 2 weeks after the initial screening call.

Step 3: Virtual On-Site Interview Loops

Microsoft's on-site interview rounds are now done remotely. This process consists of 4 to 5 continuous interviews, held on the same day.

The interviews are facilitated by two interviewers each. These interviewers are usually senior managers and developers. They ask both behavioral questions and coding exercises.

Step 4: Final On-Site Interview or As-Ap

The final on-site interview is called the "As-Ap" or "As Appropriate" interview. This takes place with a senior manager who has the authority to veto your entire candidacy or extend you a hiring offer.

Step 5: HR Interview (Maybe)

Some candidates are asked to complete an HR interview. This gets into more behavioral and/or technical questions.

This round is done to confirm that you're the right choice. If you are asked to do an HR interview, there's a good chance that Microsoft wants to hire you.

Step 6: Offer or No Offer

Microsoft has a reputation for making offers on the spot right during the interview process, but that doesn't always happen.

The Microsoft interview process concludes with confirmation of an offer or rejection. They will always let you know if you made it or not.

Relevant Links: <https://blog.tryexponent.com/microsoft-interview-process/>

Your opinion: This is my dream company.

Company 3: GitHub

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

Job Site: <https://github.com/topics/job-search-website>

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

Company Description:

GitHub, a Microsoft subsidiary, is a provider of Internet hosting for software development and version control using the open-source Git platform. Founded in 2008 by a group of software developers and entrepreneurs, GitHub enables millions of developers and companies to build, ship, and maintain their software on the largest and most advanced development platform in the world. The company supports more than 83 million developers and four million organizations, including 90% of the Fortune 500 list.

Interview Process:

FIRST ROUND - GITGRUB

If all goes well in the Talent Partner screen, you'll then be issued a technical take home exercise which should take about 3-5 hours. This is a 2-part exercise; the first section will be coding, and the second section will be a code review (reviewing a pull request). Be prepared to provide your GitHub handle which will be used to kick off the exercise.

SECOND ROUND – PAIRING EXERCISE + HIRIN MANAGER

The first interview will be a pairing exercise with two Engineers from the Experience Engineer Team. This interview will be 50% coding, and 50% code review, working in the same codebase from the exercise you completed. To prep, you will want to be in a comfortable development environment, set to share your screen (via zoom), and have an editor of your choice ready to use. This interview will be approx. 60 minutes.

FINAL ROUND

The final round will be split into two sections: **The first on Leadership Principles, the second on Diversity & Inclusion & Belonging.** At the end there may be an optional Hiring Manager round and there will be a Talent Partner Wrap-up to conclude the interviews.

Relevant Links: <https://www.codinginterview.com/github-interview-process>

Your opinion: This is my dream company.

Company 4: Genex Infosys

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

Job site: <https://www.genexinfosys.com/career.php>

Glassdoor: <https://www.glassdoor.com/Overview/Working-at-Genex-Infosys-EI IE1151226.11,24.htm>

Company Description:

We are Genex, part of the IPE Group UK, is the leading outsourcing providers of customer experience management and trusted by world's leading brands. We achieve results through transforming our clients' businesses and delivering excellence in customer experience. We are experts in people interactions and it gives us the edge in delivering a superior customer experience in every contact. Our multinational team of experts possesses the right mix of skills and experience — from operations to research, Business development and project management. The depth and breadth of expert skill-sets among Genex personnel that are formed with a global outlook are ultimately what set us apart from the rest.

We empower businesses with value-based innovative solutions and services which would allow you to focus on what you do best – your core business.

Interview Process:

1)Online Assessment Test:

The online assessment test holds three sections with time limits and cutoffs set for each. Three sections in the online assessment test include:

- **Logical and Analytical Reasoning:** This section contains questions of easy to a moderate level related to topics like data sufficiency, data interpretation, visual reasoning, statement reasoning, syllogism, etc.
- **Quantitative Aptitude:** This section constitutes questions on time, permutation and combination, speed and distance, number series, analytical puzzles, formulae, algebra, probability, etc. and the difficulty level of questions are from moderate to high.
- **Verbal Ability:** In this round, you can expect synonyms, antonyms, fill-in-the-blanks, paragraph completion, sentence correction, vocabulary, etc.

The number of questions and time allocated for the above sections here in this round may vary as per the interviews.

2) Technical Interview:

If you qualify for the online assessment test, then you will be called for a Technical interview. Here in this round, the candidates are usually asked questions based on their Resume and their area of interest. You are expected to have some sound knowledge of at least one programming language, computer fundamentals like operating systems, data structures, and algorithms, and awareness of the latest emerging technologies are some aspects that could help you get a good score in this round. You have to select and prepare for an area of interest closely related to the role. Sometimes in this round, your problem-solving skills will also be judged, which may include puzzles and aptitude questions. Also, be ready to answer the questions revolving around your projects/internships and the role you played in them.

3) HR Interview:

You will be called for the HR interview round if you clear the technical interview. The objective here is essentially to assess whether you are the best fit for the company. The scope of questioning here is wide, ranging from your background, and education, to your hobbies, and even your view of life! You have to prepare for some Infosys company-related questions. Also, be ready to face any questions intended to assess your sincerity in applying for the job.

Relevant Links: <https://www.interviewbit.com/infosys-interview-questions/>

Your opinion: This is my dream company.

Company 5: TigerIT Bangladesh Ltd.

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

Job site: <https://bd.linkedin.com/company/tigerit-bangladesh-limited>

Glassdoor: <https://www.glassdoor.com/Reviews/Tiger-IT-Bangladesh-Reviews-E559245.htm>

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.

TigerIT solutions range from National ID, Voter Registration, e-Passports, Border Control, Driving License to Vehicle registration and tracking. In addition, TigerIT provides highly specialized system integration of 3rd party hardware/software with legacy systems, including identity governance, Enterprise Single Sign-On, identity and access management solutions to large organizations like banks, telecom companies and multinational companies.

Interview Process:

Step - 1: Computer Science and Programming Basics

The interviewers asked questions about operating systems basics such as threads and multi process, and python specific programming concepts such as list comprehension, generator, and decorator. Also, they asked an initial question followed by multiple scenario-specific supplementary questions.

Step - 2: Problem Solving Test

The interviewers shared a Google Doc with Saif that contained six programming problems related to data structures and algorithms (graph theory and greedy techniques, in particular). They gave Saif the option to solve the problems in any programming language he preferred. Saif chose Python to solve the problems. While coding the solution, Saif turned on screen sharing, and the interviewers assessed his solution approach. They asked multiple supplementary questions about the solution strategy and asked Saif for certain modifications in his solution that Saif had to implement immediately.

Step - 3: Machine Learning Theory and Applications

The interviewers asked Saif questions on:

- core linear algebra concepts such as singular value decomposition, linear transformations, and geometric perspective of eigenvalues
- machine learning theory related questions such as the information-theoretic concept of cross-entropy loss, expected values, and conditional probabilities
- application-related questions such as PyTorch concepts and optimizers

Also, the interviews asked questions about Saif's research publications.

Relevant Links: https://www.glassdoor.com/Interview/Tiger-IT-Bangladesh-Software-Engineer-Interview-Questions-EI_IE559245.0,19_KO20,37.htm

Your opinion: This is my dream company.