Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	G
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Company 1: Cognizant

Website: https://www.cognizant.com/
Job Site: https://careers.cognizant.com/global/en
Glassdoor: https://www.glassdoor.com/Reviews/Cognizant-Reviews-E5364600.htm

Company Description:

Cognizant is an American multinational information technology services and consulting company. It is headquartered in Teaneck, New Jersey, United States. Cognizant is part of the NASDAQ-100 and trades under CTSH. It was founded as an in-house technology unit of Dun & Bradstreet in 1994,[6] and started serving external clients in 1996.[6] After a series of corporate re-organizations there was an initial public offering in 1998.[7] Cognizant had a period of fast growth during the 2000s and became a Fortune 500 company in 2011; as of 2021, it is ranked 185.[8]

One sentence to describe: Cognizant information technology services and consulting company .

Interview Process:

Written Round

The Written round consists of two major sections namely General Aptitude Test and Verbal Ability Test. General Aptitude Test, has mathematical reasoning part and logical reasoning part and verbal ability Test.

Technical Round

The students who clear the written round are called for Technical Interview. There is no hard & fast rule for which questions will be asked in this round, you can expect questions on any topic depending on the panel. To clear this round you should be clear with your basics. You should be prepared with Data structures and Algorithms, DBMS, Operating systems, Networking, OOPs concepts and a programming language of your choice. Students from branches other than CS should prepare for the other two subjects related to their branch. CS students will be expected to write codes in the interview. They also ask questions from resumes.

HR Round

1. Tell me about Yourself
2. Why Cognizant?
3. How do you see yourself after five years from now?
4. What are your strengths and weaknesses?
5. Questions form resume

Relavent Links: https://www.geeksforgeeks.org/cognizant-recruitment-process/

Your opinion: This is a dream company.

Company 2: Capgemini

Website: https://www.capgemini.com/
Job Site: https://www.capgemini.com/careers/join-us/#size=15
Glassdoor: https://www.glassdoor.com/Reviews/Cognizant-Reviews-E5364600.htm

Company Description:

The company is currently led by the CEO; Aiman Ezzat and other board members. The company was titled as a pioneer in Everest Group's Guidewire Assessment 2020. This company provides a variety of services to its clients such as; design and consulting, digital engineering, AI, data and cloud, softwares, quantum processors and more. The company provides these services through its various subsidiaries. The Capgemini subsidiary Sogeti is an information technology consulting company. Capgemini Q-Lab works in the field of quantum applications. Capgemini Engineering is a leading organization in technology, research and development consulting and organizational and information technology consulting. The recently launched Capgemini Invent is a design and consulting brand.

Interview Process:

Online Assessment Test

This is the first step in the three-round Capgemini recruitment process. This round is accessible via the comfort of your home. The candidates are tested on various domains and skills in this round. The candidates qualifying this round are called for the next levels of the selection process. Capgemini online assessment is conducted in four steps which include:

Pseudocoding: This section is conducted to test the candidate's knowledge of programming languages, coding and data algorithms. The candidates get MCQ type questions which are based on C, C++, Java, Data Structures and Object-Oriented Programming (OOPS).

English Communication Test: English is a global language and knowledge of English is a must for candidates aspiring to join global companies like Capgemini. The Capgemini tests the candidates for their abilities in English Communication. This section of the test is MCQ based and tests the candidate's grammar and vocabulary. It has questions in forms of reading comprehension, speech, voice, jumbled sentences and more.

Game-Based Aptitude: It is the most recent and interesting addition to the Capgemini selection process. The candidate is required to complete a four series game based on Deductive Logical Thinking, Inductive Logical Thinking, Grid Challenge, and Motion Challenge. The game-based aptitude test helps in analyzing a candidate's critical thinking and reasoning abilities.

Behavioral Competency: This round is also known as the Adaptive Employee Personality Test or ADEPT-15 test. It is a psychometric test to analyze a candidate's personality and work behavior. The test includes various statements and the candidates are required to mark the one they find most suitable in regards to their own behavior. There are no right or wrong answers in this test, therefore, candidates need to answer with utmost honesty describing their own characteristics.

This round is conducted to test the candidate's practical skills. It focuses on analyzing your problem-solving skills, fluency with technology and other skills as per the company standards.

Technical Interview Round

The candidates qualifying online assessment round are called for this step. It is conducted in-person in front of the company's IT experts. This round is conducted to test the candidate's technical knowledge and skills for the job applied. The candidates will be asked about latest technological advancements, common coding errors, programming languages and other situation based questions.

Since Capgemini is a leading company in the IT sector, the candidates must prepare well for this round. The candidates should know about programming languages like Java, C, C++, Python etc. It is essential for candidates to have complete expertise in one language at least. Apart from programming languages, they should also know about DBMS, OOPS, CN and OS. The interviewers might also put up questions from your previous job role, old projects and educational qualifications as provided by you in your resume.

HR Interview Round

The candidates passing both online assessment and technical interview round will be called for an interview with the HR. The HR interview round is conducted to know about the candidate's personality and work ethics. This round is done to check the candidate's compatibility with the company's work culture. The candidates are asked questions about their strengths, weaknesses, previous work experiences and other personality based questions.

The candidates can also be asked about Capgemini history and business ventures. The questions about Capgemini are asked to determine a candidate's passions and willingness to work there. The candidates will also be asked questions on salary expectations and job responsibilities.

For the Capgemini HR interview round, the candidates should maintain a positive outlook. They should show signs of being an optimistic, skilled and loyal employee. The candidates should not berate their previous organization or boss while answering questions related to previous experiences. They should be open about their expectations from the company while telling about their skillset. The candidates should be well informed about the company's history and heritage to appear highly invested in the job role.

Relevant Links: https://www.simplilearn.com/capgemini-interview-questions-and-answers-article#:~:text=The%20Capgemini%20recruitment%20process%20is,finally%20considered%20for%20the%20post.
Your opinion: This is a dream company.

Company 3: DXC

Website: https://dxc.com/us/en
Job Site: https://careers.dxc.com/global/en
Glassdoor: https://www.glassdoor.com/Reviews/DXC-Reviews-E1603125.htm

Company Description:

DXC Technology was founded on April 3, 2017 when the Hewlett Packard Enterprise Company (HPE) spun off its Enterprise Services business and merged it with Computer Sciences Corporation (CSC).[4] At the time of its creation, DXC Technology had revenues of $25 billion, employed 170,000 people and operated in 70 countries.[5]

The spinoff from Hewlett Packard Enterprise did not include two parts of the Enterprise Services segment: the Mphasis Limited reporting unit and the Communications and Media Solutions product group.[4]

In India, the company started a three-year plan to reduce the number of offices in the country from 50 to 26, and reduce headcount by 5.9% (around 10,000) employees.[6] With about 43,000 employees (more than a third of its workforce) in India, the company is restructuring its workforce to meet its new revenue profile.[7]

In 2017, DXC split off its US public sector segment to create a new company, Perspecta Inc.[8]

Mike Salvino, the former Accenture chief group executive, was named president and CEO of DXC Technology in 2019.[9]

In February 2021, French technology services and consulting firm Atos ended talks for a potential acquisition of DXC.[10][11] Atos had proposed for US$10 billion including debt for acquisition.[12][13]

As of November 2021, DXC employed 134,000 in over 70 countries, including the United States, India, the Philippines, Central Europe and Vietnam.[14][15]

Interview Process:

Written Test

The questions came from:-

1. logical reasoning
2. verbal
3. quantitative
4. coding
5. computer fundamentals
6. WriteX

DXC Online Test

The written test paper had six sections, including:-

1. Quants
2. Logical
3. Programming MCQs
4. Verbal

5. Automata
6. Essay Writing

DXC Group Discussion Round

This was the second round. All the shortlisted candidates were divided into groups, each consisting of ten members. We were given call links and a one-panel member was judging us. He gave us the topic and told us to prepare for five minutes and after that, we had to present.
My topic was the " Impact of Social Media ". Most of the groups got similar topics related to current affairs or social topics.

I was very confident during this round. I presented all my points with confidence and also asked many counter questions. The results were declared the next day and I was shortlisted for the interview.

DXC Technical Interview

This round was conducted first. My seniors had told me this would be the toughest round. I was not sure how to prepare. On PrepInsta, I had heard of PrepInsta Prime. There they had interview experience videos of candidates who were selected in DXC. I decided to get a subscription, there were many courses that I got from one subscription. I checked the videos and prepared for the interview.

Relevant Links: https://prepinsta.com/interview-preparation/dxc-interview-experience/
Your opinion: This is a dream company.

Company 4 : Brain Station 23

Website: https://brainstation-23.com/?bc
Job Site: https://erp.bs-23.com/jobs
Glassdoor: https://www.glassdoor.com/Reviews/Brain-Station-23-Reviews-E580909.htm

Company Description:

was in 2006, with little capital but a pocketful of belief our CEO, Raisul Kabir started Brain Station 23, a software company, right after graduating from BUET. The new company initially focused on the international market with the local market added in 2010. Since then the company has shown a continuous growth and currently employs over 700+ software engineers. Brain Station 23 is now not only an established name in Bangladesh but also in countries like the USA, UK, Netherlands, Denmark, Japan, Norway, Sweden, Germany, Canada, Switzerland, Turkey and the Middle East etc.

Interview Process:

MCQ Based Remote Online Test

This remote online test lasted for an hour and the topics were limited to database, basic OOP concepts, data structure, output tracing, and analytical abilities.

Written Test

The written test had 30 questions of 100 marks to be answered in 1 hour and 30 minutes. The questions were in two different formats:

1.Written (carrying 55% marks): 2 problem-solving questions, 1 algorithmic question, 3 incomplete code snippets implementing data structures that needed to be completed by the candidate

2.MCQ (carrying 45% marks): covering OOP, database, data structure, output tracing, and analytical concepts

Assessment Test

The assessment test happened at the Brain Station 23 office where the selected few candidates were asked to spend the entire day. Initially, there were some fun activities arranged for the candidates and afterward, they were divided into groups. Each group was given a task and was mentored by a Software Engineer at Brain Station 23. The task involved designing a solution to a given problem with the help of E-R, UAT, Context Diagrams, or Flow Charts. Also, individual members in a group were given specific problems that they needed to solve and were interviewed by their respective mentors. At the end of the day, each of the groups had to present their solutions. During the process, the mentors monitored the candidates.

Technical and HR Interview

In this phase, mainly the technical interview first and then, the HR interview. HR was asked questions from candidate resume, such as the projects candidate had completed in her university, her research publications, previous job experiences, and so on. Then, HR was given a few problems to solve and was asked about candidate choices of approach, the time complexity of her solutions, and so on. In the HR interview, she was asked a couple of questions about her background, her interests, and her preferred tech stack .

Relevant Links: https://tahanima.github.io/2020/06/21/recruitment-stories-experience-of-proteeti-at-bs23/

Your opinion: This is a dream company

Company 5: Dynamic Solution Innovators

Website: https://www.dsinnovators.com/
Job Site: https://apply.workable.com/dsinnovators/?lng=en
Glassdoor: https://www.glassdoor.com/Reviews/Dynamic-Solution-Innovators-Reviews-E547437.htm

Company Description:

DSi is an international company founded in 2001 with clients in Asia, England, Finland and the United States. We have applied skills in web enabled e-commerce and ERP systems as well as wireless systems across a broad range of industries. DSi is a full service technology company. We provide proficient, cost effective software development services throughout the world, both at our corporate development centers and at our Client's premises. In addition, we provide competent management staff to assist our clients in all aspects of their mission critical projects. DSi utilizes on-site staff where required to enable a high degree of client interaction and project management. DSi is rock solid in its commitment to our clients. Our methodologies include advanced use-case and our Two-phase Quality Assurance process. These allow for better technical and business requirements gathering, which allow us to deliver unique, innovative applications beyond customer's expectations. Our testing adds to our ability to deliver bug-free software. Depending on the software developed, we offer several levels of guarantees and system support. The birth of DSi, Incorporated was to cut through the prevalent barriers to successful software development. There being a traditional disconnect in business and Information technology (IT), DSi found that the developing process was flawed from the beginning, even from the business side of the company making the request for this development.

DSi is root oriented. Others say they get to the root of the issue and fix it. DSi believes the IT portion of a "fix" does not go deep enough and keeps the client dependent on the fixer. DSi's "deep scan" of an issue not only gets to the origin of the problem, it leads the way into the business side of the fence to establish ways of anticipating opportunities, not just solving problems.

Interview Process:

Online Assessment

This assessment was taken in Codeassess which is a programming assessment platform. The contents of the assessment were design questions related to HTML and CSS, a few basic JavaScript questions, and problem-solving questions involving string manipulation. The duration of the assessment was two hours.

Onsite Technical Interview

In this phase, Recruiter was given a problem to solve using JavaScript as she was considered for a JavaScript Developer position. Recruiter was also asked a few questions about her projects in which she had used JavaScript, Android, and Node.js technologies. Additionally, she was asked some questions related to basic data structures, algorithms, DBMS, and her incorrect response to a question in the online assessment.

Take-Home Assignment

The first task was based on Object Oriented Programming and Design Pattern concepts and it was a console application. candidate was allowed to choose any programming language to solve the task.

The second task was to build a web application. There were some bonus points allocated for making responsive UI, using a framework, managing dependency, and versioning through git.

Technical Interview

The technical interview happened online through Google Meet. The interviewers initially asked candidate questions on databases and as part of some of the answers, candidate wrote SQL queries. Then, the interviewers asked questions on operating systems, C++, data structures, and algorithms. The interviewers gave candidate two LeetCode-like problems to solve. The difficulty levels of the problems were medium. Afterward, the interviewers asked questions related to Java such as multithreading, collections framework, functional interfaces, lambda expressions, anonymous classes, abstraction, encapsulation, inheritance, and polymorphism. Finally, the interviewers asked questions on the take-home assignment - candidate solution approach and the tech stack he had used.

Interview with the CTO

This was a behavioral interview conducted by the CTO of DSi. The interviewer asked candidate questions from his resume, about his interests, and about his future goals. Also, the interviewer wanted to know candidate reasons behind applying to DSi. Afterward, they had discussions about the projects candidate had worked on during his undergraduate years, about the competitions candidate had participated in, and about candidate thesis work.

Relevant Links: https://tahanima.github.io/2021/12/17/recruitment-stories-experience-of-tasfik-at-dsi/

Your opinion: This is a dream company