Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project 6
Section	E
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Company 1: AMAZON

Website: https://www.amazon.com/
Job Site:https://aws.amazon.com/careers/
Glassdoor:https://www.glassdoor.com/Overview/Working-at-Amazon-EI_IE6036.11,17.htm

Company Description:

Amazon.com, Inc.[1] (/ˈæməzɒn/ *AM-ə-zon*) is an American multinational technology company focusing on e-commerce, cloud computing, online advertising, digital streaming, and artificial intelligence. It has been referred to as "one of the most influential economic and cultural forces in the world",[5] and is one of the world's most valuable brands.[6] It is one of the Big Five American information technology companies, alongside Alphabet, Apple, Meta, and Microsoft.

Amazon was founded by Jeff Bezos from his garage in Bellevue, Washington,[7] on July 5, 1994. Initially an online marketplace for books, it has expanded into a multitude of product categories, a strategy that has earned it the moniker *The Everything Store*.[8] It has multiple subsidiaries including Amazon Web Services (cloud computing), Zoox (autonomous vehicles), Kuiper Systems (satellite Internet), and Amazon Lab126 (computer hardware R&D). Its other subsidiaries include Ring, Twitch, IMDb, and Whole Foods Market. Its acquisition of Whole Foods in August 2017 for US$13.4 billion substantially increased its footprint as a physical retailer.[9]

Amazon has earned a reputation as a disruptor of well-established industries through technological innovation and "aggressive" reinvestment of profits into capital expenditures.[10][11][12][13] As of 2022, it is the world's largest online retailer and marketplace, smart speaker provider, cloud computing service through AWS,[14] live-streaming service through

Twitch, and Internet company as measured by revenue and market share.[15] In 2021, it surpassed Walmart as the world's largest retailer outside of China, driven in large part by its paid subscription plan, Amazon Prime, which has over 200 million subscribers worldwide.[16][17] It is the second-largest private employer in the United States.[18]

Amazon also distributes a variety of downloadable and streaming content through its Amazon Prime Video, Amazon Music, Twitch, and Audible units. It publishes books through its publishing arm, Amazon Publishing, film and television content through Amazon Studios, and has been the owner of film and television studio Metro-Goldwyn-Mayer since March 2022. It also produces consumer electronics—most notably, Kindle e-readers, Echo devices, Fire tablets, and Fire TVs.

Interview Process:

Step 1: Pass the resume screening

The first part of Amazon's hiring process is resume screening. In this round, recruiters will screen your resume for technical requirements, education, experience,.. to make sure you're a potential fit.

Although hiring criteria depend on roles and company, the fundamental principles of writing winning resumes at Amazon is almost identical to writing winning consulting resumes.

Step 2: Pass the screening call

If you pass the resume screening, **an internal recruiter or HR member will contact you for a 45 minutes to 1 hour call.** The goal in a screening interview is to assess your communication skills, motivation, work attitude, and personality.

The majority of questions in this round will be career questions. The interviewer will review your resume and ask about your first job to most recent jobs, in chronological order. You should also expect basic fit interview questions, aimed at assessing your fit for the role.

Step 3: Pass the Amazon Online Assessments

Amazon Online Assessments (OAs) are collections of pre-interview screening tests given to applicants for both technical and non-technical roles after the screening call round. They are

primarily used for internship and new graduate positions, but also sometimes for experienced positions.

Online assessments are highly dependent on job roles. For example, Maintenance Technicians must take the Amazon Maintenance Technician Test, or Software Engineers must take coding tests. There are, however, online assessments commonly required by many job positions, such as the aptitude tests or personality tests (Amazon Workstyle Assessment).

Step 4: Pass the videos interviews

After the phone screening, successful candidates will be invited to do subsequent video screens. Often, a hiring manager or a peer of the same level as your role **will ask more in-depth questions, mostly behavior-based, pertaining to your resume,** such as "Give me an example of when you had to assume leadership for a team".

Step 5: Pass the writing test

For certain positions, candidates are required to **respond to a writing test before moving on to on-site interviews.** What's the purpose of this writing test, then?. Turns out, written communication is a central part of Amazon's company culture, and they review candidate's written responses very seriously.

Here's how the process works. Candidates are given two options and can pick one question to answer. The response must be **no longer than 4 pages, and typical responses are about 2 pages.** Afterwards, candidates submit their answers over email 1 or 2 days before their on-site interviews.

Step 6: Pass the "Loop" (on-site) interviews

Once you've passed the phone screenings and writing test, you'll move on to the tough on-site interviews. **Amazon's on-site interviews are known as "Loop", where you'll spend a day with 4-6 current staffers, doing 2 to 9 interviews at its Seattle headquarters.**

Step 7: Pass the hiring committee reviews and get the offer

After the on-site interviews, all of your interviewers will convene in one room to form a hiring committee. Together, they will decide whether you're hired or not. They will also collectively set your level (which dictates your salary range).

If all is positive, HR will ask for your current and expected salary. Based on this information and the level of the job, they will send you a written offer. Usually, a hiring manager will inform you of the result within one week from your last interview.

If you've secured an offer from Amazon, the recruiter will explain the terms to you (salary, work location, hours, etc.). If you choose to negotiate (and you should!), any adjustments would be approved by a separate compensation committee. If everything is cleared, the recruiter will send over the necessary paperwork.

Your opinion: This is a dream company of mine as it is one of tech giant companies in the world. As I'm a competitive programmer I will get more benefits while joining the company. Here I will get the opportunity to increase my skills more and can go abroad and settle there easily with my family.

Company 2: Apple

Website: https://www.apple.com/
Job Site: https://www.apple.com/careers/us/
Glassdoor: https://www.glassdoor.com/Overview/Working-at-Apple-EI_IE1138.11,16.htm

Company Description:

Apple Inc. is an American multinational technology company headquartered in Cupertino, California, United States. Apple is the largest technology company by revenue (totaling US$365.8 billion in 2021) and, as of June 2022, is the world's biggest company by market capitalization, the fourth-largest personal computer vendor by unit sales and second-largest mobile phone manufacturer. It is one of the Big Five American information technology companies, alongside Alphabet, Amazon, Meta, and Microsoft.

Apple was founded as Apple Computer Company on April 1, 1976, by Steve Wozniak, Steve Jobs and Ronald Wayne to develop and sell Wozniak's Apple I personal computer. It was incorporated by Jobs and Wozniak as Apple Computer, Inc. in 1977 and the company's next computer, the Apple II, became a best seller and one of the first mass-produced microcomputers. Apple went public in 1980 to instant financial success. The company developed computers featuring innovative graphical user interfaces, including the 1984 original Macintosh, announced that year in a critically acclaimed advertisement. By 1985, the high cost of its products and power struggles between executives caused problems. Wozniak stepped back from Apple amicably and pursued other ventures, while Jobs resigned bitterly and founded NeXT, taking some Apple employees with him.

As the market for personal computers expanded and evolved throughout the 1990s, Apple lost considerable market share to the lower-priced duopoly of the Microsoft Windows operating

system on Intel-powered PC clones (also known as "Wintel"). In 1997, weeks away from bankruptcy, the company bought NeXT to resolve Apple's unsuccessful operating system strategy and entice Jobs back to the company. Over the next decade, Jobs guided Apple back to profitability through a number of tactics including introducing the iMac, iPod, iPhone and iPad to critical acclaim, launching "Think different" and other memorable advertising campaigns, opening the Apple Store retail chain, and acquiring numerous companies to broaden the company's product portfolio. When Jobs resigned in 2011 for health reasons, and died two months later, he was succeeded as CEO by Tim Cook.

Apple became the first publicly traded U.S. company to be valued at over $1 trillion in August 2018, then $2 trillion in August 2020, and most recently $3 trillion in January 2022. The company receives criticism regarding the labor practices of its contractors, its environmental practices, and its business ethics, including anti-competitive practices and materials sourcing. Nevertheless, the company has a large following and enjoys a high level of brand loyalty. It is ranked as one of the world's most valuable brands.

Interview Process:

As of October 29, 2013, the company had approximately 80,300 full-time employees world-wide. All of which had been through the strict requirement to be one of the employees of World's 2nd largest information technology company.

Each applicant needs to go through 3 to 4 rounds of interviews, that is if Apple is satisfied with the resumes you've given them. Details of the first interview will be notified to the candidates after about 2 to 4 weeks.

The first interview will be a group interview. Applicants will be set in a group setting with about 15 other candidates. During this first interview, Apple employees will ask each candidate a series of social questions, social and more of a people person would be what Apple really wants. During this interview as well, the candidates will also be present for several role-play scenarios in which they get to act both as the Apple employee and as the customer. Each part of the interview will be carefully screened, even the interactions between candidates. The most important point was to dress properly, smile and ask questions.

If the candidates have passed the first interviews, then there will be a background check.

The second interview will be notified within 2 to 6 days or a week span and a phone call will be received by each candidate who had passed the first one. They will be asked about their opinion on Apple, about their interest in a job position in Apple, etc. This phone call interview might last for 15 minutes and the candidate will be asked to come in person for another interview in which

they will be asked of their past experience and how to handle certain situations and many other things. The interview will be done one on one with the store manager.

For the third interview, every response of the candidate might be evaluated, like will the candidate respond with a question or a situation. It might also be possible that they were told not to wear anything formal like shirt and tie, so in conclusion they might also be evaluated by their clothing. The questions asked in the third interview would most likely be similar to the last 2 interviews about how they have past experience and how to handle certain situations. This interview will be done one on one with the general manager.

For the last interview, the candidate will be asked to come into another one on one interview with the head manager/high level manager. At first, it might be like the past three interviews, where some standard questions were asked, but it might get to more personalized questions about the past of the candidates. The interview might last for 20 minutes and it was said that the candidate will be notified within 3 to a week span.

The rejection which happens to most of the applicants will be notified either using emails or phone calls, but it is more common that it will be done through emails.

Your opinion: This is another dream company of mine as it is one of tech giant companies in the world and I respect Steve Jobs very much as he is one of the greatest entrepreneurs of all time . As I'm a competitive programmer I will get more benefits while joining the company. Here I will get the opportunity to increase my skills more and can go abroad and settle there easily with my family.

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 Corporation is an American multinational technology company with headquarters in Redmond, Washington. It develops, manufactures, licenses supports and sells computer software, consumer electronics, personal computers, and services. Its best-known software products are the Microsoft Windows line of operating systems, the Microsoft Office suite, and the Internet Explorer and Edge web browsers.

Microsoft was founded by Paul Allen and Bill Gates on April 4, 1975, and rose to dominate the personal computer operating system market with MS-DOS in the mid-1980s, followed by Microsoft Windows. Since 1990, the company made a number of corporate acquisitions, their

largest being the acquisition of LinkedIn for $26.2 billion in December 2016, followed by their acquisition of Skype Technologies for $8.5 billion in May 2011.

Satya Nadella took over as CEO in 2014 and henceforth the company has scaled back on hardware after losing market in the domain of mobiles and has instead focused on cloud computing, a move that helped the company's shares reach its highest value since December 1999. As of 2016, it is the world's largest software maker by revenue, and one of the world's most valuable companies.

Interview Process:

- Online Round
- Onsite Round
- Technical Round 1
- Technical Round 2
- Technical Round 3 (System Design Round)
- Technical-cum-HR round

Online Round:

The CoCube or the online coding round consists of 5 to six competitive coding questions with a time limit running between 1 hour to 1 hour 30 minutes. The questions level varies consisting of questions from domains of Arrays, String, Single Linked List, Double Linked List etc.

Onsite Round:

The group fly round or the onsite round consists of a written coding contest. Questions are provided and time span of 10 to 15 minutes are given to solve it and another 20 minutes are provided to explain the approach to the mentor, under whose supervision one is assigned to do the task. One should be well versed with the domains of competitive coding, data structure and algorithms to clear the round. Few problems asked are:

- Implementation of Deep Copy
- k most frequent words from a file
- k (or most frequent) numbers in a stream

Technical Rounds:

These consist of face to face rounds with the interviewer and to pass through these round one should have good knowledge regarding the facts mentioned in the CV. The questions are generally asked from the projects, internships or training mentioned in the CV. Following this one should be well known with the course related subjects like Data Structure, Algorithms, Operating System, Networking, Database Management etc. So, basically, the interview tests whether everything mentioned in the CV is full proof and the interviewee is having in-depth knowledge regarding the subjects dealt during the course of engineering. Students can also be expected to write codes in the interview. The final technical round consists of System Designing where questions from various domains can be asked like Cloud COmputing, Microsoft Azure, Dropbox and various Microsoft technology driven engines.

Technical-cum HR Round:

This round deals less with the technical questions but more with the HR questions like:

- Where do you see yourself in the next 5 years, 15 years and 25 years?
- Questions on family background.
- Strengths and Weaknesses.
- Questions on the facts mentioned in the CV.

Your opinion: This is a dream company of mine as it is one of tech giant companies in the world. As I'm a competitive programmer I will get more benefits while joining the company. Here I will get the opportunity to increase my skills more and can go abroad and settle there easily with my family.

Company 4: TigerIT

Website: https://www.tigerit.com/
Glassdoor:
https://www.glassdoor.com/Overview/Working-at-Tiger-IT-Bangladesh-EI_IE559245.11,30.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:

Part - 1: Computer Science and Programming Basics

The interviewers asked questions about operating systems basics such as threads and multiprocess, 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.

Part - 2: Problem Solving Test

The interviewers shared a Google Doc 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.

Part - 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

Your opinion: It is one of the biggest and reputed software companies in Bangladesh. It is one of the dream companies from Bangladesh and I think it is a very good choice for me to join.

Company 5: ENOSIS SOLUTION BD

Website: https://www.enosisbd.com/
Glassdoor:
https://www.glassdoor.com/Overview/Working-at-Enosis-Solutions-Bangladesh-EI_IE1317305.11,38.htm

Company Description:

Enosis Solutions is the provider of all kinds of complex software products and an engineering powerhouse. Since 2006, we have been providing robust software solutions to clients across North America and Europe.

Having access to highly skilled professionals, we provide support to CTOs, Product Owners, and Development Managers of technology-first organizations seeking to hire dependable, friendly, and proactive specialists as they grow or scale their development teams.

Interview Process:

1. Computer Knowledge
2. Programming Test
3. Technical Round
4. Mental Strength
5. Salary Negotiation
6. Call for the job

Your opinion: It is one of the biggest and reputed software companies in Bangladesh. It is one of the dream companies from Bangladesh and I think it is a very good choice for me to join.