

Assignment 2

Software Companies and their Recruitment Procedure.

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| Course | Software Project 6 |
| Section | F |
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Company 1: Amazon

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

Job Site: <https://www.amazon.jobs/en/>

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", and is one of the world's most valuable brands. 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, 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. 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.

One sentence to describe: Amazon is the best place to work as a software engineer and BBA student.

Interview Process:

Step 1: Pass the resume screening

Step 2: Pass the screening call

Step 3: Pass the Amazon Online Assessments

Step 4: Pass the video interviews

Step 5: Pass the writing test

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

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

Relevant Links: <https://mconsultingprep.com/amazon-interview-process/>

Your opinion: This is a dream company.

Company 2: Facebook

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

Job Site: <https://www.metacareers.com/jobs/>

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

Company Description:

Facebook is an online social media and social networking service owned by American company Meta Platforms. Founded in 2004 by Mark Zuckerberg with fellow Harvard College students and roommates Eduardo Saverin, Andrew McCollum, Dustin Moskovitz, and Chris Hughes, its name comes from the face book directories often given to American university students. Membership was initially limited to Harvard students, gradually expanding to other North American universities and, since 2006, anyone over 13 years old. As of July 2022, Facebook claimed 2.93 billion monthly active users, and ranked third worldwide among the most visited websites as of July 2022. It was the most downloaded mobile app of the 2010s.

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

Interview Process:

Step 1: Pass the resume screening

Step 2: Pass the phone screenings (1-2 rounds)

Step 3: Pass the on-site interviews (4-5 rounds)

Step 4: Pass the hiring committee reviews and get the offer

Relevant Links: <https://mconsultingprep.com/facebook-interview-questions/>

Your opinion: This is a dream company.

Company 3: Microsoft

Website: <https://www.microsoft.com/en-us/>

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

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Microsoft-EI_IE1651.11,20.htm

Company Description:

Microsoft Corporation is an American multinational technology corporation producing computer software, consumer electronics, personal computers, and related services headquartered at the Microsoft Redmond campus located in Redmond, Washington, United States. Its best-known software products are the Windows line of operating systems, the Microsoft Office suite, and the Internet Explorer and Edge web browsers. Its flagship hardware products are the Xbox video game consoles and the Microsoft Surface lineup of touchscreen personal computers. Microsoft ranked No. 21 in the 2020 Fortune 500 rankings of the largest United States corporations by total revenue; it was the world's largest software maker by revenue as of 2019. It is one of the Big Five American information technology companies, alongside Alphabet, Amazon, Apple, and Meta.

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

Interview Process:

- Step 1: Recruiter Screening Call
- Step 2: Technical Phone Interview
- Step 3: Virtual On-Site Interview Loops
- Step 4: Final On-Site Interview or As-As
- Step 5: HR Interview (Maybe)
- Step 6: Offer or No Offer

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

Your opinion: This is a dream company.

Company 4: Pran

Website: <https://www.pranfoods.net/>

Job Site: <https://www.pranfoods.net/about/career>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-PRAN-RFL-Center-EI_IE530328.11,26.htm

Company Description:

PRAN-RFL Group (Bengali: প্রাণ-আরএফএল গ্রুপ) is a Bangladeshi multinational consumer goods company with headquarters in Dhaka. It is the largest agribusiness & plastic product manufacturer in Bangladesh. The company is currently operating in 138 countries. PRAN (Programme for Rural Advancement Nationally) was established in 1981 by retired Major General Amjad Khan Chowdhury and has become one of the largest foods and beverage brands in Bangladesh. PRAN pioneered agribusiness in Bangladesh by providing farmers with guaranteed prices. PRAN Foods, a subsidiary of the PRAN-RFL Group, produces a number of agricultural products under the PRAN banner. PRAN established a subsidiary company in UAE in 2003.

Interview Process:

1. Need Assessment
2. Defining the position description
3. Checking the recruiting options
4. Advertisement
5. Screening and Short – listing Applications
6. Written test
7. Selection interview (3 – tier)
8. Employment decision (Application Bank)
9. Offer letter

Relevant Links: <https://assignmentpoint.com/recruitment-process-of-employees-on-pran-rfl-group/>

Your opinion: Best Bangladeshi Company

Company 5: Bashundhara Group

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

Job Site:

<https://jobs.bdjobs.com/companyofferedjobs.asp?id=19250&alias=0&companyname=Bashundhara+Group>

Glassdoor: https://www.glassdoor.com/Overview/Working-at-Bashundhara-Group-EI_IE802989.11,28.htm

Company Description:

Bashundhara Group (Bengali: বাসুন্ধরা গ্রুপ) is a Bangladeshi conglomerate. It is one of the largest manufacturing companies in Bangladesh. It was incorporated in 1987 as a real estate company venture under the name East West Property Development Ltd (EWPd). The first project of EWPd turned out to be very successful. After then, the company grew very quickly. It presently owns more than 50 major concerns located throughout Bangladesh

Interview Process:

After getting the approval from HR department of Basundhara group they post jobs in online platforms (e.g.: BDjobs,). They're now in a contract with LinkedIn. From January 2018 they will start recruiting through it. According to their information BDjobs is one of their major source for mid-level managers. For higher and lower level managers they post in newspapers. When they receives CVs from the candidate, they check it and select it according to their need and desire. After selecting them first they arrange a written exam. And then they send them in assessment center. It help them to fit the candidates in their related position.

Relevant Links: <https://www.coursehero.com/file/prr1np/After-getting-the-approval-from-HR-department-of-Basundhara-group-they-post/>

Your opinion: Another biggest company of Bangladesh