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 is an American multinational technology company focusing on search engine technology, online advertising, cloud computing, computer software, quantum computing, e-commerce, artificial intelligence, and consumer electronics. It has been referred to as "the most powerful company in the world 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. 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 recruiter screens every resume for technical requirements, education and experience to make sure there is a potential fit.

Step 2: Telephonic Interview

The phonic interview is mostly conducted on Hangout and in exceptional cases, it could be on phone as well. The number of interviewers could vary in this case depending on the job profile. If it is a technical job where you have to write codes and share, then it would take place in Hangout, whereas for other profiles they just take on a voice call.
This interview could go up to 30-60 minutes long where interviewer ask all questions related to the job, your experience, and other interest areas.

Step 4: Onsite interviews

Firstly you reach the Google office where you are welcomed by 4-6 people team of recruiters who give an introduction to the company and roles & responsibilities of the job profile.
Google always like to welcome people to explore their environment so the recruiting team would show you the office to make you more comfortable before the interview so that you can give your best without any nervousness.
The interview could be taken by a single person or more people which always varies.
The face to face round also goes up to 30-60 minutes.
If you are appearing for a technical job, the number of rounds can increase to check technical knowledge as well as attitude presentation.

Step 5: Interview feedback

After the interview is done, they would ask you to fill the feedback form of an interview and their overall experience.
Even interviewers fill the form to mention your positive and negative points as well as you fit in the given job or not.
This feedback is taken to next level managers who view them to take the decision.
It is not single person decision as different level people are involved in it to make the fair decision.
This process takes time as very senior people of the different department are involved in it.
If the candidate clears this round then he/she is taken to next round i.e. hiring committee.

Step 6: Hiring Committee

When the managers who took face to face round approves of the candidate, then that resume is taken forward to hiring committee which consists of experienced employees of a particular domain, senior managers, and directors.

They check all the feedback from previous rounds, resume along with working experience.

When this committee approves the candidate, it is taken forward to next level committee which is called as Compensation Committee.

Step 7: Compensation Committee

This committee views the applicant resume along with the feedback to provide the best-suited compensation depending on the capability and experience of the candidate.

All the points are mentioned in the form which carries all details from round one to be forwarded to Final Executive Review.

Step 8: Final executive review

Even for hiring a single candidate, one of the high-level Executive looks at the feedback form from previous interview rounds to make the final decision.
If the executive approves of the candidate, then the applicant is informed of his/her selection.

Step 9: For high level job profile

If the job position is high-level profile, then after all these rounds the decision is forwarded to the CEO of the company i.e. Sundar Pichai or either to the co-founder Larry Page. A face-to-face interview is conducted with the CEO as the company wants the best people who could help in company growth.

Relavent Links: How to Get a Job at Google: 15 Tips - Guttulus

Your opinion: Everyone wants to get e job in google and this is also my dream job.

Company 2: Github

Website: GitHub: Let's build from here · GitHub
Job Site: GitHub Careers · GitHub
Glassdoor: 208 Reviews: What Is It Like to Work At GitHub? | Glassdoor

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.

GitHub began as a bootstrapped business and in 2018 was acquired by Microsoft for $7.5 billion. In 2022, the platform launched its Copilot AI tool, which assists developers inside their code editor with suggestions and recommendations. The utility is free for students learning to write code and is generally available to all developers.

Interview Process:

Step 1: Github Job Application Process

The first step for applying for any job at Github is to fill out the online job application form on the company's website or through an email that they provide.
The application should include your resume and cover letter along with information about what skills and experience you have.

You may also be asked to upload some samples of your work. After submitting the application, it usually takes 2–3 weeks before receiving a response. If there are no immediate openings, you might receive a follow up email asking if you would like to hear more about other opportunities at the company.

Step 2: Github Job Assessment Test

After receiving your application, Github conducts a technical assessment test. This is called "Code School". During the Code School, you will get a chance to practice coding problems using their own IDE. They will give you feedback after each problem.

Step 3: Github Interview Process

Once you pass the technical assessment test, you will go through an interview process. Phone screening is done over the phone. Onsite interview is conducted by one or two members from the team. At the end of the interview, you will be given a final offer.

Relevant Links: 7 Tips to Improve Your GitHub Profile to Land a Job - HackerTrail

Your opinion: It's a great tech company I like to share space with talented engineers in near future. So I want to do this job nicely.

Company 3: Microsoft

Website: www.microsoft.com
Job Site: Careers at Microsoft | Microsoft jobs
Glassdoor: https://www.glassdoor.com/Reviews/Microsoft-Reviews-E1651.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;[2] 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.

Interview Process:

Step 1: A Recruiter's Phone Call

Your recruitment process may either start with an **HR recruiter's phone call (1)** or straight with an invitation for **the online assessment (2)**.

In case you start with **a phone call**, you should expect a short conversation in which the recruiter will want to hear about you and your interests. This is done to make sure you have what it takes to get the job and check what team would be the best fit for you.

Step 2: The Online Assessment

Microsoft first-round interviews will be remote interviews, held by either **an online Codility test, a phone screen (video call), or both**. In some cases, you might get the option to choose which one you prefer.

If you are a student applying **on-campus,** you may expect an on-campus interview, similar to the phone screen interview only face to face. You should also expect 1-2 easy-medium coding questions.

If you're applying for **a software engineering internship**, you'll likely get both a codility test and a phone interview. Internship interview questions will usually include conceptual problems and easy-level coding questions.

- **Microsoft Codility interview**

- This online technical screen (OTS) is conducted via an online coding platform called Codility. The Microsoft Codility test usually consists of 2-4 coding questions, to be solved within 60-90 minutes. On these questions, you'll be expected to implement basic data structures and algorithms.

- **Microsoft phone screen interview**

- The Microsoft phone interview is a virtual interview typically held on Microsoft teams or skype. Microsoft's phone interview will last for about 30 mins, questions can be behavioral, easy-medium level coding problems (1-2 questions), and conceptual questions.

3. The On-Site Interviews

The next 4-5 interviews **will be conducted by members of the team you are applying for, ideally all on the same long day.**

These interviews may sometimes be **Virtual onsite interviews**, that will be held on Microsoft Teams or on skype, with technical questions given using Codility. Each interview will last for about **1 hour.** You'll need to pass each interview to move on to the next one, so if you only go

through some of the interviews, you probably didn't make the cut.

To pass these interview rounds, you need to answer two kinds of Microsoft onsite interview questions: coding and behavioral questions. If you pass your first 3-4 rounds, you'll be called for a final interview round:

Relevant Links: How to Get a Job in microsoft As a Fresher? | Infycle Technologies

Your opinion: It's a multinational tech company which is not far from Bangladesh. Who wants to work in multinational company but don't want to go far from own country than this company will perfect fit for them.

Company 4: DataSoft Systems Bangladesh Ltd

Website: http://datasoft-bd.com/
Job Site: http://datasoft-bd.com/career/
Glassdoor: DataSoft Software Developer Salaries in Dhaka - Glassdoor

Company Description:

DataSoft Systems Bangladesh Limited is the first software company in Bangladesh to be documented as a CMMI Level 5 Software Development company. Only **377 companies across the world has been recognized as CMMI level 5 companies. Accredited as a CMMI level 3 company since 2009, DataSoft has always been ahead of its game in comparison to other local firms. On April 24 2014, DataSoft started its journey as a CMMI Level 5 company, and with that it introduced a new era in the IT Industry of the nation.

The story of DataSoft is as powerful as the story of its country of origin- Bangladesh. Established with the mission to maintain the status of leading software solution provider ensuring benefit of customers, shareholders and employees, DataSoft vision to deliver quality solutions to build The Digital Delta powered by innovation and guided by integrity. Like the remarkable growth of the economy of Bangladesh, DataSoft has also wondered its clients and stakeholders with amazing results, by building world-class capacity to deliver

Interview Process:

Step 1: 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.

Step 2: 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

Step 3: 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.

Step 4: Technical & HR round:

In this phase, candidates went through the technical interview first and then, the HR interview. Candidates would asked questions from their resume, such as the projects she had completed in their university, research publications, previous job experiences, and so on. Then, they will be given a few problems to solve and was asked about their choices of approach, the time complexity of her solutions, and so on. After that considering your overall performance you'll get notify via phone call or mail about your job confirmation.

Relevant Links: DataSoft Software Developer Salaries in Dhaka - Glassdoor

Your opinion: It's a one of the finest tech company in Bangladesh and I want to work in this company. This company has huge reputation.

Company 5: Tiger IT Bangladesh Limited

Website: **Tiger IT Bangladesh Limited**

Job Site: JOB POST: Job Title: Software... - TigerIT Bangladesh Ltd.

Glassdoor: Tiger IT Bangladesh Reviews - Glassdoor

Company Description:

Tiger it has 10 years of experience working in software development. It is one of the best software companies around Bangladesh to create the Automated **Fingerprint Identification System** (AFIS). 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: Interview Screening process

In this phase, candidates will provide a Google form with questions such as: whether they would be able to attend the online interview, skill level, the database they are familiar with, and so on.

Step 2: Online Technical Interview - I:

This interview was conducted in two parts.

1. **Theory-based questions** - The interviewers ask candidates a few basic database questions such as database constraints, normalization, denormalization, the difference between primary key and unique key, whether a unique key could be a foreign key, and so on. The interviewers also ask candidates some intermediate database questions such as transaction, ACID properties, isolation, indexing and types, SQL injection, and so on.

2. **SQL based questions** - The interviewers will give candidates two SQL problems to solve on the Oracle HR schema. These problems were based on the JOIN clause.

Step 3: Online Technical Interview - II:

This phase is similar to what had been covered in the previous interview.

1. **Theory-based questions** – Initially here, the interviewers ask candidates a bit advanced questions such as architecture and the recovery process.

2. **SQL based questions** - The interviewers gave candidates some SQL problems to solve on the Oracle HR schema. These problems were based on the JOIN clause and some basic single-row functions.

Step 4: Online Technical Interview - III:

This session was conducted by the Team Lead of the Database team at Therap. The interviewer will ask candidates about their database projects and to explain about one of them. Afterward, they will ask to perform some basic DML statements on his schema. And then, they will ask some basic questions on databases.

Step 5: Online HR Interview:

In this phase, candidates will be asked questions about their background, family, interests, future goals, and what they knew about Therap.

Relevant Links: <u>Tiger IT Bangladesh Reviews - Glassdoor</u>

Your opinion: This is my second favorite tech company where I want to work with.