Assignment 2

Software Companies and their Recruitment Procedure.

Course	Software Project IV
Section	E-55
Id	192-15-1292
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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 (Google), a subsidiary of Alphabet Inc, is a provider of search and advertising services on the internet. The company focuses on business areas such as advertising, search, platforms and operating systems, and enterprise and hardware products. Its portfolio of products and services include Google Search, Google Chrome, Google Docs, Google Calendar, Google Photos, Google Meet, Google Drive, Google Finance, Google Play Books, Google News, Google Earth, Google Ad Manager, Google Play, AdMob, Google Maps, AdSense, Gmail, Google Groups, and YouTube among others. The company has business presence across the Americas, Europe, Asia-Pacific, Africa and the Middle East. Google is headquartered in Mountain View, California, the US.

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

Interview Process:

Step 1: Resume screen

      Resume screening is the process of quickly reviewing a resume while looking for keywords and characteristics. It saves recruiters time during the hiring process and leads to faster onboarding of new team members. Whether we screen resumes manually or with software, using the best techniques can help we identify the most suitable candidates.

Step 2: Recruiter call

      Recruiter calls are often the first interaction an individual has with a company. Preparing for a conversation with a recruiter can help individuals improve their confidence and answer questions effectively during a phone interview. Learning how to prepare for a recruiter call can help us show potential employers that we're an ideal fit for a particular position. In this article we discuss how recruiter calls are, review how to effectively prepare for one and examine several tips to consider for our next phone interview.

Step 3: Phone screen(s)

      Employers frequently interview potential candidates over the phone as a preliminary tool to identify the most suitable ones, before interviewing them in person or over a teleconference. Phone screening interviews are usually the first stage of the interview process, and recruiters use them to identify candidates whom they want to interview further. If a recruiter has contacted us for a phone screening interview, we may be interested to find out more about what it is. In this article, we examine what a phone screening interview is and provide some tips on how to do well in one.

Step 4: Onsite interviews

      Onsite interviewing is an exciting and critical stage of the hiring process. Meeting an interviewer in person can be intimidating but it is also an excellent opportunity for us to make a lasting impression. Before we can ace our onsite interview, we will need to make time for some important preparation. In this article, we will look at what we can expect in an onsite interview, the steps we need to take to prepare and what we can do to follow up on an onsite interview successfully.

Step 5: Hiring committee

      Deciding who to hire for an open position within a company can be challenging, especially if the company receives many applications from qualified candidates. One way to handle the hiring process is by using a hiring committee. Understanding how these committees work can help us determine if it's the best way to approach hiring for our company. In this

article, we explain what a hiring committee is, its different responsibilities, the benefits of using a hiring committee and how to create one.

Step 6: Team match

Interviewing in big-tech is often not team-specific. The current process at FAANGMULA is to clear the generic interview loop and then do a team match with multiple teams. It's a great process, allowing candidates to learn about various teams before committing to one. But in my view, almost every candidate does the team match incorrectly. During team-match discussion, every candidate exclusively asks about the team's projects and the tech stack they are using. That's what I call a project match. And, project-match should not be the ONLY thing a candidate should do during team-match discussion. The work/projects are part of the team and not the team itself. The keyword to pay attention to is "TEAM" in team-match.

Step 7: Salary negotiation

When an employer extends a job offer, they'll usually present us with a compensation and benefits package verbally or in writing with a proposed salary. If we don't feel the pay aligns with your education, career level, skill set and experience, we may choose to negotiate for more money. us may also suggest another form of compensation, such as equity or stock options, or additional perks such as extra vacation days. In this article, we cover how to negotiate the salary we want in 13 steps with examples of how to initiate the discussion, plus frequently asked questions about salary negotiation.

Relavent 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: Meta

Website: https://investor.fb.com/home/default.aspx
Job Site: https://www.metacareers.com/
Glassdoor: https://www.glassdoor.com/metacareers

Company Description: Meta Platforms operates as a social networking company worldwide. The company engages in the development of social media applications for people to connect through mobile devices, personal computers, and other surfaces. It enables users to share opinions, ideas, photos, videos, and other activities online. The firm's products include Facebook, Instagram, Messenger, WhatsApp, and Oculus. The company was founded by Mark Elliot Zuckerberg, Dustin Moskovitz, Chris R. Hughes, Andrew McCollum, and Eduardo P. Saver in on February 4, 2004 and is headquartered in Menlo Park, CA.

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Step 5: Debrief

Recruiters commonly concentrate a majority of their effort on helping candidates identify suitable roles, receive approval from hiring managers and prepare for interviews. With this, though, it can be helpful for recruiters to recognize the importance of post-interview debriefs with candidates. If you're a recruiter or human resources (HR) professional seeking to optimize your approach, we may benefit from learning more about the interview debrief process and its value. In this article, we explain what an interview debrief is, outline a step-by-step guide for having a successful debrief and list six essential questions to ask candidates.

Step 6: Candidate review / hiring committee

Applicant Review: Once the initial screening is complete, carefully review each applicant in the context of what has been submitted: resume, cover letter, and diversity statement (if/when collected). During the review, be mindful of biases that may be present. Beware of over-valuing applications that arrive early in the process, or simply giving them more attention. Wait until the priority deadline before reading any applications, and organize applications by some method other than order of arrival.

Interviews: This stage in the hiring process allows the interview team to get to know applicants and follow up on application materials. Develop an interview protocol that is within the scope of the position and use it consistently. If the applicant pool is very large with highly qualified applicants, semi-final interviews will be a good investment in time as they can be conducted by phone or WebEx/Skype if desired. This will minimize both time and budget impact but still allow for further assessment of each candidate's potential match for the position. Semi-final interviews also allow for candidates to determine fit from their perspective – potentially reducing the possibility that a candidate drops out at the finalist stage. Finalist interviews are more formal and lengthy in nature – preferably these should take place in-person, unless budget constraints prohibit it (i.e. in the instance of an out-of-state candidate). Planning for in-person interviews may be more complex, especially if we are working with an interview panel, but it is important to ensure interview questions are aligned with the criteria in the assessment rubric. Ideally, all interviewers are familiar with the rubric at this point and can formally rate the applicants based on the written materials and interview responses.

Step 7: Salary negotiation

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Relevant Links: https://moz.com/learn/seo/meta-description
Your opinion: Best Choice

Company 3: Adobe

Website: https://www.adobe.com/
Job Site: https://careers.adobe.com/us/en
Glassdoor: https://www.glassdoor.com/Reviews/Adobe-Reviews-E1090.htm

Company Description: M Adobe Inc. operates as a diversified software company worldwide. It operates through three segments: Digital Media, Digital Experience, and Publishing and Advertising. The Digital Media segment offers products, services, and solutions that enable individuals, teams, and enterprises to create, publish, and promote content; and Document Cloud, a unified cloud-based document services platform. Its flagship product is Creative Cloud, a subscription service that allows members to access its creative products. This segment serves content creators, workers, marketers, educators, enthusiasts, communicators, and consumers. The Digital Experience segment provides an integrated platform and set of applications and services that enable brands and businesses to create, manage, execute, measure, monetize, and optimize customer experiences from analytics to commerce. This segment serves marketers, advertisers, agencies, publishers, merchandisers, merchants, web analysts, data scientists, developers, and executives across the C-suite. The Publishing and Advertising segment offers products and services, such as e-learning solutions, technical document publishing, web conferencing, document and forms platform, web application development, and high-end printing, as well as Advertising Cloud offerings. The company offers its products and services directly to enterprise customers through its sales force and local field offices, as well as to end users through app stores and through its website at adobe.com. It also distributes products and services through a network of distributors, value-added resellers, systems integrators, software vendors and developers, retailers, and original equipment manufacturers. The company was formerly known as Adobe Systems Incorporated and changed its name to Adobe Inc. in October 2018. Adobe Inc. was founded in 1982 and is headquartered in San Jose, California.

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Step 2: Technical Phone Screen with a Recruiting Manager

A phone interview can be the first step in the hiring process. For positions in the technology industry, the hiring manager may ask technical questions. Knowing what to expect in a phone interview and how to respond can help us demonstrate your skills and experience efficiently.

Step 3: Online Technical Assessment

A technical assessment test is a series of questions that assess an individual's technical abilities. Companies use these tests to determine the technical job knowledge and experience of an individual to understand how they might align with a specific role. Technical assessments tests exist for many industries, roles and company functions.

Step 4: Aptitude and Logic

When applying for a job, companies conduct different aptitude tests to objectively screen and shortlist suitable candidates. Understanding what aptitude tests are can help us prepare for the interview and make us feel at ease. With adequate preparation and commonly asked aptitude interview questions, we can enhance your chances of getting a desirable job. In this article, we explore common types of interview questions and review 14 aptitude questions with sample answer responses and discover some preparation tips.

Step 5: Technical and Coding

Familiarizing yourself with job-specific terminology can help us impress hiring managers during job interviews. In the IT industry, there are several coding terms and programs hiring managers may ask about to test your knowledge. Reviewing some of the most common coding interview questions can help us practice your answers and build your confidence. In this article, we share some common coding interview questions hiring managers may ask us during a programmer job interview and provide examples of how to answer them.

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Step 7: HR Interview

HR interviews are an important segment of the recruitment process that seeks to understand your personality and individual characteristics. Employers conduct HR interviews because they want to determine how well we fit into the role and culture of the company. Learning how to prepare for an interview with HR can help to increase your chances of getting selected for the position. In this article, we discuss what an HR interview is, explore standard HR interview questions with example answers and review some helpful tips for an HR interview.

Relevant Links: https://helpx.adobe.com/acrobat/using/links-attachments-pdfs.html
Your opinion: 3rd Choice

Company 4: Brain Station 23 Ltd

Website: https://brainstation-23.com/?bc
Job Site: https://erp.bs-23.com/jobs
Glassdoor: https: //www.glassdoor.com/Salary/Brain-Station-23-Bangladesh-Salaries-EI_IE580909.0,16_IL.17,27_IN27.htm

Company Description: Brain Station 23 Limited is a homegrown software development company providing state-of-the-art software & IT solutions for fintech, telco, eCommerce, pharma, manufacturing, retail, etc. industries both locally & globally since 2006.

Interview Process:

Step 1: Applying for the Job

A job application is a formal document that sums up your factual education and experience for your potential employer. It contains confidential candidate information for both recruiters and hiring personnel to review. we may find that when we go online to submit your resume to a company, you're also asked to fill out a digital application. Other times, companies will ask us to come in and fill out an application by hand, often during the interview or onboarding process. Unlike your resume, your job application is a legally-defensible document. It's important that the information included is thorough and accurate. Often, recruiters will include a digital job application as part of a job application package where we are asked to submit additional items like your resume, references and cover letter.

Step 2: Got the call

An interview follow-up call occurs when a job candidate reaches out to a potential employer to ask about the status of their application after an interview. Interviewers often provide candidates with a window of time for when they can expect to hear back about their application. After this period, it's common for candidates to call the employer for an update. Candidates usually call the person who interviewed them, or their main point of contact if they participated in a group interview with a panel. The subject of the call focuses on determining whether or not the employer has made a decision.

Step 3: Written Exam

A job interview written test is a part of the recruitment process that consists of a written examination with the purpose of assessing the applicant's skills, abilities and knowledge on various matters that are related to the job they are applying for. The written test generally takes place during the interview or online before the interview. Its format depends on the type of job that the person is applying for and the skills that the interviewer wants to assess. In most

situations, the applicant receives a brief and has a set amount of time to complete the test. Written job interview tests are usually completed by hand and last between 40 and 60 minutes.

Step 4: Interview

When looking for a career change, employers may ask you to participate in the interview process to understand your character traits, skills and attitude to work. Interviews allow an employer or interviewer to decide whether you are a suitable candidate for a vacant position. Learning more about interviews and how to present yourself during an interview can increase your chances of getting hired for a desirable job.

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Relevant Links: https://pitchbook.com/profiles/company/179707-24
Your opinion: Best Choice

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: বসুন্ধরা 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

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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