

M2P Fintech									
	Roles For Freshers								
	Senior SDE - Java Development	Lead SDE - Java Development	Tech Support - L1	Cloud Security Specialist	Threat Modelling - Security Engineer	Principal Security Architect	DevSecOps Engineer	Tech Support - L2	
CTC offered (IN ₹ LPA)	6-8	6-8	2-4	4-6	4-6	8-12	2-8	2-4	
Skills Required	B.E or B.Tech In Computer Science or any equivalent degree. Strong coding skills with strong hands-on and practical working experience in Java Development. Strong competencies in Data Structures, algorithms and their space-time complexities. Good problem-solving skills, coupled with strong analytical thinking and communication. Excellent debugging skills. Ability to understand business requirements and translate them into technical requirements. Working knowledge of architectures, trends, and emerging technologies. Solid understanding of the full software development life cycle: Core Java, J2EE, Spring MVC, Spring REST APIs, Spring Security, JSP, Web application, MS SQL Server, Redis, OAuth2, Angular/React, JQuery	B.E or B.Tech In Computer Science or any equivalent degree. Strong coding skills with strong hands-on and practical working experience in Java Development, Spring, Data Structures. Familiarity with databases (e.g. MySQL, MongoDB), web servers (e.g. Apache) and UI/UX design Substantial experience in building complex and scalable solutions. Strong object-oriented design skills, ability to apply design patterns, and an uncanny ability to design intuitive module and class-level interfaces. Good problem-solving skills, coupled with strong analytical thinking and communication. Excellent debugging skills. Ability to understand business requirements and translate them into technical requirements. Working knowledge of architectures, trends, and emerging technologies. Solid understanding of the full software development life cycle	Experience in core banking application Tech Support. Experience in ticket tracking and resolving on time. Experience with Linux/UNIX server. Experience with CASA, Banking CRM application, Loans, Term deposit. Proficient with Excel. Hands-on experience on ticketing tools (Jira / Freshdesk). Readiness to be on call and/ or put in extra hours for task closure. Excellent verbal, written, presentation and interpersonal communication skills. Ability to make complex technical matters easy-to-comprehend for non-technical persons. Experience in Banking applications is desirable with excellent communication skills. Experience in Core Banking (CBS) applications is mandatory.	Strong familiarity with cloud provider ecosystems like Amazon AWS, MS Azure, GCP. Practical knowledge (desired) of Cloud service provider's foundation services related to computing, network, storage, content delivery, administration and security, deployment and management, automation technologies. Understanding of microservices programming (AWS Lambda, Docker, etc.) Capability architecting highly available systems that utilize load balancing, horizontal scalability and high availability. Familiarity using native services on AWS such as (EC2, ECS, API Gateway, RDS, Lambda, CloudWatch, Route 53, etc.). GCP (Google Cloud Identity, Google Cloud KRM, Google Cloud Armor, Stack driver Monitoring, Google Kubernetes Engine(GKE), Azure (Azure Key Vault, Azure Information Protection, Azure Security Center, Web Application Firewall, etc). Understanding of complex enterprise environments and current technology areas like cloud and mobility. Familiarity with information security frameworks and standards such as PCI-DSS, HIPPA, NIST, GDPR, and CIS.	Good Experience in Security of Threat Modelling Framework like STRIDE, PASTA, TREST Good Experience in Privacy of Threat Modelling Framework like LINDOUN A strong understanding of threat modelling, threat monitoring, threat remediation, threat mitigation: Known threats Emergent threats (0-Days) Threats against development processes/lifecycles/people/infrastructure Threats against supply chains Threats targeting technology stacks Proactively report on progress, risks, and issues A strong understanding of existing and emerging Security, Compliance and Threat information and automation standards, and how they are related/ may work together. MITRE ATT and CS, ATLAS, System of Trust, RiskMap. NIST Security Content Automation Protocol (SCAP), Idpsec. CISA Guidance (Kubernetes Hardening), CIS Benchmarks. UCF Compliance Mappings. In-depth knowledge of security architecture design and best practices, including secure design patterns, access control, and data protection Knowledge of cloud security frameworks (e.g., AWS Well-Architected Framework, Azure Security Benchmark) to assess and improve security measures. Ability to conduct risk assessments to evaluate the potential impact and likelihood of security risks and provide risk mitigation strategies. Familiarity with security testing tools like vulnerability scanners, penetration testing tools, and web analysis tools. Understanding of network and system architecture, protocols, and configurations to assess security at the infrastructure level. Experience and expertise in confidential computing technologies, employed as controls in operational security architectures and existing compliance attestations.	Bachelor's / master's degree in computer science, Information Security, or a related field; advanced degree preferred. Deep understanding of cloud technologies (e.g., AWS, Azure, GCP) and cloud security best practices. Strong knowledge of software development methodologies and secure coding principles, with experience in DevSecOps practices and tools as follows [Gitleaks, SonarQube, Dependency Track, Terracann, OWASP ZAP, MobS, Defect Dojo and RHACS] Experience of Threat Modelling against any 1 or multiple of the following standards: Stride, Dread, Pasta and Attack Trees for Cloud, API, Mobile Application are preferred. Expertise and deep understanding on CNAPP (CPDM, CWPP, CTM). Expertise in Vulnerability life cycle related with PCI DSS, PCI 3DS and SOCA etc. Deep understanding and hands on Fortify, Tenable and Burp Suite preferred. Expertise in industry standards and frameworks related to application and cloud security (e.g., OWASP, CIS Benchmarks, CSA Cloud Controls Matrix). Experience leading and managing a team of security professionals, fostering a culture of collaboration and continuous improvement. Excellent communication and interpersonal skills, with the ability to engage and influence stakeholders at all levels of the organization. Relevant certifications (e.g., CISSP, CCSP, CISM) preferred. Proven track record of driving security initiatives and achieving measurable outcomes in a complex and dynamic environment.	Comprehensive technical expertise in a variety of DevSecOps toolkits, including Ansible, Jenkins, Artifactory, Jira, Terraform, Git/Version Control Software, or comparable technologies. Familiarity with information security frameworks and standards such as PCI-DSS, HIPPA, NIST, GDPR, CIS, and OWASP Top 10. Knowledge of DevOps Automation (Terraform, Helm, GitHub, GitHub Actions) Knowledge of RBLS, Linux, SIEM, and SOC or similar services Knowledge of cloud platforms Azure, AWS, and Google Cloud. Familiarity with API Security, Application Security, and Cloud Security. Good knowledge of Logging, Monitoring, and Security tools such as ELK Stack, Prometheus, and Grafana. Knowledge of databases such as MySQL, PostgreSQL, MongoDB, and Redis. Familiarity with CI/CD tools and managing the Compliance Scanning, Runtime Container Security and Policy Configurations.	Experience in Tech Support with an enterprise software organization. Experience with Linux/UNIX server. Hands-on database (SQL Server, MySQL, Oracle) operational knowledge. Proficient with Excel. Hands-on experience on ticketing tools (Jira / Freshdesk). Readiness to be on call and/ or put in extra hours for task closure. Excellent verbal, written, presentation and interpersonal communication skills. Ability to make complex technical matters easy-to-comprehend for non-technical persons. Highly driven individual with an execution focus and a strong sense of urgency. High level of enthusiasm about helping and serving clients, strong customer, and solution-oriented personality. Experience in Financial Service industry or Banking applications is desirable.	
Recruitment Process	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	
Promotions									
Working Hours (in Hours)	8	8	8	8	8	8	8	8	
Overall Reviews (Pros)	"Work life balance is good in career" (in 22 reviews) "Innovative Culture: Working at m2pfintech has been an exhilarating experience." (in 27 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)	"Work life balance is good in career" (in 22 reviews) "Innovative Culture: Working at m2pfintech has been an exhilarating experience." (in 27 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)	"Work life balance is good in career" (in 22 reviews) "Innovative Culture: Working at m2pfintech has been an exhilarating experience." (in 27 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)	"Work life balance is good in career" (in 22 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)	"Work life balance is good in career" (in 22 reviews) "Innovative Culture: Working at m2pfintech has been an exhilarating experience." (in 27 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)	"Work life balance is good in career" (in 22 reviews) "Innovative Culture: Working at m2pfintech has been an exhilarating experience." (in 27 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)	"Work life balance is good in career" (in 22 reviews) "Innovative Culture: Working at m2pfintech has been an exhilarating experience." (in 27 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)	"Work life balance is good in career" (in 22 reviews) "Innovative Culture: Working at m2pfintech has been an exhilarating experience." (in 27 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)	"Work life balance is good in career" (in 22 reviews) "Innovative Culture: Working at m2pfintech has been an exhilarating experience." (in 27 reviews) "Good Leadership" (in 10 reviews) "Potential for Explosive Growth: One of the most exhilarating aspects of working at m2pfintech is witnessing its potential for explosive growth." (in 27 reviews)
Overall Reviews (Cons)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)	"The culture is great and there's nothing much to dislike upon." (in 27 reviews) "Slow to Adapt: The company is slow to adopt new technologies or processes, which can hinder its competitiveness in the market." (in 25 reviews)
Percentage Hike	8-10%	8-10%	8-10%	8-10%	8-10%	8-10%	8-10%	8-10%	
Work Life Balance	Good	Good	Good	Good	Good	Good	Good	Good	
Mastercard									
	Roles For Freshers								
	Associate Analyst, Analytics & Metrics	Data Scientist II	Data/ ML Engineer IV	Content Strategy Analyst II	Technical Program Management Analyst I	Software Engineer I	Lead Data/ ML Engineer I	Lead Engineer	
CTC offered (IN ₹ LPA)	10-12	12-14	13-16	8-10	8-10	8-10	12-14	10-12	

Micron Technologies								
	Roles For Freshers							
	Data Analyst	Principal Data Scientist	Package Design Engineer	Metrology Disposition Lead	Web Operations Lead	Engineer - Systems Validation	BI RPA Analyst	Business Data Analyst
CTC offered (IN ₹ LPA)	10-12	11-13	12-15	8-10	10-12	11-13	8-12	10-12

Skills Required	BE/B.Des/MS with Technical experience Project management (tools, reports, techniques, methodologies & practices) Handling customer issues and understanding the criticality and impact of the same. Making project plans, tracking, presentation, and reporting (MS Office tools) Advanced knowledge in production of digital learning content (e.g. eLearning) Advanced knowledge in creation of graphics and animations	Bachelor's or Master's degree in Business Analytics, Data Science, Information Systems, or a related field. Proven experience in a senior program management role with a focus on business analytics or data-driven decision-making. Strong understanding of statistical methods, data visualization techniques, and predictive modeling. Proficiency in analytical tools and programming languages such as SQL, Python, R, and Tableau. Excellent communication and interpersonal skills, with the ability to influence and engage stakeholders at all levels of the organization. Demonstrated leadership capabilities, with a track record of successfully leading cross-functional teams and driving organizational change	Project management (tools, reports, techniques, methodologies & practices) People management - Evaluating suitability of resource for a project, performance monitoring, appraisal & feedback, mentoring, motivation for people development. Handling customer issues and understanding the criticality and impact of the same. Making project plans, tracking, presentation, and reporting (MS Office tools) BE/MTech/MS in Mechanical or Electronics engineering						
Recruitment Process	Application + Resume Shortlisting + Recruiter Phone Screening+ Hiring Manager Phone Interview + Technical Interview + HR Interview	Application + Resume Shortlisting + Recruiter Phone Screening+ Hiring Manager Phone Interview + Technical Interview + HR Interview	Application + Resume Shortlisting + Recruiter Phone Screening+ Hiring Manager Phone Interview + Technical Interview + HR Interview						
Promotions									
Working Hours	7-8	7-8	7-8						
Overall Reviews (Pros)	"work life balance is challenging" (in 33 reviews) "Salary maybe a bit less" (in 35 reviews) "Showmanship culture is strong" (in 37 reviews) "Biased management" (in 15 reviews)	"work life balance is challenging" (in 33 reviews) "Salary maybe a bit less" (in 35 reviews) "Showmanship culture is strong" (in 37 reviews) "Biased management" (in 15 reviews)	"work life balance is challenging" (in 33 reviews) "Salary maybe a bit less" (in 35 reviews) "Showmanship culture is strong" (in 37 reviews) "Biased management" (in 15 reviews)						
Overall Reviews (Cons)	""The culture is great and there's nothing much to dislike upon."" (in 27 reviews)	""The culture is great and there's nothing much to dislike upon."" (in 27 reviews)	""The culture is great and there's nothing much to dislike upon."" (in 27 reviews)						
Percentage Hike	7-8%	7-8%	7-8%						
Work Life Balance	Good	Good	Good						

EY India									
Roles For Freshers									
	Associate Analyst-Conversion	Associate Analyst	PAS Immigration-Advanced Analyst	VTH Global Mobility Associate	Threat Modelling - Security Engineer	Associate Analyst-GMS	Campus-ACA-Staff	Talent Project Manager	
CTC offered (IN ₹ LPA)	6-8	6-9	5-8	4-7	7-10	3-6	4-6	5-8	
Skills Required	MBA/MCOM/MA or equivalent post-graduate degree from a reputed institute 0- 0.6 years of experience in a research / analysis role Candidates with exposure to handling international customers/client interaction would be preferred. Well-developed analytical, interpersonal, and communication (both verbal and written) skills in English Well acquainted with MS Office	Capable of identifying issues and analyze scenarios against policy requirements Succinct and structured oral and written communication skills with proven ability to explain in a crisp, clear and concise manner Experience with applications or programs like MS Excel, MS Forms and SharePoint Good interpersonal skills and decision-making Post-graduate or equivalent degree from a reputed college At least 0-2 years of experience in: Research/Compliance processes Data analysis and reporting Strong logical reasoning skills	Ability to work in a dynamic environment Demonstrated ability to learn and apply new technology quickly Proven organizational skills with the ability to prioritize and multi task Driven by challenges, task oriented Flexible, detail oriented, with demonstrated abilities in handling workloads and meeting strict deadlines Strong team person with the ability to collaborate with team Strong verbal and written Any foreign language skills are preferred	Bachelor's degree, preference will be given to those with HR Good communication, interpersonal, and customer orientation skills; works effectively with the team and with stakeholders(call/e-mails) Displays a positive attitude; meets challenges and changes with an open mind, demonstrates a commitment to the job Good organization, analytical and problem-solving skills; able to exercise judgment in day-to-day work activities Flexible and dependable; willing to adjust work schedule as necessary to meet peak demands and customer requirements Good financial number skills, eye for detail, organizational, analytical, and critical thinking skills Excellent computer skills in Microsoft Office applications (Word, Excel, PowerPoint, Teams) Curiosity and motivation to acquire new skills as necessary Ability to work within a diverse multicultural team Minimum of 0 to 3 years of progressive experience in HR or a related field	Bachelor's degree in a technical field such as Engineering or Computer Science or a related subject area, plus an industry accreditation or equivalent work experience Demonstrable experience in various aspects of Security technology infrastructure design and implementation. Security related Professional qualifications (Check Point CCSE, Blue Coat BCCPA Service management qualifications (ITIL Be a Self-starter who can operate without direct supervision on multiple complex issues and tasks in parallel Present sophisticated and difficult messages skilfully, using a variety of media and methods Produce writings that contains clear and precise language suitable for the target audience Experience with infrastructure implementation/management, service/operations management, etc. Maintains awareness of related new and emerging technologies Technology requirements Check Point Firewall (Jabo Palo Alto/fortinet Firewalls) AlgoSec Firewall automation platform Zscaler Cloud Security SonicWall/Pulse Secure/Prisma VPN technologies In depth understanding of networking concepts, including IoT, IPv4 and IPv6 and how to deploy and configure in the security product set SD-WAN awareness is an added advantage Understanding of Cloud technologies, SaaS, Integrations, Azure AD is an added advantage	Graduate degree from a reputed institute. MBA will be an added advantage Well-developed analytical, interpersonal, and communication (both verbal and written) skills in English Should possess good knowledge of MS PowerPoint, Word, Excel etc. An individual who can perform multi-tasking, needs to be dynamic and should be able to toggle between different processes Should be open to working in a fast-paced/flexible environment Should be able to work independently and should be self-motivated Should work creatively and analytically in a problem-solving environment Candidates with exposure to handling international customers/client interaction would be preferred Continuous learner who is open to exploring new domains to support the program Smart worker with a fair of making process improvements.	Pursuing Graduation degree (B.Com. preferred) Confident and outgoing individual with strong communication and interpersonal skills. Ability to meet tight deadlines and ensure that work is of a consistently high standard Ability to multi-task, pay attention to detail, prioritize projects, and follow up on routine tasks diligently Ability to communicate with leaders and peers with ease Plan ahead and anticipate potential issues before they arise Proficiency in MS Office, particularly Microsoft Excel and PowerPoint	Bachelor's degree in a relevant field (Business, IT, or related). As a Project Manager, 2 to 4 years of industry experience preferably in Talent. Knowledge of project management methodologies, tools, and best practices. Excellent organizational, time management, and multitasking abilities. Strong analytical and problem-solving skills. Effective communication skills with the ability to work collaboratively across departments. Proficiency in project management software tools. Attention to detail and commitment to delivering high-quality results. Project Management Professional (PMP) certification (preferred but not required).	
Recruitment Process	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	
Promotions									
Working Hours	8	8	8	8	8	8	8	8	
Overall Reviews (Pros)	"Work Life balance is good" (in 309 reviews) "good salary as well" (in 244 reviews) "Good benefits and looks good on resume" (in 121 reviews) "The people that I have met have been great and helpful" (in 181 reviews) "Diverse culture and good management." (in 213 reviews)	"Work Life balance is good" (in 309 reviews) "good salary as well" (in 244 reviews) "Good benefits and looks good on resume" (in 121 reviews) "The people that I have met have been great and helpful" (in 181 reviews) "Diverse culture and good management." (in 213 reviews)	"Work Life balance is good" (in 309 reviews) "good salary as well" (in 244 reviews) "Good benefits and looks good on resume" (in 121 reviews) "The people that I have met have been great and helpful" (in 181 reviews) "Diverse culture and good management." (in 213 reviews)	"Work Life balance is good" (in 309 reviews) "good salary as well" (in 244 reviews) "Good benefits and looks good on resume" (in 121 reviews) "The people that I have met have been great and helpful" (in 181 reviews) "Diverse culture and good management." (in 213 reviews)	"Work Life balance is good" (in 309 reviews) "good salary as well" (in 244 reviews) "Good benefits and looks good on resume" (in 121 reviews) "The people that I have met have been great and helpful" (in 181 reviews) "Diverse culture and good management." (in 213 reviews)	"Work Life balance is good" (in 309 reviews) "good salary as well" (in 244 reviews) "Good benefits and looks good on resume" (in 121 reviews) "The people that I have met have been great and helpful" (in 181 reviews) "Diverse culture and good management." (in 213 reviews)	"Work Life balance is good" (in 309 reviews) "good salary as well" (in 244 reviews) "Good benefits and looks good on resume" (in 121 reviews) "The people that I have met have been great and helpful" (in 181 reviews) "Diverse culture and good management." (in 213 reviews)	"Work Life balance is good" (in 309 reviews) "good salary as well" (in 244 reviews) "Good benefits and looks good on resume" (in 121 reviews) "The people that I have met have been great and helpful" (in 181 reviews) "Diverse culture and good management." (in 213 reviews)	

Overall Reviews (Cons)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	"People expect you to work after hours " (in 309 reviews) "Salaries are low and progress sometimes is limited." (in 244 reviews) "Less benefits than other companies" (in 121 reviews) "Good people and projects ." (in 181 reviews) "Different culture for tech people" (in 213 reviews)	
	Percentage Hike	7-9%	7-9%	7-9%	7-9%	7-9%	7-9%	7-9%	7-9%	
	Work Life Balance	Average	Average	Average	Average	Average	Average	Average	Average	
Barclays										
Roles For Freshers										
CTC offered (IN ₹ LPA)	Analyst 9 LPA	Business Analyst 15 LPA	Data Engineer	Data Scientist	Process Advisor	Software Developer				
Skills Required	Effective communication & Email writing skills, including questioning skills. Ability to work independently or as part of a team. Achieving high standards and delivering results with accuracy and attention to detail. MS Office Applications (preferably, Excel, word & PowerPoint) Ability to comprehend given set of instructions and apply the same for day-to-day transaction processing Essential 0-3 years of relevant experience Graduate/Post-Graduate in any discipline Flexibility in hours of work and ability to work changing shifts patterns	Can work independently with minimum supervision. Strong analytical and problem-solving skills. Experience working with colleagues spread across multiple global locations. Strong attention to detail Experience/Exposure to SQL Proficient in Microsoft Office Suite, specifically Visio and Excel and Word Excellent oral & written communication skills Amazon Web Services Gen AI Prior experience of having working on ChatBOT functionality Certification on Business Analysis (if any).	Experience of Banking/financial industries Strong knowledge of SQL and Data Profiling tools. Good understanding of Data Modelling Good understanding cloud technologies experienced in Data Warehousing and Business Intelligence. Understanding of ML, Machine learning technologies and solution Relational and NoSQL databases. Data driven thinking, a passion for data and clear understanding of the value this can hold to a commercial business Proficiency/good understanding in at least one of the following: Ab Initio, Teradata, Hadoop Qlik, AWS and Actuate Strong reporting and communication skills Ability to work on a number of tasks on a variety of different projects at the same time. Ability to build effective internal relationships Ability to work with an existing body of processes, with an endeavour to improve them wherever feasible. Must have experience of working in an IT project environment and an understanding of IT and business strategies and governance.	Solid understanding of machine learning concepts and model deployment. Proficiency in python. Knowledge of containerisation and orchestration tools including Docker. Experience deploying data science pipelines using AWS Familiarity with monitoring and logging tools for ML Ops. Experience with building robust testing protocols for data pipelines including unit testing & integration testing Excellent modelling skills, as evidenced by an advanced degree or significant experience. Strong quantitative and statistical skills, enabling logical and methodical problem-solving. Good understanding and experience of big data technologies and the underlying big data approach. Good interpersonal skills for maintaining relationships with multiple business areas, including senior leadership and compliance. Ability to manage laterally and upwards across multiple discipline technical areas. Version control using Bitbucket, Github etc.	0-24 months of relevant experience i, Graduate/Post-Graduate in any discipline (Fresher's applicable however preferably Graduate Fresher) i, Experience of working in BPO/KPO i, Flexibility in hours of work and ability to work changing shifts patterns i, Familiarity with procedures, policies, products and services of a financial organisation i, Ability to work within deadlines/customer demand Effective communication, including questioning skills i, Ability to work independently or as part of a team i, Achieving high standards and delivering results with accuracy and attention to detail i, MS Office Applications (preferably, Excel, word & PowerPoint) i, Ability to comprehend given set of instructions by combining analysis and judgement and apply the same for day to day transaction processing i, Risk awareness i, Min Typing speed of 20-25 wpm & 80% accuracy in the test i, Excellent analytical skills and an ability to solve issues	Full stack development (web and mobile front-end technologies e.g. React), Java, APIs & microservices, PostgreSQL, data structures, workflow) Foundational working knowledge of Site Reliability Engineering (automation, observability, incident management, resilience, disaster recovery, high availability, documentation) Policy Management (KACML, Open Policy Agent, OPA Gateways, OPA debugging and testing, Rego policy language, Styra DAS, Permit.io) Implementation of Role Based Access Control and Policy Based Access Control (Attribute Based Access Control) systems in Mandatory Access and Discretionary Access based scenarios. Experience of CI/CD approaches and technologies DevSecOps (secure coding best practices, defensive programming, security testing, data security, network security, cloud security, security compliance and regulations) Infrastructure as Code (Ansible, Terraform) and Containerisation (Docker, Kubernetes) AWS and Azure cloud component and services integration (RDS / Azure DB, S3 / Azure Blob) Workflow Tools: IBM BAW, JBPM CI/CD: GitLab, Jenkins, Chef, Git				
Recruitment Process	Written Test + Technical Interview + Manager Round (VP) + HR	Written Test + Technical Interview + Manager Round (VP) + HR	Written Test + Technical Interview + Manager Round (VP) + HR	Written Test + Technical Interview + Manager Round (VP) + HR	Written Test + Technical Interview + Manager Round (VP) + HR	Written Test + Technical Interview + Manager Round (VP) + HR				
Promotions										
Working Hours (in Hours)	8	8	8	8	8	8				
Overall Reviews (Pros)	"and good work/life balance" (in 290 reviews) "Good culture is the best" (in 208 reviews) "Good pay (at least for BA4 and plus)" (in 237 reviews) "Good management and Ben if its are good" (in 89 reviews) "Chill environment and good people" (in 138 reviews)	"and good work/life balance" (in 290 reviews) "Good culture is the best" (in 208 reviews) "Good pay (at least for BA4 and plus)" (in 237 reviews) "Good management and Ben if its are good" (in 89 reviews) "Chill environment and good people" (in 138 reviews)	"and good work/life balance" (in 290 reviews) "Good culture is the best" (in 208 reviews) "Good pay (at least for BA4 and plus)" (in 237 reviews) "Good management and Ben if its are good" (in 89 reviews) "Chill environment and good people" (in 138 reviews)	"and good work/life balance" (in 290 reviews) "Good culture is the best" (in 208 reviews) "Good pay (at least for BA4 and plus)" (in 237 reviews) "Good management and Ben if its are good" (in 89 reviews) "Chill environment and good people" (in 138 reviews)	"and good work/life balance" (in 290 reviews) "Good culture is the best" (in 208 reviews) "Good pay (at least for BA4 and plus)" (in 237 reviews) "Good management and Ben if its are good" (in 89 reviews) "Chill environment and good people" (in 138 reviews)	"and good work/life balance" (in 290 reviews) "Good culture is the best" (in 208 reviews) "Good pay (at least for BA4 and plus)" (in 237 reviews) "Good management and Ben if its are good" (in 89 reviews) "Chill environment and good people" (in 138 reviews)	Money is decent. Office is good. Not much pressure to work. Relaxed working hours and chilled out culture			
Overall Reviews (Cons)	No travel opportunities No onsite or seamless internal movements No consideration of personal situation when it comes to movement across geographies (despite office and business presence) Focusing only on diversity	No travel opportunities No onsite or seamless internal movements No consideration of personal situation when it comes to movement across geographies (despite office and business presence) Focusing only on diversity	No travel opportunities No onsite or seamless internal movements No consideration of personal situation when it comes to movement across geographies (despite office and business presence) Focusing only on diversity	No travel opportunities No onsite or seamless internal movements No consideration of personal situation when it comes to movement across geographies (despite office and business presence) Focusing only on diversity	No travel opportunities No onsite or seamless internal movements No consideration of personal situation when it comes to movement across geographies (despite office and business presence) Focusing only on diversity	No travel opportunities No onsite or seamless internal movements No consideration of personal situation when it comes to movement across geographies (despite office and business presence) Focusing only on diversity	No travel opportunities No onsite or seamless internal movements No consideration of personal situation when it comes to movement across geographies (despite office and business presence) Focusing only on diversity			
Percentage Hike	6-7 %	6-7 %	6-7 %	6-7 %	6-7 %	6-7 %				
Work Life Balance	Good	Good	Good	Good	Good	Good				
Amazon										
Roles For Freshers										
CTC offered (IN ₹ LPA)	Software Developer 24 LPA	Applied Scientist 18 LPA	Data Associate 7 LPA	Business Analyst 12 LPA	Data Science 12 LPA					

PWC						
	Roles For Freshers					
	Associate	Azure Data Engineer	Data Science			
CTC offered (IN ₹ LPA)	10 LPA	10 LPA	10 LPA	10 LPA		
Skills Required	Experience using statistical computer languages to manipulate data and draw insights from large datasets Experience working with and creating data architectures. Knowledge of a variety of machine learning techniques (clustering, decision tree learning, artificial neural networks, etc.) and their real-world advantages/ drawbacks. MS Hands-on tech skill: Scala, Spark, Python, Hive, Bigdata, Shell/Unix Scripts, Control M Data Engineer	working with Spark, Python working with SQL, handling complex windowing functions and joins Deployment and maintenance of data pipelines on cloud clusters (AWS/Azure) Unit Testing expertise (Experience with Pytest preferred but, manual is also okay) Good knowledge of version control systems (Git/Bitbucket) Exposure to Airflow/Astronomer Experience deploying Spark data pipelines on Databricks clusters Working knowledge of Jira and Confluence Flair for automation	Solid knowledge and experience of supervised, unsupervised machine learning algorithms. For e.g (but not limited to): linear regressions, bayesian regressions, multi objective optimization techniques, classifiers, cluster analysis, dimension reduction etc. Understanding of techniques like Market Mix Modelling, Price Elasticity models, Sales Promo Uplift Modelling, Vehicle Route Optimization Good knowledge of statistics For e.g: statistical tests & distributions Experience in Data analysis For e.g: data cleaning, standardization and data preparation for the machine learning use cases Experience in machine learning frameworks and tools (For e.g. scikit-learn, mlr, caret, H2O, TensorFlow, Pytorch, MLlib) Advanced level programming in SQL or Python/PySpark Expertise with visualization tools For e.g: Tableau, PowerBI, AWS QuickSight etc. Experience in building ML models in cloud environments (At least 1 of the 3: Azure ML, GCP's Vertex AI platform, AWS SageMaker) Working knowledge of containerization (e.g. AWS EKS, Kubernetes), Docker and data pipeline orchestration (e.g. Airflow)	Master's Degree or any other relevant certifications MS Office, especially MS Excel and MS PowerPoint Tracking completion of mandatory e-learning / classroom training Product ("EBC") team in review and analysis of relevant documentation. Survey (GPS) results, Annual Compliance Confirmation (ACC) responses. Survey management / network standard compliance related reviews e.g. / initiatives including keeping EBC related documents/databases updated. the EBC page or other ad-hoc tasks that may be relevant to the function. an ethics/audit/forensics role will be an added advantage MS office (Word, Excel, PPT) and report writing skills is, committed attitude and an eye for detail Language communication skills, both spoken and written and interpersonal and networking skills		
Recruitment Process	written test + Technical interview + HR Interview	written test + Technical interview + HR Interview	written test + Technical interview + HR Interview	written test + Technical interview + HR Interview		
Promotions						
Working Hours	8	8	8	8		
Overall Reviews (Pros)	Work life balance is good for consulting Salary is good The benefits are good	Work life balance is good for consulting Salary is good The benefits are good	Work life balance is good for consulting Salary is good The benefits are good	Work life balance is good for consulting Salary is good The benefits are good		
Overall Reviews (Cons)	Low salary for those are not managerial positions	Low salary for those are not managerial positions	Low salary for those are not managerial positions	Low salary for those are not managerial positions		
Percentage Hike	8 %	8 %	8 %	8 %		
Work Life Balance	Good	Good	Good	Good		
Honda R&D						
	Roles For Freshers					
	AI Researcher	Data Analyst	Data Engineer	Computer Vision Engineer	Engineer	
CTC offered (IN ₹ LPA)	86 Lakhs CTC (International)	86 Lakhs CTC (International)	86 Lakhs CTC (International)	86 Lakhs CTC (International)	9 Lakhs	
Skills Required	University degree in a related field e.g. Computer Science, AI, Mathematics or a equiv. discipline Demonstrable experience in AI / ML R&D in industry. Proven fundamental knowledge in AI, ML and data science i.e signal/pattern recognition, classification, training deep neural networks. Experience that includes a variety of Data Science and ML frameworks or tools. Excellent verbal and written communication skills. Ability to document simple narratives to explain complex issues/systems and be able to adapt communication style to suit different audiences. Proactive and self-motivated with the ability to work independently and as part of a team. Extensive knowledge of MS office suite (Excel, PowerPoint & Word)	Love for data and translating data into actionable insights Excellent software architecture building skills (must be familiar with Python and Github) Experience with streamlining R&D (or similar tooling like MS PowerBI, Qlik), SQL, and Microsoft Excel. Excellent quantitative skills and a deep understanding of statistical methods with an ability to inspire confidence in data-driven decision making Highly collaborative and team-oriented, while also able to work independently Ability to deliver under tight deadlines and work on multiple tasks and projects at once	Dashboard (Qlik Sense, 8-dash, streamlit, etc.) building skills Excellent software architecture building skills (must be familiar with Python) DevOps skills (CI/CD, build, infrastructure deployment) Knowledge of data management middleware such as D6, data lakes, query engines, etc. Monitoring skills (notification to email or chat in case of errors)	Extensive knowledge in computer vision and/or machine learning Engineering skills for understanding and reproducing cutting edge algorithms that are presented in the top international conferences Algorithm design, evaluation, and optimization for embedded platforms Preferred qualifications publications in the related fields awards in coding or algorithm competitions agile software development experiences experience on using generative data in AI projects experience on emedded platforms Basic skills: Ubuntu, Docker, Git C/C++, Python Pytorch, TensorFlow OpenCV Latex	Bachelor's Degree in Engineering (e.g. Mechanical, Technical Design) or equivalent experience Strong interpersonal skills, high-impact communication skills, project management skills Proficient in Catia & Enovia skills – capable of producing and operating 3D/2D models Advanced problem-solving skills and proficient in problem analysis Basic Computer Skills with Microsoft Office Products	
Recruitment Process	Test + Technical Interview (Managerial Level) + HR Interview (Senior Director)	Test + Technical Interview (Managerial Level) + HR Interview (Senior Director)	Test + Technical Interview (Managerial Level) + HR Interview (Senior Director)	Test + Technical Interview (Managerial Level) + HR Interview (Senior Director)	Test + Technical + HR	
Promotions						
Working Hours	8	8	8	8	8	
Overall Reviews (Pros)	52% of employees would recommend working at Honda R&D 2.9 out of 5 for work life balance, 2.7 for culture and values and 3.1 for career opportunities.	52% of employees would recommend working at Honda R&D 2.9 out of 5 for work life balance, 2.7 for culture and values and 3.1 for career opportunities.	52% of employees would recommend working at Honda R&D 2.9 out of 5 for work life balance, 2.7 for culture and values and 3.1 for career opportunities.	52% of employees would recommend working at Honda R&D 2.9 out of 5 for work life balance, 2.7 for culture and values and 3.1 for career opportunities.	52% of employees would recommend working at Honda R&D 2.9 out of 5 for work life balance, 2.7 for culture and values and 3.1 for career opportunities.	
Overall Reviews (Cons)	Management mostly Japanese, need to learn Japan language for easier communication (in 4 reviews) Certain managers act like a dictatorship. (in 3 reviews)	Management mostly Japanese, need to learn Japan language for easier communication (in 4 reviews) Certain managers act like a dictatorship. (in 3 reviews)	Management mostly Japanese, need to learn Japan language for easier communication (in 4 reviews) Certain managers act like a dictatorship. (in 3 reviews)	Management mostly Japanese, need to learn Japan language for easier communication (in 4 reviews) Certain managers act like a dictatorship. (in 3 reviews)	Management mostly Japanese, need to learn Japan language for easier communication (in 4 reviews) Certain managers act like a dictatorship. (in 3 reviews)	
Percentage Hike	10-12%	10-12%	10-12%	10-12%	10-12%	

Work Life Balance	Good	Good	Good	Good	Good			
Standard Chartered								
Roles For Freshers								
CTC offered (IN ₹ LPA)	Analyst(Credit Initiation) 4-7	Business Analyst 7-17	Software Engineer 15.66-17.22	Data Security Prod Engineer 7-8				
Skills Required	EDUCATION:- MBA/CA qualified LANGUAGES:- ENGLISH/HINDI Analysis of financial statement Analytical skills Understanding of the Legal and Technical Ms Excel/MS Word	EDUCATION:- Any Engineering Field Business Analytical topics Analytical skills SQL, Case Studies,No- SQL Databases Ms Excel/MS Word	EDUCATION:- Btech, IDD in any of the branches Thorough knowledge Of Data Structure and Algorithms along with good hold on development technologies	EDUCATION:- Engineering Domain LANGUAGES:- ENGLISH/HINDI zation, Key Management, Public Key Infra design				
Recruitment Process	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview				
Promotions								
Working Hours (in Hours)	8-10	8-10	8-10	8-10				
Overall Reviews (Pros)	Good work life balance(In 786 reviews) , Culture is good and stable(In 410 reviews)	Good work life balance(In 786 reviews) ,Culture is good and stable(In 410 reviews)	Good work life balance(In 786 reviews) , Culture is good and stable(In 410 reviews)	Good work life balance(In 786 reviews) ,Culture is good and stable(In 410 reviews)				
Overall Reviews (Cons)	Low Salary(In 243 reviews), Extending working hours(In 208 reviews)	Low Salary(In 243 reviews), Extending working hours(In 208 reviews)	Low Salary(In 243 reviews), Extending working hours(In 208 reviews)	Low Salary(In 243 reviews), Extending working hours(In 208 reviews)				
Percentage Hike	Yearly Salary Hike	Yearly Salary Hike	Yearly Salary Hike	Yearly Salary Hike				
Work Life Balance	Good	Good	Good	Good				

Tiger Analytics								
Roles For Freshers								
CTC offered (IN ₹ LPA)	Data Scientist-Quant 14-18	DataBricks - DE/SDE 10-13	Data Engineer 12-18	Consultant 13-18	UX Designer 6-10	ML Engineer 7-9		
Skills Required	Business Requirements Communication Data Engineering Data Science Deep Learning Key Performance Indicators Natural Language Processing (NLP) Predictive Analytics Quantitative Analytics R (Programming Language)	Strong in Pyspark, Python, PLSQL, SQL Desirable to have ETL with batch and streaming (Kinesis). Build the solution for optimal extraction, transformation, and loading of data from a wide variety of data sources using data ingestion and transformation components. The following technology skills are required Advanced working SQL knowledge and experience working with relational databases, query authoring (SQL) as well as working familiarity with a variety of databases. Experience with Dataflow Hands-on experience in using Databricks Hands- on experience with at least one of the leading public cloud data platforms (Amazon Web Services and Google Cloud)	Bachelor's degree in Computer Science or similar fields Expertise in Python and PySpark Experience building data pipelines using Azure stack experience using Apache spark Good working experience on Delta Lake and ETL processing Proficiency in SQL queries Prior experience of working in a Unix environment Experience in harmonizing raw data into a consumer-friendly format using Azure DataBricks Experience extracting/querying/joining large data sets at scale Experience building data ingestion pipelines using Azure Data Factory to ingest structured and unstructured data Experience in data wrangling, advanced analytic modeling is preferred Exposure to Java Strong communication and organizational skills	work experience with Strong CDP experience needed Salesforce Marketing Cloud experience good to have Experience in Food/Beverage/Manufacturing or Consumer Products industry Experience in data profiling, data analysis, performing data quality checks, and data governance practices Bachelor's degree in business administration or a closely related field. MBA preferred Strong project management and team management skills and ability to work with global teams Strong SQL skills and excellent knowledge of visualization tools like Tableau Python and SQL programming (Reporting) Knowledge of statistical and machine learning algorithms Exposure to cloud platforms and big data systems such as AWS, Hadoop HDFS, Hive is a plus Familiarity with principles and tools for data governance and stewardship	Relevant experience as a UX Designer, Product Designer or similar role. Proficient in Adobe XD, Photoshop, Illustrator, and / or other industry recognized design tools Exposure in designing on BI tools, custom products, mobile and web applications	Proficient in a structured Python (preferred) Follows good software engineering practices and has an interest in building reliable and robust software. Good knowledge of OS concepts and professional experience in developing and enhancing algorithms and models to solve business problem. Conducting quantitative analyses and interpreting results. Working knowledge of Linux or Unix environments ideally in a cloud environment. Working knowledge of Spark/PySpark is desirable. Excellent written and verbal communication skills. B.Tech from Tier-1 college / M.S or M. Tech is preferred.		
Recruitment Process	Test + 2 Technical Rounds + HR Round	Test + 2 Technical Rounds + HR Round	Test + 2 Technical Rounds + HR Round	Initial HR Screenings+ 2 Technical Rounds + 1 Panel Interview		Initial HR Screenings+ 2 Technical Rounds + 1 Panel Interview		
Promotions	Senior Data Scientist		Big Data Engineer	Senior Consultant	Senior UX Designer	Senior ML Engineer, Associate ML Engineer		
Working Hours	8	8	8	8	8	8		
Overall Reviews (Pros)	Good People to work with Good Career Opportunities Collaborative and supportive Colleagues	Good People to work with Good Career Opportunities Collaborative and supportive Colleagues	Good People to work with Good Career Opportunities Collaborative and supportive Colleagues	Good People to work with Good Career Opportunities Collaborative and supportive Colleagues	Good People to work with Good Career Opportunities Collaborative and supportive Colleagues	Good People to work with Good Career Opportunities Collaborative and supportive Colleagues		
Overall Reviews (Cons)	Average Work Life Balance Poor Management Low Compensation and benefits	Average Work Life Balance Poor Management Low Compensation and benefits	Average Work Life Balance Poor Management Low Compensation and benefits	Average Work Life Balance Poor Management Low Compensation and benefits	Average Work Life Balance Poor Management Low Compensation and benefits	Average Work Life Balance Poor Management Low Compensation and benefits		
Percentage Hike	8%	8%	8%	8%	8%	8%		
Work Life Balance	Average	Average	Average	Average	Average	Average		

Altair Engineering								
Roles For Freshers								
CTC offered (IN ₹ LPA)	Software Engineer 12	Application Engineer 2-8	Technical Specialist 13.5-23	Research Analyst 7-9				
Skills Required	EDUCATION:- Any Engineering Domain, Data Structures and Algorithms, Object oriented Programming Concepts, Operating System and coding questions	Working experience in any CAE/FEA simulations tools Relevant experience in HyperMesh, Optistruct , Strong analytical and problem solving competencies Relationship building capabilities Automotive OEM /Tier 1 Supplier / Engineering services	Education:- Undergrad degree in Statistics, Engineering, Computer Science or related discipline Skills:- SAS and SQL Languages Experience addressing challenges with "Big Data" using Jupyter/PySpark and Hadoop is desired data warehouse and ETL concepts. Experience with using cloud services	Must be proficient with Microsoft applications (i.e., Excel, Word, PowerPoint, etc.) Must have a strong aptitude for research, analysis, and data management with a focus on high accuracy. Must have excellent oral and written communication skills.				

Roles For Freshers						
	Associate Software Development Engineer	Business Analyst	Data Analyst	Quality Engineer		
CTC offered (IN ₹ LPA)	8 to 12	7 to 10	6 to 8	7 to 9		
Skills Required	Proficiency in programming languages (Java, Python, JavaScript, etc.)	Analytical thinking, proficiency in Excel, SQL, and data visualization tools.	Strong analytical skills, proficiency in SQL, and data visualization tools.	Knowledge of testing frameworks and tools (Selenium, JUnit), understanding of software QA methodologies, scripting skills.		
Recruitment Process	Aptitude Test + Technical Interview + HR Interview	Aptitude Test + Case study round + Technical Interview	Aptitude Test + Technical interview (focus on testing concepts) + HR interview.			
Promotions	Typically annual	Typically annual	Typically annual	Typically annual		
Working Hours	9 hours per day	9 hours per day	9 hours per day	9 hours per day		
Overall Reviews (Pros)	"Good culture and quite open as well" (in 671 reviews) "I have been working with sapient for more than 5 years and here work culture is good." (in 561 reviews) "People are great and very supportive" (in 544 reviews) "Good salary is good" (in 423 reviews) "Good learning opportunities and pay." (in 252 reviews)	"Good culture and quite open as well" (in 671 reviews) "I have been working with sapient for more than 5 years and here work culture is good." (in 561 reviews) "People are great and very supportive" (in 544 reviews) "Good salary is good" (in 423 reviews) "Good learning opportunities and pay." (in 252 reviews)	"Good culture and quite open as well" (in 671 reviews) "I have been working with sapient for more than 5 years and here work culture is good." (in 561 reviews) "People are great and very supportive" (in 544 reviews) "Good salary is good" (in 423 reviews) "Good learning opportunities and pay." (in 252 reviews)	"Good culture and quite open as well" (in 671 reviews) "I have been working with sapient for more than 5 years and here work culture is good." (in 561 reviews) "People are great and very supportive" (in 544 reviews) "Good salary is good" (in 423 reviews) "Good learning opportunities and pay." (in 252 reviews)		
Overall Reviews (Cons)	"There is no work life balance and people are becoming workaholics after working in this company for few years" (in 1080 reviews) "Poor management and not employees not well paid." (in 234 reviews) "May need to work extended working hours and issue is not being paid for extra hours" (in 173 reviews) "People managers have no authority to take any decision and they just do what management asks them to do." (in 167 reviews)	"There is no work life balance and people are becoming workaholics after working in this company for few years" (in 1080 reviews) "Poor management and not employees not well paid." (in 234 reviews) "May need to work extended working hours and issue is not being paid for extra hours" (in 173 reviews) "People managers have no authority to take any decision and they just do what management asks them to do." (in 167 reviews)	"There is no work life balance and people are becoming workaholics after working in this company for few years" (in 1080 reviews) "Poor management and not employees not well paid." (in 234 reviews) "May need to work extended working hours and issue is not being paid for extra hours" (in 173 reviews) "People managers have no authority to take any decision and they just do what management asks them to do." (in 167 reviews)	"There is no work life balance and people are becoming workaholics after working in this company for few years" (in 1080 reviews) "Poor management and not employees not well paid." (in 234 reviews) "May need to work extended working hours and issue is not being paid for extra hours" (in 173 reviews) "People managers have no authority to take any decision and they just do what management asks them to do." (in 167 reviews)		
Percentage Hike	10-15%	10-15%	10-15%	10-15%		
Work Life Balance	Generally good, but can vary with project demands.	Good, but can vary during peak project periods.	Generally balanced, project demands can be challenging.	Good overall, with occasional high-pressure periods.		

Roles For Freshers						
	Data Scientist-II / Associate Data Scientist	Associate Data Engineer	Business Analyst	Consulting Analyst	AI/ML Engineer	
CTC offered (IN ₹ LPA)	7 to 10	6 to 8	6 to 8	6 to 9	8 to 12	
Skills Required	Machine Learning, Statistics, Python, NLP, Deep Learning, Data Warehousing, SQL	SQL, Python, ETL tools, Data Warehousing concepts and basic cloud platforms (AWS, Azure).	Strong analytical skills, proficiency in tools like Excel, SQL, and data visualization software (Tableau, Power BI), and good communication skills.	Problem-solving, business processes, SQL, Excel, data visualization tools.	Python, machine learning frameworks (TensorFlow, PyTorch), AI algorithms, cloud platforms.	
Recruitment Process	Screening Test + Technical Skills Interview + Resume Technical Interview	Screening Test + Technical Skills Interview + Resume Technical Interview	Screening Test + Case Study Round + Technical Skills Interview + Resume Technical Interview	Screening Test + Case Study Round + Technical Skills Interview + Resume Technical Interview	Screening Test + Technical Skills Interview + Resume Technical Interview	
Promotions	Annually/Biannually	Annually/Biannually	Annually/Biannually	Annually/Biannually	Annually/Biannually	
Working Hours	40-45 hours per week	40-45 hours per week	40-45 hours per week	40-45 hours per week	40-45 hours per week	
Overall Reviews (Pros)	1. Everyone is accessible here. Coming from a huge MNC where no one knew who the respective HR, Finance, IT points of contacts are, it was a breath of fresh air. 2. Team members including Principal, Manager and all other members are extremely supportive and always eager to come forward and help the new joiners get up to speed. 3. Amazing learning opportunities. They even have provision to pay 10k for ur personal learnings per yr under their, U Learn V pay program. 4. Wellness leaves in addition to the other regular leaves are given for the mental well-being of the employees. 5. Amazing tools are used to streamline the entire employee management processes. 6. Finally, the level of innovation and cutting edge technology that are being developed here is mind boggling and it's always great to be part of such a journey. 7. Smooth onboarding process, and the company trusts the employees and sends them the laptop and all other accessories even before the joining date. (in 68 positive reviews)	1. Everyone is accessible here. Coming from a huge MNC where no one knew who the respective HR, Finance, IT points of contacts are, it was a breath of fresh air. 2. Team members including Principal, Manager and all other members are extremely supportive and always eager to come forward and help the new joiners get up to speed. 3. Amazing learning opportunities. They even have provision to pay 10k for ur personal learnings per yr under their, U Learn V pay program. 4. Wellness leaves in addition to the other regular leaves are given for the mental well-being of the employees. 5. Amazing tools are used to streamline the entire employee management processes. 6. Finally, the level of innovation and cutting edge technology that are being developed here is mind boggling and it's always great to be part of such a journey. 7. Smooth onboarding process, and the company trusts the employees and sends them the laptop and all other accessories even before the joining date. (in 68 positive reviews)	1. Everyone is accessible here. Coming from a huge MNC where no one knew who the respective HR, Finance, IT points of contacts are, it was a breath of fresh air. 2. Team members including Principal, Manager and all other members are extremely supportive and always eager to come forward and help the new joiners get up to speed. 3. Amazing learning opportunities. They even have provision to pay 10k for ur personal learnings per yr under their, U Learn V pay program. 4. Wellness leaves in addition to the other regular leaves are given for the mental well-being of the employees. 5. Amazing tools are used to streamline the entire employee management processes. 6. 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Overall Reviews (Cons)	Data engineering leadership is very biased and only promotes selected few folks. Hard-working talent had and will eventually leave the firm due to rude directors, SVPs. Also, yearly increments are very disappointing and there are no standard policies and depends upon how close the person is to leadership. No perks and benefits. (in 3 reviews)	Data engineering leadership is very biased and only promotes selected few folks. Hard-working talent had and will eventually leave the firm due to rude directors, SVPs. Also, yearly increments are very disappointing and there are no standard policies and depends upon how close the person is to leadership. No perks and benefits. (in 3 reviews)	Data engineering leadership is very biased and only promotes selected few folks. Hard-working talent had and will eventually leave the firm due to rude directors, SVPs. Also, yearly increments are very disappointing and there are no standard policies and depends upon how close the person is to leadership. No perks and benefits. (in 3 reviews)	Data engineering leadership is very biased and only promotes selected few folks. Hard-working talent had and will eventually leave the firm due to rude directors, SVPs. Also, yearly increments are very disappointing and there are no standard policies and depends upon how close the person is to leadership. No perks and benefits. (in 3 reviews)	Data engineering leadership is very biased and only promotes selected few folks. Hard-working talent had and will eventually leave the firm due to rude directors, SVPs. Also, yearly increments are very disappointing and there are no standard policies and depends upon how close the person is to leadership. No perks and benefits. (in 3 reviews)	
Percentage Hike	12-18%	10-15%	10-15%	10-15%	12-18%	
Work Life Balance	challenging during high-demand periods. The company strives to support employees through flexible work arrangements when possible.	challenging during high-demand periods. The company strives to support employees through flexible work arrangements when possible.	challenging during high-demand periods. The company strives to support employees through flexible work arrangements when possible.	challenging during high-demand periods. The company strives to support employees through flexible work arrangements when possible.	challenging during high-demand periods. The company strives to support employees through flexible work arrangements when possible.	

Citi Bank						
	Analyst	Software Engineer	Risk Analyst	Financial Analyst		
CTC offered (IN ₹ LPA)	8 to 12	12 to 15	8 to 11	7 to 10		
Skills Required	Strong analytical skills, proficiency in MS Excel, basic understanding of financial concepts.	Programming languages (Java, Python, C++), data structures, algorithms, understanding of software development lifecycle	Quantitative skills, knowledge of risk management tools, proficiency in statistical analysis	Financial modeling, proficiency in MS Excel and financial software (Bloomberg Terminal, Thomson Reuters Eikon), strong analytical skills.		
Recruitment Process	Aptitude Test + Case Study Round + Technical Interview + HR Interview	Aptitude Test + Technical Interview (Software) + HR Interview	Aptitude Test + Case Study Round + Technical Interview (Quant) + HR Interview	Aptitude Test + Case Study Round + Technical Interview (Finance) + HR Interview		
Promotions	Every 2-3 years (Associate)	Senior Software Engineer	Every 2-3 years	Every 2-3 years		

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Recruitment Process									
Promotions									
Working Hours									
Overall Reviews (Pros)									
Overall Reviews (Cons)									
Percentage Hike									
Work Life Balance									

Rystad Energy (https://www.rystadenergy.com/)									
	Roles For Freshers								
	Junior Research Analyst	Consultant	Data Analyst						
CTC offered (IN ₹ LPA)	₹8.8 Lakhs per year.	₹6-10 lakhs per annum	₹4-7 lakhs per annum						
Skills Required	Strong analytical and problem-solving skills. Proficiency in data analysis and Excel. Knowledge of the upstream oil and gas industry. Excellent written and verbal communication skills.	Analytical skills, ability to work with data and statistics. Strong understanding of the energy sector (oil, gas, renewables). Excellent communication and presentation skills. Proficiency in tools like Excel, PowerPoint, and possibly data analytics software.	Strong analytical and quantitative skills. Proficiency in data manipulation, analysis, and visualization tools (e.g., Excel, Python, R, SQL). Understanding of statistical methods and data modeling techniques. Knowledge of the energy sector (preferred but not always required).						
Recruitment Process	Application Submission: Online application through Rystad Energy's career portal. Initial Screening: Review of resumes and cover letters to shortlist candidates. Technical Test: Assessment of analytical and technical skills. Case Study: Evaluation through a case study relevant to the industry. Interviews: Competency-based interviews with several future colleagues and team leaders. Final Evaluation: Comprehensive review of all assessments to make the final hiring decision.	Application Submission: Online application through Rystad Energy's career portal. Initial Screening: Review of resumes and cover letters to shortlist candidates. Technical Test: Assessment of analytical and technical skills. Case Study: Evaluation through a case study relevant to the industry. Interviews: Competency-based interviews with several future colleagues and team leaders. Final Evaluation: Comprehensive review of all assessments to make the final hiring decision.	Application Submission: Online application through Rystad Energy's career portal. Initial Screening: Review of resumes and cover letters to shortlist candidates. Technical Test: Assessment of analytical and technical skills. Case Study: Evaluation through a case study relevant to the industry. Interviews: Competency-based interviews with several future colleagues and team leaders. Final Evaluation: Comprehensive review of all assessments to make the final hiring decision.						
Promotions	Performance Evaluations Skill Enhancement Project Contributions Leadership Potential	performance, client satisfaction, contributions to projects, years of experience	performance, proficiency in tools contribution to projects Action of advanced certifications or courses						
Working Hours (in Hours/day)	8	8	8						
Interview Reviews	Round 1: Conducted by senior analysts or team leaders. Focuses on technical skills, industry knowledge, and problem-solving abilities. Round 2: May include higher-level executives (VPs or Partners). Focuses on understanding the candidate's background, fit with the company culture, and future potential.	Round 1: technical depth Focuses on energy markets, data analysis techniques, and consulting methodologies. Round 2: May include higher-level executives (VPs or Partners). Focuses on understanding the candidate's background, fit with the company culture, and future potential.	Round 1: Conducted by senior analysts or team leaders. Focuses on technical skills, industry knowledge, and problem-solving abilities. data manipulation, statistical analysis, and interpretation of results Round 2: May include higher-level executives (VPs or Partners). Focuses on understanding the candidate's background, fit with the company culture, and future potential.						
Percentage Hike	5-10%	10-20%	10-15%						
Work Life Balance	Rated as good, with a 3.8 out of 5 score. flexible working arrangements healthy work-life balance	challenging during peak project periods flexibility and work-from-home options	rate, with occasional periods of higher workload flexibility in work hours and remote work options						

Vedanta Limited									
	Roles For Freshers								
	Graduate Engineer Trainee	Software Engineer	Application Programmer	Business Analyst	UI/UX Designer				
CTC offered (IN ₹ LPA)	INR 5.5 lakhs to INR 13 lakhs per annum	INR 4-10 lakhs per annum	INR 6-10 lakhs per annum	3,00,000 to INR 6,00,000 per ann	INR 6-8 lakhs per annum				
Skills Required	Strong technical knowledge in the respective engineering discipline. Analytical and problem-solving skills. Good communication and interpersonal skills. Basic understanding of safety protocols and industry regulations. Proficiency in relevant software and tools used in the industry.	Proficiency in programming languages such as Java, Python, C++, or similar. Knowledge of software development lifecycle and methodologies. Strong problem-solving and analytical skills. Familiarity with software tools and technologies relevant to the role. Good communication and teamwork skills.	Programming Languages: Proficiency in languages like Java, Python, C++, or similar. Problem-Solving: Strong analytical and problem-solving abilities. Technical Knowledge: Understanding of software development principles and practices. Teamwork: Ability to work effectively in a team environment. Adaptability: Willingness to learn new technologies and adapt to changing requirements.	Technical Skills: Proficiency in SQL, Excel, and business intelligence tools like Power BI. Analytical Skills: Ability to analyze data and provide actionable insights. Communication Skills: Strong verbal and written communication to effectively present findings. Problem-Solving Skills: Critical thinking and the ability to foresee challenges and propose solutions.	Prototyping and Wireframing: Familiarity with tools like Figma and Adobe XD. User Research: Ability to conduct user research, analyze user needs, and create personas. Information Architecture: Organizing and structuring content effectively. Visual Design: Proficiency in visual design principles and software like Sketch. Collaboration and Communication: Strong skills in working with cross-functional teams and articulating design decisions. Basic Coding Knowledge: Understanding of HTML, CSS, and JavaScript can be beneficial for better collaboration with developers. Design Thinking: Ability to apply design thinking principles to solve complex problems.				
Recruitment Process	Online Test: Covers arithmetic aptitude, logical reasoning, verbal ability, and technical questions related to the specific engineering branch. Group Discussion: Shortlisted candidates from the online test participate in a group discussion to assess communication and teamwork skills. Technical Interview: In-depth questions related to the candidate's engineering discipline. HR Interview: Assessment of the candidate's fit within the company's culture and values.	Online Test: Includes questions on aptitude, logical reasoning, and technical knowledge. Technical Interview: Focuses on coding skills, problem-solving abilities, and technical knowledge. HR Interview: Assesses cultural fit, communication skills, and career aspirations.	Application: Submission of resume and application through Vedanta's career portal or campus drives. Aptitude Test: Online test assessing general aptitude and technical knowledge. Group Discussion: Evaluation of communication and teamwork skills. Technical Interview: In-depth questions on programming and software development. HR Interview: Assessment of cultural fit and career goals.	Application: Submitting an online application with a resume. Aptitude Test: Assessing analytical and problem-solving skills. Technical Interview: Evaluating technical knowledge and skills. HR Interview: Assessing cultural fit, communication skills, and overall suitability for the role.	Application Submission: Online application through Vedanta's careers portal. Aptitude Test: Online test to assess logical reasoning, quantitative aptitude, and basic design knowledge. Technical Interview: Questions on design principles, portfolio review, and problem-solving scenarios. HR Interview: Evaluation of cultural fit, career aspirations, and soft skills.				
Promotions	ance and contributions to the team and of any additional certifications or training adherence to company values and culture	formance and contributions to the team and of any additional certifications or training Adherence to company values and culture.	istent and exceptional performance in Accumulating relevant experience and of advanced training and obtaining rel	Continuous learning and acquirin Demonstrating significant contri Reliably requires a few years of ex el before being considered for p	based on performance evaluations contribution to projects				

[illegible]

Roles For Freshers							
	Backend Developer - SDE 1	Technical Program Manager - 1	Product Manager - S&D	Associate Manager - R2R	Agronomist Executive Support	SEO Manager	City Operations Executive
CTC offered (IN ₹ LPA)	8 to 10	6 to 8	10 to 12	6 to 8	4 to 6	4 to 6	3 to 5
Skills Required	development experience in large scale mission frameworks like Spring or Spring Boot, Spring with DBMS systems like MySQL, Mongo, Capson to detail and ability to problem-solve under pressure using Angular/React, JavaScript, REST Services/API Development using SOAP or REST	organizational skills and experience establishing guidelines, communications skills to coordinate with team members, problem solving and customer-centric mind Smart, Hungry and Entrepreneurial with a fast-paced, always-on, highly analytical, communication, and multi-tasking ability to work in fast paced environment	problem solving and customer-centric mind Smart, Hungry and Entrepreneurial with a fast-paced, always-on, highly analytical, communication, and multi-tasking ability to work in fast paced environment	AS transition/ NBFC experience / Sales and implementing process improvement of crop science, agronomic principles, and agricultural verbal and written communication skills for effective interaction with clients	B.Sc. in Agriculture with a focus on Agronomy. Practical experience in agronomy or related field of crop science, agronomic principles, and agricultural verbal and written communication skills for effective interaction with clients	Proficiency in English and Tamil. Knowledge of eCommerce / INPUT tools, Google Analytics, Google	to report to vendor locations in English and the local language intermediate level skills in Excel
Recruitment Process	Tests and Interview	Test and Interview	Test and Interview	Interview	-	Interview	Interview
Promotions	SDE 2	Technical Program Manager - 2	Senior Product Manager	Manager - R2R	-	SEO Manager	City Sales Manager
Working Hours	8 Hours	7 Hours	8 Hours	6 Hours	-	8 Hours	4 Hours
Interview Reviews	design, interviews were twisted but simple, if you	test fundamental concepts. Clarity was paramount	to be a case interview which was cut in short	-	8 Hours	4-5 Hours	4 Hours
Percentage Hike	10%	10%	10%	-	-	-	-
Work Life Balance	ryone to find their true potential, purpose, and that advances the goals of employees, community	Good Work life balance	Good Work life balance	Good Work life balance	Good Work life balance	Good Work life balance	ed to be flexible in work timings

Uber							
Roles For Freshers							
	Account Representative	Business Development Representative	Data Scientist	Ops Analyst	Sales Account Executive		
CTC offered	7 to 8	7 to 8	10 to 12	6 to 8	5 to 6		
Skills Required	ing in e-commerce especially with a restaurant Experience with Salesforce and Google Suite experience: Prospecting, cold calling, negotiating, Multi-lingual a plus!	ence working in healthcare, and/or government e-perience, consistent track record of exceeding targets Virtual sales skills info, Groove/Sales loft,LinkedIn Sales Navigator, coachable and willing to receive & implement feedback	familiarity with code and programming code production systems or mobile signal production systems like Spark, Hive, SQL, or stream processing skills, organized, able to multitask and delegating outsourced contact center support	proven ability to work through challenges of effectively communicating complex information to internal and external stakeholders, supported by fluency in Japanese and Business-level English. travel for business trips (once a week or more on average).	ent, and operational excellence, including data analysis, contract closures, and budget management. collaborate effectively with cross-functional teams in both Japanese and English.		
Recruitment Process	Interview	Interview	Test and Interview	Interview	Interview		
Promotions	Account Executive	-	Senior DS	Sr Program Leader	Sales Manager		
Working Hours	7 Hours	7 Hours	8 Hours	6 to 7 Hours	7 Hours		
Interview Reviews	hich you present to a panel of two managers. A plus was they got back to me within 24 hrs if study + sql) onsite (case study, sql, behavior b		the case study portion which was	ence I've ever gone through. If they're this disorganized during the "honeymoon" phase, I can't imagine what it must be like to actually work there.			
Percentage Hike	5%	5%	10%	-	-		
Work Life Balance	Fairly decent	Good	Good	Good	-		

Raam Group							
Roles For Freshers							
	Sales Interview	Management Trainee	Marketing Coordinator	Relationship Manager			
CTC offered	3 to 5	8 to 10	5 to 7	5 to 7			
Skills Required	gness to work in Night Shift (8 PM to 5 AM) English communication skills (both oral and written) drafting skills with the ability to comprehend Work experience required for undergraduates Knowledge of working on CRM tool.	and maintain strong relationships with our partners Increase in number of active branches Encouraging bank staff ransforming training programs for bank staff on product	Coordinate with multiple teams/vendor and manage RSVPs, providing regular updates at events for set-up and execution of the registration desk and greeting attendees delegate packs and briefing packs for key players the Adobe Creative Suite (Photoshop, InDesign, Illustrator, etc.)	Journalism, Creative Writing, or another related field preferred. Microsoft Office (Word, Excel, PowerPoint) Adobe Acrobat.			
Recruitment Process	Interview	Test and Interview	Interview	Test and Interview			
Promotions	-	-	-	-			
Working Hours	10 Hours	8 Hours	8 Hours	6 to 8 Hours			
Interview Reviews	they might conduct test or direct technical	ient this all should be there. The interviewer ask the	and about my family background, in round	ernings where you can actually learn a lot of new things and have a great time the management is to good.			
Percentage Hike	-	-	-	-			
Work Life Balance	le night, I learned interacting with clients and you can be transparent and can work without the	good environment and good culture	st place to work if you want to learn				

Fidelity							
Roles For Freshers							
	Customer Relationship Advocate	Executive Management Trainee	Software Engineering	Network Engineer			
CTC offered	7	5 to 7	4 to 9	5 to 8			
Skills Required	and a demonstrated history of overcoming adversity to work in a "hybrid" work setting, both at technology and ability to navigate multiple situations, emotions and conversations driving revenue will fully prepare you to engage with clients and applying new concepts, learning quickly	and maintain strong relationships with our partners Increase in number of active branches Encouraging bank staff	AI designing skills using Photoshop / Power BI, web services, WCF, ADO.net, Entity Framework, SQL Server, including database management members of other teams including architecture mindset, scrum experience preferred Possesses strong communication skills	is Telecom Circuits (DSL, DSL, DS3, OC3, ISDN BRI etc.) knowledge of MS Excel, including Word & SQL. Inventory Management & batch uploads. com vendor billing platforms and invoice procedures t Management & Vendor Management skills, communication skills both verbal and written.			
Recruitment Process	Test and Interview	Interview and GD	Test and Interview	Interview			
Promotions	-	-	SDE 2	Network Engineer 2			
Working Hours	8 Hours	4 to 6 Hours	8 to 9 Hours	8 Hours			
Interview Reviews	more of a pass fail, and does not necessarily	Interviewer wanted to gauge my financial knowledge	a manager two weeks later. Offer came	prepare well sure will get the offer in this company you must know the concept of OSI layer and switching, routing protocols.			
Percentage Hike	-	5%	10%	-			
Work Life Balance	Work culture and facilities are top notch	enefits, voice of associate matters. Lot to learn and	ood work culture, management and benefits	work culture, management and benefits			

Nvidia							
Roles For Freshers							
	System Software Engineer	Platform and Silicon Validation Engineer	Cyber Security Engineer	Design Engineer			
CTC offered	6 to 10	4 to 10	5 to 7	6			
Skills Required	with strong user & kernel mode debugging skills, deep understanding of computer system architecture and low-level interface. At least one major Linux distro (Ubuntu, Redhat) skills. Prior experience working with volume programming skills in one or more of Python, Java, C/C++.	digital design, signal integrity, statistics, timing analysis, high-speed interface electrical characterization, test equipment (DSOs, BERT, VNA, Protocol analyzers), system architecture, and low-level interface. At least one major Linux distro (Ubuntu, Redhat) skills. Prior experience working with volume programming skills in one or more of Python, Java, C/C++.	authorization protocols and mechanisms, computer science or related field, or equivalent. Expertise in Verilog, logic synthesis, prototyping, timing analysis, floor-planning, ECO, bring-up & lab debug.	architecture and RTL development of complex designs. VCS (or equivalent simulation tools, debug tools like Debussy, GDB).			
Recruitment Process	Test and Interview	Test and Interview	Test and Interview	Test and Interview			
Promotions	Senior System Engineer	-	Senior Cyber Engineer	Senior Design Engineer			
Working Hours	8 Hours	6 to 7 Hours	8 Hours	7 Hours			
Interview Reviews	depth estimation) 3] C++ question (smart point to the role, like C/C++, Python, or Java. For system of them was valid brackets and another one all almost an hour long over every other week as you pass the previous stages they schedule the next rounds.						
Percentage Hike	-	-	-	-			
Work Life Balance	ble timing, Best work-life balance, Career Growth	Awesome culture, good facilities, great stock benefit	Good work life balance With twice a week	company, Food facilities, Sports facilities			
IDFC FIRST Bank							
Customer Service Executive-Loan Center							
CTC Offered (in LPA)	3-6	3-6	2-5				
Skills Required	Analytical skills. Knowledge of social media sites like facebook, Instagram and twitter, Adaptive to competitive environment.	Analytical skills. Knowledge of social media sites like facebook, Instagram and twitter. Adaptive to competitive environment.	strong communication skills, manipulating skills and able to adapt to fast changing sales market and have ability of customer acquisition.				
Recruitment Process	Online Assessments followed by personal interviews.	Online Assessments followed by personal interviews.	Online Assessments followed by personal interviews.				
Promotions	Performance evaluation, Leadership potential.	Performance evaluations, client satisfaction, Leadership potential.	No. of sales done, Leadership ability and team player.				
Working Hours (in Hours/day)	8	8	8				
Interview Reviews	single Round after OA which focusses more on communication skills and ability to handle pressure and work in fast dynamic conditions.	single Round after OA which focusses more on communication skills and ability to handle pressure and work in fast dynamic conditions.	single Round after OA which focusses more on communication skills and ability to handle pressure and work in fast dynamic conditions.				
Percentage Hike	5-8%	5-8%	7-9%				
Work Life Balance	Good	Good	Good				
GROWW							
Operation Executives							
CTC Offered (in LPA)	2.6 - 4	11-22	6-15				
Skills Required	Good Communication Skills, Leadership Ability, Problem Solving and Time Management.	Proficient in Data Structure and Algorithms, Hands on in Web Development, Good communication skills and Problem Solver	Analytical skills, Knowledge of SQL, Python and PowerBI, Excellent Communication skills and Problem Solving Ability.				
Recruitment Process	Online Assessment followed by a personal interview.	Online Assessment followed by 2-3 round of interview consisting of both Technical as well as HR interview.	Online Assessment followed by 2-3 round of interview consisting of both Technical as well as HR interview.				
Promotions	Client addition, Leadership ability and Work Ethics	Problem Solving Ability, Leadership Quality and Learning Ability.	Analytical works, Presentation skills and Learning Ability.				
Working Hours (in Hours/ day)	8	8	8				
Interview Reviews	Online Assessment consists of basic Mathematical and Logical Reasoning Questions. In the interview Round they focus more on communications and learning ability.	Round 1: DSA questions were asked. Round 2: Face to face interview where also a DSA questions were asked to solve and code. Round 3: HR + TECH round	Round 1: 2 panelists asked SQL questions followed by a case study. Round 2: Basic resume questions followed by another case study. Round 3: HR round consisting of mostly cultural fitment and behavioural questions Round 4: Problem Solving round along with a few questions from the resume.				
Percentage Hike	7-8%	10-12%	10-12%				
Work Life Balance	Good Overall but there are some bad reviews as well.	Good Overall but there are some bad reviews as well.	Good Overall but there are some bad reviews as well.				
Cargill							
Business Analyst							
CTC Offered (in LPA)	17-33	21-35					
Skills Required	Business Understanding, Knowledge of Tools like Excel, PowerBI, etc., Excellent Communication Skills	Excellent Communication skills, Knowledge of ML and DL, Hands on experience in Data Manipulation and Preprocessing.					
Recruitment Process	Online assessment followed by personal interview	Online assessment followed by 2-3 rounds of personal interviews.					
Promotions	Very slow promotions here even if you perform really well.	Very slow promotions here even if you perform really well.					
Working Hours (in Hours/ day)	8	8					
Interview Reviews							
Percentage Hike	8-10%	10-12%					
Work Life Balance	Good Work-life Balance	Good Work-Life Balance.					
AuxoAI							
AI Engineer							
CTC Offered (in LPA)	15						
Skills Required	Strong Communication skills with high proficiency in ML and DL.						
Recruitment Process	Online Assessment followed by personal interviews.						
Promotions	Quick Promotion as company is small, Great learning experience here.						
Working Hours (in Hours/ day)	8-9						
Interview Reviews	Interviewer grills on indepth knowledge of ML and DL algorithms.						
Percentage Hike	12-15%						
Work Life Balance	Average, being a startup sometimes Work-Life Balance sucks						
Infoedge							

	Data Analyst	Data Scientist	Java Developer	Support Engineer	Automation Engineer	Software Engineer	Software Development Engineer	Machine Learning Engineer
CTC offered (IN ₹ LPA)	10-12	20-26	8-12	6-10	8-12	20-28	20-26	20-24
Skills Required	Excellent Communication skills, Knowledge of ML, Hands on experience in Data Manipulation and Preprocessing.	Excellent Communication skills, Knowledge of ML and DL, Hands on experience in Data Manipulation and Preprocessing.	R.E or B.Tech in Computer Science or any equivalent degree. Strong coding skills with strong hands-on and practical working experience in Java Development. Strong competencies in Data Structures, algorithms and their space-time complexities. Good problem-solving skills, coupled with strong analytical thinking and communication. Excellent debugging skills. Ability to understand business requirements and translate them into technical requirements. Working knowledge of architectures, trends, and emerging technologies. Solid understanding of the full software development life cycle: Core Java, J2EE, Spring MVC, Spring REST APIs, Spring Security, JSF, Web application.	Experience in core banking application Tech Support Experience in ticket tracking and resolving on time. Experience with Linux/UNIX server. Experience with CASA, Banking CRM application, Loans, Term deposit. Proficient with Excel. Hands-on experience on ticketing tools (Jira / Freshdesk). Readiness to be on call and/or put in extra hours for task closure. Excellent verbal, written, presentation and interpersonal communication skills. Ability to make complex technical matters easy-to-comprehend for non-technical persons. Experience in Banking applications is desirable with excellent communication skills. Experience in Core Banking (CRS) applications is mandatory.	Strong familiarity with cloud provider ecosystems like Amazon AWS, MS Azure, GCP. Practical knowledge (desired) of Cloud Service provider's foundation services related to computing, network, storage, content delivery, administration and security, deployment and management, automation technologies. Understanding of microservices programming (AWS Lambda, Docker, etc.) Capability architecting highly available systems that utilize load balancing, horizontal scalability and high availability. Family using native services on AWS such as (EC2, ELB, API Gateway, RDS, Lambda, CloudWatch, Route 53, etc.). GCP (Google Cloud Identity, Google Cloud IAM, Google Cloud Armor, Slack driver Monitoring, Google Kubernetes Engine(GKE).	Data Structures and Algorithms, Object oriented Programming Concepts, Operating System and coding questions	Data Structures and Algorithms, Object oriented Programming Concepts, Operating System and coding questions	Experience and exposure to Python/Scala, Spark (tuning jobs), SQL, Hadoop platforms to build Big Data products & platforms Experience with data pipeline and workflow management tools: Nifi, Airflow. Comfortable in developing shell scripts for automation Proficient in standard software development, such as version control, testing, and deployment Demonstrated basic knowledge of statistical analytical techniques, coding, and data engineering Curiosity, creativity, and excitement for technology and innovation Demonstrated quantitative and problem-solving abilities Motivation, flexibility, self-direction, and desire to thrive on small project teams Good communication skills - both verbal and written – and strong relationship, collaboration skills, and organizational skills At least a Bachelors degree in Computer Architecture, Computer Science, Electrical Engineering or equivalent experience. Postgraduate degree is an advantage
Recruitment Process	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview	Resume Shortlisting + Test + Technical Interview + HR Interview
Promotions								
Working Hours (In Hours)	8	8	8	8	8	8	8	8
Overall Reviews (Pros)	Great work life balance and learning opportunities If you just want a brand name or you really want to gain some experience, then only go for it. Job security is there.	Looks like a sarkari naukri but with high pressure	Work Life Balance, Good Pay	Company has everything you need to start with your career. Good work life balance Peace at work Understandable seniors.	Great work life balance and learning opportunities If you just want a brand name or you really want to gain some experience, then only go for it. Job security is there.	Great work life balance and learning opportunities If you just want a brand name or you really want to gain some experience, then only go for it. Job security is there.	Work Life Balance, Good Pay	Great work life balance and learning opportunities If you just want a brand name or you really want to gain some experience, then only go for it. Job security is there.
Overall Reviews (Cons)	Rigid HR Policies, Less Leaves,No WFH option	Over pressure everything, bad work culture	Rigid HR Policies, Less Leaves,No WFH option	Rigid HR Policies, Less Leaves,No WFH option	Rigid HR Policies, Less Leaves,No WFH option	Rigid HR Policies, Less Leaves,No WFH option	Rigid HR Policies, Less Leaves,No WFH option	Policies, Less Leaves,No WFH option
Percentage Hike	10-12%	10-12%	10-12%	10-12%	10-12%	10-12%	10-12%	10-12%
Work Life Balance	good	good	good	good	good	good	good	good
Tata steel								
Roles For Freshers	Assistant Manager (R&R)	Assistant Manager Security	Asst. Manager (Land & Lease)	Principle Researcher	Sc.Manager Electrical	Istant Manager – Investor Serv	A MANAGER OPERATION I	Manager Cost Research
CTC offered (IN ₹ LPA)	3-8	5-6	3-4	10	8	3-4	3-4	8-10

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