

What to expect from your virtual internship

Model Answer Engineering

The purpose of this model answer is to use the information the Microsoft interns shared in the video to illustrate the opportunities and benefits that working for Microsoft offers. We hope this window into Microsoft helps you see our culture in action and it helps you to identify the value you could experience from working with us.



1. What excites you about working at Microsoft?

Microsoft India is one of the world's best tech companies, and it proves just beautifully with one of the most employee-friendly environment it nurtures. Who doesn't want to work for Microsoft? The company gives great opportunities to thousands of employees to innovate, redefine and transform.

Factors that made the company shine:

Work-Life Balance: As employees are logging in more hours, work-life balance has become an increasingly important factor to overall satisfaction in the workplace. Microsoft allows employees to work at their own pace and give them the time to experiment and innovate.

Brand Name: Almost 18% of current and ex-employees opted to work in Microsoft because of the brand name. It continuously works towards motivating employees, by providing an environment where they feel comfortable and secure.

Work Environment: Company has a dynamic work culture. It



is a place with minimal hierarchy. Employees here enjoy the transparent work culture where office politics are kept down to minimum. A friendly and co-operative atmosphere leads to happier and more engaged employees.

Salary: Microsoft cares about its employees through competitive salaries, great benefits and advancement opportunities. Most of the employees' of this company agreed that they have their salary as per market standard.

Flexi Hours: Companies with adjustable or flexible working hours, or those that allow employees to work from home a few days per week are able to attract more talents than companies with rigid work arrangements. Flexible schedules here allow employees to juggle work and social demands with lesser stress.

Training and Development: Companies that offer on learning and development initiatives manage to retain employees over a longer period. Microsoft is one such company that has a strong structure in place for development of its employees. It is important for employees to be constantly re-skilled in today's fast changing world.



2. What opportunities do you see at Microsoft to utilize your knowledge and skills?

Learn-it-alls see adversity as a challenge to be overcome, and they work toward the future with focus and determination.

Right now, we're all working toward the future in different ways. And the future itself is evolving rapidly as we work and learn together to fight and defeat COVID-19 across the globe. Work is changing, learning is changing, life is changing. Every person on the planet will need new skills to be successful tomorrow, one year from now, and one decade from now. This is particularly apropos for students (and the educators teaching them), with the World Economic Forum predicting that two-thirds of students today will work in jobs that do not yet exist. Likewise, LinkedIn continues to report cloud and artificial intelligence as top emerging jobs.

Today's students are the innovators and inventors of the future who can use technology as a bedrock to help find solutions to the types of problems we're facing today — and those we can't predict. Educators are key enablers of this ability, and that's why I'm excited to announce a new set of opportunities and resources for educators to teach Microsoft technical skills aimed at supporting students to continue learning during this pandemic and beyond.

Microsoft Learn Student Ambassadors help their peers learn about things they care about most, from social issues to new technologies. Ambassadors get a first look at new Microsoft technologies, gain leadership skills, and receive mentoring from professionals in the industry, and their peers benefit from their knowledge, which can now be shared via the Microsoft Learn platform. All our incoming 2020 interns are invited to join the Student Ambassadors and it's open to any higher ed student who wants to apply.

We are aiming to help skill millions of students in the coming years — helping tomorrow's leaders gain knowledge in areas spanning topics like responsible AI, Internet of Things (IoT), and building cloud-native apps, among so much more.



3. What impressions did the Microsoft interns in the video give you about the culture at Microsoft?

Your colleagues are more important than you may think they are. The workplace retains a central role in many people's lives. Substantial social research indicates that a friendly dynamic among colleagues is integral to our well-being. Psychologists have long identified the desire to feel connected to others as a basic human need with interpersonal relationships having a significant impact on mental health, health behavior, physical health, and mortality risk. Indeed, human physiological systems are highly responsive to positive social interactions. When relationships in the workplace are characterized by cooperation, trust, and fairness, the reward center of the brain is activated which encourages future interactions that promote employee trust, respect, and confidence, with employees believing the best in each other and inspiring each other in their performance.

At Microsoft, we know that positive interpersonal interactions (whether in person or virtual) can be a source of enrichment and vitality that helps and encourages individuals, teams, and the organization as a whole to thrive and flourish. This is why we are committed to supporting our team members to be inclusive, helpful, approachable and respectful.