



Daffodil
International
University

Assignment 2

Course Title: Software Project 6

Course Code: CSE 336

Topic:

“Software Companies and their Recruitment Procedure”

Submitted To:

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Bangladeshi Company

Company 1: Retina Soft

Website: <https://www.retinasoft.com.bd/>

Job Site: shorturl.at/mquS7

Company Description: Retina soft is a specialist web design and development agency based software company in Bangladesh. It provides different services like Development Services, Digital marketing services, IT solutions.

Development Services: They provides software development , web development , mobile app development & UI/UX designing.

Digital Marketing Services: They will promotes your brand through SEO Marketing , Google Promotion , Social Media Marketing , E-mail Marketing , Bulk SMS Marketing , Youtube Promotion.

IT Solutions: They will provides you any IT related solution in a cost effective way.

Interview Process:

Step 1: First of all they post about their job recruitment in their Facebook page .

Step 2: Then they identify suitable candidates.

Step 3: After identifying the suitable candidates, they shortlisted their resume according to the companies requirements.

Step 4: After shortlisting they call the candidate for onsite interviews.

Step 5: Then they arrange a interview board committee ,the committee take the interview of the candidate.

Step 6: The interview committee ask question to candidate about various aspects of himself/herself .

Step 7: If they satisfied to the candidate answer then they discuss about the employment contract & salary.

Step 8: Finally they ensure the candidate to join their company & offer a job letter to join .

Relavent Links: <https://www.retinasoft.com.bd/>

My opinion: They can help you Uplift your Business and Boost your Revenue using Latest Technological Solutions. Instead of feeding unnecessary services and implementations that increases your cost, they provide only just the solution that's best for your business. Also their highly experienced engineers, programmers, web and IT experts will assist you through all the stages including planning, designing, developing and deployment stages in achieving your target.

Company 2: IOTA Infotech LTD

Website: <https://iotait.tech/>

Job Site: <https://iota.easy.jobs/>

Company Description: IOTA infotech is a software development company that delivers high performance digital solutions that aids business growth. They are an off-shore dedicated software outsourcing company that strives to deliver maximum excellence to their clients. They believe their customer's goals come first. Thus, they follow a unique approach to service delivery that ensures their clients get the best solution tailored to their exact business needs. Basically they provides three services.

Mobile App Development: Their team of experienced mobile developers uses the latest mobile app such as Flutter technology to deliver the best application possible.

Web App Development: Leverage their expert web developers as they deliver innovative and responsive web app development for your business.

Customer Software: They will work with you to develop a custom software solution specific to your needs and project goals.

Interview Process:

Step 1: First of all they check all the resume of every candidate.

Step 2: After that they shortlisted their resume according to the job requirements.

Step 3: After shortlisting they call the candidate for attending onsite interviews.

Step 4: Then they arrange a interview board committee ,the committee take the interview of the candidate.

Step 5: The interview committee ask question to candidate about various aspects of himself/herself .

Step 6: If they satisfied to the candidate answer then they discuss about salary.

Step 7: Finally they ensure the candidate to join their company & offer a job letter to join.

Relavent Links: <https://iotait.tech/blog>

My opinion: IOTA Infotech is built around core values that ensure excellence. These values form a basis for our culture and how they operate. Their services are designed to put your business first, create a custom approach that ensures your needs are met, and you get the best value for your investment. To deliver the best service possible, they have assembled a team of industry professionals who stop at nothing to ensure you get an innovative solution that drives business growth. So, whether it's a mobile app development, web app or a custom solution unique to your business, you can be sure your project is being handled by experienced professionals from start to finish.

International Company

Company 3: MongoDB

Website: <https://www.mongodb.com/home>

Job Site: <https://www.mongodb.com/careers>

Company Description: MongoDB is a source-available cross-platform document-oriented database program. Classified as a NoSQL database program, MongoDB uses JSON-like documents with optional schemas. MongoDB is developed by MongoDB Inc. and licensed under the Server Side Public License (SSPL) which is deemed non-free by several distributions. An innovative developer database platform is a crucial tool in today's data-driven environment, and MongoDB continues to provide just that. The company's flagship products, Atlas, Enterprise Advanced, and Community Edition, enable organizations all over the world to leverage the revolutionary power of data by working with clients in the financial services, communications, healthcare, and other crucial areas. MongoDB, which was first introduced in 2007 in partnership with online advertising business DoubleClick, uses cutting-edge technology to assist customers with their most difficult problems. MongoDB has rapidly developed into a well-known landmark in the online working environment. The business supports a database platform that has received more than 265 million downloads with a team of more than 4,000 software and data specialists working out of 29 different office locations.

Interview Process:

Step 1: They post the availbale jobs position in their website. Basically they recruit in different position like Customer engineering, Marketing, Product ,Sales etc .

Step 2: They create a application form for the job post through this form they collect necessary information about the candidate also collect their university information , internship details etc.

Step 3: After collecting information they shortlisted the candidate and if they are impressed with the candidate educational & skills background then this company send confirmation mail to the candidates email & ensure him to attend a online interview session.

Step 4: During online interview session the company ask him various questions about his required skills and so on.

Step 5: If they are impressed about the candidates interview then the company directly offers him job letter to join their company soon.

Relevant Links: <https://www.mongodb.com/industries/financial-services>

My opinion: MongoDB has quickly grown into a prominent landmark in the online working world. MongoDB teamed up with Alibaba Cloud, who will offer its customers a MongoDB-as-a-service solution. Customers can use the managed offering from BABA's global data centers. It is also renowned for its community outreach and social responsibility efforts, partnering with philanthropists Bright Funds to devote funds to causes that are important to its employees.

Company 4: Progress

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

Job Site: <https://www.progress.com/company/careers>

Company Description: Progress is committed to advancing business in a technologically advanced environment by assisting organizations to fuel momentum, drive quicker innovation cycles, and quicken the pace of their ascent to success. Progress helps clients to design the apps and experiences they need, deploy them where and how they want, and manage everything safely and securely. Progress is the trusted provider of the best products to develop, deploy, and manage high-impact applications. Progress has spent more than 40 years transforming its product portfolio to prioritize client demands through innovation, fueled by large R&D expenditures. Progress purchased Kemp in 2021 as part of its commitment to a total expansion strategy guided by acquisition, expanding its lineup of industry-leading technologies in DevOps, Application Development, Data Connectivity, and Digital Experience to include Application Experience Management.

Interview Process:

Step 1: They post the available jobs position in their website with the categories, location, remote or hybrid .

Step 2: Any candidate can apply in any jobs position according to his skills , in this a candidate apply through the website. There is a application form for the post he or she is applying.

Step 3: When the company received the application they arrange an online interview session with the candidate.

Step 4: If they are impressed about the candidates interview then the company ensure him to join their comapany as an employee.

Relavent Links: <https://www.progress.com/blogs>

My opinion: Progress is the experienced, trusted provider of products designed with you, our customers, in mind. With Progress, you can build what you need, deploy where and how you want, empower your customers, then manage it all safely and securely. That way, you achieve growth even faster. As proactive problem solvers, Progress are invested in your outcomes, helping you drive faster cycles of innovation, fuel momentum and achieve your goals with confidence. The Progress portfolio includes solutions for enterprise integration, data interoperability and application development, including Software as a Service (SaaS) enablement and delivery.

Company 5: Infobip

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

Job Site: <https://infobip.wd3.myworkdayjobs.com/InfobipCareers>

Company Description: Six continents are covered by the worldwide full-stack communications platform-as-a-service offered by Infobip. Services include platforms for client involvement and data collection, call centers, chatbots, and identification and security solutions. [Infobip connects directly to over 700 telecom networks and reaches over seven billion mobile devices and "things" in more than 190 countries. Infobip provides services to mobile network operators, businesses, including banks, social networks, and corporations, as well as nonprofits and government agencies. In 2006, Infobip was established in Croatia. More than 350 billion transactions are sent through the Infobip platform annually. Infobip's global growth is linked to an entrepreneurial incubator for start-ups. Infobip is a member of GSM Association, trade groups like Mobile Ecosystem Forum, Mobile Marketing Association and Mobey Forum, and holds the PCI DSS certificate, a confirmation of compliance of its messaging system with payment cards industry standards for handling sensitive financial information, like credit card PINs. The company employs 130 developers divided into 25 development teams in 5 R&D centers, and operates on a principle of continuous deployment, processing over 400 services on 6 globally distributed data centers. The company exposes its REST API allowing developers to add telco-grade functionalities into their IT systems, mobile apps and web services.

Interview Process:

Step 1: They post the available jobs position in their website with the categories, location, remote or hybrid .

Step 2: Any candidate can apply in any jobs position according to his skills , in this a candidate apply through the website. There is a application form for the post he or she is applying.

Step 3: When the company received the application they arrange an online interview session with the candidate.

Step 4: If they are impressed about the candidates interview then the company ensure the candidate that he have been selected for post.

Step 5: Finally the company discuss about salary & offer him the to joining the job .

Relevant Links: <https://www.infobip.com/blog>

My opinion: Infobip is a global leader in omnichannel engagement powering a broad range of messaging channels, tools and solutions for advanced customer engagement, authentication and security. They help their clients and partners overcome the complexity of consumer communications, grow their business and enhance the customer experience – all in a fast, secure and reliable way. Their customer engagement platform powers a broad range of solutions, messaging channels, and tools for advanced customer engagement, authentication, security, support, and retention. Quality engineering is the backbone of everything they do. Building great customer solutions on the edge of innovation means we hire, grow, and retain the best engineering talent worldwide.