How Remote Work Policy Influences Job Interview Behaviors policies after COVID-19

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Abstract:

After the epidemic, many companies changed their work policies due to the impact of the epidemic and they started using telecommuting. Was this shift in work policy also reflected in the interviews they conducted during hiring? In other words, did the remote work policy affect the company's hiring strategy? Previous research has found that in the aftermath of the epidemic, the vast majority of recruiters and candidates became very pessimistic about the new form of hiring, and recruiters became more interested in bringing on board people who could inspire their peers. Although there is evidence from many studies that remote work has changed the way companies work, few industry-wide and non-questionnaire surveys have been conducted. In this study, I collected all interview questions from 26 industry-representative companies in the S&P 500 from glassdoor and hypothesized that teleworking does have an impact on a company's hiring strategy. By analyzing the text of interview questions in three industry categories and a total of four industry categories across the board, I analyzed changes in the standardized values of word frequency/day for a number of keywords over time. The results show that after the implementation of the teleworking policy, companies in the traditional and financial industries significantly reduced the word frequency of some interview questions related to offline work, while for the Internet industry and the industry as a whole, there was a significant increase in the content of interview questions related to collaboration. I conclude that this shift in work policies has indeed influenced companies' choices of hiring strategies, with group collaboration and leadership becoming more important measures from a broad perspective.

Keywords: Word frequency; Job market; Interview; Natural Language Parsing.

Introduction:

As of early April 2021, the covid-19 pandemic has infected more than 498 million people worldwide, resulting in more than 6,000,000 deaths (JHU, 2020). While governments are currently preoccupied with managing short-term impacts such as embargo policies and planning, the long-term economic and social impacts are likely to be severe. As a corollary, it will also have a direct impact on individual career experiences, opportunities, and trajectories in the short and long term (JosAkkermans et al., 2020; Jaya Vijayan et al., 2020). For example, healthcare and other frontline workers work 24/7 to provide relevant and specialized support services, while other workers are forced to work from home and need to adapt to online and virtual work arrangements (Anne Donovan, 2019). How to measure the impact of the pandemic on the job market is another important question (Jaya Vijayan et al., 2020).

First, Jos Akkermans et al. argue that we need to make a judgment on whether a covid is an occupational shock, in other words whether covid-19 really has an impact on the job market as a whole, and then characterize the shock on a macro level.

A career shock can be defined as "a disruptive and unusual event caused, at least to some extent, by factors beyond the control of the individual in focus and triggering a thoughtful process of reflection about one's career" (Akkermans, Seibert, and Mol, 2018). For individuals with strong reflective, communicative, and behavioral career skills, they were able to make good use of that career shock, for example by obtaining an unexpected promotion. (Blokker, Akkermans, Tims, Jansen and Khapova, 2019) For example, in Anne Donovan's interview, where she interviewed numerous employees at PWC and analyzed their questionnaires, it was stated that many employees at PWC felt the freedom and comfort of flexible/remote working. On the other hand, Kilgour, Reynaud, Northcote, McLoughlin, and Gosselin, in their 2019 study, identified a concept of online teaching thresholds for higher education faculty and conducted questionnaires with numerous university educators. Many reflective journal entries were also collected and it was concluded that academics who are more accustomed and comfortable with non-online classrooms would feel uneasy about working remotely. In addition to this, the authors suggest that the threshold approach can be used to better monitor faculty adaptation to distance learning, and in this regard, I hope that my research will also be successful in developing a "threshold-like" system that can be used to better describe a company's recruitment strategy. In summary, the impact of pandemic shocks on the respective career outcomes is complex, in the short term it may be positive, while in the long term the answer is unclear since we cannot observe it (JosAkkermans et al., 2020).

And then after the qualitative issues are resolved, we need to conduct a data-based analysis of such shocks to determine the specific effects of this impact. Although, research has shown that employees who experience novel and significant negative workplace events are more likely to engage in improvisational behaviors such as taking advantage of opportunities and "thinking outside the box" (Chen, Liu, Tang, & Hogan, 2020). However, Jaya Vijayan et al. conducted an emotional analysis of the impact of covid on the hiring process. They collected questionnaires and analyzed data from successfully employed students, students waiting for employment, employment officers, and company human resource managers. The results indicated that after a complete change in recruitment methods, the sentiment of all people towards recruitment was not very positive and many did not have a known, planned strategy for future recruitment. The authors also suggest suggestions for future research, suggesting that the questionnaire be extended to a global audience rather than limited to Kerala (India), and that the authors would like to interview more HR personnel in companies. There is some overlap with my research population.

At the same time Covid has had an impact on post-employment status, and Paula Caligiuri, Helen De Cieri, Dana Minbaeva, Alain Verbeke, and Angelika Zimmermann found many lessons to be learned at the international level in the HR field. While research suggests that states of anxiety promote a natural desire to belong, the covid-19 pandemic provides an ideal time to foster cross-cultural team cohesion for already familiar multinational global teams. This includes flexible work arrangements and more organizations encouraging or requiring employees to work from home (Gartner, 2020). Because this shift is involuntary, has lasted a long time, and requires the entire family to stay at home, employees are more likely to experience increased work hours and increased work-life conflict. This shift is particularly important for globally mobile employees who now find themselves working from home during a pandemic, where the boundaries between work and home may need to be renegotiated and reorganized.

At the same time, for those who did not have strong working relationships prior to the crisis, working at a distance and managing through virtual communication media makes it difficult to maintain (and even more difficult to build) strong social ties and networks.

(Hansen & Lovas, 2004)

Accordingly, due to the different prevention requirements in different regions. Whether multinational leaders adapted to the demands of the situation by wearing masks in public during the COVID-19 pandemic or followed other local public health recommendations that impacted organizational operations, they acknowledged that they understood, appreciated, and were willing to be willing to comply with the norms of the situation. In some cases (but not all) adapting to situational norms will allow leaders to persuade, instill confidence, and influence those whose value systems promote certain behavioral expectations. (Paula Caligiuri et al., 2020)

Therefore, Zimmermann & Ravishankar et al. found that job advertisements and assessment centers should incorporate requirements for remote work, not only for managers but also for technical staff, in order to attract and select employees who see them as part of their professional identity (Zimmermann & Ravishankar, 2011).

However, it is also noteworthy that it is difficult to find studies related to the occupational impact of the epidemic that incorporate the application of machine learning models, and the methodology of a large number of research papers is to provide questionnaires to a large number of respondents and to analyze the contents of the questionnaires.

In summary, today, with the epidemic already having an almost irreversible impact on the world job market, it is necessary to make predictions and judgments about the possible changes in the job market in the face of a completely new employment situation. The purpose of this study is to explore the different effects that teleworking patterns have on companies' recruitment patterns.

Before conducting this study I argued that teleworking policies can have an impact on a company's hiring strategy and that the manner of impact should vary depending on the category of the target company (e.g., whether the target company is in a traditional or high-tech industry).

Dethod & Data

Data source: glassdoor

To answer this research question, I wrote a data scraper of glassdoor interview questions. In total, there were 159,668 interview questions and interview records in the data set I collected.

Company selection:

I selected 26 companies from the S&P 500 (selected by category and market capitalization) and grouped them into 3 categories Communication Services & high tech Industrials; Consumer Discretionary & traditional industrials; and Financials & Services. There are 8, 8, and 10 companies in these three categories respectively. I will analyze the companies from two perspectives: different categories and different companies within the same category. The names of the specific companies and the crawl sites about their interview questions can be found in the appendix.

Strengths and limitations of the data.

1.because they are companies in the S&P 500, the company volume is relatively large, so these companies have a very large number of interview data, very conducive to analysis. But correspondingly, because these companies are larger listed companies, which also leads to these companies in the head position of the whole industry, their requirements for employees will also be correspondingly high. In other words, the limitation of this analysis is that we can only analyze those candidates who are in the middle and front part of the job market. If I had chosen small and medium-sized companies to study, I would not have had easy access to their interview data (or even no data at all), so on balance I chose to analyze large companies.

2.According to my previous crawl and search results, Amazon had 40,000 interview questions, while tesla had less than 5,000. This huge difference in the amount of data in the same category may lead to companies with fewer interview questions not showing enough impact. My solutions to this are.

When analyzing large categories, the word frequencies of companies with smaller data were expanded in equal proportions, and the proportions were calculated based on the total number of employees. For example, if the ratio of number of employees at Tesla and the number of employees at Amazon are 1:5, and the ratio of the amount of data for the interview questions is 1:20, then the number of word frequencies for Tesla needs to be \*4. The reason is as follows, since the thing I want to analyze is the impact of employment, then the number of jobs available at each company is very important, so I choose to base the scale on the number of employees

I cleared all non-English posts in the data

Regarding the ethical nature of the data, since my crawl only crawls interview questions, not the names of the question publishers, and does not involve analysis of individual interview questions, I consider my data to be ethical.

The total number of data obtained was 170k, with the following distribution intervals: from before the outbreak until the outbreak, 87k; from after the outbreak until the teleworking policy was implemented in most companies, 34k; and from the beginning of the teleworking policy until now, 49k.

It is important to note that my text analysis includes both "Interview" and "Interview Questions". Although the guidelines on the website indicate that these two items are not identical, the former represents the overall evaluation of the interview, while the latter represents the recording of individual questions in the interview. However, after looking at many of the data entries, I found that not everyone filled out the entries as the site specified. This means that it is likely that people will fill in both entries with the same content/content that does not meet our requirements, for which my solution is to just analyze the entire content.

There is a snippet of the crawl data in the appendix, and at the same time, I have included links to the sites I crawled. And at the same time, I attach the links to the sites I crawled in the appendix.

Methods:

I expect to use Tfidf to analyze the word frequency of the data and to determine the importance of different words based on their frequency. And to monitor if the change in "word frequency/day" of words related to remote is significant over the three time periods (the word frequency/day is used because the three time periods have different time totals).

Here I calculate the "day" variable in the word frequency/day as a valid day. A "valid day" is a day when an interview occurs on that day.

As I explained in the previous section, although our effective number of days is specified, our average data volume varies very much from period to period. For example, from the beginning of the epidemic, our data generated an explosion. In just 2 years after the start of the epidemic, the total amount of data we obtained was already close to the total amount of data obtained in the last 11 years. For this reason, we had to normalize our word frequencies in order to mitigate the impact on the weights due to the large amount of data. The normalization method I use is to normalize the number of word frequencies.

Then we find the words whose word frequency is in the top 100 of the total word frequency ranking. Then we compare the change rates of our target variables in the three periods, extract the words whose absolute values of change exceed a certain threshold, generate images, and get their trends.

This method is a good way to visualize the change in the impact of the concept of remote on the company. We can see this change more visually by the rise and fall of the numbers. It is also a more general method of analysis.

Advantages and Limitations & Cautions:

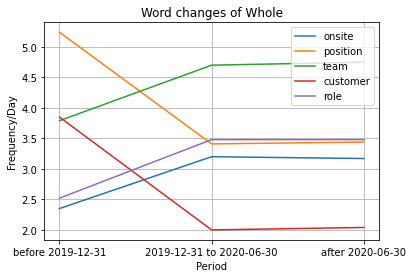
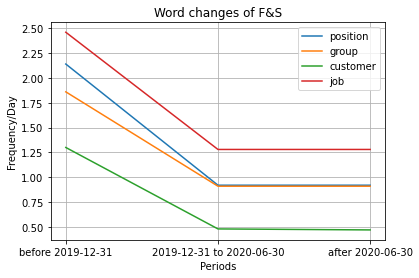
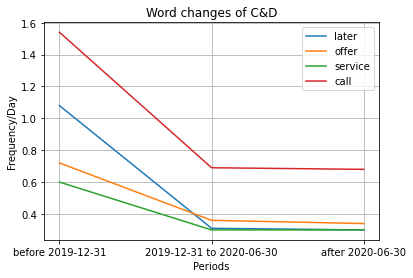
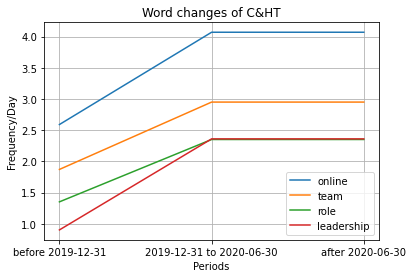
1. the logic is simple and easy to follow.

2.the analysis needs to be based on phrases, as different phrases may have completely different meanings.

3.need to develop completely different stopword for different data: in previous experiments, I found a lot of interference words when analyzing amazon's review data. These words are almost impossible to categorize at once, so I need to spend a lot of time to manually pick out the interfering words one by one and add them to the stopwords, and this method will bring some bias, because all the words are selected by myself. Although I will try to filter based on known literature, I will inevitably filter based on experience in many cases.

Results & Discussion:

The four graphs show the frequency/day precent change of the top 100 terms in the first two periods (and the absolute value of this value is more than positive 50%/negative 30%) in all three periods which is from before the epidemic, from the epidemic started to 6 months after it and form most of the companies started the implementation of the remote policy to now.



Findings & Discussion:

First, as shown in the four images we obtained, the work policy of remote does influence the recruitment strategy of the company.

For different industries, the impact is reflected in different ways. As a direct result of the word frequency analysis, for traditional industries, the frequency of words like "offer" and "store" fell off a cliff, meaning that these words were rarely mentioned in interviews. The reasons for this event are also obvious; the ban on home due to the epidemic and the shakeup of the real economy on which the traditional industry is based are largely responsible for this.

In addition, the response from the financial services industry was expected, with words like "job" and "customer" declining in frequency to varying degrees. This is also related to the volatility in the financial market brought about by the downward spiral of the economy in the context of the epidemic. And in times of economic chill, there are correspondingly fewer quality customers, and similarly fewer jobs to be absorbed by the financial sector.

A further simple inference we can draw is that for different industries, the job market has changed in so many completely different ways that companies in different industries have to change their recruitment strategies from different perspectives to accommodate this change. For traditional industries, this pandemic could be considered fatal. the precipitous drop in frequency of words like offer and store also indicates that companies' hiring strategies are now not focused on brick-and-mortar operations as the new hiring focus after the epidemic. In addition, the decline in frequency of words like “job” and “customer” in financial services interview questions also suggests that the epidemic has left the financial services industry with a whole new challenge of maintaining customer relationships, as mentioned in the introduction and in many articles.

In contrast, although Internet companies were also affected by the epidemic, the trend of change was significantly different, and it can be said that the word frequency of Internet companies generally showed an upward trend." Online; team; role; leadership" are all words that have a very clear rise. In contrast, although Internet companies have also been affected by the epidemic, the structure of the industry has changed, as evidenced by the strong increase in the frequency of words such as online, team and leadership. To some extent, Internet companies are experimenting with a new model of hiring. That is, the job situation, with group work and online work as the main orientation, is developing well in Internet and information companies. This is inextricably linked to the fact that Internet companies do not rely on the way of working with people face to face. And Internet companies have always given people a more chill impression, so leadership and approachability are also important considerations for companies in the post-epidemic era.

Overall, if you want to get better interviews in the post-epidemic era. Based on the results of the whole company analysis, you should give good consideration to the role you play in the team and try to fit in with the work group.

The next thing that needs to be done is that we need to find the possible reasons for these word frequency changes based on some others' research.

These reasons are perhaps demonstrated in Reference.

The results of the analysis we obtained in all three major industries are also almost corroborated in the references. According to the results of the study by Jaya Vijayan et al. on the impact of covid on the recruitment process, the sentiment of all people towards recruitment was not very positive after the outbreak. After reviewing the authors' subjects, I found that the authors' main subjects were employment officers as well as corporate HR managers and students waiting for employment, and these subjects were generally clustered in the financial/traditional manufacturing sector, which in a way testifies to my findings.

Similarly, the study by Zimmermann & Ravishankar et al. elaborates that in the postepidemic era, companies prefer the presence of those who can convince their peers, instill peer confidence, and promote value systems. This view is reflected in my data by the increase in the frequency of words like team/leadership, and this explains to some extent why companies mention "team" and "leadership" more often in recruitment. This explains to some extent why companies mention "team" and "leadership" more often in recruitment.

It is worth noting: we can find that in the second to third stage, almost all the data are not changing. We first need to clarify that this data has in fact changed, but not significantly.

For the traditional industries (C&D), these variables still show a slight downward trend after the implementation of the teleworking policy, a trend that is not significant compared to the previous phase, but in the data, they change by 5-10% respectively.

This trend of change has not changed, but this trend of change has been significantly slowed down. Combined with the economic background of this period, after the first round of economic shock, although the traditional industries received a big blow, but benefit from a series of bailout plans and bailout policies, this "call" "offer" vocabulary of the The change was significantly mitigated. However, this trend has not been completely offset, and it is predicted that this downturn in the real economy will not be eased for a long time to come. Hiring in traditional industries will focus less on the brick-and-mortar side of demand for a long time.

In contrast, in the financial services industry and high-tech industry, although these two industries do not have the same keyword frequency change trend. But this trend stops almost completely in the second to third phase. Compared to the traditional industries we discussed above, these two industries will obviously be better able to cope with this kind of shock against the real economy than the former. Therefore, there is no change in the keyword changes of these two interviews after the implementation of the telework policy.

Strengths, caveats and limitations of the method.

Strengths: The method takes a more macro view by counting and calculating interview data for almost the entire industry.

One thing worth noting is that although in the previous paper, as I mentioned when I went into the data processing design, I wanted to try to analyze phrases because the word meanings of individual words were too broadly expressed. But after trying to combine them into phrases for analysis, I found that the word frequency/day data for individual phrases was again too small to allow for word frequency analysis at all. So I finally adopted the method of frequency analysis for individual words. But this poses another problem, which is that we cannot figure out the exact meaning of word frequency decline/rise. In other words, we can only show that this decline/rising indicates that indeed the policy of remote influences the recruitment strategy. But in what way it does so, we do not know.

Limitations.

Control principle problem: We do not have access to interview data "without the impact of remote" (after the epidemic, almost all companies have initiated/forced to open online office programs). Therefore, we cannot use the comparison method to get a more intuitive conclusion that "remote's work policy did influence the company's recruitment strategy"

We only detected large companies.

For this question, we only did this for medium and large companies due to data type limitations, and I think the findings we obtained might have changed if we had focused on smaller companies (startups). First of all, small companies and startups may not have well-established mechanisms for working remotely, and these companies may have a greater need to stay in touch with their customers. So I personally think this trend may not work for small companies, but by trying to study small companies, we are bound to face the problem of insufficient volume of records. And this will make our analysis very difficult. To sum up, in fact the service group of this study can be said to be prepared for the target companies for job seekers of medium and large companies.

Conclusion:

As of early April 2021, the covid-19 pandemic has infected more than 498 million people worldwide, resulting in more than 6,000,000 deaths. While governments are currently focused on managing short-term impacts, such as embargo policies and planning, the long-term economic and social impacts are likely to be severe. We analyzed trends in the standardized values of word frequency/day for terms of interest during the three phases of the pandemic (pre-pandemic to the onset of the epidemic; post-pandemic to the start of the telework policy; and telework is the start of the policy to the present). It was concluded that the telework policy did have an impact on the company's recruitment strategy. The impact of the teleworking policy is quite different for different industry categories, with the traditional consumer goods/necessity industries, which are based on the real economy, being hit very hard and showing a significant decline in interviewing strategies, with companies mentioning "offer" less often. "shop" and other related words. This trend continues in Stage 3, although it has slowed somewhat. For financial services companies, the decline in terms such as "customer" also demonstrates the trouble that remote work can cause for financial services companies, but fortunately, this trend stopped in Phase 3. Compared to traditional industries, the industry received a smaller hit. The Internet industry has arguably gained a whole new dimension because of teleworking policies, and the rise in the relevant variables and the cessation of the trend show that teleworking is a good fit for Internet companies that focus on "leadership" and "teamwork. The "chill" work atmosphere. Based on the results of the analysis of the whole company, you should give good consideration to the role you play in the post-epidemic era. Based on the results of the analysis of the whole company, you should give good consideration to the role you play in the team and try to integrate into the work group.

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Appendix:

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| **Interview** | **InterviewQuestions** | **date** |
| After submitting my resume online and getting accepted to interview, I selected a Zoom slot with alumni from my college. First round interview was half behavioral and half technical, but technicals were pretty basic accounting questions | Why IB and not other roles within the bank such as S&T? | 2022-04-20 |
| I was scheduled to interview with the hiring manager and the hiring manager's peer. The 1st interviewer showed up 15 mins late. The hiring manager's interview changed my perspective of the company! She showed up and was multitasking. She would ask a q and then go on about typing. A minute later she would catch on 1 word and have me re-explain what that meant! Piece of joke. I withdrew my candidacy. | Qs on ML model deployments, value of the products I delivered etc. | 2022-04-20 |
| 2 rounds of technical interview including a super day plus a technical evaluation. It takes totally around 2 weeks of time. Also some work and project experience was asked by HR. | What is OOP?  How to eliminate the duplicates in a list? | 2022-04-20 |
| Encontrei a vaga no linkedin e me inscrevi no site da empresa. São várias etapas com uma entrevista em inglês em vídeo, formulário, um case e rodada de entrevistas com várias pessoas de áreas diferentes. | Por que você quer a área de Markets? | 2022-04-20 |
| Process took a few weeks. 3 rounds and then the offer came. It was so low. 75k with less than 5k in bonus. They weren't willing to negotiate and the team including upper management seemed stiff.  Good luck finding talent with those offers. | What interests you in the role? why citi? Basic stuff | 2022-04-19 |
| Pretty much all interviewers work in TTS in some management role. Initial rounds are just 1 interview, with the final superday being 3 rounds back to back. Mostly behavioral questions. | How do you work in a team? Tell me about when you resolved a conflict. | 2022-04-19 |
| A colossal waste of time and effort.  I initially applied through a recruiter in late Feb, then heard from Citi HR 2 weeks later to set up 4 rounds of interviews. After the interviews (nearly a month after initial contact) I promptly followed up with the HR team. I received one canned response, and my subsequent two follow ups (each a week apart) were ignored. | Standard describe your previous experience type questions | 2022-04-19 |
| 1 interview first round and 3 in the super day. Pretty standard questions, a few atypical banking technicals but overall pretty solid. Alot of tell me about a time... questions as well. | Tell me about a time you led a team | 2022-04-19 |
| HR email to have zoom call with 3 propel . I had a very bad experience.. been asked why I’m not in Singapore where it’s clear in my CV that I’m in Malaysia ! That just made me feel unwanted and made me uncomfortable the during the rest of the interview! although I made it clear on the spot if they want to finish the interview I’m fine with that..Other interviewers suddenly left the call without even saying anything ! I’m shocked that a big company as this can have unprofessional way of conducting interviews! | Some questions about Java basic | 2022-04-19 |
| Interview with a 3 VPs, a Director and Group Head. First interview is informational, followed by a technical one, after which there are additional informational chats. Process took about 3-4 weeks | Walk me through an LBO (had to put together based on assumptions). Put together a simple accretion / dilution model from scratch. Any themes in tech you are interested in? | 2022-04-18 |
| Initial 30 minute interview with the hiring manager, someone on his team, and a peer of his from another team. Second interview with a different team. Both were great - very conversational. | Describe a time you were assigned conflicting projects. What were they and how did you handle it? | 2022-04-18 |

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| **Name** | **site** |
| Comcast | <https://www.glassdoor.com/Interview/Comcast-Interview-Questions-E1280.htm?sort.sortType=RD&sort.ascending=false> |
| Meta | <https://www.glassdoor.com/Interview/Meta-Interview-Questions-E40772.htm?sort.sortType=RD&sort.ascending=false> |
| Netflix | <https://www.glassdoor.com/Interview/Netflix-Interview-Questions-E11891.htm?sort.sortType=RD&sort.ascending=false> |
| Disney | <https://www.glassdoor.com/Interview/Walt-Disney-Company-Interview-Questions-E717.htm?sort.sortType=RD&sort.ascending=false> |
| Apple | <https://www.glassdoor.com/Interview/Apple-Interview-Questions-E1138.htm?sort.sortType=RD&sort.ascending=false> |
| Amazon | <https://www.glassdoor.com/Interview/Amazon-Interview-Questions-E6036.htm?sort.sortType=RD&sort.ascending=false> |
| Tesla | <https://www.glassdoor.com/Interview/Tesla-Interview-Questions-E43129.htm?sort.sortType=RD&sort.ascending=false> |
| Microsoft | <https://www.glassdoor.com/Interview/Microsoft-Interview-Questions-E1651.htm?sort.sortType=RD&sort.ascending=false> |
| Domino's | <https://www.glassdoor.com/Interview/Domino-s-Interview-Questions-E2770.htm?sort.sortType=RD&sort.ascending=false> |
| Starbucks | <https://www.glassdoor.com/Interview/Starbucks-Interview-Questions-E2202.htm?sort.sortType=RD&sort.ascending=false> |
| 3M | <https://www.glassdoor.com/Interview/3M-Interview-Questions-E446.htm?sort.sortType=RD&sort.ascending=false> |
| Coca-Cola | <https://www.glassdoor.com/Interview/The-Coca-Cola-Company-Interview-Questions-E161.htm?sort.sortType=RD&sort.ascending=false> |
| Costco | <https://www.glassdoor.com/Interview/Costco-Wholesale-Interview-Questions-E2590.htm?sort.sortType=RD&sort.ascending=false> |
| Walmart | <https://www.glassdoor.com/Interview/Walmart-Interview-Questions-E715.htm?sort.sortType=RD&sort.ascending=false> |
| Procter & Gamble | <https://www.glassdoor.com/Interview/Procter-and-Gamble-Interview-Questions-E544.htm?sort.sortType=RD&sort.ascending=false> |
| ExxonMobil | <https://www.glassdoor.com/Interview/ExxonMobil-Interview-Questions-E237.htm?sort.sortType=RD&sort.ascending=false> |
| Citigroup | <https://www.glassdoor.com/Interview/Citi-Interview-Questions-E8843.htm?sort.sortType=RD&sort.ascending=false> |
| Goldman Sachs | <https://www.glassdoor.com/Interview/Goldman-Sachs-Interview-Questions-E2800.htm?sort.sortType=RD&sort.ascending=false> |
| Chase | <https://www.glassdoor.com/Interview/Chase-Interview-Questions-E690765.htm?sort.sortType=RD&sort.ascending=false> |
| JPMorgan | <https://www.glassdoor.com/Interview/J.P.-Morgan-Interview-Questions-E145.htm?sort.sortType=RD&sort.ascending=false> |
| Wells Fargo | <https://www.glassdoor.com/Interview/Wells-Fargo-Interview-Questions-E8876.htm?sort.sortType=RD&sort.ascending=false> |
| Progressive | <https://www.glassdoor.com/Interview/Progressive-Insurance-Interview-Questions-E546.htm?sort.sortType=RD&sort.ascending=false> |
| Prudential | <https://www.glassdoor.com/Interview/Prudential-Interview-Questions-E2944.htm?sort.sortType=RD&sort.ascending=false> |
| U.S. Bank | <https://www.glassdoor.com/Interview/U.S.-Bank-Interview-Questions-E8937.htm?sort.sortType=RD&sort.ascending=false> |
| Nielsen | <https://www.glassdoor.com/Interview/Nielsen-Interview-Questions-E3776.htm?sort.sortType=RD&sort.ascending=false> |
| Accenture | <https://www.glassdoor.com/Interview/Accenture-Interview-Questions-E4138.htm?sort.sortType=RD&sort.ascending=false> |