



Understanding Client Requirement

Company Name:	Experis IT_ A ManpowerGroup Company
Official Website:	www.experisindia.com
No. of Vacancies:	500
Preferable Regions to Hire from:	Pan-India
Target Degree and Branch:	BE/B.Tech (CSE / IT / ECE)
Batch:	2014/2015/2016
CTC and Incentives:	2.16 LPA (~18,000Rs. Per month Gross)
Designation:	No pay during the 40-45 day training period at Manipal.
Roles and Responsibilities:	Software Developer/Programmer, Manual Tester
Joining Locations:	Hiring only fresh Graduates.
Joining Period:	PAN India
Interview Location (Address):	March/April/May 2016
Interview Date:	Pune
Tentative Joining Date:	Immediate
Selection Process (no. of Interview Rounds):	<p>At Experis-IT</p> <ul style="list-style-type: none"> - Group Discussion - Online Aptitude Test - Online Technical test followed by Document Verification. - Personal Interview <ul style="list-style-type: none"> • Selected candidates will immediately start the training for 40 – 45 days (based on role) at Manipal Academy Bangalore • Travel, Food, accommodation and training will be taken care by Experis IT • Once the candidate clears the Final test and approval from IBM, He/She will join IBM PAN India. • There will be shadow period of 21 days after the training program without pay. • Appointment letters will be shared post project confirmation after the shadow period. • Salary will start as per the DOJ mentioned in appointment letter. • Project duration will be minimum of 18 Months
% Cut-off (if any):	65% in 10th, 12th & Graduation
Bond to be signed:	<p>No (neither with Experis-IT nor with IBM)</p> <ul style="list-style-type: none"> • Candidates have to sign an commitment agreement of 18



Understanding Client Requirement

	<p>months with a blank dated cheque of Rs.90, 000/- to Experis IT, before commencing the training at Manipal academy</p> <ul style="list-style-type: none"> • This is to safeguard against the investment Experis IT will make for the travel, accommodation and training in Bangalore during the 40 – 45 days of training at Manipal. • If a candidate absconds after successful completion of the course or if a candidate refuses to join the location given by IBM (and there is no alternative), then the cheque will be encashed by Experis IT. • If the candidate flunk in the final assessment, Experis IT own all the rights to cancel LOI and return the cheque to the candidate
Bond Details (if applicable):	NA
Selection Ratio:	<ul style="list-style-type: none"> • 1:10 as selection for the training program • Usually 98% of the candidates pass in training course of <p>Manipal Academy</p>
Specific Requirements (if any):	<ul style="list-style-type: none"> • Candidate should have excellent communication with zeal to learn. • Good to have skills like Basics of Java OR testing.