X is a computer science student with a decent aggregate who got placed in a MNC through campus. Waited for couple of months for the joining date from the so called MNC, but nope, no communication from them.

Nowadays companies hire freshers only to show that they have resources to their clients and to somehow get the projects from them. Hence people who are in bench are more than those who are working.

So X thought of joining a start-up rather than wasting his time, X also thought about doing higher studies, some people told X to do some courses and get certified on various random things. So now X is totally confused. X doesn’t know what to do now. As the options increases, mind will become more and more volatile and uncertain!

When you have multiple options think on all possible outcomes using your brain and finally follow your heart! Rest of your path will get adjusted automatically.

Later his mind started to force him to join a MNC somehow because X is from a middle class family where money is a constraint. Guess what, he almost applied to all the companies he knew and finally got an interview letter from one of the branded company in the market!!

As a fresher X had lot of expectation about the work that he is going to do! He thought he is going to work on different technologies, learn new things every day, imagined about on-site opportunities etc etc…

Then comes the day of interview. It is an off campus drive. X went to the interview by preparing hard because he doesn’t want to take any chances with his life anymore. As he entered the company premises, yes there are more than hundred X’s (100X), all are looking for the same job with the same mind set who are almost in the same situation as him.

Since the intake for engineering is too huge, the percentage of graduates coming out every year is also high. But the job opportunities!! It’s like limited offers given by pizza-hut -very less. To grab it you should be an early bird.

The interview timings as per the interview letter is 8.30AM, but the interview started by 11. X is little frustrated now because he didn’t expected this from the top reviewed company. Then X projected himself as a very resourceful person to the interviewer by telling him I have done this, I have done that, I know this, I know that, you know I am some kind of god myself and somehow got the job that he deserved.

**Let me explain the typical resource hiring process in the company**

Step 1: Project manager will analyse the business need and then decides to hire resources for the project (sometimes projects which are yet to come from the clients!!), then he will communicate the same to HR and to the seniors who are reporting to him. (Exact number of resources needed are finalised earlier).

Step 2: HR then updates the job description in various portals. (This is when X sees the job and then applies). But here nowhere the number of vacancy is mentioned. (This is why hundreds of people attend the interview for only few vacancies).

Step 3: The team members who are reporting to the manager are told to take the interviews. Taking interviews is just another workload for them (most of them). They need to come early to office as per the interview timings and sometimes they follow their daily routine. That is why the interview starts late sometimes. (X shouldn’t have disappointed by this but he will not be knowing this as a fresher)

## If you doesn’t make it in the interview that does not mean you are bad. It only means that the requirement of the company and your skills are not in match. So keep moving till the company finds your skill.

* MANU S K