



**COMSATS UNIVERSITY ISLAMABAD**  
**SABIWAL CAMPUS**

**Assignment 04**

**Human Resource Management**

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# SELECTION PROCESS FOR HIRING

**Dot Web** company needed a backend developer. In order to hire the employee, we prepared a job description and then advertised our job. Number of employees apply for our job. We shortlisted eleven candidates from the pool and then select two of them for interview. From these two we finally select the best one.

## Job Advertisement

A job advertisement for Dot Web, a web development company. The ad is set against a dark teal background. At the top left is the Dot Web logo, which consists of a stylized blue and white icon above the text 'DOTWEB' and the tagline 'a web developing company'. To the right of the logo, the words 'WE'RE HIRING' are written in large, bold, white, distressed-style capital letters. Below this, a paragraph of white text states: 'We are a web developing company and we create comprehensive digital solutions for business needs. An exceptional backend developer is needed to help us reach the next level.' The main title 'Backend Developer' is centered below the paragraph in a bold, white, sans-serif font. Underneath the title, there are two columns of text. The left column is headed 'Requirements' in a teal color, and the right column is headed 'Duties' in the same color. Both columns contain three bullet points. At the bottom left, under the heading 'Contact' in teal, it says 'Drop your CVs at: [jobsdotweb@gmail.com](mailto:jobsdotweb@gmail.com)'. At the bottom of the ad, there are two cartoon illustrations of people working at computers. On the left, a woman with brown hair is sitting at a desk with a computer monitor. On the right, a man with brown hair and glasses is sitting at a desk with a computer monitor. A large, faint magnifying glass graphic is visible in the background on the right side.

**DOTWEB**  
a web developing company

# WE'RE HIRING

We are a web developing company and we create comprehensive digital solutions for business needs. An exceptional backend developer is needed to help us reach the next level.

## Backend Developer

### Requirements

- Graduate with major in Computer science, software engineering or IT
- Extensive experience in MVC supported frameworks and backend languages
- Minimum 1 year of experience as a backend developer

### Duties

- Core server side logic, database and integration
- Follow project guidelines and be able to work as part of a team
- Understand industry trends and standard. Willing to learn any technical process within the company

### Contact

Drop your CVs at:  
[jobsdotweb@gmail.com](mailto:jobsdotweb@gmail.com)

# **Steps of Selection Process**

## **1. Application and Resume Review**

HR team of **Dot Web** company just waiting for candidates to respond to the job advertisement. Applications are selection tools, helping the HR team to sort the candidates as qualified or unqualified.

We had a collection of resumes or CVs through which we filter out the most suitable or qualified candidates as per our job description.

### **➤ Initially selected candidates**

In the initial selection, the HR team selected the following candidates.

- Mr. Wasif Mustafa shahid
- Mr. Hashir Khan
- Mr. Muhammad Umar Jabbar
- Mr. Usman Afzal
- Mr. Saif Chishti
- Mr. Rao Abdul Raheem
- Mr. Zia-ul-Mustafa
- Mr. Mobeen Asghar
- Mr. Ahmad Qasim
- Mr. Muhmmad Umar
- Mr. Ahsan Munir

### **➤ Reason Of Initial Selection**

We need a backend web developer for our **Dot Web** company. After CV analysis we shortlist these candidates as they have following skills which is quite suitable for our job.

Candidate	Qualification
<b>Wasif Mustafa shahid</b>	He has the skill of MERN which support backend development and have work experience in web development.
<b>Hashir Khan</b>	He has the skill of web developer and experience in web designing and web development.
<b>Saif Chishti</b>	He worked as a back-end developer. Skills in PHP, and JavaScript which support the back-end development, and work experience as a web developer.
<b>Rao Abdul Raheem</b>	He worked as a back-end developer with core language as python. He has Five years' work experience as a web developer.
<b>Zia-ul-Mustafa</b>	He has the skill of web developer and experience in web development
<b>Mobeen Asghar</b>	He has skills in web development, python, and SQL and experience in web development and in python.
<b>Ahmad Qasim</b>	He has the skill of MERN which support backend development. And experience in web development.
<b>Muhmmad Umar</b>	He has the skill of web developer and experience in web development
<b>Ahsan Munir</b>	He has the skill of web developer and experience in web development

## 2. Interview

The HR team do a deep analysis for these candidate's CV's shortlist the most qualified people from these 11 people. Interview session is a phase where we finally meet with those promising candidates and determined who's going to be our next hire.

### ➤ Selected Candidates for Interview

- Mr. Saif Chishti
- Mr. Rao Abdul Raheem

➤ **Rejection reasons of remaining shortlisted candidates**

Candidates	Reasons
Mr. Wasif Mustafa shahid	He rated his MERN skill at just 50%. He had no work experience as a backend developer.
Mr. Hashir Khan	His major core was flutter development and have more experience in website designing not in backend site.
Mr. Zia-ul-Mustafa	His major core was android development and have more experience in android apps.
Mr. Mobeen Asghar	His major core was android development and have more experience in android apps.
Mr. Ahmad Qasim	He rated his MERN skill at just 50%. He has work experience as a web developer with react.js. he has not strong skills as a backend developer.
Mr. Muhammad Umar	His major core was android development and have more experience in android apps. Furthermore, his experience in web domain is limited to styling and structuring not in coding.
Mr. Ahsan Munir	He rated his android skill at just 85%. His major core was android development and have more experience in android apps.

➤ **Reasons of Selection**

Candidate	Reasons
Rao Abdul Raheem	His major core is backend web development and he also have work experience in that domain. Furthermore, he fulfills our major job requirement regarding MVC supported framework (Django python)

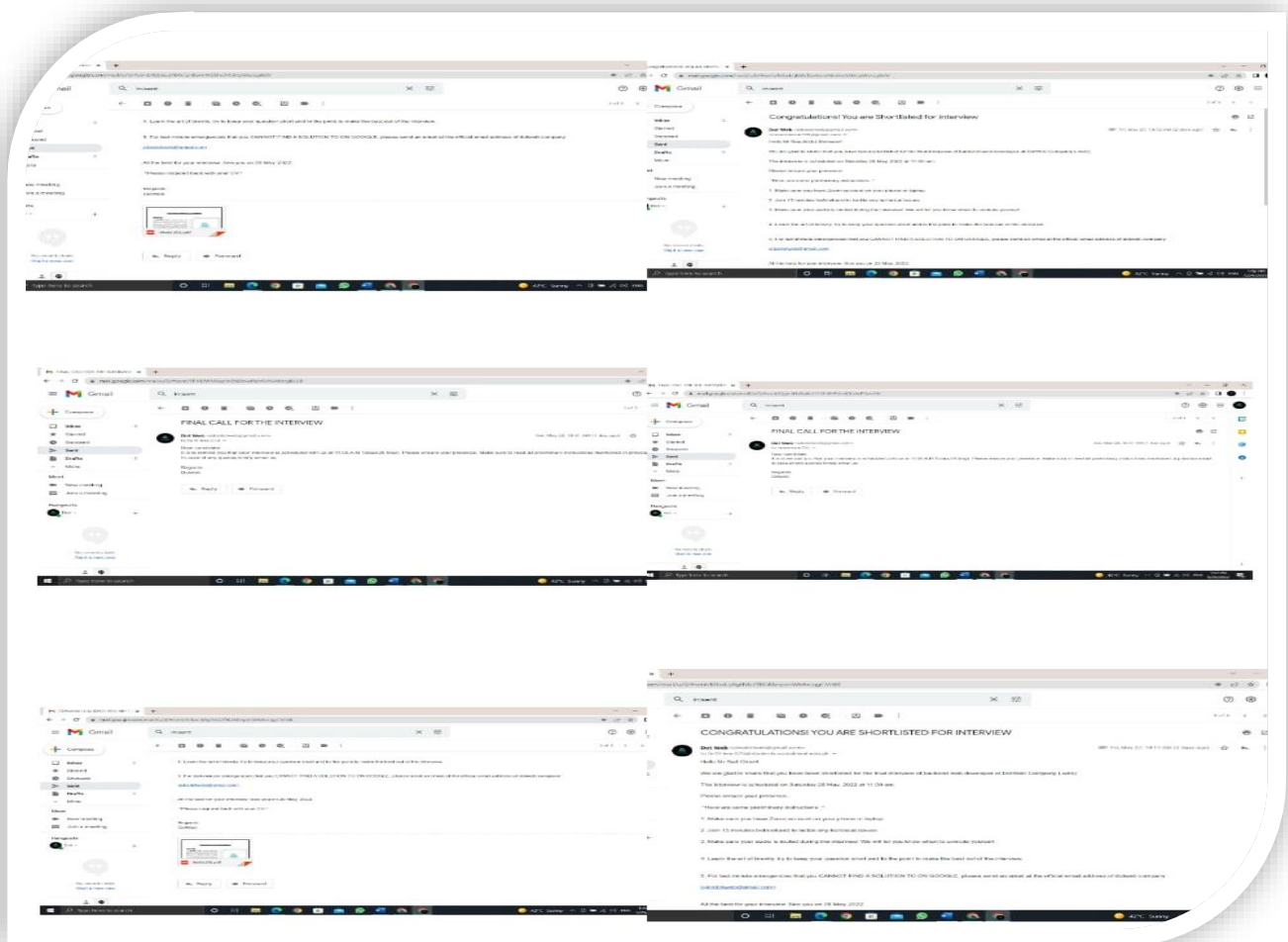
## Saif Chishti

His major core is backend web development and he also have work experience in that domain. Furthermore, he has working experience in PHP.

### ➤ Conduct Interview

Now we finally conduct interview, of these 2 candidates and then select the most eligible candidate.

- We inform them about interview through email.



- After deciding interview timing, we finally conduct interview on Saturday 28 May, 2022 at 11:00am on ZOOM.
- We conduct interview and also record it.

## **Questions by Panel**

1. Describe yourself?
2. Why do you want to work with dot web?
3. What can you bring to the dot web?
4. Why should we hire you?
5. What are your greatest strengths?
6. What do you consider to be your weakness?
7. What do you think the most difficult part of coding?
8. In which programming language you are expert?
9. Tell me the 3 worst defects of your preferred language?
10. In which MVC framework you have the grip?
11. How do you describe your most recent project?
12. What did you learn in that project?
13. What are the qualities any good backend developer must possess?
14. What's your greatest strength as a backend developer?
15. What is your biggest professional achievement?
16. How do you plan to achieve your goals?
17. What makes you unique?
18. What are your salary expectations?
19. What do you know about DBMS?
20. What do you know about normalization?
21. Differentiate between primary key and foreign key?
22. Do you have any question for us?

## **Selection**



After conducting interview, we select **Mr. Rao Abdul Raheem**

## ➤ Reason of Selection

We selected him as a backend developer in dot web company as he answered the panel questions more efficiently in comparison of the other candidate. His major core is backend web development and he also have work experience in that domain. Furthermore, he fulfills our major job requirement regarding MVC supported framework (Django python).

🌈 Hence the whole hiring process end and the dot web company hires **Mr. Rao Abdul Raheem** as a backend developer.