
Thorogood Interview Experience

Thorogood recruitment process had three rounds – Written, Personal Interview and Day Assessment activities. The 1st two were conducted in Delhi, while last one in Bangalore. Travel expenses & accommodation were provided by the Company. (There are strict time constraints for the above mentioned rounds except of course the Interview rounds.)

Round 1 : Written (It might appear lengthy, so maintain a steady pace from the beginning.)

1. (45min) Mainly Logical reasoning/Ability questions, Data Interpretation and Data sufficiency questions. Different questions carry different weightage. (The level of questions is fairly good. Practice well).
2. (10 min) Short essay writing on personal life experience- 2 questions were there:
 1. What do you expect you will be doing within the first year of joining Thorogood?
 2. What are your apprehensions about going in a new city to work?

Round 2 : Interview (2 interviewers, around 45 - 1 hour)

Initially, it began with the usual ‘Tell me something about yourself’, after which they asked me to write a code followed by few puzzles. Then they asked me questions related to the projects I had mentioned in my resume, why did u choose a certain technology why not other (pros&cons). Which is the most challenging project out of all the projects u have written (in your resume)? Why is it challenging? What problems did you face...’ Major portion of my interview was focussed on discussing (/grilling) the technical aspects of that project and which error/difficulty in particular was tough to handle after which I was asked as to what ‘exactly’ did I do to rectify that.

After much technical discussion, I was asked ‘Why don’t you go for MBA, you will be a good manager’. All these are just to check your motivation level, whether you are motivated to join the company or might leave them in sometime.

Round 3: Assessment centre (in Bangalore):

This round is comprised of 4 rounds which are conducted in more or less parallel fashion.

Round 3.1: Case Study1 (2interviewers, 2.5hr):

There's a company and 4 contracts are available. Description of all 4 contracts and company was given. Based on that you need to answer following questions:

- Which contract would you suggest the company to go for i.e. which one would be most profitable? (calculator will be given for calculating the profit)
- What other combination of projects can they opt for?
- What change can you suggest in their policy?

2hrs -to solve the case study + prepare your presentation(your solution).

15 min -to present the solution. (Clarity of the content that you have prepared is the key here plus the way you present it.)

10 min –they will cross question.

Round 3.2 : Fact Finding Round - case study2(1 interviewer,2 observers,30 min)

A company needs to relocate. 4 locations are available which one would you suggest?

10 min: to enquire about the locations. Ask questions like cost of locations, size of each location, any noise problem, parking facility, decor etc. Ask as many questions as you can keeping in mind the comfort of the employees, budget constraints, etc.

10 min: think about the solution.

Then tell them about your ans.

10 min: they will cross question.

Round 3.3: Group activity (6 observers, 30min):

A case study was given, based on that design a toy airport using the toy blocks, cars etc..

10 min: for reading

10-15min: for discussing with everyone

10-15min: for designing it together. (Participate, listen, discuss, contribute!)

10 min: for telling what was your contribution in the design? (Make it a point to say something substantial here.)

Then, telling which member's idea did you like the most.

📌 **Round 3.4** - Final interview (2 interviewers, around 1 hour):

--This round was hard-core HR round. (Relax! Keep calm and don't even try to fake it.)
Mostly from your resume.

- Be calm. Relax. If they tend to become friendly (which they do), I would suggest you maintain a light yet formal tone.

P.S: You are not expected to outperform in all the rounds, just don't lose your confidence if you don't perform good in a particular round.