System Round Instructions

Interview Process – System & Technical Evaluation Guidelines

This document clearly explains the interview process, expectations, technical setup, submission process, and evaluation criteria. Candidates are expected to read and understand all points before attending the interview.

1. System Round (Live Practical Evaluation)

The system round is a hands-on technical evaluation conducted in real time. Candidates must demonstrate their ability to design, develop, and explain their solution clearly.

2. Duration & Environment Setup

• Total duration: Approximately 2 hours
 • Candidates must set up a completely blank development environment during the interview
 • Frontend can be developed using React
 • No pre-written code or templates are allowed
 • All coding must be done live during the session

3. Backend Requirements

• Postman Agent must be installed on the candidate's system
 • Candidate should be comfortable testing APIs using Postman
 • Proper request handling, response validation, and error handling are expected

4. External API Usage

Submission & Demonstration Process

1. Screen Sharing:

 • Candidate must share their camera throughout the session

 • Final output must be shown and explained clearly

2. Frontend Evaluation:
 • Visual design sense and layout alignment
 • Responsiveness and usability

3. Backend Evaluation:
 • Proper error handling
 • Understanding of microservices architecture
 • Basic knowledge of Kubernetes and service communication is an advantage

4. UI/UX Evaluation:
 • Use of Figma designs if applicable
 • Understanding of UI components, spacing, and consistency
 • Familiarity with animations (e.g., Framer Motion) and basic graphic design principles

Evaluation Criteria (Very Important)

• Any candidate found using copied code or unable to explain their own implementation will be immediately disqualified
 • Usage of ChatGPT or similar tools without understanding the code is strictly prohibited
 • Candidate must explain:
  – Logic behind the code
  – Design decisions
  – API integration flow
 • Camera must remain ON throughout the entire test process
 • Communication clarity and technical explanation are key evaluation factors

This interview process is designed to assess real-world development skills, problem-solving ability, and clear technical communication.

Company Policy

Company Employment Policy

1. Purpose

This policy outlines the terms and conditions of employment, probation, relocation, and professional responsibilities. It is designed to ensure clarity, fairness, and mutual commitment between the Company and its employees, fostering a culture of accountability, growth, and excellence.

2. Employment Bond

All selected candidates are required to commit to a **two (2) year employment bond** with the Company, effective from the date of joining.

The bond reflects the Company's investment in training, professional development, and long-term collaboration.

3. Probation Policy

3.1 Probation Period

Every new employee will undergo a **six (6) month probation period**.

Confirmation as a permanent employee will be based on **performance, conduct, discipline, and overall suitability** during the probation period.

3.2 Working Model During Probation

During the probation period, employees are required to work **five (5) days a week from the office**.

Attendance, punctuality, and professional behavior will be closely monitored.

3.3 Leave Policy During Probation

Employees on probation are entitled to **one (1) day of paid leave per month**.

Unused probationary leave **will not be carried forward** to the next month or accumulated.

3.4 Performance Review and Termination

Performance will be reviewed periodically during probation.

If an employee's performance or conduct is found to be **unsatisfactory**, the Company reserves the **full right to terminate employment** during the probation period.

Such termination shall be at the Company's discretion and **shall not give rise to any legal claim** against the Company.

3.5 Post-Probation Benefits

Upon successful completion of the probation period, the employee will:

Be confirmed as a **full-time employee**, and Become eligible for the **Company's standard leave and benefits policy**.

4. Roles, Responsibilities, and Ownership

The Company seeks individuals who are proactive, responsible, and willing to **take ownership of their work**.

Employees may work individually or as part of a team and may be entrusted with **team-handling and leadership responsibilities** as required.

A strong sense of accountability, collaboration, and initiative is expected at all times.

5. Relocation Policy

Upon successfully clearing the interview process, candidates are required to **relocate to the Company's Bangalore Office**.

Employment confirmation is subject to timely relocation and availability to work from the Bangalore office as per Company requirements.

6. Acceptance of Policy

By accepting employment with the Company, the employee agrees to abide by all terms and conditions outlined in this policy, as well as any future amendments made in the best interest of the organization.

This policy is intended to create a transparent, professional, and growth-oriented work environment for both the Company and its employees.

Candidate Details

Name	Email Address	Read System Instruction	Read Company policies	Do you agree abide by all the company instructions.
K Manikanteshwari	kmanikanteshwari@gmail.com	done	done	yes
Chandan k	chadankiri8@gmail.com	done	done	yes
Parthasarthi Hati	parthahati2000@gmail.com	done	done	yes
Aashish Prasad	aashishprasad65@gmail.com	done	done	yes
Syeda Umme Kulsum	syedaummekulsum9@gmail.com	done	done	yes
Sidramayya vb	sidramayyavb@gmail.com	done	done	yes
Ganesh S N	ganeshsn205@gmail.com	done	done	yes
Harsha Kumar N	harshakumarn566@gmail.com	done	done	yes