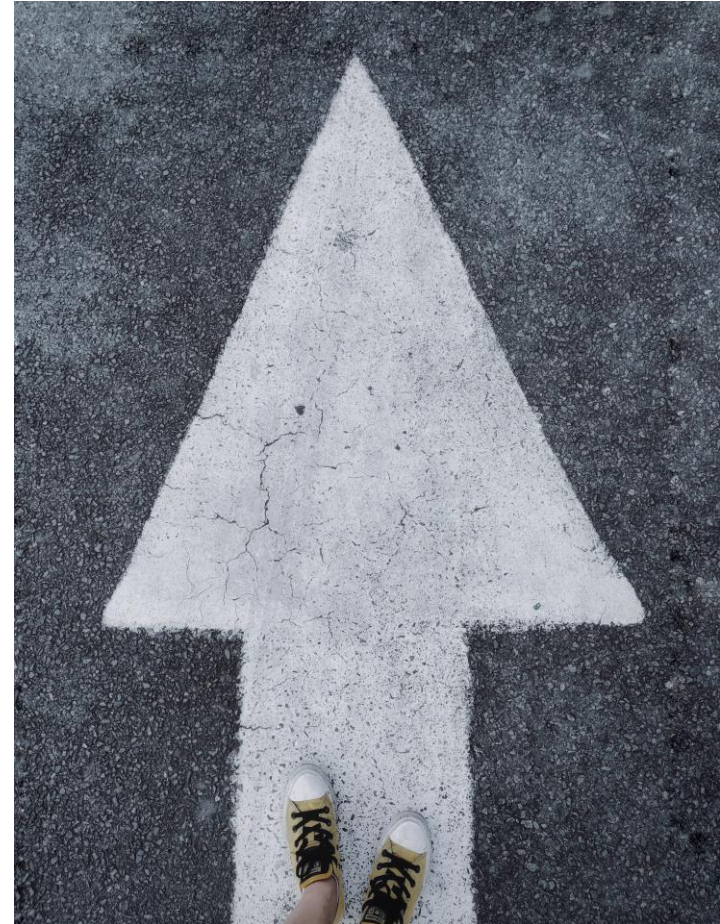# DISHA Workshop

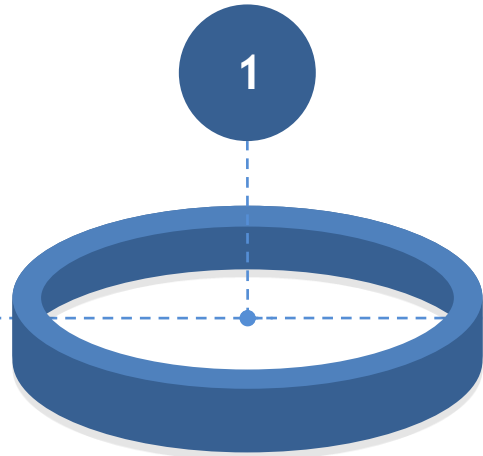Emertxe Information Technologies,
Bangalore

EMERTXE

# Agenda

- Introduction & Context Setting

- Resume preparation workshop

- Interview facing workshop

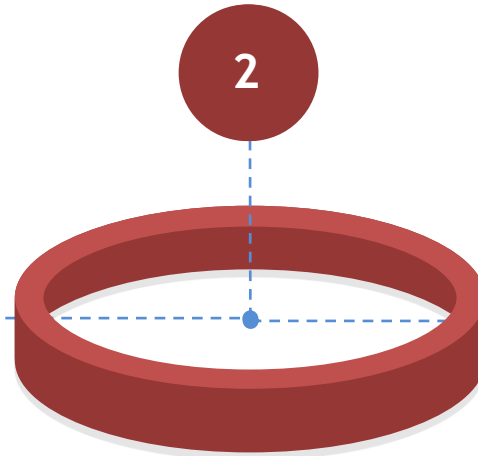- Templates & Links

- Q&A

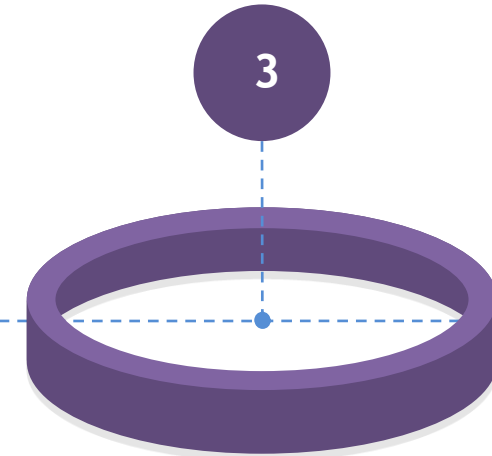# Introduction and Context Setting

# Company Types

**1**

**MNCs & India based big companies**

Examples – NXP, Qualcomm, Bosch, L&T, Tech Mahindra etc.

**2**

**Mid-Size / Engineering services companies**

Examples – Avin Systems, Benison, Brigosha, Integra etc.

**3**

**Start-ups**

Examples – Realthingks, Sirena, ThingTronics, Infabytes etc.

# Why they hire?

## Cost
Reduced cost in terms of training

## Professional Service
Response time, No offer rejection, E2E support

## Time
Immediate joining upon selection

## Efficiency
Faster deployment into projects

# FAQ - By Students

# FAQ

**01** I was promised minimum X chances. How many more opportunities can I get?

**02** I am from 2017 batch. For the past one month I didn't get any chances. Old batches have issue?

**03** I was eligible for 3 companies and applied. But I didn't get shortlisted in any!

**04** Can I choose between two placement offers? Why don't Emertxe allow that option?

**05** Academia vs Emertxe performance. Which one will play a role in shortlisting?

**06** There is difference in salary mentioned by Emertxe vs Offer letter. What can I do?

**07** I have 2 modules pending. But the company is asking me to join immediately. Should I postpone joining?

**08** In the interview panel they asked me questions from modules which I have not done in Emertxe.

**09** I am less than 60% in Engineering. What should I do to land in placements?

**10** I heard there are backdoor entries in companies. Does that work?

**11** I joined company, don't like my manager's face. Can I apply again in Emertxe?

**12** Some companies float applications but don't call for interviews. Some don't select any. Why so?
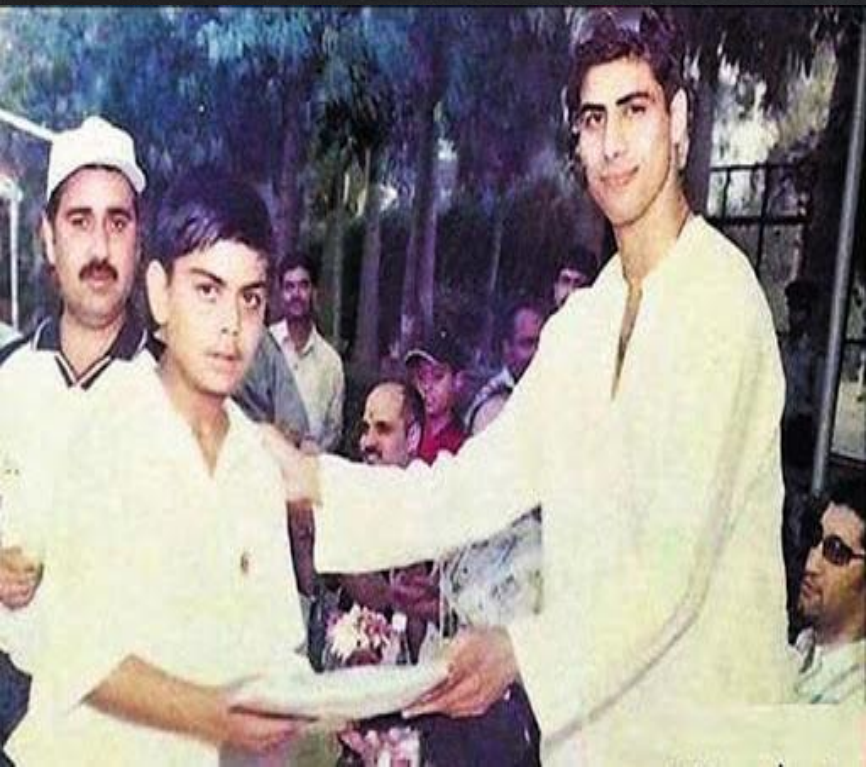
# Quiz Time

# Resume Preparation Workshop

# Resume

How not to write a resume?

# Quiz Time

# Some popular ones

What comes to your mind when you each of these images?

# Some popular ones

What comes to your mind when you each of these images?

**Flipkart**
E-commerce

**Maggi**
Food

**TATA**
Many

**xerox**
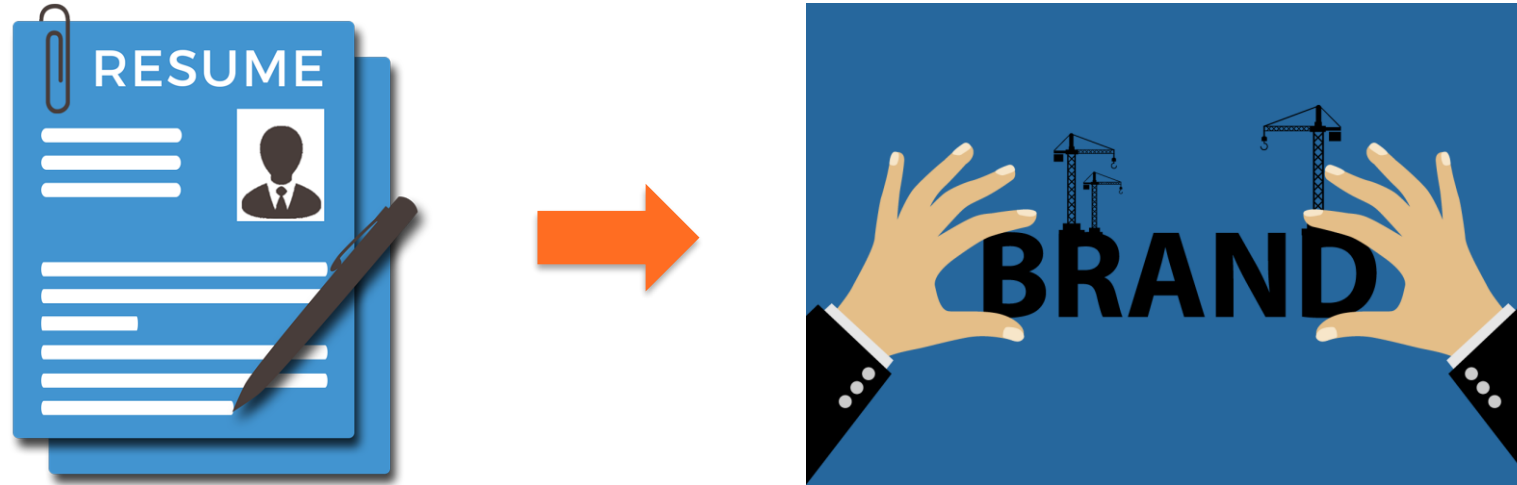Student life

# Resume is your brand

A brand is a name, term, design, or other feature that distinguishes one seller's product from those of others.



- How are you going to differentiate yourself from others in the talent competition?
- How are you going to let the recruiter know that you have something special?
- How to create an impression on somebody before even they see you?

# Resume building

- The importance of building an 'impressive' resume

- How resumes get short-listed?

- There resume should reflect the 'uniqueness'

- Blocks of a resume:
  - Header
  - Skill-set
  - Projects in reverse chronological order
  - Previous experience (if any)
  - Other parameters

# Our Template

- Carefully designed based on our experience with placement companies

- Each field has a specific meaning and a purpose

- Add / Modify / Delete additional fields as necessary

- Feel free to use this template for applying outside

- Ensure you spend quality time in building it

- Keep it updated, it's a running document

- Finally – YOUR resume is YOUR brand!

# Template Walkthrough

# Dos



1. Spend time in building it

2. Project yourself properly

3. Bring out differentiation factors

4. Highlight skills, projects, contributions

5. Optimal size (4-5 pages)

6. Convey passion / interest for Embedded domain

7. Neat formatting

8. Call out continuity, in case of issues be ready with honest information

9. Be accurate with data (Ex: CGPA)

10. Invite the interviewer into your 'zone'

11. Like yourself ☺

# Don'ts

1. Spelling mistakes, formatting errors

2. Improper naming, properties etc.

3. Cluttered information

4. Ambiguous email IDs, Phone numbers, Hobbies etc.

5. Calling out obvious things (ex: MS Word)

6. Hiding important information (ex: YoP)

7. Fake experience / projects

8. Copy + Paste from friend / colleague

9. Keeping it outdated

10. Making it too long or too short

11. Not able to justify each and every point in resume

Quiz Time

# Facing Interviews

# Before that..

## Let us understand ourselves...



LEFT vs RIGHT BRAIN

ANALYSIS — LOGIC — IDEA — FACTS — MATH — TRAINING

CREATIVITY — INTUITION — ARTS — CREATION — FEELING — IMAGINATION

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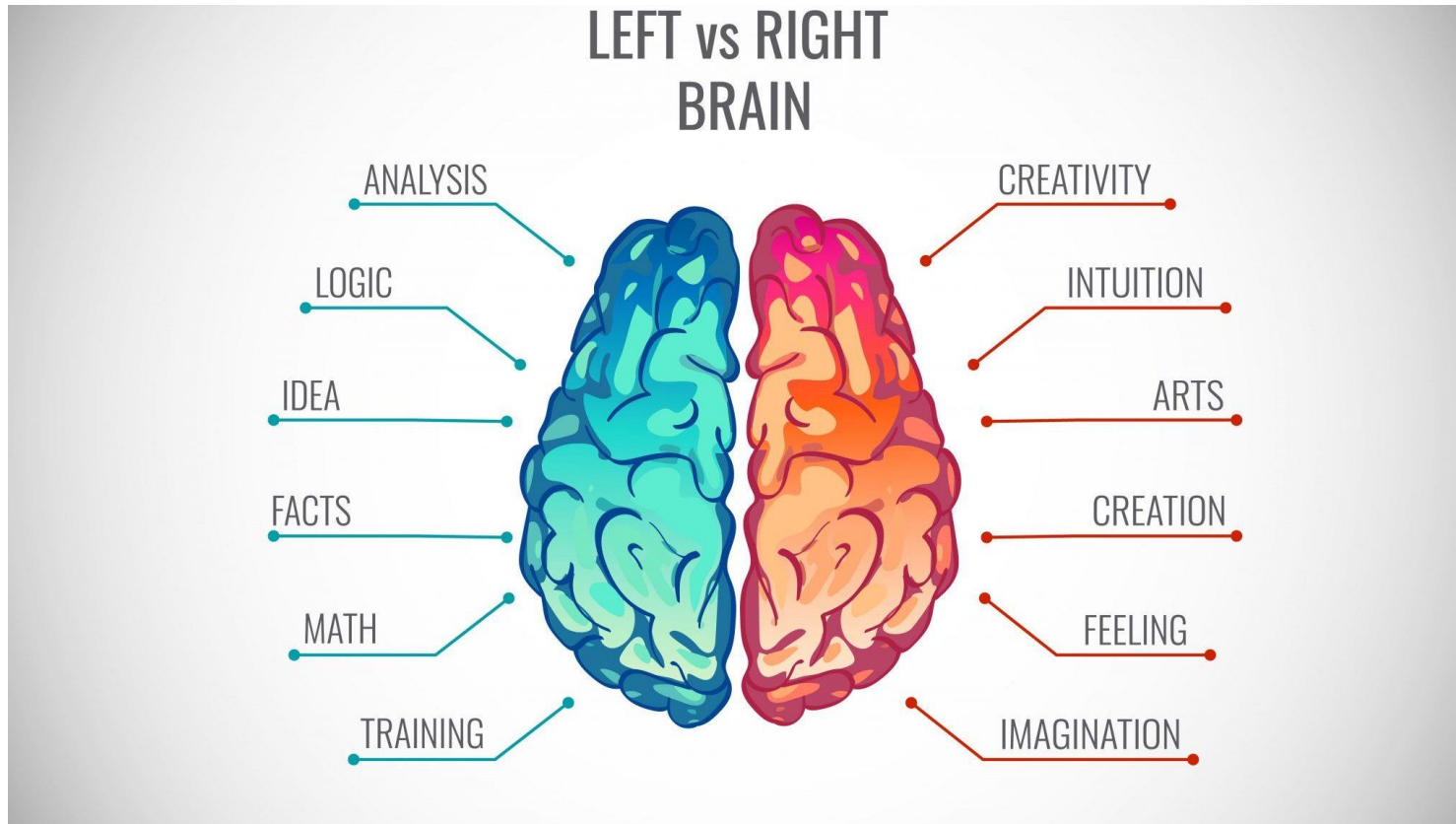
Reflect upon yourself:
1.  What are you strengths?
2.  What come naturally to you?
3.  Where are your interests?

# How it is related with interview facing?

- In Technical interviews you are most likely doing to meet an individual who has left brain dominance.
- Following are their preferences.

1. Precise answers
2. Problem solving
3. Sound fundamentals
4. Lesser emotions
5. Lesser interest in personal side

1. Beating around the bush
2. Avoiding questions
3. Over confident
4. Easily giving up
5. Unwanted conversations

# How it is related with interview facing?

- In HR interviews you are most likely doing to meet an individual who has right brain dominance.
- Following are their preferences.

1. Lot of personal aspects
2. Family, Background etc...
3. Positive body language
4. Positive attitude
5. Extra curricular activities

1. Negative attitude
2. Over smart
3. Too bully on the salary part
4. Unwanted conversations
5. Too casual

# Interviewing

- Interviewing is a 'selection process' within a short time interval to select the right set of people in the given sample

- It depends on various factors:

  1. Company's need (How urgent they need people on board)
  2. Technical skill expectation
  3. Behavioural skill expectation
  4. Competition on the given time-frame
  5. Interviewer / Interview panel
  6. Matching right set of questions with answers

- While some elements might not be in your control majority of them are in YOUR hands!

# Our Experience

- In Emertxe we have seen JOB OPPORTUNITIES are never an issue but converting that into JOB OFFERS is!

- Spending enough time on assignments, projects, following mentor instructions have direct reflections on the interview results

- Majority of the time our internal assessment & interview results match, except some exception cases

- People who had average skills and better attitude succeeded more than people who had opposite combination

- In summary its all about YOUR ATTITUDE!

# Before Interview

- Always have 2-3 copies of printout ready. Its fine if the interviewer have an older version, you can request him to consider the latest one

- Dress professionally, look presentable in front of interviewer

- Get enough sleep before the day

- Mental visualization helps (First creation)

- Keep all your certificates & documents ready

- Ensure you have taken care of transport logistics. Try to carpool with your fellow batch-mates as it is inexpensive & helps you to reach on time

- Reach the venue at least 15 minutes before the scheduled time. In case you reach too early show up only when it is required

# Technical Interviews

- Typically a senior technical people will be meeting you during technical interviews

- Most of the times they want to check what you know well rather than going through what they know

- Technical interview panel expects:
  - Precise answers
  - Sound fundamentals
  - Ability to apply
  - Problem solving / Analytical ability
  - Attitude to handle challenges
  - Open for feedback

- The longer the duration of interview is, the probability of selection is higher

# Do's

1. Be precise with your answers

2. It is not expected to answer 100% of questions, answer them with 100% correctness

3. If you don't know answer immediately saying "I don't know" or acting as if "I know" will create problems. Make sincere attempt to solve the problem

4. Invite the interviewer into the zone where you already know the answers. The more it happens it improves the probability of selection

5. While explaining about project call out your contributions, challenges, learnings rather than project specification

6. Use pen & paper as much as possible

7. Building premise (ex: Function prototype / Segments)

8. Handling lows & highs in a interview well

# Don'ts

1. Keeping answers very generic / shallow

2. Too much explanation about your project spec (ex: Steganography)

3. Arguing with the interviewer

4. Getting into personal discussions

5. Trying to deviate / avoiding answering

6. Showing as if you know everything

7. Quickly loosing confidence

8. Jumping into answers before understanding the question completely

# HR Interviews

- Typically a senior HR executive will be meeting you

- The main focus is to check behavioral fitment with the organization. Typically HR person knows less technical but more about people

- HR interview panel expects:
  - Long term commitment to the organization
  - Ability to learn
  - Willingness to work in different roles
  - Team player
  - Bring positive energy to workplace
  - Communication skills

- In summary they would like to see if you can 'culturally' fit into organizational way of working

# Do's

1.  Convey you are looking for a CAREER, not mere JOB

2.  Storytelling - the HR guys would like it

3.  Express you are FLEXIBLE – Dev / Test / Design

4.  Sitting in attentive posture

5.  Never talk in local language

# Don'ts

1. Getting emotional

2. Showing desperation to get the job

3. Arguments with HR executive

4. Asking unwanted questions (When will you get back?)

5. Asking too many questions

6. Talking in local language

7. Giving a feel as if you are already selected (Don't celebrate too early!)
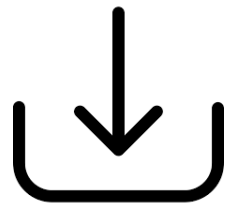
8. Being too frank (Higher studies / Relocation plan)

Quiz Time

# Template Links

## Where can I download the resume templates?

- **For Emertxe Students:**
  1. Go to: https://www.emertxe.com/trainings/technical-resource-library/
  2. Check the DISHA section

- **For WSA Students:**
  1. Go to your course materials Google drive
  2. Check DISHA folder:
     https://drive.google.com/drive/u/7/folders/1QYcEKjfgUHE9nWYf7zyc6us-Jr_1OoOX

# Thank You