

கல்வி மற்றும் வேலை வாய்ப்பு
வழிகாட்டுதல் கூட்டம்

Next

திரு S.ஜெயக்குமார் அவர்கள் உரை

தலைப்பு-2

கல்லூரியை முடித்துவிட்டு வேலைக்கு
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What companies look for during an interview

Jeyakumar

What do companies look for?

- First introduction is done by your resume
- They look for skills matching & experience and knowledge matching
- Then the call for interview:
 - Tell me about yourself (ice breaker question)
 - Tell me about your favorite subject and why
 - Then few technical questions
- Honest answer, confident answer

Process flow in hiring

- Resume based filtering – keyword matching
- Online objective tests
- Online coding test or problem situation
- Video Interview
- Face to Face interview
- HR interviews, salary negotiation



Tip & the bottom

- What they hear from you
- What they see in you
 - Readiness
 - Cultural fit
 - Team player
 - Communication
 - Willingness to learn
 - Acceptance of mistakes
 - Body language
 - Intentions at office & outside office
 - Habits
 - Growth mindset
 - Fire in the belly

What interviews want to hear?

An employer wants to hear **how qualified and passionate you are**, and a can-do attitude will take you far. “They want reassurance that you're genuinely interested in the job and not just looking for a paycheck,”

“This is your opportunity to show why you're perfect for the job.”

What makes a candidate stand out?

If you say you love their brand or company, say why.

If you say you are highly motivated, talk about why this is and what got you to where you are today.

What is valuable to you – It's important to highlight skills that you think are valuable to the employer but talk about skills that you value in yourself as well

Probing questions

- What was your involvement in that work and which piece of it did you own and deliver
- What mistakes were committed and how did you overcome, what learnings
- How did you apply these learnings in future work
- What team challenges have you faced

Vision & career goals

- Where do you see yourself in the next 2 years, 5 years, 10 years
- How do you sharpen your skills
- Where else did you apply for a job, and which interviews are in pipeline & in what stage
- What could be possible reasons for you not getting selected in previous interviews
- Can you explain your career break
- Why did you not pursue your family business

How can you impress a hirer?

- Work on your handshake, Don't offer up a flimsy or sweaty hand
- Get serious
- Make eye contact
- Mention something you have in common
- Build rapport with small talk
- Get the practice
- Be enthusiastic
- Ask questions
- Tell a story
- Be memorable, strike the chord

How to end an interview

- Ask pointed questions about the job and the company
- Restate your interest in the position
- Summarize why you're the one for the job
- Find out next steps
- Seek feedback
- Send thank-you emails once back home

Questions

- Can I run away from present company without proper notice & look out for another job
- Can I apply to a competitor company
- What is the best stay period in any company
- How does salary get fixed, any benchmark? (glassdoor)
- What is diversity hiring?

Questions?

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