

Course Name- Complete guide for campus interviews: Step by step preparation for Internships and Full-time jobs

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Week-02

Lecture-05

Midsession review

Hello everyone, we are now going to a mid-session review. We will go through a quick review of all the slides we have covered so far, touch on important topics and look at the key takeaways, so that even if you have missed a lot of the lectures earlier, this one slide will give you an essence of whatever has been discussed. Let us review the content one by one. So, I do not really have too much of an agenda, I am just going to touch on some of the biggest takeaways you should have by this point. First thing first, right, if you are going to apply directly on a company website for jobs, the chances of your resume being shortlisted is between 0.5 to 2%, between 1 to 2%, it's really small.

So just remember that you are at the elimination process when you apply for jobs, but then when you get to the interview stage, you are at a selection process where the chances of getting selected is much higher. It could be between 40 to 50%. I think that's a very good takeaway. And your goal as you work on this entire process, as you begin your job search processes, how do you get to interview, right? That's your number one goal.

Not necessarily how to get to offer, but how to get to interview. Because once you get into a selection round, you getting through is much easier. We talked briefly about the entire steps in the recruiting process, starting from the recruiter putting up a job posting on the career-based website, and then you've got resume-based shortlisting, which happens, if it is campus interviews, it again, from there it goes into assessments, then interview day, where a lot of the HR folks and technical folks are going to ask you questions. But if you're going through a regular off-campus scheduling process, what happens is there's a pre-screening done where somebody calls you from HR based on resume shortlisting. Then there's a first round interview, which is typically done by somebody from the technical team.

And then it goes to assessments and so on. So interview day is what you should be shooting for. Till that point, you're pretty much in elimination game. Once you enter the interview day, you are in a selection game. We touched briefly about issues with high compensation.

High compensation can mask a lot of things. You may not have too much work-life balance. They expect you to be working all the time as much as possible. The work-life balance can be brutal. You are working all the time.

It is fine for some people but not so fine for others. Year-end appraisal can be bad. The working culture may not be great in some companies. Layoffs can happen anytime because you are highly compensated. You can always be replaced anytime when there is cheaper talent.

You have to keep performing, you've got to keep adding value all the time. Probability of layoffs increases with compensation. The lesser the compensation, the likelihood of getting laid off is lesser. The highest compensation folks, those folks tend to get easily laid off. So there's always a trade-off between stability and compensation.

In terms of toxic working culture, that's something you often see in a place where results do all the speaking. Nobody cares for you as a person. It's always about the results you bring to the table. And there are people who sometimes wait to retire as fast as possible because they're done with this sort of lifestyle. So think about what is it you're getting into as you just look at compensation as the only factor.

So look at a bunch of other factors before you make decisions. Non-stop travel can also be painful for some people, especially in consulting jobs. There could be a lot of work pressure in consulting finance jobs. Again, the same thing about it may not be feasible long term. You could be fired any time.

So these are factors you need to consider when you decide what sector do you want to be in. So do look at core engineering jobs very seriously because sometimes you could be a good mechanical engineer, civil engineer, R&D engineer, and still have a great career, especially the early stages where you're tending to learn a lot. You can learn a lot of skills, you can get picked up for the best MBA programs because of the unique profile you bring to the table. We then go to the Indian job market. We touched on this briefly, but again let us recap some big picture perspective.

The 15 lakh graduates coming out every year, 1.5 million folks, out of that there are only 250,000 jobs being created. Out of 250,000 jobs, around 220,000 jobs are pretty much in this space of ITES and computer science. Every other job put together, especially core engineering jobs, amount to maybe 30,000 jobs. So there is gonna be a lot of unemployment in the market.

12.5 lakh people will not be able to find jobs every year. That's just the way the market works. So the more you practice through resume prep, interview prep, your chances of getting a job increases. You also touched on other metrics. For example, there are lots of applicants for jobs, around 2,000 to 3,000 applicants.

There are only maybe 20 people called for a vetting by the hiring manager. Out of that, they're probably going to select maybe... two people, maybe one offer, one backup rate, that is the numbers who are going to be selected.

If you are in a campus interview process, maybe more people could be selected, it could be around 10 people. But how do you get from 2000 to 10 people, that is a challenge. So again, that is the process you will have to go through. If you are applying on the career website directly, the chances of getting notice is around 1 to 2 percent, maybe 1 percent. But then if you are doing it through a referral, your chances of getting notice is between 25 to 30%.

And in the campus recruiting process too, I would say the variation is between 5 to 30%. So if you are from an elite university, your chances of being selected in a campus interview is at least 30%. But then if you are from not so great university and there is some elite recruiter coming to your campus, maybe your chances are minimal. But it's still above 1%. It's probably going to be somewhere around 5% depending on college.

Again, these are all heuristic numbers based on just observation which I've had over time. This is important for you. So we talked about how do you evaluate careers? What factors do you use? We talked about Ikigai. I think it's a great model, but unfortunately it has its own

drawbacks. So I would say more of a long-term picture can be seen by using the Dharma model, which is the right intersection of enthusiasm, Self-motivated hard work.

When I say self-motivated, I'm saying hard work motivated beyond money. Money is not the only factor. Your passion, enthusiasm should shine through. So that's the self-motivated hard work. And then we also talked about impact on the world, which is very important.

I think most people today forget that what you do should also have impact, not just on yourself, but also on the extended family and the world around you. And if you're able to make a good connection between all these three overlapping circles, your career could be fantastic. We talked about the different types of skills and how it plays out in engineering jobs. We talked about technical business and people skills. We talked about the fact that engineering jobs are fantastic because you tend to get a lot of cross-functional experience.

For example, as an R&D engineer or as a civil engineer, you're talking to people, selling your ideas to customers. You are working with different stakeholders. You're working with the different organizations for example R&D folks are working with the finance organization they are working with the the production organization the quality organization the marketing organization after sales and service organization so you get a lot of cross-functional experience as an R&D engineer so that's something which is important especially early in career you also learn a lot of business skills because Some of the skills you will gain this way is something you will never gain again in your life. So that unique experience of continuous travel, intense work is something which may not be replicable throughout your life. So if you get that done early in your career, that's fantastic.

You also learn to sell and talk to stakeholders in the right manner. If you are a person working in a core engineering job, so what this means is that selling is the most important skill to learn in life. Even in an MBA program, you're always trying to sell something or the other to folks around you. As a manager, you're always selling your ideas to a client, to an internal stakeholder all the time. You learn to skill, you learn to do a very good job when it comes to selling in core engineering.

So do not miss that opportunity. Take it more seriously than you normally would. We talked about the different types of skills, technical, business, and people. And consulting companies typically focus more on business skills and people skills and less on technical skills. Like with finance companies, maybe they give you a lot of in-house training. So they don't care too much about technical skills.

But your communication skills have got to be fantastic. Your business skills have got to be really good. So every company has different sets of expectations. A core engineering job, on the other hand, may need more of technical skills. Even software jobs need more technical skills and less of the business and maybe less of the people skills.

So, for example, you could be a complete introvert and you could still get selected into a software engineering job because when you are active coder, you don't need too much of people skills. So you ask yourself, what skills do you bring to the table and what jobs make the most sense for you? We talked about beginning with identifying your top five companies, going to the career section of the website, downloading the job descriptions, and looking at skills. We talked about doing a skill gap analysis, where you list down the skills of the company. What type of skill is it? Is it business, technical skills, people skills? We talked about different skill

levels, basic, intermediate, advanced, mapping what companies want, and also measuring what do you have to offer. and ask yourself, is there a gap? Do this exercise at least two years before graduation.

Then you can decide, what courses do you want to take? What experience do you want to have? Do you want to bridge that skill gap through work experience, volunteer experience, internship experience? And so on. So there's just so many things you can do. It could be online courses. It could be Coursera, NPTEL courses. So ask yourself, what is it you want to learn? How do you want to bridge these gaps? And this can give you a very good way to create a course curriculum for yourself so that you are job ready when you finish your program.

We talked about recruiters having a deluge of applicants, a rain of applicants, around 1,000, again, 1,000, 2,000, 3,000 applicants. They're all there looking for jobs. A recruiter only spends maybe five to seven seconds on a resume, so you want to capture their eyeballs as quickly as possible. So they're not necessarily looking for how awesome you are or how good you are. All they care for is are you a fit for the job description, especially the skills as defined in the job description.

We talked about quality resume, we talked about how you need to have all the contact details in the right place, no spelling mistakes where everything is neatly aligned, similar fonts, no font is out of place, no additional gaps, clean white space, same format being used everywhere. It needs to have a clear objective, clear education, bullet points and action verbs follow the bullet point, and then we talked about how you need to have your location and the dates listed very clearly. We talked about putting your courses in the education section. We talked about writing using the star format, all your industrial experience, and especially beginning with action verb and always closing by adding some metrics about how you made an impact to the organization, whether it's productivity, efficiency, cost savings, and so on. We talked about how if you do not have industrial experience, you can actually talk about project experience or even your final year, BTEC project, BE project, MTEC project, ME project.

You can list down your experience out there. You can talk about volunteer experience. There are a lot of things you can talk about. But it has to link to a metric. It has to link to some skill you learned, something about leadership skills, about team management, about getting work done with people, about collaboration. And these skills are important in multiple companies.

or even consulting companies are looking for these skills all the time. So even in a place like McKinsey, you can make a case that it's not just about working in hi-fi companies, well-known companies. Even you can work in a small local company. You can work in a position of responsibility in college.

You can work as a MIS secretary in college. You can work with the local NGO and still gain these skills. We talked about putting the skills and certification at the bottom. If you also touch briefly on writing a good LinkedIn networking message. So being polite, basically beginning with a proper full name, adding a proper title like doctor, mister, whatever, right? To make it a little look more official than it normally would. Because if you're talking to strangers, you've got to just be polite as much as possible.

Do not call them by first name directly. Or don't say, hi, Shailesh, right? That doesn't look good. It's better to call them by the full name. Introduce who you are. That's very important.

Talk about why you're reaching out to them. What work have you done to connect with them? So if you're saying someone that, hey, accept me as your LinkedIn friend. But who are you? Why should they accept you? What is the reason for them doing it? Say that you read their posts, you interacted with them, you listened to their videos, if they have a social media presence. Or if you have somebody who referred you to them, talk about that name, whoever referred you to them, that common contact. Then ask what is it you want at the end of the day.

If you have a couple of minutes, I want to talk to you. And ask for a meeting and then ask for referral. Don't ask for referral directly. So this can be a great way for you to reach out to folks. And we have seen tremendous success with people who have followed the similar strategy and reached out to people working in industry.

We talked about action verbs. We talked about a bunch of action verbs which So across leadership, communication, you can optimize your resume based on action verbs. We also talked about making sure that you follow the right way in terms of optimizing your resume and your LinkedIn search process. So I'm not going to go back to these slides, but look through these slides and hopefully you have a good big picture about how everything comes together.

Cheers, everyone. I'll leave the conversation with this. Thank you. Thank you.