



Biz Quest 2021: Takeaways

EPISODE 01:

UNDERSTANDING THE MODERN RECRUITMENT TRENDS

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ASPECTS OF MODERN RECRUITMENT:

- Now the companies believe that culture tests, numerical or verbal tests aren't the most ideal ways to judge if a person is fit for the job.
- PI metrics is a gamified assessment process for individuals. It's a series of games where you can customize 12-18 games which try to assess personality.
- PI metrics experience varies from person to person. It gives recruiters an idea of a candidate's personality beyond mathematical/ institutional knowledge.
- A candidate should have good internet connectivity while playing these games/ taking aptitude tests to quickly interpret the problems.
- There's no right or wrong answer to these aptitude tests, but the candidate has to be absolutely confident and respond fast while playing these games.
- Now personality assessment is done instead of cultural, numerical and mathematical assessment.

MAJOR CHANGES:

- Due to virtual recruitment, recruiters don't have to ask the candidates to travel all the way to the organization premises to attend the interview. But only the platform has changed from office premises to online platforms, criteria of assessment are still the same.
- A limitation is candidates didn't feel comfortable in the initial stage and many unavoidable hindrances came but eventually people got used to the process now.
- A benefit of virtual interviews is candidates get the chance to practice before attending.



- Many organizations are using the PI metrics assessment and aptitude tests, and candidates who qualify with positive scores get to attend the virtual Interview.

HOW CAN WE COPE/ADJUST WITH THE CHANGES?

- Parameters to Stand out as a candidate: An interesting CV.
Suppose a CV starts with objectives, educational background and ends with references and another CV includes experiences, achievements too rather than the other information. A recruiter will feel attracted to the more different and interesting cv.

RECRUITING STRATEGY:

- Major, Minor aren't that important; Experiences are counted
- In which field you're good at work is important

HOW EXTRACURRICULAR ACTIVITIES CAN HELP US DURING RECRUITMENT PROCESS:

- Pinpoint what you have learned in your life. It can be from clubbing, tutoring, competitions and part-time jobs.
- Have stories to tell from your experiences

HOW GROUP DISCUSSION HELPS US IN RECRUITING PROCESS:

- Not all the companies have the same assessment. They expect different capabilities from the candidates.
- Cases are given to test:
 1. How you work in a group
 2. How you respond to and tackle challenges
 3. How you justify the case and present solutions

BEST WAY TO GET AWAY FROM SHYNESS:

- "To do it more" until you get through it
- Talk to yourself and write your own script and practice in front of the mirror



IMPORTANCE OF CGPA FOR BEING SELECTED IN MNCS:

- Maintain a minimum of CGPA 3.00

BEST ANSWER FOR "TELL ME ABOUT YOURSELF":

- Set the tone of the Interview through your answer
- Next questions are to be asked depending on this answer

VALUATION OF UDEMY & COURSERA COURSES OF THE CANDIDATES:

- Depends on which courses, the candidate enrolled and completed

BENEFITS OF HAVING EXPERIENCE IN OTHER SECTORS BESIDES THE ONE IN ONE'S MAJOR:

- You will have some stories to tell, that will entertain the recruiters
- Will have some knowledge apart from only one sector
- The objective is to learn and participate

EPISODE 2:

TRANSITIONING FROM EDUCATION TO PROFESSION

By ZEESHAN AHMED

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THE BUBBLE CONCEPT: TRANSITIONING TO PROFESSION

Until we graduate, we live in a bubble that comprises everything that has happened to us since our birth. This bubble is saturated with a thin line which is our graduation. When the bubble bursts, we graduate and our life transitions to a new life of jobs, responsibilities etc. This transition is difficult, but everyone has to face it as it is the reality.

HOW TO ENSURE THIS TRANSITION IS SMOOTH

- Don't let the bubble pop
- Be mentally prepared for the transition
- Accept the fact that life won't be the same as it was like inside the bubble
- Peel it like an orange, slowly and cautiously
- Start preparing for the transition from the early period of your university life.
- Take learning from your enablers and make the best use of it.



GAINING PERSPECTIVES FROM DOING BUSINESS COMPETITION

- Our views aren't always right
- Acknowledging that the other person might be right
- How to work with a team
- Learning and gaining lessons about other's perspective is important
- Losing is completely fine
- Learnings from the failures are the main takeaways

MAKE THE MOST OUT OF YOUR INTERNSHIPS

- Hard work is imperative, and it might not always yield immediate benefits, but perseverance pays off
- Mundane tasks can turn out to be crucial because not knowing the small details can totally ruin a whole machine
- Learn to swallow pride.

TAKEAWAYS BEFORE STEPPING INTO THE PROFESSIONAL LIFE

- Expect something that contradicts your previous beliefs
- Often cultural clash is good for us
- The best enabler could be someone who chooses you or the circumstances put you in the same place

IMPORTANCE OF PASSION IN PROFESSION

- Combine your purpose and passion to ensure your work is effective
- If your core essence is ethical, stick to it
- Never pick something that doesn't aligns with your belief
- Straight feedbacks from enablers are important to develop yourself

FINDING ENABLERS IN LIFE

Enablers can be found in any place.

- University seniors
- Part-time jobs
- Peers or friends
- Studying influential people



UTILIZING THE BRICK WALLS AS CHECKPOINTS

- You must re-check and re-evaluate your decisions and choices in life.
- You might not get a job or might not get the job you wanted, but you have to make sure to use this opportunity to re-evaluate.

PRE-BUILDING SKILLS

Learning through CFA/CIMA/Coursera/Udemy courses. For instance, learning MS Excel or PowerPoint is vital. Excel is very crucial in professional life. Master it if you can.

EPISODE 3:

ADAPTING TO WORK CULTURE: SKILLS AND TRAITS

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EXPECTATION VS REALITY

After going through all the challenging phases of the selection process, when you finally enter into the corporate world, be mentally prepared that there may be differences between your expectations and realities. The tasks provided may not always be flashy or well-setup.

THINGS TO KEEP IN MIND WHILE ENTERING THE CORPORATE WORLD

1. HARD AND SOFT SKILLS

Keep a balance while acquiring both of these skills. To know your expertise and rooms for development, conduct a question-and-answer session with yourself. This will help to improve the skills that are lacking and what to put effort into. Be very honest to yourself.

A) Soft Skills - Maybe everyone has these skills, but the level of their expertise is different. In case of employees, it may vary according to people and their personality. It sets apart two employees.

(Open-mindedness, Teamwork, Problem-Solving Ability, Willingness to Learn, Assertiveness, Commitment, Adaptability)



B) Hard Skills - Need to acquire these skills to increase work efficiency.

(Language, Microsoft Office, SEO/SEM, Python Java, PHP, Payrolls and Social insurance, Network Security, Statistical Analysis.)

2. EMAIL

- Make sure it is being written in the right format. Not too casual, not too formal.
- Send it to the right people.
- Do not use too many abbreviations.
- Keep a good balance between short and long sentences.
- Do not attach too many files.
- Send a quick reply to the emails sent by someone who expects a reply.
- Add a subject that is relevant with the email's main body. Use the main subject/occasion/event in third brackets in your email subjects so that it gets easier to search related emails.
- Always include a signature.
- Respond timely.
- Avoid using short forms, be professional.
- Mark someone in CC always.
- Keep it short and simple.

3. BASIC SOFTWARE SKILLS

MS Word, MS Excel, MS PowerPoint, MS Outlook. Basic Photoshop, Video-editing, SQL (for dealing with data), Tableau and Power BI (to bring a huge amount of data into visuals or charts)

4. ORGANIZATIONAL CULTURE

Look up into the company websites or the HR for learning about the expected culture to adhere to. It helps to acquire general work ethics and adds to the supervisors' good notes.

5. ALWAYS SHOW THAT YOU HAVE HUNGER TO LEARN

The road to learning is long and it is necessary to show the hunger to learn new methods and software even in work-life.

6. DO NOT RESTRICT YOURSELF TO YOUR JOB DESCRIPTION

A certain task that was not mentioned in your job description can also be undertaken in order to show that you are responsible and eager to learn.



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Keep an Eye Out for New Upcoming Trends: Any software might update or a new software in a certain field might be introduced. Always keep a tab on a new software that is gaining a lot of popularity. Search it out on Google. Adapt to the ones that make your work-life easier.

SOME COMMON MISTAKES MADE IN CORPORATE LIFE:

1. Not understanding people who should be prioritized in the office.
2. Not writing appropriate emails.
3. Not being careful about the message pop-ups from social media during presentation or screenshare.

