

## **Malay Milan Choudhury: Hero MotoCorp**

**Q: Are you satisfied with the company you are placed in or you expected a better company?**

**A:** I am very much satisfied with the company I am placed in. It would be a dream for anyone in my position willing to join core sector, to be a part of the world's largest two wheeler manufacturing establishment. It is just that I had actually targeted Maruti Suzuki from the beginning of the year and even I was shortlisted after its written round. Their further rounds were yet to commence but in the meantime Hero MotoCorp came for placements and I cleared it.

**Q: Were there any challenges that you faced in the beginning of the placement season?**

**A:** One was that I was not particularly unwilling to join a non-core company in the beginning but gradually with my preparations, my orientation changed towards joining an automobile company. Further, having the knowledge that there might be a couple of auto makers in the pipeline this season, also helped me focus on a few specific core subjects of my branch. Preparation needs smart studies. One just can't go on reading every page of a book. And knowing exactly which areas to emphasize on, for which company, is a real challenge.

**Q: Were you rejected by any other company? If yes, what could be the possible reasons?**

**A:** First was Bajaj Auto for which I was not prepared at all. The placement season had just started. When you do not work hard so as to deserve something you want, I believe it takes a toll on your self-confidence. So one should better have in mind which companies he/she would want to get placed in and work accordingly well in advance. Second was Mu Sigma, coincidentally on the same day as Bajaj. I was eliminated on the problem solving round. I don't exactly know the reasons as I have seen people having the same questions and same answers (same rough work as well :-D ) having cleared that round. So I think luck also plays a role and not everything is meant to go your way all the time.

**Q: How many levels were there in the selections procedure of Hero MotoCorp?**

**A:** There were 3 rounds;

- i. Written ( 20 each from quantitative aptitude, verbal ability and analytical aptitude + 30 technical questions) round was of 90 minutes total (60 for quant + 30 for technical) with individual cut offs.
- ii. Group Discussion
- iii. Combined technical + HR interview

But one important round after written test, the “psychometric test” that is often called a non-eliminative round, is actually a silent killer I felt. Psychometric test asserts the personality of a student. And in my interview panel one panellist was specially dedicated for this. He would not ask you any question but silently judge you throughout the interview and compare your behaviour with your psychometric test results. If they find the test results mismatching with how you portray yourself during the interview they would simply dis-select you. So it is important to appear this seemingly unimportant and boring test very sincerely and honestly.

**Q: What preparations did you make to get through the written rounds?**

**A:** I never felt very confident about the technical questions of the written round. But the assuring fact was no one did. And usually cut off of the technical section comes to a relatively lower mark which is achievable. So I focused more on the quantitative sections which this time bore 2/3<sup>rd</sup> of the total marks in the written test.

**Q: What preparations did you make to get through the GD round?**

**A:** In a small group I along with 2-3 other friends of mine were practising GD in the hostel. We practised in several unconventional situations by virtually creating them in my room. And those sessions really helped us. In fact another friend who was also a part of our small GD group got placed in Hero MotoCorp.

**Q: What preparations did you make to get through the Interview round(s)?**

**A:** My strongest points for the interview were my internship experiences at Maruti Suzuki, Gurgaon and Ingersoll Rand, Ahmedabad in 2<sup>nd</sup> and 3<sup>rd</sup> year summers respectively. I had used my training period in the best possible way to understand the technical as well as non-technical aspects of the functioning of their production segment. And to my surprise, the interviewers even went on asking questions like the practicalities of human resource management that I experienced during my training. Apart from that I ensured that I was thorough with at least two of core subjects, a sound knowledge of automobile

engineering. For the HR interview I had prepared many typical HR questions with answers much prior to any interview I had faced.

**Q: Any suggestions for the juniors?**

**A:** I would say, “Never do a training just for a certificate.” Take your internships very seriously. Learn as much as possible. What technical project you do during the training is important, of course. But what you learn and gain during that period has got its own significance. Don't waste any summer. Do not let your CGPA fall below 7.5 under any circumstances. And from behavioural point of view, your body language, speaking ability, expressions are all very important. Prepare for them from now on. If you find excuses, as why companies look for these soft skills, just know that someone who does not will get that job. Make group discussions a habit. Stay updated with the current affairs. Read newspaper every day at least for 10-15 minutes and make notes of them. Make yourself employable from the targeted company's perspective. You must have done a good research about the company beforehand. And your perseverance will be your source of confidence during the interview. You have to deserve it.

For mechanical engineers, remember that we do not have a subject on automobiles other than IC engines. But we are expected to have a good knowledge on this subject. Don't just make it look like an asset of FSAE and BAJA people. Rather make it a point that you have to learn the basics by yourself even if you are not in these teams. This is particularly important from the fact that we expect 4-5 automotive companies in a typical placement season.