

EXAM PATTERN



SECTION	QUESTION FORMAT	NUMBER OF QUESTIONS	DURATION
Part A: TCS NQT Foundation Section			
Verbal Ability	Multiple Choice Questions (MCQs)	25	25 minutes
Reasoning Ability	Multiple Choice Questions (MCQs)	20	25 minutes
Numerical Ability	Multiple Choice Questions (MCQs)	20	25 minutes
Part B: TCS NQT Advanced Section			
Advanced Quantitative and Reasoning Ability	Multiple Choice Questions (MCQs)	15	25 minutes
Advanced Coding	Programming Questions (Coding Challenges)	3	90 minutes

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RECRUITMENT AND SELECTION PRACTICES OF IT COMPANIES IN ANDHRA PRADESH - A STUDY OF SELECT UNITS Dr. Ravi Kumar Gummadi,2015-09-01 A highly successful organisation is built on the strengths of exceptional people No matter how much technology and mechanisation is developed no organisation could survive and prosper without them Luszez and Kleiner 2001 The most important corporate resource over the next few years will be talent smart sophisticated business people who are technologically literate globally astute and operationally agile And even as the demand for talent goes up the supply of it will be going down This seems to particularly hold true in case of the IT ITES Information Technology and Information Technology Enabled Services industry in India which requires high quality and highly skilled labour force to cater to the rapidly increasing global demand for software services but is currently facing an increasing shortage of skills supply Moreover due to shortages of skilled workers high turnover rates and rapid business growth in the service sectors it has been noted that recruiting selecting and placing applicants are among the top three priorities of human resource professionals Since the IT industry in India is faced with these three challenges recruitment and selection comprises an important human resource practice in this industry Further in this industry human resources comprise both the raw material and the technology and are therefore of prime importance As India completes the transition from being an agrarian economy to being a full fledged first world economy operating at the leading edge of contemporary technology the IT sector is emerging as major driver of the economy The Indian IT industry comprises of domestic software and services firms as well as foreign firms looking to consolidate their presence in India owing to the increasing cost pressures in US and Europe This has increased the need to setup in house development centers or outsource to third party service providers in low cost countries

such as India IT and IT enabled services include a wide range of services from back office data entry and processing to customer contact services corporate support functions knowledge support functions and research and design activities As per the latest Forbes Research India now controls 44 per cent of the global offshore outsourcing market for software and back office services As per Nasscom estimates it is projected to grow to 51 per cent If this growth is sustained Nasscom has estimated that there will be a potential shortfall of above 2 10 000 IT and ITES professionals in India by the year 2012 and demand will out pace the supply Though the Indian IT industry is in a strong position to leverage this global software opportunity as India currently has one of the world s largest most qualified pools of scientific and engineering manpower this growing global demand is not only for numbers but also for appropriately skilled industry oriented professionals as companies are further scaling their operations and offering high value added services which involve higher levels of technology and more specialized higher end services Hence firms which want to maintain their competitive advantage have to carefully recruit and select the most suitable out of the large pool of available manpower Moreover according to a recent study by McKinsey Co although the potential supply of talent in low wage countries such as India is large and growing rapidly only a fraction of the job candidates could successfully work at a foreign company on account of their limited suitability i e though there are many candidates with the technical skills to fill a position they may not have the cultural skills to fit in with the organisation The same issue is also faced by large globally competitive domestic Indian firms who are competing for the same pool of talent and skills as their foreign counterparts to remain competitive and survive in global and domestic markets

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The Complete Professional Part-1 Vinod Kumar Sharma, Vishal Sharma, This book is the outcome of collective wisdom of over 60 yrs of working experience of the authors in Industry Academics and Training It is a comprehensive book on soft skills for students of professional courses like Engineering Management Pharmacy Hospitality Law and such other professional courses of study or entry level professionals of these and allied fields

The Mistakes I Never Forget Karthick Hemabushanam, The Mistakes I Never Forget is the story of the struggle of a young man Gautam who moves to Bangalore the silicon city of India in hunt of a lucrative job in a software company He has completed his engineering degree but struggles to speak English fluently This makes his employers think he is not qualified enough and refuse to give him a job He shares space in a dingy one room apartment with three other young men Lawrence a nerd Kamesh a hulk and Madhan who doubles up as their chef all struggling for months to find software jobs and make ends meet Even his roommates and friends ridicule him because of his language shortcoming However when a beautiful talented young woman Reshmi falls in love with Gautam his friends are amazed and question the why and how of this relationship Reshmi s works in the software industry but dreams of being a choreographer Will she fulfill her dream Will Gautam get a job in a software company despite his stuttering English

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