



**Sandip Foundation's
Sandip Institute of Technology & Research Centre, Nashik
Department of Management Studies
Academic Year 2020-21**

Guest/Expert Talk Lecture on “Techniques to Crack Interview and Expectations of HR in Interview”

Event Title: “Guest Lecture on Techniques to Crack Interview and Expectations of HR in Interview”

Date: 25th February 2021

Conduction Duration: 2Hours

Venue: Virtual Platform of Google Meet

Resource Person:

1.Ms Suma Poudwal, Business HR Leader, Animal Nutrion & Health –South Asia at Cargill , Bangalore

Coordinator: Dr Hemat Wanjare & Prof Prabodhan Patil

Objective:

- 1. To brief Students about How to crack Interview***
- 2. To provide quick tips on expectations of HR***

About The Program:

Department of Management Studies had organized a guest lecture session on “**Guest Lecture on Techniques to Crack Interview and Expectations of HR in Interview**” for MBA Students. The Guest speaker for the same was **Ms Suma Poudwal** who is working as an **Business HR Leader at Animal Nutrition & Health , South Asia at Cargill Bangalore** . the speaker shared her knowledge, idea & wisdom with the students on the said topic which can be summarized

1. Conduct company research: An MBA aspirant's professional path is determined by their performance in a job interview. When you decide to attend an interview with a company, make sure you are familiar with the position being offered to you. You are familiar with the company's history, new products or services that are being introduced, their target market, and factors such as vision and mission. These are some of the details to keep in mind because the interviewer may inquire about your reason for joining the organization as well as your level of awareness of the potential job opportunity.

2. Research salaries: This step is especially important if you are leaving campus for the interview. You should look at the salary that a post-graduate fresher might expect (s). Because compensation trends vary by industry, this step is highly advised. When you go in for a job interview on campus, the recruiter will normally tell you what wage range you'll be eligible for. However, if you aren't told your wage range ahead of time, conduct some research into salary patterns in the present industry for the position you're applying for (for example, marketing executive at HUL). Yes, you should

3. Organize your resume. The first impression of your personality on the recruiter is reflected in your resume. Your job resume should demonstrate the range of skills and abilities with which you can assist the company in growing in the appropriate path. Emphasize your experience (if any), strengths, completed projects or internships, and personal information. The resume's structure should be organized rather than grouped in order to appeal to the recruiter. For your convenience, we've included an example of a resume: Interview tactics and tips for job interviews.

4. Punctuality Is Important: Someone correctly stated that "the beginning of a fantastic day begins the night before. “If you arrive on time or at least 10-15 minutes earlier than the scheduled time, your initial impression is likely to be pleasant. Your punctuality may impress the recruiter, and you may be given the opportunity to interview for the position. How to Dress for a Job Interview at a B-School Throughout the Interview Here are a few pointers to remember once you've arrived at the interview location and are ready to be questioned by the panel of recruiters.

5. Grace the Panel: According to a study conducted by experts at the University of Illinois, a candidate's handshake fosters optimism, competence, and trustworthiness. So, maintain a solid handshake, a palm-to-palm grasp, and a genuine grin and eye contact with the recruiter. Make the handshake non-aggressive (i.e., don't press

the hand too strongly), as this suggests a lack of sensitivity. Otherwise, a shaky handshake indicates that you are apprehensive or uninterested in the interview.

6.Maintain Good Body Posture: When you sit for an interview, the recruiters will look at your body posture. Experts advise against slouching in your chair when you sit since it suggests a lack of self-confidence. Crossed legs should also be avoided when chatting in order to preserve good body posture! While chatting, keep your head up since it communicates your confidence and makes you appear calm and relaxed.

7.Maintain adequate eye contact: Another key factor that reveals your mental condition is eye contact. During the interview, it's critical to keep a proper eye contact. You can see how important eye contact is for reading your mental state in front of the interviewer. You are untrustworthy or insecure about your life if you do not make eye contact with the recruiter. Maintain a polite yet aggressive demeanor during your interview with the interviewer. They're there to listen, as you well know, and to delve into the various facets of your personality. Your demeanor will be a reflection of your genuine nature. When responding, be kind and do not go overboard in sharing your opinions on a topic that interests you. If your opinions differ from those of the interviewer don't yell. When speaking with the interviewer, do not be casual. It could be a sign of your laid-back attitude toward the world around you. Before going into the interview, make a list of questions and practice them. Depending on the firm to which you apply, rehearse the answers or thoughtfully respond to them. Do not find yourself in the predicament represented in the 'Savage Chickens' comic strip below. Interview tactics and tips for job interviews , When necessary, use words like "please," "thank you," and other similar phrases in your speech.

8.Be truthful about your work: It is critical to be truthful about your accomplishments and labour. Do not lie to the interviewer about work that you are not doing. If you worked on a project as part of a team, only recount the parts of the story where you made a major contribution. Teamwork is a valuable commodity that will be valued. Don't try to take all credit for your job. To guide the interviewer in the path in which you are most comfortable, talk about the issues that are of interest to you. This will give you an advantage in the interview and allow you to demonstrate your knowledge.

Outcome:

1. Students learnt about various tricks and tips that need to be followed whiling presenting themselves before interviewer

2. Students also got insight about how to represent themselves during interview

Photographs:



Corporate Expectations from Management Students



Ms. Suma Poduval

Business HR Leader –

Animal Nutrition & Health -South Asia at Cargill ,Bangalore

On Thursday, 25th February-2021 @11:00am

-: Organiser :-

SANDIP FOUNDATION'S

Department of Management Studies

SANDIP INSTITUTE OF TECHNOLOGY & RESEARCH CENTRE

(NAAC Accredited 'A' Grade Institute Approved by AICTE, New Delhi, Affiliated to University of Pune & Recognized by Govt. of Maharashtra)

Mahiravani, Trimbak Road, Nashik, (M.S.) India

Ph.: +91-2594222551-554 Fax +91-2594222555, Toll Free No: 18002332714

www.sandipfoundation.org