



# Career in Multinational Companies:

## Challenges & Preparation for Fresh Graduates

Ishtiaq Ahmed Taher

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- Common Complaints from Freshers
- Employers are also not Satisfied
- Current Job Market Realities
- Making you more employable: During Higher Education.
- Making you more employable: During Job Search
- Making you more employable: Before the Job Interview
- Making you more employable: During the Job Interview
- Some Career Advices
- Conclusion



# Common Complaints from Freshers

- I've applied for so many positions with no luck.
- Jobs that are relevant to my subjects are not available at all.
- Employment is impossible without reference, there is no chance without Mama/Chacha....
- They always ask for experience; *“How can I get experience if I cannot get an opportunity to work?”*
- MNCs and good local companies openly prefer some specific schools like BUET/IBA/DU/NSU and also overseas Universities. They even mention it in their job ad – Is it fair?
- The interviewers were very rude and even disrespectful.
- They don't give any feedback after the interview.
- They offer such a low salary, that it is truly insulting.
- Working condition is not good; the culture is not work friendly.



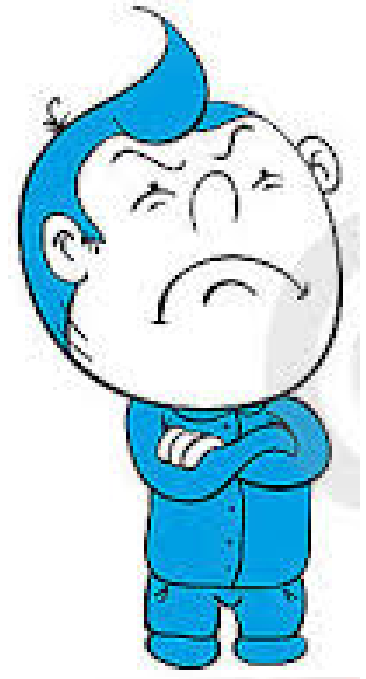
# Employers are also not Satisfied

- *We received 1000 applications against one position; we cannot hire everybody.*
- Some young graduates come to interview with sloppy appearance and they also have some bad attitudes.
- Majority of the Freshers come unprepared for the interview. They are clueless about our company, its business and also the position.
- Freshers' spoken communication skill (and also writing skills) is very poor. They can't continue a decent conversation in English.
- Freshers don't have the skills or backgrounds that employers are looking for.
- Their analytical and critical thinking ability is very poor.



# Employers are also not Satisfied

- Everybody wants to work in office based corporate job; nobody is interested to work in factory/warehouse/outdoor sales etc.
- Freshers are highly reluctant to relocate outside Dhaka. Even within Dhaka, they want a job near their residence.
- Recent grads have unrealistic salary expectations; they want too much too fast.
- They have poor work ethic; e.g. poor sense of responsibility and little respect to deadline.
- They always find some short-cut way of work – very unprofessional.
- They spend too much time with mobile phone and particularly facebook.



# Other Job Market Realities in Bangladesh

- Huge supply VS demand gap at entry level.
- According to recent British Council study, there are 36% graduate unemployment in Bangladesh.
- Number of quality employers are limited to MNCs and few local companies.
- The fairness in the recruitment process in public sector is questionable.
- Huge skills shortage @ mid to senior level; particularly @ technical & C Level.
- Shortage of innovative & challenging jobs particularly in high-tech & engineering sector.
- Job growth in some major sectors (white collar jobs) like Telecom & Banking have stalled.
- No major influx of new jobs in the market.
- University graduates are, typically averse to work in RMG/Textiles sector, the major employer in the country.
- Parents still play a very important role in major decisions w.r.t. profession; i.e. field of higher study, choice of job etc.





**YOU CAN'T  
STOP THE WAVES  
BUT YOU CAN  
LEARN TO SURF**





# How can you be more Employable?


*Actions during Higher Studies*

# Making you more Employable: During Higher Studies

- Don't study for GRADES only , learn your trade.
- Make a strong habit of reading. Study related articles, journals, books to supplement your text book knowledge.
- Do your research projects, practical assignments, term papers meticulously don't be a 'free rider'.
- Take special interest and initiative to improve upon your communication skills. E.g. Write Blogs
- Be active in extra curricular, social & community activities.
- Be active in networking; i.e. network with industry professionals, alumnus, business owners, community leaders, non-profits etc.
- Get work experience through part time jobs or through Odesk, Freelancer etc.
- Always try to help others – make a habit of working in a team.
- Don't only watch sports on TV – try to excel in at least in one sport.
- Find a hobby and be truly passionate about it.
- Prepare for your internship/in-pant training at least 6 months to one year before and get maximum learning out of it.



# EVERY GROUP PROJECT



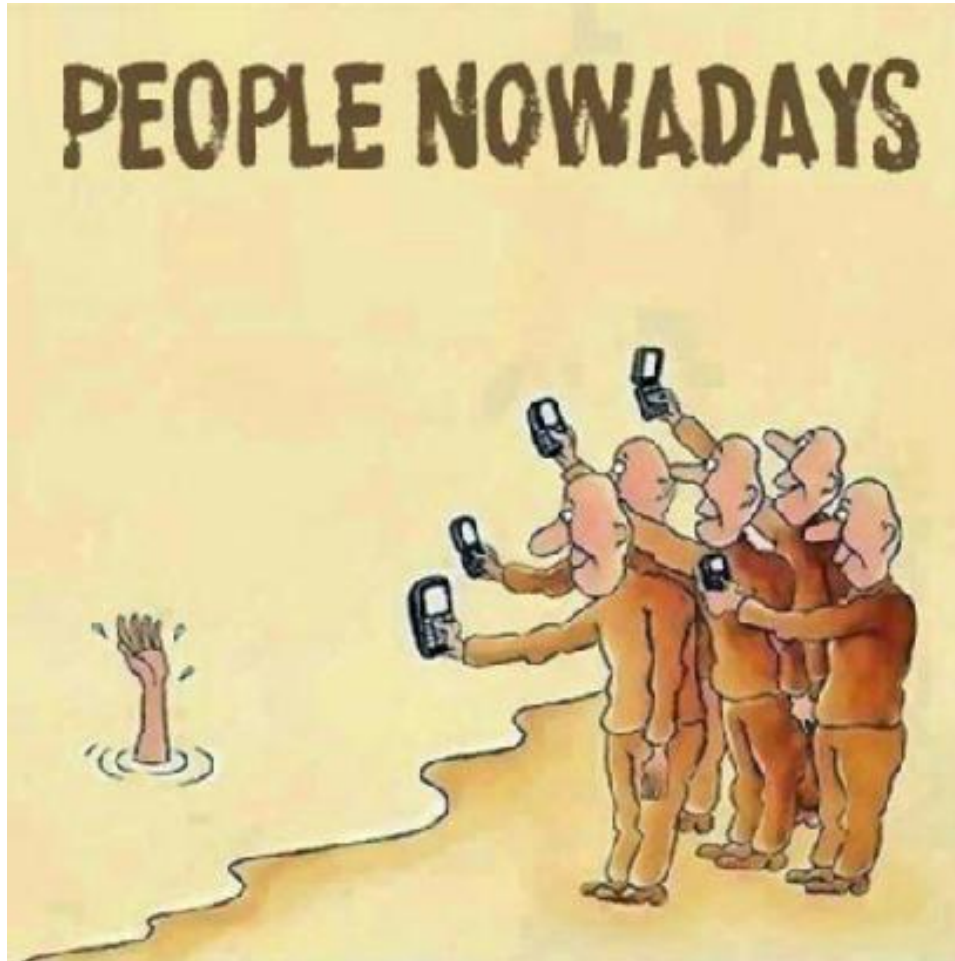
**DOES 99%  
OF THE WORK**

**HAS NO  
IDEA WHAT'S  
GOING ON THE  
WHOLE TIME**

**SAYS HE'S  
GOING TO  
HELP BUT  
HE'S NOT**

**DISAPPEAR  
AT THE VERY  
BEGINNING AND  
DOESN'T SHOW  
UP AGAIN TIL  
THE VERY END**

# PEOPLE NOWADAYS





# Making You More Employable:

*Actions During Job Search*

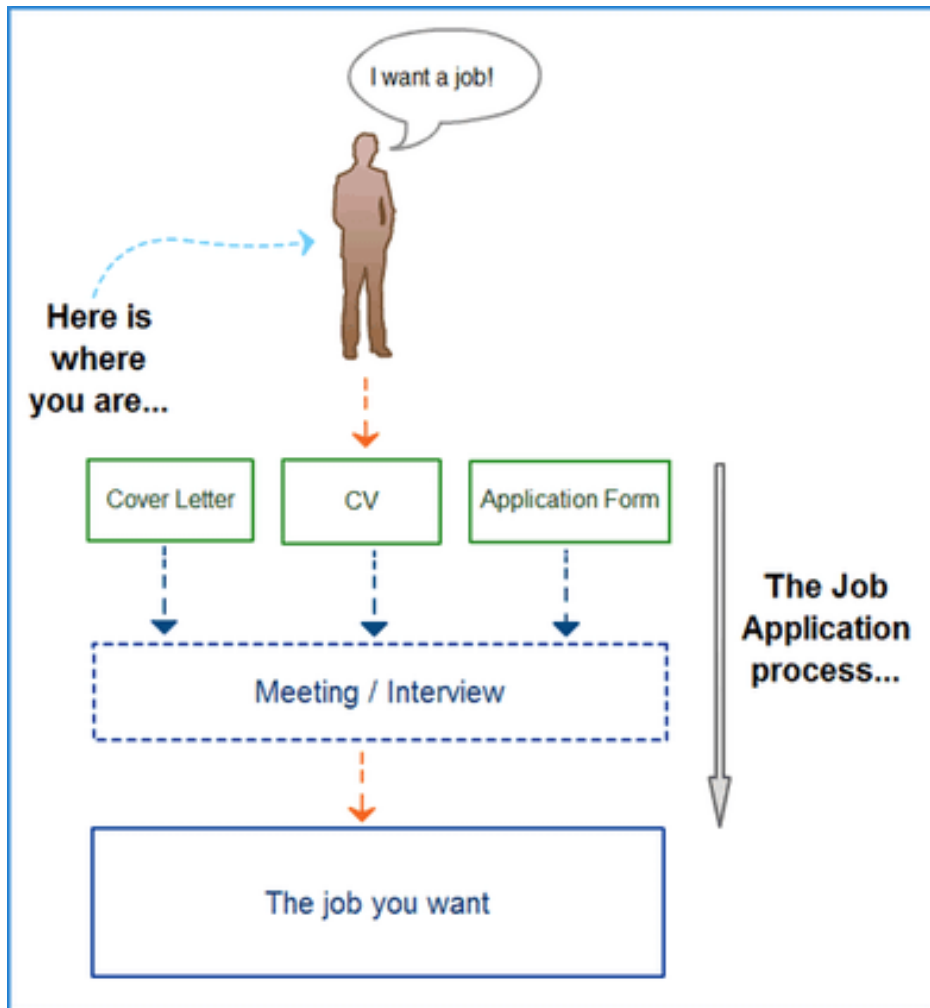
# What do you want to achieve through your Cover Letter and/or CV???

- CV/Cover Letter does not give you a job right away.
- Through a correctly drafted Cover Letter and/or CV you'll pass the first test – i.e. **you shall be short listed for the first written test and/or interview.**
- This documents shall also be used by the Interviewer to ask questions during the interview.
- So ensure this documents are very professionally drafted and only include information that you can defend/explain during the interview.
- The information should be complimentary and **Not** repetition



CV  
Cover Letter

# What do you want to achieve through your Cover Letter and/or CV???



CV  
Cover Letter

## Cover Letter: Purpose

A correctly drafted cover letter should achieve following specific objectives:

- To express your interest regarding the organization.
- To express how your education and experience directly relate to the position
- To suggest a possible meeting for you and the employer.
  
- While a 'good' Cover Letter can really make a positive impact, a carelessly drafted Cover Letter may also prematurely terminate your prospect for the job.





# Cover Letter: Common Mistakes

- Too Long
- Spelling & Grammatical Errors
- Composing Error (Cut & Paste); e.g  
Wrong Position or Wrong Company  
Name
- Not being specific
- Improper Tone: Arrogant, begging  
etc
- Improper Closing



## Cover Letter: Common Mistakes (Cut & Paste)

Subject: Application for the position of “Sr. Executive, Direct Sales”

Dear Sir/Madam,

In response to your jobs advertisement in the website [www.bdjjobs.com](http://www.bdjjobs.com) I would like to apply for the position of Marketing Officer

I understand from your advertisement that your organization needs young, smart, dynamic, self motivated people.

# Cover Letter: Common Mistakes (Rubber Stamp Expressions)

Dear Sir,

Referenced to your job advertisement at bdjobs.com, I strongly believe my experience and education will make me the ideal candidate for the post. You stated in your ad that you were looking for Young and dynamic people for working.

I am confident in what I do and always go above and beyond to satisfy my Instructor while keeping company goals in mind. I have proved throughout my career that I can create new business and develop existing accounts. Let me do the same for your company.

I have no doubt that a few minutes of your time with me will convince you that I can be a great asset to your company. Together we can achieve results.

## Cover Letter: Common Mistakes (Improper Tone)

I am confident that your few minutes will help me to prove me the best candidate for the position. I would request for an interview at your convenience. For any query, you can reach me at my mobile (97, 17, 55, 5, 1) you can also e-mail me at [\\_\\_\\_\\_\\_@gmail.com](mailto:_____@gmail.com)

Your few minutes can change my career path to my destination.

Thank you.

# CV/Resume: Common Mistakes

- A bad Objectives
- Obsolete information or information you can't defend/explain
- Spelling & Grammar
- Too Long or Too Short
- Highlighting duties rather than accomplishments.
- One Size for all : No Customization
- Information Gap; e.g. Dhaka Board; No year of passing exam.
- Unprofessional photo/email address
- Poor Design
- Incorrect contact information
- Improper Personal Details
- Strange Disclaimer



# CV: Common Mistakes (Bad Objectives)

**Career Objective:** I want to be worthy to hold a responsible position in a progressive organization wherein my knowledge of the domain, decision making and leadership skills can be utilized as a source of motivation for the professionals working under me and be a contributor in making business achieve greater heights of success through my business intelligence.

**Objective:**

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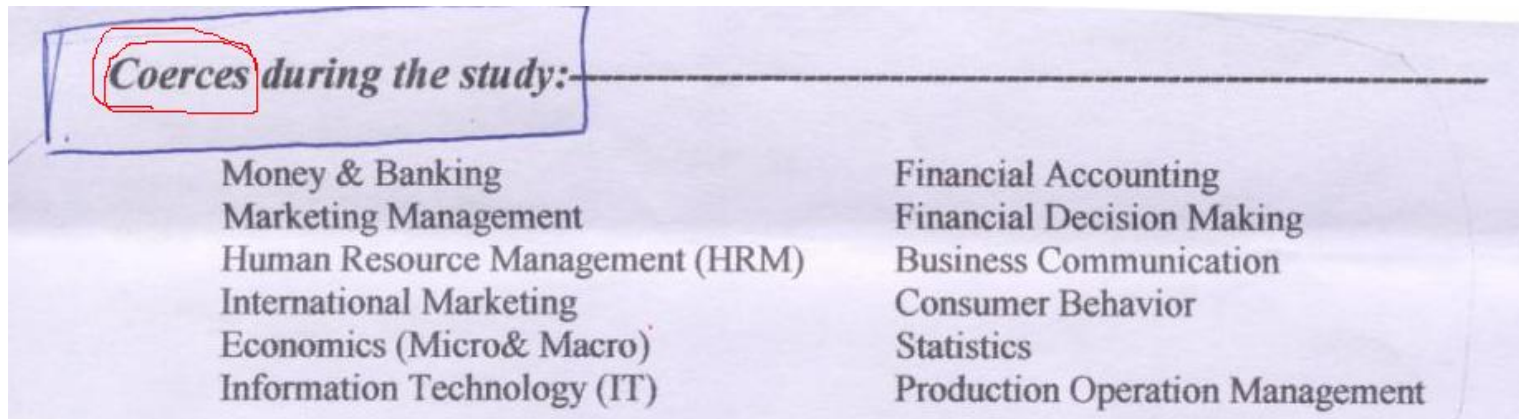
Seeking a position in a reputed organization where my skills are exploited to the maximum extent and which provides a globally competitive environment on challenging assignments that yield twin benefits of Job satisfaction & a Steady-paced professional growth.

# CV: Common Mistakes (Information without value that you may not be able to defend or prove)

## Key Skills

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- ❖ Hard working.
- ❖ Self-driven & change oriented.
- ❖ Ability to work as a part of a team.
- ❖ Innovative and creative management skill.
- ❖ Keen to learn & adaptability with circumstances.



## Extra Curriculum Activities

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1. Senior Member of SUST Speakers Club, SUST
2. Member Of Soncalon (A Sylhet base Blood Donation organization.)

## CV: Common Mistakes (Improper Personal Details)

### PERSONAL DETAIL

Name	:
Father's Name	:
Mother's Name	:
Permanent Address	:
Date of Birth	:
Religion	:
Height	:
Blood Group	:
Sex	:
Nationality	:
Wedlock	:



# Which Job to Apply for?

- Do not measure your growth by Job Title & Salary only.
- While applying for the job, give priority to learning & growth opportunity, which includes:
  - Industry potential
  - Employer's reputation and image in the market
  - Learning & growth opportunity in the position
  - There is close match with your expertise and passion
- Don't be discouraged by the prospect of Relocation.
- Save a copy of each job ad that you have applied for.





# Making You More Employable:

*Actions Before the Interview*

# Preparation before the Interview

- Do thorough research on the:
  - ✓ Organization and its business
  - ✓ The challenges and deliverables of the position. Know how your skills & experience may contribute to excel in the position.
  - ✓ Know the likely interviewer(s). LinkedIn can be very helpful
  - ✓ Talk to current/ex employees
- Anticipate questions from the interviewer - ensure you are thorough about each and every word in your CV.
- Prepare some intelligent questions to ask the interviewer.
- If possible, practice with a friend.
- Dress professionally.
- Be present @ the venue minimum 15 minutes early in sound health and mind.



# Action during the Interview

- Ask permission before entering the room and exchange greetings. Don't extend your hand for handshake first.
- Show courtesy and maintain a composed personality during interview by
  - ✓ Maintain eye contact and smile where appropriate
  - ✓ Avoid bad habits (may be due to nervousness) like swinging your chair or legs etc.
  - ✓ Say 'please', 'thank you' as required.
  - ✓ Don't put your bag, if any, on the table.
  - ✓ Switch off your cell phone
  - ✓ Do not use slang or off-color jokes
  - ✓ Be a patient listener. Allow the interviewer to complete his question before answering.
  - ✓ Do not criticize your previous employer.
  - ✓ Show your passion & enthusiasm for the job and the organization



# Action during the Interview

- If they offer tea/coffee, don't make sound while sipping tea/coffee.
- Be honest; don't try to be clever.
- Keep things simple & short.
- Follow the interviewer's reaction and accordingly
- Be ready with your question at the end.
- You may send a thank you mail/letter to the interviewer.



**You've got your  
dream job; now  
what?**

**Some Advices for  
Young Professionals**



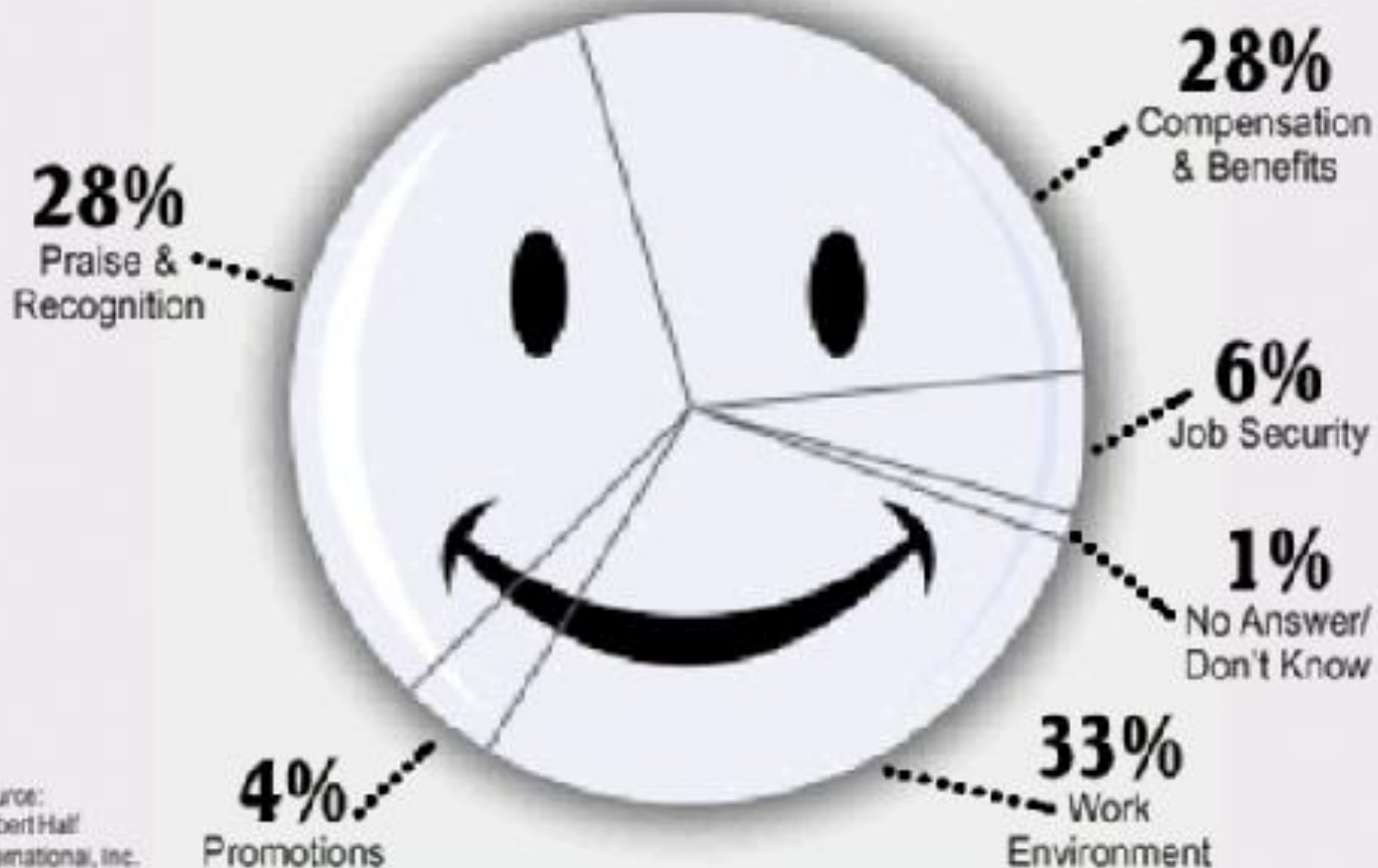
# Some Career Advices

- Focus on learning to be more employable w.r.t. skill enhancement.
- Understand the overall business and how your function and your position contributes to the growth.
- Be proactive, respect the deadlines and make your Manager redundant.
- Be upright, assertive but maintain humility.
- Be the team member whom everyone wants to work with.
- Be adaptable to change – Bruce Willis VS Stallone.
- Involve yourself in different cross functional assignments and projects.
- Take regular performance feedback from your peers and Managers and act upon the feedback to improve further.



# What Keeps Employees Happy?

A survey of workers in 1999 revealed the key elements that lead to employee satisfaction.



Source:  
Robert Half  
International, Inc.



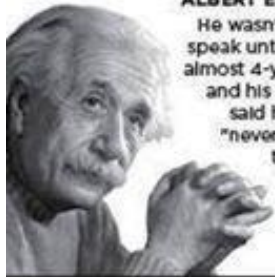
# Some Career Advices

- Pursue niche education to gain some synergy.
- Be open to Relocation and 'Out of the Box' assignment/alternative career options.
- Expand your network through helping people.
- Don't jump to 5 jobs in three years – you may be considered as a 'risky investment'.
- Don't also put yourself in a 'comfort zone' to live happily ever after.
- You should look for a change in role in every 3 – 4 years either in the same company or outside.
- Respect your parents' career advices. But, they may not be in the right position to make some meaningful advice on your choice in career.
- Follow your passion. Don't be afraid to take risk. Remember **not taking a risk is also a RISK.**



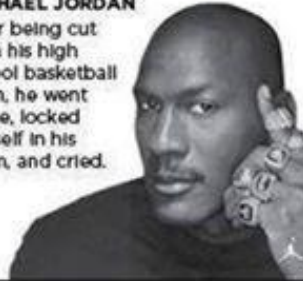
# Don't be afraid of FAILURE

## FAMOUS FAILURES



### ALBERT EINSTEIN

He wasn't able to speak until he was almost 4-years-old and his teachers said he would "never amount to much"



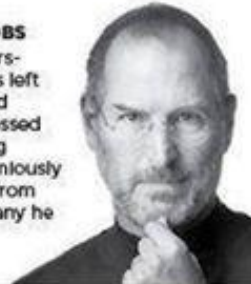
### MICHAEL JORDAN

After being cut from his high school basketball team, he went home, locked himself in his room, and cried.



### WALT DISNEY

Fired from a newspaper for "lacking imagination" and "having no original ideas."



### STEVE JOBS

At 30-years-old he was left devastated and depressed after being unceremoniously removed from the company he started.



### OPRAH WINFREY

Was demoted from her job as a news anchor because she "wasn't fit for television."



### THE BEATLES

Rejected by Decca Recording Studios, who said "We don't like their sound—they have no future in show business."

**IF YOU'VE NEVER FAILED,  
YOU'VE NEVER TRIED ANYTHING NEW**

# Conclusion: The Fire Triangle





thank  
YOU