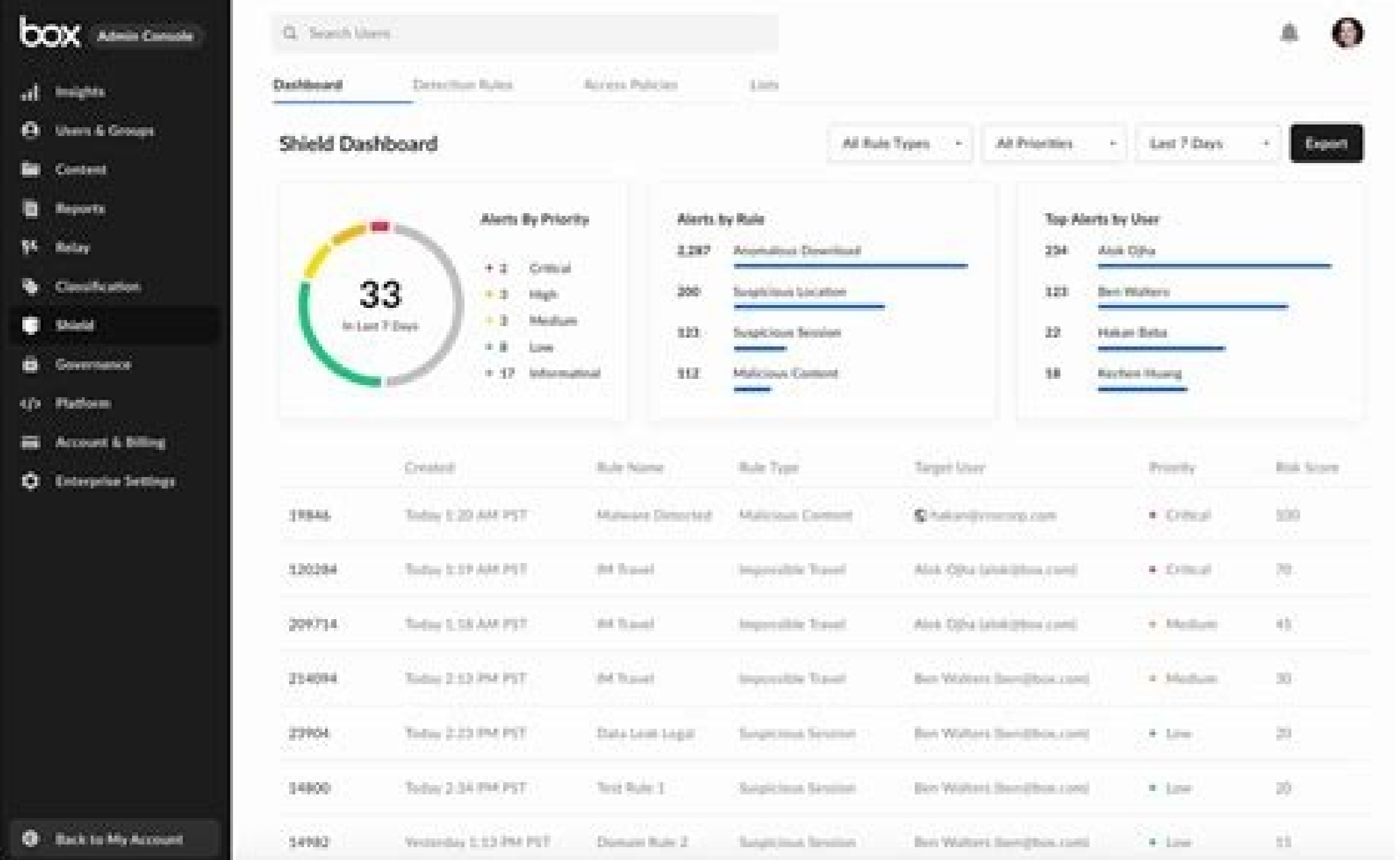
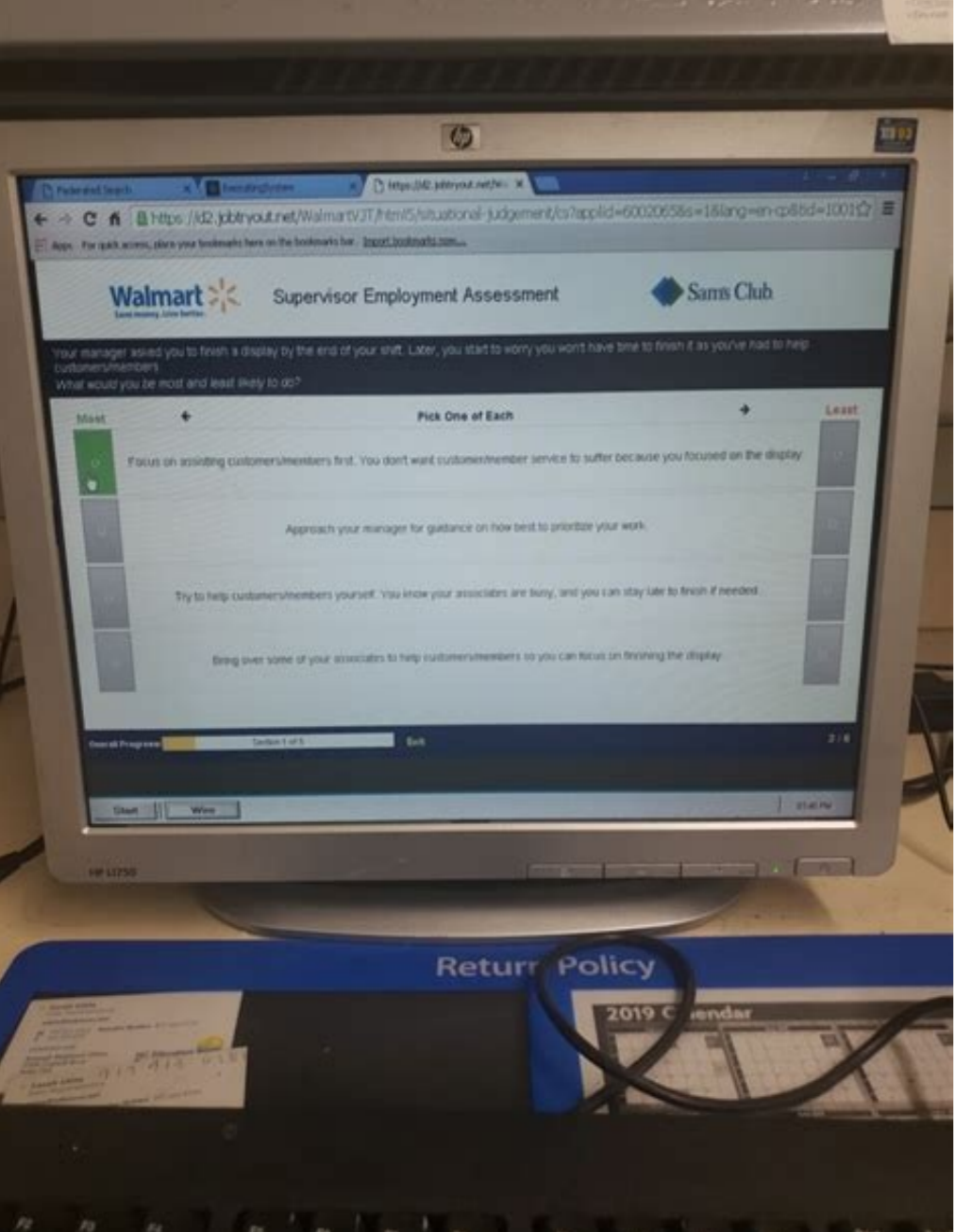


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BAMU Time Table

2016-17 BA, BSc, B.Com 1st, 2nd, 3rd Year



Hiring over 400,000 employees, Accenture is one of the world's largest private employers. Being one of the world's largest employers means it is also one of the most popular places job seekers are most likely to apply, making the job application process very competitive. Below we'll seek to remove the smokescreen and make the process as simple as possible. What Is Accenture? Formerly known as Anderson Consulting, Accenture was founded in 1989 after Andersen Consulting and Arthur Andersen split from Andersen Worldwide. The Fortune 500 firm is headquartered in Dublin, Ireland, with offices in 120 countries including India, the United States, and The Philippines. Some of the services offered by Accenture include business strategy, management consulting, digital marketing, business process outsourcing, and cloud services. Benefits which employees of Accenture can expect to enjoy are: Health Insurance, Life Insurance, Profit Sharing, 401(k) Plan, Paid Sick Leave, Paid Vacation. What Is Accenture's Hiring Process? Accenture has three hiring schemes, namely the Accenture Strategy & Consulting Graduate Program, the Accenture Client Delivery Graduate Program, and the Accenture Software Engineering Graduate Program. These schemes are specific to different roles within the organization. Accenture Strategy & Consulting Graduate Program This scheme is utilized by Accenture Analyst Consulting Group (ACG) in acquiring individuals who are vital to the clients. These candidates will be responsible for identifying business opportunities for clients and assist in solving their problems. Accenture Client Delivery Graduate Program This scheme is utilized by Accenture Technology Solutions (ATS) in acquiring employees to work with clients. These individuals will be responsible for working with clients to understand their needs and assist them in creating and implementing action plans. Accenture Software Engineering Graduate Program This scheme is utilized by Accenture Software Engineering Graduate Program. These candidates will be responsible for identifying business opportunities for clients and assist in solving their problems. Accenture Software Engineering Graduate Program This scheme is utilized by Accenture Software Engineering Graduate Program. These candidates will be responsible for identifying business opportunities for clients and assist in solving their problems. The video interview is usually conducted using an online platform known as HireVue. Unlike traditional interviews, candidates record answers to the presented questions instead of interfacing directly with a recruiter. The interview can be very awkward as each question has a time limit allotted to it and to make matters worse, candidates are only allowed to re-record answers one time. This can make the interview very stressful, but as with anything else, practice makes perfect. It is key to note, that candidates for the Strategy & Consulting Graduate Program sometimes have to do a small case study, while Software Engineering Graduate Program candidates may need to complete coding challenges. Accenture Assessment Day Accenture's assessment day is a half-day long and is hosted at their offices. There are two phases, a group case study, and interviews. In some cases, candidates will be required to participate in other activities specific to their prospective roles. The exercises that candidates can expect to undertake during the assessment day include: Analytical Thought Process Exercise eAAA Candidates applying through the Strategy & Consulting Graduate Program participate in a 25-minute case study. The candidate is required to answer five questions related to data presented in a booklet. This activity is used to assess the candidate's efficiency. Group Case Study Exercise eAAA Applicants from all programs participate in this group exercise. The candidates are expected to work as a team to design a proposal based on a case study. The group needs to comb through the information provided to them and come up with a solution within a short time frame. Following their collaborative efforts, the candidates are to present their proposal and answer any questions the recruiters might pose. In-Tray Exercise eAAA The in-tray exercise is a 30-minute test of the candidates' managerial and problem-solving skills. The candidate is presented with information related to different work-related issues. The candidate is then required to categorize these issues and send an e-mail to a supervisor outlining the resolution. Interview eAAA A one-on-one interview conducted by either an HR personnel or prospective manager is the final stage of the assessment day. The interviewer may ask about activities that took place throughout the assessment day, the candidate's motivation, as well as questions to assess competency. This is the absolute last opportunity for candidates to impress recruiters. What Qualities Are Accenture Recruiters Looking Out For? There are six core values that Accenture expects its employees to embody. These are: Stewardship eAAA Accenture wants its employees to help in the development of the company. This is to ensure that the company is better not just for today, but for the future. Therefore, employees need to be forward thinkers. Best People eAAA Accenture wants employees who are continually working to learn and give their absolute best to the organization. Client Value Creation eAAA Accenture focuses on delivering value to its clients. Employees need to embody this by being quick thinking, innovative, and willing to serve the clients they work with. One Global Network eAAA Accenture is a multinational company and therefore seeks employees who embrace globalization. These employees need to work well in teams and value the work of others. Respect for the Individual eAAA At Accenture, it is important that employees work towards fostering a comfortable environment for all to work. Employees should strive to treat others in a manner that upholds the values of Accenture. Integrity eAAA Accenture's operation depends heavily on honesty and highly ethical practices. How to Prepare for the Accenture Recruitment Process? Like most jobs, the interview is a process. To ace the interview, candidates should prepare in advance. Research the company, understand the role, and practice answering common interview questions. The interview is a chance to showcase your skills and how you align with Accenture's values. Remember, Accenture is looking for individuals who are not just qualified, but also a good fit for their culture. Prepare to discuss your experiences and how you have contributed to your previous organizations. Show your enthusiasm and eagerness to learn and grow. Good luck!

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