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Title : Amazon eyes 40 campuses for fresh hires

Author : Shilpa Phadnis & Anand J TNN

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Amazon eyes 40 campuses for fresh hires

Shilpa Phadnis & Anand J | TNN

Bengaluru: Flipkart's loss may be Amazon's gain. Amazon India has written to the heads of 40 business schools and technical institutes, expressing its willingness to hire candidates whose companies are not honouring their offers.

"In case there are students from your campus who have been impacted by other companies not honouring their offers, please let me know and I will explore how we can provide such students an opportunity to compete for our open positions," Raj Raghavan, director (HR) in Amazon India, says in his letter.

He has also reiterated Amazon India's commitment

Several companies, most notably Amazon's chief rival Flipkart, have delayed joining dates for a number of campus recruits

to the offers it has made. "...we will be bringing on board each and every student hired as per the timelines that we have agreed with them," says the letter.

Several companies, most notably Amazon's chief rival Flipkart, have delayed joining dates for a number of campus recruits. Flipkart, which postponed it from June to December, said it was doing so

SPEED ORDER AFTER RIVAL'S DELAY

Year*	2014	2015	2016
MBA	149	201	204
Tech	274	268	400

*Year in which recruit joined work #So far



because it was restructuring its business.

Amazon has significantly increased its hiring from campuses. Some 400 campus tech hires are already scheduled to start work this year; up from 268 that joined in the whole of 2015. Among management graduates, 204 are already scheduled to start work this year — up from 201 in the whole of 2015 and 149 in 2014.

Raghavan said the company is hiring talent predominantly in payments, analytics, big data and mobility solutions for not just the e-commerce business, but also for Amazon devices, the Kindle content group and Amazon Web Services.

"We tell the students that there is no politics in Amazon, that we are open to employees making mistakes and that it is

okay to fail," Raghavan said.

He said the company has built credibility on campuses that goes beyond meeting students during the placement season. It has an MoU with the Indian Institute of Science (IISc) to sponsor research chairs and PhDs on big data and analytics, and machine learning. It's also working closely with IIT-Madras and IIT-Hyderabad on new technologies.

"For us, campus is a significant part of talent strategy. Our hiring has gone up 30% year-on-year. Our interns too are a big deal. We recruit several hundred interns a year and we have healthy conversions — about 60% later come on board as employees," Raghavan said.