

Role to investigate



Source-checked · reviewed 25 Oct 2026

9 sources cited

Software developer or tester, entry level

Investigate entry-level software developer and test engineer roles at IT services employers, and what their own hiring pages say about eligibility, hours and pay.

At a glance

For you

— Choose a qualification

Choose your degree on the Explore page to see what the sources say for you.

Cost



Not established

No official, current cost is recorded.

Pay



4 sourced

TCS's NQT page prints offer ranges by category. For the UG column with 0 to 1 year of experience it shows Prime at 9.09 to 9.30...

Hours



2 sourced

Mphasis's hiring FAQ says working hours are generally 9 hours, with different shifts depending on the project or position.

Employers ask



21 sourced

TCS runs an all-India NQT hiring drive for the 2024, 2025 and 2026 batches, with Prime, Digital and Ninja offer categories...

Checked 25 Oct 2026 · 9 sources · next review 20 Nov 2026



Cost, pay and hours

As sourced

1

Extra cost

Not established

No official, current cost is recorded. Check the programme or credential provider.

Have a source? Tell us

2

Pay

4 sourced

- TCS's NQT page prints offer ranges by category.
- For the UG column with 0 to 1 year of experience it shows Prime at 9.09 to 9.30 LPA and Digital at 7.09 to 7.30 LPA.

Basis:

Indian rupees Per year CTC range per offer category, as headed on the page

Scope:

- NQT 2026 cycle, Prime and Digital categories only.
- The table header says UG and PG without defining them on the page.

Note:

- Take-home pay, pay for Ninja, or whether B.Tech is what 'UG' means here.
- These are not entry-level Ninja figures.
- The page footnote says actual compensation is based on relevant work experience and job location, and the components of CTC are not broken down.

TCS states a minimum CTC for a Ninja offer of Rs 3.4 LPA for a UG student and Rs 3.6 LPA for a PG student.

Basis:

Indian rupees Per year Minimum CTC for a Ninja candidate

Scope:

- NQT 2026 cycle, Ninja category.
- FAQ also says internship experience is not considered for salary fitment.

Note:

What most Ninja hires actually receive; it is a stated minimum.

HCLTech AMP Ascend offers are Rs 3.75 LPA at Lucknow, Nagpur, Vijayawada and Madurai and Rs 4.50 LPA elsewhere.

Basis:

Indian rupees Per year Ascend level salary for AMP candidates, by posting location

Scope:

AMP Ascend level, undated page.

Note:

- Take-home pay or pay for roles outside AMP.
- The page does not say whether this is CTC, fixed pay or gross.

HCLTech says the top 10% of Ascend candidates after further assessment can upgrade to Momentum at Rs 6.0 LPA or Polaris at Rs 10.0 LPA.

Basis:

Indian rupees Per year Upgrade levels for the top 10% of Ascend candidates

Scope:

AMP upgrade tiers; a minority outcome by the page's own wording.

Note:

That a typical fresher reaches Momentum or Polaris.

3 Shifts & hours

2 sourced

Mphasis's hiring FAQ says working hours are generally 9 hours, with different shifts depending on the project or position.

Scope:

General employee FAQ; not a fresher or developer-specific page.

Note:

Developer shifts, or any fresher programme: the Mphasis campus page checked names no degrees or eligibility rules.

The Wipro listing states day shift with five days a week working from office.

Scope:

- This listing only, Gurugram.
- The listing also says 'Both Side Cabs Depend upon Address should be in Hiring Zone.'

Note:

- Hours per day, weekend or on-call work.
- The cab line refers to a hiring zone; its terms (who pays) are not stated.

Reality check

From the sources



The work

- Not established beyond what each cited page says.
- One Wipro trainee listing says the tester prepares test cases and test data and runs tests under direction, and TCS and HCLTech describe the kind of projects their hires join.
- The other pages cited describe hiring, not daily work.



Entry requirements

- The employer pages cited name B.E./B.Tech for developer roles: TCS's NQT page lists B.Tech/B.E., M.Tech/M.E., MCA and M.Sc/M.S, HCLTech's freshers site names B.E./B.Tech and M.E./M.Tech, and one Wipro tester listing names B.Tech/BE (CS, IT, ECE) and MCA.
- BCA is named by TCS BSc Ignite, a separate programme for BCA, B.Sc and B.Voc graduates
- It is not listed on the NQT page.
- Percentage rules differ (TCS NQT 60%, TCS BSc Ignite 50%, HCLTech AMP 70%, or 65% at four named locations) and several pages bar pending backlogs.
- Most cycles shown are closed, so check each employer's current page.



Trade-offs to consider

- Offers are printed as tiers or ranges, not one figure: TCS prints Prime, Digital and Ninja offers, and HCLTech prints an entry tier with an upgrade for the top 10% after further assessment.

- Service terms differ: Cognizant's GenC page says there are no service bonds, while one Wipro tester listing states a 12-month service agreement.
- Some software engineer listings ask for experience, for example one Amazon listing asks for 1+ years.
- The pay figures are employers' own stated offers for a programme, not what any group of students received.

Skills & employers

From the sources

Skills to investigate

Programming fundamentals

Aptitude and coding tests

English communication

Employers named in sources



Tata Consultancy Services



HCLTech



Wipro



Cognizant



Amazon



Mphasis

Examples in cited pages, not a hiring list.

Study or credential needed

Not established. Required versus optional credentials must be checked for the specific employer or programme.

What employers ask for

21 sourced

- TCS runs an all-India NQT hiring drive for the 2024, 2025 and 2026 batches, with Prime, Digital and Ninja offer categories
- Registration for this cycle is shown as closed.

Names: B.Tech, MCA

Source: Tata Consultancy Services ↗

Scope:

- TCS NQT cycle, test from 10 March 2026, registration closed per the page.
- Role categories Prime, Digital, Ninja.

Not established:

- Whether a newer NQT cycle exists was not shown on this page.
- The page does not list job titles such as Software Developer; it names offer categories.

The TCS NQT page names B.Tech/B.E., M.Tech/M.E., MCA and M.Sc/M.S in any specialization as the only qualifications open for the 2024-2026 batches; BCA is not listed.

Names: B.Tech, MCA

Source: Tata Consultancy Services ↗

Scope:

- B.Tech/B.E. 'in any specialization offered by AICTE/UGC recognized universities/colleges' (branch wording as printed).
- BCA exclusion is by omission from an 'exclusively open to' list, not an explicit sentence.

Not established:

- That any B.Tech branch is hired into software development roles
- The page says any specialization is eligible to apply.

TCS NQT requires a minimum aggregate of 60% or equivalent CGPA across class 10, 12, diploma, graduation and post-graduation.

Names: B.Tech, MCA

Source: Tata Consultancy Services ↗

Scope:

NQT 2026 cycle (closed).

Not established:

Cut-offs for later cycles.

For a selected NQT candidate the offer is valid only if the degree certificate states First-Class engineering within the course duration.

Names: B.Tech

Source: Tata Consultancy Services ↗

Scope:

NQT 2026 cycle. Wording is about 'Engineering'; it does not say how MCA is treated.

Not established:

Whether a degree issued as a percentage or grade without the words First Class is accepted.

TCS NQT allows no pending backlog at the time of the selection process.

Names: B.Tech, MCA

Source: Tata Consultancy Services ↗

Scope:

NQT 2026 cycle.

Not established:

That cleared past backlogs are treated the same; the page also bars extended education.

TCS NQT caps the overall academic gap at 24 months and the age at 18 to 28.

Names: B.Tech, MCA

Source: Tata Consultancy Services ↗

Scope:

NQT 2026 cycle. The same section says candidates with up to 2 years of work experience can apply.

Not established:

How gaps are counted for candidates who retook a year.

- The TCS NQT has a Foundation section and an Advanced section
- The Advanced section is mandatory for candidates who want a Digital or Prime offer.

Names: B.Tech, MCA

Source: Tata Consultancy Services ↗

Scope:

NQT 2026 cycle; test is in-centre, 190 minutes, two sections.

Not established:

That any certification (Java, cloud etc.) is preferred; none is mentioned on this page.

- TCS says it does not ask candidates for money at any stage of recruitment
- No test fee is printed on the NQT page.

Names: B.Tech, MCA

Source: Tata Consultancy Services ↗

Scope:

Recruitment process for NQT 2026.

Not established:

Cost of preparation, travel to a TCS iON test centre, or any later joining costs.

TCS BSc Ignite Hiring for the batch of 2026 is an employer programme for BCA and B.Sc/B.Voc graduates leading into the TCS Ignite 'Science to Software' programme.

Names: BCA

Source: Tata Consultancy Services ↗

Scope:

- Batch of 2026. The page text did not show a registration open/closed status
- TCS entry-level page lists 'TCS BSc Ignite Hiring 2026' as current.

Not established:

- The job title after training.
- The page says Ignite is a 'Science to Software' programme and that career paths parallel engineering graduates, but gives no title or pay.
- Whether a 2027-batch Ignite drive exists was not found.

TCS BSc Ignite names 3-year full-time BCA, B.Sc (IT, CS, Maths, Data Science, Statistics, Physics, Chemistry, Electronics, Cybersecurity, Biochemistry) and B.Voc (CS/IT) graduates of 2026 as eligible.

Names: BCA

Source: Tata Consultancy Services ↗

Scope:

Batch of 2026, 3-year full-time degrees only.

Not established:

That B.Tech or MCA graduates can use this route; they are not named on this page (they use NQT).

TCS BSc Ignite requires 50% aggregate in class 10, 12, diploma and graduation, and no backlog at the time of the selection process.

Names: BCA

Source: Tata Consultancy Services ↗

Scope:

Batch of 2026. Also: overall gap not above 24 months, age 18 to 28 (same section).

Not established:

Cut-offs for later batches.

TCS states it charges no fees at any stage of the BSc Ignite recruitment process.

Names: BCA

Source: Tata Consultancy Services ↗

Scope:

Recruitment process for batch of 2026.

Not established:

Travel or accommodation cost for the in-centre test.

HCLTech's campus hiring page describes a Graduate Engineer Trainee route for engineering graduates and the AMP merit-based fresher programme.

Names: B.Tech

Source: HCLTech ↗

Scope:

- Undated evergreen page, checked on 25 Oct 2026.
- Role named: Graduate Engineer Trainee.

Not established:

- Graduation years accepted or whether a drive is open now; neither is on the page.
- The page does not say these trainees write code.

-
- HCLTech's freshers site names B.E./B.Tech and M.E./M.Tech (CSE, IT, EEE, ECE, Mechanical, Bio-Medical, Biotechnology etc.) for its technical roles
 - BCA and MCA are not named there.

Names: B.Tech

Source: HCLTech ↗

Scope:

Technical Roles category. Branch wording as printed, including non-computing branches.

Not established:

That BCA or MCA graduates are rejected for technical roles; they are simply not named.

HCLTech's AMP programme asks for 70% throughout academics (class 10, 12, graduation), or 65% for Lucknow, Nagpur, Vijayawada and Madurai, with an engineering degree in any branch.

Names: B.Tech

Source: HCLTech ↗

Scope:

- AMP, fresh engineering graduates, on- or off-campus.
- 65% applies to the four named locations; the 70% rule applies to all other locations.

Not established:

Backlog rule or graduation year; neither is stated.

-
- HCLTech's Ascend test includes a Versant English speaking and listening test
 - A score of 46-56 (B1 level) is required to qualify.

Names: B.Tech

Source: HCLTech ↗

Scope:

Ascend test for AMP. Only candidates who clear the cognitive and coding tests proceed to Versant, per the page.

Not established:

Any external certification requirement; none is mentioned.

HCLTech says it never asks for recruitment fees.

Names: B.Tech

Source: HCLTech ↗

Scope:

Recruitment.

Not established:

Cost of pre-joining training or of the assessments.

Wipro's Early Careers page describes Elite as its technical graduate hiring programme for newly graduated engineers.

Names: B.Tech

Source: Wipro ↗

Scope:

No eligibility, pay or role title on this page.

Not established:

Elite's actual degree, percentage or backlog rules or that it is a developer role.

Wipro posted (23 Oct 2026) a Graduate Engineer Trainee listing in Gurugram for a Manual Tester role.

Names: B.Tech, MCA

Source: Wipro ↗

Scope:

- One Gurugram listing, band AA, posting start date 10/23/26 as printed.
- The testing is for Wipro's Total Benefit Administration (TBA) system.

Not established:

- That Wipro hires freshers as testers generally; this is one listing for one client system.
 - The role is also described as 'Graduate Trainee Engineer (Backend)' and includes configuration work.
-

The Wipro listing names B.Tech/BE (CS, IT and ECE) and MCA pass-outs only.

Names: B.Tech, MCA

Source: Wipro ↗

Scope:

- Branch wording: 'CS, IT and ECE'.
- BCA is excluded by 'pass out only', not by a separate sentence.

Not established:

Percentage, backlog or graduating year rules; none is printed.

A Wipro Graduate Engineer Trainee posting for a manual tester in Gurugram requires a B.Tech/BE degree in CS, IT or ECE, or an MCA, and states a Gate assessment before the interview.

Names: B.Tech, MCA

Source: Wipro ↗

Scope:

- One posting: Graduate Trainee Engineer, manual testing and backend, Gurugram, 12-month service agreement.
- The posting does not ask for a certification
- Its only certification mention is post-hire upskilling under a quality goal.

Not established:

- Does not apply to other Wipro programmes or locations.
- Does not say 'Gate Assessment' is the GATE exam
- The posting only says 'Gate Assessment before Interview'.



The work and what comes next

10 sourced

The work, from the sources

TCS describes Ninja-category work as application development and maintenance, Digital as solution development and integration, and Prime as complex projects with advanced technologies.

Names: B.Tech, MCA

Source: Tata Consultancy Services ↗

Scope:

NQT 2026 cycle categories.

Not established:

- Day-to-day tasks, shifts or location
- The page lets candidates pick 3 preferred job cities but says nothing on shifts.

TCS describes Ignite as an immersive training programme bridging academic knowledge and industry IT skills, run through the in-person Initial Learning Program.

Names: BCA

Source: Tata Consultancy Services ↗

Scope:

- Ignite programme, batch of 2026.
- ILP page separately says ILP is a 'robust, in-person training program aimed at equipping fresh graduates' at <https://www.tcs.com/careers/india/tcs-initial-learning-program>.

Not established:

Training length, location or whether a stipend is paid; none is stated on either page.

HCLTech says technical-role hires carry out enhancements to existing applications and develop and implement new ones.

Names: B.Tech

Source: HCLTech ↗

Not established:

Languages, team, shift or location.

Wipro says the trainee prepares test cases and test data and executes tests under direction, and also configures the TBA system.

Names: B.Tech, MCA

Source: Wipro ↗

Scope:

This listing.

Not established:

Typical tester work across other employers.

What can come next

TCS says Ignite hires can pursue postgraduate study through curated programmes at top Indian universities, with its Initial Learning Program contributing 50% toward academic credit.

Names: BCA

Source: Tata Consultancy Services ↗

Scope:

Ignite programme only.

Not established:

Who pays for the postgraduate programme or what it costs; not stated.

HCLTech says candidates hired from non-Primus colleges or through off-campus drives must do mandatory pre-joining training and clear a post-training assessment.

Names: B.Tech

Source: HCLTech ↗

Scope:

AMP, non-Primus and off-campus hires.

Not established:

Length of training, whether it is paid, or whether the candidate bears its cost; none is stated.

HCLTech says Graduate Engineer Trainees can advance to Senior Engineer, Technical Lead, Project Manager and beyond.

Names: B.Tech

Source: HCLTech ↗

Scope:

Employer's own statement; no timelines.

Not established:

How long promotion takes or how many are promoted.

Cognizant's GenC page for India states the programme has no service bonds.

Source: Cognizant ↗

Scope:

GenC programme, India. The page names no degrees, branches, percentages, pay, shifts or location.

Not established:

- That individual offers carry no notice-period or training-cost terms.
- The page also says drives are designed 'for specific streams, roles and batches' and that role/location choice 'may not always be possible'.

Amazon India's Software Development Engineer I listing in Hyderabad asks for 1+ years of non-internship professional software development experience.

Source: Amazon ↗

Scope:

One Hyderabad listing, Amazon Pay team.

Not established:

- Amazon's new-graduate hiring in India; this listing is not an entry route for a fresher.
- The posting date comes from Amazon's own listing feed, not the page text.

The Wipro listing states a 12-month service agreement.

Names: B.Tech, MCA

Source: Wipro ↗

Scope:

This listing only.

Not established:

The penalty for leaving early, or whether other Wipro programmes carry a bond.

Sources and unanswered questions

- Employer hiring pages from TCS, HCLTech, Wipro, Cognizant and others, read on 25 October 2026 · India · single batches, several already closed.
- Source checking confirms only the scoped statements on this page, not anyone's individual eligibility.
- Confirm current requirements with the employer or programme.

TCS All India NQT Hiring Batch of 2024, 2025 and 2026 ↗

Tata Consultancy Services · accessed 25 Oct 2026

Scope:

- TCS NQT cycle, test from 10 March 2026, registration closed per the page.
- Role categories Prime, Digital, Ninja.

Not established:

- Whether a newer NQT cycle exists was not shown on this page.
- The page does not list job titles such as Software Developer; it names offer categories.

Checked by a person; not monitored automatically.

TCS BSC Ignite Hiring 2026 ↗

Tata Consultancy Services · accessed 25 Oct 2026

Scope:

- Batch of 2026. The page text did not show a registration open/closed status
- TCS entry-level page lists 'TCS BSc Ignite Hiring 2026' as current.

Not established:

- The job title after training.
- The page says Ignite is a 'Science to Software' programme and that career paths parallel engineering graduates, but gives no title or pay.
- Whether a 2027-batch Ignite drive exists was not found.

Checked by a person; not monitored automatically.

Campus Hiring & Recruitment : Supercharge Your Tech Career | HCLTech ↗

HCLTech · accessed 25 Oct 2026

Scope:

- Undated evergreen page, checked on 25 Oct 2026.
- Role named: Graduate Engineer Trainee.

Not established:

- Graduation years accepted or whether a drive is open now; neither is on the page.
- The page does not say these trainees write code.

Checked by a person; not monitored automatically.

FAQ | HCLTech ↗

HCLTech · accessed 25 Oct 2026

Scope:

Technical Roles category. Branch wording as printed, including non-computing branches.

Not established:

That BCA or MCA graduates are rejected for technical roles; they are simply not named.

Checked by a person; not monitored automatically.

Early Careers at Wipro | Wipro Careers ↗

Wipro · accessed 25 Oct 2026

Scope:

No eligibility, pay or role title is printed on this page.

Not established:

Elite's actual degree, percentage or backlog rules or that it is a developer role.

Checked by a person; not monitored automatically.

Generation Cognizant (GenC) Program | Cognizant Careers ↗

Cognizant · accessed 25 Oct 2026

Scope:

GenC programme, India. The page names no degrees, branches, percentages, pay, shifts or location.

Not established:

- That individual offers carry no notice-period or training-cost terms.
- The page also says drives are designed 'for specific streams, roles and batches' and that role/location choice 'may not always be possible'.

Checked by a person; not monitored automatically.

Software Development Engineer I - Job ID: 10580013 | Amazon.jobs ↗

Amazon · accessed 25 Oct 2026

Scope:

One Hyderabad listing, Amazon Pay team.

Not established:

- Amazon's new-graduate hiring in India; this listing is not an entry route for a fresher.
- The posting date comes from Amazon's own listing feed, not the page text.

Checked by a person; not monitored automatically.

Frequently Asked Questions (FAQ) | Careers at Mphasis ↗

Mphasis · accessed 25 Oct 2026

Scope:

General employee FAQ; not a fresher or developer-specific page.

Not established:

Developer shifts, or any fresher programme: the Mphasis campus page checked names no degrees or eligibility rules.

Checked by a person; not monitored automatically.

Graduate Engineer Trainee Job Details | Wipro Limited ↗

Wipro · accessed 25 Oct 2026

Scope:

- One Gurugram listing, band AA, posting start date 10/23/26 as printed.
- The testing is for Wipro's Total Benefit Administration (TBA) system.

Not established:

- That Wipro hires freshers as testers generally; this is one listing for one client system.
- The role is also described as 'Graduate Trainee Engineer (Backend)' and includes configuration work.

Checked by a person; not monitored automatically.

 **Your next step:** Pick two employers, read their current hiring page, and compare the degrees named, the percentage rule, the assessment and any service agreement.

 **Open the comparison**

Keep reading

A source names these qualifications for this profile: B.Tech, BCA · Computer applications,

MCA · Computer applications

IT service desk (level 1 support)

B.Tech admission route (JEE Main and JoSAA)

M.Tech through GATE

Engineering Services Examination (UPSC)

Government and public-sector IT posts

MCA admission (NIMCET and state tests)