

1. Introduce yourself / tell me about yourself!

I am Ketul Patel from Ahmedabad. I graduated in B.E mechanical engineer during 2016 from faculty of engineering Indrashil, Gujarat Technological University, Ahmedabad

After my graduation I joined MAXXIS as an assistant engineer in 2016 apart from this I worked as a team leader to build MAXXIS from green field.

My job role in MAXXIS to make tyre semi-products and deliver with good quality, quantity, without any delay to the next section. Due to good knowledge of documents and analyse the data, my manager promoted me to the DMS section to analyse sales reports, analyse tyre defects to find out how to minimize it.

This exposure excited me, and I was keen to build career in coding and analytics, so I joined Masai School, which offers 30 weeks part time course in Data analytics and data science. At Masai School hands-on experience and explore me with learning useful tool like basic to advanced excel, SQL, python and python libraries and Tableau.

About my family, my father is farmer, my mother is Housewife, and I don't have siblings.

My hobbies and leisure interest playing cricket, participated cricket inner college tournament and in my organization too.

Have a keen interest to explore myself to visit new places and traveling during weekends.

2. What are your greatest strengths and your weaknesses?

Strength

- I've always preferred to work in groups and find that my collaborative nature is one of my strongest attributes. On projects that I directed, I work well to inspire diverse team members and work side by side with them to achieve the project goals. In fact, I've increased productivity by ten percent over the course of two years.
- I know the industry inside and out. After working in data analytics and Production leader for over 5 years I know I have the skills to maximize my company sales dollars and reduced the tyre scrap and improved company bottom line. In fact, when I started at my analytics journey in my organization, their tyre defects ratio were declining, and under my leadership, I was able to increase productivity in consecutive years, by 10% and 5%, respectively.

Weakness

- When I'm given a task, I am very goal-oriented and work hard to complete that task. However, when new projects come across my plate, I sometimes jump right into those projects and halt work on the projects I had in progress. Having to jump between tasks, so many times throughout the day hinders my productivity and prevents me from delivering my best work. I have been using a project management tool to help me manage my tasks and my time, which has helped me become more aware of prioritization. Since implementing this project management mentality, I have only improved my efficiency and productivity.

3. What are your career Objectives? /Where do you see yourself 5 years from now?

I know that it's become more and more helpful to know Python in the context of data analytics and data science, so I plan on learning deeply it this year. It will come in handy when solving business problems using machine learning algorithm. As far as long-term goals, I've only had experience as a data analyst and production leader so far, but I hope after a few years and some more experience I'll be able to fully manage an entire project.

Short-term goal: Learn Python in the machine learning context.

Long-term goal: Become project manager.

Action plan: Improve leadership skills and gain more experience as data science project lead.

4. Why should we hire you? / Why do you think you are eligible for this job?

This is a critical question in the process, thank you for asking. Based on what you've said today and from the research I've done, your company is looking for a skilled employees and experienced in data analytics to grow your business and help your company stand out from the competition. At my previous company, I increased their activity by 25% by implementing by targeted good project. I will bring that innovative and entrepreneurial spirit to your company, and your success will be my top priority and I'm ready to spread my wings at a company of your size.

5. What is your greatest personal / professional achievement so far?

Situation - I think my greatest accomplishment was during my current job as a Production engineer. My department had difficulty locating specific files and managing documents of tire specification history catalogue, especially during busy periods, and this ate up too much time."

Task – So, I thought there was room for improvement with these hard copy of file management. I wanted to increase productivity and efficiency, and in the end, save time spent on quick looking for documents.

Action - I decided to take initiative and implement a new team Tread specification document management software. One that could also centralize file management within the department, streamline on boarding, and also help with other small tasks (like bulk document importing, automated back file conversions and so on).

Results - In the end, our timesheets indicated that the time spent looking for files and documents had been reduced by 5-10 hours. There was no more lag-time between sharing documents with RD, Factory affair section, and Production planning. Each team or individual could instantly access the files they needed in one online filing system and increase their overall productivity.

6. Tell me about a team project you were involved in.

What was your role, and What was the outcome?

I have worked on many important projects throughout my career. What's crucial for me when starting one is to get very clear on the goals right at the start and then create a plan with milestones. I also like dealing with the most difficult parts of the projects early on—that way in case there are any significant issues, I'll still have a nice amount of time to complete before the deadline. I also typically break down large tasks into smaller chunks, so that it is easier to know where to start. Detailed planning is very important to ensure an important project goes smoothly. For example, last year I was in charge of Reduce TR Recycle Rubber Rate project. project object was Reduce TR recycle rubber below 10%.

Situation- As per the pareto graph, defect was generated 15% from TR edge cut over the other defect. The reason was stretching, and pressure drop at die opening gap.

Task- This team is committed to reduce the recycle rubber from current 15% to below 10% as per target CST target

Action - I am a key player in this project, as a project leader I decide to make good team and anyhow need to modify all the current running production dies for increase productivity and efficiency

Result -

1. After improvement, we have reached the CST annual target from 15%->9.8%
2. After improvement, we have improved the edge breaking problem by 32%
3. After improving this case, our company saved around RS 8,00,000/year

7. What are your salary expectations?

I'm more interested in finding a position that's a good fit for my skills and interests. I'm confident that you're offering a salary that's competitive in the current market.

8. Do you have any questions for us?

How would you describe the responsibilities of the position?

Are there any qualifications that you think I'm missing?

What are the biggest challenges of this job?

9. Why did you leave your previous job? (If applicable)

I felt like the job didn't align with my career aspirations. I decided that I wanted to work as a data analyst, but at my current job worked with limited data and i want to explore myself in real life data.

10. Can you explain why you changed your career paths? (If applicable)

I decided to change my career from a Mechanical engineer to a Data analyst because my keen interest build in this field when I was working in my current organization even I was good at coding and interested in it.

1. Tell me about your collaborative projects and what are your key learnings from them?

In my organization I have completed 3 projects among these 3, two projects are collaborative Reduce TR Recycle Rubber Rate, Die Inventory management System and Reduce Defect rate

More innovation- I observed that groups tend to innovate faster, see mistakes more quickly, and find better solutions to problems than people working on their own.

Gain More knowledge- opportunity to learn new things from each other which can help me to build self-awareness and a better understanding of my strengths and weaknesses

Communication- I prefer to communicate if I need to make any changes to the plan that i have set out. If something unexpected happens and i won't be able to deliver results as expected, i prefer to communicate these changes.

Active listening- When i am working closely with others, i must listen closely to each team member's ideas, feedback, and advice and be considerate and respectful when responding.

Problem-solving- When problems arise, i remember to calmly analyse the issue as a group without blaming any one person. Instead, focus my energy on working together to find solutions. This helps me to build trust between team members and i learnt comfortable communicating and being transparent with each other, even if anyone do something wrong.

Time management- Being able to prioritize my tasks and schedule them out accordingly is key to ensuring i can meet deadlines and complete the work that my team is counting on me to deliver.

2. How do you deal with pressure situations?

I stay motivated by thinking about the end result. I've found that even in the midst of a challenging situation, reminding myself of my goals helps me take a step back and stay positive.

3. Tell me a challenge you've faced at work / life and how you dealt with it?

Situation- my manager promoted me to the DMS section to analyse defect it's all things new for me.

Task- using different tool to analyse sales reports, analyse tire defects to find out how to minimize.

Action – collect data from different department and make relational database for understanding of different type of defect and using the appropriate tool for analysis and make the report for presenting weekly basis.

Result - year on year tire rejection reduced, this achievement overcome major losses.

4. Tell me about a time where you displayed leadership skills

When I was at my previous company, there was a couple of weeks where we had a lot of our managers leave the company. It was a hard time for our employees and team members. They felt as though their job security might be in question. There were about 12 of us on the team. After the first few weeks, I realized that our team wasn't getting together to discuss our work in progress. The previous manager was the facilitator of that. So I decided to step in and schedule a meeting where we could all discuss our work. It was a moment where I don't think we consciously realized how important those meetings were for our team. And everyone was appreciative of the fact that I recalled those meetings and made sure we kept doing them.

5. Tell me about a mistake you made in your life / career?

I made a terribly wrong forecast in my last job of an analyst. I wasn't careful enough and mixed two datasets together. The managers used the results of my analysis and my sales forecast to make buying decisions and purchased a lot of stock. We ended up unable to sell it. One may say that things change quickly on the market, and that many things are unpredictable, and forecasts can't be accurate. But this was not the case. I made a mistake, and that's the reason why we ended with a full warehouse at the end of spring. I believe I learned from this experience, and won't repeat the same mistake

Opinion based HR Questions

1. What do you think of an ideal career?

An ideal job is one that you wake up every day looking forward to accomplishing. One that offers the work in which I can learn more according to my field. In my opinion, the ideal job would reflect my interest. Better yet, if you are often excited about work and excited to talk about it, then you are getting close to an ideal.

2. What motivates you? and why?

I am motivated by meeting set targets within deadlines, goals, and targets. As it gives me a sense of accomplishment and it's something that I can look back on and say "I achieved that". I'm also motivated by visible results.

3. Which one would you value more, salary or Learning opportunity? and why?

I choose to learn over salary due to the following reasons:

Firstly, the most important thing is that learning will stay with you forever with the help of which you can earn a lot in future as well as in present i. e "salary is a subset of learning".

If you focus on salary up to a limited period of time you enjoy that but soon your other friends who focus on learning will overpower you in every field then you realize that if we focus on learning then i am also like those but time waits for none.

Other than this your progress in your career path also improved rapidly if you focus on learning

4. What is your dream company to work for and why?

My dream company should be the one offering me job responsibilities where I could use my qualifications, strengths, capabilities, and skills. I would be able to offer my best to help the company achieve greater business goals and profitability, while I also set landmarks along my career path

5. What would your friends / co-workers say about you?

My friends/co-workers would say that I'm better as an individual contributor than a leader, since I haven't formally led a team yet in my career, and only did a little bit of project leadership in my last role. It's something I'm beginning to work on, though. In my last position, I had the opportunity to work on projects which were directly connected to the head of every department which helps to skill up in my project work.

6. Why did you join Masai school? & What has been your experience at Masai school?

I was keen to build career in coding and analytics, so I joined Masai school, which offer 30 weeks part time course in Data analytics and data science. At Masai school hands-on experience and explore me with learning useful tool like basic to advanced excel, SQL, python and python libraries and tableau.

7. What does your perfect day / workday look like? Take me through it.

I wake up around 6am, drink a glass of water, and go downstairs for some exercise. Afterwards, I head back upstairs and take breakfast with family. Eat my delicious breakfast with a cup of tea and read a newspaper or saved articles.

When breakfast is over, ready for going to work. In the course of my work, I will go through my emails and add anything that requires follow-up and other projects.

Then go to lunch at midday. After breakfast, do a bit more reading, then click on my to-do list for an hour or so.

After my job, complete my course assignment.

Grab something fresh for dinner, healthy meals with the family at 7:30 pm.

After dinner, my class schedule will begin, go to bed about 11pm for a good night's sleep.

8. How do you deal with feedback and criticism?

Situation:- At my previous job, as an assistant engineer, I was responsible to handle scrap as per the week.

Task:- My manager let me know he was disappointed that at one week of the month the scrap percentage had become more as per the target.

Action:- After my manager spoke with me, I took feedback in a positive way and checked and gathered all the data that by which problem scrap percent gone more and at the time I had got the values of data and solved the main problem.

Results:- As a result, my manager was happy with my work and the result.

Pick your brain Questions

1. If you won a Rs.10-crore lottery, would you still work?

Yes, I will continue my work. Money comes and goes whereas the knowledge and skills that I will get at your organization are the lifetime opportunity that I dream. So, money is only important for the luxuries of life, but knowledge is for success in each and every moment of your life.

2. Give me an example of your creativity.

During my college project, we made the project plan and directly contacted the government and raised the fund for the project. During every step, we have to submit the work to government staff and explain the work. At last, we got permission for the project pattern process.

3. If you are made the chief minister of your state, what are the 3 problems you would like to solve and why?

First of all I will do will be the fullest and genuine attention to the poorest and the lowliest. I shall endeavour to give full employment to at least one member of each household. It will be my attempt to keep the prices under control. shall try to streamline the public distribution system further and supply the essential commodities to the poor at subsidized rates shall try to make the taxation system more useful and rational. Whereas the rich may be taxed heavily, the poor and the middle classes will be spared.

The second thing to which shall devote my energy, is the education system. I shall raise its standard and make it based on merit and for all. The examination system will be overhauled so that there is no copying, and the real merit of a student is readily dissembled. Much more attention will be given to admission to professional colleges on the basis of merit. There will be reservation only on economic grounds and not on caste basis.

The third thing deserving my fullest attention will be the improve drainage system and transportation ways, most of the accident happens bad road condition and waterlogging due to rains.

4. How much do you think you should be paid by looking at your qualifications?

My salary requirements are flexible, but I do have significant experience in the field that I believe adds value to my candidacy. I look forward to discussing in more detail what my responsibilities at this company would be. From there, we can determine a fair salary for the position.

5. Your views on Work - Life balance

A healthy work-life balance will mean different things to me all. It's not so much about splitting my time 50/50 between work and leisure but I feel fulfilled and content in both areas of life. A healthy balance might look like:

- meeting deadlines at work while still having time for friends and hobbies
- having enough time to sleep properly and eat well
- not worrying about work when I'm at home or any trip.