HR INTERVIEW QUESTION AND ANSWERS

⚜ TELL ME ABOUT YOURSELF/ INTRODUCE YOURSELF

I am Kari Laxman, I am currently a mechanical undergraduate at GVP college of engineering.

I have come from a joint family which is built on certain morals and principles, my father works in marine (you mention his designation), he works so hard for our family, and only because of him my family is in right place now, and my mother is a responsible homemaker. So, from my childhood itself I have derived these qualities of responsibility and hardworking from them. I have a brother and twin sister who give positive support to me in every aspect.

Being a student, I have always been an enthusiastic person to learn new things and apply them practically and this quality of mine has driven me to take up engineering.

Moving on to my mechanical background, I have always been a steady learner with decent scores throughout my academics. During my course, I used to be keen towards practical implementation of experiments rather than being bookish.

I have developed a good understanding of AUTOCAD and figured out how to draw 2D and 3D designs in it.

Though I am mechanical engineer, I came to see the potential of the Information technology in our life and to the coming generations which aroused my curiosity for it. The more I read about it, the more I found myself getting inclined to the subject, so during this lockdown I took up courses on C and python programming languages in Coursera and acquired basic knowledge on both.

As a person, I always keep some ME TIME to work on different dimensions of my life, and gain experiences from them.

I was an NCC CADET during my schooling through which i gained exposure to wide range of social activities with a distinct emphasis on disciplined and dedicated training, this helped me grow as a strong individual both physically and mentally. **[This para will also come under what are your social activities or tell me something about your social life]**

Apart from these I love to play cricket in my free time because it always makes me feel good to participate in a sport which refreshes my mind, this has developed the qualities of team-spirit and sportive-ness in me. **[This para will also come under what are your hobbies?]**

My **Short-term goal** is to start my career with a well reputed companies like yours and my **Long-term goal** is to work in a respected position in my organisation.

⚜ WHY SHOULD WE HIRE YOU?

Well, I have just started my career, I'm finding a company where I can practically explore and experience my potential and to prove myself through giving significant efforts and by delivering the best services to the company and I think, I found the correct place. As, I am hardworking and quick learner, I can mould myself in any direction with ease.

WHAT IS YOUR GREATEST ACCOMPLISHMENT?

During the initial years of graduation, my grades weren't that good enough due to some external factors, then I got disappointed and started working on it. That's where I realised the importance of setting clear goals and working consistently towards them, eventually I have secured decent scores too. This isn't any greatest accomplishment but still it's a turning point for me.

HOW HAS YOUR EDUCATION PREPARED YOU FOR YOU CAREER?

Formal education is an important step in any young professional's career. I feel that education isn't just a piece of paper which we receive in the form of a certificate at the end of our degree. The time I spent in my high school, college, helped me gain academical knowledge and master both basic and advanced technical skills, and improvised the way I communicate and I also became accustomed to interact with various people.

HOW DO YOU HANDLE STRESS AND PRESSURE?

Planning is an important tool in handling stress for me. Drawing up detailed plans for projects and even my daily work helps me to get ahead of stressful situations. When stress does inevitably arise, planning helps me to tackle the situation one step at a time to prioritize what needs to be done in an efficient way.

ARE YOU A TEAM PLAYER?

I appreciate being in a team as it provides me with a lot of opportunities to learn and increase my potential in terms of work. I believe there is a lot to learn from every single member of the team. Also, working in a team helps to improve our productivity. We can encourage each other when low and even share our victories and loss and jump back in form again.

HOW DO YOU HANDLE CONFLICTS AT WORK PLACE?

I do handle conflict well. I try to understand the needs of the other person and look for a way where we can find a common middle ground.

WHERE DO YOU SEE YOURSELF IN 5 YEARS FROM NOW?

I see myself become fully productive in my role. I would like to expand that further to reach a more senior level over time as I develop additional experience and expertise.

ARE YOU WILLING TO RELOCATE?

I'm certainly interested in opportunities to advance my career. If a relocation would allow for that type of opportunity, I'm happy to consider it.

DO YOU PLAN TO CONTINUE YOUR EDUCATION?

I view learning as a lifelong process. I want to continue to learn as much as I can to develop by knowledge and do justice for the role assigned to me. So, if that is a combination of internal and external training, I am ready and prepared to continue to learn in the role itself.

HOW DO YOU DESCRIBE YOURSELF BRIEFLY?

I am ambitious and driven. I thrive on challenge and constantly set goals for myself, I am passionate about my work. I have a steady source of motivation that drives me to do my best. I'm always looking for an opportunity to do better and achieve greatness.

WHAT IS YOUR ULTIMATE CAREER OBJECTIVE?

I enjoy challenges and look forward to opportunities where I will be able to assume more responsibilities. I'm looking forward to being able to take on small leadership roles, eventually working my way into a position as a manager and team-leader and I look forward to an opportunity to become a mentor for others like me within this field.

HOW DO YOU WORK UNDER PRESSURE?

Honestly, I'm someone who thrives under pressure. It brings the best out of me, rather than getting overwhelmed and stressed out, I'll be prepared for the fact that I had to get the work done, so nothing else matters. When I'm under pressure, I take control, stay positive, and move forward.

USE THREE WORDS TO DESCRIBE YOURSELF.

INNOVATIVE, AMBITIOUS, SINCERE

I love trying new things, creating new methods, and introducing new ideas and I always set clear goals and strive for them sincerely.

DESCRIBE THE IDEAL POSITION FOR YOU?

My ideal job is one where I get to solve problems and build new applications. I love to test out new technology and I'm a team player. I'm happiest when I'm part of a busy team who are all working to fix a particular software problem that will ultimately benefit the whole organisation.

TELL ME SOMETHING ABOUT THE TIME YOU FAILED?

I think failure is not reaching your potential. If you do not use the resources you have around you, that's failure because the work or goal could have been done better. There are some instances I failed in submitting the records and assignment work during internals in my initial days of college as I felt there is no use of copying the same thing from materials due to which I used to score less grades but as I realised internals play a major role in overall CGPA I started to study the given work and write it down on my own.

HOW WOULD YOU DESCRIBE YOUR IDEAL BOSS?

A good boss should be fair, treat employees with respect, be supportive, and be understanding. A good boss should know his employees, and make them feel valued and should encourage clear communication between himself and his employees.

WHAT MOTIVATES YOU? [SAME ANSWER FOR WHY DID YOU CHOOSE THIS CAREER?]

I absolutely love working as a part of a team. I enjoy discussing ways to move forward with teammates, and I love to respectfully debate others to ensure we are moving in the right direction.

On top of that, I take pride in the work that I do, and it will be humbling whenever I see a product or service being used in the real world that I was a part of.

HOW DO YOU PERSONALLY DEFINE SUCCESS?

Success is looking back at your life, when you are in your final moments, and possessing a great amount of pride around your creations, accomplishments, and legacy, while possessing little to no regret about what you did not do and missed opportunities. If I can die feeling this way, I believe this is success.

IS MONEY IMPORTANT TO YOU?

Yes, money is important to me, since it's both a measure of my value and it helps me to take care of the personal needs in my life. But the opportunities for growth and advancement which would be offered to me are even more important to me than money as I grow and succeed in the role.

WHAT DO YOU KNOW ABOUT OUR COMPANY?

Infosys provides software development, maintenance and independent validation services to companies in finance, insurance, manufacturing and other domains. One of its known products is Finacle which is a universal banking solution with various modules for retail and corporate banking. It is one of the largest MNC's in the world which is having workforce of 242,371 employees.

Its key products and services are:

- NIA – Next Generation Integrated AI Platform (formerly known as Mana)
- Infosys Consulting – a global management consulting service
- Infosys Information Platform (IIP) – Analytics platform

Cognizant is one of the largest MNC's in the world which is having workforce of 281,200 employees. It provides digital products, digital IT services, and Consulting services.

It has three key areas of expertise which makes up their business — Digital Business, Digital Operations, and Digital Systems & Technology.

Cognizant Big Decision is a comprehensive, cloud-based data lake and analytics solution that helps clients separate signal from noise to solve specific business problems.

Smart-Stub is a lightweight service virtualization platform for rapid application testing on Agile and DevOps. The solution supports a wide range of protocols, message formats, and technologies to eliminate dependencies and help customers achieve quality in no time.

WHY DO YOU WANT TO JOIN OUR COMPANY?

I believe I have the type of knowledge to succeed in this role and at the company, It's fact that **Cognizant** has friendly environment and people are approachable, and **Cognizant** comprises some good technology practices and it works on some of the best tech-domains like salesforce and other cloud practices like AWS, Heroku as well as iOS, Android and IoT. In addition, **Cognizant** has Exuberant cultural events and volunteering events, Also Onsite opportunities are good.

Infosys is an IT company which is known for its employee friendly environment and policies. It is often said that **Infosys** is not a work place, it's a knowledge hub where you can learn many technologies during your work period. There is wide diversification of projects in Infosys from spanning from AI, Machine Learning, IoT to Network and Telecommunication domains as well. So, I see this opportunity as a way to contribute my services to world's fastest growing company. **[You can mention about Infosys training campus too but most people do that.]**

ARE YOU A GOAL-ORIENTED PERSON?

Yes, I would define myself as goal-driven. I find that setting clear short- and long- term goals help me to keep focused while completing daily tasks. When it's difficult to know which responsibilities should be prioritized- referring to my goals can often help make those priorities clear.

IF I WERE TO ASK ONE OF YOUR PROFESSORS TO DESCRIBE YOU, WHAT WOULD HE/SHE SAY?

I have received personal feedback from several of my professors, who refer to me as one of the most dedicated and hardworking students they have ever encountered with.

IF I WERE TO ASK ONE OF YOUR FRIENDS TO DESCRIBE YOU, WHAT WOULD HE/SHE SAY?

My friends know that I am outgoing and energetic. They'd also say I am determined and never give up. They also know that I am always eager to assist people so they come to me anytime they need problem solving.

HAVE YOU EVER HAD A CONFLICT WITH YOUR PROFESSOR, HOW DID YOU RESOLVE IT?

In my third semester, I had a disagreement with one of my professors over the wording of a question on one of the mid exams, which was missed by several members of the class due to the ambiguity. I brought it up to the professor privately, but he was dismissive of my request. After discussing it with several classmates, we went to him together to discuss it further. At that point, he agreed that there was a level of ambiguity in the question, he did appreciate us bringing it to his attention and gave us the opportunity to work on a separate quiz for extra credit to make up for the shortfall on the test.

WHAT IS YOUR GREATEST STRENGTH?

Self-Learning and Time Management have always been my greatest strengths, There were some instances due to which I couldn't attend one or two classes then I used to watch videos and read materials online regarding the topics I missed, Also I have learned C and basics of python through online websites like coursera and udemy. Coming to time management, from the place I live our college is little bit far. So, most of the time I used get struck in the middle of the traffic and sometimes the driver goes too slow. I tend to utilize this time for studying and doing my record work.

WHAT IS YOUR GREATEST WEAKNESS?

I can be too critical of myself. A pattern I've noticed throughout my graduation is that I often feel I could have done more, even if objectively, I've done well. This led to burnout and negative self-talk. Now, I have started to work on this by taking a pause and celebrate my small achievements.

WHO HAS INSPIRED YOU IN YOUR LIFE AND WHY?

My true inspiration is A.P.J Abdul Kalam and always will be. President Kalam is respected for his unbelievable humility and remembrance of his roots. He is an incredible scientist. In a country where the qualification of an average politician is minimal, this man stands completely unbeaten. He is a symbol of India moving forward. His love for young generation is widely known, only he has the potential to intrigue today's youth through his ideas and vision.

BEING A MECHANICAL STUDENT, WHY DID YOU CHOOSE THIS IT CAREER?

Sir, I've found out that computers have opened whole new avenues in the world of opportunities to mechanical engineers. My plan is to be a software engineer first, get few years of experience, build a skills-set and then find opportunities where I can use my knowledge and coordinate with other mechanical engineers to do something innovative. I haven't figured it all yet; but I think I'm on the right path and your company would be the best one to learn new things and get some great industry experience.