

## **HR Questions with Answers**

### **1. Assuming that you are selected, what will be your strategy for next 60 days?**

If I am selected for this position, I'll use my initial 60 days in understanding my role carefully in terms of the contribution to the business and increasing the overall profitability. I'll sit with my line manager and other juniors to understand what has already been done and what its impact has been. From there on, I'll formulate my strategy to growth in close conjunction with managers and see that it is properly implemented.

### **2. How long can you commit to work with us?**

I like new challenges and a chance to grow. As long I keeping getting these, I don't think I'll need to switch over. I'd like to believe that this relationship lasts for many years. However, I haven't set a time limit as such.

### **3. Why should I hire you?**

Sir, as a being fresher I need a platform because I am looking for a job in your organization It will be great opportunity to me to work with your organization in which I can start my career to enhance my skills and I can adopt any kind of environment.

Because I am always ready to learn new things, new environment, new culture, and to interact with new people. I am also amiable person because I am friendly in nature.

or

I have capability to complete task with in time, it is used to our company development.

I'm quick learner and hard worker.

I have positive attitude which extends my patience and I can manage any situation.

I can adjust myself in any environment.

**Note:** Also you can say all your strengths in this section

#### 4. What are your strengths and weaknesses?

##### **Strengths**

1. Flexible in nature,
2. keen to learn
3. self motivated
4. Positive attitude.
5. adaptable in nature,
6. Smart worker
7. Quick learner
8. Leadership quality
9. Confidence
10. Punctuality
11. Optimistic person.
12. Understand the value of time

##### **Weakness**

- Saying "No" is hard for me.
- I never give up my task either feel comfortable or not.
- Helping others without looking my difficulties.
- I never feel comfortable myself until I complete my task within time.
- My weakness is I am a strait forward.
- I take time to finish my work, instant of submitting unfinished work.
- **"when I get some great idea during the bed time which I couldn't get while working on the task in work hours"**
- I usually don't get sleep if anything related to work is not completed
- Sensitive

#### 5. Why do you want to work at our company?

- As a fresher I need a platform which enhances my skills and knowledge. I thought a reputed company will help me for better career

OR

- I need a platform for transforming my knowledge into work experience. If I chase two or more rabbits I can never catch any of them so I focus on one that's why I choose

your company. The best thing about your organization is its motivational environment.

OR

- I believe that this industry offers me a great opportunity to explore my potential, where I can utilize my knowledge, skill and experience for the growth of the company and also my career

## **6. What is the difference between confidence and over confidence?**

- Simply confidence means I also done that job and over confidence means I am the one to do that job.
- Confidence may lead you to victory but over confidence may give a great failure which you might never forget
- Confidence is say that I can do this work. And over confidence is say that no one can do this work except me.
- I can resolve this problem" is confidence, "Its the only me who can resolve this problem" is over confidence.

## **7. What is the difference between hard work and smart work?**

- According to me Hard-work means more efforts more fruits. Smart-work means less efforts more fruits.
- If you do the work without efforts and finding the easiest way to complete the work with in time is smart work, if you do the work with efforts and complete the work with in time is hard work.
- Hard work means learning from our mistakes and smart work means learning from others mistakes.
- Hard work is related to physical work and smart work is related to mind work every

one needs both hard and smart work.

- **How do you feel about working nights and weekends?**

- Yes I don't have any problems doing in night shifts and weekends, I'm young and good hard worker, I want to grow my career along with the company. If the company require my presence in night or weekend I will be there in any time.

OR

- Since am fresher here I would like to work for more time so that I can improve my knowledge about my work and I can learn more about company in short time if possible

OR

- Honestly speaking, I would like to spend time with my family and friends in weekends. But if the company needs me at any time and any situation I will be there to serve my company

OR

- As I am a girl, I can't work at night shift. When there is any commitment to work at night or weekends definitely I will work with proper securities.

- **Can you work under pressure?**

- Yeah! sure I can work under pressure because it's the way to used my hidden qualities and my four years in Engineering that makes me habitual of working under pressure and so assured that it won't affect my work

OR

- I will work under pressure because pressure is a part of work and this is way where we can learn solving/ handle any critical situation and get solution to company as soon as possible. So I'm always ready for this.

OR

- Well actually let me tell I never feel work as something to do with stress I only do it with happiness so the question of pressure doesn't come at all.

OR

- Yes I will definitely work under pressure since if we work under pressure we can learn

a lot of things which help us in the future.

## **10 . Are you willing to relocate or travel?**

- Yes, I love travelling whole over India. It enhance the skills of a person working in different environment. It helps in interacting with unknown people and increase our experience.
- Yeah sure I can work in new place, because I like face new challenges, in my work.
- Yes Sir, relocating and travelling are and should be a part of work for a fresher. This gives an employee confidence to work among any conditions
- Yes Sir I will always be ready to shift anywhere because it helps me to give new experience, languages, culture. Even It also helps me to build my career.
- Its a big yes, because it is the best opportunity to learn new things. And as a fresher you must adapt changes and explore more.

### **• What are your goals?**

- My short term goal is to work with reputed company like yours and long term goal is to become a respectable person and the part of success of your company.
- Short term goal to get an environment where will get opportunity to apply my theoretical knowledge in solving the practical problems and get experiences of industry
- Sir, my goal is to work as a software professional in a reputed company which is aligned with good values.

### **• Do you have any questions for us?**

- Always have a question ready to answer this one

- You can also ask whether the company encourages learning and development of employees
- Ask whether the company has plans for expansion
- You can also discuss your role in details
- You can ask about the Projects which are ongoing

### • **How long would you expect to work for us if hired?**

- Well Sir as long as my skills, ideas & hard work help in achieving organisation's goals & the organisation in return appreciates my work and helps me in my carrier growth and provides me good working environment.
- Sir, I believe that one should not forget the company who started his/her career and one should give more priority to it. So as long as I can work I will be committed towards the company.
- Hi, you can expect me long period of time because everyone want a hike, promotion and growth, all these can not get by changing job-by-job, we have to show our stability and I promise that I will enjoy each movement of my hard work if I selected.

### • **Would you lie for the company?**

- I would not lie instead I would choose for a alternate solution like solving the problem by analyzing from the roots because "A lie may have short life but its result has very long life span" which ruins the organisation's reputation
- Depends on the situation, I am a man of principles, I don't prefer lying but if that lie actually benefiting our company then its worth a shot.
- Lying is not a good thing but if that lie can improve the reputation of the company then I would have to

### • **Tell me something about our company.**

- Study about the company in details.
  - > Know about the history of the comapny.
  - > Know the names of the owner(CEO) and partner.

- > Research about the company current issues.
- > Know about the services provided by company
- > Update your knowledge about their competitors.

It is one of the best fastest growing company in India, the work environment of the company is very good, people feel proud to be part of a company, as company provide full support to their employees & profession friend, it has many branches across the world so have good opportunity to show my talent.

### • **Where do you see yourself five years OR Ten Years from now?**

- Sir five year from now is really unpredictable because we all know future is uncertain besides this we all have some goal so my goal for next five year is to enhance my skills for a level where my juniors can learn me and people know me because of my skills and working style and get some motivation from my progress.
- In 5 years I would like to be a successful person in career and also I would increase my knowledge based on my day by day experience. So after 5 years I would definitely become a successful person.
- I see myself a couple of positions up from the entry level where I could handle the responsibility more independently. And I may also become a mentor for the fresher's
- Well 5 years is a long time to predict though. But yes I would prefer myself being a responsible person for my organisation and I will still be in the learning process as always.

### • **How much salary do you expect?**

- As a Fresher my first priority is set into a job, then the company can decide how much you can pay for my work
- Salary is not a big think for me. I want a good carrier, so I am waiting for good opportunity.
- As I'm a fresher and started with my career I don't believe I'm at a position to expect or demand any package. But still, I would like my package to be as per industry standards. I except considerable of salary according to my ability and company norms

which fulfill my economic need.

- Well to be honest as a fresher, I m the one who is certainly looking for opportunities at the moment and salary is not my main concern but yes salary does play an important role because I do not want to get dependent on my parents.

- **Tell me about yourself.**

- Start with Hello good morning/afternoon/evening as per the timings
- First start from your GRADUATION days.. (Branch, Stream, achievements, Percentage if more than 65)
- Just a quick talk about your 10<sup>th</sup> and 2<sup>ND</sup> PUC education
- Start saying about your Skills which you are specialized and expert ( Ex: Testing, Java, SQL, Selenium, Webservices)
- Try to Say about What had you learnt in each skills.
- You can say hobbies at last, most preferably say hobbies which you do in team ( Ex: Cricket, Photography, Trekking)