Startup Grind KIIT - HR Recruitment

Comprehensive Assessment Framework

SECTION 1: HR QUESTIONS (60 Questions)

Low Difficulty (Foundational HR Knowledge):
1. What does HR stand for and what are its core functions?
2. Define employee onboarding in your own words.
3. What is the difference between recruitment and selection?
4. Name three qualities of a good team member.
5. What is a job description?
6. What does "employee engagement" mean?
7. How would you welcome a new volunteer on their first day?
8. What is conflict resolution?
9. Name two ways to motivate a team.
10. What is the purpose of an induction program?
11. Define "work culture" in a student organization.
12. What is feedback and why is it important?
13. How would you handle a situation where two team members are not talking to each other?
14. What does "team bonding" mean to you?
15. What is the role of HR in an event-based organization?
16. How do you ensure everyone in a team feels included?
17. What is retention and why does it matter?
18. Name three communication channels you would use to reach team members.
19. What would you do if someone is consistently late to meetings?
20. How do you define "professionalism" in a college society?

Mid Difficulty (Applied HR & Organizational Behavior):
21. How would you design an onboarding session for 15 new recruits in 2 hours?
22. A core team member is talented but consistently misses deadlines. How do you address this?
23. What is the difference between intrinsic and extrinsic motivation?
24. How do you balance empathy with accountability when managing volunteers?
25. Two team members have a personal conflict that's affecting their work. What's your step-by-step approach?
26. How would you measure team morale in Startup Grind KIIT?
27. What strategies would you use to retain high-performing volunteers?
28. How do you handle a situation where a team member wants to quit mid-event season?
29. Describe the difference between a team and a group.
30. What is "Tuckman's Stages of Team Development" and how does it apply to student societies?
31. How would you create a 30-60-90 day plan for new HR recruits?
32. What is the "Give First" value and how would you embed it in the HR function?
33. How do you conduct an exit interview for a leaving volunteer?
34. What's the difference between feedback and criticism?
35. How would you design a recognition program with zero budget?
36. Explain the concept of "psychological safety" in teams.
37. How do you prioritize tasks when you have event prep, recruitment, and team conflicts all happening simultaneously?
38. What is "employee value proposition" and how does it apply to Startup Grind KIIT?
39. How would you handle a situation where senior members are micromanaging juniors?
40. Describe your approach to resolving bias in the recruitment process.
41. How do you ensure diversity and inclusion in team selection?

42. What is the role of HR in crisis management during an event?
43. How would you train team leads to give constructive feedback?
44. What metrics would you track to measure HR success in a student chapter?
45. How do you balance being a friend and being in an authority position?

High Difficulty (Strategic HR & Leadership):
46. Design a complete talent acquisition pipeline for Startup Grind KIIT from sourcing to selection.
47. How would you build a "culture of accountability" without creating fear?
48. A founder-level team member is creating a toxic environment but is highly productive. What do you do?
49. How do you scale team operations from 10 to 50 members while maintaining culture?
50. What is the "Bar Raiser" concept in hiring and how would you implement it?
51. Design a competency framework for the HR role at Startup Grind KIIT.
52. How would you resolve a situation where the Chapter Director and Event Head have conflicting visions?
53. What is organizational change management and how does it apply when transitioning leadership?
54. How do you identify and develop future leaders within your team?
55. Explain the difference between transactional and transformational leadership in HR.
56. How would you design a performance review system for volunteers?
57. What is "employer branding" and how would you build Startup Grind KIIT's brand on campus?
58. How do you handle a mass resignation scenario (3+ core members quitting together)?
59. Design a conflict escalation matrix for team disputes.
60. How would you align HR strategy with Startup Grind's global mission and KIIT chapter's local goals?

SECTION 2: WILL TO WORK & TEAMWORK (30 Questions)

Motivation & Commitment:
61. Why do you want to join Startup Grind KIIT specifically, not any other society?
62. What does "Give First" mean to you and how have you practiced it?
63. Describe a time you went above and beyond for a team project without being asked.
64. What are you willing to sacrifice to make Startup Grind KIIT successful?
65. How do you stay motivated when a project isn't going as planned?
66. What is your biggest personal goal and how does Startup Grind KIIT fit into it?
67. If you had to choose between academics and a critical Startup Grind event, how would you decide?
68. What would you do if you were given an unglamorous task like arranging chairs for an event?
69. Describe your work ethic in three words and give examples.
70. Why should we choose you for the Founding Team over other candidates?

Teamwork & Collaboration:
71. Tell us about a time you had to work with someone you didn't like. How did you manage?
72. How do you handle disagreements within a team?
73. Describe your role in group projects - are you a leader, mediator, executor, or idea generator?
74. What does being a "team player" mean to you?
75. How would you support a teammate who is struggling with their responsibilities?
76. Give an example of when you put the team's success above your personal recognition.
77. How do you ensure that quieter team members get heard?
78. What would you do if you felt your team lead was making a wrong decision?
79. How do you build trust with teammates you've just met?
80. Describe a time when your team failed. What was your role and what did you learn?

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Startup Grind Values & Culture Fit:

81. What do you know about Startup Grind's mission and values?
82. How would you embody "Make Friends, Not Contacts" in your HR role?
83. What does entrepreneurship mean to you?
84. How would you contribute to building a "Give First" culture at KIIT?
85. What excites you most about the startup ecosystem?
86. How do you align with Startup Grind's mission to educate, inspire, and connect entrepreneurs?
87. What does "Help Others" mean when you're juggling your own responsibilities?
88. How would you handle a situation where a team member is only interested in certificates, not community building?
89. What legacy do you want to leave as part of the Founding Team?
90. If Startup Grind KIIT became the top society on campus, what would that look like to you?

SECTION 3: CASE-BASED SCENARIOS (15 Questions)

91. Crisis Management: It's event day. Attendance is 40% below target, the keynote speaker is stuck in traffic, and a core team member is having a panic attack. What are your next 3 actions?
92. Conflict Resolution: Two co-heads (Events and Marketing) are fighting over budget allocation 3 days before a major event. How do you mediate?
93. Retention Challenge: Your best Event Manager wants to quit because they feel underappreciated. What's your approach in a 15-minute conversation?
94. Cross-Functional Pressure: The Marketing team needs 10 volunteers to do flyering tomorrow at 6 AM, but most team members have exams. How do you mobilize people?
95. Toxic Behavior: A founding member makes inappropriate jokes that make others uncomfortable but claims "it's just fun." How do you handle this?
96. Low Engagement: After 2 months, 40% of recruits are inactive. Design a 7-day re-engagement sprint.
97. Budget Constraint: You need to organize a team bonding session for 30 people with 0 budget. What do you do?
98. Founder Conflict: The Chapter Director and you disagree on recruitment criteria (brand names vs culture fit). How do you resolve this?
99. Scaling Challenge: You have 50 applications for 10 positions. Design a fair, efficient 3-round selection process that finishes in 5 days.
100. Post-Event Burnout: After a successful event, 5 core members are burned out and demotivated. How do you re-energize them?
101. Diversity Issue: Your current team is 80% from one branch (CSE). How do you diversify for the next recruitment?
102. Rapid Growth: Startup Grind KIIT suddenly gets 200+ event registrations (expected 50). You need 15 extra volunteers by tomorrow. What's your plan?
103. Reputation Management: A former member is bad-mouthing Startup Grind KIIT on social media, claiming favoritism. How do you respond?
104. Inter-Society Competition: KIIT's E-Cell is hosting an event on the same day as yours. How do you ensure your team stays motivated and attendance doesn't suffer?
105. Mentor Guidance: A new recruit asks you, "I feel like I'm not contributing enough. Should I quit?" How do you counsel them?

SECTION 4: APTITUDE & OPERATIONS (25 Questions)

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Logical Reasoning:

106. You have 8 volunteers and 5 tasks. Each task needs at least 1 person. How do you allocate efficiently?

107. Event starts at 5 PM. Setup takes 2 hours. Venue opens at 3 PM. Team arrives 2 PM. Create a timeline.

108. If Person A takes 3 hours to design a poster, and Person B takes 5 hours, how long if they work together?

109. You need 100 registrations. Current rate: 20/day. Event is in 3 days. What's the gap?

110. Rank by urgency: (a) Speaker confirmation, (b) Social media post, (c) Venue booking, (d) Team meeting.

111. A team member promises 2 days but delivers in 5. How many days should you plan for?

112. Budget 5000. Food 3000, Printing 1500, Misc 1000. What do you cut?

113. If 30% of registrants don't show up, and you have 150 registrations, how many attendees should you plan for?

114. Your team has 3 introverts and 7 extroverts. How do you assign roles?

115. Two tasks: (a) Time-sensitive low-impact, (b) Flexible high-impact. Which do you prioritize?

Operations & Situational:

116. List 5 tools/platforms you would use to manage a 20-member team.

117. What's the difference between a Google Form and a TypeForm for recruitment?

118. How would you use Notion to organize HR workflows?

119. Design a communication protocol for emergencies during events.

120. What is a "rundown sheet" and why is it critical for events?

121. How do you track attendance for 30 team members across 10 meetings?

122. What are "action items" and how do you ensure follow-through?

123. Explain the concept of a "backup plan" with an event example.

124. How would you manage registrations: Google Forms, Luma, Eventbrite, or WhatsApp? Why?

125. What is the role of HR in post-event feedback collection?

126. You're in class and get an urgent message: "Projector not working, event starts in 10 min." What do you do?

127. A sponsor backs out 1 week before the event. How do you handle team morale?

128. You forgot to confirm the venue and it's double-booked. Event is tomorrow. What now?

129. A team member publicly criticizes a decision in the WhatsApp group. How do you respond?

130. You realize you selected the wrong candidate after onboarding. What's your ethical approach?

SECTION 5: CROSS-DOMAIN KNOWLEDGE (30 Questions)

131. How would you support the Marketing team in promoting an event to get 200+ registrations?

132. What is "employer branding" and how does it apply to recruiting volunteers?

133. Name 3 metrics you would track for social media campaign success.

134. How do Instagram Reels and LinkedIn posts differ in content strategy?

135. If registrations are low 2 days before an event, what cross-functional actions would you suggest?

136. What is the HR role on event day vs. event planning phase?

137. How do you ensure volunteers don't burn out during back-to-back events?

138. What's the difference between a "rundown" and a "checklist"?

139. How would you assign roles for an event with 5 stages happening simultaneously?

140. What is "volunteer experience" and why does it matter for retention?

141. If you have 10,000 INR for team bonding, how would you allocate it?

142. What is "cost-per-hire" and how would you calculate it for volunteer recruitment?

143. How do you justify HR budget (team meals, merch, training) to the Chapter Director?

144. What's the difference between fixed and variable costs in event planning?
145. How would you track reimbursements for 20 team members?
146. Name 3 tools you would use for remote team collaboration.
147. How would you use Slack or Discord for team communication?
148. What is the advantage of using Canva over Photoshop for HR materials?
149. How would you automate attendance tracking using Google Sheets?
150. What is a CRM and how could it help manage volunteer data?
151. How would you draft an apology email if an event gets postponed last-minute?
152. What's the difference between internal communication and external communication?
153. How would you handle a PR crisis where Startup Grind KIIT is blamed for poor event management?
154. How do you write an announcement that gets read in a 100-member WhatsApp group?
155. What is "stakeholder management" and who are the stakeholders for Startup Grind KIIT?
156. How does HR contribute to Startup Grind KIIT's long-term growth strategy?
157. What is the difference between a manager and a leader in a student society context?
158. How would you identify and nurture future Chapter Directors?
159. What is "succession planning" and why is it critical for a student chapter?
160. How do you balance short-term event needs with long-term team development?