Founder:- Shiv Nadar, CEO- C.VijayKumar

**Q)Why do you join HCL(Hindustan Computer limited)?**

Ans:-I want to join HCL because of its strong reputation, global presence, and commitment to employee growth and development.

HCL fosters a culture of diversity and inclusion, which aligns with my values and promotes a positive work environment.

**Q)How do you suitable for this role**

Ans: I am suitable for this role because I bring a combination of strong technical skills and personal attributes that align with job requirements and company culture.Firstly, my technical skills in C, C++, Python, HTML, CSS, and SQL are directly relevant to to the responsibilities outlined in the job description.

Beyond technical skills, I am a strong team player, as evidenced by my involvement in various group projects and extracurricular activities, such as playing cricket, which has instilled a sense of teamwork and discipline in me. I am also self-motivated and continuously seek opportunities to learn and grow, as shown by my proactive efforts to improve my public speaking skills and expand my technical knowledge.

1. **"Can you tell me more about your hometown**

Ans:off course I am from Samastipur a district in northern Bihar, is one rich in cultural heritage as well as agriculturally significant. It is home to the first Dr. Rajendra Prasad Central Agricultural University, a leading institution in agricultural research and education. Cultural landmarks include the Mannipur Temple and Khudneshwar Asthan, and the Samastipur Junction makes for great connectivity. Traditional food in the area is very diverse and flavorful. The most popular dishes are Litti-Chokha, Sattu Paratha, and Thekua. Growing up in Samastipur has instilled in me the values of hard work, community spirit, and adaptability, which I believe are important for finding success in any professional role."

**Q)Know about HCL tech?**

Ans:-HCL Technologies is a global IT services and consulting company headquartered in Noida, India. The company was founded in 1976, offering a range of services spanning IT and business consulting, infrastructure management, engineering, and R&D services. The company operates in many sectors, including finance, health care, manufacturing, and telecommunications. HCL is recognized for its customer-centric approach and innovation-driven solutions, with a significant presence in more than 50 countries, serving several Fortune 500 companies. Very prominent in the field of digital transformation, cloud computing, and cybersecurity, HCL has become one of the most important companies on a global IT scale.

**Q)Long term and sort term goal**

Ans:-My sort term goal is aim on hands-on learner with a passion for software integration and team initiatives ,

gearing up a constantly evolving role in a software sector. My long Term goal is to achieve a high position in the organisation like .

1. **Your Exceptation?**

Ans:- "I expect HCL Tech to provide a robust onboarding process and continuous learning opportunities. As a fresher, I am eager to acquire new skills and knowledge through training programs, workshops, and mentorship."

**Q)What you will do if the company will pressures you sometimes for multiple task?**

Ans:-I will prioritize tasks and communicate with my manager to ensure realistic expectations.

Assess the urgency and importance of each task

Create a to-do list and prioritize tasks accordingly

Communicate with my manager to ensure realistic expectations

Delegate tasks if possible

Avoid multitasking and focus on one task at a time

**Q)About College Life**

College life at KIIT University has been an enriching and transformative experience. The diverse environment and state-of-the-art facilities have significantly contributed to my personal and academic growth. Engaging in various extracurricular activities and student clubs has helped me develop leadership skills and a sense of community.

The faculty at KIIT is knowledgeable and supportive, encouraging us to push our boundaries and explore new ideas. The curriculum is well-structured, providing a solid foundation in computer science while allowing for specialization in areas of interest.

Living on campus has been a unique experience, fostering independence and a sense of responsibility. The vibrant campus life, with numerous cultural and technical festivals, has provided a platform to showcase talents and interact with peers from different backgrounds.

In summary, my college life at KIIT University has been a journey of learning, growth, and unforgettable memories. It has prepared me well for future challenges and opportunities in my career.

**Q)"Can you tell me about a weakness you have?"**

"Certainly. One area I've been working on is my public speaking skills. I’ve found it challenging in the past, but I recognize its importance in professional settings. To improve, I’ve been attending workshops and volunteering for opportunities to present. This has already helped build my confidence and ability."

**Q)What is your biggest achievement in life?**

I believe my greatest achievement is managing my time in every aspect of development. My parents made me realize the importance of time management and dedication in every aspects of life. I managed my time to study for academics,

extra curricular activities and also enjoyed my college life to the fullest. In between these I never neglected my physical and mental fitness. In the end I am managed to score good GPA and have good experience in other aspects also. Hopefully I will get selected for this job also.

**Q)What is your inspiration in life.**

My inspiration in life are my family , friends and the people near me. They have always been there to listen, to support, and to encourage me when I needed it the most.They are the ones who have helped me to become the person I am today and

who continue to push me to be the best that I can be.

**Q)Example of teamwork in college?(Do you organize any event in the collage)**

During my tenure at college, I had the privilege of being an integral part of the team responsible for organizing KIIT carnival, the largest fest on our campus. Serving as a Core member of the organizing committee, I played a pivotal role in shaping the event from its conceptualization to its execution.

As a team, we faced numerous challenges and hurdles along the way, from coordinating with various departments to securing sponsorships and managing logistics. However, through effective communication, meticulous planning, and unwavering dedication, we were able to overcome each obstacle and bring our vision

to life.

Additionally, I played a crucial role in managing the event logistics, meticulously coordinating with vendors, volunteers, and performers to ensure seamless execution

on the day of the fest. From stage setup and sound checks to crowd management and security protocols, my attention to detail and proactive approach helped ensure that KIIT carnival ran smoothly and left a lasting impression on attendees

**Q)Final Year Project**

Ans:-

Project Title: "Employee Attrition Prediction System"

Objective: "The main objective was to predict the likelihood of employee attrition and identify key factors influencing it to help the company implement effective retention strategies."

2.

why I chose this project:

"Employee turnover is a significant issue for many organizations, leading to high costs and loss of talent. Predicting attrition can help companies take proactive measures to retain valuable employees."

3. Data Collection

"We collected data from the HR department, including employee demographics, job details, performance metrics, and historical attrition data."

4. Data Preprocessing

the preprocessing steps:

"We cleaned the data to handle missing values and inconsistencies. Categorical variables were encoded, and numerical features were normalized to ensure they contributed equally to the model."

5. Exploratory Data Analysis (EDA)

Highlight key insights from EDA:

"We visualized the data to identify patterns and correlations. For instance, we found that factors like job satisfaction, years at the company, and salary were significant predictors of attrition."

6. Model Building

"We experimented with various machine learning algorithms, including logistic regression, decision trees, and random forests. We split the dataset into training and testing sets and used cross-validation to ensure the model’s robustness."

7. Model Evaluation

"We evaluated the models using metrics such as accuracy, precision, recall, F1-score, and ROC-AUC. The random forest model performed the best, achieving an accuracy.

8. Interpretation and Insights

"Feature importance analysis showed that job satisfaction, years at the company, and salary were the top predictors of attrition. We recommended the HR department focus on improving these areas to reduce turnover."

9. Deployment

"We integrated the model into the company's HR system for real-time attrition prediction and provided a dashboard for the HR team to monitor and analyze predictions."

11. Conclusion

"The Employee Attrition Prediction System provided valuable insights that helped the company take proactive steps to improve employee retention, demonstrating the practical impact of data science in HR."

12. Challenges and Learnings

"One of the main challenges was ensuring data quality and mitigating bias. This project taught me the importance of thorough data preprocessing and ethical considerations in predictive modeling."

**Q)"What challenges did you face during your Employee Attrition Prediction System project and how did you overcome them?"**

Ans:- "One major challenge was ensuring data quality. We encountered missing values and inconsistencies. To address this, we used mean imputation for missing values and implemented thorough data cleaning processes to correct inconsistencies.

Another challenge was dealing with data bias. To mitigate this, we performed a detailed exploratory data analysis to identify potential biases and used techniques like re-sampling and re-weighting to ensure the model was fair.

Feature engineering was also complex. We collaborated closely with HR professionals to identify relevant features and continuously experimented with new ones to improve model performance.

Choosing the right model and tuning it was crucial. We evaluated several algorithms using cross-validation and performed hyperparameter tuning with grid search to optimize performance. Ensemble methods like random forests proved to be the most effective.

Ensuring model interpretability was key. We used SHAP values to explain feature importance and developed clear visual tools for the HR team to understand and act on the insights.

Finally, integrating the model into the existing HR system required scalable infrastructure and secure APIs. We deployed the model on a cloud platform and set up continuous monitoring to ensure it remained accurate and effective.

Through these steps, we not only overcame the challenges but also delivered a robust and actionable attrition prediction system."

**Any question from your sides?**

ans-- Yes sir , what types to work will be assigned to me if i got selectedAnd if you can give me some suggestions or advice for my interview.