**You have not done your PG yet. This is not a drawback, but don’t you think you should get a PG degree asap?**

Other variations of this question are as follows:

* Do you want to complete your Masters/Post Graduation in near future?
* Do you aspire to pursue higher studies?

Don’t fall into the interviewer’s trap. This question is shot at you to check your confidence level. So, do not feel unarmed or look surprised. Keep your calm and answer smartly with a strong and indestructible logic.

Possible Answer #1:

*“As soon as I graduated, I felt the urge to start working in the real world. It’s not that I am a total novice. I have undergone 3 internships, of which 2 are paid from reputed organizations. This credential has helped me land an offer from one of those firms. I sometimes wonder whether I should have first completed my post-graduation. Had I done so, I wouldn’t have been able to develop my complete portfolio. And I am hoping that my track record will help me get selected for this position in your esteemed organization.”*

Possible Answer #2:

*“Having a PG degree is important, but I don’t think it is mandatory. Most job seekers out there have similar degrees. In order to differentiate, a PG degree from a reputed university along with the total experience can obviously help me stand out. I am aware of this and as soon as I get a call from any university about an executive program with weekend classes, I will surely enroll for the same. As of now, I have a lot of responsibilities back home, which is why I don’t think it will be wise on my part to enroll myself into a full-time PG program.”*

**What are your strong points? or What are your strengths?**

Don’t just talk about your strengths, your interviewer genuinely wants to know about your strong points.

Possible Answer #1:

*“I am passionate towards my work and also a good listener, which means, I take my instructions seriously. I am not a person who leaves things midway. I never lose focus, even if I am under stress or have stringent deadlines to meet. I like to finish every single task on my to-do list completely. Optimism, energy and my ability to learn quickly let me hit the ground and rapidly solve problems. I also have good communication skills which means I can deal fairly well with my business clients as well as with the members of my internal team, in the future. Based on my skills, abilities, and experience, I know I would be a great addition to the team.”*

Possible Answer #2:

*“I have the requisite skills to make your risk worth it. Chatting less and letting my work do the talking, is my motto. In the past, whatever project was assigned to me was delivered on time and also at par with all the quality standards.”*

Possible Answer #3:

*“I’ve been told that I’m a very good manager. My team tells me that I give them a lot of freedom in how to do their work, which they really appreciate. They also say that I’m really enthusiastic, so when we’re faced with too much work, they tell me that my manner really helps to keep them motivated and calm. My boss also tells me that I’m very innovative in terms of finding new ways of working that cut out inefficiency.”*

**What is your greatest fear?**

Remember that this is a stress test question.

Don’t simply talk about your weaknesses, your interviewer genuinely wants you to talk about your loopholes! Try to resist the urge to give him/her more points to reject you. Answer diplomatically.

Possible Answer #1:

*“You might think that since I have never worked in my life, and this is only my first job, my inexperience is my weakness. But I beg to differ. I am a fast learner and very open minded. I assure that I do not carry any pre-conceived notions regarding how I feel I should perform my job.”*

Possible Answer #2:

*“I work too hard sometimes and care too much about my work. I take my tasks back home and work even during the weekends. You can call me a workaholic, but my family always points out that this is not right. Slowly and steadily I am realizing that speed and working smartly are the key. So, I have begun to reach out to my colleagues for ready-to-use workarounds so that I can give more time to my family.”*

**If I call up your current or previous reporting manager now, what will be their opinion about you? What will they say that you need to work on?**

Freshers with no internship experience can move on to the next question to prepare for HR interview questions and answers.

Possible Answer #1:

*“I used to get nervous while speaking in front of large groups. You can say that I had stage-fear, and I believe that I still do. This is partly because I am shy by nature. No wonder that I have been always assigned Individual Contributor roles. My current manager might cite this as one of my weaknesses, and he has actually helped me to overcome my shyness. Thanks to him, today I am an active member of Toastmasters International and my journey with them has been great so far! I am working to improve my public speaking, and leadership skills and I am sure my future employer will witness a blatant change in me.”*

Possible Answer #2:

*“Interesting. During my last performance review, my boss did not list any areas of improvement and gave me an outstanding rating. However, if I were to think of one, I would guess that I need to speak up more during meetings. I always have good ideas and contribute my thoughts to my current project. But I discuss these ideas with my boss and let him do all the talking during meetings. I should work on speaking up more during brainstorming sessions.”*

**Did you ever have a conflict with your current/previous boss or professor?**

Possible Answer #1:

*“Recently I had a disagreement with one of my professors about a question that was out of syllabus in one of the semester exams. It was not a major one, but yes I will label it a ‘conflict’. Most of my friends and peers did not attempt this question due to ambiguity. When I brought the cause into my professor’s notice in private, he remained cold and unconcerned. So, I and my batchmates had a discussion following which, we went to him together. At that point, our professor agreed that the question was ambiguous, but he refused to give us grace marks for the same. I felt disappointed because he did not appreciate the fact that I brought the situation earlier, into his notice in private. Besides, he did not suggest an alternative paper or project work, with which students could make up for the lost marks.”*

Possible Answer #2:

*“I was managing the creation of our new company presentation, flyers, standees, brochure, and emailers. My team had to meet a very tight deadline because everything had to be delivered on time. I was in charge of the deliverables and had to manage all my team members which included Marketing, Sales, Graphic Design, Events and Product Management. My designer was very talented, but he, unfortunately, missed a deadline. When I approached him about the same, he started bad-mouthing me. I was taken aback but explained my reasoning again. Eventually, we decided to speak to our AVP about how important and time-consuming this project was. The AVP agreed and ended up assigning other designing projects to another graphic designer. This took pressure off my team and then we focused on our priority. Later my designer apologized for the blow-up and his behavior. He also thanked me for my help.”*

**What do your friends/co-workers say about you?**

Possible Answer #1:

*“I recently completed my internship at Tata Steel Ltd., Tata Center, Kolkata. My project lead told me that in the beginning, I was a little lost, but by the end of the summer internship program, she knew that she could count on me.”*

Possible Answer #2:

*“Since I like to build strong professional relationships with my teammates, most of them have become great friends. We have been spending eight hours a day, five days a week for several years now. So, I am sure that whatever they say, will be realistic and not made up. One thing that they will surely mention about me is my love for food! The rest is up to you to find out.”*

**What did you do in the last year to improve your knowledge?**

Possible Answer #1:

*“In 2017, I was in the final year of college. During that time, I did three things to improve my knowledge. 1. I got myself enrolled in Aptech for the Sun Certified Java Programmer course. I will appear my exam soon. 2. I have bought magazine subscriptions such as Dataquest. These magazines help me to stay well informed about new topics in the IT world. 3. I completed my final year application project based on Java. The topic was Centralized Remote Based College Information Scheme.”*

Possible Answer #2:

*“Being an L3 or senior level Windows/Linux Administrator I have mastered my virtualization experience on VMware, KVM, Xen, Hyper-V etc. I made sure to understand storage and networking better last year. I picked up PERL scripting last month and plan to pick up Ruby and Python in the next 3 months. I am also a beginner level programmer as I learnt C++. I mastered Chef on job and have deployed Amazon AWS to understand cloud better. I also earned my Red Hat Certified Engineer (RHCE) license and I am targeting RHCA by the end of 2017.”*

Note: Remember, certification is the key to land a job in an IT firm. So, get certified asap in your core skills.

**Explain the difference between group and team. Are you a team player?**

Possible Answer #1:

*“Yes I am. During my summer internship at Cadence, me and my friends were working together. Ours was a mixed group with varied skills and we produced results which would have been impossible to produce individually. I had to keep all my communication channels open at all times to ensure that the project stayed on track. I was responsible for my part of the code and also for the collective delivery of the entire project. I worked closely with senior key team members to keep my deliverables on track. In the end, I was able to deliver on time and within budget.”*

Possible Answer #2:

*“Yes, I am. Though I am currently in an IC (individual contributor) role, I like working with others as personally, I am social and outgoing. I like to nurture and build team spirit. At least once a month we go for team lunch or host team parties and generally, I am in charge of the fiancés from the pool fund. In case there is no budget left in some month, I ensure a potluck lunch. Being a senior in the team, I keep my eyes and ears open to understand the needs of all the others, especially my juniors and freshers. We help each other focus on what really matters, instead of getting bogged down with irrelevant pressure. My strong communication skills help me coordinate between different team members and resolve further issues.”*

[Read more answers here.](https://www.naukri.com/blog/what-is-the-difference-between-group-and-team-sample-answers-to-this-hr-interview-question/)

**What is your ideal company or workplace?**

Possible Answer #1:

*“My ideal workplace or company is a fair one that values my contributions even as a fresher and encourages me to speak up and share my ideas. It is a place where I can be myself, while working towards a greater goal.”*

Possible Answer #2:

*“My ideal company is the one which can bring forth exciting challenges. Such opportunities will bring out the best in me as I can use my interests and experiences to grow. I like my present workplace as it offers all this along with a clean and professional work atmosphere, and more. But I am looking forward to a company that is actively involved in social welfare, and your organization does exactly that.”*

**What is the most difficult thing that you’ve ever accomplished? or What is the most difficult thing you have ever done?**

Possible Answer #1:

*“I have never been a great public speaker. The very thought of facing a crowd used to make me nervous. When I started college, my best friend advised me that I had to get over this roadblock to shine through. So, last year, I took the bold step of trying my hand at public speaking. I joined the Debate Club in my college. Since then, I have participated in multiple contests. Initially, I stammered, forgot my lines, dropped the microphone once due to my sweaty palms and even got booed at or scolded by the judges. Yet, I kept on participating. Last month, for the very first time in a year, I won the third prize. It was a great boost to my self-confidence. I believe that it is my greatest feat so far, even bigger than my AIEEE rank.”*

Possible Answer #2:

*“I have helped my father set up his business from scratch. This is our family business and a startup as well. The initial days were really very tough as I had to learn and apply everything at once. Be it sales, marketing, leadership, management, finance, finance, human resources etc. I became a jack of all trades overnight. It was really difficult to running and grow the business. Nothing was so difficult or stressful as this one, midway I even slipped into depression and anxiety. I even made up my mind to quit my job and focus entirely on my father’s dream, but thankfully the business took of due to our collective efforts and today, I am free to focus on my career once again, and do what I love the most. The accomplishment bit here is that I feel whole and complete, as my family business is running smoothly and my career is undisturbed.”*

**What is the difference between hard work and smart work?**

Possible Answer #1:

*“Hard work is what every breadwinner does today, including a rickshaw puller or a daily wager. Smart work is what the educated masses like us are supposed to do, and some of us are actually doing it, like my father. A well-balanced combination of both hard work and smart work is the secret formula to success. I have friends who study all through the year and yet have 10 back papers to clear. They do not have any interview calls in their kitty, and what do you think is the reason behind this? It is their lack of understanding about smart work. All year through, they were only working hard, but not smartly. They did not prioritize their goals properly. Again, there’s me, I do not have any back papers and have a decent CGPA. I am also attending this interview today. Whatever might be the outcome, I feel I have prioritized my goals correctly and have worked both hard and smart. That is the difference between hard work and smart work.”*

Possible Answer #2:

*“Hard work is delivering work on time with more effort and smart work is delivering work on time, with lesser effort. I feel that is the basic difference. Most of the times, in the corporate world, I feel a combination of both is needed to attain excellence.”*

[Read more answers here.](https://www.naukri.com/blog/difference-between-hard-work-and-smart-work-how-to-answer-this-hr-interview-question/)

**How do you feel about working weekends and night shifts?**

Possible Answer #1:

*“I am a fresher and I hardly have any exposure of the corporate world. Back in college, weekends were no different from weekdays for us. The assignments, tasks and projects had to be submitted within deadlines, and to do so, we would study during the weekdays. As far as night shifts are concerned, I would like to say that I am a nocturnal person and I like to do my studies generally at night. I have no issues working during weekends and at night, provided I get enough compensatory offs to relax and wind down.”*

Possible Answer #2:

*“Sir, my body clock has got tuned into regular weekday shifts from 9 to 6. I am not comfortable working nights and weekends on a regular basis, unless there is some urgent deliverable or a resource crunch in the team, I will surely pitch in. But working odd shifts is not good for the mental and physical health of employees and I hope you understand the same. Yet, if the company needs my presence mandatorily at night or during the weekend for continued growth and success, I will definitely work for it.”*