



HR Round Negotiation Guide for IT Jobs in India

This guide provides a list of common HR questions, sample answers, and strategies to handle objections during the package negotiation phase. Use this to negotiate your CTC, benefits, and other factors effectively.

1. Expected CTC (Cost to Company)

HR Question:

"What is your expected CTC?"

Answer:

"I was expecting something around ₹XX LPA based on my experience, the current market standards, and the skills I bring to the role."

Common HR Objection:

"Your expectation is too high compared to our budget."

Response:

"I understand, but considering the industry average and the value I can add to your organization, I believe this is a fair ask. Is there any flexibility in your budget for the right candidate?"

2. Current CTC and Hike Expectation

HR Question:

"What is your current CTC, and how much hike are you expecting?"

Answer:

"My current CTC is ₹XX LPA, and I am expecting a hike of approximately XX%, as I have multiple offers in hand and the market for my skills is quite competitive."

Common HR Objection:

"We can only offer up to a 20% hike."



DEEPAK GOYAL
Founder & CEO
Azurelib.com
[Connect on LinkedIn](#)

Response:

"I understand, but I've received offers from other companies offering XX% hike, and I am very interested in joining your organization. I would be happy to accept if we can align closer to my expectations."

3. Multiple Offers

HR Question:

"Do you have any other offers in hand?"

Answer:

"Yes, I do have another offer from a reputed company offering ₹XX LPA. However, I am keen to join your organization because of its brand value and the exciting role."

Common HR Objection:

"If you already have a better offer, why are you interested in us?"

Response:

"I value your company's culture, the role's alignment with my long-term goals, and the technology I'll be working on. If we can close the gap on the offer, I'd love to join your team."

4. Joining Time

HR Question:

"When can you join us?"

Answer:

"I am currently serving a 90-day notice period, but I can try to negotiate with my current employer to reduce it if needed."

Common HR Objection:

"We need someone who can join within 30 days."



DEEPAK GOYAL
Founder & CEO
Azurelib.com
[Connect on LinkedIn](#)

Response:

"I understand your urgency, but I would need at least 60 days to ensure a smooth transition. I am willing to explore buyout options to reduce the time further."

5. Relocation and Cost of Living

HR Question:

"Are you okay with relocating to our office in [Location]?"

Answer:

"I am open to relocating, but I'd like to factor in the cost of living in [Location]. I'd appreciate a compensation package that aligns with the increased expenses."

Common HR Objection:

"We don't provide additional compensation for relocation."

Response:

"I understand, but since [Location] has a higher cost of living, it would be fair to reconsider the package slightly to make the relocation viable."

6. Work from Home (WFH) Option

HR Question:

"Are you open to working from the office full-time?"

Answer:

"I would prefer a hybrid or WFH arrangement, as it aligns better with my current lifestyle and improves productivity."

Common HR Objection:

"We require employees to be in the office full-time."

Response:



DEEPAK GOYAL
Founder & CEO
Azurelib.com
[Connect on LinkedIn](#)

"I understand, but since WFH is becoming an industry standard and saves time and costs for both employees and employers, could we consider a hybrid option to accommodate both?"

7. Benefits and Perks

HR Question:

"Our benefits include [standard benefits]. Are these okay for you?"

Answer:

"The benefits look great, but I'd like to confirm if there's flexibility for additional health insurance, a joining bonus, or stock options."

Common HR Objection:

"We don't usually provide extra benefits."

Response:

"I understand it's not standard, but given my experience and the skills I bring, could we consider a joining bonus or additional perks as part of the package?"

8. Technology and Role

HR Question:

"This role may involve working with legacy technologies. Is that okay?"

Answer:

"I am always open to learning, but my expertise in [modern technology] can bring more value to the team. Could we discuss growth opportunities in line with my skills?"

Common HR Objection:

"This is the only role we have for now."

Response:



DEEPAK GOYAL
Founder & CEO
Azurelib.com
[Connect on LinkedIn](#)

"I am interested in the role, but if there's an opportunity to transition to newer technologies in the future, I'd be very happy to contribute long-term."

9. Salary Budget Cap

HR Question:

"Our budget cap for this role is ₹XX LPA."

Answer:

"I understand the budget constraints, but considering my skills and current offers, I believe there's room to adjust the package slightly for the right talent. Could we explore options like variable pay or a joining bonus to bridge the gap?"

10. Location Preference

HR Question:

"We expect you to move to [Location]. Are you comfortable?"

Answer:

"I prefer working from [current location]. Would you consider remote or hybrid work? It will save relocation costs for both sides."

Common HR Objection:

"This is an in-office role."

Response:

"I understand. However, with my skills and productivity in remote settings, I can deliver results without being location-dependent. Is this negotiable?"

Key Objection-Handling Tips

1. **Be Polite and Confident:** Always remain calm and polite, but emphasize your value to the organization.

[Join WhatsApp Group for Free Material](#)



DEEPAK GOYAL
Founder & CEO
Azurelib.com
[Connect on LinkedIn](#)

2. **Leverage Market Data:** Quote industry standards for salary, benefits, and WFH trends to strengthen your case.
3. **Highlight Multiple Offers:** If you have competing offers, tactfully use them to demonstrate your value.
4. **Stress Mutual Benefits:** Show how your requests align with the company's goals and your commitment to success.

Closing Line for Negotiation

"I am very excited about this opportunity, and I truly believe we can find a middle ground that works for both of us. Let's work together to finalize something that reflects my skills and your budget."

How to Use This Guide

- **Prepare:** Research market standards for your role, skills, and location.
- **Practice:** Rehearse your answers and responses to common objections.
- **Negotiate:** Use this guide during your HR round to confidently negotiate your package.