

Most Asked HR Interview Questions

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Most Asked HR Interview Questions and Answers

1) Tell me about yourself?

This is the most famous question for an interviewer and also most difficult to answer this question for the candidate. This question puts all the pressure on the candidate, and the interviewer relax.

You should alert enough to answer this question. You should start with an easy and confident tone and answer in a proper manner. It should not be scripted. Always remember, you are not giving the interview to a robot so your articulation, your pronunciation of each word should be clear and confident.

A good way:

Analyze your interviewer interests.

Express your most important accomplishments first.

Possible Answer 1

"Good morning/afternoon/evening" sir/mam.

First of all, thank you for giving me this opportunity to introduce myself.

My name is Ajeet Kumar.

As far as my education qualification is concerned, I have done MBA with finance stream from Srivenkateswara university in Emerald's P. G. College, Tirupathi, in the year of 2014.

I had completed B.tech from N.I.T Jaipur in 2012.

I had completed my schooling from G.I.C. Allahabad.

As far as concerned my family, I belong to a middle-class family. My father is a Businessman, and my Mother is a homemaker. My brother is preparing for civil services.

I am good in programming languages C, C++, and Java and very much interested in HTML, CSS, ASP. Net and SQL.

My strength is self-confidence, positive attitude, hard work.

My weakness is: I can easily believe every one.

My hobbies are: Watching news channels, Playing volleyball, Listening to music.

Possible Answer 2

"Good morning/afternoon/evening" sir/mam, it's my pleasure to introduce myself. I am Anshika Bansal. I belong to Meerut. I have done my B.Tech in CSE from Lovely Professional University.

While coming to my family members, there are 4 members including me. My father is a doctor, and my mother is a teacher. My younger sister will appear her 12th CBSE board exam this year.

Now coming to me, I am sweet smart, confident, and hardworking person. I am a cool hearted person, so usually see every difficulty with a positive side and keep myself always smiling which makes me stronger even more.

I can carry out any task assigned to me without hesitation.

My hobbies are dancing, Internet surfing, playing Chess, listening to music, watching the news channel. In my spare time, I like to read news on my phone and traveling to my hometown.

Thank you for giving this opportunity to introduce myself.

Possible Answer 3

"Good morning/afternoon/evening" sir/mam, it's my pleasure to introduce myself. I am Anshika Bansal. I belong to Meerut. I have done my B.Tech in CSE from Lovely Professional University.

I am carrying 5 years of experience at top Wall Street Companies. In my recent company, I led the development of an award-winning new trading platform. I can survive in a fastpaced environment.

Now I am looking for a chance to apply my technical expertise and my creative problem-solving skills at an innovative software company like yours.

2) What are your strengths?

You should always remember that even if your strength is not business related, find a way to relate it to work. Tell your positive points related to the job.

Possible Answer 1

My main strengths are the ability to use my initiative to take on challenges. I am always proactive at what I do, and that keeps my mind stimulated and focused.

Possible Answer 2

My greatest strengths would be my intelligence and thoughtfulness. I believe that in every work environment you need to process every step and be detailed in your work.

Possible Answer 3

My time management skills are excellent, and I'm organized, efficient, and take pride in excelling at my work.

Possible Answer 4

I always understand the value of time, and I am always able to innovate. I listen to advice from others.

Possible Answer 5

My greatest strength is my ability to focus on my work. I'm not easily distracted, and this means that my performance is very high.

Possible Answer 6

My biggest strength is my Confidence. Apart from that, I am Hardworking, self-motivated with a positive attitude towards my career and my life. If I have a problem, then I think its an opportunity for me to express my ability.

3) What are your weaknesses?

Everyone has weaknesses so while answering this question don't spend so much time on this. This question is generally asked to know how honest you are with yourself. State one or two minor weaknesses and try to relate it works. (avoid saying "I work too hard" it is a very common answer). Don't pretend you don't have weaknesses and don't avoid answering the question.

Possible Answer 1

You can say, "I used to be very disorganized, always forgetting assignments and birthdays. But I managed to work out a computerized system of to-do lists and reminders that keep me on top of everything."

Possible Answer 2

"I am a straightforward person, and I cannot say no when someone asks me for help."

4) What are your hobbies?

It totally depends on you what you like and what hobbies do you have but always justify your answer.

For Example:

My hobbies are dancing, Internet surfing, playing Chess, listening to music, watching the news channel. In my spare time, I like to read news on my phone and traveling to my hometown. Thank you for giving this opportunity to introduce myself.

5) How do you handle stress, pressure, and anxiety?

It is a typical interview question asked to judge how you handle the job stress and pressure.

Possible Answer 1

I believe in working in a planned way and finishing my work regularly. I always react to situations, rather than to stress. In this way, I handle the situation and don't take the stress.

Possible Answer 2

I go to the gym regularly and do work out. In this way, I remove my stress. I believe that physical exercise is a great stress reducer.

6) What do you know about this organization?

You should fully aware of that organization where you are going for an interview, so check the history, present structure and working style of that organization. Check the company's website, Facebook, Twitter, Google+, LinkedIn pages to gather the information.

Possible Answer 1

We all know that it is one of the fastest growing infrastructure company in India. The facilities provided to the employee is best. People feel proud to be the part of your company as the company provides full support to their employees in professional front. The working environment of this company is decent. It has crossed the branches in the world also. And I was in search of this type of company.

Possible Answer 2

We all know that this company is India's no.1 company for development. I was delighted to see on your company website that your employees are talking about how great it is to work for your company. Now these days, so many people seem to hate the company where they work for one reason or another. It's great to see that your employees are proud to talk about how much they love their company and jobs.

7)Who founded TCS?

"Tata Consultancy Services was founded by J.R.D. Tata."

8)Where is the headquarters of TCS?

"TCS's headquarters is in Mumbai, India."

9)What do you know about TCS?

"TCS is a global leader in IT services and consulting, known for its innovation and wide range of tech solutions."

10)When was TCS founded?

"TCS was founded in 1968."

11)Who is the current CEO of TCS?

"K. Krithivasan is the current CEO of TCS."

12)Why did you leave your last job?

You should be very careful with this question. Avoid trashing other employers and making a statement like **"I need more money"**. Instead of this, you can say that:

Sir, it's a career move. I have learned a lot from my last job, but now I am looking for new challenges to broaden my horizons and to gain a new skill-set.

13) Why should we hire you?

Tell your qualifications and highlight that points which makes you unique.

Possible Answer 1

"I believe that everyone starts with a beginning, I need a platform to prove my abilities and skills. I think your company is the right place to explore my abilities. I need to be a part of your growth. I will do my level best."

Possible Answer 2

"As a fresher, I need a platform to prove my ability. If I will be a part of your company, I'll put my effort and strength to uplift your company. None is born with experience, and if you hire me, I will get professional experience through your company."

Possible Answer 3

"Sir, as I am a fresher, I have theoretical knowledge, but I need a platform where I can implement my knowledge in the practical field. I am ensuring you that I will put all my efforts for the good progress of the organization. As a fresher, I have no preset mind regarding work culture in an organization, and this will help me to adapt the working culture of your company very easily. Being punctual and regular, I can finish the work giving to me on time and try my best to fulfill all the needs of the company."

Possible Answer 4

"I have a good experience in that particular field (field of your specialization), and I think my talents will be a big contribution to the continuing pursuit of excellence of your company."

14) What are your salary expectations?

Don't ask your salary in exact numbers, instead of this show your commitment to the job itself.

Possible Answer 1

I am more interested in the role than the pay, and I expect to be paid appropriate money for this role based on my experience. As you also know that the high cost of living here in Delhi.

Possible Answer 2

As I am fresher, Salary is not an issue for me. Learning and gaining experience is my major priority. As your company is one of the most reputed company, I just accept the salary offered by you is the best in the industry.

Possible Answer 3

As of now, I haven't thought much about it. I am more focused on learning the requirements for this position that I am applying for.

15) What is the difference between smart work and hard work?

The difference between smart work and hard work are as follows:

Smart work and hard work are related to each other. Without being a hard worker, we can't be a smart worker. Smart work comes from the hard work. That means everyone has to specialize in his work to become a smart worker. So, all of us have to do hard work to achieve smart work.

So hard work increases your accuracy, and smart work increases accuracy as well as efficiency.

16) Explain the difference between group and team?

The difference between group and team are as follows:

There is only one difference between the group and the team. That is unity. Any set of people who stand together without any purpose or goal can be called as Group. Whereas, when more than 2 people work towards a common goal, can be called as a Team.

For example:

If you assign work to a group, then the work will be divided between the members and each member will work out their part, without any coordination with the other members of the group. On the other hand, if you assign a project to a team, they will collectively take the responsibility and work together with the goal to achieve the desired result. In a team, the members will cooperate and coordinate with each other at all times.

17) Would you like to relocate or travel for the company?

Firstly, you need to understand the purpose of this question. The fresher candidate does not say YES at once. This will only show your desperation to this job. You can answer like this:

Possible Answer 1

I will definitely consider traveling if the opportunity is appropriate, rewarding and feasible. I don't think that I will have any problem with the traveling involved.

Possible Answer 2

Yes, as part of growing up. I used to travel a lot as my father is an ex-serviceman hence occasionally he used to be posted throughout the country. Though I would prefer my city as it is my birthplace and all my friends and relatives are there, but at the same time, I am ok with relocating.

18) What are your expectations from the company?

Though this answer is objective and can be different for different persons, but you should be positive in your thoughts and do not say many things about the company which gives the interviewer an illusion that you are exaggerating. In short, be realistic and precise.

For Example

I have always wanted to work with an organization which provides a very comfortable and home like work environment. I would like to work in the company where I can get the opportunity to learn and enhance my skill to become a better professional in the future.

19) Where do you see yourself in 5 years?

Now, this question is the trickiest and deadliest one among all. This can prove to be a trap and you might not even be aware of it. While the question might seem casual, the main purpose of this question is to find out how long you are planning to stay in the company if hired and how your vision fits the vision of the company.

“You might be tempted to answer honestly by saying things about your plans for higher studies, your plans to start a startup, your plans of becoming a hiring manager in the company or if you don’t have a plan then you are simply tempted to say you don’t have a plan at all. These are the things the interviewer doesn’t want to hear and hence avoid giving such answers.”

“ The recruiter is only interested in knowing how long you are planning to stay in the company and how satisfied you are with the current position you are going to be hired. “

Sample answer:

Over 5 years, I would love to utilize all the opportunities that this company provides me to learn by utilizing the internal and external training programs. My ultimate career goal is to become a Technology Architect and hence I would look forward to developing various products that represent the vision of this company and be a part of making a difference along with quickening my journey of becoming a Tech Architect.

20)Do you consider yourself a team player?

By this question, the interviewer asks whether you can work and collaborate with others in an organization. So, answer this question positively. Your answer should make the interviewer believe that you will fit in well with the team they assign you to and contribute to the company individually and as a part of the team.

Here’s what you can say:

“Yes, I do consider myself as an excellent team player. I’ve been lucky enough to work both as an individual contributor and as a part of the XYZ team in my present organization. So, I am fully aware of what each role demands of me. When given a task, I can handle it well with minimal supervision, and I can also work seamlessly within any team. As part of a team, I always keep communication lines open and am always ready to help my teammates wherever I can. know that collaboration is often the key to innovation and success, and I’m perfectly comfortable with working in a team environment.”

“Yes, I am. Right now, I’m working as an independent contributor to my present company. However, I’ve worked with my colleagues on numerous projects, and my transition into the team structure happens quite naturally. I like being a part of the team as it allows me to open up to new ideas and explore new avenues while working on different projects.”

21) What motivates you?

This is a straightforward question that demands an honest and inspired answer. When you answer, stick to things like job satisfaction, achieving your career goals, becoming a valuable part of the team, sharpening your professional skills, and excitement for new challenges, as the primary motivators for excelling in your professional life.

You can also mention money, but make sure you keep it towards the end

– it should not come off as your primary motivating factor. Never brag about material things while answering this question.

Below are two examples to help you understand what the interviewer expects to hear from you:

“I’m a very passionate person, and passion is my strongest motivator that continues to push me to become a better version of myself. When it comes to working, I believe that great results will follow if I put in the commitment, dedication, and patience in whatever I do. Working as a part of a team excites me. The thrill of being able to create something valuable motivates me to work harder.”

“My greatest motivation is to become the best version of what I can be. It excites me to exceed my expectations and accomplish tangible results. I love to be productive and achieve milestones. This gives me a sense of fulfilment and satisfaction. Learning new things and completing new challenges also motivates me to go the extra mile.”

22) On a scale of one to ten, rate me as an interviewer?

Possible Answer 1

Sir, I'm not in the position to rate you as an interviewer. Anyway, I'm not going to disappoint you. As an interviewer you've fulfilled your job, So, I can give you 10 out of 10. But I'll give you 9/10 as there should always be a scope to increase our skills which will create an interest in learning the things. Thank you very much for giving me this wonderful opportunity.

Possible Answer 2

Thank you for giving me such an opportunity, but for sure I am not the person to rate you. As it is obvious that your position is highly reputed and you have been chosen to undergo this process that shows your excellence at this place, but still I have to answer this question so honestly, it would be 9/10 as no one is perfect and we always leave room for improvement.

23) Do you have any questions for me?

It's your turn now. If you get such an opportunity, you may ask questions like that:

Possible Answer 1

Thank you for giving me this opportunity. After my overall performance till now if I got selected what I need to improve and if I'm not selected how can I succeed further. Can you give any advice sir?

Possible Answer 2

First of all thank you very much, for being so much polite & friendly to me throughout the session, that I can express myself so easily. Can you please tell me that what are the qualities you are expecting from fresher like us & I want to know, if am selected, then what should I improve before I join your company, if I am not selected, your opinion will help me to the upcoming interview