



# **Interview Preparation**

## **HR Interview Preparation**

**This sheet is well curated with all type of HR question asked in HR interviews.**

**Just go through the sheet and it'll be helpful**

Just simplified my experience here...  
Hope it goona help you all...  
Save this pdf and thanks me later

 [himanshu shekhar16](#)  
 [@himanshushekar](#)

**I took the reference from InterviewBit and Google to curate this sheet.  
Hope it adds some points and learnings in your Journey.**

## **This sheet consist of top HR questions asked in the Interviews**

### **Opinion based HR Interview Questions**

1. What would you do if you were working under a bad boss?

Interviewers want to know how well a candidate can cope up with people with different beliefs and ideologies and hence it can get a little tricky to answer this. While answering this, you ensure that you are avoiding emphasis on the negative aspects of the situation.

#### **Sample answer:**

Firstly, before jumping to the conclusion that my boss is bad, I will try my best to understand his personality and get to know what their problem is. If I find my boss to be aggressive, then I will make note of the things that would make him angry and will work on avoiding that. I will also try asking my colleagues how they have worked on dealing with him. If things get worse, I will contact HR to get a solution regarding this.

2. What do you think is an ideal work environment?

The main intention of this question is to understand if you will fit into the work environment that the company has already. Employers want to ensure that the employees are more productive and happy doing their work and retain them in the long run and hence they ask this kind of question to understand if the employees can fit into their culture.

#### **Some tips to prepare for this question would be:**

- Thoroughly research the company you are interviewing for and have a brief idea of the work culture, the hierarchy of the company, etc.
- Talk about the work culture that would focus on growth.
- Emphasize how a team-oriented workplace would be of interest to you.
- Ensure that whatever you talk about is aligned with the company's vision.
- Avoid mentioning a workplace that gives a lot of vacations, flexible timings, more bonuses, and fun. We know it is ideal, but it doesn't work that way.

#### **Sample answer:**

According to me, an ideal work environment is one that revolves around a team where the focus is on learning, working, and growing together to take the team members and the company to new heights. It is where the skills and capabilities of team members are being leveraged to grow. While I

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was researching your company, I found that you pay more importance to teamwork and that was something which impressed me. I believe that I can work better in an encouraging environment.

3. What does motivation mean to you?

This again is a broad question that can be easily misinterpreted by the candidates. While answering this question, we have to make sure that we are honest and also our answer should be associated with the job that we are getting interviewed for. Try giving an example to make things more clear.

**Sample answer:**

Learning new things and the feeling of satisfaction that comes while solving a problem drives me to do my best in my job. I love challenges as they push me to do more. I believe that learning should never end and the day we stop learning is the day we get stagnant and this thought always motivates me to learn something new. Looking at the job description, I know that this job will provide me the motivation to keep things going.

4. What is your dream company like?

This a tricky question where the interviewer again assesses your rightness for the job. While answering this, do not spill out your actual dream of working for 6 figure salary in a company with frequent access to vacation and flexible work hours. The interviewer is not interested in these things and will consider these as red flags as they make you seem materialistic.

**Some tips to answer this:**

- Be sincere in what you want in an ideal workspace.
- What you say should align with the work culture of the company.
- Avoid exaggeration and point out a specific employer as an example.

**Sample answer:**

My dream company is a place that would provide me loads of opportunities to learn and grow and help me harness my abilities to contribute to the overall growth of the company. I value such a company that will recognize and appreciate performance and based on what I have researched about your company, I believe this place can offer me these opportunities.

5. What do you do to ensure that a certain number of tasks is completed effectively?

By asking this question, the interviewer understands how you will perform while multitasking. These days, every employer expects that a candidate should be able to work on multiple projects simultaneously which is where understanding how capable you are to multitask becomes important to them.

**Some tips to answer the question:**

- Describe a situation where you worked on multi-tasking and how you were able to meet up the deadlines.

- Do not talk about how much you hate multi-tasking.
- Do not talk vaguely or give generic answers.
- You can also give examples to back up your claim in STAR format.

### **Sample answer:**

Whenever I am assigned multiple tasks, the first thing I do is to calm myself down and build up a positive mindset that I can achieve the task. I then begin to organize them based on the priorities and come up with a plan to set deadlines for each of them and begin to work on the task.

Whenever I feel like I am blocked or I am facing roadblocks, I let my supervisor know of this and I don't hesitate to seek help from my colleagues. If I see that I am not able to meet the deadlines, then I will be informing my manager well in advance by detailing whatever I have done. Most of the time, my manager was kind enough to understand the cause of delays and I would receive an extension in the deadline and I ensure that my tasks are completed.

6. What would you prefer - being liked or being feared?

The answer should be given diplomatically here because no interviewer would want a candidate who likes to be feared.

### **Sample answer:**

Honestly, I prefer to be well respected in my organization. Fear does not command respect. I want to be in such a way that my team members will not hesitate to reach out to me for anything.

7. How long do you think you will be working for us if you are hired?

The recruiter wants to check for how long you will be staying in the current company. Do not be honest and share your plans of switching to a dream company or your plans of higher studies.

### **Sample answer:**

I am planning to be in this company for a very long time as long as I am being valued and respected for my work and as long as the management sees me as an asset.

8. If you were reborn as an animal, what animal would you want to be?

This might seem to be an odd question to answer to. Rest assured, the interviewer does not want to joke with you. Instead, they ask this question to get what kind of personality you are, what your thought process is, and how creative you are by describing yourself as an animal.

### **Some tips to answer this question would be:**

- While answering, make sure your justification is aligned with the job role you are choosing.
- Do not choose animals with poor traits.
- Do not choose animals with the traits that are opposing the ones required for the job role.
- Following are some traits of animals. Make sure your skills match those traits:

- Lion: Always ready to fight, never backs from challenges, strong and rightly known as the king of the jungle.
- Dog: Known for loyalty and friendliness.
- Elephant: Hardworking animal capable of performing hardcore work.
- Cows: Known for love and loyalty.
- Dolphin: Known for selflessness and helpfulness.
- Butterfly: Has the ability to transform from one stage to another and always waiting to fly beautifully.
- Ant: Known for being a hard worker and for the ability to carry weights twice their weight.
- Owl: Wise creatures known for seeing bigger pictures.
- Dove: Known for peace and non-violence.
- Chameleon: Jells well in all environments. Also considered to be sneaky. - This animal can be avoided.
- Snake: Known for being tricky - This animal should be avoided.
- Tortoise: Known for being lethargic and sluggish. - This animal should be avoided.

### **Sample answer:**

I would like to be reborn as a lion. A lion is known for its love for challenges and its pride. It goes for what it wants and it can thrive in a battle (or challenge) which is why I want to be a lion.

9. Will you lie for the company under any circumstances?

To be honest, this question is not commonly asked anymore. However, just be prepared for this question. It is a tricky one to answer as you have the question of integrity and the company benefits in line. The best thing to do here is to be diplomatic.

### **Sample answer:**

I believe in the principle of honesty. So, my willingness to be a part of the lie would depend on the situation and the outcomes associated with it. If my lie will not jeopardize anyone and brings a positive result for the company and the employees, then I can be a part of it. However, I do not feel good about lying.

### **Brainteasers HR Interview Questions**

10. What do you think is better - being perfect and delivering late or being good and delivering on time?

Brainteasers

Back up your opinion with certain examples and answer what according to you is right.

### **Here is one possible answer:**

I believe that it is always better to be good and deliver on time. Time is money to the organization. If we are good and on time, then there is always room for improvement and enhancements. But if we deliver it late, then no amount of perfection can make up for the time lost.

11. Judy's mother had 4 children. The eldest one was April, the second child was May and the third child was June. What was the name of the fourth child?

This is a very simple question. Yet some people find it confusing when they hear it for the first time or possibly due to the stress of interviews. Think twice before answering. Never say that you do not know. At least try solving.

The answer is **Judy**.

12. How many times in a day does the clock's hand overlap?

While hearing this question for the first time, it might sound very simple but it could also be complex. Interviewers do not generally look for the correct answers. They would just want to see how well you are capable of analyzing a problem and what is your thought process to approach a problem.

**Some tips to answer this question:**

- Take time to analyze the answer.
- Note down your thought process while answering.
- Show that you are actually in the process of solving a problem.
- Do not blurt out answers without thinking.
- Do not say I don't know without even trying.

**Sample answer:**

We know that we have 24 hours in a day. The hand first overlaps at 12:00, then at 1:05, 2:10, 3:15, 4:20, 5:25, 6:30, 7:35, 8:40, 9:45 and 10:50 two times in a day. There will be no overlap at 11:55 because the hour hand is moving towards 12 while the minute hand is at 11. This sums up the result to 22.

13. You have only two vessels of 3l and 5l volume and you are given an unending supply of water. Can you find out how to get 4l of water just by using these two vessels?

Take time to analyze the question. Do not think silently. Let the interviewer know of your thought process.

**The answer to this question is:**

- First, fill the 3l vessel with water.
  - Transfer all the water from the 3l vessel into the 5l vessel.
  - Refill the 3l vessel again and pour it off into 5l vessel jug till it is full.
  - In the 3l vessel, we now have 1-litre of water available.
  - Empty the water from the 5l vessel completely.
  - Pour the 1-litre water from 3l vessel to 5l vessel.
  - Fill the 3l vessel with water and pour this into the 5l vessel. We now have 4l of water in the 5l vessel.
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## Salary Related Questions

### 14. What to expect?

These kinds of questions are asked to find out if the interviewers can afford to hire you based on their budget and the range that they wish to offer. They want to ensure that your expectations and the range provided by the company are aligned and you are satisfied with it. It is very important to know and realize yourself worthwhile answering these questions especially when your expectations are more than what they are expecting to provide.

You do not want to come across as a money-minded person nor do you want to come across as a saint who is happy with being underpaid. Also, this is the part where your negotiation skills also come into play.

### Salary Questions

### 35. What is your current salary?

This question is asked to make sure that the money that you make in your current position falls within the budget that the interviewers want to provide you with.

- Try your best to avoid telling your current salary.
- In the current hiring market, companies do not add anything more than 35%-40% of the current salary.
  - Only in some cases where you are found to be the most perfect fit after excelling in all the rounds of the interview, the companies would be willing to offer you more hikes.
  - Some companies have a specified range dedicated to a particular position.
- However, the job of the recruiter is to hire a candidate who can do more at less cost. Hence, disclosing your current income might land you in an unfavorable position.

### Some tips to answer this would be:

- Research about the salary provided by the company to that particular job role either by checking on websites like Glassdoor, Indeed or by connecting with people working in that company on LinkedIn.
- Avoid stating your current income.
- Ask the interviewer what is the range that he/she is providing for the role.
- Do not lie.

### Sample answer:

I am not allowed to disclose my current salary information as my employer considers it confidential information and I am bound to that agreement. However, if you share the range that you would be provided for this position, I can let you know if my salary is in that range. Or I can also give a salary range that is based on my research of the company and based on my skills.

### 16. What is your salary expectation?

You have to answer this question carefully as you do not want to get underpaid for the job role at the end of the day.

### **Some tips to answer this question:**

- Research about the salary range the company is providing for the position.
- Try to get a range from the interviewer and see if you are okay with it. If the interviewer still insists on you providing a number first then give a range that you are looking for.
- You should be ready for negotiation, hence consider a range where you are okay with even if salary gets negotiated.
- Do not simply blurt out a range. Explain why you deserve it.

### **Sample answer:**

I have been in the software development industry for around 6 years. I have worked on developing and launching so many projects and have come a long way from being a fresher. I have also demonstrated leadership capabilities which I think will also be an added asset for you along with my technical prowess. Considering all this and also based on my research, I think if my compensation falls in the range of ₹15,00,000- ₹20,00,000 then it won't be a bad idea.

17. How much do you think you should be paid by looking at your qualifications?

By asking this question, the interviewer checks if the candidates are aware of their self-worth and indirectly want to know what money you are expecting. Do not be humble and modest while answering this question. You should sell yourself and prove that you are aware of what you are worth.

### **Some tips to answer this question:**

- Research about what is the current market trend for the skills and capabilities that you possess.
- Let the interviewer know that you have great skills by really selling yourself.
- Do not undermine or downplay your skills just to please the recruiter.
- Do not say a specific amount right away. Back it up with why you think you are worthy of that money.

### **Sample answer:**

I have been in the software development industry for around 6 years. I have worked on developing and launching so many projects and have come a long way from being a fresher. I have also demonstrated leadership capabilities which I think will also be an added asset for you along with my technical prowess. Considering all this and also based on my research, I think if my compensation falls in the range of ₹15,00,000- ₹20,00,000 then it won't be a bad idea.

We have seen what are the most commonly asked HR interview questions, why they are being asked, some tips to answer each question, and also possible sample answers to them. The list is quite comprehensive. Sometimes, an HR might also ask role-specific questions to know how well you have understood the job role. The questions asked during this round might seem to be a general casual discussion, but you have to be well prepared to answer this as the HR round is the most important round and the only step away from your dream job. The below image is the summary of all the tips that you can utilize to ace this interview.

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Feel Free to connect with me –

<https://www.linkedin.com/in/himanshushekhar16/>

