**1. Tell me something about yourself.  
→**Good afternoon  
Thank you for shortlisting me for the interview and giving this opportunity to talk about myself  
  
I am Saunak Kar  
  
I am a Microsoft certified Data Engineer working for Tata consultancy services with over 4 years of work experience, of which mostly I have worked with the Business Intelligence and Data Analytics team of some of the global retail giants like Ahold Delhaize, Colruyt.

Regarding my technical expertise, I have worked in different tech stacks of Azure primarily ADF, ASA, Azure Databricks, Spark and PLSQL and have been involved in multiple projects where we have delivered our product to the business, which helped us in achieving the milestone and also got us the best team of the Retail data platform.Our latest achievement involves the delivery of an Azure native Paas framework of data pipelines equipped with market leading big data technologies..

I had pursued my BTECH(don't mention the name) in Information Technology.  
  
About my hobbies, I love to swim and also happened to be an inter-district swimming champion.   
  
I have a huge passion for data engineering and analytics, right now I am looking for an opportunity to apply my problem solving skills,and I wish to work for a famous organization like yours and I do believe I can make a positive impact.

That's all from me.Thank you.

**3. What are your salary expectations?  
-->** I am quite sure that ' company ' will offer me a competitive remuneration within the industry standards. Maybe we can have better conversations around the numbers as we go ahead in the process. I need to have a proper interaction to get to know more about the development, opportunities, experience and most importantly the expectations from this job position, once my responsibilities are clear, I am sure we can come to an agreement on the remuneration.   
Can we negotiate?Based on my 4 years of experience in the Data Engineering field & the info provided on Glassdoor, I believe a salary of Rs 12- 15 lakhs with ABC benefits will do justice.  
  
**4.How good is your communication skills/Prepare stories.  
--> Award  
 Delivered product on time  
 Teamwork/Leadership  
 Increased Sales  
 Reduced Waiting Time  
 Resolved a conflict  
 Innovative changes  
 Learnt new  
 Volunteer Work**

**5. What are your strengths/strong points and weaknesses/greatest fear?**-->**Strength:** I am a quick learner and have a huge passion for data. Over the past 4 years, I have worked on various technologies.   
It is my motto in life to learn something new everyday & I actively seek feedback to keep growing.  
 As a Data Engineer of my team, I had the opportunity to learn about business insights & end-users expectations while talking to new customers.  
--->**Weakness:** Yeah I can tell that as a weakness, So it happened twice or thrice, I was so much occupied with the daily meetings and Scrum ceremonies,that I find it hard to manage my time & cut a little close to the deadlines. So, we had a discussion with the Scrum Master and Product Owner where we decided that whenever we are working on some stretch objectives, we can take a call on the important cadence where we are required, so yeah that's how I organize my calendar to prioritize my work better.

Yeah I can tell that as a weakness, So it happened twice or thrice, when I was working on some stretch objectives on a sprint I find it hard to manage my time & cut a little close to the deadlines. So, we had a discussion with the Scrum Master and Product Owner where we decided that whenever we are working on some stretch objectives, we can take a call on the important cadence where we are required, so yeah that's how I organize my calendar to prioritize my work better.

**6. Tell me about the challenges you have faced at work.**--> There are innumerable numbers of. Technical challenges but I have to pick a challenge with respect to business, I could remember there were some bugs issued by the testing team. We troubleshooted the issues & solved the problems. Upon further investigation, I found out that lack of proper communication & restriction of knowledge among a few team members was the main issue. So I scheduled weekly 'Share & Learn'sessions where both the seniors & freshers of the team would come together & discuss the advancements of the project. This challenge taught me that along with technology, proper communication drives a project to completion.

**7. 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?  
-->**Interesting. During my last performance review, my manager 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 innovative ideas and I should work on speaking up more during brainstorming sessions.

**8.What do your friends/co-workers say about you?  
→** I like to build strong professional relationships with my teammates and 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 sports! The rest is up to you to find out.

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

**10. Explain the difference between group and team. Are you a team player?**  
→ Yes, I am. 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 financés 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.

**11. What is your ideal company or workplace?**-->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.

**12. Have you ever had to fire anyone? How did you feel about that?  
-->**No, fortunately I was not placed in such a position.   
**IF U HAVE TO-->**I believe its horrible. But I know how to keep emotions at bay, while I am at work.Firing comes at the very end of road with me. If I am entrusted with setting up a team, I will do so very carefully after considering the past feedback and history of every single team member. But it is not always possible to choose your team.Sometimes, you have to work with a few rotten potatoes and it is essential to remove them from the basket, to save the rest.I have a tendency to spot poor performers within two to three months of them or me joining a new team.Last time I spotted one, I consulted my peers and other team members.Then, I had to set up a one-on-one meeting with the person and gave him several warnings, both written and verbal, over a 30-day period.I helped him prepare a list of work and behavioral goals, that I decided upon after consulting the rest of the team.Eventually I had to fire that person because he showed zero signs of improvement, drive and motivation.That firing was for a cause and I had no other resort left in my rule book.

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

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

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

**16. Where do you see yourself 3 years from now? or Where do you see yourself in 5 years?**--> I am really excited about this position because in the next 5 years, I'd like to see myself having end-to-end expertise in the retail domain & I know that this job will give me that opportunity. I am even excited about developing my managerial skills & in the next couple of years possibly even take the lead on some projects.-->One of the things that attracts me the most about this job is the opportunity to don many hats. As an Azure Data Engineer, in the next 5 years, not only will I have an opportunity to build my customer service skills, but I also hope to use my web designing abilities to refine the company's website. But what I am most excited about is to learn about the industry from the most highly regarded gaents in the business.  
I am excited about the opportunity of being an DE at ur company. So, for the 1st 1-2 yrs, I'd like to continue developing my writing skills & once i''ve established my credibility & have a thorough understnding aout company's protocol, in the next 3-5 yrs, I'd like to see this role turn a bit of an editorial position where I build strategies for the editorial team & also help edit other writers work.  
Needs--> In the 1st yr as a DE, I would like to know more about how ABC works & be responsible for conceptualising & tracking all the social media campaign.As this company is abt ...,I'd like to develop my design skills & learn s/w like....I'd like to apply those passions long-term to try out different content-creation formats & also help grow ur social media audience.

**17. Give an example of a time you had to respond to an unhappy manager/ customer/ colleague/ professor/ friend.**Personally, I am not too fond of conflicts. I don’t like it when people are mean, so I try to avoid conflicts and tongue-lashing as far as possible.I cannot recollect the exact situation right now, but that’s what I have done in the past.  
In my previous job, a client was yelling on the phone. I understand that his reaction was completely out of frustration.  
So instead of taking it personally, I tried to calm him done, and ensured that his concern was well heard. How did I do it?  
Well, I listened to him carefully and apologized once he finished. It ended up being a win-win situation for everyone.

**18. How quickly do you adapt to new technology?**Being a Bigdata Engineer working on game analytics engine, which is in itself a completely new field, I have a great track record of adapting to new technologies.  
I have picked up and implemented restful cloud application which can extract data from MongoDB or Aerospike and processes this data in Spark.  
The application I built takes SQL query inputs to process and generate output in a JSON, PSV, TDE format Same is published on a tableau server and further uploaded into the AWS S3 buckets.  
In order to build this API, I mastered Java/Scala Drop wizard, Spark, MongoDB, Aerospike, SQL, Tableau SDK, YAML, Maven, and SBT in just 1 year.  
Whatever may be the case, the core requirements of my job role are constant. I AM a Hadoop/Spark Engineer.  
Yes, it does take me some time to forge positive working relationships with new colleagues, but when it comes to technology, I am always the front runner

**19. What software packages are you familiar with?**

**20. On a scale of 1 to 10 how would you rate yourself as a leader?  
→** I am a good leader. That is the reason why today, I manage a 5-member strong team independently in an MNC.  
While assigning tasks, I consider people skills often.  
If a team member is feeling demotivated, I try my level best to understand them and accordingly control the situation.  
Bearing my performance as a Manager over the past few years, I would rate myself an 8.5/10, as there is still a lot of scope to learn and grow.

**21 What makes you angry?**→ In a team, there are times when I and some of my peers work hard to achieve a goal, while there are some people who leave their modules incomplete or quit mid-way.  
At such a juncture, this load also gets assigned to us, the hardworking lot.  
I don’t mind helping my peers out, but when an extra load of work gets assigned to me in the 11th hour, I get irritated.  
Sometimes, when I know that I cannot do justice to this new module, I politely refuse to take it up.

**22. Are you open to take risks? or Do you like experimenting?  
→**  This is a good question and a complex one. My answer would be both a No and a Yes.  
Personally, I like to experiment with new things, but I keep all my past mistakes in mind before taking a shot at a brand-new project.  
For example, carpentry is my hobby and I love to build small furniture pieces with my new toolkit, which was a gift from my brother.  
But I will never venture into a complete home renovation project with that little kit!  
What I mean to say is that baby steps are fine, but I will not jump off a cliff at once.  
It is always good to venture into new waters and new technologies.  
I am a very adaptive person and my diligence helps me pick up new stuff quickly.  
Experimenting or taking risks can yield both good and bad results, but the exercise in itself is a great learning experience.  
Such experiences generate experts and I want to become an SME or a JAVA subject matter expert someday. **23. What are your future goals? Tell me about your short term and long-term goals.  
→** I’ve picked up Marketing Automation basics during my first job, which lasted for two years.  
Now I am prepared to take up a bigger and more challenging project.  
I want to see myself as a marketing analyst in the next two years, that would be my short-term goal.  
Following which, I would see myself as an end-to-end Digital Marketing Strategist or a Manager in the long run

**24. What motivates you?  
→** Meeting the set target within an assigned deadline motivates me the most.  
When I do so, I get a sense of accomplishment and fulfillment.  
When this is coupled with an award, I feel all the more motivated.  
All in all, I like to achieve milestones, so that I can look back at them and say to myself, ‘Yes, that was my achievement.’ Visible results also motivate me.

**25. What are your hobbies? or What are you passionate about?**

**26. What are your biggest achievements till date?**Till date, I have accomplished several goals and milestones in my career as an app developer.  
The one that rings a bell is the latest version update on a core product of my current organization for customer profiling and payments.  
We had been slogging on this version update for 12 months at a stretch and I was a core team member.  
My team made me their team lead during the last 6 months and at that time, we were working on the mobile components of the product.  
To meet the deadline, I brought in 5 more resources, who had expertise in certain technologies, which were crucial for the pending modules.  
After the deployment of each of the component, all of us cross-trained to support all the platforms proficiently.  
In the end, we were able to deliver the project within time and budget constraints.  
Our CEO was highly impressed and all of us were also awarded at the quarterly town hall in December.

**27. What are you most proud of?  
→** I am very proud of how I helped ABC company set up successful sales funnel by satisfying 60,000 hyper-responsive customers.  
I even won a ‘Best Performer’ award and 100% incentive payout for the same.

**28. What has been your greatest failure?  
→** Last year, we wanted to improve sales by 50% but achieved just 35% which was a huge letdown, even if there was a huge boost to our ROI.  
The underlying issue was that I was on a holiday and my entire team took this last big deal for granted.  
They are all star performers, but I don’t know why they took this sure shot deal so lightly.  
We had built a great rapport with this client over a period of 3 months and the deal had almost been wrapped up.  
That was a huge failure in the recent past for me.  
Eventually, the deal slipped out of our hands and impacted the overall sales percentage.

**29. What do you always regret? or Do you have any regrets?  
→** I still regret turning down the position offered to me at XYZ company last year.  
I have gained good experience in my present organization.  
But it’s good that I turned it down, otherwise, I wouldn’t have been promoted and become a Manager.  
Neither I would have got the opportunity to interview with your esteemed organization today

**30. How do you respond to change?  
→** I am patient, persistent, practical, and always positive. This helps me cope up with change smartly.I try to stay focused on what I am and what I need. This helps me respond to change effectively.

**31. Are you demanding as a boss?  
→** My demands as a boss are never unreal. If the workload is huge and timelines are not negotiable with my seniors, I do become a demanding boss.  
Yet, as a manager, I always ensure that I help my team members progress and grow on their individual career paths.  
If they are having hiccups or challenges along the way, I delegate work accordingly to make their life easy, as well as ensure project delivery on time.

**32. Are you an organized person?  
→** Organization comes naturally to me.  
My desk, folders, software files, clothes, kitchen and everything else is always well arranged, sorted and neatly kept.  
Thanks to my mom for instilling this skill as a habit in me.”  
The labels are such that I can retrieve anything that I need instantly, in seconds. I also have a very clean desktop in my computer.

**33. Can you describe your time management skills?  
→** I decide on the order of my task list and prioritize tasks according to the instructions from my seniors.  
I try to deliver urgent tasks first and then the remaining ones.  
In case the urgency part is unclear, I prioritize complicated or time taking projects over the simpler and smaller ones.  
Throughout the process, I keep adapting and updating my seniors to ensure that I am on track and my efforts are not getting wasted.

**34.What’s your absenteeism record like?  
→** I value punctuality in my personal life. I am absent from work, it is backed by either a prior notification or a valid reason.  
I follow all company rules and HR policies regarding attendance and leave.  
I do not encourage habitual evasion of work among my team members as well.  
Habitual absentees are warned by me and I also put the work across to requisite authorities in case somebody is overtly disobedient. **35 Are you reliable? or Can I trust you with responsibilities?  
→** Yes, I am not only reliable but also a very dependable person. If a task is assigned to me, it will be dutifully handled and completed within the stipulated deadline

**36. What are the three things that are most important for you in a job?  
→** Honesty, loyalty, and determination to achieve my team’s target.  
Professionalism, growth and a healthy work-life balance are important

**37. What was the toughest decision you ever had to make?  
→** When I was asked to step in as a temporary team leader for the first time, I still remember how I missed a couple of key communications from the manager. This pushed our deadlines back by 2 weeks. It was a great lesson and since then, I always make it a point to focus on the big-picture, instead of looking at smaller projects

**38. If you won a Rs.10-crore lottery, would you still work?  
→** The amount you quoted is not huge, considering the fact that my spouse is a social worker! In order to sustain my existence and my family’s welfare, I would still keep working

**39. Give me an example of your creativity.  
→** Recently, the company that I work for, inaugurated a new store. On the day of the opening, the air conditioning of the outlet failed.  
In order to keep all the new customers comfortable, I immediately cracked the idea of organizing a sidewalk open-air sale! It was a life saver as the shop was super-hot inside. This is an example of how resourceful and creative I can be when the situation demands!

**40. What makes you happy?  
→** Success makes me happy. I also feel happy after accomplishing my task or makes me happy achieving my goals. Holidaying with my family also makes me happy

**41. How do you work under pressure? Can you handle the pressure?  
 →** I like to work under pressure. It brings out the best in me as well as helps me grow. I learn faster and perform well when I have a strict deadline, because I plan accordingly, work in a more organized manner and also tend to finish my tasks with more efficiency.  
In my current job role, deadlines and ‘pressure situations’ are common, and I have grown immune to them

**42. Are you willing to relocate or travel?  
→** I would definitely consider it. If the opportunity given to me is appropriate, rewarding and feasible, I don’t think I will have any issues with the relocation or traveling involved.

**43. What do you know about us or our company?  
→** Yours is one of the fastest growing and leading IT firms in India. Both your mission statement and tag line, are catchy and very attractive.  
Everyone I know, who is a part of this organization, is very happy about working here. I think this will be a great place for me to perform, show my talent and get recognized as well.

**44. How long do you think you will work for us after we hire you?  
→** I believe in long hauls. I have been with 2 organizations in the past, and my stints have lasted for 5+ years. Being an experienced professional in the IT sector, I have done my homework and believe this company will surely offer a best-in-class working environment and a rewarding career.  
I plan to stay for a long time here, or at least for as long as my services will be valued and required

**45. Are you applying for other jobs? Do you have any other offer in hand?  
→** Yes, I am negotiating verbally about an offer with the HR of an organisation right now. But there is no documentation to support the same. So, nothing is concrete yet.

**46. Why do you want to work for us or our company? or Why do you want this job or leave TCS?**--> ABC's reputation is certainly a factor. I have really enjoyed my time as a Systems Engineer but my favourite part of the job was being involved as an Data Engineer for my company.   
I have a frnd of mine who ahs been working here in the IT dept for the past 2 yrs has said that the company's culture encourages learning & development while on the job & really rewards hard work.  
As I've read on your website, ABC is planning to launch several new products & features in the upcoming months & I would love to be a part of that growth. I know that my experience in ' ' & my technical and leadership skills will help ur company with on-time releases and delivery.  
  
**47. Do you know anyone who works for us?  
→** I am a friend of XYZ, who is a part of your Finance Department, but our friendship was not the primary factor for me to apply here.Besides, I know how to separate my professional life from my personal life.This company has a strong reputation in the market and I have always looked up to your brand.I truly believe that I can use my skills and expertise to help my team and the organization grows.

**48. Why should we hire you? or Why should I hire you?**--> Check job descriptn.From ur job description, I noticed that u r looking for someone who is good with communication as well as technical skills, which is why i am a perfect fit for the job, I am an effective communicator, skilled in giving presentations, communicating via email. i'm even proficient in using a number of s/w systems required to keep track of data.

**49. Do you have a good work ethic?  
→** In my X years of professional experience, I have rarely missed a deadline.  
Barring extraordinary circumstances, I am usually able to stick to my writing schedule without compromising on quality.  
Besides that, I get long well with people which helps in maintaining a good work environment.

**50. How do you deal with feedback and criticism?  
→** I have learnt that it is best to take criticism positively.  
Feedback and criticism help one to look at things from a different perspective, which results in a better understanding of the situation.  
It ultimately helps one gain useful insights into one's strengths and weaknesses.

**51. Why do you want to leave your current job?  
→** I have been working with a great team in my current company and have learnt a lot from each member.  
But after working with the organization for more than 4 years now, I believe I have exhausted all the challenges that could be there.  
I am now looking forward to more challenges that can push my limits further and open new learning opportunities.  
I believe the job role offered by your company is the perfect scope for the same and I assure you I can surely add more value to the team as well if given the chance.

**52. Your interview is more or less coming to an end when the interviewer asks you, “Do you have any questions for me?”**-->  
 what are the challenges someone in my role might face?  
 what do u like the most about working here?

It was great talking to you!

**STORIES**

During my ILP, I conducted various technical grooming events... for all my colleagues & other attendees. To ensure there are no confusions, I answered hundreds of queries via email, phone & even in person ranging from accommodation to technical issues. At the end of the conference ...BIZ skill faculty commended me for being calm & empathetic while handling all the communication.

**Do you have any serious medical issues?  
-->** No, by God's grace I do not have any serious medical issues.

**Did you ever have a conflict with your current/previous boss or professor?  
--> No**

**You have changed jobs/jumped ship too many times already, why so?  
-->** My switches have helped me develop better interpersonal skills, gain diverse skills and adapt to rapidly changing business environments.

I can solve problems more efficiently and creatively, as I have learned to live with ambiguity and uncertainty. My first job helped me develop patience.

My second job helped me master spreadsheets and numbers.

My third job helped me develop better people skills and also adjust amidst culturally diverse and geographically dispersed teams.

All in all, I feel that my varied background makes me an ideal candidate for this job role today.”

I never expected to work with so many companies in these few years.

The companies that I worked for were small and one of them was going through a really bad patch.

But honestly, my journey has been a rewarding one. I can now confidently walk into a new situation and successfully figure out ways to make a difference.

This was truly meant to happen and I wouldn’t exchange all the experience I’ve gained from my switches, for anything!

But I am seriously looking forward to not having to do this, any more in the near future.

I want to make a stint that lasts for 5 to 10 years with a reputed organization, such as yours.

This will make my career a stable and a fruitful one in the long run