

## HR

### **1. What is the one thing that you enjoy most about working in HR?**

With this question, the interviewer is trying to understand the profession that inspires you most. To be able to answer the question, you need to draw parallels from personal experience and discuss the various aspects of HR that you personally find most rewarding, e.g. talent acquisition, employee retention, team-building exercises etc

### **2. As an HR manager, what will be your strategy to drive results?**

This is one of the frequently asked interview questions from the prospective HR managers where the interviewer is trying to assess your abilities beyond the realm of typical hr functions like resolving employee disputes and administering benefit.

To appropriately answer the question, you need to highlight your efficient people management skills and talk about how you can drive business results through the same.

As experienced HR personnel, you also need to discuss the ideas you wish to implement, their impact on business functions and thought to process on how you would measure success in short & long run.

### **3. What makes you interested in HR manager profile?**

The key here is to keep your answer focused on how your personal attributes, skill sets, and previous work experience in a similar function makes you an ideal HR candidate. While you answer the question, remember that the interviewer won't be much interested in knowing about

your career progression or your comfort with taking new challenges as the HR manager, if you can't add value to their firm.

#### **4. How do you differentiate Personnel Management from HRM (human resource management)?**

While the above two terms are often used interchangeably, there is a subtle difference between the two that you should be able to articulate well if asked at the interview. The good answer to this question would be an explanation of how personnel management is a part of wider HRM function. While the HRM manager needs to typically works around devising various strategies in sync with larger business objectives such as to improve employee performance, personnel manager needs to work more around day-to-day HR functions such as rewards, bonuses, compensation, employee motivation, etc.

#### **5. What do you think are some of the essential qualities that a successful HR person should have?**

The above question is a smart way to know more about your personality, traits, and values. To ace this question, it is important that you identify chosen attributes and discuss why you believe they're important.

#### **6. Describe a difficult HR situation you had with previous employer/manager and your approach to handling the same?**

This is a frequently asked HR interview question to understand your ability of conflict resolution. A good answer to this question would be the description of the specific action you took to overcome a particularly

difficult situation, your level-headed approach, and positive results in the end.

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### **7. Give three areas that you feel need the most improvement, based on your understanding of common HR practices?**

This is the way of asking your ideas and thoughts on current trends and best practices in the industry and to assess your own understanding of common HR issues. As you answer this, make sure to focus on areas of improvement that you think will benefit businesses and organizations in terms of important HR functions such as retention, efficiency, and long-term career development of employees.

### **8. What is your expected salary?**

This is one of the trickiest HR interview questions that need to be dealt with care. When asked about the expected salary, don't jump at a figure immediately. It is always wise to mention a range that is not too vast. Another smart way to navigate this question is by turning the ball back into the court of the person sitting in front of you by enquiring about the type of salary the company offers for the required position/profile.