

Contract Labour Job Interview Questions And Answers



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Contract Labour Interview Questions And Answers Guide.

Question - 1:

Why do you want this job as Contract Labour?

Ans:

I want this job because I want to deliver my skills and expertise to maximize the efficiency of construction projects

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Question - 2:

Explain what is your greatest weakness?

Ans:

I cannot refuse someone straightforwardly (This is a positive weakness - actually it will go in favor of you)

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Question - 3:

Explain why do you think time management is important if you are working as a labourer?

Ans:

Labourers often have to finish many tasks at the same time and this is why they have to make sure that every task is done in a time-efficient manner.

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Question - 4:

Explain what are the common duties of a general labourer?

Ans:

General labourers are expected to handle a lot of duties within a construction or production environment. Depending on the actual environment in question, he or she may be required to operate equipment in a safe manner, clean water tanks, dispose of trash and prepare work sites.

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Question - 5:

Explain what made you choose the profession of a laborer?

Ans:

To be honest, I came into this profession by sheer chance. I was an ace student in shop class in high school and when I graduated from high school, I realized that this was my vocation. I have been working as a laborer ever since.

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Question - 6:

Tell me what makes you a great choice for a general labourer position at our company?

Ans:

I am well-versed in preparing jobsites by clearing away debris and hazardous materials. I am also physically dexterous which makes it easy for me to manage physically demanding work easily. Additionally, I am great at taking and following instructions properly and ensuring that work assigned to me is done on time.

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Question - 7:

Tell me how do you measure your performance as a labourer?

Ans:

I believe that I am highly qualified for this position as I have performed quite well over the years. With a lot of experience over the past nine years, I would rate myself at least an 8 on a scale of 10.



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Question - 8:

Do you have questions?

Ans:

When asked if you have any questions about the role or the organisation, always have a few questions prepared to ask the interviewer. It is important to ask questions as this will illustrate your enthusiasm and desire to join their company. As with the other typically asked job interview questions, research and prepare some typical interview questions for the recruiter. You will find tons of content and guidelines to assist in preparing ahead of time to ask the interviewer and display your interest in the company as well as joining the team.

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Question - 9:

Explain what are you looking for in a job?

Ans:

This may seem like an easy common interview question to answer, it is in fact a tricky job interview question. While the interviewer is asking you what you are looking for in a job, in actual fact they want you to answer with what they are looking for from you. Again when preparing for this question, be sure to have the job ad close at hand in order to assess in precise detail what the recruiter is looking for in a candidate. Answer this question the way you think the interviewer wants you to answer it, by describing desires that the job you have applied for will be able to deliver to the candidate.

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Question - 10:

Can you please describe your working experience?

Ans:

Study your CV prior to your job interview and identify areas of your work experience that is specifically relevant to the job that you are being interviewed for. Be sure to scrutinise the job advert as this will guide your answer and provide you with clues on what exactly the recruiter is looking for in a candidate. Your answer should be concise and relevant; the recruiter has already seen your Curriculum Vitae and already has a good idea of your experience. Try to get the recruiter to specify what areas they would like you to discuss so as to avoid digressing off the topic with long winded explanations. The reason why the recruiter is asking this question even after having seen your CV application is because they want to hear how you would describe your experience verbally and to ensure that your verbal explanation is consistent with the information detailed in your CV.

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Question - 11:

Tell me as far as maintenance is concerned, how do labourers fit into the role?

Ans:

Maintenance of facility and equipment is of extreme importance in the role of a general labourer. Since preparing job sites and operating equipment are two of the main duties of a person working at this position, one has to make sure that sites are kept clean and safe and that equipment is properly maintained, by performing both preventative and regular maintenance on it.

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Question - 12:

Where do you see yourself in next five years?

Ans:

When answering this typical job interview question stay focussed on career goals and aspirations. Potential employers don't want to hear about your plans to 'Take over their company' nor your desire to become a pro golfer. Keep these career aspirations realistic and attainable within a 5 year period. Discuss ways in which you anticipate attaining your career goals as well as steps you have already taken to reach these career goals.

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Question - 13:

Tell me what is your greatest strength as Contract Labour?

Ans:

I am a dynamic person and work with full dedication

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Question - 14:

Tell us what are your salary requirements?

Ans:

Prepare ahead of time prior to your job interview on how you intend on answering this question. A good place to start is to research the industry standard or market related salary that employees in similar roles are earning. Generally this information can be found on the internet or alternatively recruitment agents will be able to give you a good indication of your market related salary. In your interview, try not to discuss exact figures but rather give a ball park figure that you will be able to negotiate on later on should the employer makes you an offer. Never discuss your salary goals unless asked by the interviewer.

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Question - 15:

Explain how do you manage the safe use of construction equipment?



Ans:

I have been especially trained in the use of tools and equipment that is used in a laborer's work. I can read manuals and ensure that I read and re-read safety instructions before I use a new tool or equipment.

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Question - 16:

Explain me what are your strengths and weaknesses?

Ans:

Although this question may seem as though you should answer with a positive answer for your strengths and a negative for your weaknesses, try to give two positive answers. When discussing your strengths highlight roughly three positive attributes or strengths that specifically apply to the available post based on what you consider to be the recruiter's specific requirements. When indicating your weaknesses, never detail a character defect or poor performance areas that have no opportunity to be improved on. Rather, try to explain where you identified a problem area where you were able to remedy this and explain how you did so.

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Question - 17:

Difficult Contract Labour Interview Questions:

Ans:

- * Have you ever had a boss you disliked? Why did you dislike him/her?
- * How would someone that dislikes you describe you?
- * Tell me about a group you participated in that was having problems:
- * What was your role?
- * How did you handle it?
- * What was the outcome?
- * What would you have done differently?
- * How could the group have improved its performance?
- * Tell me about a time when you experienced a failure and how you reacted to it.
- * Tell me about a time when you were under considerable pressure to meet one or more goals.
- * Describe a problematic situation at work and how you resolved it.
- * Give me an example of how you are a risk taker.
- * If you could have any job in the world, what would it be?
- * How are you motivated?
- * Why do you want to work for us?
- * Why should we hire you?
- * Give a one sentence positioning statement of yourself.
- * How do you decide what to do first on a new project?
- * How did you handle a situation where you did not agree with something your boss asked you to do?
- * What did you like about your last job? Dislike?
- * What would you like to be doing five years from now?

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Question - 18:

Strengths and Weaknesses Based General labor interview questions:

Ans:

- * How do you see your job relating to the overall goals?
- * Who else have you applied to/got interviews with?
- * What do you believe are your key strengths?
- * When was the last time you were in a crises?
- * What assignment was too difficult for you?

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Question - 19:

Career potential based Contract Labour Interview Questions:

Ans:

- * Why did you choose (name of school)?
- * Why did you want to major in (name of major)?
- * What course did you like to most? The least?
- * What things did you learn in school that you could use on the job?
- * Do you think your grades adequately represent your abilities?
- * We have hired people from your school before, but they have not worked out. What makes you different?
- * What problems did you see in your school? How would you go about changing it?
- * Tell me about your accomplishments that show you have initiative and a willingness to work.

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Question - 20:

Video Based General labor interview questions:

Ans:

- * What was the most difficult period in your life, and how did you deal with it?
- * Describe a situation in which you had to collect information.
- * How did you react when faced with constant time pressure?
- * What negative thing would your last boss say about you?
- * What problems have you encountered at work?



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Question - 21:

General Labour Based Interview Questions:

Ans:

- * What duties have you enjoyed doing in previous roles?
- * What has been the hardest task and why and how did you tackle it?
- * Are you used to working on your own or as part of a team and what do you prefer?
- * Do you consider yourself to be physically fit?
- * How do you feel about working outside in the bad weather?
- * How good are your DIY skills and how quickly do you learn new tasks?
- * Tell me about yourself.
- * What are your strengths?
- * What are your weaknesses?
- * Why do you want this job?
- * Where would you like to be in your career five years from now?
- * What's your ideal company?
- * What attracted you to this company?
- * Why should we hire you?
- * What did you like least about your last job?
- * When were you most satisfied in your job?
- * What can you do for us that other candidates can't?
- * What were the responsibilities of your last position?

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Question - 22:

Communication skills based general labor interview questions:

Ans:

- * What do you see yourself doing within the first days of this job?
- * What do you consider your most significant accomplishment?
- * What irritates you about other people?
- * Describe a recent unpopular decision you made.
- * What three character traits would your friends use to describe you?

Say something relevant to the objective line in the resume.

Just speak out about your basic values that you adopt at the workplaces. Ask a friend or relative of yours to help you practice answering General labor interview questions.

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Question - 23:

Phone Based General labor interview questions:

Ans:

- * How well did your college experience prepare you for this job?
- * What do you feel is the best educational preparation for this career?
- * What has been your biggest professional disappointment?
- * Who was your favorite manager and why?
- * Do you prefer to work in a small, medium or large company?

Discuss any attributes that may set you apart from other job candidates.

If you don't know the answer, just be frank and tell them that. Your answer should be focused on what you can bring to the role that will be of benefit to the company.

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Question - 24:

Career Goals Based Contract Labour Interview Questions:

Ans:

- * What are your long term career goals? How are you preparing to achieve them?
- * What career rewards are most important to you?
- * How do you spend your spare time?
- * What are your salary requirements?
- * Are you willing to relocate?

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Question - 25:

Competency Based General labor interview questions:

Ans:

- * What techniques and tools do you use to keep yourself organized?
- * What are your expectations regarding promotions and salary increases?
- * What are three positive things your last boss would say about you?
- * How do you react to instruction and criticism?
- * How would you describe the experience of working here?

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Question - 26:

Behavioral General labor interview questions:

Ans:

- * What do you like and dislike about the job we are discussing?
- * Has anything ever irritated you about people you've worked with?
- * What kind of personality do you work best with and why?
- * What kinds of situations do you find most stressful?
- * Describe a situation where you had to plan or organise something.

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Question - 27:

Stress based Contract Labour Interview Questions:

Ans:

- * Would you like to have your boss's job?
- * Sell me this computer you see on my desk.
- * Why should I hire you when I could fill this job within the company?
- * Why weren't you working for so long?
- * Describe a situation where your work was criticized.
- * Your resume shows that you were with your last company for a number of years with limited increase in rank or salary. What can you tell me about this?

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Question - 28:

Your Ability To Be Effective In The Work Environment Based Contract Labour Interview Questions:

Ans:

- * Why do you want this job?
- * What do you know about this company?
- * What kind of work environment makes you feel the most comfortable?
- * How do you determine whether or not you want to work for a particular company?
- * How are you a team player?
- * Do you work well under pressure?
- * How do you handle conflict?
- * Name a major problem you encountered and describe how you dealt with it.
- * How competitive are you?
- * What do you expect from your supervisor?
- * What qualities should a successful manager demonstrate?
- * Describe the relationship that should exist between a supervisor and subordinate.

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Question - 29:

Situational General labor interview questions:

Ans:

- * What parts of your education do you see as relevant to this position?
- * What have you been doing since your last job?
- * What relevant experience do you have?
- * Have you ever had difficulty working with a manager?
- * How do you think you can make a contribution to this company?

The most important tip is that you have get yourself prepared carefully before the behavioral interview. No matter the question, applicants should provide positive, result-oriented responses. Discuss any attributes that may set you apart from other job candidates.

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Question - 30:

Basic Contract Labour Job Interview Questions:

Ans:

- * Statutory Requirements And Precautions In Awarding Contract For Safeguarding Managements' Interests.
- * License Not Renewed But Contractor Continues To Work. Legal Implications Including Permanency?
- * Contractor Changing But Contract Labour Not Changing. Implications? Precautions Required?
- * Contract Terminated Due To Unsatisfactory Performance Of The Contractor, Contractor Leaves, Can Contract Labour Claim Permanency? What Should Principal Employer Do?
- * Contract Labour Terminated Through A Settlement. Should Principal Employer Be A Party?
- * What To Do If Contractor Refuses To Pay Labour? Can And Should Principal Employer Pay Contract Labour Directly? Any Risk Involved?
- * Action Required To Be Taken By The Management After Abolition Of Contract Labour?
- * How To Get Rid Of Contractor And Contract Labour?
- * How To Reduce Number Of Contract Labour?
- * Do We Have To Make P.F. And ESI Contribution Even For A Few Days Of Casual Employment?
- * Contract Labour Demanding Permanency. How To Handle?
- * Contract Labour Demanding Similar Benefits As Permanent Employees. Is The Claim Legally Valid?
- * Is Pension Scheme Also Applicable To Contract Labour? Details Of Pension Scheme?
- * Is Minimum Wages Act Applicable To Contract Labour?
- * Can We Split Minimum Wages So As To Reduce PF Liability?
- * Is P.F. Is To Be Deducted On Basic Wage, Basic Plus DA Or Total Wage? Elements To Be Included?
- * Employed At Rs. 5,000/-. Can The Employee Be Excluded For P.F. After Crossing Rs. 6,500/-?
- * What Is The Eligibility For Working Hours, Leave, Holidays, OT Etc. For Contract Labour?



- * What Is The Liability Of Principal Employer In The Case Of Sub-Contracting?
- * Is There Any Maximum Period Prescribed For Casual, Temporary And Fixed Term Employees, Trainees? Do Breaks In Service Help In Reducing Liability?
- * Are Trainees Exempt From P.F. ESI And Minimum Wages? Which Categories?
- * Are Standing Orders A Must? How Soon It Is Legally Required To Frame The Standing Orders And Get Certified After Start? After Engagement Of How Many Employees? What Is The Procedure For Certification?
- * Employed By One Contractor For Three Years And Another For Next Three Years. Who Will Pay The Gratuity?
- * How To Ascertain The Appropriate Govt. - Central Or State?
- * What Are The Implications Of Supreme Court Judgment In The Steel Authority (SAIL) Case Reversing Earlier Air India Judgment?

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Question - 31:

Basic General labor interview questions:

Ans:

- * Have you ever had to deal with conflicting deadlines?
- * Do you work well under pressure?
- * Do you prefer to work independently or on a team?
- * Do you think you are overqualified for this position?
- * A team experience you found disappointing.

Ask a friend or relative of yours to help you practice answering General labor interview questions. Be relaxed. Don't overstress yourself. A comfortable mind shall generate a good outcome. Find out about which type of interview it is, how many interviewers and candidates there are, it is a formal interview or informal one.

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Question - 32:

Qualifications Based Contract Labour Interview Questions:

Ans:

- * Tell me about yourself.
- * How do you think someone who knows you well would describe you?
- * What is your greatest weakness?
- * Tell me the contribution you can make to the organization.
- * Tell me about a professional assignment you've handled.
- * Tell me about your school experiences.
- * What was your most rewarding college experience?
- * Describe your most meaningful work experience.
- * How do you think someone you have worked with would describe you?
- * Why are you the most qualified for this position?
- * Do you have supervisory experience?

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Question - 33:

Contract Labour Based Job Interview Questions:

Ans:

- * What Are The Differences Between Contract Labour And Outsourcing? Which Is A Better Option And Why?
- * Is Contract Labour Act Applicable When Jobs And Services Are Outsourced?
- * What Is The Liability For Staff Engaged Through Manpower Agency?
- * Is Contract Labour Act Applicable To Seasonal Labour?
- * What Is A "Sham" Contract?
- * What Are Non-Perennial And No-Non-Permanent Jobs Which Can Be Assigned To Contract Labor?
- * Each Contractor Engaging Less Than 20 But Together They Engage More Than 20. Will The Provisions Of Registration, Licensing And Other Statutory Provisions Apply?
- * If A Contractor Engages A Sub-Contractor, Who Is The Principal Employer?
- * How To Convert Labour Supply Contract Into Job Contract?
- * Can And Should Employer Have A Say In The Number And Selection Of Contract Labour?
- * Can We Engage Contract Labour In Place Of Permanent Employee?
- * Can And Should We Engage Contract Labour In Manufacturing Jobs? What Is The Risk Involved?
- * Should The Contractor Issue Appointment Letter To Contract Labour?
- * Is It Necessary And Desirable To Issue Employment Card/Gate Pass/Identity Card To Contract Labour? If So Under Whose Authority/Signature? What Are The Safeguards Required?
- * Can We Have Permanent Employees And Contract Labour Working Side By Side On The Same Job?
- * What Is The Best Ratio Between Permanent Employees And Contract Labour? Can We Engage 100% Contract Labour?
- * Should Contractor And Contract Labour Be Rotated? Why? How Often?
- * Can We Have Different Wages And Other Terms For Permanent Employees And Contract Labour Doing The Same Or Similar Job?
- * Can We Transfer Casuals/Temporaries On The Rolls Of Contractor?
- * Application And Implication Of P.F., ESI, Bonus, Gratuity And Other Benefits To Contract Labour And How To Ensure Compliance?
- * How To Ensure Submission Of PF And ESI Returns By The Contractor?
- * How To Get A New Code/Sub-Code Number From PF Authorities?
- * Security, Housekeeping, Drivers, Canteens, Horticulture Etc. On Contract/Voucher Payment. Sustainability? Case Laws?
- * What Is The Liability Of Principal Employer For Injury, Illness, Disability, Death Etc.
- * Who Is To Take Disciplinary Action Against Contract Labour? Under What Rules? Are Standing Orders Applicable To Contract Labour?

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Question - 34:

Tell me what have you done in the past or doing now that will ensure that you reach your 5 year goal?

Ans:



I have been actively learning the ropes over the years, especially where training on equipment is concerned. Additionally, I am quite an insightful person and have been mentally recording the way teams are trained, nurtured and led in this field. I have also taken up an extensive course in construction which is sure to aid me with my future objectives.

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Question - 35:

Tell me what do you know about our company and why do you want to work here?

Ans:

You will need to prepare for this typical job interview question far in advance in order to ensure that you are comfortable discussing the employers company. Don't be a know it all, you are talking with someone who may have been part of the company for several years and will know greater detail that you will. Never argue about details and be open to correction should you have interpreted research information incorrectly. When answering the reason for you wanting to join their establishment specify what interests you about the industry or company and how you feel you could contribute to its longevity. Express admiration and respect for the company and include an explanation as to what value you feel you will be able to bring to the company that other candidates may not be able to. Try to get a good understanding of the company's objective as well as their vision and mission and how you plan on sustaining this or improving on it, based on your relevant skills and attributes.

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Question - 36:

Tell me about what are your strengths and weaknesses?

Ans:

Although this question may seem as though you should answer with a positive answer for your strengths and a negative for your weaknesses, try to give two positive answers. When discussing your strengths highlight roughly three positive attributes or strengths that specifically apply to the available post based on what you consider to be the recruiter's specific requirements. When indicating your weaknesses, never detail a character defect or poor performance areas that have no opportunity to be improved on. Rather, try to explain where you identified a problem area where you were able to remedy this and explain how you did so.

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Question - 37:

Tell me what is the most recent skill that you have learned?

Ans:

I had worked with almost everything except building scaffolding which I had the opportunity to learn three months ago for a construction project.

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Question - 38:

Tell us where do you see yourself in 5 years from now?

Ans:

Eventually, I would like to work in a supervisory role, where I can handle a team of labourers to work on job sites.

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Question - 39:

Please tell me about yourself?

Ans:

Although your first instinct might be to start by describing your interests and hobbies, remember where you are. You are in a job interview with the sole purpose of being hired. The information that you should detail when asked this question is to begin by describing yourself in a work situation. Prepare a summary of your work experience as well as your career achievements. Briefly detail your education accomplishments as well as any other accomplishment or transferrable skills that are relevant to the job vacancy. Only once you have discussed information that is specific to the available position, should you then give a short explanation about your interests and character traits.

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Question - 40:

Tell us how do you deal with conflict or criticism?

Ans:

Always answer this frequently asked question with a positive approach. Explain where you may have experienced conflict in the workplace in the past and how you dealt with it. Explain in a positive light, how you managed this conflict and what you learnt from the experience. The job interviewer is looking to identify areas where you may experience a problem when working with difficult personalities and how well you handle negative situations and reverse them into positive ones. Never say never and always be open to the idea that you are willing and able to learn from each working experience - whether positive or negative.

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Question - 41:

Tell us what are your salary expectations?

Ans:

I am willing to get my salary as per company's policy

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Question - 42:

Why should we hire you as Contract Labour?



Ans:

I am physically fit and possess a high energy to perform manual work efficiently

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Question - 43:

Describe a short term goal you have set for yourself and how you intend on achieving this goal?

Ans:

A short term goal generally falls within a one to two year delivery period. The goals that you describe should be career focussed, based on areas where you would like to improve on a skill or achieve a qualification that will boost your career growth. When answering to how you intend on achieving these goals to the employer, never leave a door closed. Opportunity and drive is your number one objective in order to achieve any goal and this is why your explanation needs to be realistic and attainable within this short period. By displaying your enthusiasm and desire to succeed, this will indicate to the employer that you are a motivated and inspired employee.

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