

HR Manager Job Interview Questions And Answers



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HR Manager Interview Questions And Answers Guide.

Question - 1:

Explain me what inspired you to apply to this company?

Ans:

Passion for the company's mission is important in selecting a candidate. If he or she is just looking for any job, it most likely won't be the right fit. Hiring someone who specifically wants to work for your company increases the likelihood that he or she will stay long-term.

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Question - 2:

Tell us what does working at a startup mean to you?

Ans:

It's critical to ask candidates about your particular company's industry or size to ensure the candidate understands the unique demands of your business. If your company isn't a startup, you could insert any other descriptor here!

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Question - 3:

Tell us can you work independently?

Ans:

Yes, I can work independently without supervision or support from a team
Do not emphasize on working independently as that will be seen as an inability to work with others.

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Question - 4:

Tell us will you be happy to re-locate, if required?

Ans:

Again, a question for you to answer based on your position. If you are anticipating this question in the interview, it is better to discuss this with your family also before you go to face the interview.

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Question - 5:

Tell me what is your 'hot button?' What makes you mad?

Ans:

Interviews show candidates at their most polished, but asking this question can help you get a sense of how candidates might handle situations that don't go their way.

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Question - 6:

Why do you want to work for us as HR Manager?

Ans:

Start by discussing the profile you have applied for and go on to say that the organization would provide an opportunity to enhance your knowledge and help you to grow professionally
Discuss how you would be of use to the organization and how you plan to develop your professional competencies

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Question - 7:

Tell us why should we hire you as HR generalist position?

Ans:



This is another incredibly common question and it gives you a great opportunity to stand out from the crowd and really show the hiring manager how you can help the company.

The key thing to remember here is: be specific.

Leverage your company research and the job description to find exactly why the company is hiring someone for this position. What problem/pain points does the new hire have to solve? You need to show that you are the perfect candidate that can solve those problems/pain points.

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Question - 8:

Explain me something about your achievements at your previous job?

Ans:

- * Talk about your professional achievements, if you were recognised as a high performer or you got good feedback from your manager
- * You can also discuss your annual ratings
- * Discuss your promotions/appraisals

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Question - 9:

Tell us how do you see yourself contributing to our company's culture?

Ans:

Cultural fit has become increasingly important to employee engagement. This interview question gauges the candidate's understanding of your company's existing culture and also helps you envision how he or she might fit in.

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Question - 10:

Tell us what personal characteristics make you a good HR manager?

Ans:

Human resource managers deal with personnel and must possess appropriate personal characteristics. You may speak about your interpersonal traits and leadership skills. Written and oral communication and presentation skills are not difficult to demonstrate. Evince initiative and creativity in decision-making by providing relevant examples of your ability to talk and negotiate.

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Question - 11:

Explain me the manager and management style that gets the best work from you?

Ans:

It's important to evaluate whether the team and hiring manager will be able to elicit the best work from the candidate if hired.

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Question - 12:

Please explain your five characteristics?

Ans:

List down points that will help you professionally:

- * Independent
- * Responsible
- * Hard working
- * Multi tasker
- * Prompt
- * Add your characteristics

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Question - 13:

Tell us are you planning to go for further studies?

Ans:

Be transparent in your answer.

- * If you are pursuing further studies, say so. Tell them why you want to go for that course
- * If you are taking up a distance education course or a part time course, they should know, as you will need to take leaves when you appear for exams

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Question - 14:

Why should we hire you as HR Manager?

Ans:

Here you should discuss the profile you have applied for and your strengths/experience with which you can add value to the job

Discuss your achievements at your previous job, and say that I have developed my skills to suit my current profile, but I want to develop myself further and face new challenges, and for that I need to change my job.

I will always be willing to change roles share responsibilities to suit company requirements

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**Question - 15:**

Tell us why is employee training important to an organization?

Ans:

Coaching employees is one key function of an HR manager. Different training sessions are possible, all with a different yet common purpose. Training familiarizes employees with company policies, work culture, and management. It strengthens team work and gives a common vision to the organization as a whole. Other sessions are ice-breakers meant to make employees feel comfortable in the new environment.

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Question - 16:

Do you know our hiring strategy?

Ans:

In my opinion, the right candidate is not just the one with the greatest education and skill set. It is important that the individual be able to work in a team and support the company culture. Therefore, as the HR manager, I take time to tailor my questions to the information provided in the resume. I watch for body language and consistency of information throughout the interview. I also ask about knowledge of the company to gauge whether the applicant is looking for a job or a career.

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Question - 17:

Tell us what is your experience with cost reduction efforts?

Ans:

I have extensive experience with cost reduction. In my current position as an HR manager, I was appointed as head over the new training program. The previous program was becoming out of date, and it was found that it was not very efficient for its set price. Through extensive research I discovered a new software program that would provide training for various employees at their then-current levels. I presented this information to the supervisor, and once the software was implemented, it helped to increase employee productivity by 25 percent.

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Question - 18:

Explain me your weaknesses and how do you plan to overcome it?

Ans:

Discuss weaknesses in positive light always discuss how you plan to overcome it, some of the answers could be:

I am always willing to take up additional responsibilities, but I end up being over worked so now I am realistic about what I can do, so that I do work to the required standards

If you lack certain technical skill, which is not crucial for the job you can state that and say you are planning to take up a training course/certification to get over it

If you do not wish to discuss your weakness, you can say, I cannot compete with ABC

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Question - 19:

Tell me for how long do you expect to stay with our organization?

Ans:

You should ensure that you give an impression that you will pay back more than what you take from the company:

- You can say I will stay here as far as I see an opportunity for growth, as I am looking for a stability in work place

- If they stress on number of years say 3-4 years, and more if I can explore new challenges/growth opportunities

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Question - 20:

Tell us why are you leaving your previous job?

Ans:

Do not go around defaming your company, it will give a bad impression about you.

Give reasons such as:

* Professional Growth

* New challenges

* Change in profile

* Planning to relocate (if applicable)

* With time I found my job was becoming monotonous and I didn't want this to have any impact on the job I was doing for my employer

* I am not actively looking for a job change but, I saw this opening and it looked interesting.

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Question - 21:

Tell me what is your current CTC and what are your expectations?

Ans:

* Be honest about your CTC, as you will have to produce you salary slip as a proof of employment

* Be realistic when you state your expected CTC, you can ask for a 30-40% hike

* If you are underpaid at your current company you can look for the standard salary paid for the experience you have and ask for that amount

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Question - 22:

Tell us what is more important to you money or success?



Ans:

This is tricky question, as money and success both are important and you cannot outweigh the importance of one over the other. Personally you might prefer money over success or success over money, but it is better to be neutral when answering this question in an interview:

You can say, that money and success both are important for you, but if you have to choose you would choose success. The reason being, if one is successful money often follows and you need not focus on money over success..

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Question - 23:

Explain me how would you address dysfunction within a team you are leading?

Ans:

In my experience I have found that it is essential to address an issue at its source. Therefore, my first step is to review how the team is supposed to function to pinpoint where the issue lies. Depending upon whether it is directly related to an employee's character or performance, or if it is related to a program that is not functioning properly, I move forward. I make sure to approach each situation with tact, but I also make sure I am clear and to the point.

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Question - 24:

Explain me what gets you out of bed every morning? What motivates you?

Ans:

You want to find out what inspires a candidate and motivates them to work hard. Knowing what drives the candidate is a predictor of future success.

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Question - 25:

Explain me why do you consider yourself a suitable candidate for this position?

Ans:

You want to hear exactly why candidates think they are the right fit for this role and what they want to contribute. Using their response, refer back to the job description to see how well they mesh with the goals of the hiring manager.

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Question - 26:

Tell us what do/did you like most and least about your present/most recent position?

Ans:

Look for answers that are specific and relevant to the open position. Job seekers who say "it was an easy commute" or "the benefits were great" will likely be job hunting again soon. Instead, identify people who value the same workplace qualities that your company has, such as those who are seeking opportunities on the cutting edge of technology or those who can create teams with strong camaraderie.

When discussing the least-liked aspects of their present or previous job, applicants who mention areas of responsibility that are far removed from the functions of the available job may do well in the position you're hiring for. And, Enelow says, those who say they performed an undesirable assignment well or who learned something useful show that they can stick with tasks, even ones that don't particularly interest them.

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Question - 27:

Explain what can you tell me about motivation?

Ans:

HR managers appraise performance and motivation and introduce necessary changes.

It requires analytical thinking, independence and initiative, problem solving ability, and interpersonal sensitivity. Training is one way to improve motivation. Conflict management is another. You can give specific examples of how you've resolved a conflict (between employee and company or between several employees) which resulted in better motivation.

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Question - 28:

Tell us what isn't on your resume?

Ans:

Applicants who prepare well for interviews and are smooth enough not to sound too rehearsed can be thrown by this inquiry since it requires them to talk about something other than work experiences.

"When I ask this question, I'm often told by candidates that they've never been asked that before, A few struggle and can't think of an answer, but I often hear terrific responses from some candidates who really showcase their soft skills," as well as talk about what's most important to them in their personal lives, he says.

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Question - 29:

Explain me what can you tell me about our company and industry?

Ans:

Nothing should eliminate a person from consideration faster than a lack of research into the employer's business lines, locations, customer base and company culture. "I don't take these applicants seriously because they obviously don't take the interview process seriously," says Falcone, who suggests that interviewers should dig for more than superficial answers that could have been gleaned from a five-minute review of the company's website.

"Even at the entry level, while a candidate may not know much about a company, there are multiple opportunities to research the organization in advance of the in-person meeting thanks to Google, Glassdoor and the company's website," he says. "I often refer to this as the 'candidate desire factor,' which can serve as a significant swing factor in the ultimate selection."



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Question - 30:

Tell me an example of how you handled a conflict within your team?

Ans:

Especially in a team atmosphere, it is critical that conflict be handled properly, otherwise it can hurt the morale. That is why I strive to first identify the source of the issue and isolate it as much as possible. I have taken a mediation course, and I utilize those skills to counsel the parties involved and to come to an amicable resolution. I check in with the parties periodically to ensure that the resolution is effective.

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Question - 31:

Tell us are you a good team player?

Ans:

Companies look for team players as well as those who are self starters and can work independently, so you need to be versatile: You should show that you enjoy working in a team. Say that you are open to suggestions from team members and seniors. It is always good to work in a team as one can get the support of other members and in times of crisis everyone can work together to achieve the goal.

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Question - 32:

Explain me what kind of a salary are you looking for?

Ans:

Try to put the ball back in interviewer's court by asking him about the salary they offer for a position like this. Most of the big companies will have a fixed remuneration for each level.

However, if this is negotiable, you will have more negotiation power if you have some work experience. So, know your lower limit (amount below which you can't go) and also know the maximum salary in the industry for the position then put forward a figure which is not very exact. It is better to mention a range. For e.g. if you are expecting something around 55 K, say that you expect something in mid fifties. Don't keep the range too broad otherwise you will be offered something towards the lower end.

If you are a fresher, most of the times you will have to accept the company's offering for the position. However, if you find it too less, you can definitely discuss that during the interview.

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Question - 33:

Tell us aren't you underqualified/overqualified for this position (depending on their past experience)?

Ans:

Smart interviewees who might technically be underqualified focus on the experiences and skill sets they'll bring to the position and the value they'll deliver. However, this is a question that often leads to lengthy explanations that can offer real insights into a person's true motivations, good and bad, for seeking the job, Enelow says. Conversely, as highly qualified Baby Boomers age, it's not uncommon for them to seek a position with lesser responsibilities where they can be a strong team player and a mentor to younger employees. So, depending on the position, don't automatically count overqualification against a candidate.

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Question - 34:

Fresh HR Manager Job Interview Questions:

Ans:

- * What are some of your strengths?
- * What are your weaknesses?
- * How would you describe yourself professionally?
- * What are your reasons for leaving your previous/present job?
- * What is your favourite aspect of HR?
- * How do you remain abreast of new developments in technology?
- * Why should we hire you?
- * Have you got any questions?

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Question - 35:

Top HR Manager Job Interview Questions:

Ans:

- * Describe your ideal onboarding process. In what ways would this process provide the best hiring experience? How does the onboarding process support the company's business goals?
- * Describe your hiring approach. How and where do you find talented job applicants?
- * Provide an example of a time when you led a complex HR project from inception to conclusion.
- * What would be the first employee policy you would draft as a new HR manager? Why is this policy a high priority? How would you ensure company-wide compliance with this policy?
- * How do you define company culture? What would you do to help maintain it as the company grows?
- * Which HR technology tools do you prefer? Can you suggest one system per function for us-applicant tracking, payroll, onboarding, referrals?
- * In your experience, which benefits/perks drive the highest employee satisfaction and engagement?
- * How do you stay current and ensure compliance with national labor laws like taxes, industrial laws, social security, health insurance? Have you ever experienced a misstep that resulted in regulatory issues? How did you handle it?
- * In your experience, what is the most effective way to resolve employee and upper level management conflicts?



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Question - 36:

Professional HR Manager Job Interview Questions:

Ans:

- * You've recently discovered that a HR department employee has been discussing confidential information with employees outside of the department. What steps would you take to address this issue?
- * Describe an instance in which you handled an employee grievance that resulted in a better working relationship?
- * A member of staff is accused of harassment. How do you deal with this issue and maintain alignment with best practice?

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Question - 37:

General HR Manager Job Interview Questions:

Ans:

- * Tell us a little bit about your previous work experience as an HR manager.
- * Describe your system for prioritising HR projects. What HR discipline do you think is the most important?
- * How do you motivate your HR employees?
- * How many people have you supervised at one time?
- * How long were you their supervisor?
- * Did you have the sole responsibility of hiring and firing individuals?
- * Describe how you were able to assess the success of the HR department and employee relations at your last job.
- * What is your management style?
- * How do you get your employees to cooperate?
- * What makes a good leader?

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Question - 38:

Tell us what is the culture like at your current company? What is your leadership style?

Ans:

Taking the temperature on a candidate's current role can give insight into what kind of a work environment the candidate thrives in and how he or she works with others in an organization.

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Question - 39:

Tell me how well do you handle leading groups of individuals with diverse backgrounds?

Ans:

I work very well with individuals from diverse backgrounds. I appreciate different cultures and backgrounds, and understand that it has a strong impact on how individuals interact with one another. Also, I have studied different learning and personality styles to understand how they impact individuals at work. I utilize all of this knowledge to lead and encourage individuals in the way that they best receive it. I believe this helps to enhance communication and to make me an effective leader.

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Question - 40:

Do you know what Is A Grievance?

Ans:

A grievance in the traditional sense of the word is typically defined as a complaint against an employer by an employee for a contractual violation. Simply put, this means that an employee has a problem with his/her employer and feels the problem is legitimate based on the contract he/she has with the employer. However, not all grievances have to be contractual grievances. Typically, labor unions have a grievance procedure by which they follow and the process of tracking that grievance can take many forms.

- * The employee usually files the grievance with a shop steward, grievance rep, or union/management official.
- * The grievance rep typically fills out a pre-defined grievance form and submits it to the union for processing.
- * The union typically files the grievance and all relevant hard copy documents into a filing cabinet or electronic database, like the IGS.
- * The grievance rep and the labor union officials are responsible for keeping track of the grievance meeting steps 1-Arbitration.
- * The meeting steps are usually defined in the contract between union and management and typically have timelines that must be met between each step.

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Question - 41:

Tell us are you willing to work for long hours, if the project demands that from you?

Ans:

Discuss situations when you must have done so to fulfill project requirements in the past

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Question - 42:

Tell us how do you collaborate with other company departments in your role as HR manager and why?

Ans:

To receive information, feedback, and coordinate decisions throughout the company for optimal efficiency, HR managers cooperate with other departments within the



company.

For example, they can cooperate with the accounting division to make salary decisions. This way the employee feels adequately rewarded, while the company remains optimally faithful to its budget policies.

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Question - 43:

Explain me what have your hiring strategies been? How do you find talented people for the company?

Ans:

Many things can be said here. You are expected to simply give a few examples of your strategies and tactics. You can talk about the larger issues of advertising campaigns. If you personally conduct interviews, you can describe how you decide in favor of any particular candidate. For example, how you examine overall competencies beyond impressive education and experience.

The employers will assess very carefully the personality of the candidate for traits of openness, honesty, integrity, sociability, initiative, flexibility, determination (as opposed to stubbornness), etc. Say that it's not about attracting talented individuals, but about creating a talented community of employees with a common vision.

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Question - 44:

Tell us why did you leave your previous employer (or why do you want to leave your present job)?

Ans:

Look for honesty and transparency in the answer. Many talented employees lose their jobs in layoffs, so suppress any desire to stigmatize those who were part of a downsizing.

However, if the individual offers a vague reference to differing opinions or the arrival of a new boss, dig deeper for possible performance issues that can be verified through reference checking. "As you listen to each answer, look for a situational context within which you can judge the individual's decision-making abilities, decisiveness and ability to work in concert with others," Falcone says.

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Question - 45:

Tell us what interested you about your prior company? What interests you about our company?

Ans:

Each employee has a unique career path. This HR manager's interview question digs into what attracted them to prior roles-as well as what makes your current role a good fit right now.

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Question - 46:

Explain me how long would it take for you to respond to our offer? Would you be able to accept an offer this week?

Ans:

This HR leader's favorite interview question gives an idea of the factors involved in a candidate's decision. For example, perhaps the candidate needs to consult his or her family, already has offers on the table, or isn't able to leave their current role just yet.

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Question - 47:

Please explain me what would you say are the best ways to elicit cooperation from team members?

Ans:

Motivation is key to eliciting cooperation and productivity of people individually and as a team. So, I believe one of the most effective ways to get team members to cooperate is to recognize their strengths and delegate tasks accordingly. For example, in the last project I lead I was overseeing three team members. I had the team member who was highly organized to create and maintain the measuring tools, the individual who was most personable spoke with the employees and the last individual is quite analytical, so I had her compile the data in the report. This way, each team member was allowed to play to her or his strengths, which kept both the motivation and morale high.

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Question - 48:

Can you tell us what is most difficult situation you have had to face and how did you tackle it?

Ans:

The purpose of this question is to find out what your definition of difficult is and whether you can show a logical approach to problem solving. In order to show yourself in a positive light, select a difficult work situation which was not caused by you and which can be quickly explained in a few sentences. Explain how you defined the problem.

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Question - 49:

Explain me something about your hobbies?

Ans:

Answer it with honesty, as they can go deeper into this discussion. You can include:

- * Browsing the internet
- * Blogging,
- * Listening to music,
- * Chatting with friends,
- * Reading newspapers,



- * Reading books,
- * Shopping,
- * Watching movies....

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Question - 50:

Can you tell me are you willing to relocate/travel?

Ans:

Always say yes if you need the job
You can ask whether they will compensate for relocation costs

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Question - 51:

Tell us what is your idea of an ideal company?

Ans:

Do not go over board and ask for , it might give an impression that you are too demanding, some of the answers could be:

- * An ideal company provides maximum opportunities for growth of employees.
- * They provide comfortable and flexible work environment, so that employees can perform at their best and work towards company's benefit.
- * A company that encourages learning
- * A company that encourages open culture

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