

[Continue](#)

63 Best HR Job Interview Questions and Answers

Posted by [skills9](#)

[List of top 63 hr job most frequently asked interview questions and answers pdf download free](#)

HR Job Interview Questions and Answers List

1. [Tell me about yourself?](#)
2. [What are your greatest strengths?](#)
3. [What are your greatest weaknesses ?](#)
4. [Tell me about something you did or failed to do that you now feel a little ashamed of ?](#)
5. [Why are you leaving \(or did you leave\) this position ?](#)
6. [The "Silent Treatment"](#)
7. [Why should I hire you?](#)
8. [Aren't you overqualified for this position?](#)
9. [Where do you see yourself five years from now?](#)
10. [Describe your ideal company, location and job?](#)
11. [Why do you want to work at our company?](#)
12. [What are your career options right now?](#)
13. [Why have you been out of work so long ?](#)
14. [Tell me honestly about the strong points and weak points of your boss \(company, management team, etc.\)](#)
15. [What good books have you read lately?](#)
16. [Tell me about a situation when your work was criticized ?](#)
17. [What are your outside interests ?](#)
18. [The "Fatal Flaw" question](#)
19. [How do you feel about reporting to a younger person \(minority, woman, etc\)?](#)
20. [On confidential matters...](#)
21. [What would you say to your boss if he's crazy about an idea, but you think it stinks ?](#)
22. [How could you have improved your career progress ?](#)

31. Tell me about your ability to work under pressure.

You may say that you thrive under certain types of pressure. Give an example that relates to the type of position applied for.

32. Do your skills match this job or another job more closely?

Probably this one. Do not give fuel to the suspicion that you may want another job more than this one.

33. What motivates you to do your best on the job?

This is a personal trait that only you can say, but good examples are: Challenge, Achievement, Recognition

34. Are you willing to work overtime? Nights? Weekends?

This is up to you. Be totally honest.

35. How would you know you were successful on this job?

Several ways are good measures:
You set high standards for yourself and meet them. Your outcomes are a success. Your boss tell you that you are successful

36. Would you be willing to relocate if required?

You should be clear on this with your family prior to the interview if you think there is a chance it may come up. Do not say yes just to get the job if the real answer is no. This can create a lot of problems later on in your career. Be honest at this point and save yourself future grief.

37. Are you willing to put the interests of the organization ahead of your own?

This is a straight loyalty and dedication question. Do not worry about the deep ethical and philosophical implications. Just say yes.

38. Describe your management style.

Try to avoid labels. Some of the more common labels, like progressive, salesman or consensus, can have several meanings or descriptions depending on which management expert you listen to. The situational style is safe, because it says you will manage according to the situation, instead of one size fits all.

39. What have you learned from mistakes on the job?

Here you have to come up with something or you strain credibility. Make it small, well intentioned mistake with a positive lesson learned. An example would be working too far ahead of colleagues on a project and thus throwing coordination off.

40. Do you have any blind spots?

Trick question. If you know about blind spots, they are no longer blind spots. Do not reveal any personal areas of concern here. Let them do their own discovery on your bad points. Do not hand it to them.

41. If you were hiring a person for this job, what would you look for?

Be careful to mention traits that are needed and that you have.

30 Best IBM Mainframe Interview Questions and Answers

Posted by [skills9](#)

[List of top 30 most frequently asked the mainframe interview questions and answers pdf download free](#)

IBM Mainframe Interview Questions and Answers List

1. Name the divisions in COBOL program.
2. What are the different data types available in COBOL?
3. What does the INITIALS OF work do?
4. What is TRIM used for?
5. What is REFORM used for?
6. What is SORT used for?
7. What does the IS NUMERIC check establish?
8. How do you define a table in COBOL?
9. Can the OCCURS clause be at the 91 level?
10. What is the difference between SEARCH and SEARCH ALL?
11. What is the difference between SEARCH and SEARCH ALL?
12. What is the difference between SEARCH and SEARCH ALL?
13. What is the difference between SEARCH and SEARCH ALL?
14. My program has an array defined to have 10 items. Due to a bug, I find that only 9 items were stored. How do I access the 10th item in the array?
15. How do you use a COBOL program to connect the definition, sort statement syntax and meaning?
16. How do you define a sort file in COBOL and how do you use the COBOL program?
17. How many sections are there in Data Division?
18. Give the format of COBOL and COBOL SORT statement. What are the restrictions with it?
19. What is the difference between performing a SECTION and a PARAGRAPH?
20. What is the use of EVALUATE statement?
21. What are the different forms of EVALUATE statement?
22. How do you compare and use EVALUATE statement?



Points to remember before you attend Q4I HR Round Preparation:

- Assume, you are sitting in front of the HR manager.
- Post your answer for questions and compare your answers.
- When you are answering questions, make sure you are being honest throughout.
- Put your answer in clear words, short and to the point.

Double Click to Participate in HR Round

1. Did you face any difficulty in finding this place?

[View Answer](#) [Answer This Question](#)

2. Tell me about yourself.

[View Answer](#) [Answer This Question](#)

3. What are your strengths and weaknesses?

[View Answer](#) [Answer This Question](#)

4. Why do you want to work at our company?

[View Answer](#) [Answer This Question](#)

5. What is the difference between confidence and over confidence?

[View Answer](#) [Answer This Question](#)

6. Are you overqualified for this position?

[View Answer](#) [Answer This Question](#)

7. Why have you applied for this job? Or Why does this role interest you?

[View Answer](#) [Answer This Question](#)

8. How do you feel about working nights and weekends?

[View Answer](#) [Answer This Question](#)



INTERVIEW QUESTION TELL ME ABOUT A TIME

CAREERCLIFF.COM

1. Tell me about a time when you reached a goal at work. How did you reach it?
2. Think of a time when you set a goal that you didn't reach. Why didn't you reach it? How did you handle it?
3. Tell me about a time when you were behind on your work. Why were you behind? What did you do to catch up?
4. Tell me about a time you led a team at work. Did any problems come up? How did you solve them?
5. Describe a time when you had a disagreement with your manager. What happened?
6. Think of a time when you didn't get along with a co-worker. Did this impact your work?
7. Tell me about a time when you weren't prepared for something (presentation, meeting, etc.). What did you do?
8. Did you ever have to adapt to a completely new system at work? Tell me about what you did to adapt.
9. Describe a time when you took initiative at work. Were the results positive? How did people react?
10. Tell me about a miscommunication with a co-worker. How did you work to prevent this in the future?
11. Describe the most stressful situation you have experienced at work. How did you handle it? Would you handle other situations like this in the future?
12. Tell me about a time when you had to solve a difficult problem.
13. Has there ever been a time you discovered a co-worker made a mistake? What did you do?

14. Tell me about a time when you made a mistake at work. Who discovered it, and what did you do to fix it?
15. Tell me about a time when you had to make a split second decision. How did it work out? Would you have chosen another option if you had more time?
16. Describe a time you regretted a decision you made at work. What would you do differently?
17. Tell me about a time when doing the right thing hurt you or your career. Would you make the same decision again?
18. Think of a time when you did something at work that went against your judgment. How would you react now?
19. Think of a time when someone personally attacked your work. How did you handle it?
20. Tell me about a time when you were juggling multiple projects at once. How did you prioritize?
21. Describe a time you encouraged someone (co-worker, boss, customer) to see things your way. Was the outcome successful?
22. Tell me about a time you were part of a team that you didn't like. Why did you dislike the team? How did you cope?
23. Tell me about a time you were having a hard time balancing your personal and work life. What did you do to get through it?
24. Describe a situation where you had to problem solve.
25. Tell me about a time you wanted to quit. What did you do to motivate yourself?

SOURCE: TOPECHELON.COM

3dplm interview questions.

crack Sharing buttons: Q1. describe yourself Q2. why 3DPLM? Q3. WHY not your core branch? Q4. what are your long term and short term goals? Q5. what according to you is growth? Q6. how would your friends describe you in one word? Q7. programming related question Q8. maths derivation questions Q9. branch related questions Q10. puzzle questions Page 2 3DPLM Software Solutions is a world Leader in 3D Design & Engineering Software, Dassault Systèmes® p read more Software Product 1k-5k Employees (India) IT Services & Consulting Page 3 good for freshers, not so good for seniors, good for freshers, not good for seniors, as they are not valued. Work days: Monday to Friday (Flexible Timings) Work related travel: This is a desk job. Page 4 Nothing special... everything common as other companies or even worst. Management is not good . Actually worst management. Useless hierarchies and threatening juniors if they try to connect to skip hierarchy and talk to higher management person. Even higher authority managers don't want to talk to juniors to managers reporting to them. Only professional attitude,no ethics and personal sympathy. Solution Experience Manager handling development team for new features in the software for businesses growth. Work days: Monday to Friday (Flexible Timings) Work related travel: This job involves Travel Within Country, International Travel. Page 5 good for freshers not so good for seniors, good for freshers, not good for seniors, as they are not valued. Work days: Monday to Friday (Flexible Timings) Work related travel: This is a desk job. Page 6 It's a chilled out place to work with helpful colleagues. The freshers get plenty of time to get familiar. The work-life balance and job security is no issue. No working for 12+ hours or weekend kind of things. It's a place meant for 30+ persons with family. For women, it is an ideal place to work. The Pune campus is excellent with scope for sports activities and other recreational stuff. The chilled out nature lets the complacency set in hence for freshers it is not that ideal to start their careers. The compensation is average and is not directly a reflection of your performance. Also, appreciation of your work and salary is a function of your seniors and your terms with him/her i.e. politics play a part. The opportunity to travel is minimal and that too would be for just 2 weeks....Read More It made me lazy !!! Work days: Monday to Friday (Flexible Timings) Work related travel: This job involves Travel Within City. Page 7 3DPLM is product based company and hence the work pressure is less and you will have wonderful work-life balance. There are so many activities which keep on going, be it team outing, annual party or project completion celebration. It is awesome. 3DPLM also believes in live appraisal and appreciation which is a good initiative from the organization. New technologies. For example, I was working for Data and Analytics and I had personal aspirations to work on S/4 HANA or operational reporting. So it is little lagging there. Onsite opportunity is not there. Work days: Monday to Friday (Strict Timings) Work related travel: This job involves International Travel. Ask your Learn and practice the placement papers of Geometric and find out how much you score before you appear for your next interview and written test. Where can I get Geometric Placement Papers with Answers? IndiaBIX provides you lots of fully solved Geometric Placement Papers with answers. You can easily solve all kind of placement test papers by practicing the exercises given below. How to solve Geometric Placement Papers? You can easily solve all kind of questions by practicing the following exercises. Posted By : Mohammed Zahid Rating : +563, -76Hello, I had attained in march 2015. Here are some questions: 1. Five circle- adjacent to each other in ascending order, first dia 8 and last dia 18, find mid one. 2. What does cajole means? 3. Area if square increase by 69% find sides % increased by? 4. A women drop eggs, she says if eggs are divided in 2 remainder is 1, if in 3 remainder is 2 and in 4 remainder is 3. What no.of eggs she have? 5. If $32+24=100$ what no. system is used? 6. 4 pipes inlet and 2 pipes outlets, find water inlet etc. 7. $4i+8j=10k$, something like this. 8. $a(3,6,9)$ $b(5,7,8)$ $c(7,8,9)$ which is greater 9. Sum of 1 to 40 is? 10. 8 inch Pizza rs 300. If 16 inch is sold at 900. What % discount is there? 11. Mirror image of ear. 12. A cube is painted, and cut, something like this. 13. $3x^2-5x+4=6$, what is x? 14. Rainbow has how many color. Odd man out. 15. If substitution is as it's burnout. Didn't remember. But this is one. 16. 1 liter is evaporated from 6 liters, and liquid contain 4% of sugar. find % of sugar? 17. Wall of 88 m. Man climb 12 and falls by 8. when he will reach at top? 18. Cloth:scissor, axe? 19. 6,1.5,2,7,7,3,4,0,7?? find odd one. 20. 4,4,444,4444. Something like this. 21. 12 marbles, 4 blue, 4 green, 4 red. What no of time you can draw that both color are same at once. When you pick 2 at once. 22. A car has front 30 and rear 20. If front rotate 240 time. Find back wheel rotation. 23. 2 ships are wardrobe light house one side at 30 degree and other ship other side at 45 degree. If light house has 100 m, find distance of boat from light house. Like this page? +563 -76 Something went wrong. Wait a moment and try again. Feb 26, 2021Anonymous EmployeeApplicationI applied in-person. The process took 2 days. I interviewed at 3dplm Software SolutionInterviewIt is pathetic process. They invited us(300 people) on Saturday for first round. Then they asked us to wait for 2-3 hr for final result. It was complete waste of time. Only 10-15 got chance for second round and rest of people almost waited for complete day. It is very bad to ask for wait to experienced people.Interview QuestionsMost of the questions in MCQ are logical based. No coding questions.Be the first to find this interview helpfulOpens the Fishbowl by Glassdoor site in a new windowSep 15, 2020Anonymous Interview CandidateApplicationI interviewed at 3dplm Software SolutionInterviewAptitude test was the first round. After that technical interview After that managerial round After that HR round Four rounds were conducted Around 200 people appeared for interview Questions were general Based on logical reasoningBe the first to find this interview helpfulDec 22, 2019Anonymous EmployeeApplicationI applied online. I interviewed at 3dplm Software SolutionInterviewFirst will be written test containing 3 parts - aptitude test(mcq), programming test (mcq) and coding. If you clear the written test there will be two rounds of technical interviews followed by an HR interview. The interview standard is good.Interview QuestionsBe the first to find this interview helpfulDec 9, 2019Anonymous Interview CandidateApplicationI applied through a recruiter. The process took 4 weeks. I interviewed at 3dplm Software Solution in Nov 2019InterviewOnline test followed by technical.HR and director round after 3 weeks. Very pathetic hiring process HR are of no use.They called 500 people on Saturday.HR rolled her eyes after seeing so many people.lol.No Seating arrangement.experienced people were standing for hours like fresh college graduate.pathetic scene.Took 8 hours just to complete one technical test and interview.Interviwer was good person.and listening properly. If you want to waste entire Saturday feeling tired at the end of day without doiy anything good.go for interview.And yes they call 500 people every Saturday.lol.pathetic. 3dplm people plz work on your hiring process.Interview QuestionsCore Java questions.1 person found this interview helpfulAug 24, 2020Anonymous Employee in New DelhiApplicationI applied online. The process took 1 week. I interviewed at 3dplm Software Solution (New Delhi) in Oct 2019Interview1. general aptitude and cpp related multiple choice questions 2. face to face interview on cpp and work ex and some puzzles and some permutation combination questions 3. HR round 4. one more HR roundInterview QuestionsIt was all about things i knew already.Be the first to find this interview helpfulSep 9, 2019Anonymous Interview Candidate in PuneApplicationI applied through a staffing agency. I interviewed at 3dplm Software Solution (Pune)InterviewThe Recruitment Process goes as below: Round 1: Technical Aptitude & General Intelligence Test Technical Aptitude: 20 questions to solve in 25 minutes. Questions were based on profit/loss, Age, average, Meeting Point, Mixture, Permutation Combination, Probability, speed, time taken, General Intelligence Test: 40 questions in 20 mins. Questions were based on mirror image, pattern, series, equation solving, odd one out, percentage, direction, train, Cube coloring problem, Round 2:Coding C++/Java. 3questions Round 3: Technical Interview-basic level Round 4- Managerial Interview including puzzles Round 5: HR After clearing all the rounds, they say they will get back to you with offer letter and later, they do not even respond to mail/calls.Interview QuestionsCore Java, Sorting, Collections,ProjectBe the first to find this interview helpfulAug 19, 2019Anonymous Employee in PuneApplicationI applied online. I interviewed at 3dplm Software Solution (Pune)InterviewFirst is the aptitude test. After that next daY/ week the will call you for first technical round then 2nd technical round then managerial round and finally HR round.Interview QuestionsPuzzles,Oops concepts , Regarding your project and SQL queriesBe the first to find this interview helpfulJul 5, 2019Anonymous Interview Candidate in PuneApplicationI applied through a recruiter. The process took 1 day. I interviewed at 3dplm Software Solution (Pune) in Jul 2019InterviewThe whole process was of 1 day. Firstly Aptitude test were taken two papers was General paper and Technical paper which were need to be solve in 45 minutes. In Total 60 question need to be solve. After clearing the first round or qualify for second round, In Second round an interview was taken by the Two member panel which was the technical interview. Again there was a third round for interview, but unfortunately not qualify for the next round.Interview QuestionsBasic Manual Testing and Automation Testing question like Regression testing and Retesting, Agile development, Verification and Validation. Be the first to find this interview helpfulJul 15, 2019Anonymous Interview Candidate in PuneApplicationI applied online. The process took 1 day. I interviewed at 3dplm Software Solution (Pune) in Jul 2019InterviewIt will take 4 round in that 1st round is technical test in that some basic questions includes on core java , 2nd aptitude in that speed time distance complete given series ,3rd 2f, 4th HrInterview Questionspattern program Be the first to find this interview helpfulWhat is the interview process like at 3dplm Software Solution?Common stages of the interview process at 3dplm Software Solution according to 194 Glassdoor interviews include:One-on-One Interview: 24.35%IQ Intelligence Test: 16.75%Skills Test: 14.66%Personality Test: 11.26%Presentation: 9.42%Group Panel Interview: 9.16%Background Check: 5.76%Other: 3.40%Drugs Test: 2.62%Phone Interview: 2.62%

