

# BUSINESS PRACTICE

Interview practice

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# **GENERAL QUESTIONS**

**CAN YOU DESCRIBE YOUR EXPERIENCE IN HR AND HOW IT  
HAS PREPARED YOU FOR THIS ROLE?**

**WHAT HR SOFTWARE AND TOOLS ARE YOU PROFICIENT IN?  
HOW DO YOU STAY UPDATED ON EMPLOYMENT LAWS AND  
REGULATIONS?**

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# **RECRUITMENT AND ONBOARDING**

**WHAT IS YOUR APPROACH TO SOURCING AND ATTRACTING  
TOP TALENT?**

**CAN YOU WALK US THROUGH YOUR PROCESS FOR  
CONDUCTING INTERVIEWS?**

**HOW DO YOU ENSURE A POSITIVE ONBOARDING  
EXPERIENCE FOR NEW HIRES?**

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# **EMPLOYEE RELATIONS**

**HOW DO YOU HANDLE CONFLICTS BETWEEN EMPLOYEES?  
WHAT STEPS DO YOU TAKE TO PROMOTE A POSITIVE  
WORKPLACE CULTURE?  
CAN YOU PROVIDE AN EXAMPLE OF HOW YOU MANAGED A  
DIFFICULT EMPLOYEE SITUATION?**

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# **PERFORMANCE MANAGEMENT**

**HOW DO YOU APPROACH PERFORMANCE EVALUATIONS  
AND FEEDBACK?**

**WHAT STRATEGIES DO YOU USE TO DEVELOP EMPLOYEE  
TRAINING PROGRAMS?**

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# **COMPLIANCE AND POLICY**

**HOW DO YOU ENSURE THAT COMPANY POLICIES COMPLY  
WITH LABOR LAWS?**

**CAN YOU GIVE AN EXAMPLE OF A TIME YOU HAD TO  
HANDLE A COMPLIANCE ISSUE?**

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# STRATEGIC HR

**HOW DO YOU ALIGN HR INITIATIVES WITH THE OVERALL  
BUSINESS STRATEGY?**

**WHAT METRICS DO YOU USE TO MEASURE THE  
EFFECTIVENESS OF HR PROGRAMS?**

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# **DIVERSITY AND INCLUSION**

**HOW DO YOU PROMOTE DIVERSITY AND INCLUSION WITHIN  
THE WORKPLACE?**

**CAN YOU SHARE AN INITIATIVE YOU'VE LED TO ENHANCE  
D&I EFFORTS?**

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# **FINAL THOUGHTS**

**WHAT DO YOU THINK ARE THE BIGGEST CHALLENGES  
FACING HR TODAY?**

**HOW DO YOU HANDLE CONFIDENTIAL INFORMATION?**

**WHY DO YOU WANT TO WORK FOR OUR COMPANY?**

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