XLRI BM and HRM Interview Transcripts

XLRI BM GDPI Experience

Transcript 1

Bangalore, March 4

XAT - 99.95 percentile
10/98.8/9.06
GEM with 9 months workex

GD - 6/8 panelists present - 3 mins to think, 15 mins to discuss and 30 secs each to reflect and conclude
-
Discussion based on an excerpt about how friendships evolve in the beginning, what do you talk about in the early stages, and once you become more intimate and be known to everybody as friends, what external factors start affecting the friendship

PI Panel
P1 - Senior Female prof
P2 - (Very) Senior Male prof
P3 - Junior Male prof/alum

P3 - Did you quit your last job? Were you not able to secure any role after that?
P3 - Why MBA though, seeing your track record you could have had a better career path as an SDE
P3 - Do you listen to music?
- This was followed with a 5 minute discussion on how the music industry has transformed in the past 30 years, what customer behaviours and trends encouraged these changed, how labels aren't the sole power centers in the industry anymore etc
P2 - (handing me a piece of paper) Write down 3 reasons why we should not select you
- Another discussion, grilled me on the 2 reasons I could come up with, the prof was trying to put me in a spot but could weather down the discussion with some humour and affirming them that I wanted to be selected)
P2 - You've lived for 4 years in Banaras, what is this mystique of Banaras that people talk about (Prof was trying to counter the reasons I was giving throughout)
P2 - If given a chance, with everything as is, would you like to live again there? (I said I definitely would) Then why don't you take up BHU FMS
P1 - What do you understand about gender diversity
(A discussion revolving around how women don't get into higher education, role of parents, the gender ratio in my/my friends' at other IIT classrooms in UG, why that was and if I was guessing or did I have any evidence for all that I said)

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P3 - You have a function with a 100,000 variables, without any information about the nature of it, how would you optimise it

P2 asked me to take a toffee, panel thanked me and asked me to leave

GD was very friendly, PI went on for about 20 minutes with quite some grilling. A decent experience overall

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Transcript 2

BM (Delhi, 4th March)
9/10/8
Business Economics, UPSC gap

3 male panelists
P1- tell me about yourself, answered
P2 - tell me about businesses that have made a social impact, how was business related to it
- cross questions
P1- how many UTs are there in India? What is the difference between UTs and states?
P1- name all North eastern states along with their capitals
P2- name some macroeconomic indicators
Said GDP, Inflation
P2- name more
Said unemployment
P2- how is India faring in each of these
P3- ethical dilemma
- cross questioned (a lot)
P3- how many nobel laureates do we have from South Asia?
Said I didn't know the exact number, then he said okay then name some that you know - said some names
Give more - I tried to give more

P1- I think we're done. Thank you

Transcript 3

XLRI-BM experience (Bangalore Panel, 5th March)

Profile: BE(ECE); Acads - 9/9/7; WorkEx = 19 months as a backend developer. Quit my job in 2023 for CAT prep

Group Discussion: Group of 8 people. Topic - "Criticism in a professional environment. How it affects others, how it is necessary, how we should be able to handle it".

Interview: Panel: 2M and 1F. M1 was on the older side and was the main person asking the questions. M2 was on the younger end and was asking mainly technical questions. F1 was also on the older side but was quiet for most of the interview.

M1: Get comfortable. How did you feel about the GD?

M1: That's good to hear. (Places a notepad in front of me). Write down five qualities that you feel we are looking for in a person by conducting a GD.

M1: Ok, now please rate yourself from a scale of 1-10 with 4 being the average (I know, weird) for all these 5 qualities.

M1: I see. I feel you have overestimated yourself in 3 of these factors. Can you identify these fields and what new score would you give yourself.

M1: Actually, I would personally rate you a 2 on 10 in listening (I died inside at this point). Want to know why?

M1: You were someone bringing new points into the discussion and that took the discussion to new tangents. It felt like you were not listening or adding on to the points made by your peers.

M1: Ok. Do you know what people like you who jump into situations are called?

M1: (laughs a little bit). That doesn't make much sense because Hanuman never jumped to any conclusion. Please read the Ramayan again carefully.

M1: Ok, let's move on. You studied in RV College. Out of all the engineering colleges in Karnataka, what do you think will be your college's rank?

M1: Ok, exclude NITs and other such institutes. Within private colleges, what will be its rank?

M1: Who are the top 3 then?

M1: You really think MS Ramaiah is better than Manipal?

M1: Ok fine. Where do you work?

M1: Ok, and what role did you perform there?

M1: So, athenahealth is essentially a healthcare product and service provider. Like you many such people are present who do their engineering and then end up in non-engineering roles. What is the point of doing engineering then? Shouldn't we just shut down the engineering institutes?

M1: Ok fine. That's all from my end.

F1: Have you learnt mathematics in your UG? (That day the panel was asking a lot of Maths and acads questions)

F1: Ok, what all subjects did you cover?

F1: Ok, which topic would you feel comfortable talking about?

F1: Explain probability with a real-life example.

F1: Ah come on, the coin toss is a simple example. Give me an example where probability is used in real life.

F1: Asked me to elaborate further by writing down formulae and models

M3: I did my UG project more than 15 years back but I still remember every detail of it. Nevermind.

F1: Was this a part of your summer internship program?

F1: Does your father work in HAL?

M1: Why did you take up this project? You are an electronics student but taking up a project in probability?

M3: Ok, so you have mentioned in your SOP that you have an interest in ML and AI. I will give you a Deep learning model with 100,000 nodes. Write a program to train it.

M3: Ok, what is this process called?

M3: Any other word for it?

M3: Nope, it is not regularization. Anyways, let's move on. Imagine I give you 1000 images to analyse. How would you go about it?

M3: How would you do that?

M3: What all features would you use for clustering?

M3: I am done with my questions.

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F1: Do you read any books?

F1: Can you please elaborate on that?

F1: Ok, that's all. You can take a candy and leave. All the best.

Transcript 4

GEM 9/9/8
XAT-99.87

17th March

GD topic: two approaches to learning- a conventional approach where you start from scratch or modern approach where you start building on existing knowledge
The GD was good, with just 7 people and everybody got a lot of time to speak and the panelists gave everyone a chance to conclude.

PI
3 panelists(same as GD): 2 M 1F

M1: where are you from?
M1: where do your parents work?
M1: What was your JEE rank, how did you prepare?
M1: Tell me about your job at Bajaj Auto- explained the entire process
Some cross questioning on my time at Bajaj Auto then he asked M2 to take over
M2: You switched jobs right?
M2: Why did you quit Bajaj?
M2: Tell me 3 good things about Bajaj and 3 good things about Merilytics(my current company)
M2: Tell me three things that could be your weakness. Started answering stopped and asked-
tell me if I asked your manager right now, what would he tell in terms of your criticisms?
M2 Stopped here and F1 took over
F1: (had written my favourite book to be the thousand splendid suns) Why is everyone reading this book?
Started with the afganistan issue, she said that's very old can't be the reason
F1: Asked where did you get the recommendation for this book?
Told that i researched it on Goodreads and then it clicked and I said that many first time readers also refer to such apps for book suggestions and since it's rated so high there, that could be the reason why so many people are opting for this book.
F1: You mentioned you read 9 book last year, please name them
There was a bit of mismatch here in mine and her counting but finally was able to recall all 9 and ended by saying that I'm currently reading the wings of fire.

F1: What kind of dashboard reporting do you do, explain the parameters
F1: What are you doing to optimize these dashboards?
F1: Okay that's it from our end.

Transcript 5

2023 Online Interview

Profile – 97.8% SSLC / 95.66% HSC / 9.89CGPA UG BE EEE

2 Years Workex

3 Interviewers – 1 Female (P1) and 2 Males (P2, P3)

P1: Unblur your screen.
P2: Where are you logging in from? Which location do you work?
P3: Explain about your company that you work for.
P2: Give an example with all details as to explain how your company functions.
P2: Won't there be any negative consequence on focusing on different fields?
P2: How will your company gain required field knowledge if venturing into a new field?
P2: What are you going to do?
P1: You learn Japanese language. Tell me about the Japanese Culture.
P1: What do you think of the workaholic nature of them?
P1: Have you heard of the term karoshii?
P1: How will classify this: 275 million people of India are visually disabled?
P1: Why should the government take actions on the above case?
P3: What are the other services provided by your company?
(P1: Left the meeting)
P3: Does your company also do management consultancy? How?
P3: What roles do expect to get on placement?
P3: But mostly marketing and supply chain & operations related jobs are only available. What will you do then?
P2, P3: Thank you. You can logout.

Transcript 6

2023 Online Interview
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M1- Tell me about yourself
(Told)

M1- you had fitness as a hobby, how much you bench typically ?
Me- 90kgs was my personal best but I can deadlift much more.
M1- interrupted why more deadlift ?
Me-Said bar placing, Concentrated breath and correct posture.
M1- You had a brief stint with startups venture, tell it in brief ?
Me-Told and answered 4-5 questions related to it.
M1- Tell me registration procedure of start up and various business entities ?
Me-Told about registration, yearly compliances, entities and the current start up ecosystem.
M1- Tell some GOI measures to boost these in a brief manner?
Me-Talked in brief about start up India, digital India, Make in India and Cloud technology.
M1- okay I am done.

F- Take a pen and paper, And demonstrate Bubble sort and DFS and BFS in binary search tree.
Me- had to take webcam and place it on notebook and still it was inverted but told anyhow all about them.
F- what's the time complexity and what notations ?
Me-Told
F- I am done.

M2 - Tell me about metrics on which you will rate Infra of 5 states ?
Me-Told about NIP allocation and utilisation, access to health facilities, Access to market, Traffic congestion, water supply and all.
M2- Biggest problem in Infrastructure sector ?
Me - Told about Capital intensive business with long gestation period and Lack of surplus Funding options.
M2- Problems with NBFC ?
Me- Told using Default payments because of their modus operandi is giving long term loans and raising capital through short term loan. Also Told about IL&FS crisis.
M2- Tell about how time is calculated ?
Me - Told about Greenwich mean Time and using it as reference ?
M2 - which to use longitude or latitude ?
Me - Don't have any clue.
M2 - Give statements to have two time zones ?
Me - Told about how some states in North East loose time or gain time(not sure about the state though).
M2- You are already a technology consultant why you want to do MBA ?
Me-Told about long term and short term goals.

Okay we are done.
Any questions ?
Me - Asked about something pertinent to XL.

Transcript 7

8/8/8, 98.4%ile in XAT
3 panelists, 1 F 2 M

The interview went on for around 22 minutes.

P1:
There are many communities in India, can you name some of them?

Me: In the west we have Jatt and Gujjars, moving central we have Yadav's in UP, east we have.... Named a few but messed up the answer. Did not seem satisfied

She said this would've been a good answer if i had asked for states, but this isn't a good answer for communities. (We laughed it off, but i messed up the answer)

Anyway, which community do you belong to

Me: Kayastha

What is the history of kayastha

Me: told about chitragupta, his sons etc.

Nono, not the mythological part, it's good you know it, but i meant what do they do.

Me: Initially we were accountants, but our debating ability also make us eligible for law as a profession (seemed satisfied)

Okay, there's many Shri, Sri etc iterations of Srivastava, why is that?

Me: Depends on the region, in the Northern belt you will find Sri, in East it'll be more Shri

Okay, so is there any kayastha community in bengal?

Me: Yes, the Bose's

How do you know?

Me: My parents might have told me. Tied it to Subhash Chandra Bose.

Does ones identity matter? Should it be of any importance

Me: Absolutely! You need to know your beginnings, your roots. It helps you know what the world expects of you and what you should be prepared for

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Okay, so if i say let's replace all names with numbers, would it make everyone equal? And will it be the right thing to do?

Me: Talked about how in communist Soviet they tried to remove the concept of God to make everyone equal, but it backfired. The differences are what fuels people to make a mark for themselves

Are caste and Varna the same?

Me: No, caste are many, Varna are just 4. Caste is the umbrella term.

Are you sure?

Me: I'm not certain, but that's what I remember (should have stuck to it, i was right)

Okay, so where do kayastha come?

Me: Outside of Varna

Are you sure?

Me: Yes ma'am

Where would you place yourself in the Varna system if you could

Me: Kayastha are often compared with Brahmin

Interrupted Everyone wants to be compared to Brahmins no?

Me: (Laughs) Yes ma'am, but from my understanding, Kayastha are more academically inclined, often book worms, therefore the comparison

Okay, so would you say kayastha are intellectual?

Me: Not me ma'am, but my family will definitely say this (everyone laughs)

Okay I'm done, please take over sir

P2:

So, you worked with a company called xyz. What did the company do?

Me: explained

Okay, so if I'm a fire contractor let's say, and somebody wants to get an inspection done, can he not go to a portal to get it done? Why do they need you

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Me: They can sir, but our software helps them manage the jobs for them, portal can only help with the scheduling and dispatching side of things, but our system can help them manage their day to day.... Explained well

Okay got it. What was your job there?

Me: An SDR (sales)

So you did engineering, then went to become a sales person, why, do you like calling up people and disturbing them? Or do you not like coding.

Me: (Smiled) No sir, i hope they don't feel disturbed. But also, it isn't as much that I don't like to code, infact i love coding. It's just i had multiple offers in college, and upon research I found the job role to my liking. And i liked the work I was doing here, so I decided against changing my job role. Actually it's because of the sales role that I generated interest in marketing. (Was hoping he would shift the conversation, but he did not)

Okay got it, thanks, I'm done here. Sir please take over.

P3:

Hi. You have mentioned in your SOP that you like Blockchain. Can you please tell me what is SHA256?

Me: explained

Where is it used?

Me: explained

Explain to me how the Bitcoin Blockchain works

Me: explained

Okay, so what does the Bitcoin Blockchain contain?

Me: explained

Okay great, so you might have heard of the term miner. Why are they called miners?

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XLRI HRM GDPI Experience

Transcript 8

XLRI HRM Transcript, 3rd March afternoon slot.
XAT:98.3
General, Electronics engineer, Male, 19 months WorkEx.

GD Topic: Reputation lives in gossip… something on effects of gossip on morality, breaking of rules, and impact of social and online media.
GD had place for 8 people but 2 were absent, so effectively out of 6.
I feel we people ran out of content and one person from the group stated and started to summarise before the 15 mins were over and then people followed. So I feel that the summary was also completed within 15 mins.

PI: 3 males (Same as those in the GD) all around in late 40's or 50's I guess.

M1: Asked about the scale of my father's business (machine manufacturing) as I have workex there?
M1: What the company does or produce?
M1: My role? In 6-7 months handled so much of critical works?
M3: (interrupting in between) If your father wants to find your replacement what will it cost to the company?
M1: asked a lot about fathers' business… Grilled a bit over that.
M2: You seam to be a very good at technical aspects … so why MBA? Why HRM?
M2: Question based on sop (behavioural ques) with an incident at previous workplace with an friend of mine? How did I tackle that and what did I learn from that?
M2: tried to ask more on differently why specifically HRM?
M3: you also mentioned in SOP you play kabaddi?
A: yes, I was the captain, though looking at my body now it might seem to be a false claim but I have gained some 13 KG weight. (hearing this he had a smile on his face)
M1: okay thank you, you may leave.

The PI lasted about 25-30 mins.
Overall it was okayIsh .. grilled a bit on why MBA, why HR and the family workex.

Transcript 9

XAT: 99.31
Academics: 91/91/74

I have been working on my own startup for the last 2 years.
8 am to 1 pm Slot, Delhi

I arrived around 7:30 am, and we were instructed to wait in a designated area on the ground floor of the hotel. At 9 a.m., we were called for a group discussion (GD) in a room.

GD:

There were 3 panelists and 6 participants. One participant had around 15 years of work experience (an amazing guy).
The topic was "Procrastination," with the discussion focusing on how procrastination is not entirely negative, contrary to popular belief, as indicated by experts and psychologists in modern society. While the discussion started well and me with one other guy are in favour of procrastination.

PI:

Again, there were 3 panelists (same as above).

(P1) was wearing a T-shirt (late 30s),
(P2) was wearing a pink/red shirt (late 30s),
(P3) was a woman (late 30s) as well.

As I was the last in my panel, upon entry, they humorously asked me about my feelings being the last in the entire panel, which led to shared laughter. After a moment, I joined in and shared what I had learned from my fellow participants in the past two hours.

P3: "So, you have your own startup, right? Tell me more about that."
P3: "What is your role in it, and how many members are in your team?"
P3: "Okay, what's your revenue model, and initially, where did you arrange funding for this?"
At this point, P2 interjected...
P2: "You are talking a lot about sustainability, why is that?"
P2: "You are drinking water from a plastic bottle, is that sustainable?"
P3: "What do you think you could improve in this area?"
P1: "What are the current government's plans for startups?"
P1: "Have you explored various loan schemes?"
P1: "Which city is known as the startup capital of India, and why?"
P3: "Your startup seems to be doing well, so why do you want to leave it and join an HRM program?"
P3: "Tell me more about the word 'profound,' combining it with your shooting experience and the type of gun you used."
P2: "Okay, Aayush, I want to visit your state. Which 3 places do you recommend for an amazing experience?" (I mentioned my farms, Haridwar, and Rishikesh.)

P2: "You recommend your farms over Mussoorie, that's a bold choice. Tell me more about your farms." (Then, P2 and P1 took note of my village name and assured me they would visit in the future.)

P3: "Okay, we're done with you, Aayush. Thank you."

Overall, it was a mixed experience, but I enjoyed the PI.

Transcript 10

XAT- 91 %tile

9/9/7.7 Final Year B.Com

Venue: Delhi

12th March

GD: around the topic of how society influences us as a person.

PI: at 4th number.

3 Male Panelists.

1. Asked me what I am doing currently.

2. Asked after whom my college is named.

3. Why HR?

4. Related to Dwarka -Expressway.

5. Something related to leave lending and borrowing.

6. Speak on any recent developments in HRM.

7. Speak on loyalty is dead in Corporate.

8. About my hobby- Photography and a few incidents related to it

9. How would I rate myself in my GD and who was the best?

Overall a very chill interview, with no grilling and conversation around my hobby. It was just after their lunch break so they also asked about me having lunch and offering me sandwiches.

Transcript 11

XLRI HRM
8/8/7/98.10
BCOM(HONS), 8 months experience in Sales at shapoorji pallonji

P1: Introduce yourself

P1: Have you been travelling alot (told my schooling and college was both from delhi and currently working at Gurgaon)

P1: Why HR? Have you also applied at other hr programs like Symbiosis etc. (told just the xl and mdi hr and have not applied for any program at symbiosis, then talked about how a part of my job role which is similar to HR generated my interest in the program).

P1: Is it a B2B Or B2C role?(Answered)

P1 : Do you even need a sales pitch, is the brand name not enough? (Talked about product is the first priority and brand just acts as an initial attraction)

P2: Give an instance where you faced the most difficulty in selling to a customer? (Talked about an instance where the client was acting on emotions and how I understood and pacified their apprehension) Tried to grill on why it was difficult but was later convinced.

P2: Are even you eligible to provide discounts as you have been in the role for less than a year? (Told yes) Asked questions on the discount components to verify (Answered) , was satisfied.

P3: So you work at Shapoorji Pallonji a huge and profitable company? (I said currently we are not profitable but are trying to become one) he Smiled and said okay.

P3: what is the warranty period for the construction ? (Answered)

P3: where is it mentioned and is there any authority that governs it? (answered, mentioned RERA)

P3: What is RERA? (Answered)

P3: What is the designation of a RERA official who heads the corporate office(Didn't know, took a guess)

P3 : What law governed Real Estate before RERA(said didn't know, he said don't worry about it)

P3 : Aren't you more interested in BM(Tried to grill on why hr but was satisfied in the end)

Transcript 12

2023 Online Interview

9.6/9.4/73.84
BA mass communication

1-year workex (family business+ content writing)

XAT 95.77

3 panelists, all male

M1
-Where are you logging in from?
-What is your family business about? Your role?
How many employees are there?
What did you learn? How do you communicate to the customers?
-Tell me an incident where you felt a challenge in business, and the preferred form of communication
went to turn off the fan as it was causing disturbance
-While you had gone to switch off the fan, there was a profile photo displayed. I want to understand the thought process behind choosing that snap. What part of your personality did you want to communicate through this picture?

M2
-You have done some courses on HR. What is HR?- told definition of HR and it's four major areas
-Which of these concepts are you interested in doing?- answered training and development
-Differentiate b/w on the job and off the job training. Give 2 advantages and disadvantages of both. - could not answer, grilled
-Hard skill training is not provided during online job?

M3
Focused on my experience as a Formula One sport content writer
-Is there a Formula 1 track in India? answered Buddh International circuit but it hasn't been used since 2013. -why? - gave reasons. Said smaller motorsport events still take place on that track.
-Which ones?

That's pretty much it. The interview was 17 minutes long. Focus on the words you're using because the genesis of the questions will be from there.

Transcript 13
March 13 2024
97.8/95/8.37/ BE EEE/ 14workex
96.8ile

1st guy:
why hrm(other than mentioned in sop)
lots of questions from my sop(specific points- their explanation with example)

from employer perspective, which is better? overtimed employee or new receuitment.
(he said- i dont agree with you (smirk) and made me move to second guy)

second guy:
difference between electrical and electronics
is fan an electrical or electronic device
chip used in fan? what chip?(followup from answer in previous answer)-couldnt answer
transistor?
npn and pnp diference? imentioned one, but he said- tell me something that is very uncommon.
couldnt answer
there is cursor like icon in xlris logo, what does it define?

third guy:
(mention role of an hr?
i answered one
then he asked another one
i answered another one)x2.5

what are hr roles in upper management?middle management? and lower managemnet

interview kuch kas nahi gaya,
first guy did lots of cross questioning with even disagreeing at end
second guy, i couldnt answer 2 in depth eee qsns
third guy, never seemed satisfied by the quantity of roles i said for an hr

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Transcript 14

2023 Online Interview

(8/8/7/5) (XAT 93.4) (9 Months workex)
P1- Male – Age ? (Alumni)
P2- Male 40s (Prof)
P3- ?

P1
-Where are you joining from?

- What have you done after leaving job 8 months ago?
-You wrote you are weak in maths in your sop, yet you managed to complete M.A. Eco, tell us about that journey
- How would you explain monetary and fiscal policy to a layman?
- Give policy tools available for monetary and fiscal policy
-Consider it is raining outside your building and you have to reach another building 100 metres, how will you decide using maths modelling whether you will reach there dry or not
-Which curve would you use for predicting the intensity of rain?
- Back and forth on choice of curve for 5 mins

I am done, prof please proceed
P2
-Consider that you being Indian purchase a nestle chocolate made in Switzerland from Walmart, an American company store located in Canada. How will it impact GDP or GNP of the countries involved?
-Difference between GDP and GNP?
-What is PPP?
- Hypothetically, if department of economic affairs of Govt. of India contacts you tomorrow what advice would you give them?
-How would your knowledge of Economics help you in becoming a good HR?
P3
-Silent , so couldn't get his/her gender (Camera was off)
Thank You, you can log off now