



## HUMAN PERITUS

### Suggested Questions for IBPS SO HR

1. Why do you want to join a Public Sector Bank as an HR Officer?  
(Combine reasons of banking + passion for HR)
2. What do you think are the core HR responsibilities inside a PSU bank?  
(Recruitment, training, transfers, performance, discipline, welfare)
3. What motivates you to choose HR as a career?
4. PSU banks have frequent transfers and staff shortages.  
As an HR Officer, how will you manage manpower planning?\*
5. How would you handle a conflict between two employees in your branch/office?
6. If an employee is underperforming, how will you address the situation?
7. How would you deal with an employee who is frequently absent or violating rules?
8. What steps will you take to improve employee engagement in a PSU bank?
9. How will you balance employee welfare and the bank's performance targets?
10. What is your understanding of HRD (Human Resource Development) in public sector banks?  
(Training, skill development, promotions, leadership pipelines)
11. How would you design a training program for new officers joining the bank?
12. How will you handle disciplinary issues and ensure compliance with bank policies?
13. What HR challenges do PSU banks face today?  
(Ageing workforce, digital transformation, reskilling, retention)
14. How will you support digital transformation from an HR perspective?

15. How will you ensure fairness and transparency in promotions and appraisals?
16. Describe a time when you had to manage conflict, persuade people, or resolve a difficult situation.
17. PSU banks follow strict rules and unionized environments.  
How will you work effectively in such a structure?\*
18. How will you handle an employee who refuses to relocate after transfer orders?
19. What qualities do you think an HR Officer must have to succeed in a PSU environment?
20. Why should we hire you as an HR Specialist Officer over other candidates?