

Interview Questions: Job Interview Questions and Answers

HR (Human Resource) interview questions with answers

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Consider the questions below and choose one or two from them that you find the most useful to you.

1. What do you personally find the most enjoyable part of working for this company?
2. May I ask why or how you joined this organization? / What brought you here?
3. I would like to know about the work atmosphere here...
4. Would you be able to tell me about this company's vision/philosophy?
5. How would you evaluate this organization's strengths and weaknesses?
6. I would like to know a little about my day-to-day responsibilities.
7. Is this an immediate requirement? How soon would you be taking people on board for this position?
8. I would like to know how my skills compare with the other people who have applied for this position.
9. I am really interested in this opportunity and I feel I have the required skills for this position. What would I have to do next?
10. Now that our interview is coming to close, is there anything you would like to know about my ability towards this job?
11. Would you be able to tell me a little about what the company expects from its employees? What are the most important assets and skills for this company?
12. Does the company follow a structured path in promoting the employees? How does it go?
13. If the company finds me good at the job, how would it advance me? What would be the next step in my career growth?
14. If I performed well in the current position, what are the additional likely opportunities for me within this company?
15. Are there any special areas in this company that the top leaders emerge from?/ Are there special areas like say sales or engineering that have more prospects for growth within this company, or do the leaders come from a cross section of different areas?
16. The company has decided to recruit for this position from outside. How does the company choose between recruiting from within or outside?
17. How far does this particular position contribute to the bottom line?

Human Resource Interview Questions And Answers

Arshad Iqbal



Human Resource Interview Questions And Answers:

HR Interview Questions You'll Most Likely Be Asked Vibrant Publishers, 2018-04-11 HR Interview Questions You'll Most Likely Be Asked is a perfect companion to stand ahead of the rest in today's competitive job market. An Interview is the most crucial of all processes of recruitment as it concludes with either an offer letter or a good bye handshake. **The Real Guide to HR Interview Questions and Answers** Ganesh Salpure, 2017-10-20 When it comes to HR interview questions and answers, this is the most straightforward and to the point book ever written. It contains top 20 HR interview questions along with direct answers to those questions. This book is very very short and the only reason for that is that it has no nonsense theory about what to and what not to do during interviews. Get straight to questions and answers and crack the interview. I work in the IT industry and I have personally interviewed many candidates and also appeared for many interviews during my multiple job changes and this book is an outcome of my personal experience as an interviewer and as an interviewee. This book has been written keeping in mind both freshers and experienced candidates. [Human Resource Management HRM Questions and Answers PDF](#) Arshad Iqbal, The Human Resource Management HRM Quiz Questions and Answers PDF HRM Competitive Exam Questions Chapter 1 15 Practice Tests BBA HRM Textbook Questions for Beginners includes revision guide for problem solving with hundreds of solved questions. Human Resource Management Questions and Answers PDF book covers basic concepts analytical and practical assessment tests. Human Resource Management Quiz PDF book helps to practice test questions from exam prep notes. The Human Resources Quiz Questions and Answers PDF eBook includes revision guide with verbal quantitative and analytical past papers solved tests. Human Resource Management Questions and Answers PDF Free download chapter 1 a book covers solved common questions and answers on chapters benefits and services coaching careers and talent management employee testing and selection establishing strategic pay plans ethics justice and fair treatment human resource planning and recruiting interviewing candidates introduction human resource management job analysis labor relations and collective bargaining managers role in strategic HRM managing global human resources pay for performance and financial incentives performance management and appraisal training and developing employees tests for college and university revision guide HR Manager Interview Questions and Answers PDF Download free eBook's sample covers beginner's solved questions textbook's study notes to practice online tests The BBA HR Manager Interview Questions Chapter 1 15 PDF book includes high school question papers to review practice tests for exams Human Resource Management Practice Tests a textbook's revision guide with chapters tests for GMAT PHR SPHR SHRM competitive exam Human Resource Management Questions Bank Chapter 1 15 PDF book covers problem solving exam tests from BBA textbook and practical eBook chapter wise as Chapter 1 Benefits and Services Questions Chapter 2 Coaching Careers and Talent Management Questions Chapter 3 Employee Testing and Selection Questions Chapter 4 Establishing Strategic Pay Plans Questions Chapter 5 Ethics Justice and Fair Treatment Questions Chapter 6 Human Resource Planning

and Recruiting Questions Chapter 7 Interviewing candidates Questions Chapter 8 Introduction to Human Resource Management Questions Chapter 9 Job Analysis Questions Chapter 10 Labor Relations and Collective Bargaining Questions Chapter 11 Managers Role in Strategic HRM Questions Chapter 12 Managing Global Human Resources Questions Chapter 13 Pay for Performance and Financial Incentives Questions Chapter 14 Performance Management and Appraisal Questions Chapter 15 Training and Developing Employees Questions The Benefits and Services Quiz Questions PDF e Book Chapter 1 interview questions and answers on Benefits picture flexible benefits programs insurance benefits and retirement benefits The Coaching Careers and Talent Management Quiz Questions PDF e Book Chapter 2 interview questions and answers on Talent management career development and management career management and jobs career management basics career management guide employee motivation employer life cycle career management finding jobs improving coaching skills managing career career and job managing your career and finding a job performance appraisal in HRM The Employee Testing and Selection Quiz Questions PDF e Book Chapter 3 interview questions and answers on Basic testing concepts how to validate a test and types of tests The Establishing Strategic Pay Plans Quiz Questions PDF e Book Chapter 4 interview questions and answers on Basic factors in determining pay rates calculating pay rates calculating salary rates competency based interviews competency based pay determining job pay rates determining job salary rates equity theory human resource management job classification job evaluation process piecework pricing managerial and professional jobs and ranking method The Ethics Justice and Fair Treatment Quiz Questions PDF e Book Chapter 5 interview questions and answers on Ethics fair treatment and managing dismissals The Human Resource Planning and Recruiting Quiz Questions PDF e Book Chapter 6 interview questions and answers on Human resource management planning outside sources of candidates and forecasting The Interviewing Candidates Quiz Questions PDF e Book Chapter 7 interview questions and answers on Basic types of interviews types of interview questions and what errors can undermine an interview usefulness The Introduction to Human Resource Management Quiz Questions PDF e Book Chapter 8 interview questions and answers on Human resource management high performance work systems HR managers duties managers role in HRM new approaches to organizing HR what is HRM and why it is important workforce and demographic trends The Job Analysis Quiz Questions PDF e Book Chapter 9 interview questions and answers on basics of job analysis job analysis in worker empowered world methods for collecting job analysis information uses of job analysis information and writing job descriptions The Labor Relations and Collective Bargaining Quiz Questions PDF e Book Chapter 10 interview questions and answers on Bargaining items impasses mediation and strikes labor movement and labor strikes The Managers Role in Strategic HRM Quiz Questions PDF e Book Chapter 11 interview questions and answers on Managers role Organizational Behavior process building high performance work system fundamentals of management planning how managers set objectives HRD scorecard developed strategic fit strategic human resource management tools types of strategies and management by objectives The Managing

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HR Interview Questions and Answers Chetan Singh, HR Interview Questions and Answers is the ultimate guide to acing your job interview with a Human Resources professional This book is designed to help job seekers understand what HR professionals are looking for in their candidates and how to prepare for the most common HR interview questions Covering topics from your work experience and education to your personality traits and professional goals this book includes a wide range of HR interview questions and expertly crafted example answers to help you prepare for any type of HR interview Each question is accompanied by a detailed explanation of what HR professionals are looking for in your response and how to structure your answer for maximum impact In addition to the interview questions HR Interview Questions and Answers also includes valuable advice on how to prepare for your interview including tips on researching the company dressing appropriately and making a positive impression With this book you ll be equipped with all the knowledge and skills you need to impress your interviewer and land your dream job Whether you re a recent graduate or a seasoned professional HR Interview Questions and Answers is an indispensable resource for anyone looking to advance their career With this book you ll be able to confidently navigate any HR interview and showcase your skills and experience in the best possible light

[HR Interview Questions and Answers - English](#) Navneet Singh, Preparing for an HR interview involves understanding both the general questions you might be asked and crafting thoughtful authentic responses Here are some common HR interview questions along with suggested answers

- 1 Tell me about yourself Answer I m an experienced marketing professional with over five years in the industry I ve worked with several high profile clients and led multiple successful campaigns that boosted company revenue by 20% on average My passion lies in digital marketing and analytics where I can leverage data to create effective marketing strategies Outside of work I enjoy volunteering at local non profits and keeping up with the latest trends in technology and marketing
- 2 Why do you want to work here Answer I am impressed with your company s commitment to innovation and growth Your focus on developing cutting edge technology aligns with my passion for staying at the forefront of industry trends Additionally the

collaborative culture and emphasis on professional development are aspects I value deeply I believe I can contribute significantly to your team while also growing my skills further in this dynamic environment

3 What are your strengths
Answer My key strengths are my analytical skills and ability to work under pressure I have a knack for breaking down complex problems into manageable parts and finding effective solutions Additionally I excel in team environments where I can leverage my strong communication skills to ensure everyone is aligned and working towards a common goal

4 What is your biggest weakness
Answer I tend to be a perfectionist which sometimes leads me to spend more time on a task than necessary However I've been working on this by setting more realistic deadlines and prioritizing tasks to ensure efficiency I've found that this approach not only helps me manage my time better but also ensures that I deliver high quality work without unnecessary delays

5 Describe a challenging situation you faced and how you handled it
Answer In my previous role we faced a significant drop in website traffic due to a change in Google's algorithm To address this I led a cross functional team to conduct a thorough SEO audit and implement a new content strategy We optimized existing content and created new high quality articles targeting specific keywords Within three months we saw a 30% increase in organic traffic surpassing our original numbers

6 Where do you see yourself in five years
Answer In five years I see myself in a leadership role within the marketing department of a forward thinking company like this one I aim to have honed my strategic planning skills and to be known for driving impactful campaigns that align with the company's goals Additionally I hope to mentor junior team members and contribute to a culture of continuous improvement and innovation

7 Why should we hire you
Answer I bring a unique combination of skills experience and enthusiasm to the table My background in digital marketing combined with my ability to analyse data and derive actionable insights positions me to make an immediate impact on your team I am highly adaptable and thrive in fast paced environments and I am passionate about contributing to your company's success and growth

8 How do you handle stress and pressure
Answer I handle stress and pressure by staying organized and maintaining a positive attitude I prioritize tasks based on deadlines and importance which helps me manage my workload effectively When under pressure I also ensure to take short breaks to clear my mind and return to tasks with a fresh perspective Additionally I find that open communication with my team helps alleviate stress as we can support each other in meeting our goals

9 Tell me about a time you worked in a team
Answer In my previous job I was part of a team responsible for launching a new product We had tight deadlines and needed to coordinate between various departments I took on the role of project coordinator ensuring everyone was on the same page and tasks were completed on time We held regular meetings to track progress and address any issues promptly Our collaborative effort resulted in a successful product launch that exceeded our sales targets by 15% in the first quarter

10 What are your salary expectations
Answer My salary expectations are in line with my experience and the industry standards for this role Based on my research and the responsibilities outlined I would expect a salary in the range of insert range However I am open to discussing this further and am flexible depending on the overall

compensation package and growth opportunities Tips for Answering HR Interview Questions Be Honest Authenticity is key Interviewers appreciate genuine responses Use STAR Method For behavioural questions structure your answers using Situation Task Action and Result Research the Company Tailor your answers to reflect the company's values culture and goals Show Enthusiasm Demonstrate your interest in the role and the company Prepare Questions Have thoughtful questions ready to ask the interviewer about the company and the team you'll be working with By preparing for these common questions and using these tips you'll be well equipped to make a positive impression during your HR interview

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[Capital Market Interview Questions and Answers - English](#) Navneet Singh, Below is a curated list of Capital Market interview questions along with sample answers to help you prepare effectively Let me know if you d like a more tailored set of questions based on your expertise or specific role you re targeting

1 What are Capital Markets Question Explain the role of capital markets in the economy Answer Capital markets are financial markets where savings and

investments are channelled between suppliers and those in need of capital. They enable businesses to raise funds by issuing equity or debt and allow investors to allocate their capital to productive ventures. They are crucial for fostering economic growth by facilitating efficient capital allocation.

2 What are the key types of capital markets?

Question: Differentiate between primary and secondary capital markets.

Answer: Primary Market: Where new securities are issued and sold to investors for the first time, e.g. IPOs (Initial Public Offerings). Secondary Market: Where existing securities are traded among investors, such as on stock exchanges like NYSE or NASDAQ.

3 What is the difference between the money market and the capital market?

Answer: Money Market: Deals with short-term debt instruments, less than a year, like Treasury bills, commercial paper, and certificates of deposit. Capital Market: Focuses on long-term instruments like stocks, bonds, and debentures.

4 What is the role of a stock exchange?

Answer: A stock exchange is a platform for buying and selling securities. It ensures transparency, liquidity, price discovery, and protection for investors through regulatory frameworks.

5 Explain the difference between equity financing and debt financing.

Answer: Equity Financing: Raising capital by selling ownership stakes in the form of shares. No repayment obligation, but dilutes ownership. Debt Financing: Borrowing money through loans or bonds. Must be repaid with interest, but retains ownership.

6 What is an IPO and how does it work?

Answer: An Initial Public Offering (IPO) is when a private company sells its shares to the public for the first time to raise capital. The process involves underwriting, regulatory approvals, pricing, and listing the shares on a stock exchange.

7 What are derivatives and why are they used in capital markets?

Answer: Derivatives are financial instruments whose value is derived from an underlying asset, e.g. stocks, commodities, or currencies. They are used for hedging, speculation, and arbitrage.

8 How do interest rates impact the capital markets?

Answer: Interest rates significantly influence capital markets. Higher rates typically reduce stock prices as borrowing costs increase, and bond yields become more attractive. Conversely, lower rates encourage investment and higher equity valuations.

9 What are the key financial ratios investors consider in capital markets?

Answer: P/E Ratio (Price to Earnings): Measures stock valuation. Debt to Equity Ratio: Indicates financial leverage. ROE (Return on Equity): Shows profitability relative to equity. Current Ratio: Measures liquidity.

10 Can you explain the concept of market efficiency?

Answer: Market efficiency refers to how well market prices reflect all available information. Efficient Market Hypothesis (EMH) suggests it's impossible to beat the market consistently because prices always incorporate all known information.

11 What are the different types of risks in capital markets?

Answer: Market Risk: Fluctuations in market prices. Credit Risk: Default by borrowers or bond issuers. Liquidity Risk: Difficulty in selling assets quickly. Interest Rate Risk: Changes in interest rates affecting securities.

12 How does a bond's price relate to interest rates?

Answer: Bond prices and interest rates have an inverse relationship. When rates rise, bond prices fall, and when rates drop, bond prices increase. This is because the fixed coupon payments become less attractive compared to new issues.

13 What is the role of credit rating agencies in capital markets?

Answer: Credit rating agencies assess the creditworthiness of borrowers or debt instruments. Ratings like AAA, BBB, etc., provide investors with a measure of default risk, influencing

borrowing costs and investment decisions 14 What is portfolio diversification and why is it important Answer Diversification is the practice of spreading investments across various asset classes sectors or geographies to reduce risk It minimizes the impact of poor performance in any single investment 15 Explain the concept of arbitrage Answer Arbitrage is the simultaneous purchase and sale of an asset in different markets to profit from price discrepancies It ensures price consistency across markets and is a risk free strategy in theory 16 What are the major capital market instruments Answer Equity Instruments Common and preferred stocks Debt Instruments Bonds debentures and loans Hybrid Instruments Convertible bonds and preference shares 17 What is a financial bubble and how does it impact capital markets Answer A bubble occurs when asset prices inflate significantly beyond their intrinsic value due to speculative demand When the bubble bursts it leads to sharp price declines causing market instability 18 How are foreign exchange markets related to capital markets Answer Foreign exchange markets interact with capital markets through cross border investments international trade and currency risks that affect foreign denominated securities 19 What is the significance of regulatory bodies in capital markets Answer Regulatory bodies like the SEC U S or SEBI India ensure transparency protect investors prevent fraud and maintain fair practices in capital markets 20 What is your understanding of the recent trends in capital markets Answer Be prepared to discuss topics like the rise of ESG Environmental Social and Governance investing fintech s impact increased use of AI for trading and shifts in market dynamics due to geopolitical events

Common IT Interview Questions and Answers - English Navneet Singh, Here are some common IT interview questions along with example answers 1 Tell me about yourself Answer I have a strong background in IT with over 5 years of experience in systems administration I started my career in help desk support where I developed strong troubleshooting skills Over the years I ve advanced to roles focusing on network administration and cybersecurity where I ve implemented robust security measures to protect company data I am skilled in managing IT infrastructures optimizing systems performance and ensuring seamless operations 2 What do you consider your strengths in IT Answer My strengths in IT include strong problem solving abilities and a deep technical understanding I excel in network administration where I ve implemented and maintained complex network environments Additionally I have a solid grasp of cybersecurity principles implementing strategies to mitigate risks and ensure data integrity I am also skilled in project management successfully leading IT projects from inception to completion 3 Can you describe a challenging IT project you ve worked on Answer One challenging project I worked on was migrating our company s email system to a cloud based platform It involved coordinating with multiple teams ensuring minimal downtime during the transition and migrating a large volume of data securely I led the project team in planning testing and executing the migration which involved troubleshooting compatibility issues and training users on the new platform The project was successful resulting in improved email reliability and reduced maintenance costs 4 How do you stay updated with the latest IT trends and technologies Answer I stay updated with the latest IT trends and technologies by regularly attending industry

conferences and webinars I also subscribe to IT publications and blogs follow thought leaders on social media and participate in online forums Additionally I pursue relevant certifications to enhance my skills and stay current with industry best practices

5 Describe a time when you resolved a critical IT issue under pressure Answer In my previous role our network experienced a sudden outage during business hours affecting access to critical systems I quickly assessed the situation identified the root cause a faulty network switch and initiated troubleshooting steps Under pressure I efficiently replaced the defective switch and restored network connectivity within an hour minimizing downtime and ensuring uninterrupted business operations

6 How do you approach implementing new IT initiatives or upgrades Answer When implementing new IT initiatives or upgrades I begin by conducting a thorough needs assessment and gathering requirements from stakeholders I develop a detailed project plan outlining objectives timelines and resource allocation Throughout the implementation I prioritize communication and collaboration with cross functional teams to ensure alignment and address any challenges proactively Post implementation I conduct thorough testing and user training to ensure smooth adoption and minimize disruptions

7 What is your experience with IT security and compliance Answer I have extensive experience in IT security and compliance implementing robust security measures to protect organizational assets I have conducted regular security audits vulnerability assessments and penetration testing to identify and mitigate risks Additionally I ensure compliance with industry regulations such as GDPR and HIPAA implementing policies and procedures to safeguard sensitive data and maintain regulatory compliance

8 How do you handle IT incidents and prioritize tasks during busy periods Answer When handling IT incidents I follow established incident management protocols to promptly assess prioritize and resolve issues based on their impact and urgency During busy periods I leverage task management tools and techniques such as the Eisenhower Matrix to prioritize tasks effectively I also collaborate closely with team members to allocate resources efficiently and ensure critical issues are addressed promptly

9 Describe your experience with cloud computing and virtualization technologies Answer I have hands on experience with cloud computing platforms such as AWS and Azure where I ve migrated applications and infrastructure to the cloud to improve scalability and reduce costs I am proficient in configuring and managing virtualized environments using VMware and Hyper V optimizing resource utilization and enhancing system performance I stay updated with cloud and virtualization trends to leverage emerging technologies for continuous improvement

10 What are your career goals in IT Answer My career goal in IT is to continue advancing in roles that allow me to leverage my technical expertise and leadership skills to drive innovation and enhance organizational efficiency I aspire to obtain certifications in emerging technologies such as cybersecurity and cloud computing to stay at the forefront of industry trends Ultimately I aim to contribute to the strategic growth and success of the organization through my IT knowledge and experience These answers are designed to provide a framework for discussing your experience skills and approach to IT related challenges during an interview Tailor your responses to reflect your specific experiences and achievements to make a

strong impression HR Interview Questions You'll Most Likely Be Asked Vibrant Publishers,2020-05-10 225 HR Interview Questions Strategies to respond to Interview Questions Real life SCENARIO BASED questions NEW examples added HR Interview Questions You ll Most Likely Be Asked is a perfect companion to stand ahead of the rest in today s competitive job market An Interview is the most crucial of all processes of recruitment as it concludes with either an offer letter or a good bye handshake This book is ideal for you if you are preparing for THE interview It covers the basic to the most infamous interview questions along with proven answers and tricks to mould them in line with your professional career HR questions likely to be asked by an interviewer are segregated into 15 pertinent categories namely Creativity Leadership Teamwork Deadlines and Time Management Dedication and Attitude Personality Decision making Goals Creative Questions Customer Service Background and Experience Business Skills and Knowledge Communication Job Searching and Scheduling and Knowledge of the company With all these you are all geared up for your next big Interview Includes a 225 HR Interview Questions Answers and proven strategies for getting hired b Dozens of examples to respond to interview questions c Includes most popular Real Life Scenario Questions **The Real Guide to HR Interview Questions and Answers** Ganesh Salpure,2013-11-01 When it comes to HR interview questions and answers this is the most straight forward and to the point book ever written It contains top 20 HR interview questions along with direct answers to those questions No nonsense theory about what to and what not to do during interviews Get straight to questions and answers and crack the interview I work in the IT industry and I have personally interviewed many candidates and also appeared for many interviews during my multiple job changes and this book is a outcome of my personal experience as an interviewer and as an interviewee This book has been written keeping in mind both freshers and experienced candidates **Cybersecurity Interview Questions & Answers** Bolakale Aremu,2025-07-18 Short on time before your cybersecurity interview Don t panic this practical guide is built to help you prepare fast think smart and answer like a pro Whether you re aiming for a role at a top tech company or breaking into your first cybersecurity job this book will equip you with the skills strategy and confidence to stand out in today s competitive job market What You ll Learn Inside Real interview questions used by companies like Amazon Meta and Microsoft Multiple formats covered multiple choice multi select and fill in the blanks Behavioral technical and scenario based questions with model answers Hands on lab scenarios and command line challenges used in practical assessments Advanced topics like incident response risk management encryption threat detection and SIEM tools Soft skills and ethics because technical knowledge alone isn t enough Final reflection plan and 90 day career roadmap to keep your momentum going Who This Book Is For Anyone preparing for roles like Cybersecurity Analyst Security Engineer Security Architect SOC Analyst Security Administrator Cryptographer Penetration Tester Security Consultant Security Software Developer GRC Analyst From early career learners to seasoned IT pros this guide helps you master both the technical know how and the real world mindset that interviewers look for Why This Book Stands Out Over 230 curated questions across 10 skill focused modules

Detailed explanations for every correct answer no guesswork Scenario based learning modeled after real life cyber threats STAR method practice for behavioral interviews Tools and platforms used by top teams Wireshark Splunk nmap Burp Suite and more Bonus Career reflection checklist personalized action plan Whether you have weeks or just a few days to prepare this book transforms your review into purposeful practice and positions you to walk into your next interview prepared polished and confident Start mastering the interview process today and step into the cybersecurity career you deserve

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Human Resources for the Non-HR Manager Carol T. Kulik, Elissa L. Perry, 2023-05-02 Human Resources for the Non HR Manager gives every manager regardless of their functional role access to cutting edge research and evidence based recommendations so they can approach their people management responsibilities with confidence Day to day people management is increasingly the responsibility of front line managers not HR professionals But managers are often poorly prepared for these responsibilities they receive little training and sometimes have little interest in HR People management is never easy and it is particularly challenging in COVID 19 s next normal workplace where managers must engage diverse employees across a wide range of working arrangements This book focuses on the special relationship that line managers have with their employees and describes managers responsibilities across the entire employee lifecycle from front end recruiting and hiring through to long term retention The content is grounded in rigorous academic research but the book s conversational tone conveys basic principles without technical jargon Each chapter includes Manager s Checkpoints to help readers apply the material to their own workplace and Manager s Knots that address gray areas inherent in people management The book is designed for any reader currently working as a line manager or aspiring to a managerial role who wants to improve their people management skills Combined with a complete instructor package the book provides different types of activities to accompany each chapter Some Assembly Required In the News and Undercover Manager The activities can be found in the Instructor Resources Download Hub and are designed to align with student cohorts with varying levels of experience A full suite of regularly updated resources for students and instructors can be found on the authors own website <https://www.nonhrmanager.com>

HUMAN RESOURCE MANAGEMENT Vikrant Verma , Nivedita Singh, 2025-05-27 MBA SECOND SEMESTER According to the New Syllabus of Dr A P J Abdul Kalam Technical University Lucknow **Managing Human Resource And Industrial Relations** Tapomoy Deb, 2009

Unveiling the Magic of Words: A Report on "**Human Resource Interview Questions And Answers**"

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