

Sample Interview Questions

Sample Interview Questions for Systems Analyst Positions



Introduction

Successful interviews are all about asking the right questions. As the interviewer your job is to take the lead. When interviewing for systems analyst positions, the most suitable candidate will demonstrate technical expertise, complex problem-solving abilities, and strong analytical, documentation, and time management skills. Good listening and communication skills are also essential to effectively interface with technical and non-technical staff.

Beyond a few general questions at the start of the interview, most questions should be a combination of behavioral and situational questions. Behavioral questions are centered on conduct in past work situations while situational questions are hypothetical and focused on the future. In combination you should get a good sense of past and future performance.

Select a few general questions followed by several behavioral and situational interview questions from

the lists provided that are most relevant to your position and modify the questions as appropriate for your position. These questions will enable you to evaluate the ability of a candidate to analyze, trouble-shoot, and think-outside-the-box to create innovative solutions to optimize your technology performance. Be sure to ask all candidates the same questions to better evaluate who the best fit for your organization would be.

General Interview Questions

1. Tell me a little about yourself.
2. What do you find most rewarding about working as a systems analyst?
3. What characteristics should a systems analyst possess to be successful?
4. What is your experience with hardware and software? What SAP software applications have you used?
5. How do you keep your IT knowledge and skills current?
6. What do you regard as the biggest challenge a systems analyst faces?
7. Tell me about your experience in programming.
8. What do you enjoy and what do you dislike about working as a systems analyst?
9. Why are you interested in this position?
10. How did you hear about the position?
11. What do you know about our company?
12. What are your greatest professional strengths and weaknesses?
13. What is your dream job?
14. Where do you see yourself in five years?

Behavioral Interview Questions

1. What are the three constraints on a project? (Result, Budget, and Time) Give me an example of how you manage them.
2. What types of requirements do you gather first when starting a project? Give me an example.

Sample Interview Questions

3. Tell me about a project you worked on that demonstrates your programming abilities.
4. Tell me about a time you dealt with a difficult client and how you handled the situation.
5. Share a time when you applied a new technology. How did it help the company?
6. Give an example of a time when you thought outside-the-box. What were the benefits?
7. Tell me about a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit the company?
8. Share an effective approach to working with large amounts of information/data. How did the approach impact your company?
9. Describe a time when you had to deliver a presentation. How did you explain technical details to a non-technical audience?
10. Have you ever implemented a cost-reducing system? What was it and how did you come up with the recommendation?
11. Why are software usage policies important? Tell me about your experience creating and enforcing them.
12. Tell me about a problem you had to solve that tested your analytical abilities. What resources did you use?
13. Describe a time you collaborated with peers to solve a problem.
4. What would you do if you realize the business requirement is not technically feasible?
5. How would you persuade a doubtful manager to get on board with your suggestions?
6. Your assignment is to develop a training program for a new application. What steps will you take to develop the training?
7. Several users continue to have difficulty using a new application. The number of calls to the help desk are above average. How would you address this problem?

**YOUR HR RESOURCE PARTNER FOR
ACHIEVING BUSINESS SUCCESS**

Situational Interview Questions

1. Your assignment is to prepare specifications to purchase a new application. What will you do?
2. You are asked to perform a software audit. What does that include?
3. Walk me through the process of how you identify problems and then evaluate alternative solutions to determine which ones work best.