
Production Supervisor interview questions and answers

These **Production Supervisor interview questions** will help you look for important qualifications and skills in your candidates.

10 good Production Supervisor interview questions

1. How would you teach your team to respect company policy and regulations?
2. What would you do if, by the end of the day, there were products in the daily batch that weren't up to standard?
3. If you saw employees weren't using protective equipment, how would you handle it?
4. Imagine two of your subordinates have a rivalry that affects their performance. What do you do?
5. How do you handle undisciplined or disruptive employees?
6. What would you do if an employee was consistently late at the beginning of their shift?
7. What makes a good supervisor in your opinion?
8. How would you use six-sigma?
9. How can you contribute to quality management?
10. How do you go about preparing production schedules?

Here are 10 essential interview questions and sample answers to help identify the best candidates for this role.

1. How would you teach your team to respect company policy and regulations?

This question assesses the candidate's leadership skills and their approach to ensuring adherence to company policies.

Sample answer:

"I believe in leading by example. I'd first ensure I'm well-versed with all policies and regulations. Regular training sessions and open discussions about the importance of these policies would be organized. Additionally, I'd create a culture where employees feel comfortable asking questions about any policy they're unsure about."

2. What would you do if, by the end of the day, there were products in the daily batch that weren't up to standard?

This question evaluates the candidate's problem-solving skills and their commitment to quality.

Sample answer:

"I would first identify the root cause of the issue. If it's a one-time error, I'd arrange for rework. If it's a recurring issue, I'd collaborate with the relevant teams to implement corrective actions to prevent future occurrences."

3. If you saw employees weren't using protective equipment, how would you handle it?

This question gauges the candidate's commitment to safety and their approach to ensuring compliance.

Sample answer:

"Safety is paramount. I'd immediately address the situation and remind the employee of the importance of using protective equipment. I'd also conduct a refresher safety training session to reinforce the importance of safety protocols."

4. Imagine two of your subordinates have a rivalry that affects their performance. What do you do?

This question probes the candidate's conflict resolution skills.

Sample answer:

"I'd arrange a private meeting with both individuals to understand the root of the issue. I'd facilitate a discussion to find common ground and work towards a resolution. If necessary, I'd provide additional resources or mediation to ensure a harmonious work environment."

5. How do you handle undisciplined or disruptive employees?

This question assesses the candidate's management and disciplinary skills.

Sample answer:

"I believe in a fair and consistent approach. I'd first communicate with the employee to understand the reason for their behavior. If it continues, I'd follow the company's disciplinary procedures, documenting incidents and providing feedback."

6. What would you do if an employee was consistently late at the beginning of their shift?

This question evaluates the candidate's approach to punctuality and discipline.

Sample answer:

"Punctuality is crucial for smooth operations. I'd discuss the issue with the employee to understand if there are any genuine reasons. If it's a behavioral issue, I'd set clear expectations and consequences for further tardiness."

7. What makes a good supervisor in your opinion?

This question probes the candidate's understanding of the role and its responsibilities.

Sample answer:

"A good supervisor leads by example, communicates effectively, is approachable, and understands the technical and interpersonal aspects of the job. They should also be proactive in addressing issues and fostering a positive work environment."

8. How would you use six-sigma?

This question gauges the candidate's knowledge of quality management techniques.

Sample answer:

"I'd use Six Sigma methodologies to identify defects in our production process, analyze their root causes, and implement data-driven solutions to improve efficiency and quality."

9. How can you contribute to quality management?

This question assesses the candidate's commitment to maintaining and enhancing product quality.

Sample answer:

"I'd conduct regular quality audits, collaborate with teams to implement best practices, and ensure continuous training. I'd also stay updated on industry standards and bring in new methodologies to enhance our quality processes."

10. How do you go about preparing production schedules?

This question evaluates the candidate's organizational skills and their ability to manage production timelines.

Sample answer:

"I start by understanding the demand forecast and then factor in machine availability, manpower, and material availability. I also consider buffer times for unforeseen delays. Regular reviews and adjustments are made to ensure we meet our production targets."

What does a good Production Supervisor candidate look like?

A stellar Production Supervisor candidate possesses a blend of technical knowledge, leadership skills, and a proactive approach. They should be adept at problem-solving, have a keen eye for quality, and be able to foster a positive and efficient work environment.

Production Supervisor Interview Questions

A production supervisor has important duties like overseeing daily operations and resolving problems. The setting they work in (typically manufacturing) calls for deep technical knowledge as well as understanding of HR practices and quality management.

When interviewing, focus on assessing three key areas: leadership, problem-solving and relevant expertise. Present them with hypothetical scenarios and discuss their past experience. See if they can explain how they use different methods and concepts.

Questions about their knowledge or technical expertise should be tailored to the company and position. You may want them to have experience in electrical systems, assembling etc. Ask them a few questions to evaluate their technical knowledge. Alternatively, if you find a candidate with technical aptitude and strong supervisory skills, you can train them yourself, even if they don't have relevant background.

Let's summarize some of the questions and add a few more divided into specific types.

Operational and Situational questions

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Role-specific questions

- What makes a good supervisor in your opinion?
- What methods would you use to motivate employees?
- How would you use six-sigma?
- How can you contribute in quality management?
- How do you go about preparing production schedules?
- What's your experience with lean manufacturing?
- Are you good in using computers?
- What kind of equipment do you experience with?
- How many people did you supervise in your last job?

Behavioral questions

- Tell me about a time you made a production process more efficient
- Recall a time you managed to build an effective team
- Give me an example of a subordinate who didn't perform as well as you expected. What should you have done?
- Describe a time you had to make a difficult/unpopular decision. How did you ensure it was followed through?
- Tell me about how you met production goals in your previous job