

Strategic sourcing - assignment

Business, Human Resources



Topic: Strategic Sourcing Structured Interview Form HRM410- Strategic

Staffing Kate Zuckerman Job Title:

Quality analyst

Brief description of position:

The quality analyst is supposed to make sure that the products of the company along with its services maintain their superior quality at all times and in all the phases during production (Echaore-McDavid, 2008). In the case of a project, the quality analyst serves as a process coordinator of the entire system to make sure the best quality is maintained (Boland, 1996).

1) Interview Question:

What does the quality analyst analyze in the capacity of his position in a company?

Why is this question important? What type of information are you hoping to elicit from the candidate?

This question seeks test the knowledge of the person who is being interviewed for the position on whether he understands the main tasks and responsibilities that are associated with the position.

The prospective candidate should be able to demonstrate that he understands the duties and responsibilities of this position that include maintaining the quality of products while looking at problems and chances for improvement.

2) Interview Question:

As a Quality analyst, how would you use testing methods within your job

setting?

Why is this question important? What type of information are you hoping to elicit from the candidate?

This question is aimed at identifying if the candidate has any skills in relation to developing means of testing particular production processes.

A Quality analyst is supposed to develop means of testing particular production processes of the company while training other employees to utilize this means.

3) Interview Question:

What are the important attributes of a successful quality analyst?

Why is this question important? What type of information are you hoping to elicit from the candidate?

This question seeks to identify whether the prospective candidate understands the distinctive attributes that a quality analyst should possess.

A quality analyst should have a high level of training and have exceptional analytical abilities along with broad knowledge. He should also be creative and be a quick learner in order to solve problems easily.

4) Interview Question:

As a quality analyst, do you have any experience working with people?

Why is this question important? What type of information are you hoping to elicit from the candidate?

This question seeks to test the ability of the candidate to be a team player in work with different people.

The quality analyst is always supposed to work with other people as an analysis of the process of production entails an analysis of the people involved along with the technology. The applicant should demonstrate that he has an ability to cooperate and interrelate with other employees efficiently.

5) Interview Question:

In your career as a quality analyst, what is the role of communication skills? Why is this question important? What type of information are you hoping to elicit from the candidate?

This question aims to understand whether the candidate has the necessary skills that are needed to report and make effective presentations that associated with the position through oral or written communication.

The candidate should be able to demonstrate that he can make effective presentations of problems and proposed means of dealing with them. He should also show that he can freely interact with the rest of the employees and clients with exceptional oral and written skills

6) Interview Question:

As a quality analyst, what kind of challenges are you seeking in this position?

Why is this question important? What type of information are you hoping to elicit from the candidate?

This question seeks to establish what the candidate expects from the new position and if the candidate will be fit for the position.

The candidate should broadly explain how he would be able to efficiently use his skills and experience if he is selected for the job. He should demonstrate his motivation, abilities to deal with challenges and be flexible in handling challenging situations.

7) Interview Question:

What are your educational qualifications in relation to the position of quality analyst?

Why is this question important? What type of information are you hoping to elicit from the candidate?

The main of this question is to find out whether the prospective candidate has the required educational background and knowledge to be hired as a quality analyst.

The ideal candidate should possess a bachelor's degree in quality control a related field so that he can demonstrate competency with essential skills that provide a wide range of knowledge for success as a professional.

8) Interview Question:

How do your educational qualifications apply to the position of quality analyst?

Why is this question important? What type of information are you hoping to elicit from the candidate?

The aim of this question is to make sure that the prospective candidate understands what the position entails and the connection it has with his qualifications.

The candidate should be able to demonstrate that he possesses exceptional analytical skills that are needed to perform the tasks associated with the position efficiently. He must also show an ability to rely on his skills in the various responsibilities associated with the position.

9) Interview Question:

What are your goals in relation to quality assurance as a career?

Why is this question important? What type of information are you hoping to elicit from the candidate?

The aim of this question is to identify the abilities and ambition of the prospective candidate in relation to developing himself while making plans for the future'

The candidate should be able to articulate the goals he intends to achieve and the time frames based on the position that he is being interviewed for.

10) Interview Question:

What steps have you taken to improve your knowledge in quality analysis in the past year?

Why is this question important? What type of information are you hoping to elicit from the candidate?

This question tries to find out if the candidate is goals oriented and has a desire for a continued learning process.

The ideal candidate should be one that is willing to learn from his mistakes and one who regularly seeks to get more knowledge on his field through seminars and workshops as well as other forms of training.

References

Boland, P. (1996). Redesigning healthcare delivery. Berkeley, Calif.: Boland Healthcare.

Echaore-McDavid, S. (2008). Career opportunities in science. New York, NY: Ferguson.