

Employment interviews as a selction tool

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There are various types of interviews. Some interviews are conducted face to face between the employer and candidate while others may be conducted electronically or on phone. In terms of forms, interviews can be classified into three types, namely structured interviews, semi-structured interviews, and unstructured interviews. In the structured interviews, interviewer analyzes the skills of interview through a preformed set of questions. In the semi-structured interview, the interviewer may make the conversation apart from the questions as well. In fact, some questions are developed on the spot from the discussion. In unstructured interviews, there are no preformed questions.

Quite often, very simple questions are used to assess the interest and enthusiasm of a candidate for work. For example, one of the interview questions an Assistant Engineer was asked for his assessment by Chunghwa Telecom was, " Why do you want to join our company?" (" Engineering Interview Questions"). The interview is one of the best selection tools because it promotes public relations in addition to the regular assessment of abilities.