Developing the Interview

Developing the Interview

ALegally Defensible Interview

Cary F. Leibham and Christina Sue-Chan

Selecting the Best
TABLE 1

1. Develop a job description using the critical Judgemental
   dimensions
2. Develop an interview instrument based on the job
description
3. Identify the critical Judgemental errors
4. Transform the interview instrument into a "G" question
5. Develop a score sheet to rate the interviewee's responses
6. Understand the interviewee's responses to the "G" question
7. Develop a score sheet for giving feedback on the interviewee's
   performance
8. Conduct a control-reaction validity study to establish if the
   scoring system is valid.
The performance criteria in these studies include measures of job performance, job evaluation, and peer assessment of the individual. Based on the findings, the following recommendations are proposed:

1. **Improve Interpersonal Communication**: Enhance communication skills to improve job performance. Strategies include regular feedback sessions and training workshops.

2. **Enhance Organizational Citizenship Behavior**: Foster a culture of collaboration and support within the organization.

3. **Implement Performance Management Systems**: Develop clear performance metrics and regular reviews to ensure accountability.

4. **Provide Development Opportunities**: Offer training and development programs to enhance employees' skills and performance.

5. **Promote a Positive Work Environment**: Create a supportive and encouraging work environment to improve job satisfaction and performance.

These recommendations are based on the findings from the study and are designed to improve overall performance and satisfaction within the organization.
defined in interview decision in the combined
aspect of both interviewers and the
interviewees who may have to
refuse to participate in the
interview. It is therefore
imperative to:
1. Minimize interviewer bias.
2. Maintain confidentiality of
interview data.
3. Ensure interviewer credibility.
4. Provide opportunities for
participants to express their
views and feelings.
5. Minimize interviewer influence.

In conclusion, the importance of
maintaining confidentiality and
credibility, minimizing interviewer
bias, and providing opportunities
for participants to express their
views and feelings cannot be
overstated. The interviewer's role
is crucial in ensuring the validity
and reliability of the data collected.

Appendix A

Discussion

The study aimed to investigate the
role of the interviewer in shaping
the interview process and its
impact on the outcomes. The
results indicated that the
interviewer's behavior, attitude,
and skills significantly influenced
the interview outcomes. The
interviewer's ability to establish
rapport with the interviewee,
create a conducive environment,
and use effective questioning
strategies was found to be
important in obtaining meaningful
information.

In conclusion, the interviewer's
capacity to influence the
interview process and
outcomes should be considered
when designing and conducting
interview studies. The results
highlight the need for training
and development of interviewing
skills among researchers and
practitioners.

References

1. Leiman and Prugger (1993), 
   "The role of the interviewer in
   shaping the interview process.

2. Crichton and Bell (1989), 
   "Interviewer effects in
   psychological research.

3. Pettigrew and colleague (1979), 
   "The influence of the
   interviewer on interview
   responses.

4. Babchuk and colleagues (1980), 
   "The impact of the
   interviewer's behavior on
   interview outcomes.

Fair Employment Strategies

Introduction

This chapter discusses the
role of fair employment strategies
in promoting diversity and
inclusion in the workplace.

The chapter begins by
exploring the concept of
fair employment and its
importance in creating a
diverse and inclusive
work environment.

The chapter then examines
the role of affirmative action
policies and programs in
promoting diversity and
inclusion.

Discussion

The chapter discusses the
role of affirmative action
criteria in the hiring process
and the impact of these
criteria on diversity and
inclusion.

The chapter then addresses
the challenges and
opportunities associated with
implementing affirmative
action policies.

Conclusion

In conclusion, fair employment
strategies play a critical role in
promoting diversity and
inclusion in the workplace.

The chapter concludes by
highlighting the importance
of continued efforts to
promote fair employment
strategies and diversity and
inclusion initiatives.
Legally Defensible Interview

References


