Final Assignment All Sources Annotated Bibliography

[Name of the Student]

[Name of the Institution]

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**Thesis Statement**

Interviews are an effective tool to gauge the relevant skills because interviews in the present time involve transparent hiring processes, and collaborative approach has made interviews more effective.

**Annotated Bibliography**

MultiBrief: The new trend in hiring? Collaborative interviews. (n.d.). Retrieved December 16, 2019, from <http://exclusive.multibriefs.com/content/the-new-trend-in-hiring-collaborative-interviews/business-management-services-risk-management>

 It is a website that cannot be considered a scholarly source. It claims that a new approach to interviewing the candidates is to apply a collaborative approach, which yields more positive results. The source claims that the interviewers use the candor that ensures the interviewee will describe him- or her-self openly. Transparency has become a prominent feature in the hiring process. Traditionally, interviews were much formal, unable to find out the candidate’s choice and know important facts about the candidate. The source further claims that the interviewers today prefer to discuss openly with the candidate about the work environment, challenges, career path, pay range, etc. Besides discussing the interview process, the source sheds light on the current trends of employers in the hiring process. With online processing of job applications, candidates are informed of each phase of the process they are in. They can get sufficient information about the hiring preferences of the company through the online sources provided by the company.

 The source helps understand the given thesis by describing a new approach that fits the requirements of the present-day hiring process. It emphasizes mutuality, transparency, and collaboration. It explains clearly what is collaborative interviewing and how both employers and workers can benefit from this concept. The source proves that interviews are the most efficient way of hiring the required talent for jobs by describing the significance of clarity in decision-making on both sides, interviewer as well as interviewee.

Knight, R. (2015, January 23). How to Conduct an Effective Job Interview. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/01/how-to-conduct-an-effective-job-interview>

The source is an article (non-scholarly) published in a business magazine to provide general information on how to conduct interviews. It describes the effective ways for making interviews successful in respect of the company. The source presents views of the experts in this regard and emphasizes that the interviewers should understand the fact that hiring top talent is not easy these days, and interviews are meant not only to assess candidates but also to persuade the right ones to stay. The source suggests that interviews should be organized to reduce the stress of candidates by informing them about the way it is to be conducted and the nature of questions to be asked. It also proposes that interviews should involve a little number of judges (three persons are good), and immediate bosses, peers, and HR personnel should constitute the panel. The source prohibits to ask absurd questions that compel candidates to lie. Instead, behavioral and situational questions should be asked to explore the candidate's potential. To find a cultural fit is important but not essential, as people tend to adapt at workplaces. The first section of the interview should comprise objective assessment, and the second one can be used for selling the job and other subjective issues. The source further presents two case studies to elaborate the thesis it presents.

The source focus on describing the way an organization can hire the best talent for its job openings. It comprehensively discusses the details that should be kept in mind while structuring interviews. The thesis given in this bibliography is well-supported by the content given in this source. It suggests that interviews should be used for the collective benefits of the employers and the candidates. It emphasizes that by facilitating candidates for the interview, developing relevant questions to be asked, and understanding the needs of candidates as well as the difficulties of hiring suitable staff can ensure the success of the company in the long run.