Research Topic and Question

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**Research Topic**

The topic for this research work is selected as HR interviewing and hiring.Interviewing and hiring are characterized as necessary practical steps to ensure accurate forms of human resource management. The procedure of recruitment requires the selection of the most appropriate workforce according to the organization’s needs. The skills and abilities of employees need to completely align with their organizational tasks. This specific aim can only be achieved by ensuring the successful application of the hiring process. It is noteworthy to mention that the interviewing is established as one important component of the hiring process. Effective forms of interviewing and hiring can only be attained by establishing the necessary form of functions. It is important for the recruiters to make a decision about the functions of the position. Talent selection and acquisition are complicated domains that require the adoption of different human resource management strategies. The hiring process comprised of different systematic measures that help to select the most suitable candidate as the potential employee for the organization (Sinha & Thaly, 2013). Timely identification of hiring needs is an initial step for the HR department to conduct the entire procedure of recruitment considering the potential organizational requirements. The stage of interviewing is appeared after the extensive practical work to successfully access desired applicants.

**Exploration of Topic**

A comprehensive understanding of the hiring process and the approach of interviewing as a crucial component of recruitment is a necessary condition to obtain desired outcomes. The adoption of accurate hiring approach is a critical instrument to attain the objective of hiring potential workforce according to the demands of the job position. Recruiters need to follow all the steps of recruiting procedures to ensure the completion of human resource management requirements in an appropriate manner. Organizations adopt diverse recruitment methods according to available needs and desired outcomes. Adoption of formal hiring procedure is an integral condition for the organizations to ensure implications of all steps of recruitment (Ullah, 2010). Planning, recruitment, and employee selection are characterized as critical phases when it comes to the development of the hiring process. The stage of planning requires considering the need for a number of workers considering their respective talents and skills. The recruitment phase can never rank as complete without the adoption of different practical steps of hiring. This prospect can be recognized as a job advertisement, job referrals, recruitment strategies, etc.

 The practical approach of interviewing is extensively used as a popular method of assessment during the hiring procedure. It is a method of screening mainly adopted by the recruiter to evaluate potential skills and capabilities of candidates and select them according to organizational needs. The strategy of interviewing mostly established into major forms of phone interviewing and face-to-face interviewing. The option of phone interviewing is adopted to successfully establish the idea of initial screening (Russo, 2000). HR representative is responsible to conduct phone interviews for short-listed applicants to successfully determine the balance between applicants’ qualifications and job position. In-person interviews of applicants by the HR department is an extended approach of interviewing as the crucial component of the hiring process.

**Development of KWHL Chart**

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| --- | --- | --- | --- |
| **K (What do I know?)** | **W (What do I want to know?)** | **H (How do I find out?)** | **I (What have I learned?)** |
| * Interviewing is one major factor of the entire form of recruitment process adopted by organizations according to their requirements and available resources.
* Adoption of suitable practical hiring strategies is a vital measure to attain relevant information from applicants during the process of interviewing.
 | * Recognizing a balanced approach of interviewing as the method of assessment.
* Identification of all the legal risks when it comes to inquiring important information from applicants during the interview.
 | * A detailed analysis of former research work on this issue is important to attain valuable knowledge.
 | * It is learned that there are higher chances of legal complications for the recruiters when it comes to attaining information from applicants during the interview process.
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**Research Question**

What are the practical measures needs to be adopted by recruiters during an interview to reduce the legal hazards to achieve successful approach of hiring procedure?

**References**

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