Hiring and Interviewing Annotated Bibliography

Name:

Institution:

Pernilla Bolander, J. S. (2013). How Employee Selection Decisions are Made in Practice. *Sage Journals*, 286-311.

This article delves into how selection is done once an interview is completed. It looks at different scenarios whereby different candidates may have to be considered for a position either based on a qualification or through the manner they undertook the interview. It also states a number of considerations many employers take into account during the interviewing process to ensure the interview is done effectively and the right candidate ends up getting selected. The interview also looks at different forms of consideration looked at during the selection process with a number taken through consideration by an interviewing panel who may tend to disagree if indeed a candidate is qualified or not qualified. The article also shows how all the results obtained in an interviewing process builds up to the final selection by the interviewing panel. The article therefore points out how the manner an interview is carried out is likely to determine the future of a position candidates get interviewed.

The article effectively provides an explanation and provides different scenarios in which interviews can be conducted to meet the desired result. It offered a good clarification on the manner hiring for various positions are done through the group interviews in situ and different group selections done to meet the desired goal of the interview process. The source is a good research tool because it provides a good breakdown of the various requirements items that would be necessary for undertaking a hiring process and the completion of an interview process. This article also provides a good answer to the research question by outlining the entire process followed to ensure the interview is legally done by starting from the point of identify any conflicts of interest and ensuring the panelists are all informed of the scoring process for the interview.

Chien-Cheng, Y.-H. L.-C.-F. (2019). Effects of stress interviews on selection/recruitment function of employment interviews. *Asia Pacific Journal of Human Resources*, 40-56.

This article delves into providing means through which the interviewees are likely to manage stress during the interview process. The paper points how to best break the ice at the start of an interview because most of the interviewees are usually panicking as they do not know what to expect during an interviewing process. The authors also point out ways through which an interviewee can best take control of the interview and overcome any chances of panicking whenever they are undergoing the interview process. The perception of the applicants whenever undergoing an interview is also looked at by the authors to help interviewers understand all the challenges that may come with interviewing a stressed candidate.

The article also provides different views on the manner stress is related to different factors within a business environment and the manner the conditions are likely to be stressful to the organization in itself. The article contributes to answering the research question by outlining the manner the interviewers can best test how the job applicants would react to different stressful situations within an organization. The article also delves into providing various research gaps that look at different research gaps based on the recruitment function for the employment interviews. The authors also provides a hypothesis on the use of stress in interviews in meeting accuracy with which the interviewers asses the emotional stability of the applicants. The article also looks at the manner the level of friendliness of an interviewer is likely to determine the level of stress of the interview an applicant goes through at the end of the day.

Rogers, R. (2012). *ESSENTIAL READING TO IMPROVE INTERVIEWING.* New York: Rusheer Rodgers Recruiting HR solutions .

The book focuses on the actual interview process. It delves into different kinds of interview processes that the can be undertaken and how best the interviewers can come up with relevant questions meant to determine the best candidate for the position advertised. The book also outlines different cases that may make a question be considered effective or ineffective during the process of an interview. The book also gives a step by step process for preparing for an interview process that would be ideal for those yet to undertake the interview for the first time.

The book provides a detailed description of what is expected during the hiring and interviewing process and how the ideal candidate can be best selected by the interviewers. The authors provide an extremely detailed book that has all information regarding issues relating to interview and interviewing process. It can be easily understood by anyone who does not have a background in human resource management. The book touches on an interesting topic on the behavioral interview that best shows how effectively the behavior of a candidate can be best assessed in the interviewing process. The book also answers the research question by providing means through which the interviewers can reduces the chances of hazards being in an interview. It also helps in outlining various arrangements that can be observed to ensure the success of an interview.

References

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