Part-I

Rudiments

CHAPTER 1

What is an Interview

INTRODUCTION

In this competitive world of today, the abilities and potential of an individual are compared with those of others at almost all the times. In the process of selection for a job or academic seat, the following abilities of a person are judged:

(A) Academic record.
(B) Conceptual skills.
(C) Technical skills.
(D) Behavioural skills.
(E) Adjustment skills.
(F) Overall personality.

The first three parameters of a person can be judged from his:

(A) academic records;
(B) on-the-job experience; and
(C) written tests.

The last three parameters of a person can be judged by interacting with him for a limited period. It is true that the behaviour and personality characteristics of a person cannot be judged by talking to him for half an hour or more period. However, the person trying to judge the candidate is able to form an idea about the candidate. Later, he gives his views to his bosses or employer, who in turn, takes a decision about appointing that candidate or giving him a seat in a college or university.

The personal interaction with a candidate is normally called Interview. It is also called "an audience with the candidate". In all interviews, the focus is on the judgement of the attitudes and predispositions of the candidate so that the interviewer could learn

how he would perform in the given job or academic setting he is opting for.

INTERVIEW: A DEFINITION

An interview can be defined as *"a set of interactions of a senior person/professional with a candidate to judge the behavioural and psychoanalytical predispositions of the latter so that the candidature of a candidate may be judged for giving him a job or admitting him to an academic stream."*

OBJECTIVES

The aforementioned definition confirms that interviews always have some objectives to achieve. These are as follows:

(A) To judge the overall personality of the candidate.

(B) To judge how he responds to stress and negative stimuli.

(C) To find out why he has failed in one or more stream or operation in his life.

(D) To learn the ambitions and desires of the candidate.

(E) To find out whether he is suitable for a given job or academic seat.

(F) To get an idea about his social, family, and personal backgrounds.

In sum, the basic objective of any interview is the formation of a positive or negative opinion in the mind of the interviewer. This opinion would ultimately decide whether the candidate would get a job that he has applied for or whether he would get a seat in an institute, which is offering courses of academic nature to the candidate.

SUBTLE NATURE

People live together for years but still, they are unable to judge the strengths and weaknesses of others who are in their vicinity. Then, how can an interviewer judge the personality, ambition set, goals, and behaviour of a candidate? The answer to this question lies in the realm of psychoanalysis.

Sigmund Freud is known as the father of psychoanalysis. He propounded many theories after studying behaviours of people

around him. His conclusions and judgements have become the bases of the modern behavioural theory. Interviewers use Freud's theory and also, practical techniques to judge the behavioural profile of a candidate. That is why, they are able to judge the candidate's strength and weak points in half an hour. Under given conditions, every person is bound to behave in a different manner. The interviewer judges the causative factors that govern his behaviour. Thus, he is able to find out the background forces that have developed the personality and value system of the candidate. The main idea is to understand the background, personality, and value system of the candidate. Once these are judged, these are compared with a those of other candidates. The interviewer then, matches the job profile or academic regulations (pre-requisites) with the background, personality, and value system of each candidate. He has to judge which candidate would do justice to the job or academic selection, keeping his major characteristics and limitations in full view. Finally, a list of successful candidates emerges before the interviewer. If the number of jobs or academic seats is less than the number of candidates selected, a final round of interviews is organised. In this round, the interview tries to judge which candidate has the exact background, personality, and value system that would enable him to do justice to his job or academic seat. That candidate is finally selected for the job or academic seat.

As it is clear from the aforesaid discussion, the job of an interviewer or interview board is not easy. In a period of 30 to 60 minutes, he has to find out whether a candidate is suitable for the post or an academic seat or not. If his selections are wrong, he can be taken censured by his bosses. Moreover, the job profile for which, the selection is being done, can also get a jolt; the wrong candidate may spoil the job when he joins the firm. In academic institutions, a wrong candidate may not be able to learn the trade and thus, waste his lifetime in the long run. Interviews are organised to avoid these discrepancies in selection. In the modern competitive world, the candidate's profile must match the job profile or academic profile of a course. We would not state that this matching should be 100 per cent. However, it should be 90-92 per cent, given the competition that prevails in job markets and academic environment of today.

BEHAVIOURAL JUDGEMENT IS THE PRIORITY

The technical abilities of a person can be developed with some efforts, monetary inputs, and zeal on the part of the candidate.