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Competence-Based Employment Interviewing

Jeffrey A. Berman

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Designed to assist practitioners in developing interview procedures for their organizations, this work shows how competence-based human resource management techniques can be applied to employment interviews. Research has shown that the traditional interview does not predict employment success as well as the structured interview, while the structured interview is also the method of choice to ensure a fair and nondiscriminatory hiring process. Leading the practitioner through the three-step interview process—preparation, interviewing techniques, and evaluation of applicants—this guide provides sample questions, a case study, and forms to help the reader conduct successful structured interviews. Also included is a chapter on issues related to equal opportunity employment and a comprehensive review of the literature on structured interviewing.

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