According to recent research, the structured interview is a more effective way to conduct interviews compared to the traditional approach. In addition, the structured interview offers a more equitable treatment of candidates and is more easily defensible in court.

In this book, the authors present the most current knowledge and techniques regarding the selection interview. They provide a practical guide which takes into consideration numerous organizational constraints. Depending on the specific situation in which it may apply, different ways of conducting a selection interview are presented along with their advantages and limitations.
The authors explain in detail how to prepare a structured interview, develop the best questions possible, conduct the interview, and use the information gathered to evaluate candidates. They propose answers and possible solutions to the most common questions and problems that arise when conducting interviews. They also provide meaningful tools and practical exercises designed for human resource professionals and for anyone willing to improve their ability to use structured interviews, an indispensable tool in personnel selection.

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