

JOB INTERVIEW { Perspective along with passage of time }

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.Most of the prominent organizations are preferring recruitment strategy by adopting campus interview strategy. This compressive programme is ingenious and slowly and steadily gaining more importance and acceptability.

Renowned institutes, upcoming and forward educational organizations are generally preferred. The institutes are investing and the students are leveraging the chance.

The industry and HR professionals of the respective firms focus on quality of talent.

For the talent search the organizations are now moving even in semi urban areas to hunt the right quality personnel. This action is reciprocal.

The reasons attributing to accept-adopt-adapt-adept this strategy are multifold.e.g. Exploring the possibility of deepened ties & engagement. It helps to focus shared vision ,team learning, system approach, learning from failures and mistakes.

Campus recruitment programmes are essential for institutes to build their image because it is a placement assistance activity and also create a brand to attract students get placed. Moreover this is cost effective strategy. This also enhances retention. Retention embraces at later stage the three things viz Respect, Reward & Recognition. But at the prestage of the selection - recruitment – placement both the parties (i.e. institute and placement agencies) feel it has added benefits established. It is a collaborative & mutually beneficial.

This process is a combination of wisdom, sound principles & integrity. Great things are never done by one person. They are done by team of people. New opportunities are unlocked via going further ahead. It also helps to think about brand content which relies on control system exercised by institution.

This is the brighter side. The other side, which is feable illuminated is employability. It encircles, explicit knowledge & the another in comparison is “Tacit Knowledge.”

Tacit knowledge is practical know – how – that comes within the personal experience. Tacit knowledge is context specific. This is acquired by expatriation – that resides within employees who possess logical thinking, prone to practical intuition, learning ability.

The second thing is vast scope in the market & prolongation in the process of placement. This ultimately results in joining & dropout rates.

The third hidden cost aspect is training cost & budgetary allocation.

Organizations hunt the latent who posses good communication skills, ability to work & continue in team. They must possess & attain acceptable level of domain knowledge, apart from it, the importance of leadership qualities, analytical bent of mind, creativity can not be undermined. Potential recruiters are away considering authentic & differential aspect. They also focus on preliminary demand drive & demand substainance.

India is the crux of a turn around & as a result for development- growth- sustainability organization(s) embrace(s) a mind set such as innovation driven, agility, delivering super value & potential candidates right approach for ground execution.

Campus recruitment is by & large, executed to strengthen the bottom of pyramid of organization & hierarchy. Therefore the preference of recruiters is to those potential candidates who are

- a) Hardworking – who are able to drift & go after the tasks assigned does not matter how unattainable others think of it.
- b) Co – curricular activities
- c) Good communication i.e. stimulating nature, Confidence in their potential future.
- d) Innovative (Out of box) thinking. Innovative need not always bring radical change. It can be simple alterations that add to efficiency, effectiveness, economy, comfort, conduct, convergence that define our conversation. The role of potential candidate should not to stifle creativity or vibrancy of culture.

In organizational life, each & everything is bound by riti, hiti, rules, tradition, codes of conduct, duties & rights. The candidate has to follow that track.

If two candidates are selected & one is to be chosen from them behavioral & aptitudinal examination is conducted.

In fact, Job fit, skill fit, culturally fit, attitude fit are searched.

You are required to be an architect for the future. The potential candidate should be teacher- coach-mentor-educationalist. i.e. he should build the capabilities of the spirit of inquiry, creativity, moral leadership, entrepreneurship & become their role model.

Ability teaches us “how to do” Motivation teaches us “Why to do “. Attitude determines “How well we do” build your attitude.

The author read somewhere that in “B” schools, some valuable things are not learnt. But these are invaluable & indispensable. Hence note them & practice them. These are capsuled below.

- 1) Listening skills
- 2) Be always goal focused
- 3) Acquire dexterity in compute & net skills
- 4) Corporate business etiquette
- 5) Humility
- 6) Patience & persistence
- 7) Team work skills
- 8) Gratitude
- 9) Resilience
- 10) Social responsibility

Culture is related with coordination. Coordination relates to synchronization. Synchronization relates to harmony. Culture is not a song but it is fine tuning of

language, expression gestures, approach, attitude. Culture is a trait. Culture can be developed. Cultured is a most pleasant part of a personality.

Determined person is a winner by attitude.

For success you need to have a goal. Work hard & follow a step approach focusing on objective & mission. Stick to the values, all the time. Coupled with it., you have to be enthusiastic, optimistic & spirited. Be young at heart.

One has to dare to dream BIG and Endeavour in a smart way. A focused approach means consistency of purpose & being consistent persistent resolved to succeed. Determination catalyses to sculpt the future.

Some way, getting a good career is a destiny. However your destiny is a result of the sum total of right choice, determination (devotion, dedication), optimism, ability to take challenges, preparedness for accountability. Believe in you. Trust yourself that good things will happen never get unnerved because of failures, set back, stumbling blocks. Success does not happen by chance. You need to take an opportunity when you are faced with a chance. Pessimistic people when face a set back look to it as a stumbling block. Whereas optimistic people look to it as opportunity for advancement. – a stepping stone.

Learn something new every day. Undeterred confidence assists in moving. Your time is extremely valuable utilize it for success, career development, growth, realization of dream(s) & future, vibrant colours of achievement. The key to success is awareness, inspiration, moving to action encouragement. It is different for everyone. Interviewers always judge whether the candidate can keep an upbeat attitude are willing to face challenge & whether possesses determination to win. Is the candidate able to stay united be submissive & moulding as per the system.

Job Interview :

So when you are presenting yourself for an interview, prepare answering questions related to you are of expertise, qualification, background. The interviewer coupled with the above may delve into your credit history too. While screening the prospective candidates, the interviewers check multidimensional facts of candidate personality. The companies are looking for, in the candidate the subject knowledge. Interviewer wants a candidate who has integrity. Thus the person can be trusted. Interviewer wants a candidate who has integrity. Thus the person can be trusted. The interviewer desires a prospective employee is well organized & one who can focus on the job/task/assignment assigned obviously any organization, seriously avoids employing someone who is having criminal background is debt ridden or in other words not trust worthy.

By and large organizations resort to a common practice of getting the feedback from previous employer about a candidate's performance. This helps the interviewer examine, assess, and screen the prospective employee – by getting the opinion from peers or seniors with whom the candidate worked in the past. It also offers valuable insight into the financial status & personality traits. The impending or ongoing financial crises may be considered that the candidate may not concentrate & focus on the job. The interviewers also seek the candidate (for higher position preferably) whether he/she demonstrates unquestionable loyalty – integrity- honesty as they are dealing with sensitive information & funds of other people. Top management is the trustee of the organization. Be prepared & have a plausible & honest explanation.

Be open and communicate. Do not hesitate to share (if asked) your dreams, achievement fears that will help to understand you more. Be a good listener. This is for the understanding of another's point. Pay attention. Make eye contact and nod while listening. Respect. Respect is one of the important factors. The words which you use should not hurt, degrade by using unkind words. Think for each other or as a team for a win-win approach. Never hesitate to be vocal if you have made a mistake. The recent trend is they are asking interviewees, What is the best mistake that you have made. Silly ego is not desirable. Be patient.

Interviewers try to assess the tacit knowledge in comparison to explicit knowledge. Tacit knowledge is the practical know-how that comes with & within personal experience.

At times, opinion about controversial and sensitive issues is asked while answering such questions, always believe in what you know about them and not what you heard about them. What is needed is the spirit of tolerance, the spirit of forgiveness, capacity to maintain positivity, even in negativity of environment and situation.

Organizations always hunt winners, focus on wars and not on battles. Winners' passion, sincerity, commitment to the cause and resilience are something that set them apart. A person's own convictions and convictions are decisive. They have a clear compass on why they keep trying.

Depending upon the function and position in the hierarchy, for which recruitment/selection is being made, assessment is done for leadership/managerial attributes.

Leaders have to make decisions quickly. Management has to act rapidly. Only academic excellence is not considered alone. A scholar who does not cherish love of comfort, is not fit to be deemed as a scholar.

Organizations segment the roles into two groups viz core roles & support roles. Core roles are concerned about revenue generation. Support roles encircle activities related to finance, HR, CSR etc. Authorities opine that in future process-based jobs will die. High skilled jobs are important. Employees in the mid-skill segment should sincerely think about upskilling in line with longer run.

Your next interview may be taken by a candidate interviewed by web cam; send their response; to firms for review. There is no surprise; that your next interview can be

taken by robots. Candidates interviewed by webcam ; send their response to the firm for review with audio – video clipping[s] . The human free video interview software works with large number of companies. The webcam interview feels more like performing for an invisible audience. Than having a conversation. All this saves company's money. It is the spot but still living in the shadow.

Even in the public sector ; the government has a transparent and robust system to interview and short list the candidate. The scores of all panels are normalized and moderated using statistical methods developed. In short ; selection of candidates is a challenge who will be right employee at the right time ; at the right location ; for the right job specification to work in the right culture and right environment. The pendulum will swing.

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