

## 31.21: Discussion- Are Interviews a Waste of Time?

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### General Discussion Instructions

You are required to post to this discussion **THREE TIMES**, on **THREE DIFFERENT DAYS**. Please refer to the Discussion Grading Rubric for details regarding how your performance will be assessed. **NOTE:** Please be certain to read the entire discussion assignment since in some cases there is more than one question you need to discuss, respond to, or address. Be sure that you have answered the entire question!

### Post 1: Initial Post

This posting should be a minimum of one short paragraph and a maximum of two paragraphs. Word totals for this post should be in the 100–200-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate.

### Preparation

Whether for a full- or part-time job, a summer job, a work-study position, or volunteer work, almost everyone in your class has been interviewed. If you haven't been interviewed yet, then it's something you have to look forward to!

Interviews are the most widely used form of employee selection, but as Google HR manager Lazlo Blok said, "Most interviews are a waste of time, because 99.4 percent of the time is spent trying to confirm whatever impression the interviewer formed in the first ten seconds."

### For Discussion

- Why do you think interviews are ineffective at determining a prospective employee's potential to be successful and perform well on the job?
- What can human resource managers do in order to make the interview process a more reliable indicator of an individual's ability to be successful?
- What alternatives to interviews would you recommend if you were a human resource manager? Is there something you would add to the hiring process to make it more reliable?
- If you have been interviewed for a job, what, if anything, did the interviewer do that you believe made the process more or less reliable?

### Posts 2 and 3: Respond to Classmates' Posts

#### Instructions

After you have created your initial post, look over the discussion posts of your classmates and give at least two thoughtful responses to two different classmates (one per classmate) as outlined in the Discussion Grading Rubric.

A response posting should be a minimum of one short paragraph. Word totals for these posts should be in the 75–100-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate. The goal of your response posts is to extend discussions already taking place or pose new possibilities or opinions not previously voiced. Your goal should be to motivate the group discussion and present a creative approach to the topic.

### Contributors and Attributions

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