Different Methods of Conducting Interviews and Its Principles by Stuart Owens

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Interviews are one of the primary ways to select a person to a company, organization, schools, and colleges and so on. The interviews are generally conversations between two or more people. Based on the questions and answers derived a candidate is selected for a particular program or event. Interviews are considered personal than normal questionnaires. For example, in an interview the person who conducts the interview, talks to the candidate in person directly, and based on the conclusions derived the candidate can be either selected or rejected. An advantage that an interviewer has while conducting an interview is that he can probe the candidate by asking further questions based on the answers derived. This could help to examine thoroughly. Hence it becomes easier for the respondent because he can seek for furthers opinions and impressions. However, it is said that these are more time consuming and are more resource intensive. Since based on the response of the candidate, the conclusion is derived by the interviewer. Due to this effect, the interviewer can be considered as a measurement instrument and thereby, the candidate is required to prepare well for the interview before attending one.

There are different kinds of interview that can be conducted based on the approach. The first of its kind is an informal interview. It is generally conversational. The interviewer does not prepare much for this and questions are asked on the spot. Which means this could sometimes be general and based on the answers the interviewer in probed to ask his further questions. The second type of interview can be general. Here the interviewer can ask questions some relevant questions pertaining to the areas of specialization. Some of these subjects could be general. The interviewer has the freedom to ask his own questions like the one that happens in an informal interview. The third type is the standardized method. There are a set of questions that are being preâ€“determined. All the candidates are asked the same set of questions by the interviewer. Through this method the candidates can be assessed easily based on their answers. This method is generally found much easier for the companies. This helps them to analyze and compare the candidates without any difficulty. Many a times the knowledge of people who come and attend the interview can also be judged. The final type of a closed or otherwise called as a fixed response interview. This could be sometimes a puzzle for the candidate attending an interview. This is because all the questions and the answers are pre-determined. In this method the interviewer is asked a question and all that the candidate requires to do is select the answer that is laid down before the candidate. This process is generally laid down for people, who are conducting an interview for the first time.

Today, interviews are conducted through a lot of ways. There are telephonic interview conducted, where the interviewer can call the candidate at a specified time and conduct the interview over the phone. Today, with the help of Fastest Internet providers we are able to conduct interviews easily. With the help of these companies are innovating different styles and forms of conducting the interviews. However, the concepts behind conducting these are always lies behind the fundamental principle of getting good candidates. The candidate needs to be well prepared. He should know what kind of job that he is going to undertake. He should also have a fair knowledge about the company as well. The candidate should have a formal dress code while attending the same. However, both the candidate and the interviewer need to decide what is best for them. Based on the conclusions from both the sides, a candidate can be taken in the process or the event.

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Stuart Owens - About Author:
Stuart is a freelance writer who is inspired by a Fastest Internet Services. He likes the idea of conducting an interview over the net. He likes to share some of his ideas pertaining to interviews.

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