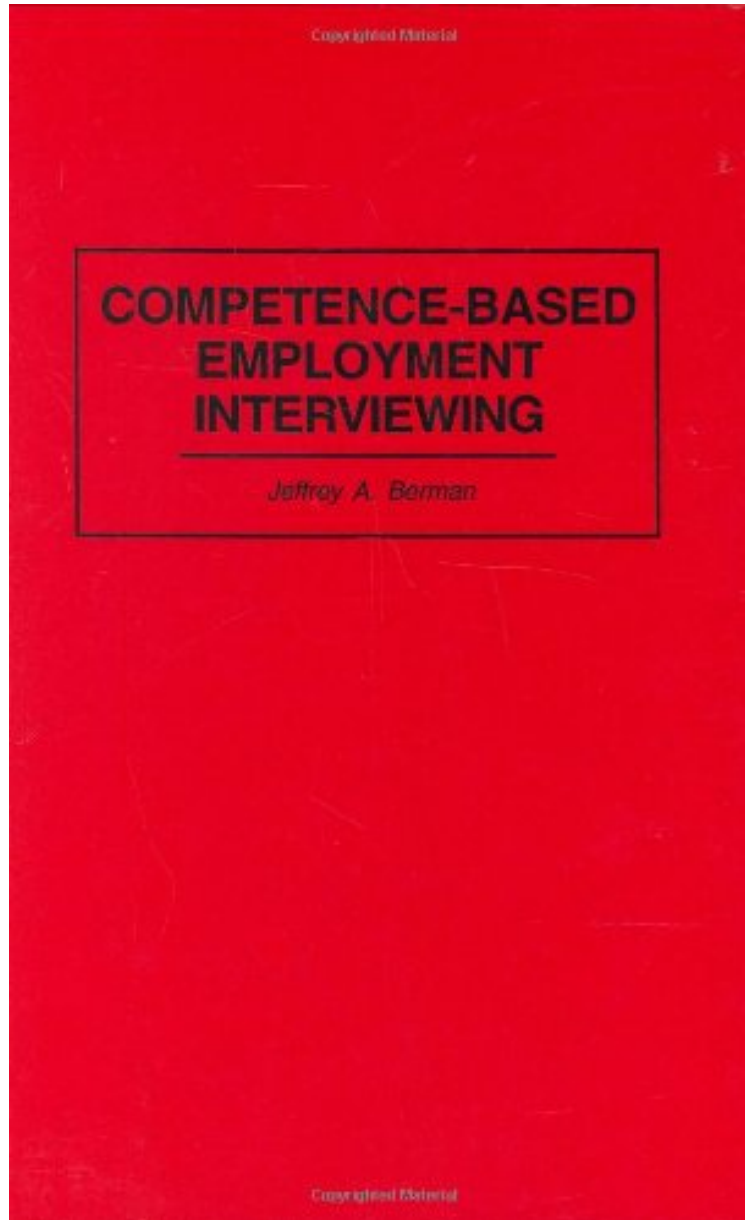


(Download pdf) Competence-Based Employment Interviewing

Competence-Based Employment Interviewing

Jeffrey A. Berman

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Jeffrey A. Berman : Competence-Based Employment Interviewing before purchasing it in order to gage whether or not it would be worth my time, and all praised Competence-Based Employment Interviewing:

0 of 0 people found the following review helpful. The guidebook on this topic, concise editionBy A CustomerThis is a professional work. Competence-based employment interviewing (CBEI) is briefly but fully defined, summarized,

detailed for practical applications. CBEI seemed to be somewhat puzzled and perhaps a kind of management fad before I found this book. Dr Berman proposes significant relationship between employees' competence and their after-hired attitudes and behaviours, and applicable guidelines and methods of assessing competence in interviewing. I was motivated to scrutinise practical value of CBEI after reading through this book, and now I am recommending my clients (I'm a part-time consultant) to try CBEI. They usually say, "Wow, CBEI is THAT easy and useful." Thank you very much, Dr Berman.

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.

"Research has shown that the structured interview predicts employment success better than the traditional interview; the structured interview is also the method of choice to ensure a fair and nondiscriminatory hiring process. This book helps practitioners develop interview procedures for their organizations and shows how competence-based HR management techniques can be applied to employment interviews. A three-step interview process--preparation, interviewing techniques, and evaluation of applicants--is provided. There are sample questions, a case study and forms to help the reader conduct successful interviews. Also included is a chapter on issues related to equal opportunity employment and a comprehensive review of the literature on structured interviewing."-HR Magazine

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About the Author

JEFFREY A. BERMAN is Associate Professor in the School of Business at Salem State College, Salem, Massachusetts. He has published articles in the Harvard Business and in other professional journals.