

Structured interview and promotions

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- The employment interviews are unique paradox (Roulin, 2019).
- “*Structured interviews*” is one of the methods to reduce the gender pay gap in employment sector.
- Components of structured interviews:
 - Question consistency
 - Rapport building
 - Question sophistication, and
 - Evaluation standardization (Chapman, 2005)

Strengths

- Largely facilitate in job recruitment
- Make the recruitment process easy
- Predetermined questions help in setting criterion (Segal, 2006)
- Objective and help in unbiased recruitment
- Chances to hire best talent

Weaknesses

Following are the weaknesses of structured interviews in recruitment process:

- Lack of liberty to assess the personal skills
- Interviewers judgement
- Limited flexibility
- Limited scope