3G

Preliminary Analysis on the 3G-interview
Abstract—This paper defines the concept of E-interview, analyze the advantage of E-interview and elaborate the reason of the application scope of the E-interview in the current personnel selection. This paper not only points out the important position and the applicable scope of the E-interview in the current personnel select, but also does the basic estimate to the application foreground of the E-interview. For making good use of E-interview in the business and government, it also gives some suggestions about the preparation of the hardware and applicants.

Keywords- Interview; E-interview; Application scope

I. INTRODUCTION OF INTERVIEW

A. The definition of interview

People have discussed the interview for a long time but there is still no unity of views on the definition of interview. Some people take it as a meeting and talking with the applicants, and others see it as an oral question-and-answer exam. There are also some people who think that interview is a process of observation and evaluation, which aims to judge one's psychological quality according to his or her verbal and nonverbal behavior[1]. The above points tell us the traits of interview and how it is being done, however, it ignores the peculiarity of interview which is the precise deduction and judgment reflecting the personnel competency.

This paper based on the definition from professor Xiao Mingzheng[2], he said that interview is elaborate method used to measure the applicants' competency by the way of face to face talk and observation under certain circumstances. Its key point consists in the face to face communication which this paper based on.

B. The NOTE Types of interview

This paper divided interview into four kinds according to the medium for interview: 1) N-interview: it designates the common interview by no means. 2) T-interview means interviewing by telephone. 3) E-interview means interviewing by internet or electronics. 4) O-interview means interviewing by others. The naming of the NOTE types of interview combines the initial of each medium to make it understood easily.

N-interview is the original and important type of interview which didn’t use any medium. It is conducted in a room where the interviewer talks to the applicants face to face. However, with the developing of video telephone and internet, the interviewer can use those tools to conduct interview in long distance which can be called T-interview and E-interview. The following part will illustrate the E-interview in detail.

C. The definition of E-interview

E-interview means interviewing by video electronics and internet in particular place and becomes more and more popular nowadays. Its main points lie in: first, it requires the corresponding hardware of video and internet which can promise to see part or the whole of the applicants and the background, and this is the basis of the success of E-interview. Second, it also needs a special place to make the interviewer get the authentic information and communicate with applicants effectively so that the interview can be valid. Third, experts are also needed to conduct an effective interview and supervise the whole process of interview.

E-interview hasn’t been used in large scale in China, but it will become one of the most important methods of interview owing to its great potential and advantages.

II. THE ADVANTAGES OF E-INTERVIEW

A. E-interview is cost-saving for both the applicants and employers compared with N-interview and T-interview

For example, employers don’t need to reimburse the interviewers and applicants for any traveling and lodging costs since they don’t have to come to one place for a face-to-face interview. It can also save time for both the applicants and interviewers especially when an employer hires experts outside the firm for interviews. What’s more, if transnational enterprises want to interview applicants from another country, they can also use E-interview to save a lot of time and money. That’s the greatest advantage of E-interview.

B. the interviewers and applicants can communicate with each other more comfortably

According to Huber & Daft’s standard of getting rich information from different mediums, network video is in the second place among six mediums which can get richer information[3]. As far as the applicants are concerned, most of them get nervous when facing interviews in real life possibly for two reasons which are unaccommodating to the interview scene and in awe of interviewers. And, the uncomfortableness can be eliminated through E-interview and make the applicants give the real thing and contribute to the communication.
C. E-interview helps to increase efficiency compared with N-interview

When employers want to interview a lot of applicants by N-interview, both the applicants and interviewers have to get to a place in time and it will cost them much time and effort, sometimes lack of rest will influence the effect of interview. However, with E-interview they just need to choose a special place nearby while wasting less time and effort. As to applicants, they would have more opportunities to find job.

D. E-interview often requires interviews make a final decision right

E-interview helps interviewers see the real scene of applicants compared with T-interview, and interviewers can observe applicants’ behavior and speech in a scene just like real life.

E-interview often requires interviews make a final decision right after the interview and tell the applicants the result while interviewers with N-interview usually draw conclusions after a period of time. Thus, applicants can prepare for the following process of interview or choose another job after they get the feedback.

III. THE LIMITATIONS OF APPLYING E-INTERVIEW

In spite of its advantages there are some limitations when applying E-interview. First, the success of E-interview mostly lies with the hardware used in E-interview such as advanced equipment and fast speed of internet which directly influence the effect of E-interview. Moreover, a particular place and proper supervision are also need to make interview valid.

E-interview is a very important method to assess personnel quality, however, as far as middle and top managers are concerned. Employers need to use combine E-interview with other methods when recruiting middle or top managers to get high efficiency.

IV. THE APPLICATION SCOPE OF E-INTERVIEW

E-interview has been widely accepted by more and more people. It is a basis of further interview or measurement and has a wide application range.

It can be used in the selection of general employees because there are also a large amount of applicants and lower requirement for them, and interviews can make quick decision about whether to choose them. But further assessment is needed when it comes to core employees.

On thing can be confirmed that E-interview is one of the testing tools but not the only. Though it is a important method to measure the quality of middle managers, the result is doubtful if employers use only E-interview. So, employers should use more tools to fully assess the qualities of applicant especially of middle managers. How much effect will it make when recruit top managers because more requirements and abilities are needed for them? At this time, E-interview can be used to reach initial agreement between employers and applicants, thus provide a precondition for further communication and assessment.

V. SUGGESTIONS

E-interview meets the need of employers and applicants as a significant tool for interview, thus becomes a trend in the development of interview. But greater efforts should be made to make better use of E-interview. Not only the enterprises and or institution should plug and support E-interview, but also the applicants should realize the significance of it and get to know more about it since they are one of the participants, their chance of getting a job can also be affected.

Advanced internet equipment should be developed to make it quicker and clearer when E-interview is conducted. Furthermore, particular place should be established to conduct E-interview. It would be a big enough leeway to allow for E-interview if the expense of applicants and employers from all over the country used in N-interviews is spent in establishing E-interview place. With fast network, advanced video equipment, nicer environment and special supervisor, employers and applicants can be charged certain amount of money for using it. Thus, both the employers and applicants can benefit from E-interview and social sources can also be saved.

VI. A CASE

Suppose that there is an employer S from the city of Beijing and an applicant A who is graduating from university from Guangzhou in China. If the interviewer invited from outside the firm is professor B and he decides to conduct an E-interview. The charges of E-interview basically depend on the distance between A and B, the time of interview and its duration, assuming a charge of 150 yuan per hour.

With regard to the participants of E-interview, if the interview lasts for about half an hour, it will cost 100 yuan for both the employer and applicant. The employer has to spend 200 yuan if the applicant is reimbursed. However, if the interviewer conducts an N-interview, the applicant has to get to the city of Beijing which will cost a traveling of 400 yuan and accommodation of 500 yuan. It can be seen that the employer can save a large amount of money by E-interview compared with N-interview. When it comes to the applicant, he just needs couple of hours by E-interview compared with about three days by N-interview. The interviewer can also save much time and effort by E-interview. Besides, the interviewer can points put the advantages and disadvantages of the applicant by the time the interview is finished.

In the ways of revenue and effect of interview in this case, the owner and service personnel of this special place for interview earn 200 yuan within an hour’s interview. With the promotion and popularization of E-interview, there can be dozens or even hundreds of places used for interview. Assuming each place is used for about 5 hours per day with 100 yuan per hour, the income of 100 places shall be 50000 yuan. The owners can still make profit after deducting the cost of services, equipment and its depreciation.
In the ways of application scope, E-interview can be applied to various cities in the province or between different provinces, what’s more, it can also be applied to international context. Therefore, with a wider range of application, the particular place for E-interview becomes more and more concentrated, the number of users is bigger, E-interview will become a new trend eventually.

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REFERENCES