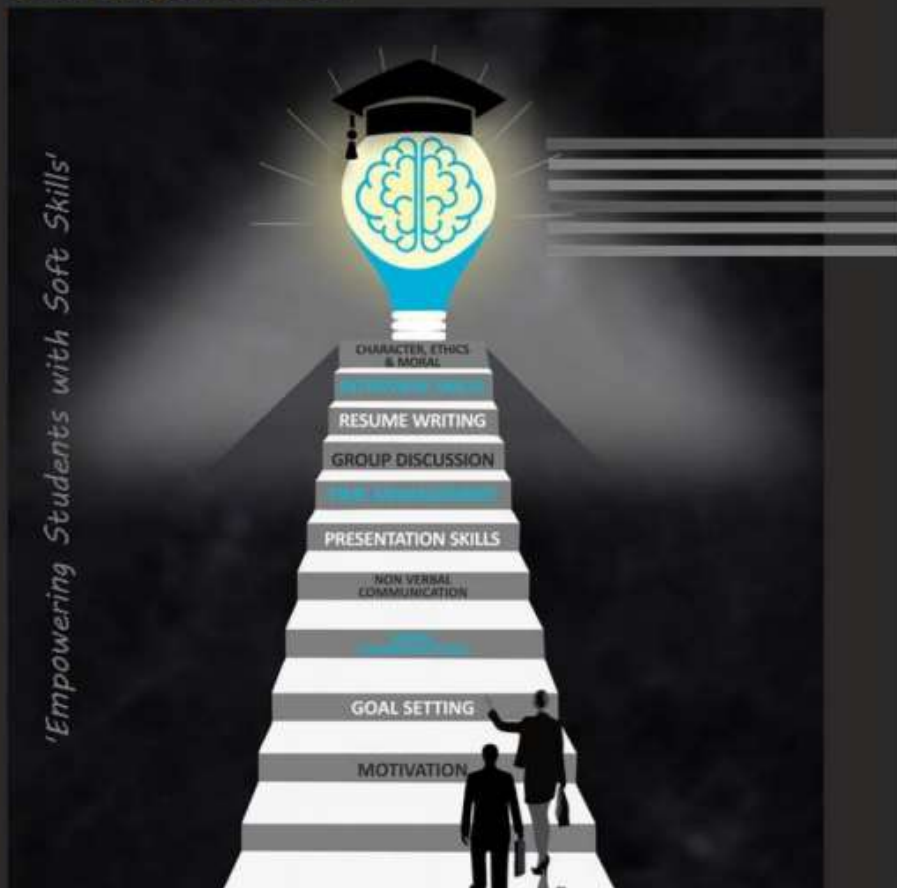


SOF 10

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Author has 12 years of experience in diversifies field of Pharmacy. He is member of various organizations such as Controlled Release Society Indian Chapter, Association of Pharmaceutical Teachers in India. He has guided more than 15 post graduate students of Pharmacy. He has more than 40 research articles in reputed National and International journals to his credit. He has presented several papers in National and International conferences.

Chapter 39

STRUCTURE OF INTERVIEW

Structured Interviews

What is a structured interview? In structured interviews, questions are planned and created beforehand. All candidates are asked equivalent questions within the same order. Since in structured interviews all the candidates are asked equivalent questions, it's easy to match their answers and hire the proper applicant. Candidates will be evaluated in an objective and fair way, which also makes structured interviews more legally defensible. On the opposite hand, structured interviews are harder and more complicated to develop. You've got to check them and confirm interviewers follow them precisely. You furthermore may risk your interview questions leaking out, which suggests future candidates can come prepared. Moreover, a one-size-fits-all interview can seem a touch cold and impersonalised, making it harder to actually get to understand the candidate.

Unstructured Interviews

An unstructured interview may be a sort of interview during which the interviewer asks questions which aren't prepared beforehand. Instead, questions arise spontaneously during a free-flowing conversation, which suggests that different candidates are asked different questions. The main advantage of an unstructured interview is its personalized approach. This is often especially useful for technology roles where the experience of candidates can vary dramatically. Additionally, since unstructured interviews leave a free-flowing conversation, they feel more casual, which puts the candidates comfortable, leading to a more natural and honest

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