

JOB INTERVIEW

Klausur part I: Listening Comprehension

Beispiel für eine mögliche Schärfung einer einfachen Hörverstehensaufgaben mit SAQ (Short Answer Questions) zur Klausur. Die Aufgabe ist bekannt aus dem Material zur Einheit *World of Work* (ZPG Basisfach).

Interview with Kevin Parker (conducted by Ed Butler).

Vocab: to be geared to – auf etwas eingerichtet sein

Give short answers.

1	Who is speaking to Ed Butler at the beginning of the interview?
2	What does the US firm <i>HireVue</i> do?
3	Kevin Parker describes <i>HireVue's</i> services in more detail. Name two aspects.
	<ul style="list-style-type: none">••
4	Name three kinds of firms or branches that call on <i>HireVue's</i> services.
	<ul style="list-style-type: none">•••
- <i>There is brief talking about one example of a job interview for a nurse.</i> -	
5	According to Ed Butler, what preparation is typical before a traditional job interview?
6	As to Kevin Parker, why is he convinced that candidates will not be worried about this "technological fix"?
7	In terms of empathy, what can you sense in a normal interview (two aspects)?
	<ul style="list-style-type: none">••

JOB INTERVIEW

8	However, what according to Kevin Parker is a danger in human interviewers?
9	What then are the advantages for companies and employers in using the new technology? (two aspects)
	<ul style="list-style-type: none">••
10	At the end of the interview, Kevin Parker also talks about a possible next step in job applications and recruiting:

JOB INTERVIEW

SOLUTIONS

08:18 - 14:27: Interview with Kevin Parker (conducted by Ed Butler).

Give short answers.

1	Who is speaking at the very beginning of the interview?
	Gabriella / hiring software used in online interviews
2	What does the US firm <i>HireVue</i> do?
	build interviews for employers, computer driven recruitment
3	Kevin Parker describes <i>HireVue's</i> product in more detail. Name two aspects.
	video interviews are on-demand / job specific / 5-6 questions long / can be taken on any mobile device (laptop) / on top of that: intelligence layer to transcribe the audio and analyse it
4	Name three kinds of firms/branches that call on <i>HireVue's</i> services.
	financial services, retail, hospital, flight attendance, health care, nursing
	- <i>There is brief talking about empathy in jobs and one example of a job interview for nurses.</i> -
5	According to Ed Butler, what preparation is typical before a traditional job interview?
	brush yourself down, put on best tie, walk into the room and play the part
6	As to Kevin Parker, why is he convinced that candidates will not be worried about this "technological fix"?
	A third of them are millenials / they are used to filming everything / they like to talk about themselves and share their experience / as you can take it whenever you want, it is less stressful for most people
7	In terms of empathy, what can you sense in a normal interview (two aspects)?
	Applicants are made of the right stuff / articulate / responsive / they'll be able to relate to that person

JOB INTERVIEW

8	However, what according to Kevin Parker is a danger in human interviewers?
	you are inconsistent, not the same each day, not at your best each day, you are biased
9	What then are the advantages for companies and employers in using the new technology (two aspects)?
	employers want to interview many people want to find the best, they want diversity it is not about saving money
10	At the end of the interview, Kevin Parker also talks about a possible next step in job applications and recruiting:
	use algorithms to match candidates with companies

BBC The Death of the Job Interview

<https://www.bbc.co.uk/programmes/w3cswgf6>