

Technological Approach in Question Formation for Assessment of Interviewees

Authors : S. Shujan, A. T. Rupasinghe, N. L. Gunawardena

Abstract : Numerous studies have determined that there is a direct correlation between the successful interviewee and the nonverbal behavioral patterns of that person during the interview. In this study, we focus on formations of interview questions in such a way that, it gets an opportunity for assessing interviewee through the answers using the nonverbal behavioral cues. From all the nonverbal behavioral factors we have identified, in this study priority is given to the 'facial expression variations' with the assistance of facial expression analytics tool; this research proposes a novel approach in question formation for the assessment of interviewees in 'Software Industry'.

Keywords : assessments, hirability, interviews, non-verbal behaviour patterns, question formation

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