

ABSTRACT

The main purpose of this study focused on enhancing interview experience through structured interview practice in the innovative manufacturing company. The interview practice comprised of interview planning which refers to job analysis, interview material which refers to set of interview questions, rating scale and evaluation form and interviewer's skill development which refers to interviewer's training. This study improved these variables to enhance interview experience in terms of interview question, interview flow, interview time and overall interview practice satisfaction. The study aimed to answer the research questions, hypotheses and test how ODI has the initial impact on the variables.

The respondents are seven (7) line managers, five (5) current staffs who were interviewed by unstructured interview and five (5) candidates who were interviewed by structured interview practice. The researcher gathered the data both of quantitative and qualitative from these respondents.

The results show that after ODI all variables of interview practice has a significant difference between unstructured (Pre-ODI) and structured interview practice (Post-ODI). The difference of interview planning, interview material and interviewer's skill development can lead to the difference of interview experience. As the results show that for the interviewer, the interview experience has a significant difference between unstructured (Pre-ODI) and structured interview practice (Post-ODI). On the other hand, for interviewee's perception, ODI has the initial impact with positive change but there was no significant difference between unstructured (Pre-ODI) and structured interview practice (Post-ODI). It can be implied that the ODI has higher impact to interviewer than interviewee.

The difference of interview practice which comprises of interview planning, interview material and interviewer's skill development can impact the difference of interview experience. The structured interview practice has positively changed more than the unstructured interview practice.