

Ali Mohamed Alshamiri (1906796) screening & interview

Before we start the selection of our Candidates, we had to set an ethical structure of integrity to treat our Candidates fairly at The pre-last part of the job employment process is to identify the relevant individuals that has the most to offer to the role , when doing so we looked into an article of (the devolvement of a structured ethical integrity for pre-employment screening) journal of business communication (1997) In which is detailed instructions on how important work place ethics has become a major worry in companies as the ethical behaviour of fairness and integrity has to be tailored to set the roles for passing the applicants to the next stage of the interview , candidates applications must contain the necessary requirement's for the role such as the conditioned experience and education and also bearing in mind the supporting evidence that each candidates has offered and the most relevant applicant then pass it on to the interviewer's, preparing for the last part as we go to interview the potential candidates in order to narrow down our choices to the single vacancy available and then from it to welcome the new member into our brand.

The interview.

The interview is an interaction between two people at least or more in verbally or both verbally and visually manner, and it's set to demonstrate the skills and capabilities of the candidate to show his or her suitability and to give the candidate the chance to earn the job Offered in the advert, Riya Rupani(2013).

So we prepared to interview our candidates for the role of a manger in Marriott hotel Swansea and from what we learned through our research process we put a sit of question's to probe the minds of our final candidate's and we also set a strategy to examine the potential employee (potential manger) and how will he or she handle themselves from the moment they inter the door to when they relax at the final question of the interview.

We introduce ourselves and our brand and welcome the candidate and provide the productive and comfortable environment to ask the relevant questions.

We asked both open and close questions and most importantly we focused on the experience as the candidate has to provide examples of leadership and previous experience and encounters of seemlier scenario's as we are hiring for a mangers role and there's no training provided , also we ask the candidate to demonstrate examples of strategic planning and anticipation of the market fluctuations in pervious jobs if available as it's a leadership role and requires the manger to make adjustment of certain extant to meet market needs in relevant of our brand.

At last we observe the candidate's communication skills both verbally and visually as he will take the role to present the quality of our brand to our high-end customers.

At the end of our recruitment process we review our approach from the planning stage and advert to the screening and interview and we ask for feedback on our performance to make sure the ethical and professional approach and to make the employment process is more effective in the future to attract the right employee at the right job.

Hollwitz,John C..(1997)the development of a structured ethical integrity interview for pre-employment screening .issue 2 vol34 p 203-220

Riya Rupani.(2013)Job interview skills and techniques- A Practice set in Communication. Issue3 vol4 p719-732