RESEARCH ARTICLE

A STUDY ON TRIBULATIONS ENCOUNTERED BY THE STUDENTS COMMUNITY DURING THE INTERVIEW

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ARTICLE INFO	ABSTRACT
	The word interview comes from Latin and middle French words meaning to "see between" or "see each other". Generally, interview means a private meeting between people when questions are asked and answered. The person who answers the questions of an interview is called in interviewer. The person who asks the questions of our interview is called an interviewer. It suggests a meeting between two persons for the purpose of getting a view of each other or for knowing each other. When we normally think of an interview, we think a setting in which an employer tries to size up an applicant for a job. An interview is a conversation between two or more people where questions are asked by the interviewer to elicit facts or statements from the interviewee.

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INTRODUCTION

Leadership Qualities

It is the first and foremost thing that a recruiters expects from the students side. Lead and To Lead is the focal aspect. Leadership quality plays a high-flying role in the selection process. As a student's one should get your hands on the leader ship quality. Many students do not possess an eminence of a good leader.

Listening Capacity

"Why God has given Two ears and a mouth "Listening is twice important than speaking. Now a day's student's community lags in listening. They try to answer before the question is being completed. Listening needs attentiveness. One has to listen very profoundly before answering the question. Before attempting the answer has to scrutinize the question and try to answer it.

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Reaction under Stress

Stress is an important gesticulation where many of the students try to surmount it. Many of the Interviewers try to ensure the students community whether they are proficient to work under stress. Stress factor will never allow one to perform well in the interview. There is a separate interview Called stress interview. Here the recruiters will try to weigh us whether the candidate is able to perform the assigned duties under stress.

Level of Knowledge

The students level of knowledge must be gradually enhanced. They have to be thorough in their Technical, Practical and Language skills. The Interviewers shall be checking the intensity of knowledge. The students community should not get ready merely for the sake of the exam. Apart from that they should have sound knowledge in practical segment.

Punctuality

The main criterion for the interview is Punctuality. One should be to the Interview spot before half an hour to evade the

confusions. Punctuality helps one to be cool and relaxed too. We will not have to be so hastening the last minute.

Time Management

Time management is the other imperative factor. Interviewers will gauge the students based on. Time management. The time should be utilized and managed properly. Time managing factor is really multifarious factor, we have to cope up with it.

Language

Language is the principal factor. The students may have lot of points for discussion. Language plays a crucial role in the selection process. Language is a tool for manipulating ones ideas and thoughts. One should be very meticulous when using a language. The interviewers check the language of an individual.

Communication Skills

The other foremost factor during the selection process is communication skills. The ability of an Individual can be checked only through the communication skills. It's impossible to survive for an individual without good communication. Non-verbal communication is the another important factor while communicating. Proper body language, postures, facial expressions, eye contact plays a vital role. As a student's one must develop the knack of communication

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Body Language

Usually we do not use any tools when communicating over a short distance, meaning when we are in direct contact with someone. Then we communicate through speech and body language. "Watzlavick wrote in his book "PRAGMATICS OF HUMAN COMMUNICATION", that is impossible not to communicate. Even when you say nothing at all, you still show something through your body language. It makes a big difference if you look at the other person or not, or if you are close or far away. Even your absent-mindedness, your silence, or your forthcoming answer conveys a message to the other person. Communication can take place consciously as well as subconsciously. So students should be very much aware of body language and its facet to get through in the interview.

Nervousness

This is the other imperative issue with the students. Even though they are stuffed they are very nervous to face the interviews. As a student's they must not be very panic they must face the interview hassle-free. If not the performance will be deplorable.

Inconsistent Questions

Often students are pity for inconsistent questions. Every one of us are aware that the questions will be unpredictable. One should be very heedful in answering the questions even though posed with an irreconcilable questions.

Practice Makes Perfect

As we know from the earliest saying "PRACTICE MAKES PERFECT''. An individual as a student must put into practice from their studies itself to makes one selves perfect. Systematic practice makes a man really to excel in his profession.

Review of Literature

Interviews are a standard part of qualitative research. A somewhat formal discussion between a hirer and an applicant or candidate, typically in person, in which information is exchanged, with the intention of establishing the applicant's suitability for a position. Too many people, including a good chunk of corporate recruiters and hiring managers, view the interview primarily as a means to disqualify people. In the process, they miss a golden opportunity to attract stronger candidates, demonstrate the professionalism of the company, overcome errors made by weaker interviewers, and most important, hire top people who are more interested in career growth opportunities, rather than big compensation increases. According to Gary Dessler, "An interview is a procedure designed to obtain information from a person's oral response to oral inquiries."

According to Thill and Bovee, "An interview is any planed conversation with a specific purpose involving two or more people". According to Dr. S. M. Amunuzzaman, "Interview is a very systematic method by which a person enters deeply into the life of even a stranger and can bring out needed information and data for the research purpose."

Types of interviews: There are many types of interviews that an organization can arrange. It depends on the objectives of taking the interview. Some important types of interviews are stated below:

Personal interviews

- Selection of the employees
- Promotion of the employees
- Retirement and resignation of the employees

Of course, this type of interview is designed to obtain information through discussion and observation about how well the interviewer will perform on the job.

Evaluation interviews: The interviews which take place annually to review the progress of the interviewee are called the evaluation interviews. Naturally, it is occurring between superiors and subordinates. The main objective of this interview is to find out the strengths and weaknesses of the employees.

Persuasive interviews: This type of interview is designed to sell someone a product or an idea. When a sales representative talk with a target buyer, persuasion takes the form of convincing the target that the product or idea meets a need.

Structured interviews: Structured interviews tend to follow formal procedures; the interviewer follows a predetermined agenda or questions.

Unstructured interviews: When the interview does not follow the formal rules or procedures. It is called an unstructured *interview*. The discussion will probably be free flowing and may shift rapidly form on subject to another depending on the interests of the interviewee and the interviewer.

Counseling interviews: This may be held to find out what has been troubling the workers and why someone has not been working.

Disciplinary interviews: Disciplinary interviews are occurring when an employee has been accused of breaching the organization's rules and procedures.

Stress interviews: It is designed to place the interviewee in a stress situation in order to observe the interviewees reaction.

Public interviews: These include political parties' radio-television and newspaper.

Informal or conversational interview: In the conversational interview, no predetermined questions are asked, in order to remain as open and adaptable a possible to the interviewee's nature and priorities; during the interview the interviewer "goes with the flow".

General interview guide approach: The guide approach is intended to ensure that the same general areas of information are collected from each interviewee this provides more focus than the conversational approach but still allows a degree of freedom and adaptability in getting the information from the interviewee.

Standardized or open-ended interview: Here the same open-ended questions are asked to all interviewees; this approach facilitates faster interviews faster interviews that can be more easily analyzed and compared.

Closed or fixed-response interview: It is an interview where all interviewers ask the same questions and asked to choose answers from among the same set of alternatives. This formal is useful for those not practiced in interviewing.

Conclusion

Thus as a student each and every individual has to prepare well. He / she has to develop all the skills including the practical. There may be lot of questions which sometimes may not be related. There may be realistic and practical questions too. One should possess knack of answering the questions. Sometimes the questions may not be related to your Interview but one has to answer it very elatedly.

Confidence plays a vital role in each and every individual. Reinforce this by giving a brief summary of your qualifications. Don't go on for too long - highlight the top three skills you have that you feel make you tailor made for the position. One has to update ones realistic knowledge and also conjectural acquaintance to face the interview boldly. Be very apposite in the body language and the language we use. The candidate must be very sure while answering or he /she can say frankly that I don't know. Do not always ponder upon the question. Be cool and unwind during the interview session.

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