PHYSICS

**Determination** is the commitment to achieve your goals regardless of the challenges you might experience.

**Purpose of an interview--An interview has served purposes for both the interviewer and the interviewee,like evaluating the candidate and getting insights into an organisatio,while the organisation intends to determine if the candidate is a good fit for the position,the candidate asks questions to understand how the organisation may provide them opportunities to excel in their career**

The following are some of the purposes for an interview:**TO ELABORATE ON YOUR QUALIFICATIONS**-interviews give you a chance to talk about your work experience and notable educational qualification.You can use this opportunity to show why you are suitable for the open position.You can also mention the positive attributes of your personality while answering interview questions.consider consider sharing example of the interview questions and ways to answer them during an interview.

**1.**what are your strengths and areas of improvement?*in this question you can describe your skills and how you typically use them to achieve goals.A comprehensive answer also includes the areas of improvement*

2.Tell us about the time when you supervised a complex project.*an answer to this question helps to show your problem solving skills.Include in the answer your proficiency in managing projects that apply to your industry.*

**3.**what qualities qualify you for this position?Be straightforward in your answer to this question and confidently list the factors that make you the best candidate for the position.Emphasise your willingness to gain new knowledge and how this may help you to grow the business.

 Purpose (ii)**TO LEARN MORE ABOUT THE POSITION**

**-**during the interview,discuss with hiring manager the details about the position for which you are applying.This helps you to know more about the position for which you are applying.This helps you to know more about the position and the responsibilities that are associated with this role.The discussion helps you to understand your routine activities along with expectations for the initial months.

 Topics interviewer may discuss with you:

* *Long term and short term goals of the organisation.*
* *Organisation hierarchy and identity of your prospective manager.*
* *History of the organisation and it's many achievement over the years.*
* *Challenges their organisation and the industry are experiencing.*
* *Detail about their clients and product or service.*
* *Salary,leaves and benefit packages.*

 Purpose (iii)**TO VISIT THE WORKPLACE.**

For interviews.hiring managers may often invite you to their office.This allows you to assess the work environment and take a tour of the workspace.It helps you to observe how employees of an organisation interact with each other and see where you would work if hired.

When you visit the workplace for the purpose of an interview,it also gives you an idea of the length of the commute from your home.For instance,if you live in the outskirts of the city and the office is at a farway location in the city,then you may find the best route to avoid traffic on the main roads.You may also take into consideration parking if you have a vehicle and local transportation if you use public transport.

Purpose (iv):**TO ASSESS THE COMPANY'S CULTURE.**

A company culture has a significant role in deciding how well you adjust to the new position. This includes the company's values traditions and clear communication.You may have read the company' on it's website before applying for a position but seeing the workspace closely helps you to learn more about your potential employer.for instance,if you have an outgoing personality,then an upbeat atmosphere and frequent office celebrations may appeal on you.This assessment also includes knowing about a typical work day and the goals of the organisation.

Purpose(v)TO SHOW YOUR COMMUNICATION ABILITIES.

During an interview,you can share ideas and details about your experience with recruiters.when you are coherent in your conversation and listen actively to recruiters,you show your strong communication skills.Many recruiters value these skills in candidates,they closely observe how to give answers and ask questions,so make sure your tone is courteous.A recruiter may assess your technical language .If you are applying for a specialised role.If you communicate well with recruiters it helps them better understand how you may communicate with others in their organisation.

**TYPE OF INTERVIEW**

**Structured interview**

Advantages of structured interviews:**reduces bias**

* The fixed nature of structured interviews reduces context affects and other biases by asking the same questions in the same order to all participants
* **Minimizes the risk of introducing bias via the order or nature of questions asked via any environmental factor.**

 **INCREASED CREDIBILITY,RELIABILITY AND VALIDITY.**

* Due to their carefully predetermined nature,structured interviews are thought to be more credible than other types of interviews
* All participants are presented with the same(close-ended or multiple choice) questions into the same order,which makes it easier to compare the answers.this contributes to their reliability and validity.

**SIMPLE,COST EFFECTIVE AND EFFICIENT**

* **While similar to questionaiers and surveys,structured interviews introduce more naunce and richness to the topic studied without representing too much more work for the interviewee,so the process is also less time-consuming on their end.**

**METHOLOGY—FACE-TO-FACE INTERVIEWING**

It is a type of qualitative research for data collection method in which data is collected through personal interactions between the researcher and the participant.This can be done either in person or in video conference

Face to face interviewes are often seen as the gold standard for qualitative data collection,as they aoofer the opportunity to build rapport with respondents and gain a deeper understanding of their experiences and perspectives.In addition,they can provide important information about nonverbal cues that may not be captured through other methods such as survey or focus groups.

Face to face is a popular method of collecting data in social science research.This type of interviewing involves meeting with respondents in person and engaging them in a discussion about the subject matter at hand.

 Employers may ask the question"what is your professional development plan"which has various approaches you can take in when answering.here are some of the question with alternative answers.

**Question 1—**where do you see yourself in five years-*in five years ,I would love to be an industry expert that others can come to for ideas,help and strategy.I've had amazing mentors and managers in my past positions,so I'd like to be able to provide similar guidance potentially taking on a leadership role.Finally I'd like to be have taken the lead on a project am passionate about.I am motivated by connecting my initiatives to a company's large goals and am excited by the prospect of getting more experience in that.*

***Question 2—****what are your short -termed goals*

***Answer:*** *I'd like to become an active contributor to helping my employer become the best in the industry.*

 ***Question 3—****what do you hope to gain from this experienc?*

***Answer:****"I have learned that one of the most valuable skills a human resources professional can have is conflict resolution.During college,I attended one of the seminas your company presented to teach effective management and intervention strategies,and I really enjoyed learning about your approach.I hope to be able to work with the developers of that course to further grow my skills for my future carrer in human resources.*