

## A STUDY ON IMPACT OF COVID ON JOB INTERVIEW IN COIMBATORE

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### ABSTRACT

A job interview in simpler terms is a process where a candidate or candidates will be put through a test by the hiring company to assess their knowledge and skills and later a suitable candidate or more will be selected for the job role. Covid -19 has created lots of changes in everyone's life. Especially many of them lost their job and faced difficulties in getting new due to changes in the Interview process. Hence, This article finds the impact of covid-19 on interview process and also analyze the pro's and con's of virtual or online interview for both employers and students.

**Keywords:** Online Interview, Virtual Interview, Offline Interview Etc.

### I. INTRODUCTION

A job interview is a discussion between a job candidate and a representative from the employer to determine whether or not the applicant should be hired. The structure of the questions varies between interviews, ranging from a completely unstructured and free-wheeling conversation to a planned interview in which an applicant is asked a predetermined list of questions in a certain order. Typically, a job interview precedes a hiring decision. Covid 19 have created major impact on interview process. A sudden shift from offline interview to online interview created a unemployment situation in the pandemic period. Hence, the study have analysed the impact of Covid-19 on Online interview process.

#### OBJECTIVE

1. To analyze the consequences faced by the students in online interview during Covid-19
2. To examine the rise in unemployment due to Covid-19.

#### OVERVIEW

An interview is a process in which a corporate representative conducts a series of tests to evaluate and assess whether or not the candidate is appropriate for the employment role. We investigated what adjustments were done in interview processes during the pandemic emergency, also known as Covid-19, which shocked the world.

### II. REVIEW OF LITERATURE

**Siddhartha Gupta (2021)**, 'COVID impact: digital recruitment process', this articles states that corporates want to have data-based and analysis-driven inputs to make recruitment decisions and they employ various modern tools to endure candidates cultural and job role fitment.

**MalkeAsaad et.al (2021)**, 'Virtual interview during covid', interviews have always been a crucial step in the arduous residency application journey, interaction with faculties and residents on interview day is considered an important factor while residency applicants. The research shows deviation from the routine interview process is bound to cause anxiety among the senior medical students.

**Melanie D. Jewkeset all (2021)**, 'Remote hiring innovation during covid-19 pandemic', the study states that extension's offline hiring process is complicated by covid-19 pandemic in 2020. Remote interviews like live hiring webinar, ice breaker session and recorded presentations and live session are used during those times which was actually saved time and expenses.

**Kristin E Rojas et.al (2021)**, 'unforeseen collateral damage of COVID-19 with the virtualization of fellowship interviews', the study concludes that one of the social casualties of pandemic is a loss of the in-person surgical specialty interview and utilization of the novel ways to interact and maintain relationships during healthcare crises will prevent detrimental professional effects to the current and future trainees.

### III. ANALYSIS

**Table 1:** Job Rate classification during Covid-19

DID YOU GET A JOB					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	26	43.3	43.3	43.3
	Yes	34	56.7	56.7	100.0
	Total	60	100.0	100.0	

Source: primary data

#### Interpretation

The above table shows that 43.3% of the respondents didn't get job and 56.7% of the respondents got job. Majority (56.7%) of the respondents got job through online interview. It reveals that, most of the respondent has got their job through online interview mode.

**Table 2:** Difficulty Rate in Online Interview Process

Difficulties in online interview					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	25	41.7	41.7	41.7
	Yes	35	58.3	58.3	100.0
	Total	60	100.0	100.0	

Source: primary data

#### Interpretation

The above table depicts that, among 121 respondents 41.7% of the respondents didn't face any difficulties and 58.3% of the respondents have faced difficulties. It clearly depicts that, even though respondents got job through online interview, many of them have faced difficulties.

### IV. SUGGESTIONS

A person who seeking for job has to check the recruitment process and adopt the new process accordingly. Encourage Candidate Experience for joining process .and it will improve candidate confidence. Update skill improving assessment for thinking abilities. It leads to know the knowledge of the candidate.

### V. CONCLUSION

This study primarily focused on the impact of covid-19 on interview process towards students. The study helps us to understand that a majority has agreed that online interviews are convenient for both companies and students in many ways. Society is considering that online interviews maybe the future of interview process even still many prefer to do offline interviews. Therefore, it is convincing that society is finding benefits and is steadily adapting to the new methods of interview process.

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