



A STUDY ON INTERVIEW NO SHOW OF JOB SEEKERS

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ABSTRACT:

According to the survey, the lack of interest in the position following the submission of the application was the most frequent cause of interview no-shows. Conflicts with the schedule, being unable to arrange transportation, and choosing another work offer are all important additional factors. The study also discovered that employer communication on the interview procedure and the position itself might be quite important in lowering interview no-show rates.

The findings of this study may be utilised to educate hiring managers and businesses about the reasons behind interview no-shows and to create plans to lessen their frequency. These tactics can entail enhancing contact with potential employees, giving flexible schedule alternatives, and supplying transportation support. Employers may also provide rewards for attendance, including compensation for travel expenses or a little salary. gift card to motivate job candidates to show up for interviews.

KEYWORDS: Interview, No show, Job seekers

INTRODUCTION

Candidates that "no show" for interviews are a stressful experience for recruiters and can leave them looking angry. The goal of this research, "A Study on Interview No Show of Job Seekers," is to investigate the idea and impact of recruiters. This project's primary goal is to research the idea of interview no-show candidates. Studying the causes of interview no-shows, their impacts, and possible solutions are the secondary goals. The primary goal is to discover the causes of interview no-shows. There are more opportunities thanks to the expansion of industries in our nation. As a result, everyone here is certain that even if they lose one, they opportunity they will undoubtedly acquire others very soon.

No-shows for interviews can be attributed to a number of things. The candidate and employer's lack of communication is one of the main causes. Candidates occasionally report not receiving the invitation to the interview or receiving unclear information on how to confirm their participation.

SCOPE OF THE STUDY:

Examining the reasons why job candidates fail to show up for planned interviews is part of the study's coverage on interview no-shows. This would entail looking at elements like lack of interest, competing job offers, problems with transportation, scheduling difficulties, poor communication, and any other elements that could be responsible for interview no-shows.

The study would also include how interview no-shows affect hiring managers and the recruiting process, as well as the money and time lost on setting up and preparing for interviews that never happen. Additionally, it would look at potential remedies and tactics, like improved communication, flexible scheduling, and providing incentives, to lower interview no-show rates. Numerous techniques, such as surveys, interviews, and data analysis of job seeker behaviour and employer

feedback, would be used to carry out the study. To fully comprehend the problem and its implications, it would necessitate gathering data from both businesses and job seekers.

REVIEW OF LITERATURE:

Employers frequently experience this issue, especially given the competitive nature of the labour market today. A examination of the relevant literature suggests a number of potential explanations for missed job interviews.

Lack of motivation on the side of the job applicant is one argument that may be given for missed job interviews. According to a research by Charles and Douglas (2013), job seekers who lacked motivation to pursue employment were more likely to skip job interviews. A perceived lack of adequate career possibilities, a lack of confidence in one's abilities, or a sense of helplessness about obtaining work are just a few causes of this lack of motivation.

A lack of communication or information between the company and the job seeker may also contribute to missed interviews. According to a research by Yang and Lu (2015), job interview no-shows might be caused by poor employer-employee communication, such as failing to give clear instructions or failing to follow up after arranging an interview.

RESEARCH METHODOLOGY:

The research challenge may be approached methodically using research technique. It is a branch of science that studies how scientific research is conducted. The several approaches that are often taken by a researcher to explore the research topic, as well as the reasoning behind them, are analysed. The researcher should be knowledgeable about research methodologies, procedures, how to construct specific tests, compute mean, median, mode, or chi-square, apply a specific approach, identify which methods are important and which are not, and explain why. The assumptions that underlie the various methodologies should be understood by researchers. As a result, research methodology contains many different aspects, and research techniques are a component of it.

RESEARCH APPROACH:

A qualitative research methodology will be used for this investigation. The goal of the study is to comprehend the viewpoints and experiences of job applicants who missed their scheduled interviews. Without imposing any predetermined categories or hypotheses, qualitative research will enable the researcher to investigate the motivations underlying job seekers' behaviour.

RESEARCH DESIGN:

The choice of what, where, when, how much, and by what methods to conduct a research study or conduct an inquiry is the research design. It may be described as the setting up of circumstances for data collection and analysis with the intention of balancing relevance to the study goal with economic method. Research design is necessary because it helps the many research activities go smoothly, making research as efficient as possible and producing the most knowledge with the least amount of work, time, and money spent. In reality, because it forms the solid foundation of the overall structure of the study endeavour, the research design has a significant impact on the validity of the conclusions reached.

QUESTIONNAIRE:

The people who are involved are issued a questionnaire with a request to complete it and return it. A form or collection of forms with a number of questions printed on them in a specific order make up the questionnaire. The questionnaire is mailed to respondents, who are supposed to read, comprehend, and respond to the questions in the space provided on the questionnaire. The replies must provide their own answers to the questions.

A questionnaire was employed in this study to gather information from the sample.

SAMPLE SIZE:

- 120 HR recruiters have been taken as respondents for the project

SAMPLING METHOD:

Descriptive research was employed as the sample technique for this study. This study's primary goal is to define the issue and come to a firm conclusion.

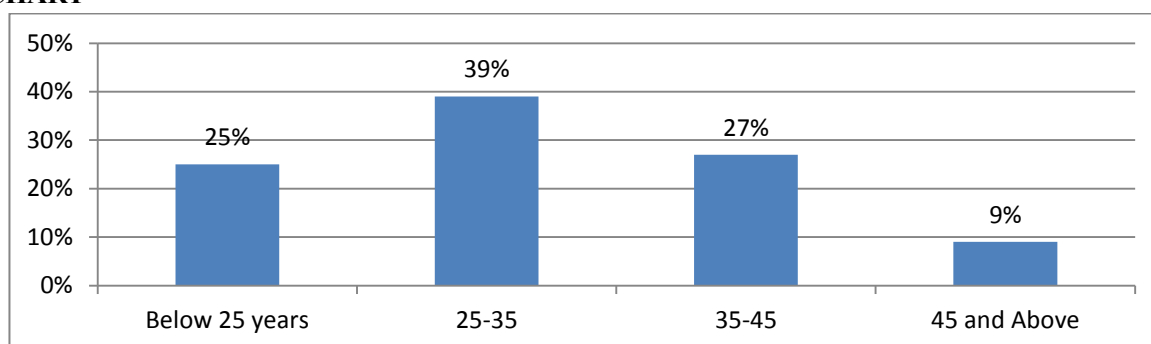
Random sampling was the method of sampling utilised in this investigation. A subset of a statistical population called a simple random sample is one in which each member has an equal chance of being picked. Leading recruitment consultants' recruiters served as an example of a resource.

ANALYTICAL TOOLS:**ONE WAY ANOVA**

The ANOVA investigates if samples from two or more groups were taken from populations with similar mean values. Two estimations of the population variance are used to do this. The F-statistic, which is the ratio of the variance estimated among the means to the variance within the samples, is the result of the ANOVA. According to the central limit theorem, the variation between the group means should be less than the variance of the samples if the group means are derived from populations with the same mean values. Therefore, a higher ratio suggests that the samples were taken from populations with various mean values.

DATA ANALYSIS:**TABLE NO:1****AGE –WISE CLASSIFICATION OF RESPONDENTS**

Particulars	Number of Respondents	Percentage
Below 25 years	30	25%
25-35	47	39%
35-45	32	27%
45 and Above	11	9%
Total	120	100%

CHART**INFERENCE:**

According to the above data, 27% of respondents are between the ages of 35 and 45, while 39% of respondents are between the ages of 25 and 35.

The majority of responses are between the ages of 25 and 35.

TABLE NO: 2 SHOWING THE RANKS GIVEN TO THE REASONS GIVEN BY THE JOB-SEEKERS FOR INTERVIEW NO SHOW

Particulars	1	%	2	%	3	%	4	%	5	%	Total
INTERVIEW CLASH	38	32%	36	30%	31	26%	6	5%	8	7%	120
PERSONAL COMMITMENT	1	1%	10	8%	37	31%	29	24%	43	36%	120
ALREADY GOT A GOOD JOB	0	0%	35	29%	26	22%	40	33%	19	16%	120
LACK OF INTERVIEW PREPARATION	48	40%	12	10%	43	36%	11	9%	6	5%	120
NOT COMFORTABLE WITH TIME/DATE/VENUE	52	43%	24	20%	0	0%	1	1%	43	36%	120

STATISTICAL TOOLS:

CHI- SQUARE TEST I – (ψ^2)

The chi-square statistic is calculated by adding the squared differences between observed (o) and anticipated (e) data (or the deviation, d), and dividing the result by the expected data over all available categories.

Null hypothesis (Ho):

There is no discernible difference between the interviews that are planned every week and those when the interviewer is questioned and not present.

Alternate hypothesis (H1):

There is a significant difference between the interviews coordinated every week and the Interviewer probed and self-absent for the interview coordination

$$\text{Expected frequency} = \frac{\text{Row Total} * \text{Column Total}}{\text{Grand Total}}$$

TABLE NO:3
Case Processing Summary

		Cases					
		Valid		Missing		Total	
		N	Percent	N	Percent	N	Percent

interviews coordinated every week * self absent for the interview coordination	120	100.0%	0	0.0%	120	100.0%
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TABLE NO: 4

Interviews coordinated every week * self absent for the interview coordination Crosstabulation

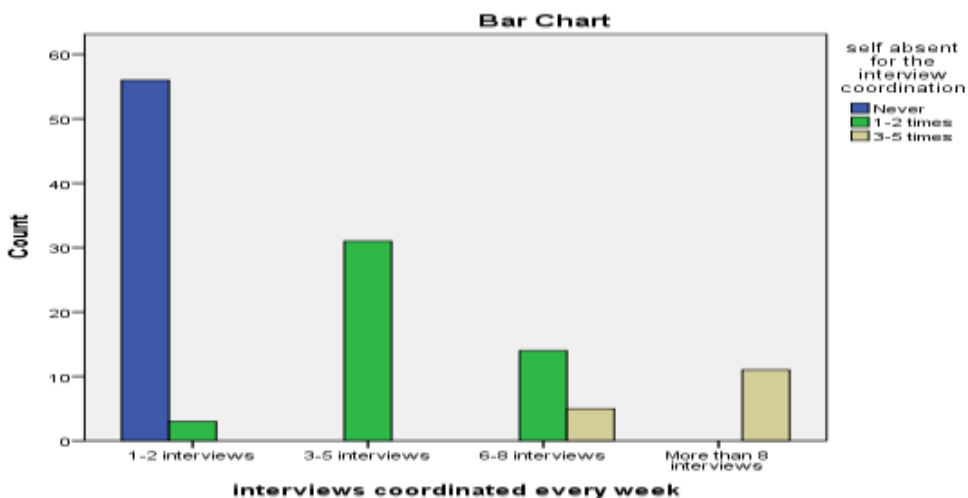
		self absent for the interview coordination			Total
		Never	1-2 times	3-5 times	
interviews coordinated every week	Count	56	3	0	59
	% within interviews coordinated every week	94.9%	5.1%	0.0%	100.0%
	1-2 interviews				
	% within self absent for the interview coordination	100.0%	6.2%	0.0%	49.2%
	% of Total	46.7%	2.5%	0.0%	49.2%
	Count	0	31	0	31
	% within interviews coordinated every week	0.0%	100.0%	0.0%	100.0%
	3-5 interviews				
	% within self absent for the interview coordination	0.0%	64.6%	0.0%	25.8%
	% of Total	0.0%	25.8%	0.0%	25.8%
	Count	0	14	5	19
	% within interviews coordinated every week	0.0%	73.7%	26.3%	100.0%
6-8 interviews					
% within self absent for the interview coordination	0.0%	29.2%	31.2%	15.8%	
% of Total	0.0%	11.7%	4.2%	15.8%	
More than 8 interviews	Count	0	0	11	11

Total	% within interviews coordinated every week	0.0%	0.0%	100.0%	100.0%
	% within self absent for the interview coordination	0.0%	0.0%	68.8%	9.2%
	% of Total	0.0%	0.0%	9.2%	9.2%
	Count	56	48	16	120
	% within interviews coordinated every week	46.7%	40.0%	13.3%	100.0%
	% within self absent for the interview coordination	100.0%	100.0%	100.0%	100.0%
	% of Total	46.7%	40.0%	13.3%	100.0%

TABLE NO: 5
Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	189.938 ^a	6	.000
Likelihood Ratio	192.181	6	.000
Linear-by-Linear Association	100.808	1	.000
N of Valid Cases	120		

a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is 1.47.



$$\text{Degree of Freedom} = (r-1) * (c-1) = (4-1)*(4-1) \\ = 3*3 = 9$$

Calculated value = 189.938

Tabulated value = 16.919

$$Z = Z_{cal} > Z_{tab} \quad Z = 189.938 > 16.919$$

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE:

We reject the null hypothesis since the calculated value is higher than the tabulated value, and as a result, there is a significant difference between the interviews coordinated each week and those where the interviewer was probed but self-absent.

FINDINGS:

- Most responders have between one and two years of experience,
- the majority of whom are male, most of whom are undergrads, and most of whom are in the 25 to 35 age range.
- The majority of those surveyed are married.
- The majority of the responders schedule one to two interviews per week.
- The majority of responders have never missed an interview coordination appointment.
- The majority of respondents believe that interview no-shows are the result of those with more than six years of experience.
- The majority of respondents believe that traffic and accidents are frequently exploited as justifications for interview cancellations.

CONCLUSION:

The ideal applicants are active individuals. They have a certain amount of time for interviews if they are employed. There can be a number of businesses fighting for their business. The best method to avoid cancellations and no shows is to genuinely invest time in getting to know a candidate, selling them on the job opportunity, and getting a strong commitment from them regarding their desire in working for the organisation.

You may gain a candidate's trust and learn about their professional objectives and how those goals fit with the available opportunity by developing a relationship with them. It's crucial to be able to describe the organisation's career path so that you can provide potential applicants a more comprehensive image of the company. where their present situation may take them. Understanding the candidate's pay criteria and how they relate to the position being offered is another factor that makes a difference.

HR needs to reconsider its no-show policy in a world where there are too few employees. Pre-interview preparation may be made more informative and exciting to reduce the number of "no shows" while simultaneously raising applicant interest in the position and business. There are several ways to solve the issue of interview no-shows. Interview no-shows can be prevented by the interviewer showing only a minimal amount of interest.

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