**Klausur part I: Listening Comprehension**

Beispiel für eine mögliche Schärfung einer einfachen Hörverstehensaufgaben mit SAQ (Short Answer Questions) zur Klausur. Die Aufgabe ist bekannt aus dem Material zur Einheit *World of Work* (ZPG Basisfach).

Interview with Kevin Parker (conducted by Ed Butler).

Vocab: to be geared to – auf etwas eingerichtet sein

**Give short answers.**

|  |  |
| --- | --- |
| **1** | Who is speaking to Ed Butler at the beginning of the interview? |
|  |  |
| **2** | What does the US firm *HireVue* do? |
|  |  |
| **3** | Kevin Parker describes *HireVues*’s services in more detail. Name two aspects. |
|  |  |
| **4** | Name three kinds of firms or branches that call on *HireVue*’s services. |
|  |  |
| * *There is brief talking about one example of a job interview for a nurse*. -
 |
| **5** | According to Ed Butler, what preparation is typical before a traditional job interview? |
|  |  |
| **6** | As to Kevin Parker, why is he convinced that candidates will not be worried about this “technological fix“? |
|  |  |
| **7** | In terms of empathy, what can you sense in a normal interview (two aspects)? |
|  |  |

|  |  |
| --- | --- |
| **8** | However, what according to Kevin Parker is a danger in human interviewers? |
|  |  |
| **9** | What then are the advantages for companies and employers in using the new technology? (two aspects) |
|  |  |
| **10** | At the end of the interview, Kevin Parker also talks about a possible next step in job applications and recruiting: |
|  |  |

**SOLUTIONS**

08:18 - 14:27: Interview with Kevin Parker (conducted by Ed Butler).

**Give short answers.**

|  |  |
| --- | --- |
| **1** | Who is speaking at the very beginning of the interview? |
|  | Gabriella / hiring software used in online interviews |
| **2** | What does the US firm *HireVue* do? |
|  | build interviews for employers, computer driven recruitment |
| **3** | Kevin Parker describes *HireVues*’s product in more detail. Name two aspects. |
|  | video interviews areon-demand / job specific / 5-6 questions long / can be taken on any mobile device (laptop) / on top of that: intelligence layer to transcribe the audio and analyse it |
| **4** | Name three kinds of firms/branches that call on *HireVue*’s services. |
|  | financial services, retail, hospital, flight attendance, health care, nursing |
| * *There is brief talking about empathy in jobs and one example of a job interview for nurses*. -
 |
| **5** | According to Ed Butler, what preparation is typical before a traditional job interview? |
|  | brush yourself down, put on best tie, walk into the room and play the part |
| **6** | As to Kevin Parker, why is he convinced that candidates will not be worried about this “technological fix“?  |
|  | A third of them are millenials / they are used to filming everything / they like to talk about themselves and share their experience / as you can take it whenever you want, it is less stressful for most people |
| **7** | In terms of empathy, what can you sense in a normal interview (two aspects)? |
|  | Applicants are made of the right stuff / articulate / responsive / they’ll be able to relate to that person |

|  |  |
| --- | --- |
| **8** | However, what according to Kevin Parker is a danger in human interviewers? |
|  | you are inconsistent, not the same each day, not at your best each day,you are biased |
| **9** | What then are the advantages for companies and employers in using the new technology (two aspects)? |
|  | employers want to interview many peoplewant to find the best, they want diversityit is not about saving money |
| **10** | At the end of the interview, Kevin Parker also talks about a possible next step in job applications and recruiting: |
|  | use algorithms to match candidates with companies |

BBC The Death of the Job Interview

<https://www.bbc.co.uk/programmes/w3cswgf6>