

Klaus Melchers - 6 October 2022

from 17:00 – 19:00 CAT via Zoom

The ACSG committee would like to invite you to attend a webinar with our guest speaker **Klaus Melchers, PhD**. The topic of Klaus' presentation is **Did Video Kill the Interview Star?** And does it make a difference whether selection interviews are conducted face-to-face or via telephone or video?



Selection interviews are one of the most common selection instruments. In the past, these interviews were usually conducted face-to-face, but even before the Covid-19 pandemic an increasing number of organizations has used technology-mediated interviews in addition to or instead of face-to-face interviews. In light of the pandemic, this number has increased considerably during the last years. However, the question is whether the interview medium affects the usefulness and suitability of selection interviews. In this workshop, I will give an overview about a series of recent studies dealing with specific aspects such as: Do interviewees' perceptions differ between the

different interview media? Which factors do affect these perceptions, and is it possible to improve them? Does the interview medium influence interviewees' performance in the interview and if so, why is this the case? And how well can we predict job performance on the basis of technology-mediated interviews? On the basis of the different findings I will then derive recommendations both for organizations as well as for applicants concerning the use of technology-mediated interviews.

Klaus G. Melchers is full professor for work and organisational psychology at Ulm University in Germany. He received his PhD in experimental psychology from Philipps-University Marburg, Germany and was assistant professor for work and organizational psychology at the University of Zurich in Switzerland. His main research interests focus on personnel selection, personality measurement in the work context and performance appraisal. Klaus' work has been published in journals such as the Journal of Applied Psychology, Personnel Psychology, Human Performance, Psychological Review, and the International Journal of Selection and Assessment.

Members - R300 (excl VAT)
\$18 (excl VAT)

Guests - R350 (excl VAT)
\$21 (excl VAT)

Students - R150 (excl VAT)
\$10 (excl VAT)

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Save these upcoming webinar dates:

27 October 2022 - **Marise Born**, PhD, Rotterdam, The Netherlands
15 February 2023 - **Hubert Annen**, PhD, Swiss Military Academy, Zürich, Switzerland