the correct option.

Online versus Face-to-Face Job Interviews

Since 2020, online job interviews have become very common due to social distancing rules and regulations during the COVID-19 pandemic. However, are online job interviews as effective as face-to-face interviews?

According to a recent survey conducted in 2021 by a company specialising in online recruitment for 1,140 companies based in the UK, Europe, Australia and the USA, 41% of these companies plan to combine both in-person and virtual interviews in their employment recruitment strategy. Furthermore, the survey reported that 23% of British companies believe that online interviews have improved the employment recruitment process. From 2022 onwards, German companies will only conduct interviews online to reduce costs.

The CEO of a famous health company in Switzerland stated that the preparation involved in face-to-face interviews can be problematic and stressful. For example, finding space for interviews and rescheduling, due to interviews being cancelled, can be tiring. He went on to say that now they can prepare interview schedules much faster and that it takes less time as they can conduct ten online interviews in the same amount of time it would take to do one face-to-face interview.

According to statistics and reviews posted on Google, almost 98% of job candidates are interviewed online through platforms such as Breezy, Zoom and Skype. These interviews make the whole recruitment process easier, quicker, and more convenient for employers and candidates alike. Online interviews can happen anytime, anywhere. Interviews can be recorded for colleagues to watch and comment on. Skype is the most popular since almost 62% of job seekers said it can be easily accessed and is simple to use. Zoom has also become popular as it can be used to live stream interviews. Around 12% of the companies surveyed reported that Zoom was useful and reliable.

The 2016 Human Capital Benchmarking Report in America stated that an average face-to-face interview costs around $4,129 per person. The cost of online interviews has reduced this amount to only $100 per job applicant. In 2016, 56% of employment recruitment companies said they could not hire enough people due to the length of time it took to interview candidates.

Although online job interviews are becoming popular, job seekers reported in a survey conducted in Canada in 2021, that complicated login procedures are a challenge as the multiple login options require quick thinking, which can make the whole process stressful. Recruitment companies believe that online interviews are not suited for posts that require strong social skills such as those needed for senior leadership positions. Many employers prefer to meet candidates face-to-face as these interviews offer a higher level of engagement. Employers can read a person's body language and get a better sense of someone's interpersonal skills in a face-to-face interview. Many employment recruitment managers can tell by the way that someone walks into the room whether or not they are suitable for the position.

Even though there are challenges, most companies around the world are convinced like I am that online job interviews are going to replace face-to-face interviews sooner than any of us had thought possible a few years ago.

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☐ 2019 ☐ 2020 ☐ 2022

2. In Britain _____ of companies believed that online interviews improved the recruitment process.

☐ 23% ☐ 41% ☐ 98%

3. The main reason that German companies prefer to conduct online interviews is because they _____.

☐ save time ☐ cost less ☐ create space

4. The CEO of a health company in Switzerland said that conducting face-to-face interviews is _____.

☐ stressful ☐ flexible ☐ fast

5. According to Google reviews, most job seekers said that _____ is simple to use and can be easily accessed.

☐ Zoom ☐ Skype ☐ Breezy

6. The 2016 Human Capital Report stated that one face-to-face interview costs around $ _____.

☐ 100 ☐ 1,140 ☐ 4,129

7. Job seekers reported that the main challenge they face when conducting online interviews is _____.

☐ the complex login process ☐ evaluating interpersonal skills ☐ the limited time available

8. The writer claims that from now on many recruitment companies will use ____ interviews.

☐ face-to-face ☐ both face-to face & online ☐ online

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