

Research Project

“Employee Selection through Panel Interviews and its affect on their Job Satisfaction” A study conducted in the Business Administration Universities (semi-public sector) in Islamabad.

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ABSTRACT

The research intended to examine key issues in selection process of faculty, prevailing in the semi public universities of Islamabad. The key issue of using panel interview as the only tool for selecting faculty and the present satisfaction level of the faculty, at their jobs, selected through the panel interviews. Research was conducted using a sample size of 100 personally administered questionnaires among the faculty members of different Universities. According to results employees perceived their selection interviews as biased, unstructured, and major part of the interview questions was irrelevant to the jobs. Lower satisfaction level of the employees is due to less autonomy in strategic decision making process, work-life imbalance and dislike of boss/es or immediate peer/s. The research concludes that the unstructured interview do not provide a realistic job previews or complete information regarding the job was not provided.

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