

# **Fiabilidad y validez de la entrevista conductual estructurada en la selección de personal**

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## **Extended Summary**

The objective of this dissertation is to study the reliability and validity of the structured behavioural interview in the selection of personnel in private companies and/or public in contrast to other tools. In addition, research is being carried out on its application in certain professions and on the negative effects it could have in relation to gender.

The dissertation is structured into six chapters, respectively: abstract, introduction, methodology, results, discussion, and bibliography.

The first chapter is the Abstract, which is an overall view of the paper, mainly exposing the objective of the work, methodology, and the different points studied.

The second chapter is The Introduction, which includes a clear definition and an explanation of the behavioural interview structured and unstructured. In addition, it reflects the state of the issue we are studying, specifically, the role the structured behavioural interview plays in terms of selection of personnel currently. All the information provided is based on well-chosen sources. On the other hand, it is in this section the importance of carrying out this undergraduate dissertation (study) is presented, explicitly stating its objective.

The third chapter is The Methodology by which was conducted the research for the data to analyze and that served to get the results in relation to the reliability and validity of the structured behavioural interview. For this, we used the database Psycnet, which the University Jaume I puts at our disposal. Alternating the search according to the words introduced such as ('structured, interview', 'personal selection, interview' ...), were obtained different results, and a total of 13 scientific articles that had been published after 2000 until 2018 were selected.

The fourth chapter presents The Results that have emerged after the revision of the bibliographic data. These results are presented under three divided tables: the first one includes in APA format all the articles that reflect high reliability and/or validity of the ECE (in comparison to the unstructured interview or other tools), and an explanation of the most important ideas of each article; the second table shows articles that reflect high reliability and validity according to the gender impact; and the third shows the articles that reflect high reliability and validity according to specific professions. All tables have the same format. On the one hand, the articles in APA format and on the other hand, the main ideas drawn from the results found after the review of each of the articles. I have chosen to transcribe the results in this format because I think that they can be seen and understood more clearly.

In the fifth chapter, in The Discussion, the most important conclusions reached after the study, are announced, commenting and reflecting on the results. The conclusions drawn from the results show high reliability and validity in the use of the structured behavioural interview, significantly predicting the performance, and measuring knowledge of the position and experience. Its effectiveness has also been seen in specific jobs such as security guards and public administration agents. Also, the use of the ECE does not produce gender impact. Additionally, as an interesting fact, it has been concluded that the length of the interview is not related to its reliability and validity. Finally, an emphasis is placed on the need for the use of structured behavioural interviews conducted by professionals and demonstrate the exclusion, according to several articles, of the unstructured interview due to its low reliability and validity in the selection of personnel.

The last chapter outlines the most important Bibliography used in the dissertation.

Therefore, it has been shown, complying with the proposed objective, that the structured behavioural interview presents high scores for reliability and validity, being the best tool for the selection of staff.