

My Discussion

Nowadays everyone knows how a job interview goes: the applicant is handing in his/her application documents and when everything goes well he will be invited to a job interview. Until this moment the employer has to trust the correctness of the applicant's documents and statements. Today it is common that many people exaggerate with their knowledge, their past experience, with the length of their employment etc. So the employer has the chance to get an extern point of view in order to make sure that the job will be given to the most qualified person. Therefore the best possibility would be to make a STRC. This method would on the one hand minimize the risk for the employer of hiring a "liar" and on the other hand, it would also increase the chance for the honest applicants. Because thereby the first impression would not be the only factor to decide the process. The bottom line is that STRC should represent the interests of both sides as it contains three important points of views: conscientiousness, agreeableness and customer focus.

They revise the validity coefficient of the STRC. Doing this, the only source from which they could get data's is the direct range restriction on the predictor resulting from short listing based on the STRC. For estimating the standard deviations of total STRC scores they receive 1.04. Using that, the validity raises about .01 point, which is very small. So in this range there is no more possibility to correct the validity. But they take the interrater reliability of supervisory performance ratings for granted ($r_{yy} = .52$) and corrected the criterion unreliability and direct range restriction on the predictor, so that they get a validity estimate of .36.

However, the method of STRC not only has positive impacts: for the organisation it is not just a question of money and time but also of effort to find a qualified specialist for handling telephone reference checks. It is the future employee who could suffer more from the negative aspects of this method (especially by STRC) because the previous employer could harm the good reputation of the applicant by making disadvantageous comments.

In my opinion it is important to make reference checks but they should stay in the line with the budget, the effort and the humanness.