

## Phase One Interview Screening Tool

*Recruitment has become a high stakes game where the wrong choice of candidate can be very costly for an organisation.*

### INTRODUCTION

Recruitment in South Africa has become an art of 'hitting moving targets' with vast numbers of applicants applying for every vacant position on offer. Demand continually increases for the right candidate who has potential, which makes careful screening of each applicant in a cost and time effective manner crucial.

### GETTING TO THE POINT!

The POINT is a shorter version of a structured interview called the IRIS, which was developed by Dr Sheila Rossan at the Brunel Institute for Organisational and Social Studies (BIOSS) in the UK. It is a quick and inexpensive way to identify the level of work complexity or judgment that candidates are comfortable handling in a 10 - 15 minute semi-structured interview. It is not designed to replace the IRIS, but is meant to be used as a quick and effective first phase screening tool in a **sequential** screening procedure.

The IRIS was specifically designed for use with people currently working in the operational levels in an organisation and the POINT is similarly intended for operational levels. It is important to note that POINT focuses solely on judgment (capability) and takes no account of other factors which are also critical in the selection process, such as training and experience, learning potential, skills, personality, emotional maturity, etc. These need to be measured separately and integrated into a final result.

Research on the metric properties of the IRIS demonstrated its suitability within the South African context and led to the development of the POINT. It is analogous to the IRIS and distinguishes between, for example, Quality and Service themes (or higher). This determines whether it is in the best interests of the applicant and the organisation to proceed with the full IRIS (and/or other assessment tools included in the selection procedure).

### WHO CAN BE TRAINED TO USE POINT?

POINT is not a psychometric tool. It is designed for use by recruitment, personnel officers, line managers, etc. Accreditation is based on meeting requirements laid out by BIOSS Southern Africa and attending relevant training, with ongoing monitoring of competence and standards of application after training.

Workshops are offered by Bioss Southern Africa as follows:

- 1-day POINT Practitioner Training for non-IRIS practitioners.
- 2-hour POINT conversion workshop for accredited IRIS Practitioners.

### RESEARCH STUDIES

Recent IRIS research results yielded acceptable results regarding construct validity, reliability, culture, and gender fairness on a sample of close to 4000. The conclusion reached was that the use of IRIS constitutes a fair labour practice and that, using an empirical approach with a large data set, it is possible to assemble an IRIS-like instrument using inter-item analysis of IRIS's three-items yielding an acceptable Cronbach reliability coefficient (the POINT).

### USES AND BENEFITS OF THE POINT

- ▶ Quick and inexpensive screening instrument in a selection process
- ▶ Not discriminatory on the grounds of gender and race groups
- ▶ Compliance with labour legislation requirements
- ▶ Identifies potential and future talent for the organisation
- ▶ Matches individual capability with work requirements at operational levels in the organisation.

#### POINT PRACTITIONER ACCREDITATION TRAINING

BIOSS SA strives to empower clients to implement and maintain interventions. Training is offered as public courses in Johannesburg and In-House (internationally). Dates, prices and online registration for public courses can be found on the Bioss website [www.bioss.co.za](http://www.bioss.co.za) or by contacting the Johannesburg office on

+27 11 450-2434

*Potential practitioners must meet training requirements and need to be accredited and licensed to practice within organisations.*

*Competence and standards are continuously and rigorously monitored.*