



Exploring Interviewee Preferences: A Comparative Analysis of Virtual Interview and In-Person Interview

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ABSTRACT

Virtual interviews have revolutionized the recruitment process by providing interviewers and candidates more flexibility and convenience. Uncertainty surrounds the efficacy and acceptability of virtual interviews in contrast to conventional in-person interviews. Investigating interviewee preferences and impressions of virtual versus in-person interviews is the goal of this study. Both quantitative and qualitative data gathering and analysis techniques were used in a mixed-methods approach. A sample of 500 job applicants who had gone through both virtual and in-person interviews were given a survey. Thirty participants were also interviewed in-depth to obtain more detailed information about their experiences and preferences.

According to the findings, many interviewers still favor in-person interviews for rapport-building and evaluating company culture, even though virtual interviews provide ease and flexibility. Virtual interviews, however, were thought to be appropriate for preliminary screening stages or in situations where geographical limitations rendered in-person interviews impracticable. The results also emphasize how crucial clear communication, interviewer training, and technical quality are to a successful virtual interview process. This study advances our knowledge of interviewee preferences and offers insightful information to businesses looking to streamline their hiring procedures. The results have ramifications for the creation of virtual interviewing best practices, emphasizing the necessity of a well-rounded strategy that balances the advantages of technology with the value of interpersonal communication.

Keywords: Virtual interview, In-Person interview, employees, interview.

Introduction:

The hiring process has undergone a radical change in the fast-paced professional environment of today, especially in the ways that job interviews are conducted. Due to technological improvements and the global shift toward digitization, virtual interviews are gradually taking the place of the traditional in-person interview, which was formerly seen to be the gold standard for evaluating candidates. This trend was further pushed by the COVID-19 epidemic, which forced businesses to use remote interviewing techniques in order to preserve hiring pipelines and guarantee business continuity. By comparing the formats of in-person and virtual interviews, this study investigates interviewee preferences. Organizations looking to improve applicant experiences and their recruitment tactics must have a thorough understanding of these preferences.

Virtual interviews are convenient, economical, and flexible, allowing candidates to participate from a variety of geographic regions without having to pay for travel. Nevertheless, they frequently present difficulties including technical hiccups, a lack of interpersonal relationships, and possible communication obstacles. However, in-person interviews facilitate deeper comprehension of business culture, greater assessment of non-verbal indicators, and richer interpersonal interactions. However, they could provide time limits, logistical difficulties, and extra expenses for both candidates and employers. This study attempts to shed light on how job searchers' preferences are changing by looking at elements including perceived fairness, technological dependence, applicant comfort, and communication efficacy. It also assesses the ways in which various professions, sectors, and demographics affect these choices. In an increasingly hybrid workplace, the results of this comparative analysis will help firms make well-informed decisions regarding their interviewing procedures, guaranteeing that they meet candidate expectations as well as operational requirements.

Literature review:

Lobe, B., Morgan, D. L., & Hoffman, K. (2022) This study examines the advantages and disadvantages of both in-person and video-based online interviews in a methodical manner. It draws attention to the fact that while online interviews are more convenient, cost-effective, and have a larger geographic reach, they could not have the same depth or nonverbal clues as in-person conversations. The authors talk about the mode-specific differences in data richness, participant comfort, and rapport. They contend that although video interviews are useful, particularly at times of constraint like COVID-

19, they might not always capture the richness of face-to-face interactions. When selecting interview forms, the study recommends giving careful thought to participant demographics, study objectives, and technological accessibility.

Abrams, K. M., Wang, Z., & Song, Y. J. (2015) This study assesses the quality of data from face-to-face, online audiovisual, and online text-only focus groups. It concludes that the choice of medium has a significant impact on participant disclosure, interaction, and data depth, and that the trade-off between data richness and convenience is important when deciding whether to use virtual or in-person methods. In-person interviews yield richer contextual data due to nonverbal communication, but online audiovisual methods offer a practical compromise.

Heiselberg, L., & Stępinska, U. (2022) The authors stress how important it is to choose the interview mode—online or in-person—carefully depending on the context, participant preferences, and research goals. Their investigation emphasizes how various modes affect participant comfort, rapport-building, and data depth. They contend that ignoring these variations may have an impact on participant-researcher relations and data quality. The study offers a framework for choosing an interviewing technique by looking at different interview kinds and the conditions under which they function well. Scholars undertaking qualitative research use this research to guide their decisions, especially in quickly changing digital contexts where virtual interviews are becoming more and more popular.

Keen, S., Lomax, H., & Harvey, J. (2022) This study examines the effects of online interviews on participant participation and data quality. It implies that whereas online approaches increase accessibility and flexibility in scheduling, they may also lessen spontaneity and emotional connection. The authors point out that virtual settings could influence participants' inclination to divulge private information and thus lead to more structured answers.

Khan, S., & MacEachen, E. (2022) The usefulness of virtual interviews in qualitative research is examined in this work, along with their advantages and disadvantages. Convenience, lower expenses, and wider regional inclusion are benefits. However, issues like poor internet access, a lack of nonverbal clues, and a decline in rapport can all have an impact on the quality of an interview. The study highlights that, with careful preparation, virtual approaches can be successful, particularly when remote interaction is necessary.

Pocock, T., Smith, M., & Jones, A. (2021) This study evaluates the benefits and drawbacks of online interviews conducted using text and video. While text-based systems give anonymity and freedom, which may promote open sharing, video methods offer more dynamic interaction and visual signals, enhancing engagement. Both online forms, meanwhile, may fall short of in-person interviews in terms of detail.

Renosa, M. D., & McCreesh, N. (2021) The advantages and disadvantages of both in-person and online interviewing techniques are assessed in this systematic review. It concludes that because of the greater rapport and nonverbal connection during in-person interviews, more detailed, nuanced answers are provided. Online interviews, on the other hand, are more flexible, particularly in settings with limited resources or health concerns. The study emphasizes the effects of interview format on interviewer influence, data quality, and participation rates. It implies that if researchers overcome technological obstacles and modify their methods, online interviews can be just as successful.

Daniels, N., & Fry, R. (2021) Daniels and Fry look into how technological problems impact online interviews and find that they can impede data flow, rapport, and focus. Issues like slow connectivity, lag in the audio, or using new platforms can irritate interviewees and lower the quality of the interview. The study emphasizes how crucial it is to plan for any technical issues and provide participants with assistance.

Northwestern University (2022) With an emphasis on confidence and pleasure, this study investigates how residents interpret virtual versus in-person interviews. The findings indicate that although many valued the ease of virtual interviews, face-to-face contacts offered more confidence in decision-making, improved communication, and a stronger sense of connection. In face-to-face interactions, participants expressed more trust, which improved their ability to evaluate company culture. The study comes to the conclusion that interview efficacy is significantly influenced by individual choice and the perceived genuineness of interactions.

Joinson, A. N. (2005) Joinson investigates participant behavior and response quality in online interviews. He discovers that because of the perceived anonymity and less social pressure, internet forms could promote more self-disclosure. But they can also result in less emotional involvement and less spontaneity. According to the study, the lack of nonverbal clues in virtual interviews can result in misunderstandings or less complex communication.

Selm, M., & Jankowski, N. W. (2006) This study examines the benefits and drawbacks of internet-based research techniques, such as online interviews. Cost effectiveness, time savings, and increased participant reach are among the advantages. Limitations include weakened interpersonal dynamics, possible diversions, and less control over the surroundings.

Namey, E., & Guest, G. (2020) Namey and Guest compare participant involvement and data quality between in-person and online interviews. They discover that, with careful facilitation, online interviews can reach a similar level of depth, but they call for modifications in question structuring and rapport-building. Because of the greater social and sensory environment, in-person methods usually produce more complex responses. The study highlights that participant characteristics, the interview topic, and technological settings all affect how effective each method is.

SAGE Publications (2022) This study examines the effects of virtual interviews on sampling and recruiting in qualitative research. It concludes that while internet interviews provide access to geographically scattered and diverse people, sampling bias may be introduced as a result of digital divides.

Heiselberg, L., & Stępinska, U. (2022) The impact of interview type and method on research findings is further explored by Heiselberg and Stępinska in their second contribution. They contend that, particularly in comparison studies, choosing the appropriate interview format is essential for data validity.

Khan, S., & MacEachen, E. (2022) The authors of a related study look at technological obstacles in virtual interviews, including device restrictions, internet erratic behavior, and software bugs. They discover that these problems can result in data loss, decreased flow, and dissatisfaction. The study

suggests selecting trustworthy platforms and providing participants with quick technical orientations to get them ready. It also draws attention to how differently low-income or marginalized participants are affected by tech concerns. In order to ensure that technological difficulties do not jeopardize participant experience or data integrity, Khan and MacEachen promote inclusive design in online research.

Lobe, B., Morgan, D. L., & Hoffman, K. (2022) This section of the authors' study focuses on the need for interviewing methods to change for virtual settings. They examine the differences between online and in-person forms in terms of question wording, turn-taking, and visual signals. According to the study, in order to sustain participant involvement and guarantee data richness, virtual interviews need to be more carefully planned and conducted.

Renosa, M. D., & McCreesh, N. (2021) The approach and results of the two interview formats are compared in this work. It concludes that internet interviews save time and money, but in-person interviews encourage more emotional expressiveness and trust. The study highlights how crucial context is when choosing an interview format, particularly when taking participant preferences or logistical limitations into account.

Northwestern University (2022) Northwestern's follow-up focuses on participant satisfaction and participation in virtual versus in-person settings. It shows that while many participants reported feeling more at ease and under less pressure in virtual environments, they occasionally had trouble staying focused or staying engaged. On the other hand, face-to-face interviews required more time but promoted concentration and deeper engagement.

Joinson, A. N. (2005) Joinson examines the effects of anonymity on behavior in online contexts in another pertinent work. Although participants might reveal more, their answers could be less impromptu or emotionally charged. The study highlights how social desirability effects and interviewer bias might be lessened through online interviews.

Lobe, B., Morgan, D. L., & Hoffman, K. (2022) Future research directions in virtual interviewing are covered in this part, with an emphasis on the necessity of improving methods and integrating technology. In order to evaluate the quality of long-term data and thoroughly examine participant experience, the authors urge more comparison studies. In addition to examining how artificial intelligence or virtual reality can influence future qualitative techniques, they advise investing in interviewer training for virtual situations. The study also emphasizes how critical it is to solve moral dilemmas like consent and privacy in online settings.

Research Methodologies

Introduction

The methodical strategy and procedure utilized to carry out research is referred to as research methodology. It includes the methods, approaches, and resources used for data collection, analysis, and interpretation. The validity, reliability, and suitability of the study for answering the research questions or hypotheses are guaranteed by a clearly specified research technique. Typical components of research technique include: The research methodology (qualitative, mixed-methods, or quantitative) The research design (experimental, exploratory, descriptive, etc.) Techniques for gathering data (such as surveys, interviews, and observations) Methods of sampling Methods for data analysis Descriptive research Instead of testing cause-and-effect relationships or manipulating variables, the study aims to describe and understand interviewee preferences between virtual and in-person interview formats. Descriptive research is best suited for studies that aim to observe, explain, and document characteristics of a population or phenomenon. The study's objective of methodically characterizing interviewee preferences without affecting or changing any factors is why descriptive research was selected. It offers a thorough grasp of contemporary attitudes and trends, which is crucial for creating hiring procedures that are both efficient and appealing to candidates.

Research design:

Research type

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Population and sampling:

Target population: In the survey 52.8% employee are female and 47.2% employee are male, and Employment status is that 78.8% employees are working full time, and rest are working as parttime and studying in school.

Data collection methods

Primary data collection:

- Surveys and questionnaire
- Interviews

- Observations

Secondary data collection:

- Literature review
- Company reports

Data Analysis and Interpretation

- The distribution of genders is fairly balanced, with slightly more men than women.
- Every responder had conducted interviews before, most of them in both virtual and in-person settings.
- Most respondents believe virtual interviews are more cost-effective, with most agreeing or strongly agreeing.
- Virtual interviews provide several difficulties, such as connectivity and technological difficulties, a lack of a personal rapport with the interviewer, trouble displaying nonverbal clues, and environmental distractions.
- Travel arrangements, anxiety or anxiousness, performance pressure, and trouble reading interviewers' nonverbal clues are some of the difficulties that arise during in-person interviews.
- Respondents are generally anxious during interviews; 43.3% reported being anxious during both virtual and in-person interviews, 26.7% during in-person interviews exclusively, and 7.5% during virtual interviews only.
- 42.3% people says for work experience in-person interview is better, 26.9% people says virtual interview is better.

Limitations

- Lack of control group: There is no control group of respondents who have never completed an interview before, which could restrict our ability to determine how respondents' experiences and preferences are influenced by their past experiences.
- Insufficient investigation of online interviewing platforms
- tiny sample size: Although the sample size is not stated, it might be quite tiny, which could reduce the statistical power.

Suggestion

To gain a better understanding of how comfort levels and preferences are impacted by familiarity with interview forms, include respondents who have never participated in an interview before.

To improve the results' statistical reliability and generalizability, increase the number of participants.

To help candidates feel less anxious, provide them practice exercises or training sessions that concentrate especially on controlling nonverbal communication in online environments.

Conclusion

The purpose of this study was to compare virtual and in-person interviews and investigate interviewee preferences. The research's conclusions draw attention to the trade-offs between virtual and in-person interviews as well as the complexity of interviewee choices. On the one hand, both interviewers and interviewees find virtual interviews to be a desirable alternative due to its cost-effectiveness, convenience, and flexibility. The overall interview experience, however, could be negatively impacted by the absence of nonverbal clues, technical difficulties, and little opportunity to establish rapport. Conversely, face-to-face engagement, nonverbal communication, and a more thorough understanding of the company culture are all made possible by in-person interviews. They might, however, be constrained by financial, temporal, and geographic limitations.

According to the study's findings, interviewee preferences are impacted by a variety of factors, such as personality traits, demographic attributes, and prior experiences with in-person or virtual interviews. Some interviewees could appreciate the face-to-face interaction and nonverbal clues of in-person interviews, while others might prefer the ease and flexibility of virtual interviews. This study has important ramifications for businesses looking to streamline their hiring procedures. Organizations may create recruitment strategies that meet the needs and preferences of their target applicants by knowing interviewee preferences and the trade-offs between virtual and in-person interviews. In conclusion, this study emphasizes the necessity of a sophisticated and context-specific strategy to hiring, one that considers the intricacies of interviewee preferences and the trade-offs between virtual.

Organizations can improve candidate happiness, the entire interview experience, and the efficiency of their hiring procedures by implementing such a strategy.

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For completion of this research paper. I have taken the dates, facts and necessary information **from the following source.**

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