

Practice and Exploration of Interview in Hospital Public Recruitment

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Abstract: After entering the era of economic knowledge, for the development of enterprises, the role of human resources in enterprise development is more important than material resources, for which, hospitals have no exception. With the continuous development of the society and the continuous progress of the medical industry, in order to meet the medical service needs of the general public, hospitals must expand their scale, which requires seeking more human resources. The interview is a very important link in the hospital's public recruitment. The author explores and analyzes the current situation of the practice and application of interview, and puts forward the practical application and exploration strategy of the interview in hospital public recruitment, hoping to help improve the hospital's human resources.

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As an important organization in the medical and health industry, the hospital undertakes a lot of public affairs. The professional level and quality of hospital medical staff not only affect the development of the hospital, but also directly affect people's health. Therefore, hospitals should choose talents strictly and carefully when they recruit talents. In order to ensure the quality of the recruited talents, candidates need to be interviewed after passing the written examination and go through

screenings in order to establish a high-quality medical staff team.

1 Current Situation of Practice and Application of Interview in Public Recruitment of Hospital

1.1 The preparatory work is more complicated

In the process of public recruitment in hospitals, there are many positions to be recruited and many applicants to be interviewed. Not only do we need more positions for interviews, but we also need a large number of staff as interviewers. It can be seen that preparatory work is complicated before the interview. Not only do we need to transfer the staff to be responsible for the interview, but also we need to arrange the staff to be responsible for scoring. At the same time, we also need to find many interview places. Therefore, the practical application of interview in public recruitment needs of hospital consumes more manpower, material resources and the cost of human resources increases.

1.2 Interviewers capacity is lack of consistency

In the process of public recruitment in hospitals, the number of candidates participating in the interview is relatively large. In order to complete the interview as soon as possible, it is necessary to divide them into different specialties and conduct the interview at the same time. Each speciality needs to assign more staff as interviewers. However, in the process of transferring staff, it is difficult to ensure that the level of all staff transferred from the same discipline is similar.

1.3 The fairness and impartiality of the interview cannot be guaranteed

Although the hospital has formed a relatively complete set of quantitative scoring procedures for interviews through continuous practice and application of interviews in public recruitment at present, the selection and scoring of questions have been made manually, and the difficulty of selected questions, the professional level of interviewers, and the awareness of supervisors may all have certain effects on the interview scores of candidates. During the whole interview process, there are a lot of manual operations. It is difficult to ensure the fairness and impartiality of the interview. As a candidate examination, the first thing to be guaranteed is the fairness and justice of competition.

1.4 The investigation of comprehensive professional ability for the candidates is not enough

Medical discipline is featured by strong practicality and relatively fine division of specialities. In the interview process of public recruitment, many hospitals simply divide all the interviewed candidates into specialities such as internal medicine, surgery, paediatrics, gynaecology, clinical laboratory, medicine and so on. The topics of the designed interview are short of pertinence. In addition, some interview questions issued may not only reflect the professional level shown by the candidates in the recruitment positions, but also make it difficult for candidates to use detailed language answers to show their competence and professional level. Basically what can be detected in the interview is the psychological quality and language expression ability of the candidates.

2 Practice and Exploration Strategy of Interview in Hospital Public Recruitment

2.1 In-depth analysis of public recruitment positions in hospitals

As for the practical application of interview in hospital public recruitment, if we want to fully play the important role and value of interview, we should make an in-depth analysis of each position of recruitment in the hospital before the specific interview so as to clarify the requirements of each position on the professional ability and professional quality of the candidates. The purpose of public recruitment in hospitals is to form a consistent and high-quality team of medical staff and to

make every staff member competent for his/her job^[1]. From this, we can see that the analysis of the position before the interview is very important. According to the characteristics of different positions, we organized the department job test and skill test before the interview, in order to more comprehensively and systematically understand the candidate's ability to fit the job. The content of the analysis mainly includes the general requirements, psychological quality requirements and physiological requirements of the candidates, etc. At the same time, the ability and quality that the candidates must have been divided and evaluated in detail. After the importance of each inspection and evaluation index is analyzed, the weight of each inspection index is allocated well.

2.2 Identify the recruitment criteria for public recruitment

After analyzing the positions that are available in hospitals, we should scientifically and reasonably formulate the corresponding basic standards for recruitment, and design interview questions with strong pertinence^[2]. The design not only needs to have wider coverage, but also needs to have strong pertinence, so that the candidates can express clearly through language. In addition, through the analysis and expression of the applicant's problems, we can fully understand whether the applicant's professional ability, professional accomplishment, etc is qualified for the position he is applying for.

2.3 Scientifically formulate the interview scoring standards

In the process of recruitment in hospitals by interview, human resources management departments, expert consultants and departments with the need for employment should jointly participate in the formulation of the interview scoring standards and participate in the interview. The staff from the human resources management department shall be responsible for examining the qualifications, work experience, requirements for salary and welfare benefits, main motivation for job hunting, etc. The department with the need for employment shall be responsible for examining the degree of mastery of professional knowledge and skills of the candidates, while the expert consultants shall be responsible for examining some relatively special projects. For example, when the hospital interviews the candidates for the position of an outpatient medical director, the interview is

mainly completed by the head of the human resources department and outpatient department in the hospital. The requirements for the professional quality of the candidates in the guiding positions of outpatient service in hospitals are relatively low. Therefore, experts and consultants are not required in the interview when the candidates for the service guiding positions in the outpatient department are interviewed.

2.4 Reasonable design of interview evaluation form

In the process of applying interview to public recruitment activities in hospitals, interview evaluation forms should be designed reasonably, not only in a standardized format but also with specific points. In addition, different score values should be reasonably set for each problem in the interview evaluation form, so as to know the gap between different candidates and fully reflect the quality of them, thus providing an important basis for the final employment decision of public recruitment. Some blanks should be left following the score column of the evaluation form so that during the interview, the examiner can record some unique opinions and outstanding performances expressed by candidates.

2.5 Establish a harmonious relationship with the applicant

Before formally interviewing candidates, the staff responsible for the interview should use a short period of time to establish a harmonious relationship with the candidates, so as to ease and relax the tense atmosphere for the interviewee^[3]. Usually, the interviewer will casually ask one or two more topics before asking the formal interview questions. This topic may have nothing to do with the job. Only in order to let the applicant relax to pass through the interview, which can fully show the advantages of the applicant. This is more helpful for the interviewer to make an accurate employment judgment.

2.6 Interviews are conducted by means of man-machine dialogue

As for the practical application of interview in hospital public recruitment, if only the face to face interview is used, it is inevitable that some test questions cannot be clearly expressed through language, interview test questions are not comprehensive enough, which will have a certain influence on the final employment decision and fully understand the applicants. In order to

solve this problem existing in the interview, the hospital should keep pace with the development of the times and conduct the interview by means of man-machine dialogue, so as to inspect the professional ability and professional level of the applicant comprehensively, and thus make an evaluation on the applicant objectively^[4]. In the interview by means of man-machine dialogue, the computer-aided system can continuously ask questions for simulated clinical cases and can simulate the clinical reception. Candidates are required to simulate the actual work of the reception, examination, diagnosis, put forward treatment plans, etc., in order to allow the interviewer comprehensively evaluate the professional ability of the candidates.

2.7 Use brainstorming in the interview process

The purpose of brainstorming is not to limit someone's imagination, but allow the participants to fully carry out free association and discussion, so as to generate new ideas and innovative ideas^[5]. When interviewing candidates, the hospital can organize several candidates to sit around the table, and the interviewee will issue the interview topic. On the basis of ensuring that everyone understands the topic, the hospital will allow the candidates to freely express their opinions within a specified period of time, so as to fully carry out the association, and express all relevant contents and plans associated with the topic. The brainstorm can reflect the applicant's creativity and innovative thinking. Special attention should be paid to the fact that before organizing candidates to brainstorm, interviewers should divide candidates into groups according to different majors. Candidates with the same major or similar majors are divided into the same group. Usually, each group has six to eight people. The brainstorming time in the group is usually limited to about half an hour. Interviewers can choose a hot topic in the medical industry for candidates to discuss, such as the establishment of a harmonious relationship between doctors and patients, the establishment of noble medical ethics, etc. Stimulating candidates' innovative thinking by hot topics, candidates can enter the state of discussion and association in a short period of time, and generate the desire to express their own unique opinions. During the brainstorming process, the interviewer should record the applicant's performance in the whole process. And the expert or consultant can give a reasonable score to each candidate through watching, which provides an important basis for the final employment decision.

3 Conclusion

All in all, in recent years, with the continuous development and progress of society and economy, the development of medical and health industry has been greatly promoted. The scale of hospitals has been continuously expanded, and the demand for talents has also been increasing. At the same time, better requirements have been put forward for talents. For today's enterprises, human resources are far more important than material resources, which are same as the hospitals. In order to meet the further development of the hospital and the increase of people's demand for medical and health services in the hospital, the hospital must expand the medical staff. In the process of public recruitment, hospitals should pay attention to strengthening the practical application of interviews, so as to screen out the best-qualified talents who can be competent for the job through different screening and

all-round investigation.

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