



## **A functional model of hiring interview selection decision: An image theory perspective**

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### **Abstract**

As an evaluation tool for hiring the right talent, the interview is the most widely used instrument in human resource management and plays a significant role in personnel decisionmaking. Research on hiring interviews gradually turned to the study of the dynamic process of interviewing, especially the research on interview decision-making. Nevertheless, there is relatively little research on interview decision-making, and even fewer can use decision theory to examine the interview decision-making process. This research used image theory to address the hiring interview decision-making process. We used information as an image to conceptually analyze how interviewers are motivated to take the final decision. We have proposed a functional model of the decision-making process and concluded with a schema for future research.

**Keywords-** pre-interview impression, judges CSE, interviewees behavior