

Asynchronous Video Interviews (A.V.I.)

Adaptation of an online evaluation platform to an experimental research protocol



With the evolution of digital technology and the democratization of remote working, more and more companies are resorting to use remote recruitment (we speak of asynchronous video interviews).

The principle is as follows: the candidates receive an invitation from a company to connect to a site; they then receive a list of questions to prepare and records their answers. The candidates answers are then sent and evaluated by an automatic analysis system integrating AI and/or by a human recruiter.

Two UGA laboratories are working together to study this new mode of recruitment:



The CERAG (Center for Applied Management Studies and Research), will observe the behavior and feelings of a sample of several hundred individuals placed in an application situation.



The LIG (Grenoble Computer Science Laboratory), will observe the digital data produced for the interactions necessary in these tasks (videos, answers to questionnaires, activity traces on the interface, click logs...).

This new recruitment process offers several advantages for companies and candidates, including:

Flexibility: Candidates can answer interview questions at their own pace, at any time and from anywhere.

Time-saving: The recruiter does not need to be present, as candidates respond to pre-recorded questions avoiding scheduling individual interviews.

Cost savings: Asynchronous Interviews eliminate the costs associated with travel, accommodation, and renting rooms for face-to-face interviews.

Employer branding: Asynchronous Interviews can be personalized to reflect the company's brand, which can help attract more candidates.

Better evaluation: Recruiters have the ability to review and evaluate candidates' responses as many times as they want.

Wide reach: Asynchronous Interviews allow companies to find qualified candidates from anywhere in the world.

However, we do not yet know the limits of this recruitment method that can raises some ethical questions. They can lead to a lack of personal interaction and connection between the candidate and the recruiter. Also, on an asynchronous interview, the interviewer cannot ask follow-up questions to clarify or expand on a candidate's responses. This can make it more challenging for interviewers to gather all the information they need to make an informed decision.



To carry out these studies, an experimental protocol was defined by the CERAG. It defines in a precise way the steps of the study as well as the questions which will be asked to the candidates.

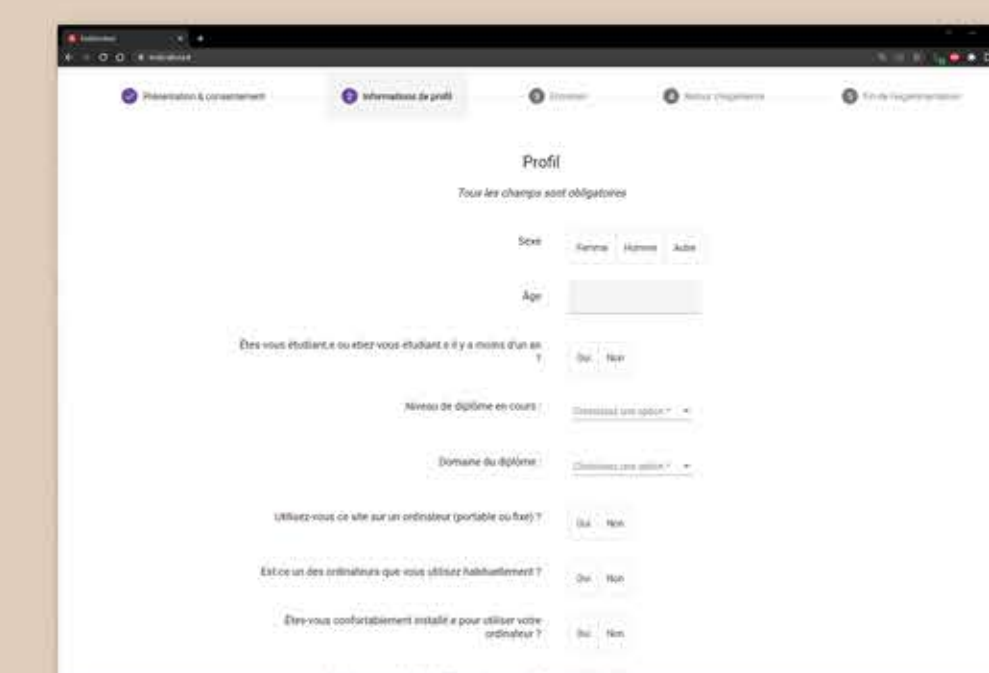
An experimentation platform, "EmotX", resulting from previous work carried out at the LIG, supports a similar experimentation protocol (same type of data collected). Our work consisted in adapting this platform for the needs of this new study by recreating the aspect of an asynchronous video interview platform.

Here are the different steps that the candidates will have to perform:



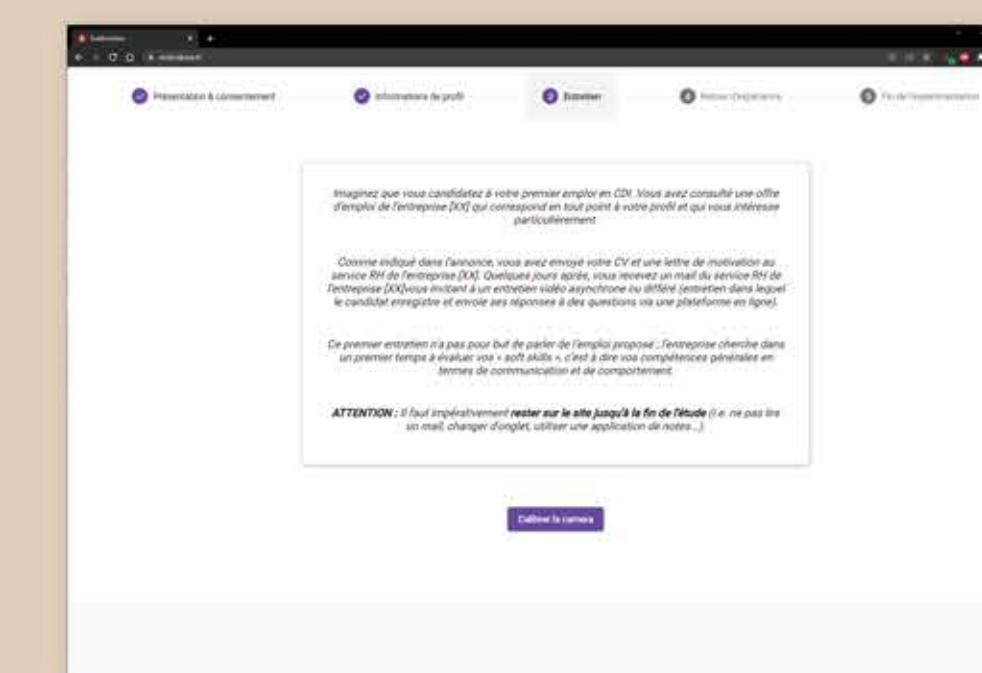
1. Presentation & consent

Candidates are informed of their rights then gives their consent for the re-use of images and videos.



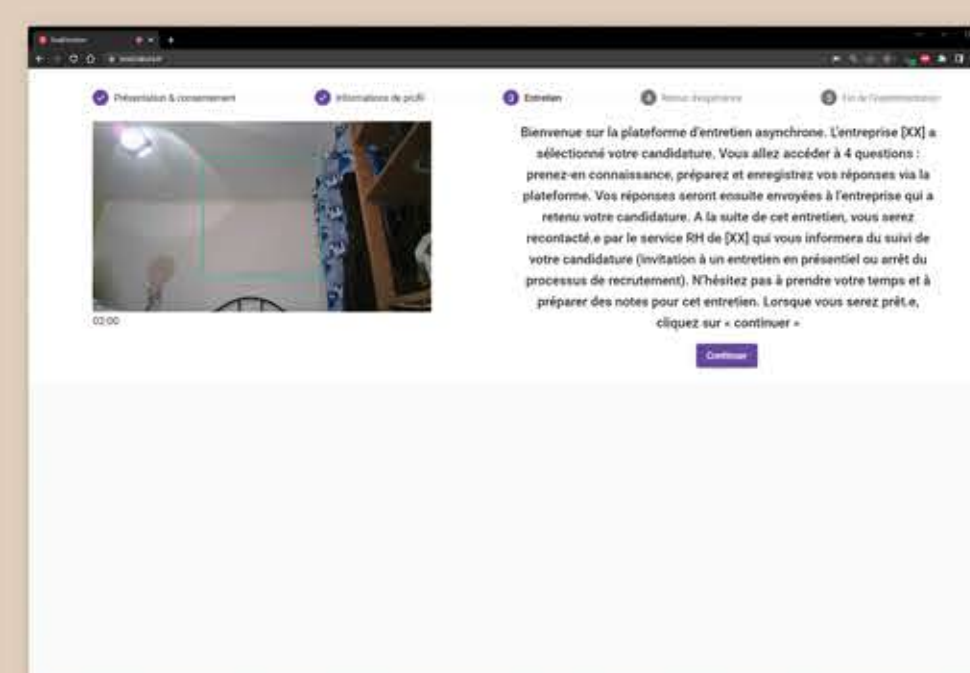
2. Profile data

Collects information about the user's profiles such as age or level of education



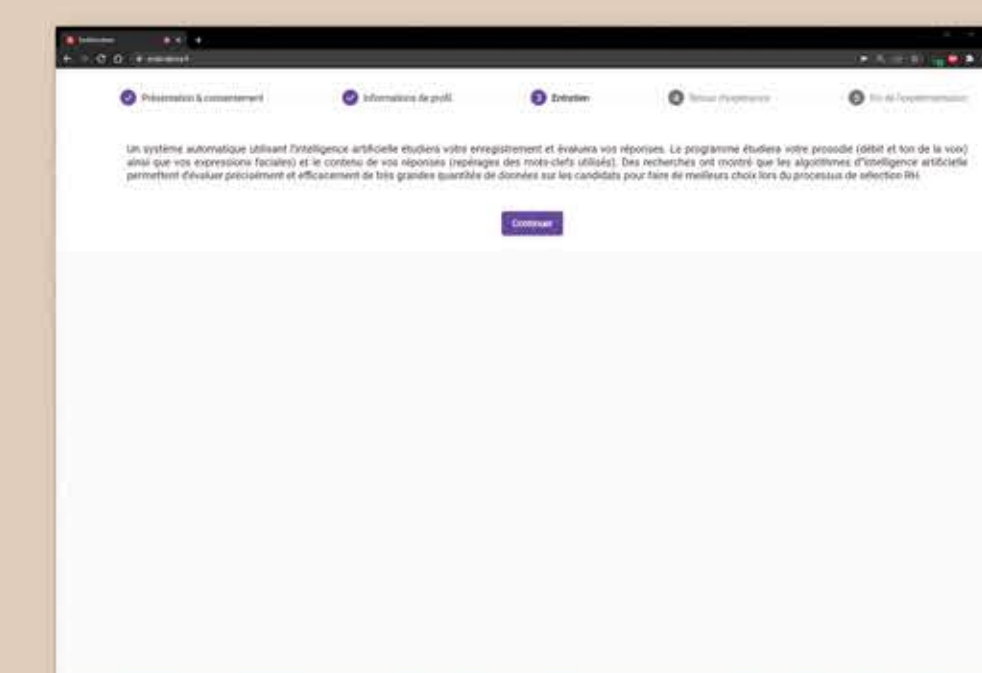
3. Setting the context

Informes the candidates that they will be interviewing for a job



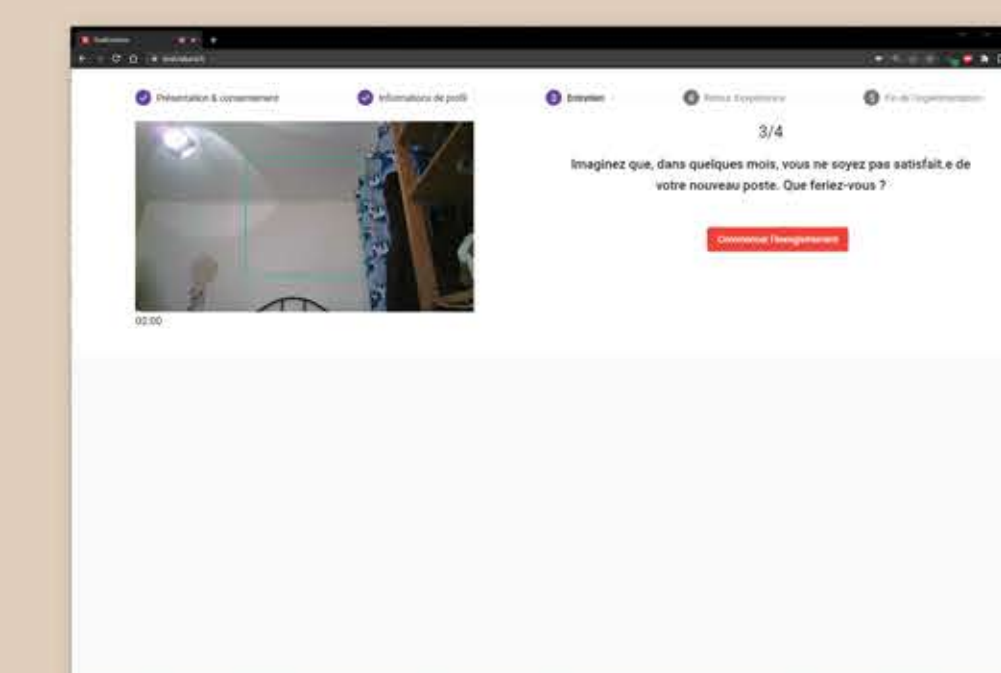
4. Instructions

The candidates are now on the interview platform. The instructions are given as in real interview conditions.



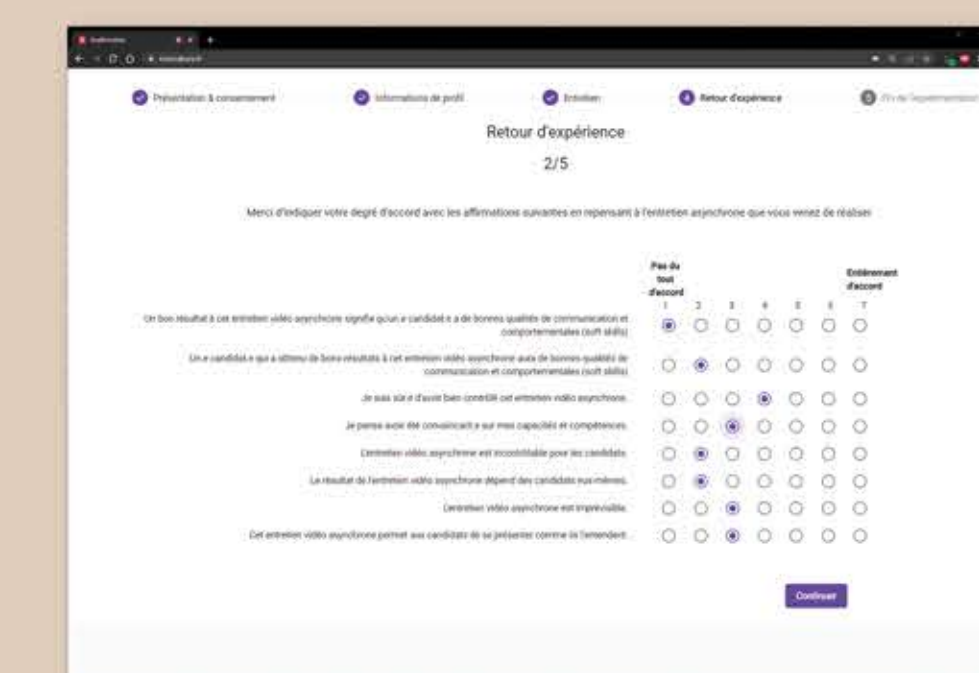
5. Randomized condition

Applicants are randomly assigned to one of six conditions. Following this condition, a message informing the candidates of the way their answers will be analyzed is displayed.



6. Interview

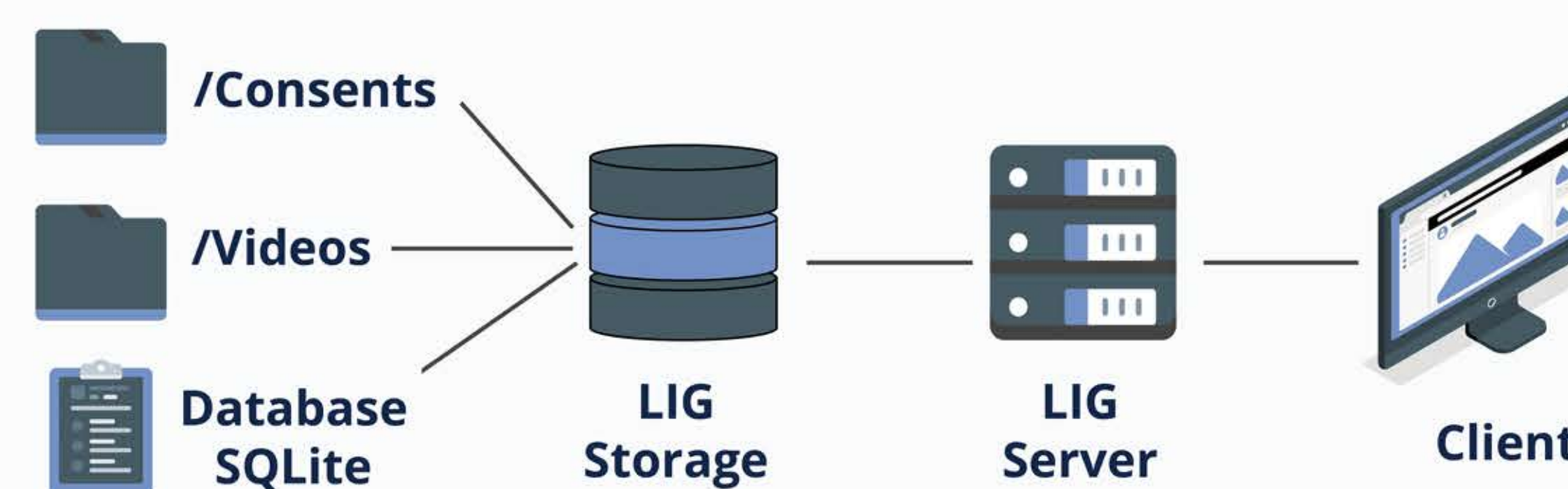
Candidates record their answers on video for each question. They have unlimited preparation time.



7. Feedback

Once the interview is over, the candidates are asked a series of questions about their feelings regarding this recruitment method.

The application is based on a client-server architecture. The LIG's servers host the back-end of the application in charge of storing information on the candidate's profile, a copy of the consent form, his answers during the interview, as well as his interaction with the platform (click logs...).



Together, these technologies provide a flexible stack for building modern web applications. Angular provides a robust front-end framework, while Express JS and SQLite provide a scalable and efficient back-end infrastructure. And GraphQL helps to simplify API development and optimize data retrieval.

Front-end



Back-end

