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"The psychology of candidate during interview performance: understanding the behavioral patterns"

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Abstract:

The interview process is a crucial step in the recruitment process where a candidate's skills, qualifications, and suitability for a particular job role are assessed. In order to succeed in an interview, candidates must display certain behavioral patterns that demonstrate their professionalism, confidence, and ability to communicate effectively. In addition to one's qualification, knowledge, skills and experience, Dress code and Body Language make a huge difference in impressing the interview panel. Dressing smartly is as important as speaking smartly, and so everyone tries to look well-groomed and professional. The important thing is that at the time interview, one should be flawlessly dressed and take care of his/her appearance and try to be as natural as possible. The term "body language" includes manner, gesture, or posture and eye contact for conveying meaning to the observers and to those who are involved in the particular context. The selection panel observes candidates appearance, frequency of eye contact, postures, gestures and facial expressions. Dress code and Body Language are the two important aspects of Non-verbal communication and interaction process involves both Verbal and Non-verbal communication. A harmonious blend of both Verbal and Non-verbal communication assures a win-win situation to the candidates.

This research paper explores the behavioral patterns of candidates who are facing an interview and the impact these patterns on their chances of being selected for a job.

Keywords:

Dress Code, Verbal communication, Non-verbal communication, Body Language, Interview, MNCs, Personality, behavioral patterns.