Oral Defense Announcement
University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Psychology with an emphasis in Industrial/Organizational Psychology

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M.A. in Psychology, May, 2017, University of Missouri-St. Louis
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Characteristics of Notes Taken During the Employment Interview and Their Impact on Organizational Outcomes

Date: March 30, 2020
Time: 10:00 a.m. to 12:00 p.m.
Place: Remote

Abstract
Note-taking during the interview process has been recommended by both academics and practitioners. However, little research on note-taking in employment interviews exists. Although the limited amount of research points to the benefits of note-taking, characteristics of the notes taken have not been studied in detail and in relation to many organizational outcomes. As such, this study examined characteristics of note-taking (including job relatedness, detail, and valence) and their impact on interview question scores, hiring recommendations, hiring decisions, employee performance, and turnover. Archival data from an organization was utilized and the notes taken during employment interviews were coded to better understand the relationship between characteristics of notes and organizational outcomes. Results showed that the characteristics of notes taken during interviews (job relatedness, detail, and valence) were not significant in moderating the relationship between interview ratings and hiring recommendations, but were significant in moderating the relationship between interview ratings and hiring decisions. Only valence was significant in moderating the relationship between interview ratings and performance. However, none of the moderators were practically significant. While note-taking characteristics were not significantly correlated with performance, they were significantly related to decisions by interviewers (hiring recommendations and hiring decisions) and interview scores, which in turn were predictive of performance.

Defense of Dissertation Committee
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