



## **BEHAVIORAL EVENT INTERVIEW TRAINING TO IMPROVE COMPETENCY-BASED INTERVIEW SKILLS IN PSYCHOLOGY STUDENT**

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### **ABSTRACT**

One of the undergraduate psychology qualifications (S1) compiled by the Indonesian Psychology Colloquium (AP2TPI, 2019) is being able to conduct observations, interviews, and psychological tests on human behavior phenomena based on the basic concepts of psychological theory with the primary competence understanding the basic principles of psychodiagnostic, being able to apply the principles of observation and interview and able to administer, score and interpret certain psychological tests. Currently, one type of interview technique that is often used in work is the behavior-event interview (BEI). According to McClelland (1998), interviews using competency-based methods have been widely accepted and proven in many studies to test the strengths and weaknesses of the interviewee. Competency-Based Interview Structures are also effective in minimizing subjective assessments that interviewers often do not realize. Therefore, the skills to conduct interviews based on these competencies are considered important for Psychology graduates.

**Keyword: Behavior-Event Interview, College Student, Psychology,**

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## **INTRODUCTION**

One of the undergraduate psychology qualifications (S1) compiled by the Indonesian Psychology Colloquium (AP2TPI, 2019) is being able to conduct observations, interviews, and psychological tests on human behavior phenomena based on the basic concepts of psychological theory with the main competence understanding the basic principles of psychodiagnostic, being able to apply the principles of observation and interview and able to administer, score and interpret specific psychological tests. Based on this, the ability to conduct interviews based on the basic concepts of correct psychological theory is important for graduates of Psychology in Indonesia to possess.

According to Cash and Stewards (2008), the interview is a communication process of interaction between two parties, at least one of whom has determined a serious goal, which involves a question and answer process it. Currently, one type of interview technique that is often used in work is the behavior-event interview (BEI). According to McKay (2020), the behavioral interview is an interview technique that asks candidates to give examples of handling work-related situations. When conducting the IDX, candidates are asked to provide examples of their past experiences during lectures and at their previous work.

The concept of BEI first appeared based on McClelland's (1973; 1998) opinion that competency measurement should be developed as an alternative to measuring intelligence ability in predicting one's success at work. Remember that IDX is more specifically used in the world of work settings, especially in employee selection and promotion.

When the company wants to select someone to join the company, technical knowledge and skills are important. Without the basic technical skills requirements, it is predicted that prospective employees will not be able to carry out their jobs satisfactorily. However, a recruiter/HRD/HR cannot only take into account prospective employees' knowledge and technical skills. A person's competence also contributes to his performance and allows that person to develop to meet the next managerial or strategic position's demands.

Competence becomes increasingly important as a determining factor for outstanding performance if the complexity of the work increases. Research shows that, in complex jobs, outstanding performers contribute up to twice the average performer in terms of the value of the results achieved. The investment in competency assessment at the selection or promotion stage is valuable.

A competency-Based Interview is a structured way to collect evidence regarding the job competence of the interviewee. By increasing the quality and quantity of evidence collected about the person being interviewed, the interviewer increases the likelihood of selecting the best candidate for the job. According to McClelland (1998), interviews using competency-based methods have been widely accepted and proven in many studies to test the strengths and weaknesses of the interviewee. Competency-Based Interview Structures are also effective in minimizing subjective assessments that interviewers often do not realize. Therefore, the skills to conduct interviews based on these competencies are considered important for Psychology graduates.



## METHODS

These community service activities in training are carried out online (online) through the zoom application on September 26, 2021. This activity is one of the events in a series of activities to commemorate the 58th Anniversary of the Faculty of Medicine, Sriwijaya University. This activity is a collaboration between the Research and Community Service Unit, Faculty of Medicine, Sriwijaya University, the psychology laboratory of the Unsri Medical Faculty, and the BEM of the Psychology Study Program of the Unsri Faculty of Medicine. The training activity was held on September 26, 2021, from 08.00 to 14.00 WIB. The training participants are students of the Psychology study program of the Faculty of Medicine, Sriwijaya University. 42 participants registered to take part in this activity. On the day of implementation, 35 people participated in the activity.

## DISCUSSION

At the end of the session, the evaluation of participants' assessment of the training activities was provided. Thirty-five participants fill the link. The results of filling out the evaluation results by participants will be explained in more detail as follows:

a. Distribution of participants by college class

College years	total	Percentage (%)
2021	11	31.43
2020	10	28.57
2019	6	17.14
2018	8	22.86
Total	35	100

b. Participants' assessment of the implementation of the training event

For this section, participants were asked to give a 1-5 from very dissatisfied-very satisfied. For more clarity, can be seen in the illustration of the assessment below:

very dissatisfied    1        2        3        4        5        very satisfied

From filling out the participant evaluations, the following results were obtained:

Participant Response	total	Percentage (%)
1	1	2.86
2	0	0
3	0	0
4	3	8.57
5	31	88.57
Total	35	100



- c. Participants' assessment of the material that has been given during the training  
For this section, participants were asked to give a score range of 1-5 from very dissatisfied-very satisfied. From filling out the participant evaluations, the following results were obtained:

Participant Response	total	Percentage (%)
1	0	0
2	1	2.86
3	2	5.71
4	7	20
5	25	71.43
Total	35	100

- d. Participants' assessment of the trainer in delivering the material

Participant Response	total	Percentage (%)
1	0	0
2	1	2.86
3	1	2.86
4	5	14.28
5	28	80
Total	35	100

- e. Assessment of participants to trainers in providing training

Participant Response	total	Percentage (%)
1	0	0
2	1	2.86
3	1	2.86
4	6	17.14
5	27	77.14
Total	35	100

In addition to the quantitative assessment, participants were also asked to write down their impressions, criticisms, and suggestions for the qualitative/written training that had been given. The results of filling out participant evaluations can be seen more clearly in the link included below.



## CONCLUSION

The provision of this training gave a positive impression to the participants of the activity. The material provided has given new knowledge to the participants and was given well by the presenters so that the participants well received it

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