

## LA ENTREVISTA

### ¿Qué es una entrevista?

Es un proceso de comunicación entre dos personas (entrevistador y entrevistado), supone una correspondencia mutua entre ambas partes, y consiste en palabras, gestos, posturas, y otros conectores. Cuyo objetivo es obtener información encaminada a tomar una decisión de reclutamiento y selección para la colocación benéfica, tanto para el entrevistador como para el candidato.

La entrevista es considerada como una herramienta universal para el proceso de reclutamiento y selección de personal. La mayoría de las instituciones utilizan en un 99% la entrevista para evaluar a los candidatos.

Las condiciones adecuadas para su realización es dentro de un ambiente de confianza y respeto (empatía). El entrevistador es quien conduce la entrevista, dentro de un marco de confiabilidad para descubrir las competencias y cualidades que distinguen a una persona. Aceptando que todas las personas tenemos fortalezas y áreas de oportunidad.

Lo que distingue a un entrevistador profesional es su habilidad para indagar mas allá de la primera respuesta del candidato a una pregunta.

Lo esencial al comenzar una entrevista es tener totalmente la claridad del perfil del puesto o vacante anunciada en la bolsa de trabajo.

Durante el proceso de reclutamiento y selección hacemos uso de un tipo de entrevista que se adapta y es de gran utilidad en la Bolsa de colocación del SNEGRO:

- ✚ **Entrevista Inicial:** Pre-entrevista, tiene como propósito evaluar si el candidato cumple con los requisitos básicos para iniciar el proceso de reclutamiento, selección y colocación laboral. Es muy corta, durra 30 minutos, para verificar el perfil del candidato.

Para realizar una entrevista con éxito, se requiere de conocimientos y habilidades por parte del entrevistador, además de aplicar el tipo de Entrevista mas adecuada, según la finalidad que se pretenda alcanzar. De acuerdo a la función de la conducción de la entrevista existen los siguientes tipos:

# Entevista Por Competencias Manual Doc

**Wolfgang Guggemos**



## **Entevisita Por Competencias Manual Doc:**

### **El perfil competencial del puesto de director/a de marketing en organizaciones de la Comunidad de Madrid**

Palomo Vadillo, M<sup>a</sup> Teresa, 2008-10-24 Esta investigación pretende determinar el Perfil Competencial del Puesto de Director/a de Marketing en Organizaciones de la Comunidad de Madrid a partir de un Modelo de Gestión por Competencias generado por el propia autora. Los objetivos que han guiado su desarrollo son los siguientes:

- a) Analizar y desarrollar desde un punto de vista teórico el Concepto de Competencia propuesto por diferentes autores así como de los Modelos de Gestión por Competencias existentes. La consecución de este objetivo implica estudiar desde sus inicios hasta la actualidad el Concepto de Competencia para proceder a su delimitación y definición conceptual. Comprender el contenido y la naturaleza de las diferentes descripciones del puesto de Director/a de Marketing.
- b) Analizar y comparar diferentes Modelos de Gestión por Competencias.
- c) Enfocar la Gestión de las Competencias desde la perspectiva de la Dirección Estratégica y de la Dirección de Personas.
- d) Elaborar un Modelo de Gestión por Competencias para favorecer su contrastación y para comprobar su robustez.

La consecución de este objetivo supone determinar el Perfil Competencial del Puesto de Director/a de Marketing en Organizaciones de la Comunidad de Madrid. Establecer Prioridades entre las Competencias y sus Conductas Asociadas. Fijar el Nivel Competencial que se requiere para cada una de las Competencias.

En el Capítulo 1 se establece la Delimitación Conceptual de las Competencias mientras que en el capítulo 2 se establece la comparativa de los diferentes Modelos y Tipologías de las Competencias. Una orientación relevante es la conformada por la Teoría de los Recursos y las Capacidades queda reflejada en el Capítulo 3 Destacando la importancia de los recursos y las competencias pues son los verdaderos responsables de la sostenibilidad de las ventajas competitivas. Otra orientación teórica está relacionada con la Dirección de Personas mediante la Adquisición, Formación y Desarrollo de las Competencias. Ver capítulos 4 y 5. En el capítulo 6 se explica el planteamiento y la metodología de nuestro estudio en diferentes fases. En una primera fase decidimos que la metodología más adecuada era la Técnica Delphi. En la segunda fase el objetivo era elegir a los expertos. Nuestro Panel de Expertos quedó constituido por 24 Directores/as de Marketing que pertenecen a Organizaciones de Actividad Servicios 74,96% e Industria 24,81%. En la tercera fase un objetivo importante era obtener el Perfil Competencial del Puesto Director/a de Marketing así como conocer el peso de cada una de ellas. Para ello utilizamos una metodología de decisión multicriterio el AHP mediante su soporte informático del Expert Choice 2000. La cuarta fase está recogida en su totalidad en el capítulo 7. Este capítulo se dedica a la presentación de los principales resultados. Y al final en el capítulo 8 se presenta una síntesis de las conclusiones obtenidas en nuestro estudio.

*Cómo trabajar en equipo a través de competencias* Ángel José Olaz Capitán, 2017-04-21. En esta obra el autor analiza el trabajo en equipo como resultado de un conjunto de competencias sin las cuales no sería posible entenderlo. Aspectos tales como la comunicación, la motivación, la creatividad, la planificación, la negociación y el liderazgo se constituyen en elementos clave a través de los cuales es posible conseguir el paso de simples actividades en grupo a las potencialidades del

trabajo en equipo Con el fin de facilitar al lector o lectora una mejor y más rápida comprensión del contenido en este manual se ha evitado en lo posible el exceso de notas y referencias académicas sin sacrificar la rigurosidad que merece el análisis buscando su mayor adaptación a aquellas cuestiones reales que permitan poner en práctica su contenido sin dificultades Este libro no garantiza que por el hecho de su propia lectura el interesado en el tema sea capaz de llegar de un modo inmediato a su puesta en práctica tampoco se ha pretendido pero indudablemente contribuir a un mejor posicionamiento personal y permitir el diseño y realización y análisis de estrategias que conduzcan a la mejora del trabajo en equipo

Investigación en Administración en América Latina , **La educación formal de adultos en Europa: políticas y prácticas** ,2011 Recoge 1 Indicadores de contexto sobre la educación y formación de adultos 2 Definición del concepto de educación y formación formal de adultos 3 Estudiantes adultos y títulos hasta el nivel de secundaria superior 4 Los estudiantes adultos en la educación superior

Mundo hispánico ,1914 **Venezuela, visión plural** Sergio Aranda, Centro de Desarrollo Industrial del Ecuador, 2005 Conceptos de salud pública y estrategias preventivas Miguel Ángel Martínez González, 2018-02-23 El objetivo de este manual es facilitar a los estudiantes de la asignatura obligatoria Medicina Preventiva y Salud Pública de todas las facultades de medicina en universidades de habla española un texto sintético actualizado científico y completo del temario de la asignatura También sirve como material de texto para otros grados que contengan la asignatura Salud Pública como por ejemplo Farmacia Esta segunda edición incorpora nuevos capítulos como Ensayos de campo y otros ensayos de todo y análisis Epidemiología y prevención de enfermedades digestivas Enfermedad pulmonar obstructiva crónica Oligurias y recomendaciones alimentarias Es de destacar el carácter multiautor de la obra ya que si bien el autor principal pertenece a la Universidad de Navarra cuenta con la colaboración de un nutrido grupo de colaboradores tanto de España como de Latinoamérica La obra incluye contenido complementario online disponible en castellano a través de [www.studentconsult.es](http://www.studentconsult.es) ofreciendo los siguientes materiales batería de preguntas de autoevaluación y casos clínicos

*Ciência da informação* ,2008 Boletín judicial ,1986 **Léerere** Dante Medina, 1986 *Diario oficial México*, 2011 Clasificación decimal universal International Federation for Documentation, 1955 **Primera plana** ,1962 **La entrevista de selección** ,2001 *Jurisprudencia argentina* ,1957 *Perspectiva mundial* ,1994 Elija al mejor, cómo entrevistar por competencias Martha Alicia Alles, Martha Alles, 2003

**CONTENIDOS** La ciencia o el arte de entrevistar La preparación para la entrevista Los primeros 60 segundos Crear el clima 40 preguntas sobre la formación 72 preguntas sobre la trayectoria laboral 57 preguntas para determinar la adaptabilidad del candidato 30 preguntas sobre la adaptabilidad al puesto 30 preguntas sobre capacidad de liderazgo y de trabajo en equipo 80 preguntas sobre personalidad 192 preguntas sobre capacidades específicas 24 preguntas sobre otros intereses y para evaluar la manera de pensar o el sentido común 32 preguntas sobre temas económicos y objetivos profesionales 10 preguntas de cierre 50 preguntas que usted debe responder 40 preguntas personales realizadas con el buen gusto La importancia del registro de la entrevista Entrevistar por competencia Qué es entrevistar por

competencia Entrevistar por competencia J venes profesionales sin experiencia laboral 106 preguntas para niveles iniciales Entrevistar por competencia Per Elija al mejor (Nueva Edición) Alles, Martha, 2019-02-14 Nueva edici n 2017 La entrevista La entrevista por competencias Elija al mejor fue publicado en su primera versi n a fines de la d cada del 90 y fue uno de los primeros libros en nuestro idioma que haciendo foco en la entrevista abord la tem tica de Gesti n por competencias Tuvo desde entonces numerosas re ediciones A lo largo de este tiempo si bien los conceptos b sicos sobre selecci n de personas y sobre la entrevista en particular no se han modificados han cambiado sustancialmente las formas en que estos procesos se realizan las v as de comunicaci n los soportes en los cuales se registran los datos la manera de interactuar entre las personas y por ende los comportamientos relacionados de todos los involucrados Esta circunstancia ha motivado a su autora Martha Alles a reescribir integralmente esta obra cl sica y ofrecerle al lector una edici n completamente actualizada que expone las buenas pr cticas vigentes hoy en la materia en todos los aspectos La obra est dividida en dos partes en la primera se ve con todo detalle la entrevista de selecci n para aquellas organizaciones que no poseen modelos de competencias y en la Parte II se presenta la entrevista por competencias Este enfoque permite adicionalmente que las empresas que no hayan implementado a n el modelo de competencias puedan conocer criterios b sicos de esta modalidad de gesti n explicados en la segunda parte del libro para mejorar sus t cnicas de entrevista La obra est dirigida a entrevistadores diversos desde especialistas experimentados hasta aquellas personas que deban efectuar entrevistas circunstanciales o espor dicas Diccionario de preguntas Martha Alicia Alles, 2003 CONTENIDO Preguntas para competencias cardinales Preguntas para niveles ejecutivos Preguntas adicionales para evaluar la motivaci n para el cambio y las expectativas de desarrollo profesional Preguntas para niveles gerenciales intermedios y otros niveles intermedios Preguntas adicionales para evaluar la motivaci n para el cambio y las expectativas de desarrollo profesional Preguntas para niveles iniciales Preguntas para competencias del conocimiento Preguntas para e competences o entrevistar a la e people Competencias y preguntas ejemplos pr cticos Caso gerente zonal a cargo de una red de sucursales bancarias **Selecci n por competencias** Alles, Martha , 2016-12-21 Selecci n por competencias es una obra cl sica de Martha Alles editada por primera vez en el a o 2006 y con numerosas reimpressiones desde entonces A lo largo de este tiempo si bien los conceptos b sicos de un proceso de selecci n no han cambiado s lo han hecho algunos de sus aspectos especialmente por los avances tecnol gicos y particularmente por la irrupci nde las redes sociales Los social mediahan modificado tanto los comportamientos de las personas como los m todos de trabajo utilizados por las organizaciones en materia de reclutamiento reclutamiento 2 0 headhunting2 0 entre otros Por todas estas razones la autora consider necesario escribir desde cero un nuevo libro sobre selecci n de personas con el objetivo dereformular el total de los contenidos e incorporar nuevos temas de actualidad Como es habitual en diversas obras de la autora se encuentran disponibles para profesores de manera gratuita a trav s de internet casos pr cticos y o ejercicios destinados a lograr una mejor comprensi n de los temas tratados y que sirvan como material de apoyo para el dictado de

clases La obra est dirigida a miembros de organizaciones de todo tipo que llevan a cabo procesos de selecci n de personas como responsables internos o como consultores externos as como a los futuros jefes de las personas que ser nreclutadas Tambi n a estudiosos de diferentes mbitos acad micos profesores y alumnos ya buscadores de empleo

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