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JOB INTERVIEW AWARENESS AMONG TEACHER-TRAINEES

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ABSTRACT

Interviews allow employers to assess whether a candidate is a good fit for the company culture and the specific role. This includes evaluating not just technical skills but also interpersonal skills, attitudes, and values. While resumes provide a summary of a candidate's experience and skills, interviews offer an opportunity for candidates to elaborate on their qualifications, discuss their accomplishments in detail and explain any gaps or unique aspects of their career path. Interviews help employers evaluate a candidate's communication skills, including how well they articulate their thoughts, listen and engage in a conversation. Effective communication is crucial in most roles. A successful interview can establish a positive rapport between the interviewer and the candidate.

The present study focused on the job interview awareness among teacher – trainees in regular B.Ed. program. The main objective of this study was to study the job interview awareness among secondary teacher – trainees from regular B.Ed programme. 100 teacher – trainees were selected by purposive sampling technique. The self-constructed Job Interview Awareness Scale (JIAS) was used to collect the data. The classified and tabulated data were subject to statistical analysis using percentage and t- test. From the analysed data, major findings, discussion, educational implications and suggestions was made and reported.

KEYWORDS: Job, Interview, Awareness, Teacher-Trainees

INTRODUCTION

Interview

An interview is a process of questioning or talking with someone in order to get information or learn about that person. It can also refer to the process of asking questions of someone who is interested in getting a job or other position.

Job interview

A job interview is a conversation between a job applicant and a representative of an employer which is conducted to assess whether the applicant should be hired. It is a series of questions designed to understand the professional and educational background of the candidate, and to assess their personality, skills, and

technical qualifications. The recruiter decides on the different qualification parameters which is subjective to the job position.

Importance of Job interview awareness:

The job interview for teacher trainees is a critical step in the process of becoming an effective educator. Here are some key reasons why it's important to focus on the essentials of teacher trainee job interviews:

1. Demonstrating Competence and Preparedness

- **Skill Assessment:** Interviews allow candidates to showcase their teaching skills, subject knowledge, and pedagogical strategies. This is

essential for determining whether they are ready to enter the classroom.

- **Professionalism:** A well-prepared candidate demonstrates professionalism, which is crucial in the field of education.

2. Communication Skills

- **Effective Communication:** Teaching requires strong communication skills. The interview process assesses a candidate's ability to communicate clearly and effectively, both verbally and non-verbally.

3. Cultural Fit and Teamwork

- **Collaboration:** Education is often a collaborative effort. Interviews help assess a candidate's ability to work with colleagues, parents and the community.
- **Diversity Awareness:** Candidates need to show an understanding of and sensitivity to diverse student backgrounds and needs, which is increasingly important in today's classrooms.

4. Problem-Solving Abilities

- **Scenario-Based Questions:** Many interviews include situational questions that assess how candidates would handle specific classroom scenarios or challenges. This helps employers gauge problem-solving skills and adaptability.
- **Critical Thinking:** The ability to think critically and respond effectively to unexpected situations is crucial for teachers.

5. Commitment to Professional Development

- **Lifelong Learning:** Candidates who express a commitment to on-going professional development are often viewed more favourably. This indicates a willingness to improve and adapt over time.

6. Building Rapport with Interviewers

- **Interpersonal Skills:** Interviews allow candidates to build rapport with potential employers, which can be indicative of how they will interact with students and parents.
- **First Impressions:** The interview is often the first impression the school has of the candidate, making it vital for establishing a

positive relationship.

Objectives of the study:

1. To assess the Job Interview Awareness among Teacher- Trainees.
2. To compare the Job Interview Awareness based on gender.
3. To compare the Job Interview Awareness based on locality.
4. To compare the Job Interview Awareness based on education stream.
5. To study the interaction between gender, locality and education stream with respect to Job Interview Awareness.

Hypothesis of the Study:

Based on the objectives, the researcher formulated the following null hypothesis,

H-1: The Teacher- Trainees will have an awareness about Job Interview.

H-2: There will be no significant difference between the male and female Teacher- Trainees in the Job Interview Awareness.

H-3: There will be no significant difference between the rural and urban Teacher- Trainees in the Job Interview Awareness.

H-4: There will be no significant difference between the Arts, Commerce and Science Teacher- Trainees in the Job Interview Awareness.

METHODOLOGY:

The purpose of this study is to know about the Job Interview Awareness among Secondary Teacher-Trainees. Descriptive survey method was used for this research study.

Sampling Procedures:

Purposive sampling was used. The researcher purposively selected 100 Secondary Student-Teachers from Sree Siddaganga College of Education, Tumakuru, Karnataka State, India.

Among 100 Secondary Student-Teachers 27 are Male and 73 are Females. 72 Student-Teachers are rural background and 28 Student-Teachers are

urban background. 46 Student-Teachers are arts background and 54 Student-Teachers are science background.

Tool used:

The Job Interview Awareness Scale (JIAS) was prepared by the researcher. In this scale all the questions are restricted options questions.

Statistical Techniques Used:

The data was collected through a self - constructed Job Interview Awareness Scale (JIAS). It is a three point Scale. The questions are related to their knowledge of Job Interview Awareness. The classified and tabulated data were subject to statistical analysis using percentage and t- test.

Analysis and Interpretation:

Table 1: Gender, Locality and Educational stream wise distribution of Sample.

Sl. No.	Variable		N
	Samples		
1	Gender	Male	27
		Female	73
2	Locality	Rural	72
		Urban	28
3	Education stream	Arts And Commerce	46
		Science	54

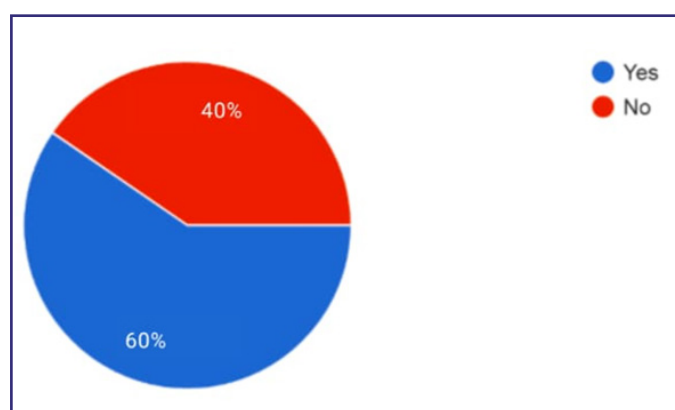


Figure 1: Pie chart showing the proportion of those who are nervous about job interview and those who are not.

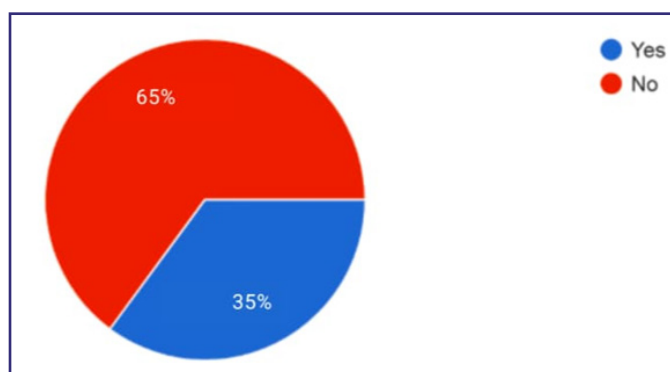


Figure 2: Pie chart showing the proportion of Teacher- Trainees who attended any training or orientation sessions related to the job interview.

FINDINGS

- 61% of students express anxiety about job interviews, while 39% feel more confident.
- 61% of students have completed Post Graduation and are now studying in the 4th semester, but they do not have awareness about job interviews.
- 78% of students are attending interviews, while 22% are not interested in attending.
- 60% of students feel nervous while attending job interviews, while 40% do not feel nervous and attend confidently.
- 66% of students watch videos related to job interviews before attending, while 34% do not.
- 35% of students attend orientation sessions, while 65% do not attend any orientation programs related to job interviews.
- 82% of students prepare themselves before attending interviews, while 18% do not.
- 72% of students collect feedback from others' interview experiences, while 28% do not.

Educational Implications:

1. Workshops and Seminars:

- Need to organize regular workshops focused on job interview techniques, including mock interviews, role-playing scenarios, and feedback sessions.
- Invite experienced educators and HR professionals to share insights on what makes a successful interview.

2. Curriculum Integration:

- Incorporate job readiness modules into the teacher training curriculum that cover resume writing, interview techniques, and

professional networking.

- Include case studies and real-life scenarios to provide practical insights into the hiring process.

3. Mentorship Programs:

- Establish mentorship programs pairing trainees with experienced teachers who can provide guidance on job search strategies and interview preparation.
- Encourage mentors to share personal experiences and tips that helped them succeed in their interviews.

4. Resource Centres:

- Create resource centres equipped with materials on job search strategies, interview preparation guides, and sample interview questions.
- Provide access to online platforms where trainees can practice interviews using video recording tools for self-assessment.

5. Networking Opportunities:

- Facilitate networking events where trainees can interact with potential employers, learn about job openings, and practice their interviewing skills in a less formal setting.
- Collaborate with local schools and educational organizations to host job fairs specifically for teacher trainees.

6. Feedback Mechanisms:

- Implement feedback systems where trainees can receive constructive criticism on their interviewing skills from peers and instructors.
- Encourage self-reflection after mock interviews to identify areas for improvement.

7. Online Learning Modules:

- Develop online courses that cover various aspects of job interviews, including video tutorials, quizzes, and interactive exercises.
- Use platforms that allow for peer-to-peer interaction and feedback on recorded mock interviews.

crucial for their successful transition into the teaching profession. By focusing on preparation strategies, understanding common interview practices, and developing effective communication skills, trainees can enhance their confidence and performance during interviews. Educational programs should incorporate training sessions, workshops, and mock interviews to better prepare future educators for the job market. Enhancing job interview awareness among B.Ed. trainees is essential for equipping them with the skills and confidence needed to navigate the competitive education job market. By focusing on critical areas such as resume writing, interview techniques, professional presentation, and emotional preparedness, trainees can significantly improve their chances of success.

Moreover, fostering a deep understanding of educational philosophies and current trends empowers them to articulate their value as educators effectively. Engaging in mock interviews, networking opportunities, and continuous professional development will further prepare them for real-world challenges.

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CONCLUSION

Job interview awareness among teacher trainees is