

題目	業能力對面談表現評分的影响—男性與女性面試官在視訊與現場面談之差異
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摘要	本研究目的在探討不同性別面試官在視訊與現場情況下給予高低專業能力應徵者的表現評價之差異性。本研究邀請具有工作經驗的 EMBA 研究生與大學生模擬擔任面試官,在視訊面談或現場面談的不同情況下給予不同專業能力的模擬應徵者評分。分析 320 份有效樣本資料獲得以下發現:首先,面試官給予高專業能力應徵者的評分高於低專業能力應徵者;其次,面試官在視訊面談給予高低專業能力應徵者評分的差距程度大於現場面談;最後,女性面試官在視訊面談給予高低專業能力應徵者評分的差距程度大於現場面談,男性面試官在視訊面談給予高低專業能力應徵者評分的差距程度與現場面談無顯著差異。本文討論研究發現在理論上與管理實務上的意涵。
關鍵字	視訊面談、現場面談、專業能力、面談表現評價、性別
Title	The Impact of Professional Competence on Interview Performance Rating—The Difference Between Male and Female Interviewers in Video and Face to Face Interviews
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Abstract	The purpose of this study is to explore the differences in the performance rating of candidates with high and low professional competence given by interviewers of different genders in video and face to face interviews. In this study, EMBA graduate students and college students with work experience are invited to serve as interviewers in mock interviews, and to give rating scores to mock candidates with different professional competence in different situations such as video interviews or face to face interviews. Analyzing 320 valid sample data, the following findings are obtained: First, the performance rating of candidates with high professional competence by interviewers is higher than that of candidates with low professional competence. Secondly, the performance rating of candidates with high and low professional competence by interviewers during video interviews is more than that the degree of gap is greater than that of face to face interviews. Finally, the performance rating of candidates with high and low professional competence by female interviewers during video interviews is more than that the degree of gap is greater than that of face to face interviews, but there is no significant difference that the degree of gap between the performance rating of candidates with high and low professional competence given by male interviewers to video interviews and face to face interviews. This article also discusses the theoretical and practical implications of the research findings.
Keyword	Video Interview, Face to Face Interview, Professional Competence, Interview Performance Rating, Gender