

Using Delivery Simulation Experiences in Hiring in the Technology Field

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Introduction

The recruiting and hiring process is rife with challenges. Some of the issues are found in all fields; for example, over and underemployment (Kulkarni et al, 2013), inclusion (Nota et al, 2013), and implicit bias (Fisher, 2018) are not unique to the technology field. However, there are some problems that are more unique to the technology field. One such problem is technical interviews. Using the connectivist lens, this paper will examine the traditional technical interview process and a theoretical alternative - the delivery simulation experience.

Why use connectivism

Developing software and the problems being solved within the tech industry are complex problems. As Siemens (2006) points out, with increased complexity, in order to solve problems, the knowledge to do so resides in the collective. Connectivism addresses the pace at which knowledge is constructed and changes in a modern society (Siemens, 2006).

Delivery simulation experiences

Delivery simulation experiences are mock environments where candidates work alongside their prospective team for some fixed amount of time and the work being done reflects the actual work that would be done and problems that would be solved in the job for which the candidate is applying.

Conclusion

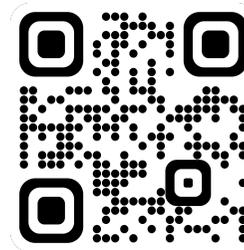
Delivery simulation environments can't replace the entire hiring process. They can provide an opportunity for both candidate and team to assess one another on more realistic and holistic terms. DSEs have the potential to be a better fit from a connectivist perspective than the traditional technical task or technical interview. More research is needed in order to explore and collect evidence to better understand what DSEs have to offer.

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