Abstract

This thesis is focused on prerecorded video interviewing, a new method for job applicant preselection. It introduces alternative methods of preselection and electronic human resource management in general. The main attention is focused on the analysis of prerecorded video interviewing, on reasons for its implementing and consequences of its use for HR managers, candidates and the organization as a whole. This thesis includes a qualitative research analyzing opinions and experience of czech HR managers who use this tool for their everyday work.

Key words

prerecorded video interviewing, asynchronous video interviewing, job applicant preselection, preselection methods, electronic human resource management, preselection, e-selection