

ABSTRACT

This research aims to explore information related to development of BBI (Behavioral Based Interview) method in the interview process to seek new employee candidate's competence to collect data that can be used to make behavior-based interview guide to facilitate manager in doing selection process.

This research uses descriptive approach, whereas the research method is qualitative. Place of research is done at X Company located in Surabaya, the subject of the research is employees on managerial position and supervisor who have applied BBI method during interview. The research instrument is interview guide, camera, voice recorder and data notes sheets (field notes). Procedure of data collection is done by interviews and documentation, as for the analysis technique used is data reduction, presentation of the data and conclusion.

The result of the research shows that the development of BBI method can be used as a referral at X Company to explore new employee candidate's competence using the 1st step determine competence needed based on jobdesc, company's value and other non-technical competence needed, next is to create questions based on emerging competence according to the STAR concept, questions are created simply and clearly to avoid double meaning and can show competence meant to discover, then make an assessment in the range of number 1-3 based on the answers conveyed by candidates to set a standard to determine whether the candidate passes or not. The guide then is tested and evaluated to be able to be socialised and used by all the authorized managers through training.

Key word : Selection, Interview, Competency, BBI