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Overseas job interview questions and answers

Correct Answer: Correct Answer: Correct Answer: Correct Answer: Every year, thousands of companies hire millions of new employees to grow their business and fill key roles. But while most organizations follow the law when going through the hiring process, some might violate it, whether they know it or not. According to a 2015 survey with the Career Builder, at least 1 in 5 employers has asked an illegal question during an interview in the past, while about 1 in 3 employers do not know if it is legal to ask those questions. According to laws established through the U.S. Employment Opportunities Commission (EEOC), it is illegal to discriminate against someone (applicant or employee) because of race, color, religion, sex of the person (including gender identity, sexual orientation and pregnancy), national origin age (40 years or older), disability or genetic information. "Even though these rules have been around for some time, companies don't always follow them. For this reason, job applicants must educate them on the questions that can and cannot be asked. This guide highlights some of the most common illegal interview questions and provides expert advice in navigating such situations. The sad reality is that some employers use illegal applications to discriminate against potential employers and find reasons to deny them jobs. Regardless of whether any employer knows the questions he or she is asking is illegal, it is in the best interest of the candidates to become well versed in these and find ways to let hiring managers know they are asking illegal questions. According to career specialist Lori Cleymans, â€”The illegal questions to avoid are in the areas of nationality/race, marital status, marital affiliations, disability or medical history, pregnancy/childcare, sex, gender, birthplace or age. Here are some common interview questions and why the d Job employers might try to ask them. Are you married? â€”This question can be asked to find out if the applicant has family commitments that could prevent him from being at work for long hours. This often occurs with women since women traditionally care about the family â€” says Cleymans. â€”The employer might try to find out if this is a single parent who might need to leave work often to take care of children.” Although this question often focuses on family obligations, Cleymans says that even students and recent graduates distrust them. If the student is single, the employer may think it’s all right to keep the employee at work for long periods of time since that person has no family commitments or to give a salary To what the position is valid, Â € â€” “Note. How old are you? The discrimination of the Etâ exists in many forms and can be packaged in different ways. An employer who is trying to understand the candidate's age it can also ask when he graduated from high school or college. Discrimination and generally hits those who are 45 years old or more Being offered a job for fear that the applicant is too old to learn a new technology or new skills, â€”say Cleymans. Â € “If the applicant is younger, the employer may think it is acceptable to offer a much lower salary than the position deserves. » What practical religion? No employer can ask questions about religion, since they are almost always discriminatory. In some cases, employers may be prevented against certain traditions of faith; In others, they may want to ascertain working restrictions. â€”Some employers can ask if you can work on certain days to discover your religion, which is also illegal, â€” Notes Cleymans. Â € “Demande” Employers can try to ask those around your name, whether you can work on Sunday, and if your religion prevents you from working on or on holidays. A» Are you going to start a family? This is another question that is overwhelming asked women. Employers looking to get off this road want to know whether they will have to provide maternity leave or hire temporary workers to cover while you are on leave. â€”This can be used against you if the employer is worried, you will have other commitments that interfere with the work,” Cleymans says. Â € “It can also be used to make sure if you want a higher salary to take care of children.” Is that your maiden name? â€”This question is trying to discover your civil status, â€” Cleymans states. â€”It may seem harmless first, but the employer could use it against you later. » What wage do you currently earn? This question is not yet illegal at national level, but some states, including Massachusetts, Pennsylvania and New York, have already put it out of law. Although it may seem benign at first glance, some employers ask this question to have the opportunity to have the opportunity to have to pay as much as the work is worth. This is particularly true for women, since many experience a wage gap between men and women who do the same work. Do you drink socially? This question may initially come as an extension of conversations surrounding the office's annual Christmas party, but a dishonest HR manager has other reasons to introduce the topic. Individuals recovering from alcoholism or receiving treatment should not disclose any information relating to this disability before receiving supply letters, as indicated in Americans with disabilities. The same applies to drug use. What was the nature of your military discharge? While it's legal to hire managers to learn about what you learned during your time in the service or what kind of education or training you received, no employer canInformation on the specifications that surround the reason why you left the armed forces. Where were you born? Many individuals of other countries working in America cannot think about answering this question, since they could take interviewers to find their intriguing accents. While it may be the case, the question itself is illegal. Employers can no questions about Of origin, but can ask if you are legally authorized to work in the country. Do you have any debt? Unless the employer specifically completing a credit check and receives your consent to do so, companies cannot ask questions that deepen in your financial history, as they can use this information to unjustly evaluate your ability Perform job responsibility. In the following section, a career specialist Lori Cleymans shares her experience about some of the issues surrounding illegal interview questions. A: An illegal question is the one that could be used to deny someone a job or promotion that is not based on the qualifications of the applicant's work, as education, ability, certifications or licenses. Is the question relevant to your ability to carry out the skills / tasks needed at work? Otherwise, be cautious about your answers. Q: What should the students and job candidates should do if they believe that questions have been asked outside the scope of what is allowed? A: It is important to keep in mind that the interview is a two-way conversation. Not only the employer is the employer who tries to evaluate if a person is the right size for their company, but the applicant is trying to find out if the company is where he / she would like to spend 40 excellent hours per week. If you find that an employer asks illegal questions, or if you feel uncomfortable with how the interview is conducted, trust your intestine instinct. Ask yourself, Â € â€” “This is the type of company / organization I want to work if it is so what do they treat me during the interview? I would be happy to interact with this manager on a daily basis if he / she is already doing Personal questions that make me feel uncomfortable? ”Often, the interviewer may not know the law or recognize that he or she asked for an illegal question. The interviewer might think he is just a little educated interview and not realizing that he or she offended you. Q: What are some actions that students and job candidates can do if they are in situations where they suspect that questions are illegal? A: Students have a series of steps that can take in these situations. My best recommendations include: 1. You can answer the question. 2. You can avoid answering directly, but instead deals with the intent of the application. For example, if the employer asks, Â € â€” “your religion prevents you from working on vacation? Â € â€” You can say that you have no problems working when it is programmed. You have not revealed your religious affiliation and you faced the employer's concerns when you are available at work. 3. You can say, Â € â€” “I'm not thinking of answering this question if you can tell me how it refers to This may alert the employer that he or she has asked an inappropriate or illegal question, and gives that person the opportunity to correct the error without causing bad feelings. 4. You always have the right to finish the interview. If you find the interviewer islf you feel uncomfortable, you can simply say that you appreciate the time and consideration of that person, but that this company may not be the right person for you. Not everyone feels comfortable with this tactic, but you are certainly allowed to leave if the interview is going badly. Q: If a job seeker believes he has received illegal applications during an interview, who should he report this to? A: If you believe you have been denied a job or promotion because of discrimination, you can file a complaint of discrimination with the U.S. Equal Employment Opportunity Commission. Q: Do you have any other tips on how to deal with these situations A: The interview is a great opportunity to find out more about the employer than what you might learn online or through your network. This is your chance to check out the facility or office, meet with employees, ask questions to the interviewer, and learn more about the personalities of the department or company. Use this time to think about whether this is suitable for your personality, life situation and career priorities. If the employer is unpleasant or rude, or you just don't like the environment, don't feel obligated to take the job. If you do, you might find yourself just looking for another job in a short period of time, and there is no need for you to endure a negative work environment. Learn more about job interviews How to nail your next job interview: Check out our guide to what to do and do about job interviews to make sure you leave feeling safe after your next job interview. The right way to follow after a job interview: Forbes provides a list of steps that job applicants can take to follow professionally after an interview, including sending a thank-you note. Legal vs. Illegal Interview Questions: Are you looking for more information on this topic? The consulting firm Joan K. Ustin & Associates provides a wide list of illegal questions and legal alternatives, organized by topic, so that individuals can educate themselves. Dressing up for interviews: Michigan State University offers advice for men and women who want to put their foot forward in appearance but don't know where to start. 13 Crazy Interview Questions Awesome companies will ask you: The Muse provides a list of unique, off-the-court questions that students might encounter in some job interviews. Your Ultimate Interview Prep Checklist: This article by Glassdoor helps respondents make sure they haven't missed any steps before entering an interview. 11 Answers you should have in place before any job interview: In this article, Time magazine reminds candidates of the answers they should be prepared for in any interview. Job Interview Mistakes to Avoid: U.S. News & World Report highlights some of the common mistakes candidates make in the interview process and how to avoid them in this insightful guide. How to answer the 31 most common interview questions: The Muse lists all the questions managers hire most frequently It provides great answers to each in this fascinating piece. Tips for the job interview: How to make a great impression: Students looking for ideas on how to realize the interview can find all this and more in the career effects guides. 10 tips to improve the performance of the interview: even if you feel safe in your interview skills, it is likely that there is still room to improve. Monster offers suggestions to provide an almost perfect interview. How to prepare for a work interview: the budget career page offers advice from the beginning to the end to ensure that candidates do not commit errors during the process. 7-Step Interview Prep Plan: Princeton University's Career Services ride students through a step-by-step guide on how to stand out from the competition. competition.

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