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**Project 3**

**Outline the Selection Protocol**

2nd round of interview starts

Employee testing starts

1st round Interview starts

Screening starts

Applicant

starts

passpass pass pass pass

Reference

s

pass

Contingent offer

Post Offer

pass

Hire

pass

Rejcting or moving back in candidates pooling

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The outline of selection protocol is listed above, in the 1st step of selection process, candidates need to submit their applications online through Oracle Career. The part A includes information check process, and phone call interview. Employees in human resource department will check these documents to see if the candidates match requirements for the position. If he is a right candidate, he will be passed. In part B of the selection process, which includes the 1st round of face to face interview, employment testing, and last round of interview. It’s important for employer to have a face to face interview with employee candidates in this process. After he passed the 1st round interview, employer will start an employee testing to measure candidate’s abilities to perform the works. If he can pass, the last round of interview will be scheduled. After candidates pass the last round interviews, the reference will be required from candidates to check their background and if their information match with what he provided. After he passed all of these, employer will provide him an offer to admit him as a part of Oracle Corporation.

**10 Interviewing Question**

1. Could you talk about your previous related job experiences to us?
2. If you were electrical engineer in Oracle and how should you work along with other employees?
3. Could you describe the most challenge part you met in your study, life and how could you solve the issue?
4. Do you have electrical engineering job experience and could you describe what’s your role in a company?
5. How should you satisfy customers’ needs as an electrical engineer?
6. What’s your future career plan in 5 years?
7. What’s your plan for costs reduction as an electrical engineer?
8. Do you have any experiences with working environment you can not fit well and what’s your action towards that?
9. As an electrical engineer, what would you do if you find your colleague is not performing well?
10. What’s role do you think an electrical engineer should play in an organization?