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Seminar paper from the year 2018 in the subject Business economics - Personnel and Organisation, grade: 1,0, Technical University of Munich (Chair of Corporate Management), language: English, abstract: New forms of applications are emerging with the introduction of image-based communication in the application process. The trend of application videos has the potential to reduce costs and risks for organizations among other considerable opportunities, but this application type has not been popularly implemented by organizations in their recruiting processes yet. However, there is practically no scientific research on the use of these videos and whether (and to what degree) applicants accept this application trend. For this

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term paper, applicants' aversion to application videos and potentially related constructs are empirically examined via an online survey with a sample of students from all over Germany. Results show relatively high aversion to application videos among the participants but there are differences depending on the students' fields of study. Correlation analysis reveals a weak negative correlation between video technology acceptance and aversion to application videos. Furthermore, aversion to application videos is positively correlated with participants' risk aversion whereas no significant correlation with job application experience was found. This term paper emphasizes that applicants' aversion to application videos is substantial and should therefore be carefully considered in the adoption of this trend. It represents continuation of research on e-selection solutions and builds a sound starting point for future research on application videos.

This is one of the kind course to help you learn software QA and Testing with the purpose of finding a job in the software industry. This course contains 45 lessons linked to online training software [www.sharelane.com](http://www.sharelane.com). Course author is Roman Savin whose books on QA and Testing have trained thousands of test engineers.

Successful use of information and communication technologies depends on usable designs that do not require expensive training, accommodate the needs of diverse users and are low cost. There is a growing demand and increasing pressure for adopting innovative approaches to the design and delivery of education, hence, the use of online learning (also called E-learning) as a mode of study. This is partly due to the increasing number of learners and the limited resources available to meet a wide range of various needs, backgrounds, expectations, skills, levels, ages, abilities and disabilities. The advances of new technology and communications (WWW, Human Computer Interaction and Multimedia) have made it possible to reach out to a bigger audience around the globe. By focusing on the issues that have impact on the usability of online learning programs and their implementation, Usability Evaluation of Online Learning Programs specifically fills-in a gap in this area, which is particularly invaluable to practitioners.

Now in the 5th edition, *Cracking the Coding Interview* gives you the interview preparation you need to get the top software developer jobs. This book provides: 150 Programming Interview Questions and Solutions: From binary trees to binary search, this list of 150 questions includes the most common and most useful questions in data structures, algorithms, and knowledge based questions. 5 Algorithm Approaches: Stop being blind-sided by tough algorithm questions, and learn these five approaches to tackle the trickiest problems. Behind the Scenes of the interview processes at Google, Amazon, Microsoft, Facebook, Yahoo, and Apple: Learn what really goes on during your interview day and how decisions get made. Ten Mistakes Candidates Make -- And How to Avoid Them: Don't lose your dream job by making these common mistakes. Learn what many candidates do wrong, and how to avoid these issues. Steps to Prepare for Behavioral and Technical Questions: Stop meandering through an endless set of questions, while missing some of the most important preparation techniques. Follow these steps to more thoroughly prepare in less time.

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