

Advantages And Disadvantages Of The Structured Interview Method

Maftuna Juraeva

Researcher at the Uzbekistan State, University of World Languages, Uzbekistan

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Abstract: This article provides an in-depth analysis of the theoretical foundations, advantages, and limitations of the structured interview method. It highlights the method's ability to standardize data collection, increase objectivity, and facilitate statistical processing in research. Furthermore, the study discusses the limitations of structured approaches, such as reduced flexibility and insufficient depth in capturing contextual information. The findings indicate that while the structured interview is an effective tool for empirical research, it should be applied with careful methodological consideration.

Keywords: Structured interview, research methods, data standardization, empirical study, objectivity, methodology.

Introduction: The structured interview method, often referred to as a standardized interview, is widely employed in quantitative and applied research contexts to collect comparable data across respondents. Unlike unstructured or semi-structured interviews, structured interviews follow a fixed sequence of predetermined questions, which enhances objectivity, repeatability, and consistency [1]. According to a comprehensive meta-analysis by McDaniel, Whetzel, Schmidt, and Maurer (1994), structured interviews exhibit significantly higher criterion-related validity compared to unstructured formats. In their narrative and quantitative review, Levashina, Hartwell, Morgeson, and Campion (2014) also confirm that structured interviews consistently yield better reliability and validity across a variety of selection settings Morgeson[2]. These empirical findings underscore that structured interviews are not only theoretically robust but also practically effective in real-world research and personnel-selection environments.

Research on the structured interview method over the past several decades has primarily focused on its reliability and criterion-related validity, as demonstrated by extensive meta-analyses. Classic studies highlighted the criterion-related correlations

and reproducibility offered by structured interviews, thereby reinforcing the empirical robustness of the method. These foundational findings continue to serve as a starting point for contemporary research [2]. In recent years, the literature has shifted toward a more nuanced examination of the method's effectiveness. Researchers are no longer concerned solely with overall validity but are investigating which combinations of question types (behavioral vs. situational), evaluator training, and scoring criteria yield the highest predictive accuracy. Meta-analytic and empirical studies indicate that behavioral and situational questions, in particular, exhibit high predictive validity, and their combined use enhances effectiveness in practical selection processes [3]. Another major focus of recent research is fairness and adverse impact. Studies suggest that structured interviews tend to produce fewer demographic group biases compared to other assessment tools. However, recent analyses emphasize that mean-level validity is insufficient and that subgroup-level evaluation is necessary. These findings support methodological caution and underscore the importance of context-sensitive question design [4]. The COVID-19 pandemic and technological developments have also prompted widespread adoption of videoconference and online interviews. Research has examined how these formats

influence candidate responses, evaluator ratings, and overall process effectiveness. Some studies indicate that video interviews may leave less positive impressions on candidates or reduce perceived fairness, while others show that with proper structuring and technical implementation, online interviews can remain highly reliable and predictive. Consequently, contemporary studies evaluate interview format (in-person vs. online), degree of structure, and candidate experience together [5].

Methodologically, recent work recommends several best practices: (1) piloting and refining interview questions to enhance validity; (2) standardized evaluator training and calibration to ensure rating consistency; (3) consideration of subgroup and inter-

rater differences in statistical analyses; and (4) exploring technological applications, including automated transcription, scoring, and AI-assisted evaluation. Researchers also caution about potential risks, such as algorithmic bias, highlighting the need for careful integration of new technologies [6]. Current research gaps and future directions include identifying the optimal level of structuring for specific contexts (e.g., situations where semi-structured interviews may be more appropriate), assessing long-term effects of online formats, developing new statistical tools to ensure inter-group fairness, and addressing ethical and methodological challenges posed by AI and automation. These directions are expected to inform both applied research and organizational practice.

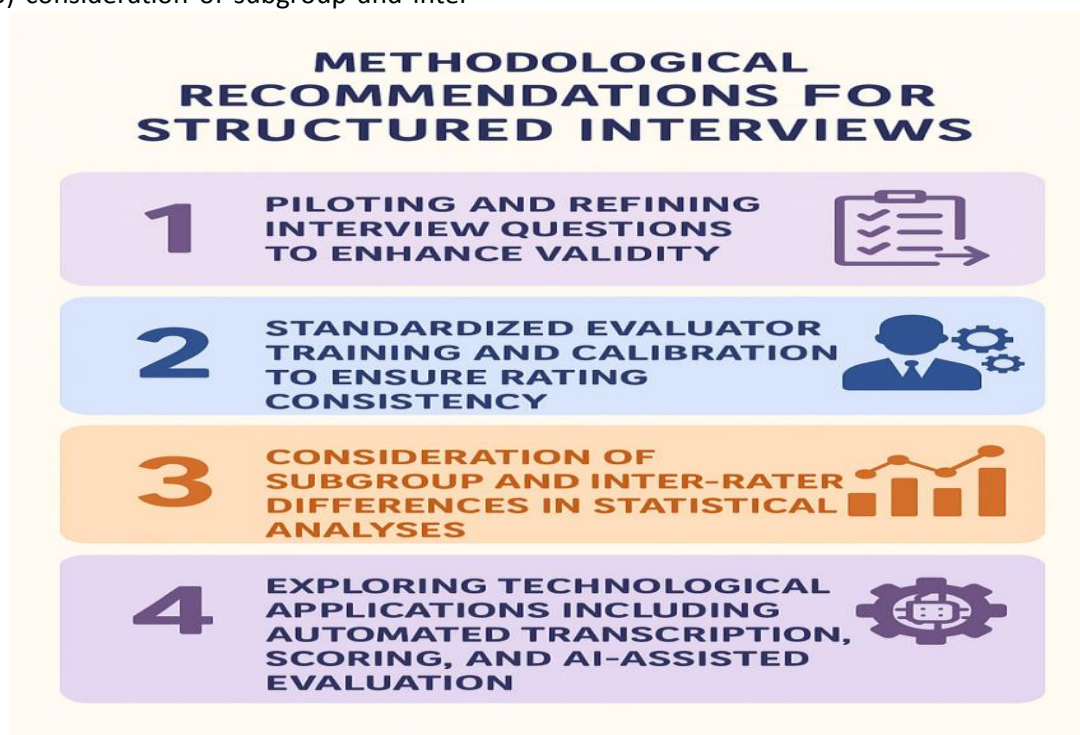


Figure 1. Structured Interview Methodology

An analysis of interviews published on Uzbek media platforms, specifically Kun.uz and Daryo.uz, indicates that these interviews are often conducted in a manner close to the structured interview method. For instance, the interview with crypto expert Abdurahmon Ruhillayev on Daryo.uz[7] systematically presents his experience, motivation, and entrepreneurial activity, providing readers with a clear and organized understanding of the topic. Similarly, the interview with Qo'ng'irotdoy Sharipov regarding the education system features questions that are targeted and structured, making the conversation purposeful and well-organized. On Kun.uz[8], interviews with writers and academics, such as Abror Xudoyberdiyev

discussing corruption, effectively convey socially significant issues while providing readers with a multi-perspective view of the topic. Based on this, the advantages of the structured interview method are evident: the interviews are purposeful and organized, they systematically present expert opinions, help readers understand the information coherently, create engagement through personal stories and emotional elements, and serve as an effective tool for highlighting social issues. However, the analysis of Kun.uz and Daryo.uz interviews also reveals some limitations. The structured format restricts flexibility: if the interviewee wants to explore new or unexpected directions, this is limited. Pre-determined questions can also make it difficult for interviewees to fully express personal

feelings and complex experiences. During editing, some nuances or in-depth insights may be lost. Occasionally, dramatic or sensational headlines may simplify the actual content of the interview. Furthermore, insufficient context-historical or social-can hinder readers from fully understanding the topic.

CONCLUSION

In conclusion, Kun.uz and Daryo.uz interviews effectively demonstrate the strengths of the structured interview method in the Uzbek media space: they are organized, purposeful, and based on in-depth perspectives, providing readers with comprehensive information. At the same time, the inherent limitations-restricted flexibility, limited expression of personal emotions, and potential subjectivity in editing-must also be considered when evaluating media interviews.

Analysis of interviews published in Uzbek media, particularly on Kun.uz and Daryo.uz, indicates that they are often conducted using an approach close to the structured interview method. Such interviews are topic-oriented, organized, and purposefully designed in advance, enabling the systematic presentation of expert opinions, personal experiences, and social issues. They also effectively provide readers with a coherent understanding of the subject, establish engagement through personal stories and emotional elements, and serve as an important tool for highlighting socially significant topics. However, when analyzed from the perspective of the structured interview method, several limitations are evident. These include restricted flexibility, the inability to fully express deep personal feelings and complex experiences, potential subjectivity during the editing process, and insufficient contextual information. These factors may partially constrain the effectiveness of the interviews. Therefore, evaluating and scientifically analyzing interviews in Uzbek media requires a balanced consideration of both their strengths and limitations. In conclusion, interviews on Kun.uz and Daryo.uz effectively demonstrate the strengths of the structured interview method in the Uzbek media space, providing readers with organized and in-depth information. At the same time, the inherent limitations of the method must be acknowledged to ensure a rigorous scientific approach.

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