E-COURSE
REVIEWS

This sampling is rated on a five-star scale. Five-star courses are the best e-learning has to offer; one-star courses waste your time and money. The prices listed are for individual users; corporate pricing is available in most cases.

Highly Recommended

★★★1/2 *Hiring:* 2 hours, US$149 for 1 year of access to all Harvard ManageMentor courses. Publisher: Harvard Business School Publishing

Hiring is part of the ManageMentor series and was created in conjunction with Element K. The content is well written and thoroughly professional. Avoid shortcuts in developing job specifications and preparing for the interviews to increase the odds of hiring the best employee. Be aware that this course has limited interactivity.

★★★1/2 *The Legal Aspects of Interviewing:* 30 minutes, US$30 per licensed user. Publisher: Learning Action

Through a combination of well-written summaries and engaging scenarios, this course provides a detailed, interesting introduction to a potentially dry subject. This course represents a good investment of your training dollars, and it could prevent lawsuits.

Recommended

★★★ *Interviewing Job Candidates:* 30 to 40 minutes, US$7.95 for 1 month of course access. Publisher: QuicKnowledge.com

If you need a quick overview on how to run a successful interview, this is the course you should take. The writing is effective, and the content is comprehensive. However, interactivity is limited to true-or-false quizzes that don't reference the course pages you should review. Most of the questions on the quizzes are common knowledge, but they do reinforce key points.

★★★ *The Smart Questions Way to Hire:* 20 minutes, US$45 for 1 month of access to all YouAchieve.com courses. Publisher: YouAchieve.com

This short course is a pleasant surprise. It provides detailed and useful information, and is a good value for the interviewer and interviewee alike. The content is clear and concise, consisting of useful pointers on asking effective questions, as well as lists of sample questions that you can adapt.

★★★ *Conducting Effective Interviews:* 1 to 2 hours, US$99.95 for 1 year of course access. Publisher: SkillSoft

Overall, this course is accessible and easy to digest. Some basic interviewing principles such as behavioral interviewing, contrary evidence, and competency-based questions aren't covered. However, if you're looking to improve your interviewing skills, this is a decent place to begin.

Not Recommended

★★1/2 *The Pre-Interview Process:* 2 hours, US$99.95 for 1 year of course access. Publisher: SkillSoft

This course is long on overview and short on technical substance. Rather than focus on the pre-interview process, it covers the entire hiring process. The course lacks in-depth information on preparing for interviews or evaluating candidates' compatibility with corporate policies and values, and the cost-to-value ratio is questionable.

★★ *Watch the "I" When You Hire:* 20 minutes, US$45 for 1 month of access to all YouAchieve.com courses. Publisher: YouAchieve.com

If this course were billed just as an overview of graphology (the study of handwriting for the purpose of character analysis), it would be useful. But as its title implies, the program claims to help determine whether someone should be offered employment. That's a troubling thought, and it made our staff uneasy.

Lguide.com

At a Glance

Hiring: Outstanding content but limited interactivity.

The Legal Aspects of Interviewing: Features useful content and engaging quizzes; underused technology.

Interviewing Job Candidates: Just-in-time training with common-sense quizzes.

The Smart Questions Way to Hire: Just-in-time training with limited interactivity.

Conducting Effective Interviews: A good overview of basic principles; limited information relative to duration.

The Pre-Interview Process: Thought-provoking, but there's too much overview.

Watch the "I" When You Hire: Interesting introduction to graphology, but no practical use for interviewing.