**Google’s Hiring Process**

**Human resource management, turnover, promotions, benefits, selection, hiring, training**

Description: This video features part of an interview with Laszlo Block, Google’s vice-president of People Operations. Block describes the hiring process at Google as it seeks to find the best talent among the 2.5-3.5 million applications it receives yearly. For Google creativity is a valued quality and something it looks for extensively in potential hires. Even for those top-quality candidates, there are different levels the application must go through and different types of approval it must earn before the candidate will get hired.

Please share your thoughts on the following issues as you watch part of an interview with Laszlo Block, Google’s vice-president of People Operations. Block describes the hiring process at Google as it seeks to find the best talent among the 2.5-3.5 million applications it receives yearly. For Google creativity is a valued quality and something it looks for extensively in potential hires.

*Use with:* [*https://www.youtube.com/watch?v=wBRJ01NNKj8*](https://www.youtube.com/watch?v=wBRJ01NNKj8)

1. Why might Google place more emphasis on intelligence and curiosity rather than whether the applicant’s experience fits with the job description exactly?
2. Describe how Google tends to select potential employees to interview. What qualities is it looking for?
3. What are the advantages of Google’s use of an extensive hiring and selection process for employees? What are some disadvantages?
4. Why is objectivity such an important part of the hiring process for Google?
5. Who are the different people who have to go over the applicant’s application before an offer for hire is made?