

**PERTANYAAN DAN JAWABANNYA YANG PALING SERING DIAJUKAN
SELAMA WAWANCARA KERJA DI FAIRFIELD BY MARRIOTT BALI
KUTA SUNSET ROAD**

Oleh

ZEFANYA WAWOINTANA, NIM 2252013005

***Program Studi Bahasa Inggris untuk Komunikasi, Bisnis dan Profesional
Program Sarjana Terapan***

ABSTRAK

Penelitian ini bertujuan untuk mengidentifikasi pertanyaan wawancara kerja yang paling sering ditanyakan dan kemungkinan jawaban dalam proses wawancara kerja di Fairfield by Marriott Bali Kuta Sunset Road. Metode yang digunakan adalah deskriptif kualitatif dengan teknik pengumpulan data melalui penyebaran kuesioner kepada staf Human Resources Department sebagai subjek penelitian. Penelitian ini dilakukan selama enam bulan, dari bulan Januari hingga Juli 2024. Hasil penelitian menunjukkan bahwa terdapat 27 pertanyaan yang paling sering ditanyakan saat wawancara kerja. Pertanyaan-pertanyaan tersebut dikategorikan berdasarkan teori Champion dkk. (1997), Rowe (2002), dan Jayaratne & Jayatilleke (2021), ditambah dengan beberapa pertanyaan yang sering ditanyakan berdasarkan pengalaman praktis Human Resources Department di Fairfield by Marriott Bali Kuta Sunset Road. Di antara pertanyaan-pertanyaan tersebut, beberapa topik yang paling dominan adalah mengenai kepribadian kandidat, motivasi bekerja, pengalaman kerja sebelumnya, dan kemampuan memecahkan masalah. Selain itu, para Human Resources Department juga memberikan alternatif jawaban yang dianggap paling sesuai dengan ekspektasi perusahaan. Temuan ini diharapkan dapat memberikan wawasan praktis kepada para pencari kerja mengenai jenis-jenis pertanyaan yang paling sering ditanyakan dalam wawancara kerja dan membantu mereka mempersiapkan jawaban yang lebih efektif, relevan, dan sesuai dengan kebutuhan dunia kerja perhotelan.

Kata kunci: *pertanyaan yang paling sering diajukan, jawabannya, wawancara kerja*

**THE MOST FREQUENTLY ASKED QUESTIONS AND ANSWERS
DURING JOB INTERVIEWS AT FAIRFIELD BY MARRIOTT BALI
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ABSTRACT

This study aims to identify the most frequently asked job interview questions and possible answers in the job interview process at Fairfield by Marriott Bali Kuta Sunset Road. The method used is descriptive qualitative with data collection techniques through distributing questionnaires to Human Resources Department staff as research subjects. This research was conducted for six months, from January to July 2024. The results showed that there were 27 questions most frequently asked during job interviews. The questions were categorized based on the theories of Campion et al. (1997), Rowe (2002), and Jayaratne & Jayatilleke (2021), and some frequently asked questions based on the practical experience of the staff Human Resources Department at Fairfield by Marriott Bali Kuta Sunset Road. Among these questions, some of the most dominant topics are about the candidate's personality, motivation to work, previous work experience, and problem-solving skills. In addition, the HRDs also provided alternative answers that were considered most in line with the company's expectations. The findings are expected to provide job seekers with practical insights into the types of questions most frequently asked in job interviews and help them prepare answers that are more effective, relevant, and in line with the needs of the hospitality workforce.

Keywords: *most frequently asked questions, the answers, job interviews*