The Round-Robin Mock Job Interview Activity for Nursing Students: Maximum Learning in Minimum Time
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Introduction
Most of the nursing students have reported lack of confidence and competency in having a job interview. In the current pre-registration nursing training, it has not incorporated any lessons on job interview skills, therefore, an innovative mock job interview activity was conducted in the School of General Nursing, Queen Elizabeth Hospital in 2013.

Objectives
The objectives of the mock interview activity are facilitating students to : (1) enrich clinical knowledge, (2) improve job interviewing skills, (3) increase confidence level in presenting themselves, and (4) decrease anxiety level toward the job interview.

Methodology
In order to create more authentic mock interview scenarios, senior clinical nursing staff, nurse managers and academic staff from nursing school were invited to act as interviewer. The students were divided into a group of six, each mock interview session lasted for 2 hours, including individual interviewing time, peer evaluation, self-reflection and debriefing by the interviewers. Every student was interviewed once, and then took turn to act as observer who needed to observe interviewees' strengthens and weaknesses in both verbal and non-verbal communication. Finally, students needed to provide constructive feedback and suggestions to each interviewee at the end of the mock interview session. All students had 2 rounds of mock interview activity with 2-week interval, so that they would have enough time to improve their interviewing skill and clinical knowledge after the first mock interview. Questionnaires were used to collect the data on students' pre- and post-mock interview self-rating (1-10) anxiety level, confident level and competency in interviewing skill. Both students' and interviewers' level of satisfactory toward the mock interview exercise and narrative comment were also collected and analyzed.

Result
50 final-year nursing students joined the mock job interview activity on voluntary basis, the questionnaires response rate from both students and interviewers were 98%. A

paired t-test was performed to analyze the effectiveness of mock interview exercise. The students' mean anxiety level decreased was 2.4 ± 0.701 (p <0.0000); the mean confident level increased was 2.08 ± 0.535 (p <0.0000); and the mean competent level gained in interviewing skill was 2.16 ± 0.518 (p <0.0000). All the students agreed that they could apply the knowledge, skill and attitude gained from the mock interview activities into their coming job selection interview. The narrative comment from both students and interviewers were encouraging and positive. Therefore, all the findings provided evidences that this innovative mock job interview activity was fruitful and meaningful to final-year nursing students, clinical nursing staff, nurse managers and nursing school's academic staff. Learning interview skills takes times, in addition to classroom lecture and discussion, students must have the opportunity to practice ther skills in a mock interview exercise. By using the round-robin method, students can maximize thier learning in minimum time.