

# Streamlining Code Pairing Interviews with an Interview Management System

In today's competitive employment market, recruitment process speed may have a substantial influence on an organization's ability to attract top talent. One of the most successful methods to improve this process is to use an Interview Management System (IMS), especially when doing code pairing interviews. This blog discusses how including an IMS may help you optimize your code pairing interviews and increase overall recruiting results.

## What is a Code Pairing Interview?

A [code pairing interview](#) is a collaborative assessment technique in which candidates and interviewers work together to solve coding tasks in real time. This format measures not just a candidate's technical talents, but also their problem-solving abilities and communication style. However, managing these interviews may be difficult without the proper tools.

## Key Statistics Supporting Code Pairing Interviews

- Companies that use talent evaluations, such as code pairing interviews, are 24% more likely to recruit people who perform beyond expectations.
- Pair programming in technical evaluations can help eliminate hiring errors, which can cost employers up to 30% of an employee's first-year salary.
- Pair programming has been demonstrated to minimize defects by around 15% when compared to individual coding efforts, demonstrating its effectiveness in real-time cooperation.

## Key Features to Look for in an Interview Management System

When choosing an [interview management system](#) to manage code pairing interviews, consider the following features.

**Automated Scheduling:** Look for software that interacts with calendars and automates scheduling and reminders.

**Video Conferencing Integration:** Make sure the system supports video calls during remote code pairing sessions.

**Feedback Collection Tools:** Select a platform that allows interviewers to simply collect and exchange comments after the interview.

Customizable Evaluation Templates: The ability to build customized evaluation criteria based on coding skills is critical for reliable evaluations.

Analytics Dashboard: A complete dashboard that records interview metrics will help you improve your hiring process.

## Conclusion

Integrating an Interview Management System (IMS) into your recruiting strategy may considerably improve the success of code pairing interviews. Organizations may enhance applicant experience and hiring quality by simplifying scheduling, centralizing communication, and offering systematic assessment tools. As competition for top personnel heats up, adopting technologies such as an IMS will be critical for keeping ahead in the hiring game.

By concentrating on these essential criteria and supporting statistics, you can ensure that your code pairing interviews are not only efficient but also effective in discovering the best applicants for your team.