Abstract
This paper reports on the results of two studies on the use of a panel structured behavioural interview (SBI) for promoting managers in the Spanish Public Administration. The first study describes the SBI psychometric properties (inter-rater reliability and criterion validity). The second study shows the fairness reactions of applicants, interviewers, and supervisors to the use of the SBI. The results support the use of this assessment tool for personnel decision making in the public administration.

Keywords