



By: Patricia Kutza

July 18, 2013

## Walmart job interviews: What Glassdoor feedback reveals



Now that [Walmart's new Neighborhood Market](#) has opened its doors, job hunters will be eyeing the potential for work in this scaled-down environment. Earlier this week the Market's store manager, Vicky Rafael, gave us a brief rundown on the number and types of jobs that the Market offers.

According to Rafael, approximately ninety-five positions will need to be filled. The store started filling them in April and is partnering with [EDD](#) to post jobs as they come available in the Market. Responding to our question regarding what kind of promotion track Walmart offers, she says: *"Nationally about 75 percent of our store management teams started as hourly associates and each year, Walmart promotes approximately 170,000 individuals. The Vallejo NHM market store recently promoted a support manager to the assistant manager program as well as a sales associate to a merchandise supervisor position."* (Rafael herself started her career with Walmart as a sales associate).

We also wanted to know what Walmart's benefit program includes. Rafael listed the following: "Competitive pay, a quarterly bonus program, affordable health-care coverage with no lifetime maximum (one of our plans is as little as \$17 per paycheck), a matching 401(k) plan, discounts on general merchandise, an Associate Stock Purchase Program and company-paid life insurance."

While it's helpful to hear information from its staff, it can be more insightful to read what Walmart's employees say about working for Walmart. To get that kind of skivvy, we visited Glassdoor.com, where a wide variety of information is posted about a large number of companies. In the pages dedicated to [Walmart](#), you can read, should you have the patience and time to do so, over four thousand ratings and reviews by Walmart employees past and present. You can also check on [salaries for a wide range of titles](#), and pull up a list of current job openings throughout the country.

We particularly like the [Interviews section](#) where Walmart job interviewees not only rate their experience with the interview process but also give feedback about the process. While we expect that there are individual variations in the process, it's probable that most store management adhere to similar guidelines. Look for interview feedback for a specific position in your local area by targeting that region from their pull-down menu. It's not a foolproof way to prepare, but part of acing an interview is managing your expectations in advance. Often that gives you a leg up on your competition.

<http://www.examiner.com/article/walmart-job-interviews-what-glassdoor-feedback-reveals>

