C) Attribution Actor-Observer Bias Challenges in a Human Resources Managers job will come as the Employer will often time judge the person being interviewed based on how they look or talk, rather to think of it as a case that the individual being interviewed is not financially able and is seeking a Job of which he/she can do very well. As the Human Resource Manager we will assume that an individual is shy based on the fact that the individual was not very talkative in the interview.