

EAWOP SGM 2021

“Job Search, Attraction, and Selection: Challenges for the Next Decade”

EXECUTIVE SUMMARY

1. Meeting overview

The SGM on “Job Search, Attraction, and Selection: Challenges for the Next Decade” was organized by Annika Wilhelmy and Martin Kleinmann. It took place from the 31st of August until the 2nd of September, 2021 at the University of Zurich. This event was the 6th meeting of the European Network of Selection Researchers (ENESER) and the topic was carefully chosen to allow a wide range of papers to be submitted.

The meeting started off with a keynote on the history and vision of Swiss Assessment (a Swiss association that focuses on evidence-based application of assessment centre practices in Swiss organizations) delivered by Hubert Annen. The keynote was followed by networking over a walk through the city of Zurich to create opportunities for catching up and building collaborative project ideas.

On the 1st and 2nd of September we had two full days of presentations, which were clustered into six thematic sessions, as follows: Job search and recruitment, Faking and impression management, Personality, Biases and discrimination, Technology, machine learning, and automation, and Selection decisions and validity. The six thematic sessions were each moderated by a session chair. A total of 28 papers were presented. The 28 presenters came from 7 different countries and 17 institutions.

The SGM was conducted as a hybrid event, in which presenters and session chairs either participated online or on site in Zurich. 16 presentations were held on site (broadcasted via Zoom to all online participants) and 12 presentations were held online (broadcasted via Zoom to all online participants and shown on a big screen in the conference room to all on-site participants). Both on-site and online participants were involved in the lively discussions after each presentation.

2. Key Highlights

The aim of the SGM was twofold: 1) to advance our empirical and conceptual knowledge of recent developments in recruitment and selection and 2) to bridge scientist-practitioners gaps in new job search, recruitment, and selection practices. In line with the call for SGM proposals by the European Association of Work and Organization Psychology (EAWOP), we were able to attract new and on-going research on the aforementioned topics in order to explore mutual interest, and build collaborative networks between job search, recruitment, and selection researchers across Europe and even outside of Europe such as Canada.

Presented papers were based on a range of methodological approaches, including but not limited to experiments, surveys, secondary data, simulations, and qualitative research approaches. The papers that were presented covered a wide range of issues that were highly topical for current workplaces with a number of applications for practice. At the end of the meeting, participants agreed that the meeting met both aims outlined above.

3. Meeting outcomes

One outcome of this meeting is a special issue at the International Journal of Selection and Assessment “Job Search, Attraction, and Selection: Challenges for the Next Decade” with Nicolas Roulin, Janneke Oostrom, and Markus Langer as Guest Editors. All presenters have been encouraged to submit their papers. In addition, we agreed that the next meeting would take place in 2023 at KU Leuven in Brussels, Belgium, organized by Karin Proost and Anja Van den Broeck.

ACTIVITY REPORT

1. Event General Information

The SGM took place in Zurich, Switzerland from August 31 until September 2, 2021. The meeting was organized by Annika Wilhelmy and Martin Kleinmann and was held at the University of Zurich. We chose this period because teaching duties of most of the participants were fulfilled by then. In addition, COVID 19 travel restrictions were low at that time.

2. Program Overview and Course of the Meeting

The topic of the meeting was “Job Search, Attraction, and Selection: Challenges for the Next Decade”. We purposefully chose a broad topic in order to encourage a large number of submissions. This topic was also different from the previous ENESER meetings that have been organised under the auspices of EAWOP.

The 28 presented papers have been clustered into 6 thematic sessions, as follows:

1. Job search and recruitment (4 Presentations)
2. Faking and impression management (6 Presentations)
3. Personality (4 Presentations)
4. Biases and discrimination (5 Presentations)
5. Technology, machine learning, and automation (6 Presentations)
6. Selection decisions and validity (3 Presentations)

The meeting started off with a keynote on the history and vision of the Swiss association “Swiss Assessment” delivered by Hubert Annen, followed by networking and a walk to the lake and eating traditional Swiss Bratwurst and B urli together. Over the next two days all 28 papers were scheduled as oral presentations in order to give each presenter an opportunity to get feedback from all participants. Each paper was allocated a slot of 25 minutes encouraging the presenters to talk for 15 minutes and leave the remaining 10 minutes for Q&A. All submissions consisted of 1000-word abstracts that were circulated among the meeting participants ahead of the meeting.

We also hosted a dinner for all the participants on September 1, 2021 in a restaurant on top of the main building of the University of Zurich. We were blessed with a nice view of Lake Zurich and the landscape surrounding the city.

3. Short Description of the SGM Topic Discussion

The world of work is changing rapidly due to the availability of big data, the development of artificial intelligence, population migration and demographic changes, and yet these changes and their consequences for individuals, organizations, and society are poorly understood. The developments in the world of work also affect how individuals search for jobs, what kind of jobs they feel attracted to, and how they are selected for jobs (Barrick & Parks-Leduc, 2019; Dabirian et al., 2017; Dineen et al., 2019). Job search, recruitment and selection have been cornerstones of work and organizational psychology for the last 100 years. Vibrant research in these fields has led to countless meta-analyses and literature reviews aiming to drive theoretical developments and best practice approaches to evidence-based management in job search, recruitment, and selection. Despite these efforts, however, it has recently been acknowledged that the fields of job search, recruitment and selection still face just as many (if not more) challenges as one hundred years ago (e.g., Melchers et al., 2020). This is due to various reasons, among which the availability of big data, the development of artificial intelligence, population migration and demographic changes are likely key factors.

The papers that were presented during the meeting covered a broad range of topics related with these issues. The content and methodology was discussed during the Q&A sessions, and connections between the studies presented were highlighted.

4. Meeting Implications/Outcomes

The key outcomes of the meeting are as follows:

1. One outcomes of this meeting is a special issue at the International Journal of Selection and Assessment “Job Search, Attraction, and Selection: Challenges for the Next Decade” with Nicolas Roulin, Janneke Oostrom, and Markus Langer as Guest Editors. All presenters have been encouraged to submit their papers. This will further help to amplify the work presented at the SGM.
2. Before, during, and after the meeting, we used social media to raise awareness on the SGM (Instagram, LinkedIn, Twitter). We also included @Eawopl whenever possible to highlight the support by EAWOP.
3. Finally, we agreed that we would like to continue with ENESER meetings on a bi-annual basis and have accepted the bid for the next meeting to take place in 2023 at KU Leuven in Brussels, Belgium, organized by Karin Proost and Anja Van den Broeck..

5. SGM Evaluation

We have not collected any formal feedback on behalf of the meeting participants, however, we have received many emails from the individual participants thanking us for organizing the meeting. The meeting was perceived as well-organized and offered a good platform for people to either catch up or make new connections. Participants particularly appreciated the hybrid format in which both on-site and online participants were given attention and voice in the discussions.

From our perspective, we learned about the importance of providing flexibility to participants during the current pandemic (possibility to participate online instead of on site if needed). In addition, the idea of sharing the abstracts with all participants worked well as they could read more details about the studies before attending the meeting.

6. References

- Barrick, M. R., & Parks-Leduc, L. (2019). Selection for fit. *Annual Review of Organizational Psychology and Organizational Behavior*, 6, 171-193. <https://doi.org/10.1146/annurev-orgpsych-012218-015028>
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- Dineen, B. R., Van Hove, G., Lievens, F., & Rosokha, L. M. (2019). Third party employment branding: What are its signaling dimensions, mechanisms, and sources? In M. R. Buckley, A. R. Wheeler, J. E. Baur, & J. R. B. Halbesleben (Eds.), *Research in Personnel and Human Resources Management* (pp. 173–226). Emerald Group Publishing Limited. <https://doi.org/10.1108/S0742-730120190000037006>
- Melchers, K. G., Roulin, N., & Buehl, A.-K. (2020). A review of applicant faking in selection interviews. *International Journal of Selection and Assessment*, 28(2), 123-142. <https://doi.org/10.1111/ijsa.12280>



ENESER meeting

Job Search, Attraction and Selection:
Challenges for the Next decade

Zurich, Switzerland, August 31 - September 2, 2021

EAWOP Small Group Meeting

Job Search, Attraction, and Selection:

Challenges for the Next Decade

Program supported by Hochschulstiftung UZH, Stiftung Suzanne und Hans Biäsch, and European Association of Work and Organizational Psychology

Tuesday, August 31, 2021

16:00–16:45		Arrival and welcome reception
16:45–17:00	Annika Wilhelmy & Martin Kleinmann	Welcome by the ENESER meeting organizers
17:00–18:00	Hubert Annen	Keynote talk about the history and vision of Swiss Assessment
18:00–20:00		Walk to the lake and eating traditional Swiss Bratwurst & B�urli together (at own expense; vegetarian options are also available)

Wednesday, September 1, 2021

8.00–8:20		Arrival
8.20–8.30	Annika Wilhelmy	Welcome and information by ENESER Meeting organizers
	Session 1: Job search and recruitment (Chair: Martin Kleinmann)	
8:30–9:00	Jolien Stremersch	Job search during the COVID -19 pandemic: The role of regulatory focus
9:00–9:30	Hira Kanwal	Attracting applicants during the COVID-19 pandemic: The role of employer brand personality and organizational response
9:30–10:00	Konstantina Georgiou	What do the characteristics of the gamified assessment methods signal to applicants?
10:00–10.30	Tim Warszta	The impact of worker’s electronic word of mouth on employer image
10:30–11:00		Coffee break

Session 2: Faking and impression management (Chair: Klaus Melchers)

11:00–11:30	Niklas Schulte	The faking resistance of graded paired comparisons
11:30–12:00	Benedikt Bill	Exploring and testing countermeasures against faking in job interviews
12:00–12:30	Nadine Janssen	Detecting faking on personality inventories using machine learning algorithms
12:30–14:00		Lunch
14:00–14:30	Franciska Krings	Older and younger job seekers on LinkedIn: Similar presentation strategies, different outcomes
14:30–15:00	Lenke Roth	Liar, liar, pants on fire: How verbal deception cues signal honest vs. deceptive impression management and influence interview ratings
15:00–15:30	Annika Wilhelmy	Job previews and applicant impression management in the interview
15:30–16:00		Coffee break

Session 3: Personality (Chair: Franciska Krings)

16:00–16:30	Ilke Inceoglu	Studying cross-cultural personality differences using the forced-choice OPQ: Implications for organizations
16:30–17:00	Valerie Schröder	Towards a better use of personality in personnel selection – using alternative methods and predicting an expanded range of job performance criteria
17:00–17:30	Djurre Holtrop	Using text-analysis to obtain personality ratings from job interviews
17:30–18:00	Antonis Koutsoumpis	What does your voice reveal about you? Trait activation of voice characteristics and their relations with personality and communication styles
18:30–21:00		Dinner at restaurant (included)

Thursday, September 2, 2021

Session 4: Biases and discrimination (Chair: Adrian Bangerter)

8:00–8:30	Eva Deros	Video-resumes and discrimination against older-aged applicants: More fear than reality?
8:30–9:00	Aylin Koçak	When job ads turn older and younger candidates down: evidence from two experimental studies
9:00–9:30	Rami Al-Sharif	“I am a Muslim, how will I cope in your organisation?”: Skilled Muslims’ recruitment and selection expectations and experiences –

		understanding the role of stereotype threat, multi-level trust and anticipated justice
9:30–10:00	Saranya Manoharan	An intersectional perspective on age bias in job interviews
10:00–10.30	Katja Wehrle	“When you try, and try, and try and don’t progress”: stakeholders’ perspectives on refugees’ self-regulation during resettlement
10:30-11:00		Coffee break
Session 5: Technology, machine learning, and automation (Chair: Eva Deros)		
11:00–11:30	Alina Köchling	Can I show my skills? Affective responses to algorithmic decision-making in the recruitment and selection process
11:30–12:00	Markus Langer	Investigating trust in automated systems and human-automation teams in personnel selection
12:00–12:30	Janneke Oostrom	In AI we trust? Applicant reactions to algorithm-versus recruiter-based evaluations
12:30–14:00		Lunch
14:00–14:30	Adrian Bangerter	Automatic identification of storytelling responses to past-behavior interview questions via machine learning
14:30–15:00	Mehdi Salimian	Examining the effect of media-richness of AVI designs on perceived social presence, applicant impression management, interview anxiety, and interview performance
15:00–15:30	Johannes Basch	Good things need time: The role of preparation time on interview performance in video interviews
15:30–16:00		Coffee break
Session 6: Selection decisions and validity (Chair: Janneke Oostrom)		
16:00–16.30	Pia Ingold	An assessment center is an assessment center is an assessment center is an assessment center?
16:30–17:00	Ryan Cook	Testing the Conditional Reasoning Test for Workplace Psychopathy (CRT-WP) faking resistance in simulated selection
17:00–17:30	Laura Graf	Academic success is in the eye of the beholder: Understanding scholars’ implicit appointment preferences through adaptive choice-based conjoint analysis
17:30–18:00	Annika Wilhelmy and Martin Kleinmann	Closing remarks and information about the next ENESER meeting

All indicated times are Zurich time (Central European Summer Time).

List of Participants/Presenters

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Abstracts

(see a separate folder)