

EAWOP Small Group Meeting

Job Search, Attraction, and Selection:

A Motivational Approach

Sunday, May 26, 2024

19:00 – 22:00	Meeting at Warmoesberg 26, Brussels and walk to the restaurant (at own expense; vegetarian options are also available)

Monday, May 27, 2024

Location: Warmoesberg 26, 1000 Brussels, room 6303

8.00 – 8:15	Arrival + coffee	
8.15 – 8.30	***Karin, Anja, Arne***	Welcome and information by ENESER Meeting organizers

Keynote Prof. Dr. Patrick Dunlop

8:30 – 9.30u	Self-determination theory in assessment and selection: Improving the candidate experience through needs-supportive assessment design.
9:30 – 10:00	Coffee break

Session 1: AI and algorithms in selection (Chair: Ioannis Nikolaou)

10:00 – 10:30	Holtrop, Dunlop & Oostrom	The effect of applicants' use of generative AI on recruiter ratings of cover letters.
10:30 – 11:00	Roulin, Harwood & Iqbal	Applicant use of generative AI in Situational Judgment Tests: Can it help with performance and can it be detected?
11:00 – 11:30	Matíc, Neumann, Kerscher, Linn & de Vries	The autonomy-validity dilemma, judgment consistency, and predictive validity in decision-making in personnel selection.
11:30 – 12:00	Niessen & Neumann	Transparency and trust in algorithmic hiring procedures.
12:00 – 13:00	Lunch	

Session 2: Games and avi in selection (Chair: Arne Vanderstukken)

13:00 – 13:30	Tsoni & Nikolaou	Applicants' reactions in AVIs and their online engagement intentions via eWOM
13:30 – 14:00	Ohlms & Melchers	From gaming to hiring? Comparing applicant reactions to different game-based assessments.
14:00 – 14:30	Naryniecki	Game-based assessments: Investigating applicant reactions.
14:30 – 15:00	Defresnes, Huybens, Lo Beu & Bertrand	Gamifying psychometric tests: methods and challenges.
15:00 – 15:30	Coffee break	

Session 3: Diversity and discrimination in selection (Chair: Janneke Oostrom)

15:30 – 16:00	Delphine Van Muylem & Eva Derous	When job ads turn qualified ethnic minorities down: the impact of negative metastereotypes.
16:00 – 16:30	Oriana de Saint priest, Claudia Toma & Franciska Krings	Diversity is a mix and inclusion is making the mix work: the impact of diversity communication on diversity choices and inclusion.
16:30 – 18:30	Poster session	

19:00 – 22:00	Dinner at restaurant

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Tuesday, May 28, 2024

7:45 – 8:00	Arrival + coffee

Session 4: Candidate experience & employer branding (Chair: Eva Derous)

8:00 – 8:30	Biesmans, De Cooman, Arijs & Van Vaerenbergh	Measuring the candidate experience: scale development and initial validation.
8:30 – 9:00	Kanwal & Van Hoye	What draws potential applicants towards an organization? The importance of employer brand process attributes and applicants' job search quality.
9:00 – 9:30	Büttner, Degenbeck, Schütz & Melchers	Applicants' perceptions of anonymized application procedures: Do explanations improve candidate' experience?
9:30 – 10:00	Fijneman-Ghielen, De Cooman, Yin Man Fong & Schumacher	An expectation-based view on employer branding: Changes in organizational attractiveness and word-of-mouth for rejected candidates after receiving a rejection letter.

10:00 – 10:30	Coffee break

Session 5: Motivational approaches (Chair: Anja Van den Broeck)

10:30 – 11:00	Schmitz, Klehe & Wehrle	Mixing oil and water? Fit and culture in executive board selection amid organizational change.
11:00 – 11:30	Derous	Open hiring® in Flanders: A job without an interview.
11:30 – 12:00	Dierickx, van Hoye & Kozusznik	Incorporating employee well-being into employer branding: a systematic review and future research propositions
12:00 – 12:30	Schröder, Heimann, Ingold& Kleinmann	Give me autonomy: applicant reactions explained through satisfaction of basic psychological needs.

12:30 – 13:30	Lunch	

Session 6: Impression Management (Chair: Cornelius König)

13:30 – 14:00	Bayón, Heimann & Kleinmann	Job interviews: How does the framing of interview questions affect impression management and criterion validity?
14:00 – 14:30	Lukacik & Basch	Laugh it up: Perceptions of social presence and intentions to use humour in face-to-face and technology-mediated interviews.
14:30 – 15:00	Wilms, Oostrom & van Garderen	The effects of the charisma signal and voice pitch in female leader selection.
15:00 – 15:30	Mendes, Krings & Schlager	Anticipating discrimination on the labor market: Implications for job seekers' impression management tactics on LinkedIn.
15:30 – 16:00	Karin, Anja & Arne	Closing remark