Program
10th Dutch-Flemish Research Meeting on Personnel Recruitment and Selection
October 16,2015

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HOST:

Erasmus University Rotterdam

10ᵗʰ Network Meeting
Friday October 16 2015

Location: **Erasmus University, Woudestein Campus, Q1-01, Sartre Room**

Program:

09:45   **Arrivals, coffee & tea**

10.25   Welcome by Marise Born and Rob Meijer, network coordinators

10:30   Claudine Camilleri and Markus Nussbaum (European Personnel Selection Office (EPSO)).

Selecting at EPSO: Complexities and Challenges

The competitions, selection methods and procedures will be discussed that are run on behalf of the European Institutions with the intention to choose the candidates that are most fit for purpose among the tens of thousands who apply each year. Claudine and Markus will explore the extensive challenges faced and workable solutions identified, how EPSO combines the practitioner and the academic aspects in EU selection methods, and how high standards are upheld in this complex and demanding scenario**.**

11:30   **Short coffee & tea break**

11:45   Djurre Holtrop (VU University Amsterdam)

Predicting work performance with new technology: Automatic recognition of Conscientiousness in spoken text versus self-rated Conscientiousness
(Holtrop, D., Reinout E. De Vries, R.E., Oostrom1, J.K., Van Breda, W., & Stooker, J.)

We investigated the incremental validity of Conscientiousness ratings deduced from spoken text, via fully automated text recognition, over self-rated Conscientiousness in predicting actual work performance. The text-based Conscientiousness and self-rated Conscientiousness correlated moderately and both were related to performance. However, text-based Conscientiousness did not have incremental validity over self-rated Conscientiousness.

12:15   Stefan Mol (University of Amsterdam)

The Proactive Employee: Champion and Rebel? (Sylva, H., Mol, S.T., Den Hartog, D.N., & Boon, C.T.).

Two studies explored whether proactivity is related to performance and whether proactive employees may incite disharmony or disagreement and may even engage in dysfunctional behaviors. We found that proactive personality related to overall job performance but also to supervisor-employee conflict. Proactive personality more specifically related to task performance and OCB, as well as to counterproductive work behavior, with curvilinear effects only occurring for counterproductive work behavior.

12:45   **Lunch**

14:00   Susan Niessen (University of Groningen)

Applicant perceptions of selection methods in higher education (Niessen, A.S.M., Meijer, R.R., & Tendeiro, J.N.)

Applicant perceptions of several methods used for selection into higher education were measured among prospective psychology students, based on organizational justice theory. Process favorability and relationships with determinants of favorability were analyzed, and relationships between favorability, test performance and enrollment decisions of applicants were studied.

14:30   Wendy de Leng (Erasmus Medical Center Rotterdam)

Situational Judgment Tests for selection into medical school: Scoring methods and hybrid development (De Leng, W.E., Stegers-Jager, K.M., Husbands, A., Born, M.Ph. & Themmen, A.P.N.).

Situational Judgment Tests (SJTs) are used for selection on noncognitive competencies. The first part of this research project compared different scoring methods of an SJT. Results showed that internal consistency reliability varied widely from .24 to .75 across scoring methods. The second part describes the hybrid development of an SJT.

15:00   **Coffee & tea break**

15:30   Rob Meijer (University of Groningen)

Selection of future students: A Taylor and Russell perspective.

In this talk I discuss the practical usefulness of selecting future students on the basis of cognitive and non-cognitive skills using recent information from the Netherlands about base rates and selection ratios.

Discussant: Axel Themmen (Professor in Experimental Endocrinology and Medical Education, Department of Internal Medicine EMC and responsible for the EMC academic selection procedure).

16:15   Marise Born (Erasmus University Rotterdam)

How WEIRD are the research findings in the domain of recruitment and selection?

This talk will focus on selecting in a diverse world: How reliable and valid are research findings in our area of research?

Discussant: Claudine Camilleri (EPSO)

17:00   Closing remarks

17:15   Drinks and Dinner at the *Erasmus Paviljoen*