Dutch Flemish Network for Recruitment and Selection Research

Program

11th Dutch-Flemish Research Meeting on Personnel Recruitment and Selection
2016

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Host:

Dutch Flemish Network for Recruitment and Selection Research

11th Network Meeting
Friday October 21st 2016

Location: Het Kasteel, Melkweg 1, Groningen, room 1.12

Program:

10:00   **Arrivals, coffee & tea**

10:30   Wouter Frencken (Sport scientist at FC Groningen)

Football Science FC Groningen

The aim of the strategic concept 'z018, talenten op één' is to achieve that half of the FC Groningen first team consists of former youth academy players. Technological knowhow and a sport scientific approach, along with state-of-the-art training facilities underlie the desired improvement in effectiveness of the youth academy. Main focus areas in training for better football performance are physical and tactical ability, resilience and top sports lifestyle. In the talk I will provide an overview of current practices in talent selection and development at FC Groningen, the contribution of football science to daily practice to improve evidence-based and evidence-informed decisions and, finally, some challenges that arise in the near future.

11:30   **Short coffee break**

11:45   Yolandi-Eloise Janse van Rensburg (Ghent University)

Honesty-Humility: A facet-level approach to predict broad/narrow academic dishonesty criteria
(Janse van Rensburg, Y. E., de Kock, F. S., & Derous, E.)

Objective: This study expands the predictor domain of personality by focusing on how broad and narrow facets of Honesty-Humility (HEXACO-Personality Inventory) shows concurrent validity in predicting broad and narrow academic dishonesty criteria (i.e., counter academic behavior and cheating respectively). Method: A heterogeneous student sample (N =

308) completed an online survey, including the broad/narrow facets of Honesty and Humility, counter academic behavior, and a standardized, monetary incentivized cheating task disguised as a cognitive ability test. Results: The broad facets, Honesty and Humility, both related more negatively to broad criteria (i.e., counter academic behavior), as when compared to narrow-level criteria of dishonest academic behavior (i.e., cheating). In relating Honesty-Humility's four narrow facets (i.e., Fairness, Sincerity, Greed Avoidance and Modesty) with broad/narrow dishonesty criteria, Fairness related more negatively to counter academic behavior, whilst Greed Avoidance related more negatively to cheating. Conclusions: Assessing criteria at facet-level shows to be more precise in predicting both broad and more fine-grained academic dishonesty criteria. Results provide a more comprehensive understanding of dishonest behavior. Findings may aid researchers in developing theory about why students cheat.

12:15   Karen Stegers-Jager (Erasmus University Rotterdam)

Ethnic and social disparities in performance on medical school selection criteria

I would like to present our research aimed at determining whether performance differences occur between traditional and non-traditional medical school applicants on academic and non-academic selection criteria and the extent to which these performance differences can be explained by age, gender, additional socio-demographic characteristics and pre-university grade point average.
We found ethnicity and social background to be independent predictors of selection for medical school, but there were surprising differences between the non-academic and the academic part of the selection procedure, i.e. the results on the non-academic criteria were promising regarding fairness and equality, whereas ethnicity and social background were related to poorer performance on the cognitive tests

12:45   **Lunch**

14:00   Lien Wille (Ghent University)

Job seekers' judgments of job attributes: Are they biased by context? (Wille, L., Weijters, B., & Derous, E.)

Employee recruitment and job choice research typically look at the effects of content-related issues like job characteristics, on job seekers' attitudes and decisions. Yet, effects of the information processing context have largely been overlooked. This is remarkable considering that there is no information vacuum in reality (e.g., job ads are presented in job categories among other job ads). Furthermore, Kahneman (2003) pointed out that

context may affect the judgments that individuals make. Following this line of reasoning, we investigated whether job seekers judge the type of work one has to do in so called ambiguous jobs (i.e., jobs combining characteristics of multiple job categories, e.g. commercial recruitment consultant), differently depending on the job category the job is presented in (e.g. sales vs. recruitment and selection job category), and job seekers' focus on categories. Because job seekers may focus on categories to reduce information overload when several job categories are presented next to each other, we also examined whether the number of job categories presented affected job seekers' categorical focus.

An experiment with a 2 (job category: job category 1 vs. job category 2) by 2 (number of job categories presented: one vs. two) between-subjects design among 185 participants (76.80% women; Mage = 21.37 years, SD age = 2.48) showed that job seekers focused more on job categories when two (vs. one) job categories were presented. Further, job seekers with a categorical focus judged ambiguous jobs in line with the job category those jobs were presented in (i.e., assimilation effect) which on its turn influenced job seekers' application intentions. Hence, context may bias job seekers' judgments.

14:30   Annemarie Hiemstra (Erasmus University Rotterdam)

A physiological study on recruiter fear and bias in applicant screening
(Hiemstra, A. M. F, Hopstaken, J. F., Derous, E., & Vergroesen, L. M.)

Resume screening has been criticized due to recruiters' judgmental biases, especially against ethnic minorities. Research is lacking, however, on *how* hiring decisions are made. Based on recent insights from social neuroscience (Amodio, 2014), recruiters' physiological fear and implicit prejudice when evaluating Arab ethnic minority and Dutch majority applicants were hypothesized and tested. Majority Dutch bachelor students in social sciences (N=80) participated in a 3 (Résumé format: paper resume/photo-on-resume/video resume) x 2 (Ethnicity: Dutch/Arab) within-subject design. Study measures were fear when seeing the applicant (using a physiological measure, the startle eye blink reflex), implicit prejudice (using an Implicit Association Test), and job suitability (9 items). Participants evaluated Arab applicants as less suitable compared to Dutch applicants. And participants experienced more fear when evaluating Arab applicants, especially in the condition in which the applicant was introduced with a photo-on-resume and less so when a video resume was used. The relation between fear, implicit prejudice and job suitability ratings, however, was unclear. These results can help to gain more insight in the factors involved in recruiter bias and decision making and may inspire future research using physiological measures in personnel selection research.

15:00   **Short coffee break**

15:30   Dirk Pelt (Erasmus University Rotterdam)

Factorial stability and the emergence of a general factor in personality tests: the influence of test-taking context and instrument type
(Pelt, D. H. M., van der Linden, D., & Born, M. Ph.)

It has been proposed that social desirable responding (SDR) may negatively affect the factor structure of personality tests and may possibly also be the reason for the relatively large share of common variance among personality traits. In this study, we test these two propositions by investigating the influence of the motivational context and opportunity to distort responses on the psychometric properties of a personality test. Data ($N = 9236$) from a natural experiment were used in which people completed either the Likert or Forced-Choice (FC) version of a personality test across real selection and development contexts, resulting in a 2x2 (Context X Instrument version) between-subject design.
The factor structures of the personality tests were highly similar between the four cells. In addition, the general factors (i.e. common variance) in terms of their size and nature were highly comparable.
Although SDR affects the mean scores on personality items it does not appear to affect the factor structure. This study further suggests that the common variance in personality tests may be more substantive than artefact. This is in line with recent theories suggesting that a general factor is present in personality with possible relevance for selection purposes.

16:00   Janneke Oostrom & Reinout de Vries (VU University Amsterdam)

Development and Validation of a HEXACO Situational Judgment Test
(Oostrom, J. K., de Vries, R. E., & de Wit, M.)

The purpose of this study was to develop and validate a situational judgment test of the HEXACO personality dimensions. In three studies, among applicants and employees (total N = 339), we showed that it is possible to assess the six personality dimensions with a situational judgment test and that the criterion-related validity of the situational judgment test is at least as high as the criterion-related validity of traditional self-reports, but lower than the criterion-related validity of other-reports of personality.

16:30   **Closing remarks**

16:45   **Drinks**

18:00   **Diner** at Huize Maas (10 minute walk, close to the central station)

Directions to [het Kasteel](#)
Melkweg 1, Groningen

Arriving by train at central station Groningen:

[Walk](#) for about 15 minutes

Take [bus](#) 9 from the station to stop Verlengde Visserstraat (8 minutes)

Arriving from the Hampshire Hotel :

[Walk](#) for about 15 minutes

Take [bus](#) 9 from bushalte Zuiderdiep to stop Verlengde Visserstraat (8 minutes)

Arriving from Asgard Hotel:

[Walk](#) for about 10 minutes.