



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 Derous	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 Deraus)		
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).