# 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

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>16:00–16:45</td>
<td>Arrival and welcome reception</td>
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<tr>
<td>16:45–17:00</td>
<td>Annika Wilhelmy &amp; Martin Kleinmann Welcome by the ENESER meeting organizers</td>
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<tr>
<td>17:00–18:00</td>
<td>Hubert Annen Keynote talk about the history and vision of Swiss Assessment</td>
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<td>18:00–20:00</td>
<td>Walk to the lake and eating traditional Swiss Bratwurst &amp; Bürli together (at own expense; vegetarian options are also available)</td>
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### Wednesday, September 1, 2021

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>8.00–8:20</td>
<td>Arrival</td>
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<tr>
<td>8.20–8.30</td>
<td>Annika Wilhelmy Welcome and information by ENESER Meeting organizers</td>
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**Session 1: Job search and recruitment (Chair: Martin Kleinmann)**

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<thead>
<tr>
<th>Time</th>
<th>Speaker</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:30–9:00</td>
<td>Jolien Stremersch</td>
<td>Job search during the COVID-19 pandemic: The role of regulatory focus</td>
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<tr>
<td>9:00–9:30</td>
<td>Hira Kanwal</td>
<td>Attracting applicants during the COVID-19 pandemic: The role of employer brand personality and organizational response</td>
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<td>9:30–10:00</td>
<td>Konstantina Georgiou</td>
<td>What do the characteristics of the gamified assessment methods signal to applicants?</td>
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<td>10:00–10.30</td>
<td>Tim Warszta</td>
<td>The impact of worker’s electronic word of mouth on employer image</td>
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<td>10:30–11:00</td>
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<td>Coffee break</td>
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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 Derous)
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).