

## **EAWOP SGM “Applicant Behavior”**

### EXECUTIVE SUMMARY

#### **1. Meeting overview**

Date: June 30 and July 1, 2016

Place: Vrije Universiteit Amsterdam, the Netherlands

Topic: Applicant Behavior

Keynotes: None

Organizing panel: Janneke Oostrom (Vrije Universiteit Amsterdam), Marise Born (Vrije Universiteit Amsterdam/Erasmus University Rotterdam), and Annemarie Hiemstra (Erasmus University Rotterdam)

Participants: 41 (44 including the organizers)

#### **2. Key highlights**

For a long time, recruitment and selection research mainly focused on ways to improve the psychometric properties of various tools. Hence, a large body of research has accumulated concerning ways to improve the reliability and validity of such tools. Recently, however, research has started to focus on the social aspects of the recruitment and selection process and how applicant and recruiter behaviors influence important outcomes like test performance, perceptions, intentions to accept job offers, and adverse impact. The small group meeting aimed to advance our scientific insights into applicant and recruiter behaviors and to bridge any practitioner-scientist gaps on new practices. We had a total of 22 oral presentations and 10 interactive poster presentations on diverse topics related to applicant behavior, including applicant perceptions, job search, impression management, and discrimination. In addition, we had a session about new practices, in which we discussed topics like social sensing technologies, implicit measures, and video resumes. The meeting provided an opportunity for both PhD students and advanced scholars to present their new and on-going research.

#### **3. Meeting outcomes**

For each oral presentation we scheduled 30 minutes in total, of which at least 15 minutes were spent on discussion. The discussions were very fruitful, many new research ideas have been proposed, and collaborative networks have been built. The dinner, lunches, and drinks provided excellent opportunities for networking and further discussions. Following the theme of the small group meeting, the Journal of Personnel Psychology (chief-editor Bernd Marcus) will organize a special issue on the topic of applicant behavior. Deadline for submissions is November 16, 2016. In addition, several symposia on applicant behavior and selection-related topics will be organized at the next EAWOP conference in Dublin (and at the next SIOP and ICAP conferences).