

EAWOP Small Group Meeting

“Applicant Behavior”

Call for Papers

June 30 and July 1, 2016

Vrije Universiteit Amsterdam, the Netherlands

Organizers: Marise Ph. Born, Annemarie M. F. Hiemstra, and Janneke K. Oostrom

Conference Theme and Scope

Given the recent turbulent economic developments (in Europe and beyond), recruitment and assessment of talented people has taken a very central place in the strategy of organizations. 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 been 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 influences important outcomes like test performance, perceptions, intentions to accept job offers, and adverse impact. The 4th small group meeting of the European Network of Selection Researchers (ENESER), organized under the auspices of EAWOP, aims to advance our scientific insights into applicant and recruiter behaviors and to bridge any practitioner-scientist gaps on new practices. Therefore, the SGM aims to explore a number of topics in recruitment, selection, and assessment, including research on impression management tactics and applicant faking behavior; first impressions of applicants; interviewer and recruiter behavior; applicant expectations and perceptions of traditional and modern recruitment and selection procedures; applicant job search behaviors, attraction to organizations, job choice, and intentions to accept job offers; applicant withdrawal behaviors at various stages of the recruitment and selection process; interviewer and recruiter’s discriminatory behaviors and techniques to reduce adverse impact; ethnic / gender /age differences in applicant behavior; and workplace behaviors, including task behavior, contextual behavior, and counterproductive behavior.

Format of the conference

The SGM is a conference taking place over two days; Thursday June 30 and Friday July 1. The meeting will feature approximately 25 paper presentations and an interactive poster session (depending on the number of submissions). Ample time will be provided for discussions and networking.

Location

The conference will be held in Amsterdam, the capital city of the Netherlands. With more than one million inhabitants in its urban area, it is the country's largest city and its financial, cultural, and creative center. The city has the highest museum density in the world and is home to cultural highlights, such as the Van Gogh Museum, Anne Frank House, Hermitage Amsterdam and the Rijksmuseum with Rembrandt's world-famous Nightwatch. Other well-known places of interest in Amsterdam are the Palace on the Dam, the Artis Zoo, Jewish Historical Museum, and the Rembrandt House. For more information on Amsterdam, visit <https://www.iamsterdam.com/en>

The Small Group Meeting will take place at the Vrije Universiteit Amsterdam, and is hosted by the department of Experimental and Applied Psychology. The university is located in the south of Amsterdam, close to Schiphol Airport and to Amsterdam Zuid train station.

Conference fees

The conference fee is 100 euro (40 euro for PhD students), which includes lunches, coffee/tea, a conference dinner, and drinks at the closing reception. Travel and accommodation costs have to be covered by participants. There are many hotels in close proximity to the Vrije Universiteit Amsterdam.

Submission of abstracts

Participants are invited to submit paper abstracts (up to 500 words) by **January 22, 2016** to Janneke Oostrom (j.k.oostrom@vu.nl). Submissions should be structured as follows: purpose/contribution, design/methodology, results, limitations, implications, and originality/value. In the abstract, authors should also indicate how their paper fits the scope of the SGM. Submitted abstracts will be pre-screened and selected by the scientific committee (a

selection of scientific scholars from the EAWOP members) following a blind peer-review procedure. Participants will be notified about the acceptance of their paper by **March 18, 2016**.

Special Issue

We are planning to submit a selection of the accepted papers for potential publication in a special issue of an academic journal. This will be discussed in more detail at the SGM. Participants are therefore kindly invited to consider submitting a full paper submission (up to 40 pages, times, font 12, double spaced) to Janneke Oostrom (j.k.oostrom@vu.nl) by **June 17, 2016**.