



UNIVERSITY OF EDINBURGH
Business School



4th ENESER meeting
Recent Developments in
Recruitment and Selection
Edinburgh, June 27-29, 2018

EAWOP Small Group Meeting

“Recent Developments in Recruitment and Selection”

Call for Papers

June 27-29, 2018

University of Edinburgh Business School, the UK

Organizers: Kristina Potočnik and Neil Anderson

Conference Theme and Scope

Recruitment and selection has been one of the cornerstones of work and organizational psychology for the last 100 years. The vibrant research in this field has led to countless meta-analyses and literature review pieces aiming to drive theoretical developments and best practice approach to evidence based management in recruitment and selection. Despite these efforts, however, it has recently been acknowledged that the field of recruitment and selection still faces just as many (if not more) challenges as one century ago. These have become ever more complex and difficult to predict. This is due to various reasons, including key aspects such as technological developments, increasingly more volatile and uncertain organizational environments and changing labour regulations. The aim of the 5th small group meeting of the European Network of Selection Researchers (ENESER), organized under the auspices of EAWOP, is twofold: 1) to advance our empirical and conceptual knowledge into recent developments in recruitment and selection and 2)

to bridge scientist-practitioners gaps in new recruitment and selection practices. Specifically, this SGM aims to explore a number of recent developments in the recruitment, selection, and assessment research, including:

1. Research on predictors of task, contextual and counterproductive behaviors and uncovering different boundary conditions of these effects;
2. Research on applicant reactions, impression management tactics, ability to identify criteria, and applicant faking behavior;
3. Research on biases in selection and how these biases affect subsequent interviewer behavior and interview outcomes;
4. Research on applicant expectations and perceptions of traditional versus technology based assessment, recruitment and selection procedures;
5. Research on interviewers' perception on the role of technology in recruitment, selection, and assessment;
6. Research on applicant job search behaviors, attraction to organizations, job choice, intentions to accept job offers;
7. Research on applicant withdrawal behaviors at various stages of the recruitment and selection process;
8. Research on interviewer and recruiter's discriminatory behaviors and techniques to reduce adverse impact;
9. Research on ethnic / gender / age differences in applicant behavior and the effects on recruitment and selection outcomes;
10. Research on ethnic / gender / age differences in assessment of task, contextual and counterproductive behaviors and their effects on recruitment and selection outcomes;
11. Research on new recruitment and selection methods and new constructs;
12. Research on cross-cultural issues in recruitment and selection.

Format of the meeting

The meeting will start on the 27th of June, 2018 with registration between 4-5pm, followed by the late afternoon welcome address and reception. On the 28th and 29th of June we will have two full days of presentations and discussions of approximately 25 papers. Such small format will allow the participants to have ample discussions about their research. There will also be a lot of

opportunities for networking and building collaborative project ideas. The event will end by 6pm on the 29th of June.

Location

The conference will be held in Edinburgh, Scotland. With its stunning Georgian and Victorian architecture, winding medieval streets, and spectacular natural scenery, it is easy to see why Edinburgh has been listed as a World Heritage Site. With a vibrant cultural scene, varied nightlife and countless events and festivals that run throughout the year, it is understandable why Edinburgh has consistently been named as one of the best places to live and work in the UK. Situated on the shores of the Firth of Forth and set on seven hills, the city of Edinburgh has a long and fascinating history with ancient buildings and landmarks - a royal palace, a cliff-top castle and an extinct volcano. The city has a modern dynamism juxtaposed with historical cobbled streets and is home to four universities, the famous Edinburgh Festival and Edinburgh Fringe, world class galleries and concert halls, tranquil parks and busy shopping streets.

The Small Group Meeting will take place at the University of Edinburgh Business School. Its central location is ideal for different accommodation, dining and entertainment options.

Conference fees

The conference fee is €100 euro (€50 for PhD students), which includes lunches, coffee/tea, a conference dinner, and drinks at the welcome reception. Travel and accommodation costs have to be covered by participants.

Submission of abstracts

Participants are invited to submit paper abstracts (up to 500 words) by **January 26, 2018** to Kristina Potocnik (Kristina.Potocnik@ed.ac.uk). Submissions should be structured as follows: purpose/contribution, design/methodology, results, limitations, implications, and originality/value. In the abstract, the authors should also indicate how their paper fits the scope of the SGM. Submitted abstracts will be pre-screened and selected following a blind peer-review procedure. Participants will be notified about the acceptance of their paper by **March 16, 2018**.

Upon the abstract acceptance, at least one author should pay the participation fee by **March 30, 2018**. The full papers should be submitted to Kristina Potocnik by **June 1, 2018**.

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.