



**Universität
Zürich** UZH

Mittelbaukolloquium des Psychologischen Instituts
Leitung: Dr. Michel Druey und Dr. Pamela Rackow

HS 2013

Datum: 06.11.2013

Ort: Binzmühlestrasse 14, Raum BIN 3.D.27

Uhrzeit: 12.30 –13.30Uhr

Titel: Be nice to your candidates and they'll be nice to you - Interpersonal justice during selection and its influence on contextual performance

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Abstract:

Past research has witnessed inconsistent results with regards to the postulated effects of applicant reactions to selection procedures on their long term behavioral outcomes, like job performance or turnover. A possible explanation for this lack of consistency could lie in the variety of applicant reactions, selection procedures and outcomes that were studied. For this reason, the present study applies the compatibility principle to studying the effect of applicant reactions on behavioral outcomes: we believe that interpersonal justice during selection, assessment centers and contextual performance are conceptually matched and therefore should show a more consistent relationship. Our results indicate, that perceptions of interpersonal justice during an operational assessment center are related to later contextual performance of internal candidates. This implies that, firstly, companies who use internal selection procedures should invest in the interpersonal treatment of their employees, and, second, that it may make sense to apply the compatibility principle while studying behavioral outcomes of applicant reactions to selection procedures.