Future employment selection methods: evaluating social networking web sites

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Abstract

Purpose
The use of social networking web sites (SNWs), like Facebook and MySpace, has become extremely popular, particularly with today's emerging workforce. Employers, aware of this phenomenon, have begun to use the personal information available on SNWs to make hiring decisions. The purpose of this paper is to examine the feasibility of using applicant personal information currently available on SNWs to improve employment selection decisions.

Design/methodology/approach
A total of 378 judge ratings (63 raters×6 subjects) are evaluated to determine if raters can reliably and accurately determine the big-five personality traits, intelligence, and performance based only on information available on SNWs. Interrater reliability is assessed to determine rater consistency, followed by an assessment of rater accuracy.

Findings
Based solely on viewing social networking profiles, judges are consistent in their ratings across subjects and typically able to accurately distinguish high from low performers. In addition, raters who are more intelligent and emotionally stable outperformed their counterparts.

Practical implications
Human resource (HR) professionals are currently evaluating social networking information prior to hiring applicants. Since SNWs contain substantial personal information which could be argued to cause adverse impact, academic studies are needed to determine whether SNWs can be reliable and valid predictors of important organizational criteria.

Originality/value
This paper is the first, as far as the authors are concerned, to address the use of SNWs in employment selection, despite their current utilization by HR practitioners.

Keywords
Selection  Recruitment  Social networks  Internet

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• describe existing analytical methods, and combinations of methods which can be used for employment impact assessment; • review various studies to document results obtained by different methods used. Specifically, the ILO is conducting activities in at least 10 EC partner countries located in different regions. • Uncertainty in cost-benefit analysis is an area of contention. For example, no generally agreed upon method of evaluating the future impact of climate change, for example, exists. • Once a cost-benefit analysis is coded, it can be stress tested to see how the project stands up to a wide variety of plausible scenarios, without having to agree on their relative likelihood.

Importance Of Social Networking Sites.

Question: Discuss about the advantages and disadvantages of using Social Networks for Business Purpose.

Answer: Introduction. The first assignment is a literature review on the advantages and disadvantages of using social networks for business purpose. The prevalence of social networks is in high use at the business places. It has made complex things easier such as transference of stock reports through whatsapp.

Selection process: it’s not as cut and dried as it may seem, but it can be easier and more effective with our step-by-step guide to evaluating candidates. This is one of the most traditional employee selection methods to move candidates to the next step by identifying and disqualifying those who don’t quite fit what you’re looking for. There may be hundreds – in some cases, thousands – of applicants for a single job. There are numerous ways to filter resumes.