Call for Papers

“Applicant Behavior”

A Special Issue of the Journal of Personnel Psychology

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Given the recent turbulent economic developments (in Europe and beyond) that organizations went through, recruitment and assessment of talented people has taken a very central place in organizational strategies. For a long time, recruitment and selection research has mainly focused on the organizational side, that is, the instruments that are being used and the behaviors and decisions of recruiters. Recently, however, research has started to focus on applicants and how they can actively influence the recruitment and selection process, for example by the decisions they make in their job search process, the way they prepare for the different tests and exercises, and the choices they make in presenting themselves to recruiters. Following the theme of the 4th small group meeting of the European Network of Selection Researchers (ENESER), the Journal of Personnel Psychology aims to advance scientific insights into applicant behavior by organizing a special issue on applicants as active agents in the recruitment and selection process. We invite papers that explore a range of themes, including but not limited to:

1. Research on applicant self-marketing and self-branding behavior;
2. Research on applicant choice behaviors at various stages of the recruitment and selection process (e.g., withdrawing an application or declining a job offer);
3. Research on impression management tactics, the ability to identify criteria, and applicant faking behavior during selection;
4. Research on applicant preparations for and behaviors during various assessment center exercises (e.g., role play, interviews, group discussions, situational judgment tests, simulations).

We welcome excellent and innovative empirical and theoretical contributions to research on applicant behavior that present theoretical, methodological, and/or applied advances. The emphasis of contributions needs to be on the proactive role that applicants play in recruitment and selection. The special issue will consist of both original articles (with a maximum length of 6,000 words, including references but excluding tables and figures) and short notes that are similar to original articles but shorter (with a maximum length of 2,500 words, including references but excluding tables and figures). Due to the timing of the review process, (hybrid) registered reports are not invited for this special issue.

Manuscript Preparation and Submission

All manuscripts should be prepared according to the Journal of Personnel Psychology’s instructions to authors (see https://us.hogrefe.com/products/journals/journal-of-personnel-psychology).

Papers must be prepared for blind review and submitted via the journal’s electronic portal (www.editorialmanager.com/jppsy/). Manuscripts should be clearly labeled as submissions to this special issue.

Submissions will undergo the journal’s standard review process. The extent to which a paper fits the focus of the special issue is an additional criterion for evaluation.

Deadline for submissions is November 16, 2016.

For informal enquiries about this special issue, please contact Janneke Oostrom at j.k.oostrom@vu.nl