Erasmus University Rotterdam CSC PhD 2014

*Project Description*

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| ***School/Department:*** | Faculty of Social Sciences, Institute of Psychology, Department of Work & Organizational Psychology, Woudestein campus, Burg. Oudlaan 50, P.O. Box 1738, 3000 DR Rotterdam, The Netherlands |
| ***Project Title:*** | Modern Instruments for Personnel Selection: The Added Value of Video Resume’s, Situational Judgment Tests and Social Media |
| ***Abstract:*** | The Department of Work and Organizational Psychology is an Erasmus University Research Excellence Center that in 2013 was awarded with a 1M-euro research grant to reinforce the research group. The proposed PhD project is related to one of the themes of the research group, namely the domain of personnel selection and individual differences psychology. The central goal of the PhD project is to test and expand upon existing knowledge on modern testing devices making use of the latest digital technology. Since recently, personnel psychology is moving towards the study of video-based and internet-based selection instruments, such as video situational judgment tests, webcam testing, and video resume’s. Still only rare information is available about their psychometric properties and whether they provide added value above their written counterparts. With this PhD project, four separate studies will be executed, related to (some of) the following issues. A first and kernel focus is about whether selection can be improved by the use of modern instruments. To this end, a classical test (e.g., measuring certain personality dispositions) is compared with its modern version. A second angle of interest is whether self-presentational techniques of applicants differ across written and digital versions of a testing device, such as impression management and self-enhancing practices. Regarding video resume’s, thirdly, the issue is studied whether differentiating between structured versus unstructured (narrative) resume versions impact on the findings. Finally, of special interest is looking into the cross-culturally generalizability of the hypothesized results, depending among other things on potential cultural differences in discrepancies between applicants’ actual, ideal and ought selves. The PhD projects aims to add to the small but growing knowledge domain within personnel selection on the value of modern selection devices. |
| ***Requirements of candidate:*** | Background: Work and Occupational Psychology or a related field, with a focus on individual differences psychology. Excellent mastery of psychometrics and interest in the area of personnel selection.  Master degree: Yes  IELTS Grade: 7.0 *(minimal 6.0 per component)*  *or*  TOEFL: 100 *(minimal 20 per component)* |
| ***Supervisor information:*** | Prof. Dr. Marise Ph. Born  [born@fsw.eur.nl](mailto:born@fsw.eur.nl)  http//www.eur.nl/fsw/psychologie/onderzoek/profielen/profiel\_mis/10347/  Past president of the International Test Commission (www.intestcom.org); Together with Dr. A.V.A.M. Evers, organizer of the 8th conference of the ITC in Amsterdam, July 2012, on ‘Modern advances in assessment, testing and digital technology, policies and guidelines’. Member of the Board of NSVP (Dutch Foundation for Psychotechnics, [www.nsvp.nl](http://www.nsvp.nl)). For many years, she was member of the COTAN, the Committee of Testing Affairs of the Dutch Institute for Psychologists NIP.  Recent publications  Ashton, M.C., Lee, K., De Vries, R.E., Hendrickse, J., & Born, M.Ph. (2012). The maladaptive personality traits of the personality inventory for DSM-5 (PID5) in relation to the HEXACO personality factors and schizotypy/ dissociation. Journal of Personality Disorders, 26, 641-659.  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Journal of Applied Psychology, 97 (2), 301-316 [ doi: 10.1037/a0025711]. |
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