

CSCRL SPRING SYMPOSIUM

HELP WANTED: LEADING, ENGAGING, AND NURTURING YOUR WORKFORCE TO KEEP YOUR SUPPLY CHAIN MOVING
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ABSTRACT

WHY THE PHOTOGRAPH MATTERS: EXTENDING OUR UNDERSTANDING OF HIRING MANAGER–JOB APPLICANT BIAS ON SNAP HIRING DECISIONS OF FRONTLINE EMPLOYEES

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Presentation Abstract: Supply chain management is increasingly recognized for its strategic importance in ensuring corporate success. As such, supply chain hiring, and personnel selection practices have become a differentiating factor for firms in the global marketplace. Ongoing technology changes and contemporary résumé screening methods have important implications and pose new challenges. Our study examines the role of organizational systems in reinforcing or mitigating hiring bias related to ingroup and outgroup membership during résumé screening.

This presentation sheds new light on social-psychological dynamics and organizational boundary conditions that shape managers' heuristics and evaluation bias during pre-employment résumé screening.