

ENESER conference

Job Search, Attraction, and Selection:

A motivational approach

Call for Papers

May 26 – 28, 2024

KU Leuven, Brussels, Belgium

Organizers: Karin Proost, Anja Van den Broeck, Arne Vanderstukken

Conference Theme and Scope

The contemporary labor market is faced with numerous challenges, with labor shortages standing out prominently (Causa et al., 2022). This not only has a profound impact on global economic growth but also undermines the operational efficacy of organizations. The list of jobs classified as 'shortage occupations' is swiftly expanding, prompting organizations to become creative and innovate in their search and selection of potential candidates.

Consequently, there has been a resurgence of interest in applicant reactions research. Scholars are assimilating concepts from the marketing and service management literature, drawing parallels between applicants and consumers (Ghielen et al., 2021). Organizations are diligently exploring avenues to provide an optimal 'candidate journey' or 'collective candidate experience' (McFarland et al., 2022). Novel trends in selection are being introduced such as the concept of 'open hiring', wherein people can start working without undergoing traditional job selection procedures. "The job is the test" (www.openhiring.nl). Game-based approaches are being developed to enhance the selection process's enjoyment and bolster the appeal of the organization (Aouam et al., 2023).

The goal of this ENESER conference is to provide fresh insights into these emerging themes by incorporating a motivational approach towards job search, attraction and selection.

Enhancing the selection process to make it more motivational can potentially remove significant obstacles for individuals who experience a large distance to the labor market and can assist organizations in filling shortage jobs. This is crucial for economic growth, social well-being and overall progress. It ensures that industries vital to a nation's prosperity can thrive, while simultaneously addressing societal needs and fostering innovation.

While motivational theories have been extensively developed and tested in various domains, their application to the context of personnel recruitment and selection is relatively uncommon. Nevertheless, certain studies have already demonstrated that expectancy theory can elucidate the phenomenon of applicant faking behavior (Dunlop et al., 2022) and that the impact of value congruence on organizational attractiveness can vary between intrinsic versus extrinsic values (Vanderstukken et al., 2016). Furthermore, it can be inferred that the fulfillment of basic psychological needs may enhance both the candidate journey and the job satisfaction of recruiters. The rise of AI and the use of algorithms for making selection decisions are highly likely to influence the motivation of both applicants and recruiters.

Specifically, this conference aims to explore a number of recent developments in these areas, including

1. Research on ways to enhance the candidate journey
2. Research on the rise of AI and its impact on the motivation of both candidates and recruiters
3. Research on applicant and recruiter reactions towards game-based approaches
4. Motivational approaches to open hiring and other non-traditional recruitment methods
5. Research on the importance of intrinsic versus extrinsic values in attracting applicants
6. Research on ways to satisfy basic psychological needs in personnel selection and its impact on important selection and recruitment outcomes
7. Research on applicants' motivation to fake
8. amongst others

Format of the meeting

On May 27 and 28, we will have two full days of presentations and discussions of approximately 25 papers. This format will allow participants to have ample discussions about their research. There will also be a lot of opportunities for networking and building collaborative project ideas. The event will end at the latest by 4 pm on May 28. You will have the opportunity to join a pre-conference dinner on May 26.

On May 27, we will start the conference with a keynote by Patrick Dunlop from Curtin University, Australia. He will talk about the role of motivation within personnel selection and recruitment.

Location

The conference will take place at the campus of KU Leuven in the center of Brussels, the heart of Europe. This means that after the presentations, you can enjoy one of the most historically meaningful and architecturally interesting cities of Europe. For more information, see: <https://www.visit.brussels/en/visitors>

Conference fee

At present, we are unable to provide specific information regarding the conference fee. We have submitted an application for a small group meeting grant from EAWOP but are currently awaiting their response. However, the estimated fee is between € 150-200 and €100-150 for PhD students but more detailed information will be communicated at a later stage.

Submission of abstracts

Participants are invited to submit abstracts (up to 1000 words) by **February 28, 2024** to Karin Proost (karin.proost@kuleuven.be). Submissions should be structured as follows: purpose/contribution, design/methodology, results, limitations, implications, and originality/value. In the abstract, the authors should also indicate how their paper fits the scope of the conference. Submitted abstracts will be pre-screened and selected following a blind peer-review procedure. Participants will be notified about the acceptance of their abstract by March 31, 2024.

Dissemination activities

A special issue with papers from the conference is planned in the *International Journal of Selection and Assessment*. Additional information will be provided during the conference.