

ENESER 2026

Artificial Intelligence for Recruitment and Selection: Opportunities, Challenges, and Human Impact

PROVISIONAL PROGRAMME SCHEDULE

JULY, 17TH LUMSA UNIVERSITY, piazza delle Vaschette, ROMA

WHEN	WHO/WHAT	WHERE
09.00 am - 9.30 am	Registration	Lumsa University Entrance
9.30 am – 10.30 am	Opening and Invited Talk by prof. Bettina Kubicek: <i>"Aversion or appreciation? Artificial intelligence in personnel selection"</i>	Room 4
10.30 am-11.00 am	Coffe Break	Room 4
11.00 am-12.30 am	Oral communications: 1. When Hiring Feels Invisible: Transparency, Human Oversight, and Relatedness Needs in Recruitment Systems (Corey Wood & Deborah Powell) 2.Exploring the Role of Artificial Intelligence and Faking Detection Warnings in Applicant Reactions (Aikaterini Maria Dousi & Ioannis Nikolaou)	Room 4

	<p>3. Honest help or unfair advantage? How employer messaging shapes interviewees' GenAI use in asynchronous video interviews (Patrick D. Dunlop, Mengting (Rachel) Xia, Ho Ting Yeung, Nicolas Roulin, Joshua S. Bourdage, Djurre Holtrop)</p> <p>4. Perceiving Discriminatory Hiring Decisions as Legitimate: The Role of Discrimination Type and AI Versus Human Decision Makers (Denise Vesper & Cornelius J. König)</p> <p>5. Open to Diversity or Open to Disparity? Investigating Gender Differences in Large Language Model-Scored Constructed-Response SJTs (Liyan Xi, Filip Lievens, Qingxiong Weng)</p>	
12.30 am – 1.30 pm	Lunch	Room Multimediale
01.30 pm-03.00 pm	<p>Oral communications:</p> <p>1. Assessing the Reliability and Validity of Employer Image Attributes Computed with Large Language Models (Berit Heling, Siddhesh Pawar, Ahmad Dawar Hakimi, Philipp Schäpers, Greet Van Hoye, Isabelle Augenstein, Pia V. Ingold)</p> <p>2. Too Close or Just Close Enough? Navigating the Effects of Interviewer Impression Management Closeness (Nathalie K. von Rooy, Annika Schmitz-Wilhelmy, Nicolas Roulin, and Martin Kleinmann)</p> <p>3. Training with Artificial Intelligence: Enhancing Perceived Self-Efficacy and Employability</p>	Room 4

	<p>Through AI-Supported Interview Practice (Morena Santoriello & Teresa Galanti)</p> <p>4. Validating the DIES 2.0: An AI-Enhanced Situational Judgment Test for Assessing Inclusive Effectiveness Across Diverse Groups (Femke Timmerman, Stijn Schelfhout, Eva Derous)</p> <p>5. My Agent Will Do That for Me -AI-Agents Operating on Applicants' Behalf (Djurre Holtrop, Janneke Oostrom, & Patrick Dunlop)</p>	
03.00 pm-03.30 pm	Coffe Break	Room 4
03.30 pm- 05.00 pm	<p>Poster Session 1:</p> <ul style="list-style-type: none"> -A Bad Feeling: The Role of Emotional Contagion and AI in Selection Interviews (Shayla Lazanik & Deborah Powell) -The Role of Generative AI in Pre-application Stages: The Impact on a Job Search-related Process (Elena Lo Piccolo, Marco Giovanni Mariani & Gerardo Petruzzello) -Applicants' Reactions to Artificial Intelligence (AI) in Recruitment and Selection: The Role of the Assessor's Type and Explainability (Evdokia Tsoni & Ioannis Nikolaou) - Does Setting Matter? Fairness Perceptions in Synchronous vs. Asynchronous Gamified Selection (Santoriello, T. Galanti, C. Balducci, G. Manes, I. Buonomo, M. Cortini) 	To be defined

	<p>- Gender Bias in the Evaluation of Generative AI Use in Academia: Evidence from a Vignette Experiment (Calluso Cinzia, Iacopino Valentina & Piazza Anna)</p> <p>-Are Structured Interviews Measuring Applicants or Their Questions? A Bayesian G Theory Perspective (Pia V. Ingold, Anna Luca Heimann and Simon Breil)</p> <p>-Exploring Gender and Ethnic Bias in Hiring Through Test and Algorithm Use (A. Susan M. Niessen, Sanne Feenstra & Marvin Neumann)</p>	
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JULY, 18TH LUMSA UNIVERSITY, piazza delle Vaschette, ROMA

WHEN	WHO/WHAT	WHERE
09.00 am-11.00 am	<p>1. Generative AI as a Decision-Support Tool in Virtual Assessment Centers: Agreement With Expert Judgments, Error Patterns, and Gender Fairness (Marco Giovanni Mariani, Barbara Rizzo, Nertila Mecani & Gerardo Petruzzello)</p> <p>2. Job Applicant Reactions to Flexible AVI Design (Steep, A. S., Springle, M., Debek, F., Chow, C., & Bourdage, J. S.)</p> <p>3. Can AI Kill the Video Star? Comparing the Benefits of Customized AI-Generated Feedback</p>	Room 4

	<p>and Video-Training for Asynchronous Video Interview Preparation (Nicolas Roulin, Johannes Basch, Klaus G. Melchers, Rachel Cossar)</p> <p>4. Show or tell: Comparing perceptions of video interview training formats among people with autism (Keaira Cameron & Eden-Raye Lukacik)</p> <p>5. Designing the Game of Selection: A Delphi Study on the Key Elements and Future Developments of Game-Related Assessments (Marie L. Ohlms & Richard N. Landers)</p> <p>6. -Choose your selection instrument! The role of autonomy on applicant reactions to emerging digital selection methods (Johannes Basch, Pat Dunlop, Sophie Bohner, Hannah Brugger, Angelina Tritschler)</p>	
11.00 am – 11.30 pm	Coffe Break	Room 4
11.30 am – 01.00 pm	<p>Oral Communications:</p> <p>1. Before Hitting Record—The Use of Preparation Time in Asynchronous Video Interviews and Its Effects on Interview Outcomes (Lucas Weihrauch, Nicolas Roulin, Klaus G. Melchers)</p> <p>2. How Decision-Makers Weight Predictors and Integrate Algorithmic Advice in Multi Objective Selection Contexts (Hernando Granados-Chiong, Serena Wee, Patrick D. Dunlop)</p> <p>3. The Relation between Applicant Profile Inconsistency and Use of Algorithmic Advice (vin</p>	

	<p>Neumann, Nathan R. Kuncel, A. Susan M. Niessen, & Rob R. Meijer)</p> <p>4. Conditional Reasoning without Response Alternatives: Validity of AI-based Approaches for Scoring Open-ended Responses to the Conditional Reasoning Test for Aggression (Mitja Ružojčić, Alma Džafić & Zvonimir Galić)</p> <p>5. The ghost in the machine? The importance of social presence in generative-AI facilitated job interviews (Agata Mirowska)</p>	
01.00 pm – 02.00 pm	Lunch	Room Multimediale
02.00 pm – 03.30 pm	<p>Oral Communications:</p> <p>1. Age discrimination in resume screening: Are HR-professionals more biased than ChatGPT? (Maaike Schellaert, Louis Lippens, Janneke K. Oostrom, Eva Deros)</p> <p>2. The impact of technology acceptance and personality traits on the willingness to use AI-assisted hiring practices (Cinzia Calluso, Maria Giovanna Devetag)</p> <p>3.-When Faith Becomes a Filter: Can Training Reduce Bias in Asynchronous Video Interviews from Islamic Faith Signals? (Julia C. Büttner, Patrick Dunlop, Klaus G. Melchers, Josua Gläsner, Annika Kausch, Johannes M. Basch)</p> <p>4. Measurement Structure and Reliability for Scores Generated by Large Language Models</p>	Room 4

	<p>(George Michaelides, Duncan J. R. Jackson, Louis Hickman, Quan Jiang, Andrew Speer)</p> <p>5. From Subjective to Algorithmic Judgment: The Role of Accuracy Feedback in Increasing Algorithm Use (Jacob Matić M.Sc., Marvin Neumann PhD., & Reinout de Vries)</p>	
03.30 pm-04.00 pm	Coffe Break	Room 4
04.00 pm-05.00 pm	<p>Poster Session 2:</p> <ul style="list-style-type: none"> -Evaluating the Impact of Third-Party Preparation Resources for an Open-Response Situational Judgment Test (Khoi Anh Pham Le, Colleen Robb, & Nicolas Roulin) -Digital Assessment of Emotional Intelligence: Implications for Personnel Selection (Andrea Caputo, Luigi Caputo, Morena Santoriello, Claudio Giovanni Cortese) - Gamified Assessments: Effects of Validity Explanations and Delivery Mode on Applicant Reactions (Konstantina Georgiou and Evanthia Tseliou) -The Internal Causal Effect of AI-Centric Employer Branding: An Experimental Investigation of Employer of Choice Status in the Indonesian Workforce (Irsanti Hasyim) - The Impact of Personalization and Timeline Adherence in Acceptance Letters on Applicants' 	To be defined

	<p>Perceptions (Gaëtane Caesens, Noémie Brison, and Stéphanie Demoulin)</p> <p>-Job Applicant Overclaiming Over Time and After Feedback (Steep, A. S., Schmidt, J. A., & Bourdage, J. S.)</p> <p>- Investigating the Boundary Conditions of Social Class Bias in Hiring: The Role of Organizational Exclusivity and Job Relevance of Social Class (Mengting (Rachel) Xia, Patrick D. Dunlop, Amy Tian, Serena Wee)</p> <p>- Reputation and Selection: Military Training in the Eyes of Future Recruiters (M. Cortini, M. Santoriello, T. Galanti, P. Benevene, C. Balducci)</p>	
05.00 pm-06.00 pm	Closing Cerimony with awards	Room 4