

Abstract

108 participants made two personnel selection decisions on two job openings.

Participants were assumed to work on a single-stage procedure (SS), the first stage of a two-stage procedure (TS1) or the second stage of a two-stage procedure (TS2). They were instructed to assess the candidates' profiles, using either a categorical or numerical response scale. It was found that more applicants were considered successful using a single-stage procedure than a two-stage procedure. Participants in TS2 selected significantly a larger proportion of applicants than those in TS1 did, whereas the difference in selection ratios between TS1 and SS was non-significant. Self-report measures of participants' reactions and experiences of the personnel selection task suggest that a multistage procedure is particularly necessary to ensure a thorough and complete evaluation of job candidates. A single-stage procedure may lead to a lenient selection decision.