

# ICAP 2014 Abstract Submission website

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**What would be the impact of interviewers' first impressions toward applicants on their later evaluations in selection interview?**

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**Abstract:** In selection interviews, interviewers and applicants usually meet for the first time. The research on person perception suggests that we form others impression quickly and unintentionally. Although the purpose of selection interview goes beyond meeting applicants but to evaluating and making hiring decisions about them, the interviewers will still form the first impression of applicants at the beginning of the interviews. Surprisingly, there are few studies which looked into the influence of this initial interview impression of applicants, while there have been many studies dealing with the effects of pre-interview impression formed on such information as applicants' job histories or scores of aptitude tests. Since the latter studies report significant influences of pre-interview impression of applicants on their later evaluations, the initial interview impressions will do have the same effects. Therefore, the purpose of this research is to examine the extent and process with which the initial interview impression of applicants will influences on the final evaluation of those applicants. Experiment was conducted using the video of selection interview scenes as stimuli. The scene of a male applicant entering the room and taking the seat is first shown, following two scenes of him conversing with an interviewer. Participants were asked to evaluate the applicant after each scene. The behavior of the 1st scene is either good or bad, the content of the conversation is either about the applicant's sociability or responsibility, and the valence of the conversation is either good or bad. Results showed that the effects of the experimental manipulation were limited because of the large variance among interviewers. However, the analysis using SEM showed that the initial interview impression did have significant impact on the later evaluations, yet the process of influence was more complicated than expected. Specifically, when the later conversation did not include the information about the applicant's personality which is difficult to be evaluated in the initial interview impression (i.e., responsibility), the initial interview evaluation had limited effects on the later evaluation. The result implied the possibility that interviewers could control the effects of the initial interview impression.

**Keywords:** evaluation process, first impression, person perception, selection interview,