

## CEPAR Summer Scholarship Application Form 2021/2022

**Project Code:** CEPARSP2021\_05

**Project title**

Provide a short descriptive title of no more than 20 words.

Designing recruitment and selection materials to reduce age bias in hiring processes

**Supervisor**

<b>Name:</b> Jane Chong Patrick Dunlop	<b>Location:</b> Curtin University Node	<b>Email:</b> Jane.chong@curtin.edu.au
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**Project summary**

Age bias in the workplace can arise in various situations, and selection and recruitment is one area that age discrimination can be prevalent. For example, job advertisements and selection criteria can (unconsciously) be presented an age-biased way, such that photos of only young people in recruitment material could inadvertently suggest that applications from older applicants are not welcome. This project seeks to design experimental studies to answer the research questions

1. Can age-neutral selection criteria be developed? And
2. In what way does age-stereotyped selection criteria determine how applicants are appraised as a function of their ages?

The scholarship holder will be able to select one of the two research aims to focus on, depending on their interest.

The findings of this project has real-world and practical applications, such as being used to inform organisations' recruitment and selection strategies. This project is an excellent opportunity to gain hands-on experience in formulating and implementing an experimental approach to a practical research question. It will also give the scholarship holder the opportunity to explore the challenges of an ageing population through the lens of psychology at work, and acquire skills in areas such as research design that will prepare them for advanced study in psychology and/or organisational behaviour.

**Role of the scholarship holder(s) in the project**

The scholarship holder will work closely with the research team, including Dr. Jane Chong, Associate Professor Patrick Dunlop, Dr Serena Wee, and Dr Gretchen Petery, to design and conduct an experiment related to age-bias in recruitment. The scholarship holder will assist with refining pre-existing stimulus to suit the research question, collect preliminary data, and contribute to the data cleaning and analysis stage of the research.

**Required knowledge, skills and/or training**

Basic understanding in research design, data collection and statistical analyses. The scholarship holder is also expected to have good organisation, oral communication, and written communication skills. Some experience in using a statistical package (e.g. SPSS) to conduct analyses is a plus but not a requirement for full participation in the project.

**Preference**

Students with backgrounds in Psychology or an interest in Industrial-Organisational Psychology or Organisational Behaviour are likely to have the type of interests and training aligned with this project. Additionally, potential applicants with an interest in pursuing an Honours and/or Higher Degree program in this field is preferred.

**Work period**

The work period may be broken into two parts as students will not be expected to work during the UNSW shutdown over Christmas/New Year.

Total work weeks: up

The supervisor and the scholarship holder will discuss a mutually acceptable 6 week period over the summer term.