

Rankings Hiring Study Dec24 (#204837)

Author(s)

This pre-registration is currently anonymous to enable blind peer-review.
It has 3 authors.

Pre-registered on: 2024/12/16 - 12:36 PM (PT)

1) Have any data been collected for this study already?

No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?

Participants will view a job candidate more favorably when they are ranked on a shorter (vs. longer) list.

3) Describe the key dependent variable(s) specifying how they will be measured.

The primary DV will be a composite (average) of the following 3 items measuring candidate evaluation, each on 1-7 scales:

How would you evaluate this candidate?

How well do you think this candidate would perform in this new position?

How likely would you be to hire this candidate?

Within-subjects choice: Which candidate would you hire?

4) How many and which conditions will participants be assigned to?

Two conditions: Short or Long list, randomly assigned.

Participants will imagine they are making a hiring decision as a manager at a large company. They will first read about an internal candidate who is ranked on a short list (#3 of the 12 employees in her department) or a long list (#6 of the 24 employees in her department) by her manager in a different department. Participants will evaluate the candidate on the 3 DV items.

Then, they will read about a second candidate who is ranked out of the other number of employees by her manager in another different department and answer the same 3 items about her. I.e., if the first candidate was ranked #3 out of 12, the second candidate was ranked #6 out of 24, and vice versa. Participants will evaluate the second candidate on the same 3 DV items.

Finally, participants will see information about both candidates again and choose which they would hire.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

We will conduct a t-test to examine effect of list condition on their evaluations of the first candidate.

We will conduct the same analysis on participants' evaluations of the second candidate.

We will also conduct a chi-square (or equivalent z test) to examine the proportion of participants choosing to hire the candidate ranked on the short list in the within-subjects choice DV.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

We will include all unique complete observations.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.

300 participants filtered for having "hiring" and "people management" as decision-making responsibilities at work.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

Nothing else to pre-register.