

CePCO Brownbag Conference

Integrating the Unfolding Process with Self-Regulation in Job Search: The Moderating Role of Core Self-Evaluations

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Abstract : Job search is often conceptualized as an unfolding process (i.e., a process through which job seekers navigate through stages to achieve their goal of finding a job), during which job seekers regulate their affect, cognitions, and behaviors. Furthermore, whether and how job seekers transform early job search success (i.e., first interviews) into later success (i.e., second interviews and job offers) may depend on individual differences in core self-evaluations (CSE). In this paper, we integrate the unfolding process of job search with job search self-regulation, combining within- and between- person approaches. Specifically, we conduct an 8-week repeated-measures study, and find that both activated positive and negative affect are positively, while deactivated positive affect is negatively related to metacognitive activities, which in turn are positively related to subsequent job search intensity. Furthermore, job search intensity is positively related to the number of interviews, which are in turn positively related to the number of job offers. Notably, CSE moderates the relationships between the number of first and second interviews, and between the number of second interviews and job offers, such that job seekers higher in CSE are more successful in transforming early job search success into later success than those lower in CSE.

Biography: *Serge da Motta Veiga earned his PhD in Management from the University of Missouri, and a license in Economics from the Université Libre de Bruxelles. His research interests include job search, recruitment, selection, and career management. He has published in the Journal of Applied Psychology, Personnel Psychology, Organizational Behavior and Human Decision Processes, Human Resource Management, and the Journal of Organizational Behavior. Prior to pursuing his PhD, he worked in the Banking and Consulting industries in London, Paris, and Brussels.*

Lieu : Université de Lausanne, Géopolis, Salle 5899, 1015 Lausanne

Date : Vendredi 18 mai, 2018 de 13h à 14h

You are welcome to bring a lunch to eat during the presentation

Organisation : Dr. Amber Gayle Thalmayer and Prof. Jérôme Rossier

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