

Attractive Condition



Unattractive Condition

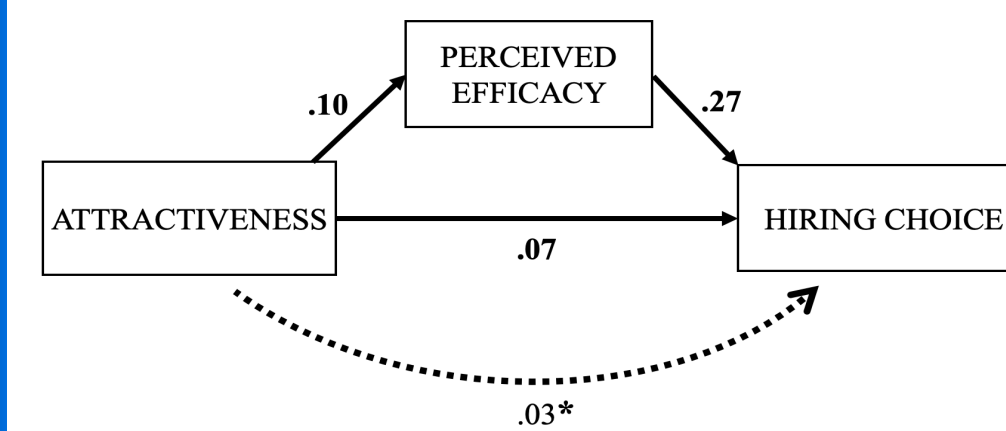


RESULTS

Table Shows the intercorrelations of variables.

	1	2	3	4
1. Attractiveness (Hiring)				
2. Perceived Efficacy Rating	.18			
3. Hiring Choice	.24	.41		
4. Attractiveness (Termination)	.63	.09	.16	
5. Termination Choice	-.17	-.01	<.01	-.12

Note. Bolded values are significant at $p < .05$.



Note. Bolded values are significant at $p < .05$. * indicates $p = .054$.

DISCUSSION

- The indirect effect is mediating 28.2% of the effect
- Attractiveness is positively related to hiring choice and that perceived efficacy does have a positive influence on hiring
- This study adds to previous research by confirming that perceived efficacy plays a role in the attractiveness bias when hiring

References Available Upon Request

Attractiveness and perceived efficacy influence hiring choice.



SCAN ME

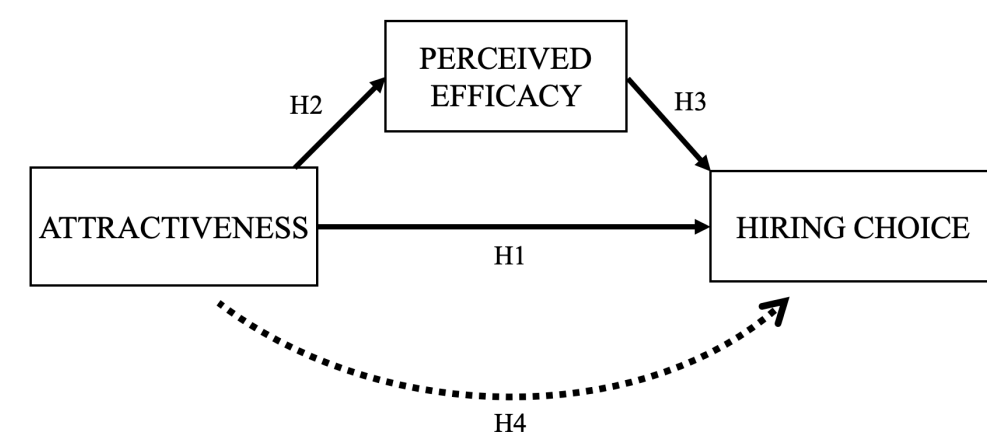
Bias in the Eye of the Beholder: The Influence of Physical Attractiveness on Hiring Decisions

Madeline J. Chance, Alexander T. Jackson, & Mark C. Frame

INTRO

- The attractiveness bias has been studied for several decades in a variety of settings
- The attractiveness bias influences decisions about people

HYPOTHESES



METHODS

130 people with experience making hiring decisions were recruited using Prolific.

Compensated \$2 per participant.

Hiring Procedure

- Participants viewed applicant:
 - Resume
 - Picture
- Participants rated:
 - Hiring decision
 - Perceived efficacy
 - Physical attractiveness

The study was piloted with a group of 10 participants to ensure the survey worked as intended.

MANIPULATION CHECK

Table Estimated Marginal Means for the attractive condition.

Condition	Mean	SE
Attractive	4.15	0.12
Unattractive	3.10	0.12