

The Impact of Vocal and Physical Attractiveness on the Employment Interview

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Abstract : This research examines how physical and vocal attractiveness affect impressions of an applicant and whether these impressions are affected by gender or job type. Findings, based on two samples, indicate that individuals with less attractiveness voice and physical appearance were viewed as less suitable job applicants and as possessing more negative characteristics than those others. These negative impressions were pervasive and unaffected by either applicant gender or job type. Specifically, we found that job candidates with an attractive voice or physique were perceived as more extroverted, less agreeable, less conscientious, less trustworthy less competent, less sociable and less recruitable. Results are robust to various sensitivity checks.

Keywords : discrimination, nonverbal, hiring, attractiveness

Conference Title : ICBMR 2017 : International Conference on Business, Management and Research

Conference Location : Barcelona, Spain

Conference Dates : December 14-15, 2017