Study 2 - Reframing Resumes (#57742)

Created: 02/08/2021 06:49 AM (PT)
Public: 11/16/2022 06:03 PM (PT)

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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?
Rewriting CVs to capture years of experience instead of calendar dates will make female and male applicants be perceived as being more hireable. Our previous study demonstrates the effectiveness for women, and we seek to demonstrate that this extends to male candidates as well.

3) Describe the key dependent variable(s) specifying how they will be measured.
The main DVs is likelihood of advancing the candidate to the next stage on a 1-100 scale.

4) How many and which conditions will participants be assigned to?
This will be a between-subject design. Participants will be randomly assigned to see a CV for one of 2 different job types (HR or Software Engineer). Furthermore, each participant will be randomly assigned to one of two conditions: control (jobs held displayed from/to using calendar dates) CV vs. treatment (work experience displayed in years). Across these conditions, the applicant gender (male vs. female) will be randomized.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.
Our main analysis will look at the impact of the treatment and gender. Our main hypothesis does not predict any gender differences, therefore our main specification will be Eq. (1) with the treatment indicator alone; however, we will also conduct additional analyses, examining the treatment controlling for gender (Eq. 2). All our specifications will control for job-type fixed effects, to ensure that these effects are not driven by outlier differences in the job applied for. Using the "lfe" package in R, we will run the following analyses:
Eq. (1): felm(DV~treat|job|0|0)
Eq. (2): felm(DV~treat+male|job|0|0)

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.
We will exclude all participants who fail the gender manipulation check.

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.
We are primarily interested in the comparison between the control and treatment CVs (regardless of the gender of the applicant). We will collect data from 800 participants (400 per condition) which will allow us to detect a d=0.20 effect size at 80% power. We have not designed this study to be powered highly for the exploratory analyses (e.g., interaction effect between treatment and the applicant gender as well as the effect of the treatment within each applicant gender separately), for which we will have approximately 400 participants per applicant gender or d=0.28 at 80% power.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)
Other analyses may include: an analysis with an interaction between treatment and applicant gender; the treatment separately for each applicant gender; and the main analysis with controlling for recalled number of years of experience and number of jobs recalled.