

SO, DEAR APPLICANT, DO YOU MEAN WORKING FROM HOME OR SHIRKING FROM HOME?

Mentioning a desire for teleworking, what ...

is the impact on the chance of being invited to a job interview?

does it signal to recruiters?

Results

RQ1a

Probability of gaining an interview

2.1 pp ↘

compared to not mentioning a preference for telework



RQ2a



RQ1b

Probability of gaining an interview

5.1 pp ↘

compared to not mentioning a preference for telework



RQ2b



Conclusion

A preference for telework was penalised, even when motivated by an explicit wish to be productive.

Negative effect on anticipated achievement striving, commitment and availability when a preference for telework is motivated by work-life balance.

Data

Contribution



Recruiters with vacancies on the Public Employment Agency of Flanders website



Flanders



Vignette experiment

- i. Gender
- ii. Age
- iii. Number of children
- iv. One-way commuting distance
- v. Relevant working experience
- vi. Extracurricular activities
- vii. Preferred temporal flexibility
- viii. Preference for 1 or 2 days telework

- Recruiters evaluated five fictitious applicants
- Differed on eight variables which varied randomly
- Causal interpretation possible
- Eight different jobs (to increase external validity)
- Exploration of mediators and moderators

Pronounce wish to telework and reason?

→ consequences on hiring intentions?

→ literature unclear

Existing empirical evidence on:

- negative outcomes following *use* of telework, but not on pronouncing this desire in a solicitation setting
- negative outcomes following the mention of work-life balance on a CV, but does not inform on impact of telework

