Abstract

This study investigated people behavior when they had to made job acceptance decision. In order to ensure the employment of the best talents, companies usually use comprehensive selection process to select people. This results in long decision time and process. However, many people tend to accept the first received job offer instead of waiting for the uncertain one. It is because of the probability drop of getting the delayed job as time pass. Such phenomenon is called time discounting. In order to counter the time discounting effect, keep applicants in waiting for the delayed job offer without shorten the selection process, companies have to find ways, which can maintain or even increase applicants' perceived probability of getting the jobs. One of the ways is to present some probability-manipulated messages at the final stage of the selection process to the potential applicants. In this study, two different probability-manipulated messages, "notify-success-first" and "notify-failure-first", were tested. Participants of different group received different messages at the final stage of the selection process. Results indicated that people who received the "notify-failure-first" feedback messages tended to reject the immediate job offer and wait for the uncertain one. The practical significances of the findings were also discussed.