

Abstract of thesis entitled
“Effects of Physical Attractiveness, Gender Role Conformity, and Overqualification
in Female Recruitment in Hong Kong”

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The present study investigated the effect of physical attractiveness, gender role conformity, and overqualification in female recruitment in Hong Kong. A total of 101 participants, who were full-time employees in Hong Kong, were asked to rate 8 fictitious job applicants based on their resumes, including 7 items capturing their impression towards the applicants, and 1 item for their decision of whether to invite the applicant to a selection interview. The results indicated that female applicants who were of high physical attractiveness, high gender role conformity, and being overqualified were rated more favorably in the process of personnel selection, and raters' attitude towards homosexuality also had an effect on the process of female recruitment. The findings reflected that there was an interaction effect between physical attractiveness and overqualification that the effect of physical attractiveness is more

profound among applicants who were overqualified than applicants who were not. Besides, the results also revealed that raters' attitude towards homosexuality interacted with their ratings for applicants of different levels of gender role conformity. In which raters who had a more negative attitude towards homosexuality rated women who did not conform to their gender role expectations less favorably than raters who had a less negative attitude towards homosexuality. The study discussed on the implications of the results and ways to reduce the effects of biased ratings in the process of personnel selection.