## EAP3 Tasksheet 1: Analysing the Research Question

**My research question is:** *(Copy & paste the question here without any mistakes)*

Should organisations use social media sites to screen potential employees?

1. Look at the question and your notes from the general reading. **What are the two sides of the debate**? You **DO NOT** **have to fully** agree or disagree with one of the sides.

organizations could use social media sites to screen potential employees.

organizations should not use social media sites to screen potential employees.

1. Write a **simple definition** of the main key term. Are there different types or groups?

social media: Social media are interactive technologies that facilitate the creation, sharing and aggregation of content, ideas, interests, and other forms of expression through virtual communities and networks. Social media refer to new forms of media that involve interactive participation.

Organizations: An organization or organisation (Commonwealth English; see spelling differences), is an entity--such as a company, an institution, or an association--comprising one or more people and having a particular purpose.

1. Who are the **stakeholders** (ie groups of people affected by this topic)? Briefly explain **how** they are affected.

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| ***stakeholders*** | ***how*** *they are affected* |
| Organizations | They use social media site to scan potential employees |
| The user of social media (potential employees) | Their information could be vetted by some organizations. |
| The company of social media | There user information might be collect as commercial purpose |
| The employees which was recruited by social media scanning | Maybe affect their daily social activities |

1. What are the **different aspects/ recurring themes** in this topic?

Privacy, bias, economy, information filter, psychology, human resources management, personality assessment, cybercrime, social media persona.

1. From the general articles what **substitutes for the key terms** and **other related terms** did you get?

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| ***substitutes for the key terms*** | ***other related terms*** |
| Cybervetting/Online screening/ | Persona/portrait |
| Staffing/recruiting/employment/hiring/career | Human resources  Personal selection |
| Social media assessment | Bias/subgroup/privacy |
| Psycholmetrics/psychological assessment | Psychology |

1. List the **different search** terms you will use to find journal articles/ books/ reports for your research. *(Remember to combine terms from Q:4 &5)*

Eva Vosen (2021). Social Media Screening and Procedural Justice\_Towards Fairer Use of Social Media in Selection. DOI: 10.1007/s10672-021-09372-4

Ryan Cook (2020). Job seekers attitudes toward cybervetting Scale development. DOI: 10.1111/ijsa.12300

Chad H. Van Iddekinge, Stephen E. Lanivich, Philip L. Roth, Elliott Junco (2013). Social Media for Selection? Validity and Adverse Impact Potential of a Facebook-Based Assessment. DOI: 10.1177/0149206313515524

Amber N. Schroeder, Kaleena R. Odd, Julia H. Whitaker (2020). Agree to disagree: Examining the psychometrics of cybervetting.

1. Write **at least 6 questions** that will help you to completely answer your research question.

Focus on the role of **stakeholders ( Q:3) & aspects.**

Is that a kind of invasion of privacy when organizations using social media vetting users? //companies screen social media for commercial purpose

Is it justice when organizations screen information from different social media and build a portrait of users? // how to avoid bias when build the persona of users? Different user base, different background of users.

What are the advantages for companies if organizations using social media screen potential employees?

What are the advantages for job-seekers if organizations using social media vetting information?

Is it objective when organizations screening information from profit-oriented social media? //the information they published could be filtered by the social media.

Is it legal when vetting information from social media? Any potential crime behaviour? //get profit from non-copyrighted data? data pressure to social media companies? breaching business secrets? illegal collection of personal information? Invasion of computer system? Lack of surveillance in this field.