The title

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The authors made the following contributions. First Author: Conceptualization, Writing - Original Draft Preparation, Writing - Review & Editing; Ernst-August Doelle: Writing - Review & Editing.

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Abstract

what

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The title

Sajjadiani, S., Sojourner, A. J., Kammeyer-Mueller, J. D., & Mykerezi, E. (2019). Using machine learning to translate applicant work history into predictors of performance and turnover. Journal of Applied Psychology, 104(10), 1207. Work experience relevance, tenure in previous positions, applicant attributions of previous turnover as involuntary, applicant attributions of previous turnover to avoiding bad jobs, and applicant attributions of previous turnover to approaching a better job were all used as predictors of performance and turnover using ML algorithms (Naive Bayes Classification). Results matched previous theories of selection, which indicates that ML is a reliable method when seeking to analyze information in text form in a quick and automated way. Idea for dissertation: could do the same thing but with a more general sample instead of schools.

Sajjadiani, Sojourner, Kammeyer-Mueller, and Mykerezi (2019) Gonzalez, Capman, Oswald, Theys, and Tomczak (2019)

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Methods

We report how we determined our sample size, all data exclusions (if any), all manipulations, and all measures in the study.

Participants

Material

Procedure

Data analysis

We used R (Version 4.0.3; R Core Team, 2020) and the R-package *papaja* (Version 0.1.0.9997; Aust & Barth, 2020) for all our analyses.

Results

Discussion

References

Aust, F., & Barth, M. (2020). *papaja: Create APA manuscripts with R Markdown*. Retrieved from https://github.com/crsh/papaja

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R Core Team. (2020). *R: A language and environment for statistical computing*. Vienna, Austria: R Foundation for Statistical Computing. Retrieved from https://www.R-project.org/

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