

Appendix A

Table A.1

Experimental Manipulation

Random Assignment: Low Complexity						
APPLICANT INFORMATION						
Item	Applicant 1	Applicant 2	Applicant 3	Applicant	Applicant	Applicant
Age	28	30	38			
Gender	Female	Male	Female			
Education level	High school	High school	Postgraduate			
Expertise	High	High	Very High			
Travel facility	Yes	Yes	No			
Expected salary	\$48k/year	\$76k/year	\$ 116k/Year			
Random Assignment: High Complexity						
APPLICANT INFORMATION						
Item	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Applicant 6
Age	28	45	38	50	36	30
Gender	Female	Male	Female	Male	Male	Female
Marital status	Single	Married	Married	Divorced	Single	Divorced
No. of children	0	2	2	3	0	1
Education level	High school	High school	Postgraduate	Graduate	Postgraduate	Graduate
Expertise	Average	High	Very high	Very high	High	High
Soft skills	High	Very high	High	Outstanding	Very high	Outstanding
Experience abroad	No	Yes	Yes	No	Yes	No
Languages spoken	1	2	3	3	1	2
Travel facility	Yes	Yes	No	No	Yes	Yes
Expected salary	\$48k/year	\$70k/year	\$118k/year	\$132k/year	\$88k/year	\$76k/year
Last job duration	2 years	9 years	10 years	12 years	4 years	5 years
Availability	immediate	immediate	1 week	1 week	immediate	1 week
Item	Applicant 7	Applicant 8	Applicant 9	Applicant 10	Applicant 11	Applicant 12
Age	32	42	36	48	34	29
Gender	Female	Male	Female	Male	Male	Female
Marital status	Single	Married	Divorced	Divorced	Single	Divorced
No. of children	0	1	4	2	0	2
Education level	High School	Graduate	Postgraduate	Graduate	High School	Graduate
Expertise	Good	High	Very High	Good	High	High
Soft skills	High	Very High	High	Outstanding	Very High	Outstanding
Experience abroad	Yes	Yes	No	No	Yes	Yes
Languages spoken	2	2	1	1	2	1
Travel facility	Yes	Yes	No	Yes	Yes	Yes
Expected salary	\$ 54k/Year	\$ 62k/Year	\$ 45k/Year	\$ 90k/Year	\$ 82k/Year	\$ 72k/Year
Last job duration	3 Years	5 Years	4 Years	7 Years	3 Years	3 Years
Availability	Immediate	10 Days	1 Week	2 Weeks	3 Days	Immediate

After carefully analyzing the information on the job candidates at your disposal to make the requested hiring decision, please inform us of your three preferred hiring options (from the best to the worst), based on your analysis (e.g., applicant 3, applicant 1, and so on).

Manipulation Check
<i>How complex have you found making this hiring decision? (Far too simple → Far too complex).</i>