

## Consent

---

### Welcome to our research study!

#### Study on human judgement and decision-making

This research is being conducted by Prof. A. Danilov and T. Firpo from the School of Business and Economics at Humboldt-Universität zu Berlin. The intention of this study is to better understand human decision-making.

#### Compensation

The basic compensation fee for filling in our survey is £1.80. You can also earn additional compensation if you get certain responses right – you will be informed about this extra compensation during the survey.

#### Participation, Benefits and Risks

Participation in this research study is completely voluntary. You have the right to withdraw at any time or refuse to participate entirely. If you desire to withdraw, please simply close your internet browser. Risks are minimal for involvement in this study. It is very unlikely that answering these questions affects you emotionally or otherwise.

#### Confidentiality and Questions

All data obtained from participants will be kept anonymous. There will be no record that links the data collected from you with any personal data from which you could be identified (e.g., your name, address, email, etc.). Once anonymized, these data may be made available to researchers via accessible data repositories and possibly used for novel purposes. The data will be stored for at least 10 years.

If you have any questions or comments or if you need support, please contact us by email.

Teo Firpo (PhD student at Humboldt-Universität zu Berlin): [teo.firpo@hu-berlin.de](mailto:teo.firpo@hu-berlin.de)

Anastasia Danilov (Professor of Organizational Economics at Humboldt-Universität zu Berlin and Einstein Center Digital Future): anastasia.danilov@hu-berlin.de

### Notes on data protection

All responses are collected anonymously. No personal data will be collected and analyzed that would allow you to be identified.

Your answers will be stored on servers within the EU and will only be analyzed in the context of this research project. No data will be forwarded to the questionnaire provider Qualtrics or other third parties.

Data transmission is encrypted and data security is certified with ISO27001. In this context, we would like to draw your attention to the following information from questionnaire provider Qualtrics:

Terms of Use <https://www.qualtrics.com/terms-of-service/>

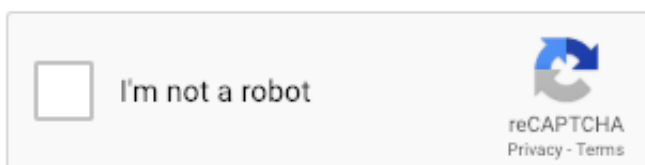
Privacy policy <https://www.qualtrics.com/privacy-statement/>

Security declaration <https://www.qualtrics.com/security-statement/>

You also have the right to contact the official data protection officer at Humboldt-Universität zu Berlin. You may raise with her your questions or concerns regarding compliance with the Privacy Policy, or complain about non-compliance. In this case, please contact the data protection officer of Humboldt-Universität zu Berlin either by email ([datenschutz@uv.hu-berlin.de](mailto:datenschutz@uv.hu-berlin.de)) or by mail (Unter den Linden 6, 10099 Berlin).

---

Before you proceed to the survey, please verify the captcha below.



In order to proceed you need to confirm following questions:

yes

no

I am 18 years or older.

☐☐

I have read and understood the information above.

☐☐

I want to take part in this research.

☐☐

---

## Statement do not consent

---

*As you do not wish to participate in this study, please return your submission on Prolific by selecting the 'Stop without completing' button.*

---

## Questions for screener validation

---

Do you have any experience in making hiring decisions (i.e. have you been responsible for hiring job candidates)?

Yes

No

---

In which of the following sectors are you primarily working now or did used to work in the past? (Select all that apply).

Agriculture, Food and Natural Resources

Architecture and Construction  
Arts  
Business Management & Administration  
Education & Training  
Engineering, Science, Technology, & Mathematics  
Finance  
Government & Public Administration  
Medicine  
Hospitality & Tourism  
Information Technology  
Legal  
Policing  
Military  
Manufacturing  
Marketing & Sales  
Retail  
Research & Development  
Social Sciences  
Transportation, Distribution & Logistics  
Other

---

---

## Statement inconsistent screener response

---

*Thank you for answering these questions. You are ineligible for this study, as you have provided information which is inconsistent with your Prolific prescreening responses. This study is for people with hiring experience and who are working in a function  $\{e://Field/occupation\}$ . Please return your submission on Prolific by selecting the 'Stop without completing' button.*

---

## Verification and Prolific ID

---

Please enter or confirm your Prolific ID here:

---

## Introduction

### Introduction

This study consists of four parts.

In Part I and Part II, we will show you slightly different CVs (one in each part). These CVs were designed to apply to a job vacancy in the UK. We will ask you to assess the skills and employment chances of its (fictitious) owners.

In Part III, we will ask you general questions about both CVs.

To conclude, we will ask you a few questions about yourself in Part IV.

---

### Intro Part I

---

### Part I

Suppose you were recruiting a candidate for an entry-level \${e://Field/occupation} position.

Now, imagine you receive the following CV of a potential candidate who applies for an entry-level position. Please take as long as you need to familiarize yourself with this first CV. You will be asked to answer some questions about this CV.

---

---

## CV control display

---

We will first ask you about different types of skills from this potential candidate based on the information provided in this CV. Please, look and read it carefully first.

---



---

## CV control skill evaluation

---

\${Im://Field/3}

How would you assess the candidate's \${Im://Field/1}?

	Very low	Somewhat low	Neither low nor high	Somewhat high	Very high
\${Im://Field/2}	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

Here is the same CV again for your reference.

---



---

## Transition Firm Decision Question 1

---

We will now ask you a question related to firms' decisions to provide a job interview for a candidate with this first CV you just saw.

---

## CV control hire beliefs

---

### Job interview decision

In a real-life experiment conducted in 2021, we sent randomly selected companies the version of the CV that you just saw. All companies were looking to fill a vacancy for an entry-level \${e://Field/occupation} role.

Please estimate: Out of 50 companies, how many companies invited the candidate with this CV for an interview?

### Think carefully, because you can earn additional bonus for your answer!

If your estimate deviates from the actual statistic from our study by less than 3 integers, you will earn a bonus compensation of £0.10, on top of your participation fee as announced on Prolific. This additional payment will be sent to you within 72 hours of your submission being approved. (If you encounter any issues with this payment, feel free to email us at [teo.firpo@hu-berlin.de](mailto:teo.firpo@hu-berlin.de)).

If you do not answer correctly, you will not receive the additional bonus.

---

How many interview invites did the candidate with this CV receive for 50 applications sent (from 0 to 50)?

---

In your opinion, how well do the candidate's qualification and experience fit an entry-level \${e://Field/occupation} position?

Indicate your answer on the scale from underqualified to overqualified.

	Underqualified	Somewhat underqualified	Neither under- or over-qualified	Somewhat qualified	Overqualified
How would you evaluate this candidate's qualifications for the entry-level <code>#{e://Field/occupation}</code> position?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

---

## Start 2nd Part

---

## Part II

We will now show you the second, slightly different and fictitious CV and ask you the same questions as in Part I. Please answer these questions about the CV that you will see on the next page.

Suppose you were recruiting a candidate for an entry-level `#{e://Field/occupation}` position.

Now, imagine you receive the following CV of a potential candidate who applies for an entry-level position. Please take as long as you need to familiarize yourself with this CV. You will be asked to answer some questions about this CV.

---

---

## CV ai display

---



We will first ask you about different types of skills from this potential candidate based on the information provided in this CV. Please, look and read it carefully first.



## CV ai skills evaluation

CV ai skills evaluation

How would you assess the candidate's skills?

	Very low	Somewhat low	Neither low nor high	Somewhat high	Very high
AI skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Here is the same CV again for your reference.



## Transition Firm Decision Question 2

We will now ask you a question related to firms' decision to provide a job interview for a candidate with this second CV that you just saw.

---

## CV ai hire beliefs

---

### Job interview decision

In a real-life experiment conducted in 2021, we sent randomly selected companies this version of the CV that you just saw. All companies were looking to fill a vacancy for an entry-level \${e://Field/occupation} role.

Please estimate: Out of 50 companies, how many companies invited the candidate with this CV for an interview?

**Think carefully, because you can earn additional bonus for your answer!** If your estimate deviates from the actual statistic from our study by less than 3 integers, you will earn a bonus compensation of £0.10, on top of your participating fee as announced on Prolific. This additional payment will be sent to you within 72 hours of your submission being approved. (If you encounter any issues with this payment, feel free to email us at [teo.firpo@hu-berlin.de](mailto:teo.firpo@hu-berlin.de)).

If you do not answer correctly, you will not receive the additional bonus.

---

How many interview invites did the candidate with this CV receive for 50 applications sent (from 0 to 50)?

---

In your opinion, how well do the candidate's qualification and experience fit an entry-level \${e://Field/occupation} position?

Indicate your answer on the scale from underqualified to overqualified.

Neither

Underqualified	Somewhat underqualified	under- or over-qualified	Somewhat overqualified	Overqualified
----------------	-------------------------	--------------------------	------------------------	---------------



## Part III

The only difference between the two CVs you saw was that one of them included skills and experiences related to Artificial Intelligence. `{e//Field/AI_skills}`

Which CV included this additional information?

Bonus compensation: If you give the correct answer, you will earn an additional £0.10 on top of your participation fee.

The first CV included the additional information about Artificial Intelligence

The second CV included the additional information about Artificial Intelligence

In the next questions, we will ask you about the authenticity of the CVs and about the applicability of AI skills for an entry-level \${e://Field/occupation} job and for the workforce, in general.

---

Please rate your agreement with the following statements on a scale from "strongly disagree" to "strongly agree":

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
The CVs seemed authentic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The AI skills (\${e://Field/AI_skills}) would significantly improve a candidate's ability to execute the \${e://Field/occupation} assistant role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Young professionals and graduates should acquire AI skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For this question, simply check the middle option (this is an attention check)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The other skills in the CV (excluding the AI skills) were relevant for a(n) \${e://Field/occupation} assistant role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

---

AI-related digital skills are employed to apply the methods and concepts of

artificial intelligence in business functions. Such skills often include advanced programming and algorithm development, and applying machine learning methods.

How applicable do you think AI-related skills are for the following organizational functions?

Please drag and drop to rank the organizational functions from 1 (Most applicable) to 6 (Least applicable).

Supply Chain

IT

HR

Marketing

Engineering

Finance

---

---

## Transition message

---

## Part IV

The first three parts of this study are now over. In the final fourth section, which should only take a few minutes, we will ask you a few questions about yourself.

---

---

## Demographics

---

What sex were you assigned at birth, such as on an original birth certificate?

Male

Female

Prefer not to say

---

How old are you?

years

---

What is the highest degree or level of education you have completed?

Some high school, no diploma

High school graduate

Some college, no degree

Associate degree

Bachelor's degree

Master's degree

Professional degree

Doctorate degree

---

---

Please describe your work.

Employee of a for-profit company or business or of an individual, for wages, salary, or commissions

Employee of a not-for-profit, tax-exempt, or charitable organization

Local government employee (city, county, etc.)

State government employee

Federal government employee

- Self-employed in own not-incorporated business, professional practice, or farm
- Self-employed in own incorporated business, professional practice, or farm
- Working without pay in family business or farm
- None of the above
- 

Please indicate which industry you work in.

- Accommodation and food services
- Agriculture
- Arts, culture, entertainment and design
- Construction
- Education and training
- Fashion
- Financial and insurance
- Fitness and sport
- Healthcare and social assistance
- Marketing and advertising
- Mining

Other (please describe)

---

What is your current employment status?

- Employed (full time)
- Employed (part time)
- Studying
- Unemployment
- Retired

Other (please describe)

---

How many years of work experience do you have?

years

How many times were you involved in hiring decisions during your professional career?

0-3

4-10

11-20

21 or more

## AI Personal Experience Questions

Please identify on a scale from 'none' to 'very high' the level of your experience with AI (artificial intelligence).

	None	Very low	Somewhat low	Neither low nor high	Somewhat high	Very high
General work experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
General knowledge of AI topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Does your current employer provide courses or encourage employees to acquire AI skills?

Yes

No

I don't know



---

Have you personally experienced AI adoption in your field?

Yes

No

I don't know

---

---

## Subjects comments

---

What did you think of this survey? Do you have any comments for us?

---

---

Thank you for taking part in our study. Please click on the button to end your participation. You will receive your payment and the additional bonus (if applicable) automatically within 72 hours.

---

---

## End

---

Thank you for taking the time to participate in our study. Please click on "Next" to finish the survey and receive your payment.

---

