

# Online Experiment with Students: Lessons Learned and Outlook

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21 May 2015, *Workshop Factorial Surveys in  
Labour Market Research*, Lausanne

# Discrimination; Negative Attitudes

Research on attitudes towards immigrants

*plain vignettes*

*narrow down mechanism*

Research on discrimination of immigrants

*discrimination in hiring*

# Background

Data collection in classrooms

*collaborative project; questionnaire given*

*1 week  $\Rightarrow$  online*

*N=200 students, self-administered*

Add vignette experiment

# Approach

Extending Baert & De Pauw (2014)

*distinction between highly-skilled and low-skilled worker*

*simple 2x2 design*

*Qualtrics*

Baert, Stijn, and Ann-Sophie De Pauw. 2014. "Is Ethnic Discrimination due to Distaste or Statistics?" *Economics Letters* 125 (2): 270–73.

# Implementation

Vignette	Job	Name
V1	receptionist	François Meylan
V2	director of sales	François Meylan
V3	receptionist	Dalmat Bequiri
V4	director of sales	Dalmat Bequiri

# Vignettes: Job

Imaginez que vous êtes un responsable du recrutement d'employés dans une grande entreprise. Vous êtes chargé de recruter **un/e directeur/rice des ventes** | **un/e receptionist**. Les qualités et aptitudes requises sont les suivantes :

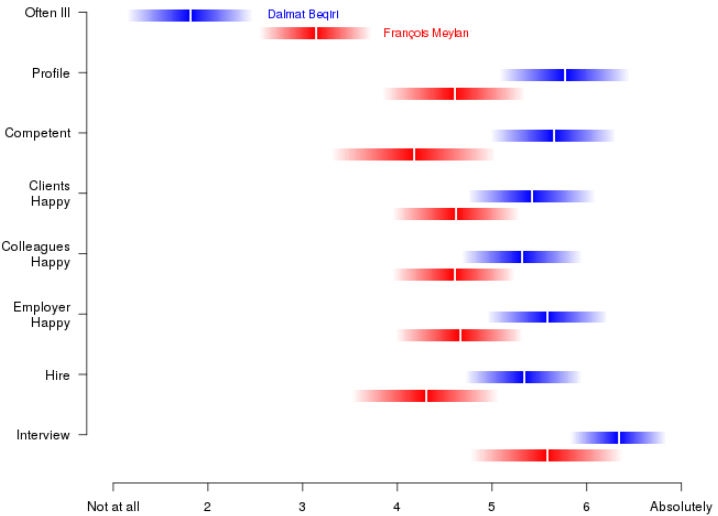
- ▶ orienté(e) service client
- ▶ personnalité agréable et souriante, à l'aise en communication
- ▶ dynamique, polyvalent(e), capable d'assimiler et de traiter de nouvelles informations rapidement
- ▶ résistance au stress et aux imprévus
- ▶ bonne gestion et organisation

# Vignettes: Stylized CV

avez sous les yeux le curriculum vitae suivant:

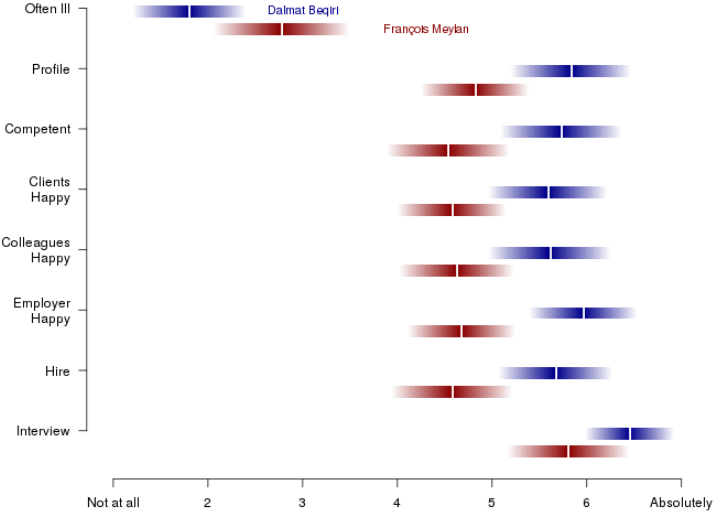
- ▶ **François Meylan | Dalmat Beqiri**
- ▶ 11.05.1982
- ▶ nationalité suisse
- ▶ langue maternelle française
- ▶ bonnes connaissances en anglais et en allemand
- ▶ permis de conduire catégorie B1
- ▶ bonnes connaissances en informatique
- ▶ résidant à Boudry (NE)

# Results: Director of Sales





# Results: Receptionist



# Tests

Experimental checks

*Swiss/foreign origin: good*

*Dalmat as woman: no difference*

*Neuchâtel (placebo): good*

⇒ Experiment works

Coding = correct

# Tests

High/low skills  $\Rightarrow$  *not* stereotypes (*low-skilled = foreigner*)

Balanced sample: yes (gender, BA/MA, faculty, foreign born, age, semesters, grades, perceive Dalmat as woman, self-monitoring, left-right, prejudice scale)

Students generally as self-monitors, but faculty makes no difference

Conclusion: we were 'found out'  $\Rightarrow$  social desirability and over-compensation

# Open Possibilities

Non-student population; hypothetical questions

Priming (questions before; experimental check)

Introduction to experiment (**SFM**)

Self-selection into survey

Prejudice scales  $\Rightarrow$  matching/controlling

$\Rightarrow$  How to do better next time?

# Next Time

People who *actually* decide

*human resources*

Analysis of hiring processes

*specific segment of labour market*

*precise hypotheses*

Vignettes?