

Prof. Dr. Maike Andresen

Lehrstuhl für Betriebswirtschaftslehre, insbesondere
Personalmanagement und Organisational Behaviour



Feldkirchenstr. 21, D-96052 Bamberg
T: 0951/863-2571 (Assistenz)
I: www.uni-bamberg.de/bwl-personal



“Survival of the fittest: Exploring competing logics in selecting for adaptation”

Thursday, 11.05.2023, 09:15 – 10:00 am, F21/03.81

We are all involved in professorial appointment processes on an ongoing basis and practise the selection steps according to tried and tested methods. But does this also make sense? Let's go into discussion on the basis of an impulse presentation by Dr. Wouter Vleugels!

Dr. Wouter Vleugels, Assistant Professor at Deakin University, one of our partner universities in the Bridges network (<https://www.uni-bamberg.de/en/bridges/>), will share his current research results about competing logics on selecting for fit. This presentation builds on a recently accepted paper in Academy of Management Perspectives.

Fit is known to play a key role in organisational entry decisions. However, selecting staff based on their anticipated fit is vulnerable to bias potentially leading to inequality, stratification, and polarisation. In this presentation, Dr. Wouter Vleugels will focus on person-organisation fit and discuss arguments for and against the hegemonic perspective that selecting for person-organisation fit is an effective, responsible, and ethically appropriate approach. This is a controversial subject with bifurcated positions. On the one hand, there should be benefits for employers and employees such as increased performance, productivity, motivation, and engagement. On the other hand, there are some potentially major downsides such as subjective bias, reduced diversity, and fears that greater homogeneity will bring about organisational dysfunction. This tension emerges because two forms of fit – organisational fit and interpersonal fit – are often conflated in the selection process. Dr. Wouter Vleugels will conclude this presentation by consolidating these different elements of ‘selecting for fit’ and by advancing some practical recommendation to improve the use of fit in personnel selection in an attempt to help to realise its inclusive promise and minimise its deleterious effects.

Please send an e-mail to sekretariat.bwl-personal@uni-bamberg.de with your name and field until May 10, 2023.