



Corporate Social Responsibility and Discrimination: Gender Bias in Personnel Selection (CSR, Sustainability, Ethics & Governance)

Christina Keinert-Kisin

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This book presents and deconstructs the existing explanations for the differential career development of qualified men and women. It reframes the problem of discrimination in the workplace as a matter of organizational ethics, social responsibility and compliance with existing equal opportunity laws. Sensitive points are identified where social biases, decision-makers' individual economic interests and shortcomings of organizational incentive policies may lead to discrimination against qualified women. The ideas put forward are empirically tested in an original laboratory experiment that examines personnel selection in the male-dominated field of science and technology. It contrasts the selection of applicants with gendered and gender-blind applications available to subjects under controlled conditions. 30% of participants were high-level decision-makers, which is unprecedented in this field of research. The results, highly relevant for organizational practice, are explained and discussed in detail.

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