Exploring Job Applicant Privacy Concerns

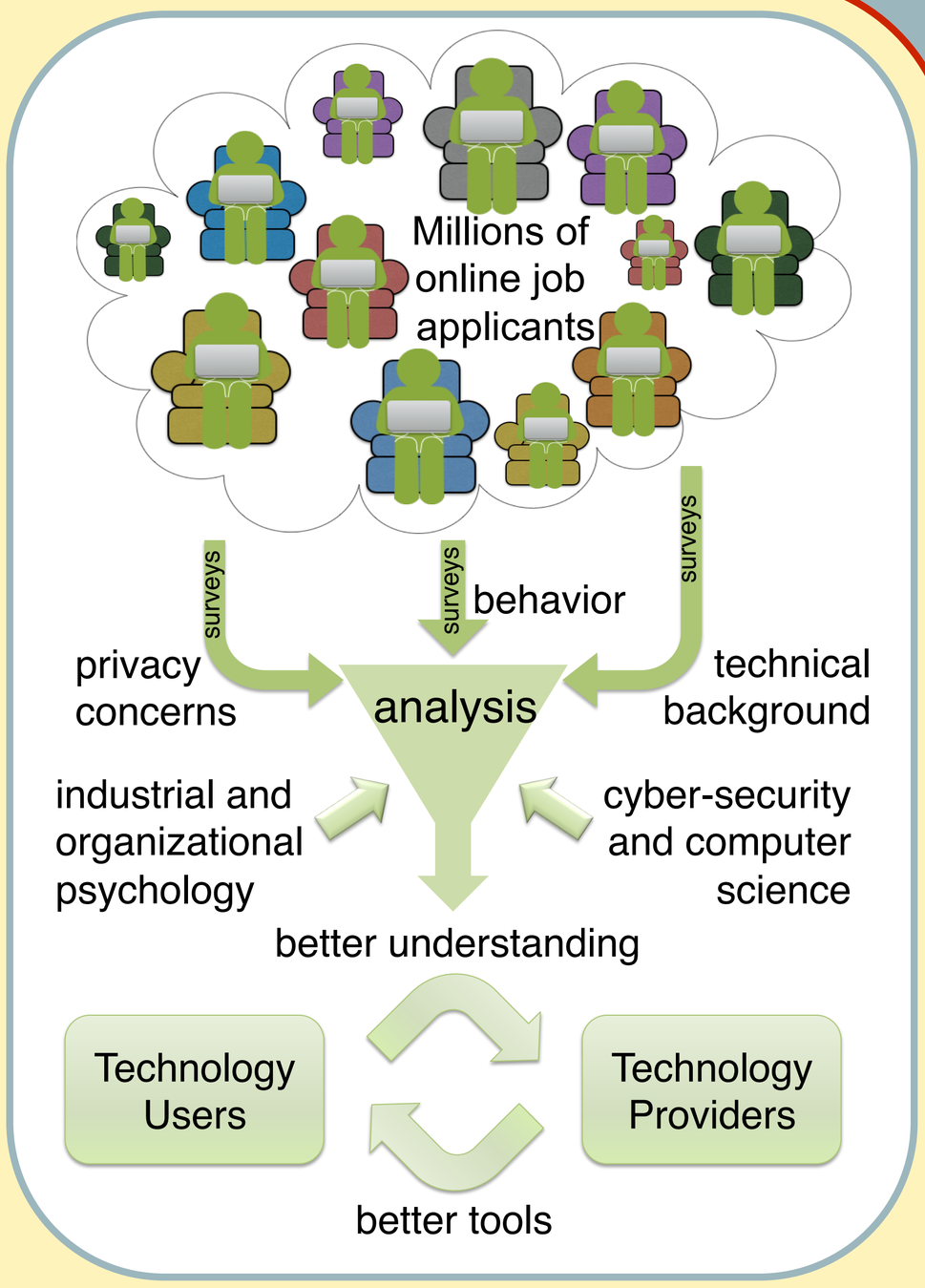
Donald Truxillo (PI), Psychology, Portland State University; Talya Bauer (co-PI), Business Administration, Portland State University; Mark Jones (co-PI), Computer Science, Portland State University.

Background

- Millions of people apply for jobs online every year and will benefit from the development and deployment of more secure systems.
- Improved communication of security concerns to applicants will benefit both applicants and employers.
- Improved understanding of applicants' privacy perceptions, beliefs, and behaviors will benefit a range of contexts where security is critical.

Research Questions

1. How do privacy and security issues affect the attitudes and behavior of online job applicants?
2. How can privacy and security issues be communicated and understood in this setting?
3. How do we develop and deploy online systems that protect both the privacy of applicants and the interests of employers?



Approach

- Multidisciplinary investigation of privacy and security issues from the viewpoint of the online job applicant (Year 1)
- Analysis of archival dataset of 70K job applicants to understand antecedents and outcomes of privacy concerns (Year 1)
- Development of measures of applicant privacy and security attitudes and behaviors (Year 1)
- Series of online studies to examine which security explanations affect online job applicants' attitudes and beliefs (Year 2)

Year 1

- Analysis of dataset of 70,000 job applicants regarding their privacy concerns.
- Review of the social sciences cyber-security literature.
- Development of measures of applicant privacy/security concerns and attitudes to be used in Year 2 studies.
- Qualitative study to better understand public's perception of the meaning of "privacy" within the hiring context.

Year 2 (ongoing)

- Develop series of hiring simulations to assess personal factors that predict privacy and security beliefs and behaviors.
- Identify which security explanations reduce job applicants' risky behaviors.

Interested in meeting the PIs? Attach post-it note below!

National Science Foundation
WHERE DISCOVERIES BEGIN

The 3rd NSF Secure and Trustworthy Cyberspace Principal Investigator Meeting
January 9-11, 2017
Arlington, Virginia

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