

*Master Thesis: Social, Health & Organizational
Psychology*

**How working part-time affects the career advancement
opportunities for men and women in the HEED sector**



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Sharing science,
shaping tomorrow

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ABSTRACT

The Dutch labor market is known for its huge numbers of part-time working employees in the HEED (healthcare, elementary education, and domestic spheres) sector. With men working less part-time than women, and women being underrepresented in higher managerial positions even in female-dominated occupations. These facts result in the stereotyping of men and women that are still influencing our opinions on what roles the different sexes can succeed in. The goal of this study was to confirm that gender and work hours both serve as a penalty when trying to advance a person's career to a higher managerial position. To confirm this an experiment was developed to test gender (male vs. female) and work hours (full-time vs. part-time) on competence and hireability, to give us an indication of which candidate would be promoted to a higher management position by a participant when all other variables such as age and family situation were constant.

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INTRODUCTION

The Netherlands is the leading country when it comes to part-time work relative to other countries. In fact, 36% of the Dutch working population works part-time, which is significantly higher than the average of 16.4% for the European Union (EU) (OECD, 2022). Amongst all part-time working employees in the Netherlands, 73.4% are female and 23.3% are male (CBS, 2020). In the Netherlands, the gender gap in part-time work is especially prevalent in female-dominated fields, such as health care, elementary education, and domestic spheres often referred to as HEED sectors (CBS, 2020).

Working part-time may come with penalties for advancing one's career (Chait et al., 2001). Research shows that working part-time is stigmatized as a violation of the professional norm and people working part-time are seen as being less dedicated to their work (van Osch & Schaveling, 2020). Also known as the flexibility stigma, which refers to the negative attitude that is linked to working flexible hours (Chung, 2020). Managers and co-workers generally have the perception that working part-time means that a person is less productive and less committed to the workplace (Chung, 2020). Resulting in unfavorable outcomes when it comes to furthering one's career (Ferdous et al., 2022).

Gender role stereotypes contribute to the beliefs about succeeding in a certain role within the workforce (Eagly, 1987). Men and women are ascribed different characteristics which makes us prone to believe that they will be more successful in certain roles. For higher managerial positions this means that men are more likely to acquire such positions due to their stereotyped characteristics. The HEED sector is associated with more feminine characteristics; however, higher managerial positions are associated with masculine characteristics (Schein et al., 1996). In these female-dominated fields, this results in men being well-represented at the top of the hierarchy and women being underrepresented (Tellhed et al., 2017). This underrepresentation of women in higher-ranked positions could therefore be the consequence of the part-time penalty and the negative association of feminine characteristics with leadership.

The existing gender bias in leadership and the negative consequences of working part-time could possibly act as a double penalty for part-time working women. The current research aims to investigate whether women receive fewer career opportunities for leadership promotion than men, particularly when both men and women work part-time in female-dominated fields. Resulting in the following research question:

RQ: Do women face stronger career penalties for working part-time than men when being considered for promotion to a higher management position in HEED?

THEORETICAL FRAMEWORK

Social role theory

The social role theory describes the causes of differences between the sexes in role distribution and social behavior (Eagly, 1987). The theory identifies important gender stereotypes that contribute to the idea that a woman is more fit to run the household and nurture the children and men are more capable of providing for the family and earning a living (Eagly et al., 2000). The gender roles described in the theory are beliefs about the sexes and their attributes being either communal or agentic (Eagly, 1987). Communal attributes are strongly associated with women and describe women to be primarily concerned with the well-being of others. Examples of these communal characteristics are being affectionate, caring, helpful, and sensitive. Men are oftentimes stronger associated with agentic characteristics. Where they are described as being assertive, independent, confident, and ambitious (Eagly & Karau, 2002).

Role congruity theory

The role congruity theory describes that prejudice exists when a person holds specific stereotypes about a group that is incongruent with the attributes that ought to lead to success in a social role (Eagly & Karau, 2002). When the stereotyped group member and the beliefs about the social role are incongruent and collide in the mind of the social actor, the evaluation of this group member succeeding in the social role lowers (Schock et al., 2019)

Higher management positions or leadership positions are associated with agentic characteristics, making men the more favorable option to fill these positions because they are expected to already have these characteristics (Eagly & Karau, 2002). Furthermore, women are associated with incongruent characteristics for these positions, which gives them a disadvantage. The stereotyped characteristics of women do not fit the general description of what a leader looks like, and men do fit this description (Heilman et al., 2015).

These theories identify the issue when it comes to roles in the workplace and the set of beliefs people have about what is needed to succeed in a role. In female-dominated occupations, management roles and leadership positions are perceived as the more masculine roles. Creating a disadvantage for women when they try to pursue such positions and an advantage for men in female-dominated fields. Empirical evidence for this phenomenon was found by Di Paola et al. (2023). In their research, they found that women are 30% less likely to hold a managerial position compared to their male counterparts. Confirming that there is in fact a disadvantage

for women and their chance to be promoted or be in the running for a managerial position (Di Paola et al., 2023).

What is flexibility stigma?

The ‘flexibility stigma’ refers to the negative consequences that workers encounter when they use flexible work arrangements to manage home and family obligations (Ferdous et al., 2022). Previous studies have found evidence for the negative repercussions such as salary penalties (Blair-Loy & Wharton, 2004), low-performance reviews (Wharton et al., 2008), and fewer career advancement opportunities (Chung, 2020) that are the result of working flexible hours (Williams et al., 2013).

Van Osch & Schaveling (2020) found support for the negative association between working part-time and furthering a person’s career. Their research outcomes confirmed that participants in part-time jobs perceived fewer job alternatives, experienced less career goal progress, less ability to develop professionally, and a lower promotion speed compared to the participants in full-time jobs. Indicating that working part-time is a penalty for receiving career-advancing opportunities (Van Osch & Schaveling, 2020).

The negative stigma of working part-time is likely present in the HEED sectors. Working part-time is very common in HEED (CBS, 2021). Therefore, it is probable that working full-time in HEED gives a person an advantage when it comes to receiving career-advancing opportunities when following the literature on the flexibility stigma. Resulting in the following hypothesis:

H1: There is a part-time penalty for leadership roles in HEED: Opportunities to advance to a higher (management) position in HEED are lower when employees work part-time (24-hour workweek) relative to full-time (40-hour workweek).

Gender bias in leadership

Women are generally well-represented in the labor market; however, they are underrepresented at the top of the hierarchy (CBS, 2021). The underrepresentation of women in higher-ranked positions can be partially explained by the glass-ceiling phenomenon (Schein et al., 1996). The glass-ceiling phenomenon implies that ‘gender (or other) disadvantages are stronger at the top of the hierarchy than at the lower levels and that these disadvantages become worse later in a person’s career’ (Cotter et al., 2001 p.655). Women are considered to not fit

the description of a typical leader and are therefore not often considered for leadership positions (Braun et al., 2017). Contrary to their female counterpart, male employees often fit the perception of what a leader or manager should look like. Due to leadership positions being generally characterized as masculine occupations (Schein et al., 1996).

The HEED sector is described as a communal occupation; however, leadership roles are described as agentic occupations (Schein et al., 1996). For example, men working in nursing in the US occupy 50% of the leadership roles while men only represent 10% of the nursing workforce (Brandford & Brandford-Stevenson, 2021). This is an example of men who enter a female-dominated workforce – such as nursing – are likely to experience the glass-escalator phenomenon (Williams, 1992). The glass-escalator phenomenon explains that men who work in female-dominated professions rise faster and easier to the higher levels of the organization (Rajacich et al., 2013). Qualitative research has found that men tend to pursue male-clustered specializations as a result of gender identity and actively search for masculine positions in what otherwise is seen as a female profession (Snyder & Green, 2008). When promoting an employee to a higher management position, the underlying stereotypes and gender roles will direct someone to promote a man rather than promoting a woman, because they believe that will most likely result in a better outcome (Heilman et al., 2015).

The implications that gender stereotypes influence the decision on whether a person will be successful in a leadership position leads to the following hypothesis:

H2: There is gender bias in promotion opportunities to a higher management position in HEED: Male employees are considered more suitable to advance to a higher (management) position relative to female employees.

A double penalty for women's career advancement

The previously mentioned role congruity theory explains that women are perceived as communal, and men are perceived as agentic. Moreover, leadership positions are also perceived to be more agentic than communal (Eagly & Karau, 2002). It is expected that men are agentic, it is also expected that they perform better in agentic positions such as leadership. Resulting in women being better suited in communal positions – such as nursing – and not leadership positions (Schein et al., 1996).

Working part-time is associated with being less committed or dedicated to the organization and one's job (Chung, 2020). This is a phenomenon that occurs for both men and

women. However, combining these insights on working part-time and the stereotypes that women and men face, leads to the possible outcome that women are facing a double penalty for working part-time and their gender, relative to other women who work full-time and others who are male. Resulting in the following hypothesis:

H3: Women face a stronger career penalty for working part-time in HEED than men: Female employees who work part-time in HEED are least likely to be considered for a promotion to a higher (management) position (relative to women working full-time and men).

Current study

The goal of the current study is to investigate the career-advancing opportunity differences between men and women who work either full- or part-time in female-dominated occupations. This research adds to the current literature with experimental data, while previous research mainly focused on qualitative data or findings from correlations. Also, it fills a gap in the Dutch context because of the huge number of part-time workers and their chances to be promoted to a higher management position. Nowhere in the world is part-time working so common and the combination of the female penalty on career advancement opportunities and the part-time working penalty is a yet-to-be-researched area.

METHODOLOGICAL FRAMEWORK

Participants

To determine the sample size, a power analysis was performed. The test family of F tests and the statistical test ANOVA (fixed effects, special main effects, and interaction) were used. For a design with 4 groups, the sample size needed to consist of at least 199 participants to detect a medium effect size ($f = 0.2$) with a power of 0.8 and an Alpha of $\alpha = 0,05$ (Moss-Racusin et al., 2012). However, since this criterion was not met, this should be considered when looking at the outcomes of the study.

The initial sample consisted of 210 participants. Amongst these participants, 9 did not provide informed consent and were therefore excluded from the data. An additional 68 participants did not answer all required questions to answer the hypotheses and were therefore excluded from the data set. This resulted in a final sample size of $N = 133$ participants. Meaning the required sample size was not met, however, due to the timeframe of this thesis the decision was made to continue the data analysis with the sample size of $N = 133$ participants.

The final sample consisted of $N = 55$ (41,4%) men and $N = 78$ (58,6%) women. The age of the participants ranged from 19 to 69 years old with an average age of $M = 39.85$ years ($SD = 13.82$). In terms of professional status, $N = 20$ participants were students, $N = 104$ were working and $N = 9$ answered with 'different' (such as: retired or part-time student/part-time worker). Participants were randomly assigned to one of 4 conditions. The distribution of these 4 conditions was as followed $N = 35$ was presented with the male/full-time condition, $N = 31$ was given the male/part-time condition, $N = 33$ was presented with the female/full-time condition and $N = 34$ had the female/part-time condition. Making up the total of $N = 133$ participants.

Design

The experiment consists of a 2 (gender of the candidate: male vs. female) x 2 (working hours of the candidate: part-time vs. full-time) between-subject design. Participants were asked to take on a recruiter role for a management position in a healthcare facility. With that in mind they were asked to provide answers on the competence and hireability of the candidate presented to them.

Procedure

The data collected for this study was collected through a survey-based experiment based on existing questionnaires from the literature. The questions represent the constructs of the study because they cannot be observed or measured directly. The experiment took the form of an online questionnaire in Qualtrics. Participants were recruited through convenient sampling and snowball sampling, through personal networks and social media such as WhatsApp, LinkedIn, Instagram, and Facebook. This method of sampling was based on people who were willing to participate without external motivators. Furthermore, this method of sampling results in a higher number of participants. The experiment was held in the Dutch context; therefore, the surveys were translated into Dutch. The study was approved by the Ethical Review Board of the Faculty of Social and Behavioral Sciences of Utrecht University.

After clicking on the study link to the survey, participants were given a general explanation of the study. Here they read that the survey was part of a master thesis project at Utrecht University and that the results were going to be used for scientific purposes. The experiment was completely online. Therefore, participants could use their laptop, smartphone, computer, or tablet to participate in the study. Participants were also informed that the study would take about 10 to 15 minutes. Here the partaker could also read that participation was completely voluntary and anonymous, as well as that they could end their participation at any given time.

The participants were presented with a vacancy text for a management position in a healthcare facility (Zorg+). The participants were asked to read the vacancy very carefully as they were not able to return to the vacancy once they moved on with the survey. After reading the vacancy, the participants were presented with some questions about their general impression of the vacancy.

Next, the participants were randomly presented with a male (Jeroen) or female (Lisa) candidate and the presented candidate worked either full-time (40-hour work week) or part-time (28-hour work week). The participants had to determine whether they thought the candidate was hireable or competent for the open vacancy. They found themselves in the role of an employee at the healthcare facility Zorg+, who makes the decisions about promotions.

Finally, the participants were asked about the manipulation and attention checks. After finishing the questionnaire, they were presented with a debriefing about the study and were explained where the deception had taken place. For example, other people might have seen a different candidate with a different gender or number of working hours. Additionally,

participants were given some theoretical insights about the study, and if they had any questions, they could contact the researcher via e-mail. They were reminded one last time that their answers would be handled anonymously and confidential and were thanked for their time and participation in the study.

Instruments and measures

Career advancement opportunities

The career advancement opportunity variable was constant. In every condition presented to the participants, the career-advancing opportunity promoted was for a higher management position, specifically the nursing manager position. The vacancy text is added in Appendix B.

Manipulation of working hours

One of the manipulated variables in the study was the number of working hours. Participants were given a candidate profile where the candidate worked either full-time (40-hour work week) or part-time (28-hour work week).

Gender manipulation

The developed candidate profiles were identical. Participants were shown either the male or female version of this candidate profile. This was manipulated by altering the candidates' names into typically female names (e.g., Lisa) or typically male names (e.g., Jeroen). Participants in the experiment were presented with only a male or a female candidate to prevent the study from socially desirable answers. The complete candidate profiles are attached in Appendix C.

Hireability

To determine how hireable a candidate is perceived by participants, pre-existing three-item scale on hireability will be used (Moss-Racusin et al., 2012). Based on a 7-point Likert scale, ranging from 1= very unlikely to 7= very likely ($\alpha = .907$). These items are: (I) How likely would you be to invite the applicant to interview for the management job? (II) How likely would you be to hire the applicant for the management job? (III) How likely do you think it is that the applicant was actually hired for the management job he/she applied for? (Moss-Racusin

et al., 2012). Participants had to answer every question once and was answered by $N = 133$ participants.

Competence

Participants are asked to rate on a 7-point Likert scale how competent they find the candidate for the position for three items. The Likert scale, ranges from 1= very unlikely to 7= very likely ($\alpha = .899$). These items are: (I) Did the applicant strike you as competent? (II) How likely is it that the applicant has the necessary skills for this job? (III) How qualified do you think the applicant is? (Moss-Racusin et al., 2012). With two added questions (IV) Do you think the candidate is a good match for the open vacancy? (V) Do you think that this candidate is ambitious enough to succeed in this position? Participants were asked to answer each question once and a total of $N = 133$ participants rated a candidate on competence.

Control variables

Each participant was asked their age and what gender they identify themselves as. To check for effects that are not inside the model but due to the demographics of the people in the experiment. This was then added in the ANOVA to check for interactions with the variables in the model.

Eight attention/manipulation check questions were presented to the participant to check whether the participant has read the vacancy text properly. "What was the name of the open position in the vacancy", containing 4 answer options. "What educational background is preferable for the promotion?", with also 4 answer options. "What are the requirements a candidate must have, to be eligible for the position?", with three answer options. "Did you notice anything else about the vacancy", with an open answer option. "How many kids did the candidate have?", "How old was the candidate", "What was the educational background of the candidate" and "What profile did they follow during their HAVO", all containing 4 different answer options.

Variables outside the model

Besides the variables in the model, participants were asked questions were on the 'ideal worker' idea. Meaning that the questions asked, served the purpose to gain more insight into whether the participant thought the candidate would go above and beyond for the job and was willing to make sacrifices for the job. The following items were presented to the participant:

“How many hours do you think the candidate is willing to work”, the participant had to answer with a slider ranging from 20 working hours to 40 working hours. “What contract size (hours per week) do you think is most fitting for the managerial position”, the participants again had to answer with a slider, ranging from 28 working hours to 40 working hours. “What starting income would you propose to the candidate (the starting income for managerial positions in healthcare in the Netherlands is between 2500-4500 gross per month), and again participants were asked to respond with a slider ranging from 2500 – 4500.

Participants were asked to answer 7 more questions about the ideal worker phenomenon on a 7-point Likert scale, ranging from 1 = definitely not to 7 = definitely yes ($\alpha = .741$). They were asked to imagine that the candidate in their condition was hired for the job and was working in their new position for a while when answering the following items: (I) Lisa/Jeroen is willing to work outside of their regular working hours. (II) In case of an emergency Lisa/Jeroen will drop everything to come and solve the problem. (III) Lisa/Jeroen is willing to work extra shifts, added on the regular hours. (IV) Lisa/Jeroen is willing to prioritize work over family when there is an urgent matter at work. (V) Lisa/Jeroen will take work home to make sure it is finished. (VI) Lisa/Jeroen will try to prevent making extra hours or working on the weekends. (VII) Lisa/Jeroen will be the one staying at home when the kids are ill. Questions VI and VII were negative questions and were therefore recoded before calculating Cronbach's alpha.

Statistical analysis

To analyze the data, SPSS version 26 was used. To gain insight into the variables and their distribution descriptive statistics were calculated. To determine the general relationships of the variables Pearson's r correlations were calculated. For hypotheses testing an F-test between subjects ANOVA was used. This gives the most detailed insight into the differences between the four conditions and the various variables.

RESULTS

The goal of the current study was to examine how gender bias and working part-time affect the possibility of career-advancing opportunities in the HEED sector. First, there was hypothesized that working part-time in HEED sectors serves as a penalty for receiving career-advancing opportunities. Second, there was hypothesized that there is gender bias in promotion to a higher management position. Meaning that women face a gender-based disadvantage when trying to get a promotion to a higher management position. Third and last, there was hypothesized that working part-time and gender combined work as a double penalty in getting a promotion to a higher management position in the HEED sector. Meaning that part-time working women face more consequences for working part-time in HEED than their part-time and full-time working male colleagues and their female full-time working colleagues.

Assumption checks

Before performing any analyses, the data were tested for the underlying assumptions. First, a randomization check was performed, to ensure the effectiveness of the randomization process in assigning participants to the four different conditions and whether they were distributed evenly across relevant demographic characteristics.

First, the age of the participant was examined across all four conditions. The Kruskal - Wallis test indicated no significant differences in the distribution of age across the conditions $X^2 = 4.57 p = .206$. Secondly, the gender of the participant was evenly distributed among the different conditions ($X^2 = .190 p = .979$).

To test the assumption of normality the Kolmogorov – Smirnov test was performed for all four conditions. However, this violated the terms for normality. Therefore, Skewness was checked to determine normality across all four conditions. The Skewness for all four conditions ranged between -2 and +2 and could therefore meet the criteria for normality. The table of Skewness is shown in Appendix F.

Manipulation and attention checks

The manipulation and attention inspection of the vacancy text showed that 94,7% of the participants answered the question about what the position was called, correctly. The question about the preferable educational background was answered correctly by 92,5% of the participants. 91,7% of the participants answered the question about the preferred qualities correctly. Indicating that the vacancy was well understood by the majority of the participants.

The participants in the study were also given the opportunity to share any other thoughts they had on the vacancy text. Some of their answers were: “I thought the colors of the text were too bright”, “there is no salary indication in the vacancy” and “I feel that the position is a position that requires coaching”.

The other checks were proposed after the experiment. The question about how many children the candidate had was answered correctly by 90,2%. The question about what the educational background of the candidate was, was answered correctly by 96,2% of the participants. The question about the candidate's age was answered correctly by merely 70,7%.

Lastly, the question about what HAVO profile the candidate had followed was answered correctly by 75,9% of the participants. Since a large group did not answer all attention check questions correctly ($N = 76$) the analysis was performed twice.

Descriptive statistics

The descriptive statistics (M , SD) and correlations (Pearson's r) of the variables are shown in Table 1. The mean scores on competence and hireability indicate that both candidates were perceived as competent and hireable on average. The perception of whether a candidate was competent for the managerial position was significantly related to the work hours of the candidate (part-time vs. full-time) $r = .261 < .01$. Meaning, that the higher the number of work hours the higher the viewed competence for the position. The perception of the hireability of a candidate was as well related to the gender of the candidate as to the number of working hours. We found a negative significant correlation between hireability and gender $r = -.226 < 0.1$. Meaning that the female participant was viewed as less hireable than their male equal. Another significant correlation was found between hireability and working hours $r = .175 < 0.5$. Indicating that the higher the number of working hours, the more participants ought a candidate to be hireable for the position.

Outside of the hypotheses, another interesting negative significant correlation ($r = -.315 < 0.1$) was found between competence and the age of the participant. Indicating that the older the participant the less competent the candidate was perceived. The same but a smaller negative significant correlation was found between hireability and the age of the participant ($r = -.202 < 0.5$). Which could mean that older participants also viewed the candidates as less hireable than younger participants.

Table 1: Means, standard deviations (in parenthesis), and Pearson's *r* correlations

	1.	2.	3.	4.	5.	6	7	8
1. Competence	5.08 (1.10)	.811**	-.157	.261**	.392**	-.315**	.057	-.069
2. Hireability		5.06 (1.32)	-.226**	.175*	.383**	-.202*	-.073	-.052
3. Gender			.504 (.502)	-.038	-.226**	.059	-.009	.038
4. Workhours				.511 (.502)	.129	-.155	.034	.008
5. Ideal worker					4.07 (.863)	.069	.000	-.194*
6. Age participant						39.85 (13.82)	-.170	.034
7. Gender participant							1.59 (.494)	.047
8. Attention								.800 (.402)

Note. *M*'s and *SD*'s appear on diagonal. * $p < .05$, ** $p < .01$

Hypothesis testing

Main effects competence

The statistical tool between-subjects ANOVA was performed to see the main effects and interaction effect of the variables on the dependent variables. The goal was to gain insights into the effects of gender and work hours on the viewed competence and hireability of a candidate applying for a nursing manager position.

The F-test was conducted to examine the between-subjects effects on the dependent variable *competence*. The analysis revealed no significant main effect of gender ($F(1, 127) = 3.23, p = .070, \eta^2 = .026$) on competence. Further, pairwise comparison between gender (male and female) showed that female candidates ($M = -.322, SD = .177$) scored lower on competence than male candidates ($M = .322, SD = .177$). A significant main effect of work hours on competence was revealed ($F(1, 127) = 7.98, p = .005, \eta^2 = .059$). Further comparison of work hours on competence showed a significant difference on average between candidates that worked part-time ($M = -.505, SD = .179$) and candidates that worked full-time ($M = .505, SD = .179$).

For the control variable gender of the participant was found no significant main effect ($F(1, 127) = .015, p = .901, \eta^2 = .000$). For the variable age of the participant was found a significant effect on competence ($F(1, 127) = 10.82, p = .001, \eta^2 = .079$).

Main effects hireability

The same F-test was conducted to examine the effects on the dependent variable *hireability*. The analysis did not reveal significant main effects of gender ($F(1, 127) = 7.46, p = .007, \eta^2 = .055$) on hireability. Further, pairwise comparison between gender (male and female) showed that female candidates ($M = -.590, SD = .126$) scored significantly lower on average on hireability than their male peers ($M = .590, SD = .126$). Furthermore, no significant main effects were found for work hours ($F(1, 127) = 3.59, p = .061, \eta^2 = .027$) on hireability. The pairwise comparison for work hours on hireability showed a non-significant difference for part-time ($M = -.414, SD = .218$) and full-time workers ($M = .414, SD = .218$). Similarly, no significant main effects were found for the control variables: gender of the participant ($F(1, 127) = 2.23, p = .138, \eta^2 = .017$) and age of the participant ($F(1, 127) = 4.75, p = .031, \eta^2 = .036$).

These findings result in not enough significant evidence to support hypothesis 1, even though a small effect was found between competence and work hours. Furthermore, no significant evidence was found to support hypothesis 2.

Interaction effects competence

The analysis showed no significant interaction effects between gender and work hours on competence ($F(1, 127) = .324, p = .570, \eta^2 = .003$). Further comparison of the interaction between gender and work hours displayed non-significant effects for male candidates working part-time ($M = 5.00, SD = .185$), male candidates working full-time ($M = 5.44, SD = .176$), and female candidates working part-time ($M = 4.61, SD = .181$) and female candidates working full-time ($M = 5.16, SD = .182$). These non-significant differences are shown in boxplot 1.

No significant interaction effects were found between gender and work hours on hireability ($F(1, 127) = .145, p = .704, \eta^2 = .001$). Further comparison of gender and work hours on hireability, showed male candidates working part-time ($M = 5.19, SD = .224$), male candidates working full-time ($M = 5.52, SD = .211$) and female candidates working part-time ($M = 4.52, SD = .220$), female candidates working full-time ($M = 5.02, SD = .218$). These non-significant differences are displayed in boxplot 2. Revealing no significant differences between working hours and gender on hireability. These non-significant findings result in the rejection of the third and last hypothesis.

Boxplots 1 and 2: the four conditions compared to competence and hireability.

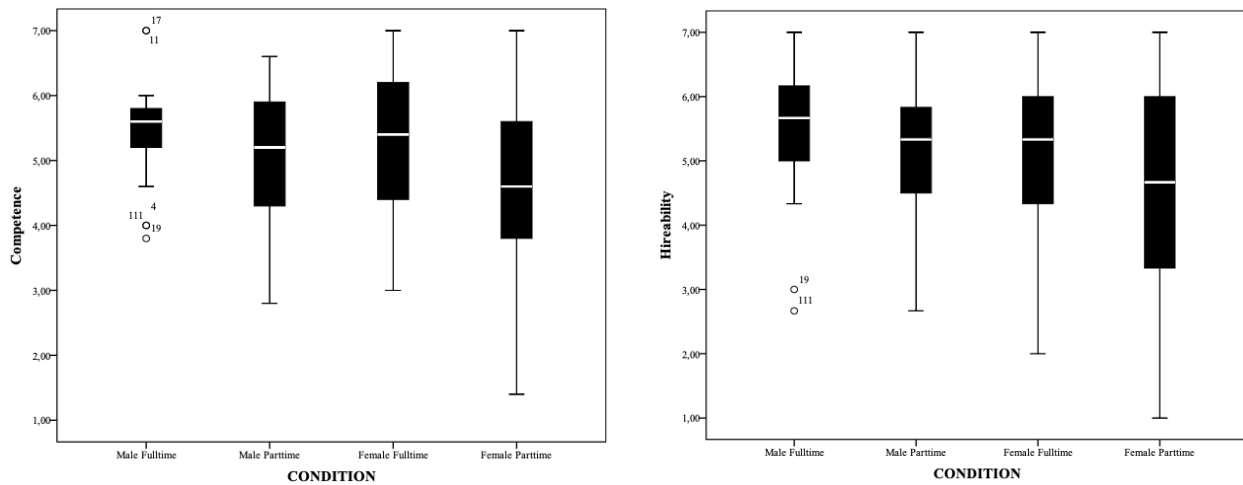


Table 2: main effects, two-way and three-way interaction effects of gender, work hours, and the gender of the participant and age of the participant on competence and hireability (N=133)

	Competence			Hireability		
	<i>F</i>	<i>p</i>	η^2	<i>F</i>	<i>p</i>	η^2
Gender (G)	3.34	.070	.026	7.46	.007	.055
Work Hours (WH)	7.98	.005*	.059	3.59	.061	.027
Gender participant (GP)	.015	.901	.000	2.23	.138	.017
Age participant (A)	10.82	.001*	.079	4.75	.031	.036
G x WH	.324	.570	.003	.145	.704	.001
G x WH x GP	2.25	.137	.018	.075	.784	.001
G x GP	.012	.911	.000	.057	.811	.000
WH x GP	.181	.672	.001	.012	.912	.000
G x A	1.95	.165	.016	1.91	.169	.015
WH x A	.920	.339	.007	1.14	.288	.009
G x WH x A	.524	.471	.004	.002	.966	.000

Note. * $p < .05$

The same F-test was performed with the participants that answered all attention check questions correctly, excluding the question about the age of the candidate. The analysis showed no significant changes when deleting the cases from the sample. The only difference is a marginally significant effect of work hours on hireability ($F(1, 127) = 4.63, p = .034, \eta^2 = .045$), however, this provides not enough evidence to support hypothesis 1. The main effects, two-way and three-way interaction effects of gender, work hours, and the gender of the participant and age of the participant on competence and hireability with $N = 104$ are shown in table 3 in appendix G.

DISCUSSION

The goal of this study was to investigate the differences between men and women when both are working part-time or full-time and their opportunities to advance their careers. The study aimed to confirm gender bias in female-dominated occupations and specifically, gender bias in promotion to higher-ranked positions. Specifically, this meant that part-time working women were expected to be the least likely to be promoted to a higher managerial position, relative to other women working full-time and men. This section will explain the outcomes of the experiment.

The first hypothesis in this study aimed to confirm the part-time penalty. Meaning that part-time candidates were hypothesized to score significantly lower on both competence and hireability relative to full-time candidates. The opportunity to advance to a higher position was based on the level of competence and hireability. The analysis showed a significant main effect of the number of working hours on competence. Indicating that the participant viewed a candidate as less competent for the vacancy when they worked fewer hours. Therefore, further comparison of work hours on competence also showed a significant difference between candidates that worked part-time and candidates that worked full-time. Full-time workers were on average seen as more competent workers than their part-time working peers. Confirming what other studies have also confirmed, that working part-time can serve as a penalty at work (van Osch & Schaveling, 2020). The significant main effect of work hours on competence could indicate that the previous findings on the part-time penalty could also be present in the HEED sector. However, this significant finding on its own is not enough to support hypothesis 1. More evidence should emerge on the dependent variable hireability to confirm the hypothesis.

The analysis found no significant main effects of work hours on hireability. The further comparison also showed a non-significant difference between part-time and full-time workers on hireability. Resulting in the rejection of hypothesis 1 despite the significant findings of work hours on competence. However, there was a difference visible in the pairwise comparison, part-time candidates on average scored lower on hireability than full-time candidates did. Even though this finding is non-significant it is in accordance with previous research of the part-time penalty and career advancement opportunities (Chung, 2020). Where contrary to this study research did find significant evidence on part-time working hours resulting in fewer opportunities to further a person's career. This could indicate that in further research it is possible to find statistical evidence for the part-time penalty in the HEED sector. Even though

the evidence was found for work hours on competence, this was not enough to support the first hypothesis.

Another possible explanation for the insignificant findings of work hours on competence and hireability in the study could be that working part-time in HEED is not viewed as stringent as in other sectors. Since it is so normalized to work part-time in this sector. Nowhere in the world is part-time work so normalized as in the Netherlands (CBS, 2020). Since the study was conducted amongst Dutch people who are very used to and accustomed to working part-time, they could simply not see part-time work as a flaw (Yerkes & Visser, 2006).

The second hypothesis aimed to confirm a gender bias in promotion opportunities to a higher management position in HEED. The hypothesis stated that male employees would be considered more suitable to advance to a higher management position relative to female employees. Being considered more suitable was measured by the degree of competence and hireability the male and female candidates were perceived at. The analysis revealed non-significant main effects of gender on competence. Meaning that the female candidate was perceived as less competent than her male equal. Because of the insignificant results, no conclusion can be drawn from these differences between men and women and their scores on competence.

The main effects of gender on hireability were also not significant, however, the further comparison showed significantly lower scores for female candidates on hireability. This could indicate a bias when making the decision to hire someone for a managerial position, in favor of the male candidate. However, the slightly visible gender bias on competence and hireability agrees with previous research on gender bias. Where research confirmed that male employees are expected to succeed in managerial positions and female employees are expected to fail in these roles (Braun et al., 2017). The lack of significant findings, therefore, does not mean that gender bias is not present in HEED. Future research should investigate more on the differences between gender on competence and hireability to draw a firm conclusion on the matter. Resulting in the rejection of hypothesis 2.

Also, the extra variable ideal worker gave us an impression of what participants thought of the sacrifices some would make and the work attitudes someone would have. They had to indicate whether they thought the candidate would be willing to go above and beyond for their job. The correlation found a significant negative relationship between the ideal worker variable and gender, indicating that male candidates were more often seen as ideal workers. These findings were also not enough to support hypothesis 2.

Another explanation for the lack of evidence for gender bias in HEED could be that the traditional roles are shifting. For example, other studies have found that the traditional roles of the man being responsible for the breadwinning and the woman responsible for the household are decreasing (Cunningham, 2008).

Another explanation could be the sample of the study. A small significant effect was found of the age of the participant on competence. This could indicate that the older generation has more of the traditional views on who is viewed as competent for a managerial position. Furthermore, the study did not focus on this particular group, however, this group makes up the larger part of the current work force (CBS, 2021). By including the younger generation which has been far more involved in the female equality movement, the results could be less significant because they are more aware of the issue of female employees not being represented in higher management. This younger generation may want to change this segregation in the labor market and could therefore have very different opinions than the people actually responsible for promoting someone to a higher management position. However, these significant findings only occurred on competence and not with age on hireability, which leaves us with not enough support to draw conclusions on the generational differences but is interesting to consider.

Another explanation for the lack of support for gender bias could be that recent studies also found that a large group of women, and a somewhat smaller group of men think that women should be better represented in higher positions (Van den Brakel et al., 2020). Since the sample consisted of more men than women (and was a small sample) we could argue that the sample advocated in favor of women since they themselves have strong feelings that women should be more considered for higher positions.

The third and last hypothesis aimed to confirm the interaction effect of gender and work hours in being promoted to a higher managerial position. Meaning that women face a stronger penalty for working part-time in HEED than men. No significant interaction effects were found between gender and work hours on competence and hireability. Further comparison showed some non-significant differences between men and women working part- and full-time on competence and hireability. The comparison showed that part-time working women condition scored lowest on both hireability and competence. Suggesting that part-time working women could be facing a stronger penalty for working part-time than men do both on being viewed as competent and whether they would be hired for a position. The full-time working men also scored higher on both competence and hireability than the full-time working women. Indicating

that there is also gender bias when taking away the part-time penalty. However, considering these results are not significant hypothesis 3 was also rejected.

Possible explanations could lie within the social role theory. The vacancy stated that they were specifically looking for good leadership qualities, decisiveness, and confidence. Since these are all agentic characteristics, which are strongly related to male stereotypes. Therefore, it could be possible that the vacancy was perceived as role congruent for men and incongruent for women, resulting in insignificant differences in how competent and hireable men and women were perceived (Schock et al., 2019).

We should also consider the changing attitudes towards working women and working flexible hours. Since the Netherlands has such a high percentage of part-time workers, and the participants in the sample were also Dutch, they could be very well adjusted to the part-time working idea and therefore do not consider this a flaw (CBS, 2020). This combined with the changing attitudes towards women in higher managerial positions (Cunningham, 2008) and the larger group of women, who are rooting for women (Van den Brakel et al., 2020) participating in the study, could all be possible explanations for the lack of significant findings.

LIMITATIONS, STRENGTHS, AND FUTURE RESEARCH

The current study was trying to find the bias through longstanding stereotypes. This resulted in a very simple experimental design. Therefore, the audience could still be giving socially desirable answers because they suspected the experiment to measure some kind of difference between men and women. They also could have answered what they thought would confirm their thoughts about the differences between men and women. For instance, people who feel that women are being underrepresented in higher managerial positions could base their answers in the experiment on how they think other people would react to women going for higher positions and not base their answers on their own opinion. For future studies, I would suggest developing a more detailed background and cover story to prevent the experiment from being too obvious.

Moreover, the study had too few participants resulting in less power for the analysis. Many participants started the experiment but did not complete it, making their participation useless. Participants who did complete the experiment had strong feelings about the reading quality online, which could be an explanation as to why so many people stopped during the experiment. The vacancy text was based on other vacancies in health care facilities and was therefore a bright green. However, the color green made the vacancy hard to read, especially

on a mobile device. For future research, it would be useful to gather more participants and have them partake in the experiment on a laptop or computer to ensure that the quality of the images is not compromised.

The study resulted in extra knowledge about gender bias and the penalty for working hours for higher managerial positions within the HEED sector. It also found additional information about age and its relation to viewing candidates as competent. This study could be a motivation to start more research on demographics such as age and their influence on how they perceive men and women in the work field. Knowing this information can be very valuable in progressing female equality in the labor market. Having experimental data on gender bias is a way to shed light on the situation and force people to recognize the differences between men and women in the labor market. Furthermore, finding more empirical evidence on gender bias in HEED is a great addition on the previously existing findings of gender bias in other areas of the workforce.

CONCLUSION

Since working part-time is so common in the Netherlands and people oftentimes do not have another option than working part-time it is important to know what the possible repercussions could be for this part-time working. The number of hours you make should not have to indicate necessarily how well someone performs on their job. For both men and women, this study found non-significant indications that working part-time could very well still be viewed as being less competent or less hireable.

Women are underrepresented in many facets of the labor market but are also dominating parts of the workforce. Emancipation of women has come a long way and more and more women have great ambitions. Gender bias is a confirmed phenomenon in previous research about the segregation of the labor market, specifically in the segregation between men and women in higher managerial positions. Ultimately, women still face many obstacles on their way to the top. As a progressive nation, we should want to help create an equal society and labor market for men, women, and everyone else.

While this study could not find significant results for men being favored over women when being considered for higher-ranked positions, there were differences that shed some light on the current situation. The non-significant findings did point out that full-time working men were in general seen as the most competent and hireable relative to part-time working men, full-time working women, and part-time working women.

These non-significant findings may have caused that the study could not support and build on the findings of the previous studies but nonetheless, the study gave us a reason to keep researching because equality is not a given, even within female-dominated professions.

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APPENDIX A

Information letter and informed consent

Hartelijk dank voor uw deelname aan dit onderzoek!

Dit onderzoek is onderdeel van het masterprogramma Social, Health and Organizational Psychology. Onder begeleiding van Dr. Ruth van Veelen zal ik een studie uitvoeren over arbeidsmarktvragestukken in Nederland.

Dit onderzoek betreft een online vragenlijst waarin ik geïnteresseerd ben in uw mening over vraagstukken op de arbeidsmarkt. Als eerste zal u een vacature tekst lezen voor een managementpositie in de gezondheidszorg. Dan zal ik u vragen om in de huid te kruipen van een recruiter. Een recruiter is iemand die de werving en selectieprocedure doet van mogelijke kandidaten voor een vacature. Daarna zal u een aantal kandidaatprofielen te lezen krijgen en zal ik u daar een aantal vragen over stellen. Vindt u de kandidaat geschikt of niet?

Voorafgaand aan het onderzoek zal ik u een paar vragen stellen over uw achtergrond. Deze gegevens worden vertrouwelijk behandeld en zullen door niemand anders dan de onderzoeker te zien zijn. Deelname aan dit onderzoek is volledig anoniem. Antwoorden zijn nooit te traceren naar uw persoonlijke informatie. De gegevens worden enkel en alleen gebruikt voor wetenschappelijke doeleinden.

Deelname aan dit onderzoek is geheel vrijwillig en u kunt ten alle tijden stoppen met het onderzoek zonder opgaaf van reden.

Meedoen aan het onderzoek zal ongeveer 10 minuten duren. De gegevens kunnen niet worden opgeslagen worden om op een later moment verder te gaan; vult u de vragenlijst dus alstublieft in één keer in. U kunt niet terug in de vragenlijst nadat u naar een volgende pagina bent gegaan.

Mocht u nog vragen of opmerkingen hebben over het onderzoek, dan kunt u deze stellen via het onderstaande e-mailadres:

l.munsters1@students.uu.nl

Volgende pagina >

Ik heb de informatie op de vorige pagina gelezen en ga ermee akkoord dat mijn gegevens anoniem gebruikt zullen worden met deelname aan dit onderzoek

- Ik ga akkoord
- Ik ga niet akkoord NB: als u niet akkoord gaat, wordt u DIRECT doorverwezen naar het einde van het onderzoek. Dit betekent dat u niet deelneemt aan het onderzoek.

APPENDIX B

The vacancy text as shown in the experiment.

ZORG+ ZOEKT: VERPLEEGKUNDIG LEIDINGGEVENDE

WIL JE BIJ ONS TEAM KOMEN?

Ben jij iemand met hart voor de zorg en klaar om je leiderschapskwaliteiten verder te ontwikkelen? Lees dan snel verder, want voor Zorg+ zijn wij op zoek naar een gedreven verpleegkundig leidinggevende voor ons managementteam.

Naast de kwaliteit van welzijn en zorg gaat jouw aandacht volop uit naar het team van verpleegkundigen en andere zorgverleners. Je neemt medewerkers mee in de ontwikkelingen faciliteert, enthousiasmeert en coacht hen op zo'n manier dat zij zelf hun verantwoordelijkheid in samenwerking weten te pakken. Je vertaalt onze visie op zorg en welzijn naar een passende teamsamenstelling binnen de financiële kaders en met de verantwoordelijkheid op de juiste plek.

Bij Zorg+ staat plezier en professionalisering in het werk centraal. Samen kijken we naar jouw wensen en doelen op werkgebied en helpen we je graag aan projecten die bij jou passen als manager binnen de zorg.

FUNCTIE EISEN

- Je hebt een relevante hbo-opleiding
- Je hebt meerjarige ervaring in de zorg
- Je hebt kennis van de gezondheidszorg en organisatieprocessen
- Je bent daadkrachtig, resultaatgericht en een teamplayer
- Je staat stevig in je schoenen en kunt communiceren en participeren binnen alle lagen van de organisatie.

Herken jij jezelf in dit profiel? Solliciteer dan meteen!

APPENDIX C

The candidate profiles as shown in the experiment.

Candidate 1



The image shows a resume for Lisa van Daal, a nurse. It is divided into several sections: a profile section on the left, and three main sections on the right: work experience, education, and a 'over mij' (about me) section. The profile section includes her name, birth date, address, phone number, and email. The work experience section lists her roles at Elkerliek ziekenhuis and Zorg+. The education section lists her studies at HAVO and HBO verpleegkunde. The 'over mij' section lists her qualities and family situation.

LISA VAN DAAL
Verpleegkundige

PROFIEL

Naam
Lisa van Daal

Geboortedatum
25 februari 1988

Adres
Overalstraat 123, 1234 AA
Utrecht

Telefoonnummer
+312-3456789

E-mail
Lisavandaal@zorg+.nl

WERKERVARING

2008 - 2015 **Elkerliek ziekenhuis**
Verpleegkundige

2015 - heden **Zorg+**
Verpleegkundige
Parttime in dienst - 28 uur

ONDERWIJS

1999 - 2004 **HAVO**
Natuur & gezondheid

2004 - 2008 **HBO verpleegkunde**
Minor in management

OVER MIJ

Kwaliteiten

- Betrokken
- Initiatief nemer
- Oplossingsgerichte denker
- Team player

Gezinssituatie

- Getrouwd
- Twee kinderen

Lisa heeft gesolliciteerd voor de functie van verpleegkundig leidinggevende in het managementteam. Lisa is 35 jaar oud, is getrouwd en heeft twee kinderen. Lisa werkt nu parttime (28 uur per week) als verpleegkundige voor Zorg+. Dit doet zij al bijna 8 jaar en inmiddels vindt zij het tijd voor een volgende stap.

Candidate 2



LISA VAN DAAL

Verpleegkundige

PROFIEL

Naam
Lisa van Daal

Geboortedatum
25 februari 1988

Adres
Overalstraat 123, 1234 AA
Utrecht

Telefoonnummer
+312-3456789

E-mail
Lisavandaal@zorg+.nl

WERKERVARING

2008 - 2015	Elkerliek ziekenhuis Verpleegkundige
2015 - heden	Zorg+ Verpleegkundige Fulltime in dienst - 40 uur

ONDERWIJS

1999 - 2004	HAVO Natuur & gezondheid
2004 - 2008	HBO verpleegkunde Minor in management

OVER MIJ

Kwaliteiten <ul style="list-style-type: none">• Betrokken• Initiatief nemer• Oplossingsgerichte denker• Team player	Gezinssituatie <ul style="list-style-type: none">• Getrouwd• Twee kinderen
---	--

Lisa heeft gesolliciteerd voor de functie van verpleegkundig leidinggevende in het managementteam. Lisa is 35 jaar oud. Lisa werkt fulltime (40 uur per week) als verpleegkundige voor Zorg+. Dat doet zij al bijna 8 jaar en inmiddels vindt zij het tijd voor een volgende stap.



JEROEN VAN DAAL

Verpleegkundige

PROFIEL

Naam

Jeroen van Daal

Geboortedatum

25 februari 1988

Adres

Overalstraat 123, 1234 AA
Utrecht

Telefoonnummer

+312-3456789

E-mail

Jeroenvandaal@zorg+.nl

WERKERVARING

2008 - 2015	Elkerliek ziekenhuis Verpleegkundige
2015 - heden	Zorg+ Verpleegkundige Parttime in dienst - 28 uur

ONDERWIJS

1999 - 2004	HAVO Natuur & gezondheid
2004 - 2008	HBO verpleegkunde Minor in management

OVER MIJ

Kwaliteiten	Gezinssituatie
<ul style="list-style-type: none">BetrokkenInitiatief nemerOplossingsgerichte denkerTeam player	<ul style="list-style-type: none">GetrouwdTwee kinderen

Jeroen heeft gesolliciteerd voor de functie van verpleegkundig leidinggevende in het managementteam. Jeroen is 35 jaar oud, is getrouwd en heeft twee kinderen. Jeroen werkt parttime als verpleegkundige voor Zorg+. Dit doet hij al bijna 8 jaar en inmiddels vindt hij het tijd voor een volgende stap.



JEROEN VAN DAAL

Verpleegkundige

PROFIEL

Naam

Jeroen van Daal

Geboortedatum

25 februari 1988

Adres

Overalstraat 123, 1234 AA
Utrecht

Telefoonnummer

+312-3456789

E-mail

Jeroenvandaal@zorg+.nl

WERKERVARING

2008 - 2015

Elkerliek ziekenhuis

Verpleegkundige

2015 - heden

Zorg+

Verpleegkundige

Fulltime in dienst - 40 uur

ONDERWIJS

1999 - 2004

HAVO

Natuur & gezondheid

2004 - 2008

HBO verpleegkunde

Minor in management

OVER MIJ

Kwaliteiten

- Betrokken
- Initiatief nemer
- Oplossingsgerichte denker
- Team player

Gezinssituatie

- Getrouwd
- Twee kinderen

Jeroen heeft gesolliciteerd voor de functie van verpleegkundig leidinggevende in het managementteam. Jeroen is 35 jaar oud, is getrouwd en heeft twee kinderen. Jeroen werkt fulltime als verpleegkundige voor Zorg+. Dit doet hij al bijna 8 jaar en inmiddels vindt hij het tijd voor een volgende stap.

APPENDIX D

Debriefing

Dank u wel voor uw deelname!

Dit is het einde van het onderzoek. Hieronder volgt een korte toelichting over de doelen en verwachtingen van het onderzoek.

Informatie over het onderzoek:

Het doel van dit onderzoek is meer inzicht krijgen in gender bias bij het verkrijgen van carrière bevorderende kansen. U heeft een vacature van Zorg+ gelezen, dit is een fictieve organisatie bedacht door de onderzoeker. Tijdens het onderzoek heeft u ofwel een man ofwel een vrouw beoordeeld of u hem of haar zou aannemen en de competentie van de kandidaten voor een leidinggevende functie. Waarbij de kandidaat ofwel fulltime ofwel parttime werkte. Alle deelnemers van dit onderzoek zijn willekeurig een kandidaat profiel toegewezen. Deze profielen zijn tevens fictief. U heeft of het profiel van Jeroen (man) of van Lisa (vrouw) gezien. Vervolgens vulde u vragen in over de indruk van de vacature en de kandidaat profielen en beoordeelde u de mate waarin u de kandidaten competent vond en hoe waarschijnlijk het zou zijn dat u ze aan zou nemen. Uit de literatuur weten we dat vrouwen vaker worden geassocieerd met parttimefuncties en mannen met fulltime functies. Daarnaast zien we ook dat mannen dus vaker in hogere functies terecht komen door bepaalde stereotypen die goed leiderschap belichamen, ook in sectoren waar vrouwen de werkvloer domineren. Met dit onderzoek willen we dus meer inzicht krijgen in de gender bias die heerst in vrouw gedomineerde sectoren en welke factoren daar aan bijdragen (zoals fulltime of parttime werken).

Ik wil u er nogmaals op attenderen dat uw gegevens vertrouwelijk en anoniem zullen worden behandeld. Als u na het meedoen met het onderzoek nog vragen of opmerkingen heeft, of benieuwd bent naar de uitkomsten dan kunt u mailen naar het volgende e-mailadres: l.munsters1@students.uu.nl

Nogmaals hartelijk dank voor uw deelname.

Met vriendelijke groet,

Laura Munsters

Master student Social, Health and Organizational Psychology

APPENDIX E

Questionnaires

Demographics

Demografische gegevens

Voordat we gaan starten met het onderzoek wil ik u vragen eerst een aantal achtergrondgegevens in te vullen.

Hoe identificeert u zich?

- Man
- Vrouw
- Non-binair
- Wil ik niet zeggen
- Anders namelijk ...

Wat is uw leeftijd in jaren?

...

Wat is uw professionele status?

- Studerend
- Werkend
- Anders namelijk ...

Attention checks 1

We zijn benieuwd naar wat u gelezen heeft en naar uw eerste indruk van de vacature. Beantwoord graag de volgende vragen:

Hoe heet de functie die wordt aangeboden?

- Verpleegkundig leidinggevende
- Financial controller
- Verzorgende
- Logistiek medewerker

Welke opleidingsachtergrond is nodig om in aanmerking te komen voor de positie?

- WO/Universitaire opleiding
- Hbo-opleiding
- Mbo-opleiding

Welke professionele eigenschappen werden gevraagd voor de positie?

1. Aardig, procesgericht en proactief
2. Daadkrachtig, resultaat gericht en een teamplayer
3. Verstandig, sociaal en positief.

Zijn er nog andere zaken die u opvielen aan de vacature? Schrijf hieronder kort op (of ga verder naar de volgende pagina)

Competence

Competentie

We zijn benieuwd naar uw indruk van de kandidaat voor de functie van verpleegkundig leidinggevende. Heeft (Lisa/Jeroen) volgens u een passend profiel voor deze functie? Geef alstublieft antwoord op de onderstaande vragen. Let op: er zijn geen goede of foute antwoorden; uw eerste ingeving is vaak het beste.

(1= helemaal niet, 7= helemaal wel)

1. Denkt u dat de kandidaat de vereiste vaardigheden heeft voor deze functie?
2. In hoeverre kwam de kandidaat competent op u over?
3. Denkt u dat deze kandidaat voldoende gekwalificeerd is voor de functie van verpleegkundig leidinggevende?
4. Denkt u dat er een goede match is tussen de kandidaat en de functie?
5. Denkt u dat de kandidaat ambitieus genoeg is om deze functie te vervullen?

Hireability

Vanuit uw rol als recruiter zijn we benieuwd of u de kandidaat zou voordragen en aannemen voor Zorg+. Hoe schat u de kansen in van de kandidaat voor de functie van verpleegkundig leidinggevende?

Reageer op de onderstaande stellingen.

(1= erg onwaarschijnlijk, 7= erg waarschijnlijk)

1. Hoe waarschijnlijk is het dat u deze kandidaat zou uitnodigen voor een eerste gesprek voor de functie van verpleegkundig leidinggevende?
2. Hoe waarschijnlijk is het dat u de sollicitant zou voordragen voor de functie van verpleegkundig leidinggevende bij Zorg+?
3. Hoe hoog schat u de kans dat de sollicitant daadwerkelijk aangenomen zou worden door Zorg+ voor de functie?

Ideal worker

Stel Lisa/Jeroen wordt geselecteerd voor de functie en komt op arbeidsvoorwaarden gesprek.

Additional questions

1. Hoeveel uur per week denkt u dat deze kandidaat bereid is te werken?
Schuif het bakje naar het door u ingeschatte aantal uren
2. Welke contractgrootte (uren per week) lijkt u het meest passend voor een functie van verpleegkundig leidinggevende? Schuif het balkje.
(28-40)
3. Welk startinkomen zou u de kandidaat bieden? (Het startinkomen verpleegkundig leidinggevende ligt in Nederland tussen de 2500-4500 bruto per maand). Schijft het balkje naar het volgens u passende startinkomen.
2500-4600 euro bruto per maand

Stel Lisa/Jeroen wordt geselecteerd voor de functie en is inmiddels een tijdje aan de slag. Hoe verwacht u dat Lisa/Jeroen reageert op de volgende situaties?

(1= helemaal niet, 7=helemaal wel)

1. Lisa/Jeroen is beschikbaar om te werken buiten reguliere werktijden.
2. In een noodgeval zal Lisa/Jeroen alles laten vallen wat zij/hij aan het is om de problemen op te lossen.
3. Lisa/Jeroen is bereid om extra diensten te draaien buiten reguliere werktijden als dat moet.

4. Lisa/Jeroen is bereid om werk voor familie te laten gaan als er een urgente kwestie is op het werk.
5. Lisa/Jeroen zal werk mee naar huis nemen om te zorgen dat het afkomt.
6. Lisa/jeroen zal proberen te voorkomen dat ze overuren moet maken of in het weekend moet werken.
7. Lisa/Jeroen zal degene zijn die thuis blijft op het moment dat kinderen ziek zijn.

Manipulation/attention check 2

Om erachter te komen of u bepaalde dingen is opgevallen tijdens het onderzoek, vraag ik u antwoord te geven op de volgende vragen:

1. Hoeveel kinderen had de kandidaat?
 - 0
 - 1
 - 2
 - 3

2. Hoe oud was de kandidaat?
 - 30
 - 33
 - 35
 - 37

Welke vooropleiding had de kandidaat?

- Bedrijfskunde
- Verpleegkunde
- Human Resource management
- Biologie

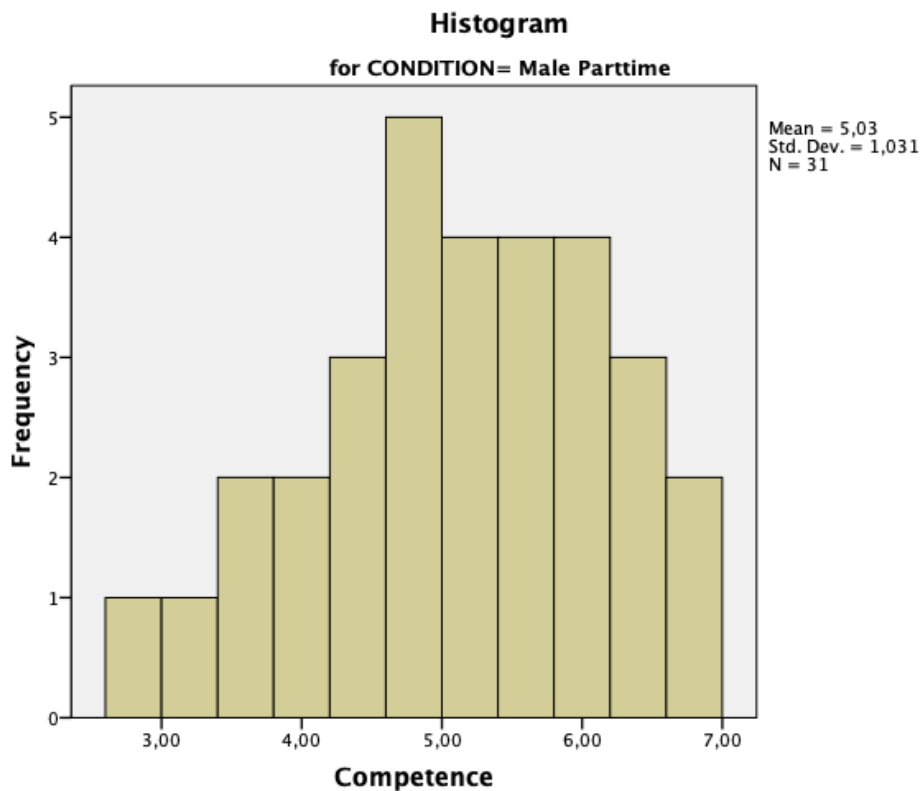
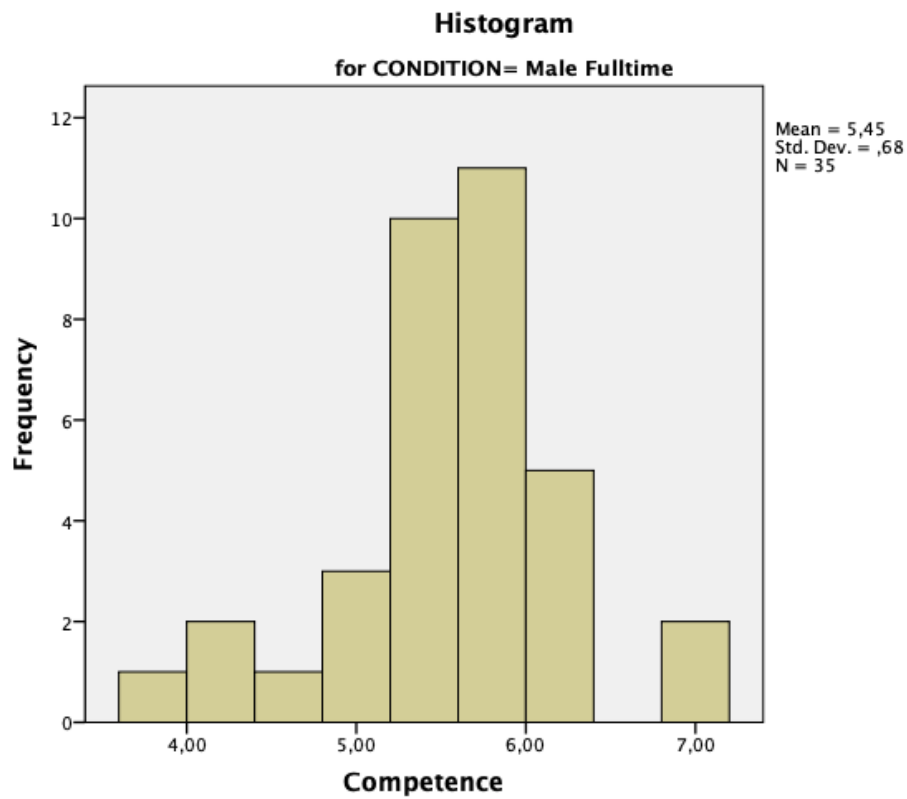
In welk profiel heeft de kandidaat zijn/haar havodiploma behaald?

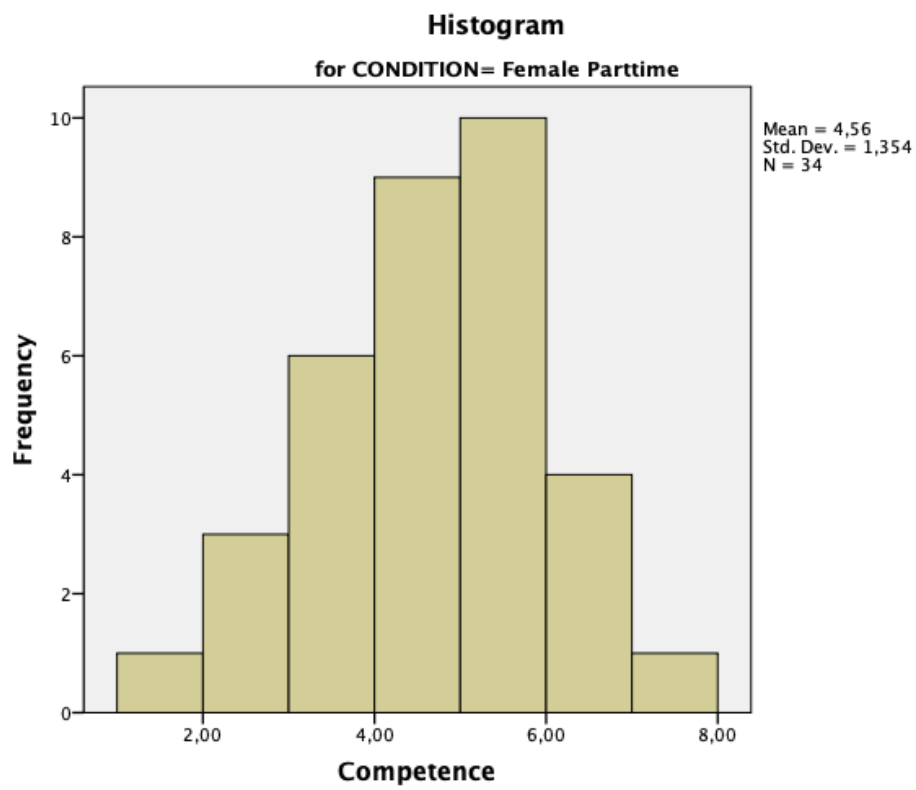
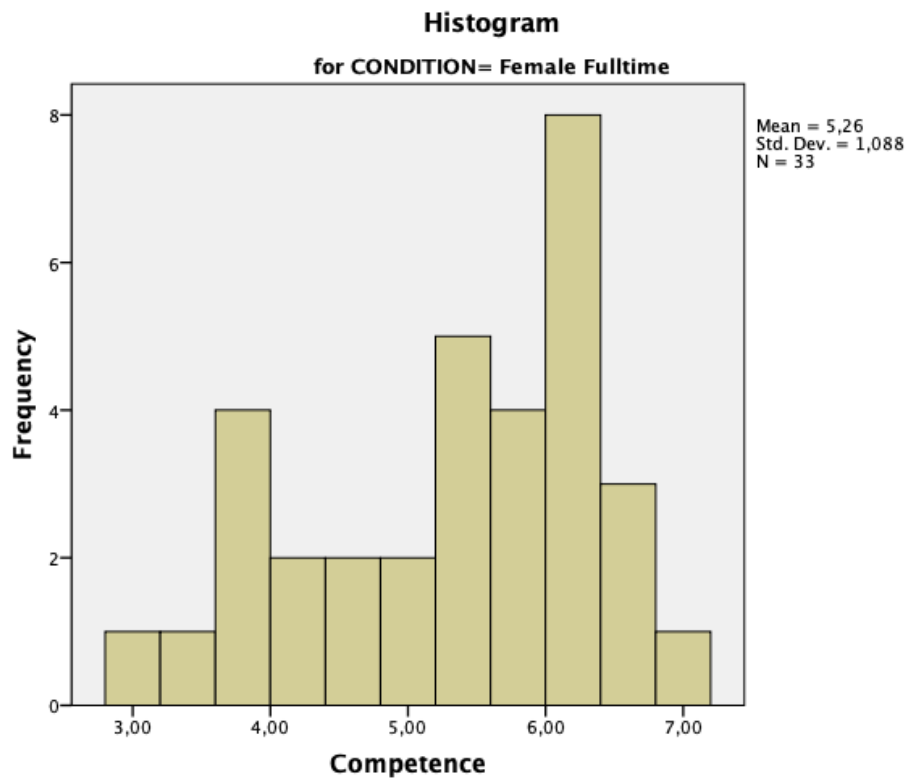
- Natuur & techniek
- Cultuur & maatschappij
- Economie & maatschappij
- Natuur & gezondheid

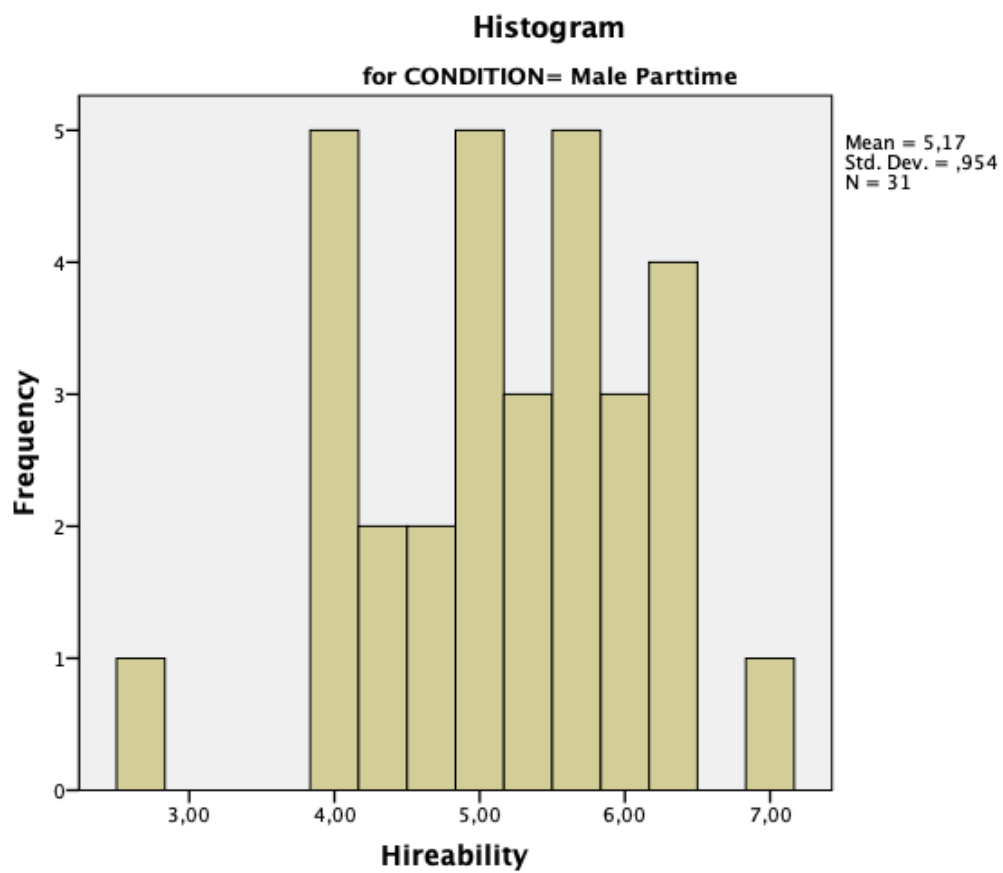
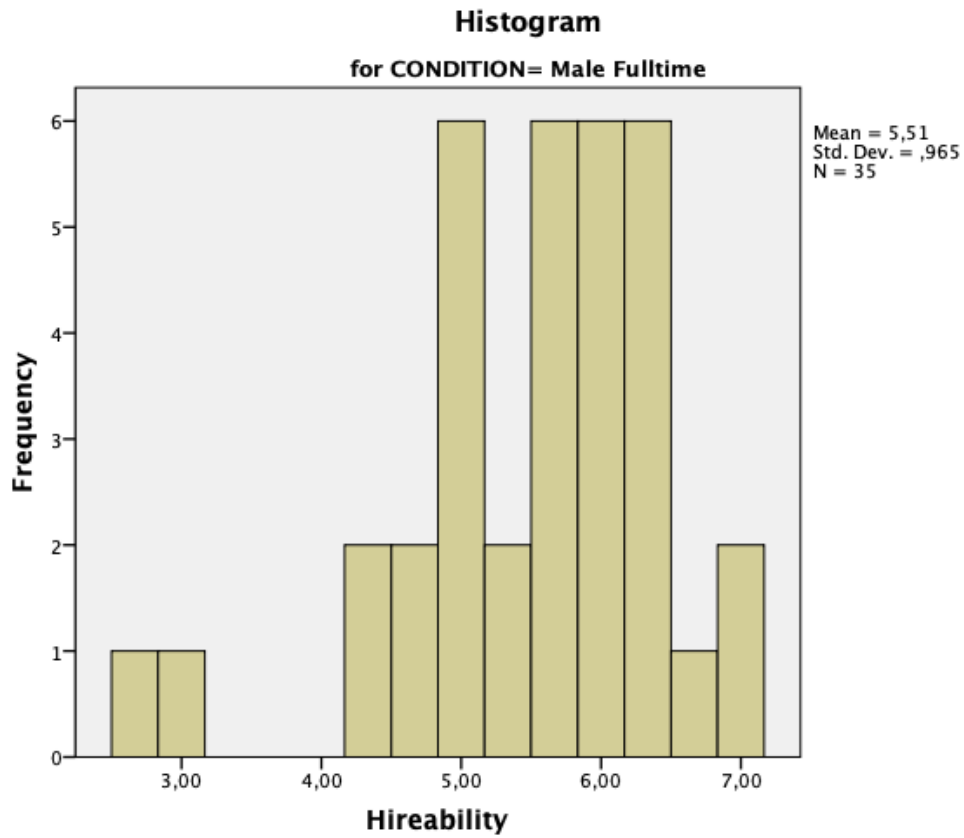
APPENDIX F

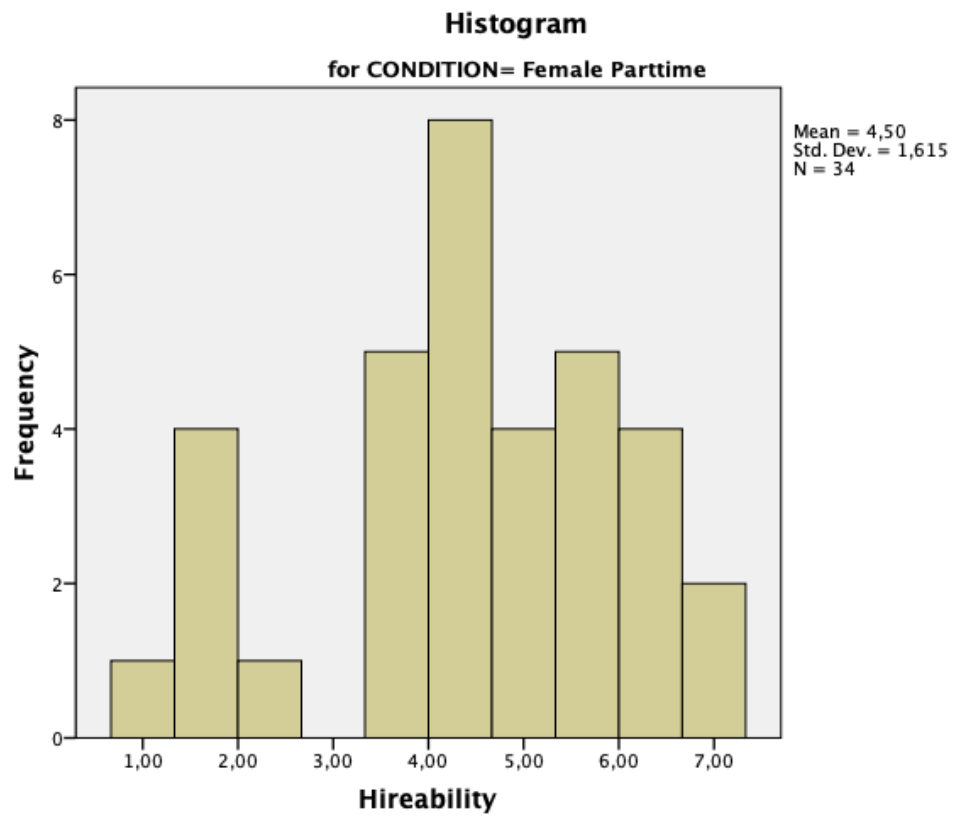
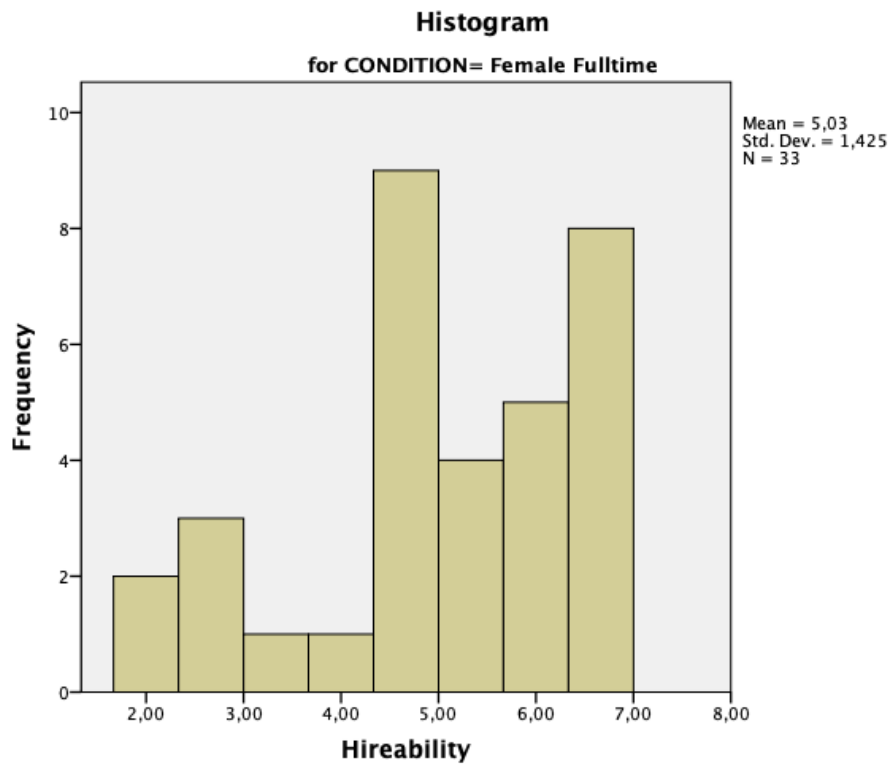
Normality assumptions

Histograms of the dependent variables: competence and hireability in all four conditions.









Skewness tables for the four conditions

CONDITION = 1.00 Male Fulltime

Descriptive Statistics ^a									
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Competence	35	3,80	7,00	5,4514	,67969	-,310	,398	1,487	,778
Hireability	35	2,67	7,00	5,5143	,96454	-1,120	,398	1,809	,778
IdealWorker	35	2,43	6,14	4,3993	,88975	-,123	,398	-,167	,778
AGE age (years)	35	20	69	38,57	13,399	,386	,398	-1,080	,778
Valid N (listwise)	35								

a. CONDITION = 1,00 Male Fulltime

CONDITION = 2.00 Male Parttime

Descriptive Statistics ^a									
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Competence	31	2,80	6,60	5,0258	1,03117	-,321	,421	-,656	,821
Hireability	31	2,67	7,00	5,1720	,95402	-,433	,421	,121	,821
IdealWorker	31	1,86	6,43	4,1152	,99209	,100	,421	,532	,821
AGE age (years)	31	21	62	39,55	14,033	,111	,421	-1,698	,821
Valid N (listwise)	31								

a. CONDITION = 2,00 Male Parttime

CONDITION = 3.00 Female Fulltime

Descriptive Statistics ^a									
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Competence	33	3,00	7,00	5,2606	1,08799	-,481	,409	-,791	,798
Hireability	33	2,00	7,00	5,0303	1,42489	-,751	,409	-,369	,798
IdealWorker	33	2,29	5,29	3,9466	,76272	-,282	,409	-,659	,798
AGE age (years)	33	21	55	36,94	12,119	,167	,409	-1,626	,798
Valid N (listwise)	33								

a. CONDITION = 3,00 Female Fulltime

CONDITION = 4.00 Female Parttime

Descriptive Statistics ^a									
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Competence	34	1,40	7,00	4,5632	1,35419	-,373	,403	-,220	,788
Hireability	34	1,00	7,00	4,5000	1,61485	-,439	,403	-,558	,788
IdealWorker	33	2,57	6,14	3,8085	,70625	,955	,409	2,547	,798
AGE age (years)	33	19	66	44,39	15,081	-,471	,409	-1,275	,798
Valid N (listwise)	32								

a. CONDITION = 4,00 Female Parttime

APPENDIX G

Table 3: main effects, two-way and three-way interaction effects of gender, work hours, and the gender of the participant and age of the participant on competence and hireability. (N=104).

	Competence			Hireability		
	<i>F</i>	<i>p</i>	η^2	<i>F</i>	<i>p</i>	η^2
Gender (G)	2.36	.128	.024	4.68	.033*	.046
Work Hours (WH)	9.82	.002*	.091	4.63	.034*	.045
Gender participant (GP)	.001	.982	.000	.539	.465	.005
Age participant (A)	6.26	.014*	.060	2.73	.127	.024
G x WH	.031	.860	.000	.073	.787	.001
G x WH x GP	1.49	.226	.016	.019	.891	.000
G x GP	.177	.675	.002	.038	.846	.000
WH x GP	.081	.777	.001	.211	.647	.002
G x A	4.23	.042	.043	1.93	.168	.020
WH x A	.026	.873	.000	.660	.418	.007
G x WH x A	.319	.573	.003	.033	.855	.000

Note. * $p < .05$