

## SJSU Undergraduate Research Grants

# The Moderating Effects of Gender and Occupation on Age Discrimination in Hiring

Rachel Windsor, Megumi Hosoda\* & Valerie Carr\*  
 Department of Psychology, College of Social Science

### Abstract

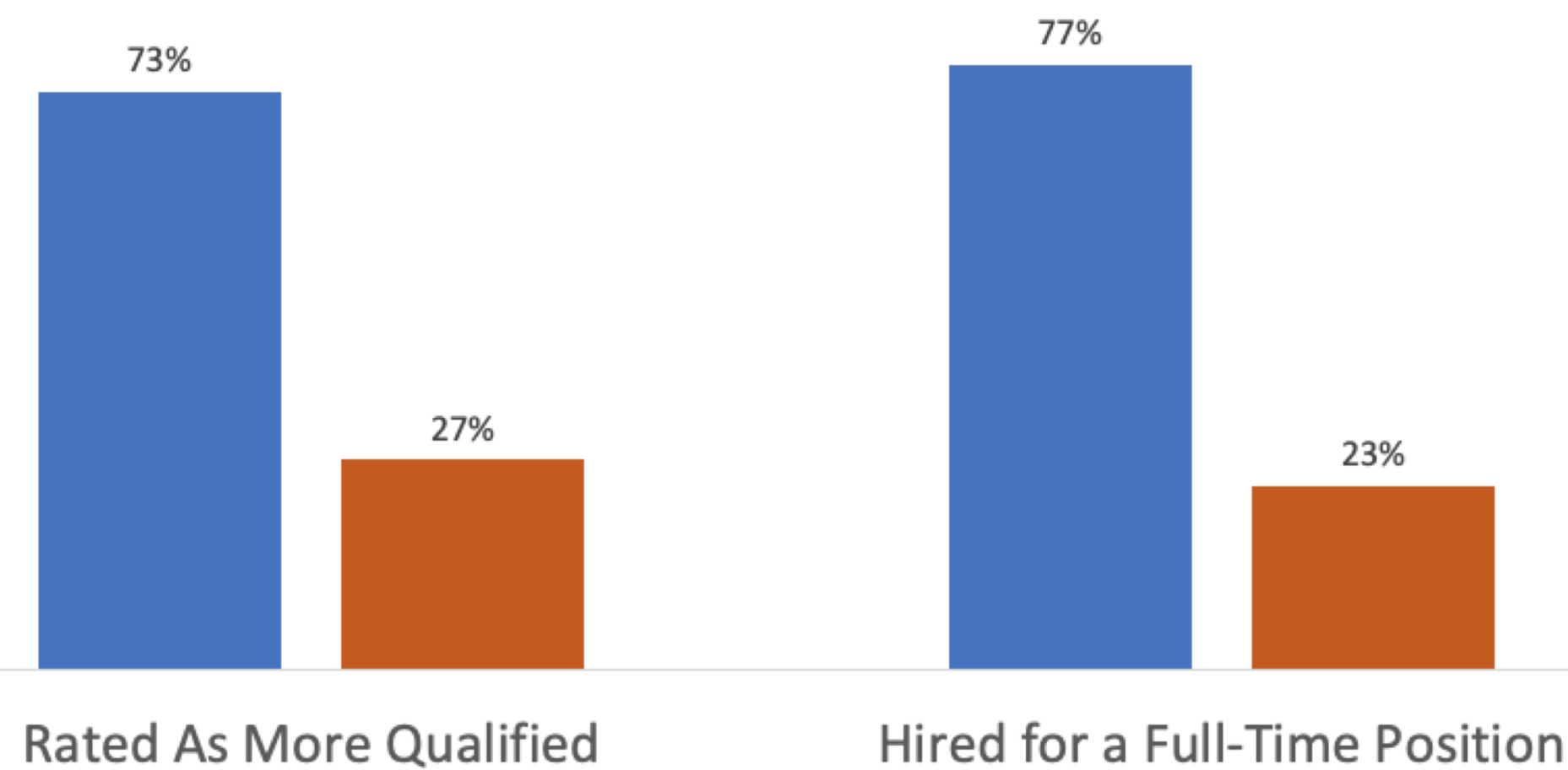
*Despite the fact that diversity and inclusion are among the most popular topics of organizational management, unfortunately, research indicated that people might still rely on their stereotypes of age and gender in their hiring decision-making. The current study provided the first empirical evidence that older female job applicants were at risk of discrimination as software engineer candidates, whereas older male job applicants were potential discriminatory targets as nurses. Thus, targeted interventions may be in need.*

### Project Activities or Findings

- This study contributed to the empirical ageism literature by answering several researchers' calls to examine whether gender and industry acted as moderators between age and employment-related decisions.
- The findings of the present study provided the initial empirical evidence for researchers' assertion that older individuals might be considered as inappropriate for a high-tech job because of age norms in this industry.
- This study also addressed the gap in the literature of recruitment age discrimination by focusing on two industries (i.e., high-tech and healthcare) that have never been studied, more specifically, two high-paying jobs (software engineers and nurses).

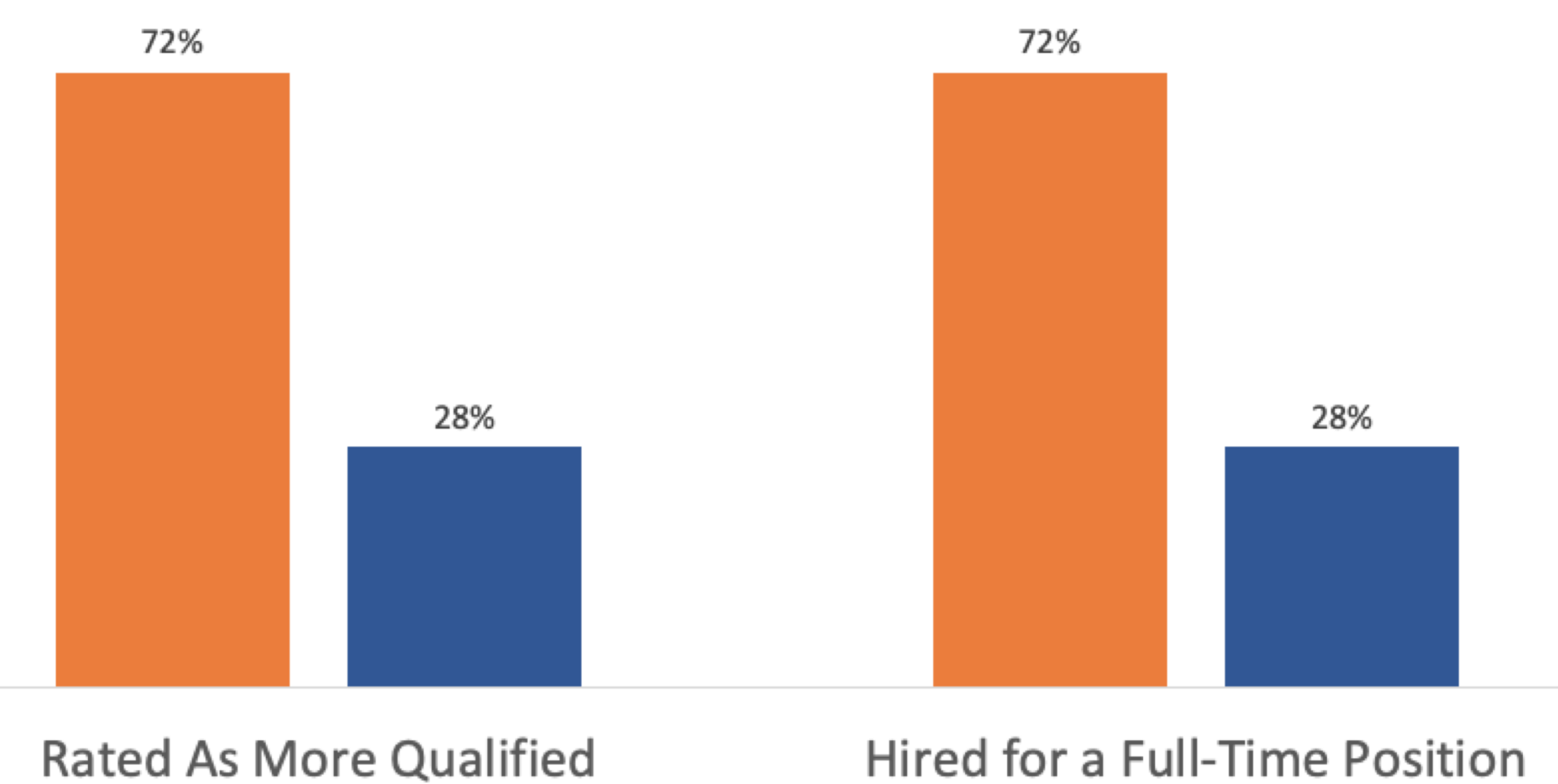
Job Applicants Selected To Be Hired as Software Engineers

■ Young Man ■ Old Woman



Job Applicants Selected To Be Hired as Nurses

■ Young Woman ■ Old Man



### Research Questions

*Will both age and gender play a role in hiring decision-making for the two different occupations (i.e., software engineer and nurse)?*

- As for a high-tech job (i.e., software engineer), when an old woman competes against a young man, will she be a discriminatory target?
- In regard to a healthcare job (i.e., nurse), when an old man competes against a young woman, will he be discriminated against?

### Citations

- Fisher, G. G., Truxillo, D. M., Finkelstein, L. M., & Wallace, L. E. (2017). Age discrimination: Potential for adverse impact and differential prediction related to age. *Human Resource Management Review*, 27(2), 316-327. doi.org/10.1016/j.hrmr.2016.06.001
- Posthuma, R., & Campion, M. (2009). Age stereotypes in the workplace: Common stereotypes, moderators, and future research directions. *Journal of Management*, 35(1), 158-188. doi.org/10.1177/0149206308318617
- Vasconcelos, A. F. (2015). Older workers: Some critical societal and organizational challenges. *Journal of Management Development*, 34(3), 352-372. doi.org/10.1108/JMD-02-2013-0034