

# American Staffing Association Workforce Monitor<sup>®</sup>

Job Hunt Deal-Breakers

December 10, 2019



# Research Method

This survey was conducted online within the U.S. by The Harris Poll between August 27 and 29, 2019 on behalf of the American Staffing Association among 2,022 U.S. adults ages 18+.

Data were weighted by age, gender, race/ethnicity, education, region and household income, where necessary, to bring them into line with their actual distributions based on 2017 CPS data. A second layer of weighting was also used to adjust for differences between the online and offline populations.

All sample surveys and polls, whether or not they use probability (purely random) sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.



# Inappropriate Interview Questions No. 1 Deal-Breaker for Applying/Accepting Job

## Deal-Breakers That Would Deter Applying/Accepting Position





# Women Are More Likely than Men to Cite Inappropriate Interview Questions or Aggressive Recruiter/Hiring Manager Behavior as Deal-Breakers

## Deal-Breakers That Would Deter Applying/Accepting Position: BY GENDER

	Male (n=859)	Female (n=1127)
Inappropriate interview questions	50%	56%
Unrealistic job or skill requirements	50%	52%
Misrepresenting job duties	51%	49%
Aggressive behavior of recruiter/hiring manager	45%	52%
Not responding to questions I have about open positions	37%	39%
Poor follow-up by recruiter/hiring manager	38%	35%
Not having any face-to-face contact during hiring process	31%	29%
Other	2%	1%
Nothing	16%	18%