

Effect of Female Applicant's Clothing on Private and Government Job Interviewer's Decision to Hire

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Objectives

- To find out whether the female applicant's clothing and appearance affect the hiring decision of the Private and Government Company's job interviewer.
- To find out and compare the views of Private and Government job interviewers regarding the clothing and appearance of a female interviewee.

Abstract

The purpose of this research study was to find out the details of female applicant's clothing and appearance for an interview as this study had been undertaken in other parts of the world but not in Pakistan hence required. The specific objectives of this research were to find and compare the views of government and private job interviewers regarding the female job applicant's clothing and appearance. Moreover, to find out the importance of clothing and appearance in their hiring decisions. A convenience based sample of 12 companies from Karachi was selected; 6 of government and 6 of private companies. The data was collected through questionnaires. The differences analyzed between private and government job interviewers reveal that the private companies give priority to the female applicant's clothing and appearance. So, their hiring decision based on it while the government companies want to consider the female applicant's clothing and appearance in their hiring decision but actually their hiring decision is not based on it.

Keywords: Clothing & appearance, hiring decision.