

## Abstract

Research has revealed mixed results as to whether or not groups utilize the unique insights someone else is able to provide, unshared information, or whether they rely more on the information already known, shared information. The importance of the information, as well as when the information was provided, either prior to or after making an initial preference, was used to test each theory. Critical unshared information was more impactful in this study. Further, results seem to suggest interactive effects between social validity and informational value of information provided by others.

## Methods and Materials

- 131 MTSU students
- 2 Curriculum Vita (CV) each
  - Education,
  - Teaching experience
  - Employment history
- Additional information: background check or reference testimonials
- Four conditions: (shared/unshared) X (critical/trivial information)

### Hypothesis:

- Critical unshared information has a greater impact than trivial shared and unshared information

### Research Questions

- Will trivial shared information be equally as impactful as trivial unshared information in accordance with the information processing perspective or will trivial shared information be more impactful in the decision-making process?
- Will critical shared information have a greater impact than critical unshared information as suggested by the information processing perspective?

## Conclusions

In general, results provide support for information importance being critical in a selection process.

Rated influence of the Human Resource department found significant differences between shared and unshared information. Shared critical information was rated higher than any other information which provides conditional support for both the social validation and information processing perspectives.

Results seem to suggest interactive effects between social validity and informational value of information provided by HR.

## Introduction

### Social Validation Theory

The social validation theory relies on shared information to guide the decision-making process. Wittenbaum<sup>1, 2</sup> found support for the social validation theory specifically when using a personnel selection task. In these studies, shared information was seen as more valid and the source of the information was perceived as more knowledgeable and capable.

### Information Processing Theory

The information processing theory relies on unshared information to guide the decision-making process. People who brought up more unshared information were perceived as more influential and knowledgeable in group discussions<sup>3, 4</sup>. Discussing more unshared information also led to greater decision-making quality in terms of correctly identifying solutions<sup>5, 6</sup>. In a meta-analysis by Mesmer-Magnus & DeChurch<sup>6</sup>, they found this especially true if the unshared information is viewed as more important in the decision-making process.

## Results



## References

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