

Oral Defense Announcement

University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Business Administration with an emphasis in Information Systems

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Organizational Characteristics as Drivers of Employer Attraction

Date: November 15, 2024

Time: 2:00 p.m. to 4:00 p.m.

Place: 108 Anheuser-Busch Hall

Abstract

This research study examined perceptions of attraction to different organizational characteristics based on an individual's Career Stage in Super's (1980) life-span model. Using a diverse sample of 230 participants in the U.S. workforce 18 years or older, the study manipulated the opposing Reputation and Flexible Working Arrangement (FWA) conditions of a hypothetical hiring organization in the technology industry. The results indicated that the main effects of Reputation and FWAs on general attraction, intention to pursue, perceived economic citizenship, and perceived ethical citizenship were significant. Although the high levels of Reputation and FWA yielded the highest mean scores among the dependent variables, there was no statistically significant interaction between Career Stage, FWA, and Reputation. Theoretical and practical implications and directions for future research to be discussed.

Defense of Dissertation Committee

Dr. John P. Meriac, Ph.D.

Dr. Matthew J. Taylor, Ph.D.

Dr. Brandon R. Ofem, Ph.D.