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SELECTION BIAS
AGAINST THE EMPLOYMENT OF OBESE ADULTS

by

Regina Pingitore

A Dissertation Submitted to the Faculty of the Graduate School
of Loyola University of Chicago in Partial Fulfillment
of the Requirements for the Degree of
Doctor of Philosophy

May

1991

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Chapter 1

Introduction

Review of the literature

The physical effects of obesity are well known and frequently reported in the media. Among them are hypertension, hypercholesteremia, and impairment of glucose tolerance and plasma insulin regulation (Greenwood & Pittman-Waller, 1988). In addition to the physical effects of obesity, there are social consequences, which are given less public attention, but are equally devastating and deleterious.

Numerous studies have investigated Americans' attitudes toward the obese (Larkin & Pines, 1979; Louderback, 1970; Maddox, Back, & Liederman, 1968; Wadden & Stunkard, 1985). Maddox et al. (1968) reported that obese people are frequently labeled as lazy, weak, out-of-control, and emotionally unstable. Louderback (1970) dramatically described the average American's attitude toward obesity as:

"Everything from idle comment to the repetitive hammering of the mass-media confirms the message: Fat is ugly. It is self-indulgent, therefore immoral. It is certainly un-American. Fat is sick and unhealthy (pg. 1)."

Attribution theory can be used to provide potential explanations for these negative views. In the context of

social perceptions, attribution theory is generally concerned with how one formulates causal inferences about the behavior of another. Heider (1958) developed the study of attributions by analyzing in detail how people understand and view others. He discussed four sources to which observers attribute the success or failure of another in achieving some target goal or behavior: the actor's ability, the amount of effort expended, the difficulty of the task, and luck. Ability and effort expended are viewed as personal attributions, while task difficulty and luck are attributed to the environment.

Jones and Davis (1965) extended the principles of Heider to offer the theory of Correspondent Inference. The central concept of this theory is correspondence, a term that refers to the clarity or directness of the relationship between dispositions (attitudes, personality traits) and behaviors. Their theory suggests two determinants that influence how an observer makes inferences about others. One determinant is the social desirability of a behavior. Socially desirable behaviors may be defined as those that are common, expected, and within the perceived parameters of role requirements. Behavior that is unexpected, or low in desirability, will be more informative to the perceiver and more conducive to an inference than behaviors that are common and expected. Thus, unusual behaviors, those seen as inconsistent with role requirements and contrary to social norms, will be used to make dispositional inferences about the observed person.

The second factor that is used in making inferences is the degree of choice in performing a behavior. If there is a great degree of choice in performing a behavior, there will be a strong inference that the behavior reflects an underlying personal disposition. If there are outside pressures to perform a behavior, it is unclear whether perceivers will infer personal or situational factors to the observed behavior.

Although obesity is not a behavior per se, the concepts presented by Jones and Davis have been applied indirectly to the study of attributions regarding obese people. For example, Silverstein, Perdue, Peterson, and Kelly (1986) asserted that the media shapes the view that obese people are socially deviant and violate the social standard of thinness. Their data suggest that the media establishes unrealistically thin standards of body stature, particularly for women. These standards are used by the general public to make comparisons, and people who differ significantly from these standards run the risk of being viewed as deviant, bad, and unattractive.

DeJong (1980) showed that the perception of the degree of personal responsibility plays a large role in stigmatizing the obese. He argued that if a person believes that obese people can control their body-weight, then the evaluation of the character of the obese will be impugned. In other words, this view suggests that the derogation of the obese results

from the presumption that such persons are responsible for their physical deviance.

Other researchers argue that since society's body-weight standards are much thinner for women than they are for men, women suffer a greater risk of being labeled negatively. Meyer and Tuchelt-Gallwitz (1968) found that Americans generally view obese people negatively, but that attitudes toward obese women are significantly more negative than are the attitudes toward obese men. Harris, Harris, and Bochner (1982) likewise found that the attributes assigned to obese women are significantly more negative than those assigned to obese men. They argued that since there are stricter body-weight standards for women than for men, there is less social tolerance of obese woman than men. More recently, Stake and Lauer (1987) confirmed that body-weight standards for women are different than the standards for men. Their findings indicated that this difference not only results in obese women being viewed more negatively than obese men, but that it affects the self-attitudes of women and the quantity and quality of their relationships with others.

Researchers have also investigated other effects of these negative views. Cahnman (1968) pointed out that negative attributions regarding the obese creates a triple disadvantage for them. First, they are discriminated against; second, they come to feel that they deserve such discrimination; and third, they come to accept this treatment as just.

More recent studies (Allon, 1979; Brownell, 1982; Harris, Harris & Bochner, 1982; Klesges, Klem, Hanson, Eck, Ernst, O'Laughlin, Garrott, & Rife, 1990; Larkin & Pines, 1979; Matusewitch, 1983; Wadden & Stunkard, 1985) suggest that the negative views toward the obese may result in employment discrimination. For example, Larkin and Pines (1979) reported that employers view overweight applicants as less desirable than their normal weight counterparts. Brownell (1982) argued that there is accumulating evidence of employment discrimination against the obese and that such discrimination has required legal intervention. As evidence of this, he cites the case of *Joyce-English vs. Philadelphia Electric Company* (1981), which resulted in a ruling stating that obesity is a "social disability" and that a company could not refuse employment based solely on body weight (p. 2). Although not stated directly, Brownell's research implied that there may be an interaction between the type of job and the degree of discrimination. The judicial case he reported asserted that if there is evidence which indicates that obesity interferes with job performance, then the employer is justified in refusing to employ an obese applicant. Therefore, some employers may attempt to justify not hiring an obese applicant because they believe weight has a negative effect on productivity. For example, in highly public positions such as, retail sales, employers may be less tolerant of obese applicants; whereas, in isolated, non-public

positions, such as computer programming, there may be greater tolerance.

Klesges et al. (1990) investigated the effects of having diabetes or being obese on hiring decisions using simulated job interviews. The applicant's face was never seen and an off-camera voice was dubbed in for the applicant's responses. The results of Klesges et al. indicate that the obese applicant was rated as less qualified for the job, more likely to abuse company privileges, and to have emotional and interpersonal problems. Compared to a normal control group, both the diabetic and obese applicants were less likely to be hired.

The potential for discrimination against overweight applicants becomes even more salient when one considers the recent research on interview bias. This research has indicated that the interview process is subject to bias and that it may not provide an accurate assessment of the job applicant (Cohen & Bunker, 1975). In addition, there may be differential treatment of job applicants in that interviewers are often more lenient with less qualified males than they are with less qualified females. Seigfried and Pohlman (1982) suggested that many interviewers tend to subscribe to traditional stereotypes, particularly in terms of applicant gender and type of job. When applicants fail to meet these stereotypes, they are seen as less acceptable for the position.

Although some of the biases inherent in interviews have been described, evidence shows that there are relatively few complaints about discrimination due to unfair interview practices as compared to the numerous lawsuits over discrimination due to test biases. Using simulated video-taped job interviews and standard testing materials, Dugoni (1987; 1989) investigated differences in the perceptions of fairness of interviews vs. personnel tests in various hypothetical job selection situations. In addition, he suggested that failure to get a job as a result of an interview process would be attributed more to intrinsic sources, whereas, failure on the basis of tests would reflect the bias of the tests. Subjects in his experiment reviewed either a file containing the applicant's test material or a simulated video-taped job interview of the applicant. Results supported the hypothesis that subjects react more negatively to bias in test materials than to bias in interviews. In addition, interviews were seen as allowing the applicant more personal control over performance, and in general, were seen as more fair than tests.

Dugoni's research is of particular interest because it suggests that even when the interview process is biased, it is often seen as more fair than personnel tests. In addition, failure to get a job as a result of an interview was attributed more to intrinsic qualities of the applicant. These findings suggest that obese applicants may have a

significant disadvantage in employment interviews. Since obesity is also viewed as being the result of intrinsic qualities, obese applicants who are rejected from positions based on an interview may not evaluate the process as being biased and may, as Cahnman suggested (1968), come to feel as though they deserve such discrimination.

The literature reviewed thus far clearly shows that obese people are often viewed more negatively than their normal weight counterparts. It also suggests that obese women are viewed more negatively than obese men and the impact of these negative characteristics may result in employment discrimination. In addition, the literature on interview bias suggests that if an obese applicant fails to get a job as a result of an interview, the reasons for such failure will be attributed to intrinsic qualities of the applicant rather than to the interview process. What remains unclear, however, is the explanation for these negative views and an understanding of who is most apt to discriminate against obese applicants.

The self-other evaluation literature provides a framework which may aid in determining whether some people are more prone to view obese people negatively and to discriminate against them. This literature suggests that people differ in their self-evaluations and that this in turn, leads to differences in their perceptions of others. Shrauger and Patterson (1973) have argued that the relevance of a dimension to one's self-concept and one's satisfaction with that

dimension, play important roles in judging others. They found that when evaluating others, people focus on dimensions that they see as highly relevant to their own self-image rather than on those which are minimally relevant. In addition, because of the need to protect and enhance their self-concept, people perceive others on dimensions with which they feel satisfied and competent, rather than using dimensions with which they are dissatisfied. Lewicki (1983), also suggested that when a dimension is central to one's self-definition, there is a tendency to be very aware of that dimension in another person. [Lewicki argued that the more central a dimension is to one's self-concept, the more critically that dimension will be evaluated in other people.]

Similarly, the self-concept research indicates that one's self-concept affects how one evaluates another. For example, in a review of the self-concept literature, Markus and Wurf (1987) developed an argument asserting that the self-concept is among the most powerful regulators of affect, motivation, information processing, and behavior. They postulated that self-concept plays a clear and primary role in determining which of the many possible ways people will act, think, and feel. Markus and Wurf also suggested that self-concept serves as the basis for making judgments and evaluations of others. In another study, Markus, Hammill and Sentis (1987) suggested that individuals possess a variety of knowledge structures or schemata about the self. They maintained that these schemata

aid us in evaluating ourselves and others. When we have a strong schema on a particular dimension, we become more sensitive to information relevant to that dimension. Markus et al argued that although most people have at least a simple structure of thoughts and feelings about their bodies, there appear to be conspicuous differences among people in the degree of concern with their body weight. They showed that people differ in their body weight schemata and that this difference affects the way in which body weight information is processed. Essentially, their research suggests that people who have a strong body weight schema are more sensitive to and aware of weight related information.

Secord and Jourard (1953) suggested that an important dimension of one's self-concept is the body. They argued that the attitudes towards one's body may be of crucial importance in forming attitudes and reactions to others. By developing and validating the Body Cathexis Scale (BCS), these researchers showed that the degree of satisfaction with one's body is central to one's self-concept, and thus might affect one's attitudes toward others. More recently, other researchers have updated the BCS to form the Body Esteem Scale (Franzoi & Shields, 1984; Tucker, 1982; Young & Reeve, 1980). These researchers argued that body esteem is a multi-dimensional construct with different dimensions for men and women. Results from a principal components analysis suggest that for males, the body esteem dimensions are physical

attractiveness, upper body strength, and physical condition, whereas for females the dimensions are sexual attractiveness, weight concern, and physical condition.

This literature also suggests that body-esteem, which may be different for men and women, is a critical aspect of one's self-concept. It has also been shown that people differ in their self-evaluations and that this may influence what dimensions they evaluate in others.

Summary and Hypotheses

Previous research has shown that there is strong evidence indicating that obese people, particularly women, are viewed negatively. In addition, research on job applicant selection suggested that since most job interviewers subscribe to traditional stereotypes, applicants not fitting these stereotypes may suffer employment discrimination. Finally, evidence found in the self-other evaluation literature, suggested that the formation of the negative attitudes toward obese people may be influenced by differences in the degree of body-weight satisfaction and its importance to the perceiver's self-concept. This research integrated these findings to investigate one social consequence of obesity, employment discrimination, and argued that obese people suffer this discrimination because of the strong tendency of others to view obese people negatively.

To understand more clearly the formation and effects of negative attitudes toward the obese, this investigation

explored three questions not previously answered in the literature: 1) Do obese females experience more employment discrimination than their male counterparts?; 2) Does the type of job affect the degree of discrimination?; and 3) Who is most apt to view obese people negatively and to discriminate against them?

In an attempt to answer these questions, this investigation tested several hypotheses. With regard to question 1, it was expected that perceivers would, in general, be less likely to recommend hiring an obese applicant. Moreover, it was further expected that the bias against obese candidates would be stronger when the applicant is female.

With regard to the second question, it was expected that the obese would suffer more discrimination in highly public positions, such as sales, than in positions with limited public contact, such as computer systems analyst, and that obese women would suffer the greatest amount of employment discrimination.

Finally, based on the self-other evaluation literature, it was hypothesized that when body schema is an important dimension to a person's self-concept, that person would be most apt to make negative evaluations about the personal attributes of obese people and would be less likely to recommend them for a job.

Chapter 2

Method

Subjects

The subjects for this investigation were 320 (99 male, 221 female) introductory psychology students, at Loyola University of Chicago, who ranged in age from 18-26 years ($M=19$; $s.d.=1.4$). Students participated in this research on a voluntary basis and received course credit in return for their participation. All subjects gave their consent to participate in this investigation by signing a consent form which outlined the general nature of this research (Appendix 1).

Materials

Video-tapes: This study used eight video-taped simulated job interviews similar to those used by Dugoni (1987; 1989). To avoid differences in such variables as attractiveness, communication style, and vocal intonation that are introduced when different actors are used to portray different applicants, only one male and one female actor were filmed. Each actor was video-taped in each of four conditions determined by the crossing of type of job (sales representative vs. systems analyst) and body weight (normal vs. obese). Through the use of special effects, such as make-up and prosthetic fillers, normal weight actors were made to

appear obese by adding the appearance of 20% more body weight. The videotapes were produced by the professional staff of Loyola University Center for Instructional Design with the assistance of a professional make-up artist and actors employed by the staff.

The weight manipulation was evaluated by having subjects rate the weight of the applicant on a 1 to 7 scale; 1=normal weight and 7=overweight (Appendix 12). Results indicated that when the applicants were fitted with prosthetic fillers, they were seen as significantly heavier than in the normal weight conditions (obese conditions $M=6.8$; normal weight conditions $M=3.6$; $F(1,319)=1294.739$; $p < .001$). A examination of differences by subjects' gender and job type yielded no significant effects for either weight condition.

Since previous research has suggested that obese people are seen as less attractive than normal weight people (Sigall & Aronson, 1969; Dion, Berscheid & Walster, 1972; Stake & Lauer, 1987), a secondary manipulation check was performed by comparing attractiveness ratings of obese applicants to those of normal weight applicants. Results indicated that obese applicants were indeed seen as significantly less attractive than normal weight applicants (obese condition $M=4.49$; normal weight condition $M=3.61$; $F(1,288)=23.25$, $p < .001$).

Applicant's materials Standard employment materials, such as the job description and the applicant's resume were constructed for both positions. The job description for the

sales representative position stressed that the company was seeking a highly responsible, productive, and professional adult (Appendix 2). The description for the systems analyst position specified the ability to work independently and with limited public contact (Appendix 3).

The resumes and dialogue used in the interviews were identical except for the manipulated variables of gender and weight. In addition, these materials were designed such that they would not reflect extremely good or bad applicants. If applicants were extremely good or extremely bad in their presentation or qualifications, subjects would not need to consider weight or gender in evaluating the applicants. Therefore, in order to give subjects an opportunity to discriminate, all applicant materials were designed to reflect an applicant of average ability.

Resumes and dialogue reflecting average applicants were developed through pilot research. Sixty-eight undergraduate students, then enrolled in an introductory psychology course, were asked to read seven interview questions and to rate and rank order three responses for each question. Analyses of the data revealed a normal distribution of responses and suggested no significant difference in the way male and female students evaluated the responses. For each question, both male and female students ranked the same response as second out of three. These findings generated the applicant's responses used in this research (see Appendix 4). Subjects were also

asked to read the two job descriptions described earlier and to rank five resumes for each description. Analyses of the ranking again suggested agreement between the male and female students. For the sales representative position, 50.7% of the students (females 47.7% males 55.2%) ranked the resume provided in Appendix 5 as third out of five. The results for the system analyst position were nearly identical; 50.7 % of the students (females 47.4% ; males 55.2%) ranked the resume provided in Appendix 6 as third out of five.

Measures To assess subjects' attitudes toward the various applicants, subjects rated the applicant on a series of paired personal dispositions, such as productive vs. nonproductive, or decisive vs. indecisive, by using a 7 point scale (Appendix 7). These dispositions were derived from previous research (Larkin & Pines, 1979) and have been shown to assess whether obese applicants are viewed more negatively than normal weight applicants.

An overall index of personal disposition regarding the applicant was constructed by summing the responses to 16 of the items as indicated in Appendix 7 (Cronbach's Alpha=.87). Some items were reverse scored so that lower values denote a negative disposition and higher values a positive disposition.

A seven point scale (1=definitely not; 7=definitely) was constructed to assess whether or not subjects would hire the job applicant whom they viewed (Appendix 8). Lower values denoted not hiring the applicant and higher values denoted

hiring the applicant. This index then served as a second dependent measure.

To determine factors that may govern attitudes toward the obese, a measure of subject's body schemata was developed. The Body Esteem Scale (BES) (Franzoi & Shields, 1984) assessed the degree of satisfaction or dissatisfaction with various parts or processes of the body (Appendix 9). Franzoi and Herzog (1986) demonstrated convergent and discriminant validity of the BES by examining the correlation coefficients between it, the Body Consciousness Questionnaire (Miller, Murphy & Buss, 1982), and the Self-Esteem Scale (Rosenberg, 1965). To assess the importance of each BES item to subjects' self-concept, a 5 point scale developed by Richards (1984) was used (Appendix 10). The body schema factor was created by multiplying each item of the Body Esteem questionnaire by the rating of importance for each item. Cronbach's alpha of .94 indicated strong internal consistency among the items. Therefore, items were summed together and a median split was used to divide subjects into two groups based on body schema.

A series of background questions was also designed to assess subjects' diet history. Derived from other studies, these questions provided descriptive information, as well as evidence of the importance of body weight (Stunkard, 1984; Storlie & Jordan, 1984). This measure is shown in Appendix 11.

Procedure

Once subjects signed the consent form, they viewed one of the eight simulated, video-taped job interviews described above. The interviews were presented in a crossed design: weight of applicant (normal vs. obese), by gender of applicant (male vs. female), by job type (public position vs. non-public position). Subjects viewed either a male or a female applicant, of normal or obese weight, applying either for a sales position or for a systems analyst position.

After viewing the interviews, subjects completed the questionnaires described above. Subjects then read a debriefing statement which explained the purpose behind the research, but did not state specific hypotheses (Appendix 13).

Chapter 3

Results

Hiring Decision

In order to assess the hypotheses regarding employment discrimination, the data on hiring decisions were analyzed by means of a 5-factor between groups analysis of variance using SPSS, release 4.0 (SPSS, Inc., 1990). Five factors, each with two levels, were fully crossed (see Table 1 for cell sizes): job (sales representative vs. system analyst), weight (normal vs. obese), applicant's gender (male vs. female), subject's gender (male vs. female), subject's body schema (high vs. low based on the median split of the body schema scale as described above).

The results of this analysis are shown in Table 2. The hypothesis regarding hiring decision suggested that there should be an overall effect of applicant's weight and an interaction between applicant's weight and applicant's gender, such that obese females would be hired significantly less often than any other group. The results indicated that the interaction of applicant weight and applicant gender is embedded in a significant higher-order interaction of applicant's weight x applicant's gender x perceiver's body schema. This three-way interaction was probed by means of

TABLE 1

Cell Sizes for the Five-factor Analysis of Variance

		Analyst		Sales		
		Low	High	Low	High	
Male Perceiver	Male App.	N	6	5	4	7
		O	5	5	4	19
	Female App.	N	5	6	7	7
		O	6	3	3	7
Female Perceiver	Male App.	N	19	11	18	11
		O	15	16	5	12
	Female App.	N	19	11	9	16
		O	15	13	17	13

N=normal weight; O=Obese

TABLE 2

Analysis of Variance Summary for the Hiring Decision

Source	Sum of Sq	df	Mean Sq	F	p	ES*
Weight	189.429	1	189.429	223.228	.000	.346
Applicant Gender	57.855	1	57.855	68.178	.000	.104
Body Schema	2.073	1	2.073	2.443	.119	
Job Type	5.612	1	5.612	6.614	.011	.008
Perceiver's Gender	2.730	1	2.730	3.217	.074	
2-Way						
W x A	10.198	1	10.198	12.081	.001	.017
W x B	5.549	1	5.549	.539	.011	.008
W x J	.005	1	.005	.005	.941	
W x P	.185	1	.185	.218	.641	
A x B	.588	1	.588	.693	.406	
A x J	.179	1	.179	.211	.647	
A x P	.022	1	.022	.026	.872	
J x B	.104	1	.104	.122	.727	
P x B	.673	1	.673	.794	.320	
J x P	.256	1	.256	.302	.583	
3-Way						
W x A x B	8.894	1	8.894	10.481	.001	.014
W x A x J	.000	1	.000	.000	.983	
W x A x P	.297	1	.297	.351	.554	
W x B x J	.250	1	.250	.294	.588	
W x B x P	5.005	1	5.005	5.989	.016	.007
W x J x P	.926	1	.926	1.091	.297	
A x B x J	.073	1	.073	.085	.770	
A x B x P	.022	1	.022	.026	.872	
A x J x P	.049	1	.049	.058	.809	
B x J x P	.011	1	.011	.013	.909	
4-Way						
W x A x B x J	1.932	1	1.932	2.277	.132	
W x A x B x P	.332	1	.332	.396	.529	
W x A x J x P	.634	1	.634	.747	.388	
W x B x J x P	.284	1	.284	.335	.563	
A x B x J x P	2.294	1	2.294	2.705	.101	
5-Way						
W x A x B x J x P	.001	1	.001	.001	.976	
Residual	244.394	288	.849			

*ES=Omega Squared effect size.

TABLE 3

Analysis of Simple Effects:
Applicant's Weight x Applicant's Gender for
High and Low Body Schema Perceivers

<u>Source</u>					
<u>For "High" Schema</u>	SS	df	MS	F	p
Weight	174.103	1	174.103	205.06	<.01
Gender	125.713	1	125.713	148.07	<.01
Weight x Gender	21.217	1	21.217	24.09	<.01
<u>For "Low" Schema</u>					
Weight	66.310	1	66.310	74.57	<.01
Gender	23.103	1	23.103	23.30	<.01
Weight x Gender	.004	1	.004	4.71	n.s.
Residual	244.394	288	.849		

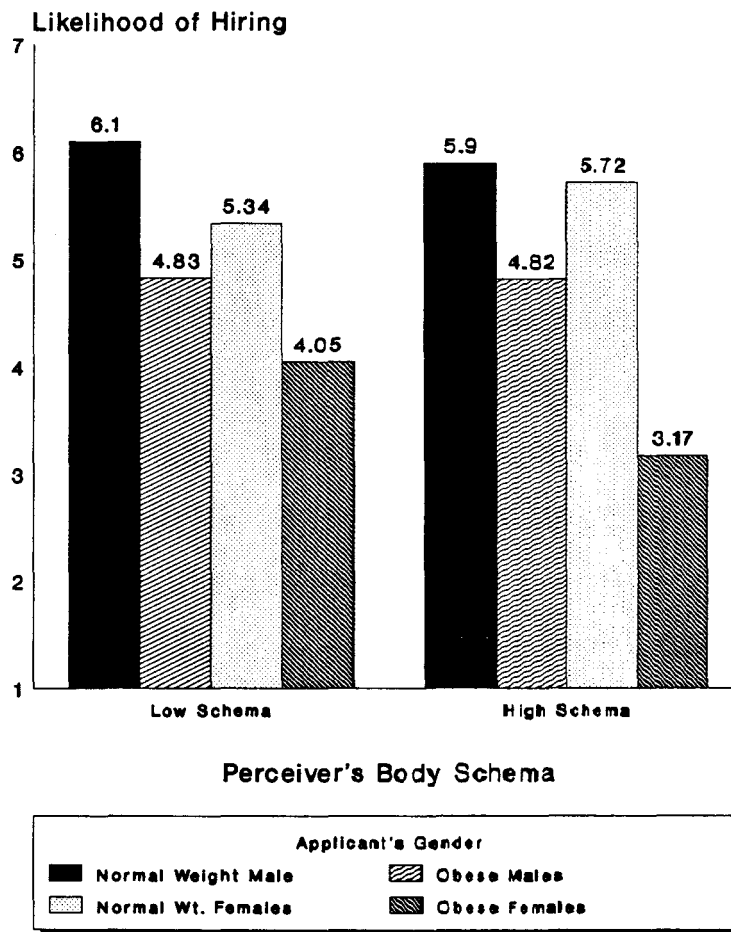
analysis of simple effects (Keppel, 1972); see Table 3.

Homogeneity of variance was assessed using Cochran's C and since no differences were found [$F(9,32)=.074$; n.s], the mean square error from the omnibus analysis of variance was used in the computation of the analysis of simple effects.

Results of the simple effects analysis (illustrated in Figure 1) indicated that [for perceivers with low body schemata, the effect of applicant's weight was significant.] [Obese applicants were less likely to be hired, regardless of their gender.] [The significance of the applicant's gender is important only when the perceiver possesses a high body schema.] For such perceivers, a significant interaction of applicant's weight and applicant's gender was found (see Table 3). A probe of this interaction supported the hypothesis that

FIGURE 1

Graph of Analysis of Simple Effects:
 Applicant's Weight x Applicant's Gender
 for High and Low Schema Perceivers



obese women suffer stronger bias than obese men. Results showed that although obese men were less likely to be hired than normal weight men [$F(1,288)=28.26$; $p < .01$], [obese females were the least likely to be hired] [$F(1,288)=144.8$; $p < .01$] (see Table 4).

TABLE 4

Hiring Decision Cell Means for "High" Schema Perceivers:
Applicant's Weight x Applicant's Gender

	Normal	Obese	
Males	5.90 s.d=.869	4.82 s.d=.796	5.47
Females	5.72 s.d=.881	3.17 s.d=.675	4.38
	5.83	3.93	

The effect of the applicant's weight on hiring decision was also embedded in the 3-way interaction of applicant's weight x perceiver's gender x perceiver's body schema. A simple effects analysis probed this interaction post hoc and revealed some interesting findings (see Table 5). (Perceiver's gender was a significant factor in that female perceivers with high body schemata were less likely to hire obese applicants, regardless of the applicant's gender) (see Table 6).

TABLE 5

Analysis of Simple Effects:
Applicant's Weight x Perceiver's Schema for
Male and Female Perceivers

Source

<u>Male Perceivers</u>	SS	df	MS	F	p
Weight	72.836	1	72.836	85.790	<.005
Schema	.005	1	.005	.000	n.s.
Weight x Schema	.915	1	.915	1.071	n.s.
<u>Female Perceivers</u>					
Weight	118.702	1	118.702	139.81	<.005
Schema	3.475	1	3.475	4.093	n.s.
Weight x Schema	21.673	1	21.673	18.402	<.005
Residual	244.394	288	.849		

TABLE 6

Hiring Decision Cell Means for Female Perceivers:
Perceiver's Schema x Applicant's Weight

	Low Schema	High Schema	
Normal	M=5.60 s.d.=1.09	M=5.94 s.d.= .98	5.78
Obese	M=4.68 s.d.=1.08	M=3.86 s.d.=1.07	4.32
	5.09	4.95	

For male perceivers, only applicant's weight was significant, indicating that the obese applicant was recommended less ($M=3.98$) than the normal weight applicant ($M=5.78$) by male perceivers, regardless of their level of body schema. The hypothesis that the hiring decision would be different for obese applicants applying for the sale position than those applying for the systems analyst position suggested there should be an applicant's weight x job interaction. As shown in Table 2, no interaction was found. This indicates that, [in this study, the decision to hire an obese applicant did not differ by the type of job.]

Disposition Index

In order to assess the data regarding the personal disposition of the applicant, the 5-factor between groups analysis of variance described above was again used. The hypothesis that perceivers with high body schemata are likely to assign more negative dispositions to obese applicants than perceivers with low schemata, suggested that there should be an applicant's weight x perceiver's body schema interaction.

The results of this analysis are shown in Table 7 and indicate that the interaction of applicant's weight and perceiver's body schema is embedded in two significant higher-order interactions; 1) applicant's weight x applicant's gender x perceiver's schema x job and 2) applicant's weight x applicant's gender x perceiver's gender x perceiver's body schema.

TABLE 7

Analysis of Variance Summary for the Disposition Index

Source	Sum of Sq	df	Mean Sq	F	p	ES*
Weight	10963.156	1	10963.156	82.889	.000	.198
Applicant Gender	34.279	1	34.279	.259	.611	
Body Schema	19.568	1	19.568	.148	.701	
Job Type	343.397	1	343.397	2.596	.108	
Perceiver's Gender	59.837	1	59.837	.452	.502	
2-Way						
W x A	16.503	1	16.503	.125	.724	
W x B	5.978	1	5.978	.045	.832	
W x J	87.301	1	87.301	.660	.417	
W x P	558.350	1	558.350	4.222	.041	.007
A x B	65.837	1	65.837	.498	.481	
A x J	156.187	1	156.187	1.186	.277	
A x P	167.185	1	167.187	1.264	.262	
J x B	8.662	1	8.662	.065	.798	
G x B	122.819	1	122.819	.929	.336	
J x P	.204	1	.204	.002	.969	
3-Way						
W x A x B	239.478	1	239.478	1.811	.179	
W x A x J	54.730	1	54.730	.414	.521	
W x A x P	206.149	1	206.149	1.559	.213	
W x B x J	18.469	1	18.469	.140	.709	
W x B x P	282.915	1	282.915	2.139	.145	
W x J x P	100.198	1	100.198	.758	.385	
A x B x J	188.334	1	188.334	1.424	.234	
A x B x P	261.585	1	261.585	1.978	.161	
A x J x P	38.275	1	38.275	.289	.591	
B x J x P	.014	1	.014	.000	.992	
4-Way						
W x A x B x J	1077.150	1	1077.150	8.144	.005	.017
W x A x B x P	526.637	1	526.637	3.982	.047	.007
W x A x J x P	20.373	1	20.373	.154	.695	
W x B x J x P	223.877	1	223.877	1.693	.194	
A x B x J x P	228.986	1	228.986	1.731	.189	
5-Way						
W x A x B x J x P	160.356	1	160.356	1.212	.272	
Residual	38091.618	288	132.263			

*ES=Omega Squared effect size

Simple effects analyses first probed the interaction of weight, gender and schema at each level of job. The results for the sales position revealed a significant effect of applicant's weight [$F(1,288)=34.25$ $p<.01$]. This indicates that [in the sales position, obese applicants were viewed more negatively than normal weight applicants, regardless of their gender or the level of the perceiver's body schema] (see Table 8).

TABLE 8

Personal Disposition Index Cell Means for Sales Applicant:
Applicant's Gender x Applicant's Weight x Perceiver's Schema

		low schema	high schema
Male app.	normal weight	M=83.33 s.d.=10.5	M=86.39 s.d.=10.9
	obese	M=77.55 s.d.=12.2	M=75.83 s.d.=13.9
Female app.	normal weight	M=87.30 s.d.=10.1	M=86.15 s.d.=10.1
	obese	M=73.13 s.d.=13.7	M=74.87 s.d.=8.1

For the systems analyst position, the effect was much more complicated and indicated a significant higher-order simple interaction of applicant's weight x applicant's gender x perceiver's schema [$F(1,288)=8.40$ $p=.001$] (see Figure 2). For male applicants, there is a significant interaction between perceiver's schema and applicant's weight [$F(1,288)=4.56$ $p<.05$]. A probe of this interaction revealed that perceivers with low body schema evaluated obese males more negatively than the other applicants (see Table 9). For female applicants, only a significant effect for weight was observed [$F(1,288)=8.60$ $p<.01$].

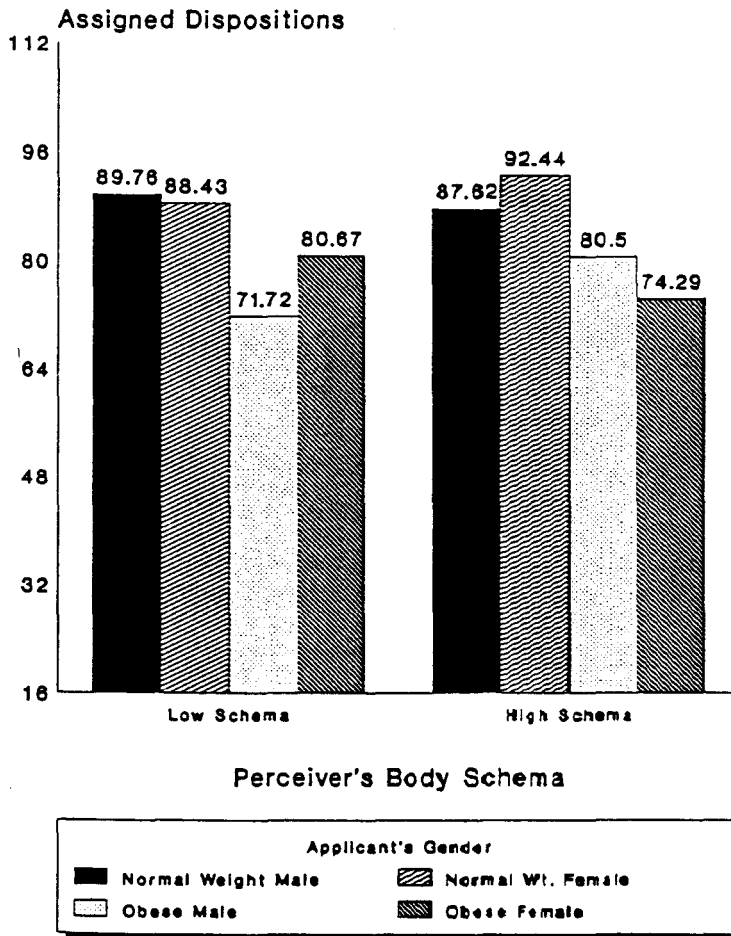
TABLE 9

Personal Disposition Index Cell Means for Analyst Position:
Applicant's Gender x Applicant's Weight x Perceiver's Schema

		low schema	high schema
Male applicant	normal weight	89.76 s.d=9.32	87.62 s.d=10.4
	obese	71.72 s.d=13.2	80.50 s.d=12.8
Female applicant	normal weight	88.43 s.d=10.5	92.44 s.d=8.27
	obese	80.67 s.d=13.7	74.29 s.d=14.9

FIGURE 2

Graph of Analysis of Simple Effect:
Applicant's Weight x Applicant's Gender x Perceiver's Schema
for the Systems Analyst Position



The interaction of applicant's weight x applicant's gender x perceiver's gender x perceiver's body schema yielded similar findings. For the female perceivers, only a simple main effect for applicant's weight was obtained [$F(1,288)=75.36$ $p < .01$] (see Figure 3). For male perceiver's, a three-way interaction of applicant's weight x applicant's gender x perceiver's body schemata was observed [$F(1,288)=5.54$ $p < .05$]. An examination of male perceivers with high body schema yielded no significant effects. For low schema males, however, a significant applicant's weight x applicant's gender interaction was observed [$F(1,288)=4.845$ $p < .05$] and this observation was contrary to what was expected. Examination of this interaction revealed that [males with low body schema described obese male applicants more negatively than any other applicants] (see Table 10).

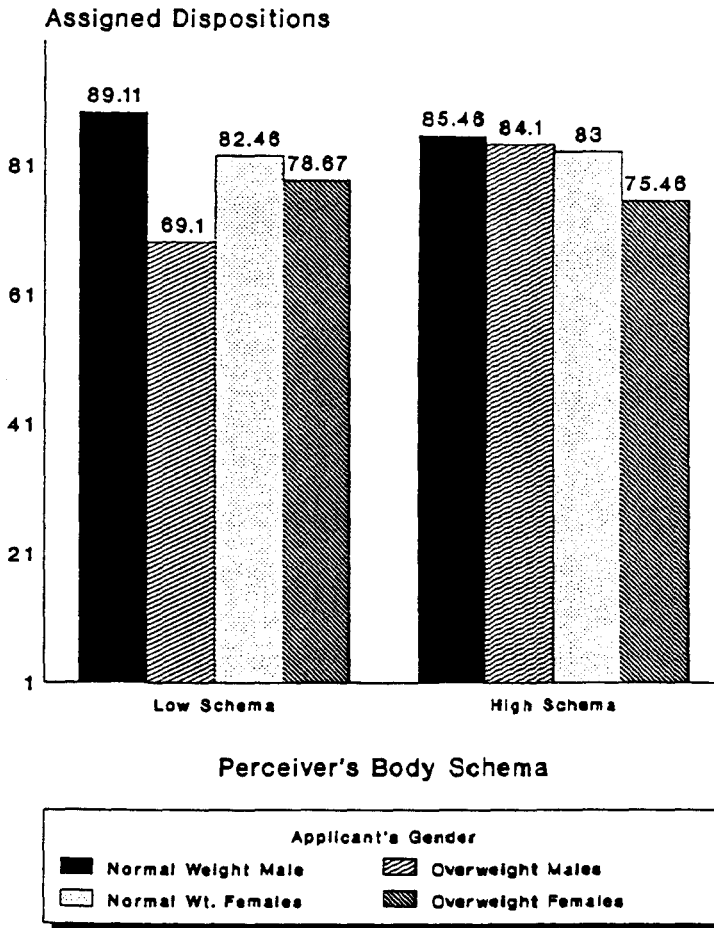
TABLE 10

Personal Disposition Index Cell Means for Low Schema Males
Applicant's Gender x Applicant's Weight

		normal	obese
applicant's gender	male	M=89.11 s.d=8.82	M=69.10 s.d=11.31
	female	M=82.56 s.d=9.69	M=78.67 s.d=12.18

Figure 3

Graph of the Personal Disposition Index for Male Perceivers:
Applicant's Weight x Applicant's Gender



Ancillary Analyses

To examine more closely the effect of applicant's weight and the personal disposition index on the hiring decision, a series of exploratory hierarchical regression analyses at each level of applicant's gender x perceiver's schema x perceiver's gender was conducted. Results of these analyses indicated that applicant's weight accounted for a significantly larger proportion of the variance in the hiring decision above that which was accounted for by the personal disposition index. In addition, there were moderate variations in the degree to which this index and applicant's weight accounted for the variance in the hiring decision. For example, for male perceivers with high body schemata who viewed female applicants, the index accounted for only 28% of the variance [$F(1,21)=8.17$; $p = .009$], while applicant's weight accounted for 52% of the residual variance [R-squared change .523; $F(2,20)= 40.88$; $p < .0001$]. For female perceivers with high schemata who viewed female applicants, the pattern was reversed; the index accounted for 55% of the variance, while applicants weight accounted for only 24% above that [R-squared change=.24; $F(2,51)=100.66$; $p < .0001$]. These findings suggested that although the dispositions assigned to the applicants were related to the hiring decision, they were not the only determinant. Futhermore, the applicant's weight accounted for a significant proportion of variance in hiring

decision over and above that which was accounted for by personal dispositions.

Since previous research has suggested that physically unattractive people, particularly women, are evaluated more negatively than attractive people, hierarchical regression analyses similar to those described above were also conducted using the attractiveness ratings. Results of these analyses indicated that attractiveness accounted for a very small proportion of the variance, and in most cases the proportion was not significant. For example, attractiveness accounted for less than 1% [$F(1,48)=.6572$; n.s.] of the variance in the hiring decision for females with high schemata who evaluated male applicants. A similar effect was found for males with low schemata who evaluated female applicants, such that attractiveness accounted for only 9% of variance in the hiring decision [$F(1,21)=3.255$; n.s.]. For females with high schemata who evaluated female applicants, attractiveness accounted for a significant proportion of the variance, approximately 16%. However, applicant's weight accounted for a significant portion of variance above that which was accounted for by attractiveness [$R\text{-squared change}=.57$; $F(2,50)=70.72$; $p < .0001$].

To examine which item in the disposition index could account for the largest percentage of variance in the hiring decision, a stepwise regression analysis was used. The result of this analysis indicated that, in all cases, competency accounted for the greatest proportion of the variance in the

hiring decision, but again the proportion was small (approximately 20%). In addition, results from hierarchical regression analyses indicated that, in all cases, applicant's weight accounted for a significant proportion of the variance above that accounted for by competency.

An important caveat regarding these exploratory analyses needs to be mentioned. The fact that these analyses were conducted post hoc necessitates the adjustment in alpha by the number of analyses performed. The reported alpha values were derived directly from computer generated results and do not indicate such an adjustment. If one were to apply the conventional adjustment of alpha ($.05/24$ in this case), only p-values less than .002 should be considered significant. This, however, would not affect the majority of the results reported above.

Chapter 4

Discussion

The effects of being obese can be devastating and can include both physical and social consequences. Although numerous studies have focused upon the physical effects of obesity, fewer have studied the social effects. This research investigated one social consequence of obesity, employment discrimination, by examining three questions not previously investigated: 1) Do obese females experience more employment discrimination than their male counterparts?; 2) Does the type of job affect the degree of discrimination?; and 3) Who is most apt to view obese people negatively and to discriminate against them?

The results of this research suggest a relatively clear answer to the first question, but some surprising answers for the second and third. With regard to question 1, obese people were hired less often than normal weight people, and as expected, this bias was most pronounced for obese female applicants.

With regard to the second question, the finding was contrary to what was hypothesized, and suggested that the type of job did not affect the hiring decision. This is surprising because it was believed that there would be less tolerance for an obese applicant in a highly public position, than in a position requiring less public contact. This belief was based on evidence showing that numerous employers, such as the armed

services, police and fire departments, and airlines frequently refuse to enlist seriously overweight persons and are able to reprimand or discharge persons not maintaining an acceptable weight (Wadden & Stunkard, 1985). In addition, recent judicial cases have asserted that if there is evidence to indicate that obesity interferes with job performance, then the employer is justified in refusing to employ an obese applicant.

The findings that the type of job did not affect the hiring decision may reflect the limitations in this study. First, the type of jobs used in this study may not have maximized the possibility for finding differences. Although the job descriptions attempted to highlight the positions in such a way that body-weight should interfere with performance in the sales position but not in the systems analyst position, it is possible that the differences were too subtle for the perceivers to detect. Similarly, it is possible that because the subjects in this study were undergraduates, they lacked the necessary experience in making hiring decisions and therefore, may not have focused on the job description. Given these limitations, it is necessary to consider these results germane only to this study unless replicated elsewhere.

The answer to the third question is complicated and involved both the hiring decision and personal disposition data. It was hypothesized that perceivers with a high body schema would evaluate obese applicants more negatively and

would recommend hiring them less often than normal weight applicants. [The findings regarding the hiring decision data indicated that perceivers with high body schemata were indeed less likely to recommend hiring an obese applicant. The personal disposition data, however, indicated that male perceivers with low body schemata describe obese applicants most negatively. Specifically, males with low body schemata described obese males more negatively than the other applicants, as well as more negatively than did male perceivers with high schemata.] The same puzzling relationship was observed with regard to job type. The hiring decision data indicated no differences by job. However, differences were found with the disposition index. For the systems analyst position, the description of applicants depended upon their gender and the perceiver's body schema. Obese females applying for the analyst position were described more negatively, regardless of perceiver's gender or level of body schema. However, perceivers with low body schemata evaluated obese males most negatively.

These findings suggest that applicants who are obese run the risk of suffering employment discrimination not so much because of the personal dispositions assigned to them, but because of their weight. In addition, obese applicants are less likely to be hired when they are perceived by persons with high body schemata, even though in some situations,

persons with low schemata are the ones most apt to describe the obese applicant negatively.

Although these findings provide greater insight into the social consequences of obesity, caution must be taken before attempting to generalize these results to non-experimental conditions. The fact that the population used in this investigation did not include people who are typically in the position to make hiring decisions limits the external validity of the study. In addition, the sample size is limited, particularly in regard to male perceivers. Examination of the cell sizes (see Table 1) reveals that, in some cases, only three males viewed a particular condition. Therefore, some of the higher-order effects found on the disposition index may be due to peculiarities within these select subjects.

Other limitations of this study involve the applicants' age and ethnicity. Since only caucasian applicants were used, it is uncertain whether the same pattern of results would be found in different ethnic groups. Similarly, both applicants were young adults, and therefore it is unknown whether there would be more, or less, discrimination of older obese applicants.

In addition to problems of external validity, it is also important to temper the interpretations of these findings. Throughout this work, numerous references have been made regarding the "significance" of applicant's weight and its ability to "account for variance" in the hiring decision. In

many cases, the statistical tests were reported with significant p values at the third or fourth decimal, implying that there is a direct relationship between the statistical significance of the finding and its importance in the real world. In order to interpret clearly these findings, it is necessary to consider the effect sizes (Hays, 1983). As shown in Tables 2 and 7, the effect size of applicant's weight on the hiring decision was moderate (.34), but on the assigned disposition, the effect was small (.20). Having noted this, it would be unreasonable to state that hiring decisions are based solely on applicant's weight or that all obese applicant's will suffer employment discrimination.

Equally unreasonable, however, would be to conclude that since the effect sizes are small, the findings are meaningless and should be disregarded. The fact is employment discrimination against obese adults has real life effects of tremendous proportions. For example, in a case still in process, a 335-lb nursing student was thrown out of a private college because she failed to lose 2 lbs. a week. She sued the college and won a \$44,000 jury verdict, but the school appealed the verdict. At the first level of appeals, U.S. Court of Appeals upheld the lower court's ruling. The school appealed to the Supreme Court which recently sent the case back to the lower courts for another hearing (Jaschik, 1991). In another case, an employee was fired by major commercial airlines after twenty-five years of service because she was

11 lbs. above the company's standard weight requirements, even though these requirements were based solely on gender and height (Sachs, 1991). To tell these women that in statistical terms, these effects are small, would be adding insult to their injuries because the discrimination they experienced affected them personally, socially, and economically.

Complicating the problem is the fact that many employers believe that they are justified in their refusals to hire an obese applicant (Brownell, 1979; Wadden & Stunkard, 1984). For example, a spokesperson for a vehicle rental firm justified employee weight requirements by stating that weight problems contribute to skyrocketing health costs (Sachs, 1991). In addition, the reluctance of employers to discuss weight-related discrimination makes it difficult to determine the extent of the problem (Allon, 1982). These factors perpetuate the problem and prevent implementing changes in policies.

Several things could be done to change this problem. For example, publicizing the details of the increasing number of weight-related discrimination cases in the courts could give the problem much needed public attention. Also, challenging and revising the standard weight tables used by many employers would invoke positive change because many of the tables fail to account for age. Such a failure results in the unrealistic standard that older adults should weigh the same as younger adults of the same height.

Another way of generating change would be to provide people who make hiring decisions information regarding the causes and correlates of obesity. For example, many people believe that obesity is strongly associated with aberrant eating patterns, when in fact, many obese people eat significantly less than their normal weight counterparts (Greenwood & Pittman-Waller, 1988). Similarly, many people believe that controlling one's appetite is easy, when in fact, there is a variety of complex pharmacological factors involved in appetite control (Spring & Pingitore, in press). Providing information about these and other features of obesity could alter some of the stereotypic beliefs regarding abilities of obese people.

Finally, additional research in this area is needed and the limitations of this study offer guidelines for improving and extending this area of research. Future research should sample individuals whose work involves hiring applicants, such as personnel directors and administrators. In addition, applicant's ethnicity and age should be varied to determine if these factors change the pattern of results. Finally, it would again be important to vary the type of job, extending the categories to include such jobs as police and fire personnel, and health service providers. This would provide clearer evidence of the extent to which obese people experience difficulty in obtaining work.

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Appendix 1

Consent Form

The purpose of this research is to study the various factors used by interviewers to evaluate and select job applicants. You are asked to view and evaluate a video-taped job interview. In addition, you are asked to review a file containing the description for the available position and the applicant's resume.

Your participation in this research is purely voluntarily and you are free to discontinue your involvement in this study at any time. In addition, your responses are anonymous and can not be traced to you. Please sign and date on the spaces provided below as a indication that you understand the purpose of this research.

Name

____-____-____
Date

Appendix 2

Job Description:

Sales Position

This position is based in Chicago but requires travel to retail stores in the tri-state area. Responsibilities include selling and marketing new, top-of-the-line merchandise to major retail-store accounts. In addition to serving current accounts, this position also requires developing new leads and acquiring new accounts.

The qualified candidate for this position should possess excellent decision making skill, be self motivated, organized, assertive, and project a professional image.

Appendix 3

Job Description

System Analyst

Position is headquartered in northwest suburban Park Ridge with the responsibilities of installation of new or up-dated releases of applications software for end-user departments throughout the company. In addition, position requires administration and maintenance of the electronic mail system.

The qualified candidate for this position must be proficient in COBOL and FORTRAN. Although knowledge of C is helpful, it is not a requirement. Candidate must be able to work independently, with minimum supervision and possess strong analytic skills.

Appendix 4

Script

Sales representative

Interviewer: Hello, my name is Sam Larson and I am the Personnel Director of Action Clothing Company.

[Shake hands with applicant]...

Applicant: Hello, Mr Larson, I am Christine (Christopher) Liddy.

Interviewer: Please have a seat... As you know, Mr (Ms) Liddy we are interviewing for a sales representative position. In addition, as I mentioned to you during our telephone conversation, we are conducting a research project aimed at improving our interviewing procedures. Therefore, this interview will be videotaped. I'd like to point out, however, we will not use this tape to aid in the selection for the position. In addition, I'd like to verify that we have your permission to videotape this interview.

Applicant: Yes, Mr. Larson, you have my permission. Here is the consent form that you sent to me in the mail.

[hand form to interviewer]

Interviewer: First, I'd like to tell you about the position. The sales representative is based in the Chicago area, but is required to travel the tri-state area. The responsibilities include selling and marketing new, top-of-the-line clothing to major retail stores. You would need to service existing accounts as well as develop new ones. We are looking for a candidate that is self motivated, organized, and assertive. We are also concerned about our image, we want to project to our clients a professional, yet contemporary look. Since our merchandise is the latest in the clothing market, we feel it is important that our staff present the image we are trying to sell to our accounts. Now that I have told you about the position, I'd like to ask you some questions to learn more about you. Why don't you tell me a little about yourself?

Applicant: Well, I am 30 years old and single. I am a competitive person and I believe in working hard for the company that employs me. At the same time, I think most people find that I am easy to work with.

Interviewer: Mr. (Ms.) Liddy, what do you consider to be the most important thing in a job?

Applicant: Since I am achievement oriented, I find it very important that I am in a position that is challenging and one in which I have some responsibility. In addition, I am looking for a position that has a potential for personal and career growth.

Interviewer: Why do you think you can do this job?

Applicant: I believe that I have learned from my previous positions, and that through these positions I have developed my sales skills. I also have a very strong interest in sales and so I am very motivated to do my best.

Interviewer: What experiences added most to your personal growth?

Applicant: I guess College. Going to college exposed me to new ideas and people. I also learned about different opinions and how important it is to listen to what others have to say.

Interviewer: What do you consider to be your three greatest strengths?

Applicant: Huh...My maturity, my ability to persevere, even in difficult situations, and my drive to succeed.

Interviewer: What do you consider to be your single greatest weakness?

Applicant: At times, I get very involved in what I do and if something goes wrong I blame myself.

Interviewer: How capable do you see yourself in managing stress?

Applicant: Fairly capable. It depends on the type of stress. Sometimes, stress gets to me, but I try not to allow it to interfere with my work.

Interviewer: Well. Mr. (Ms.) Liddy, I think I have enough information for now. Thank you for coming in and we will be in contact with you soon.

Systems Analyst

Interviewer: Hello, my name is Sam Larson and I am the Personnel Director of Action Computer Company.

[Shake hands with applicant]

Applicant: Hello, Mr Larson, I am Christine (Christopher) Liddy

Interviewer: Please have a seat... As you know, Mr (Ms) Liddy, we are interviewing for a systems analyst. In addition, as I mentioned to you during our telephone conversation, we are conducting a research project aimed at improving our interviewing procedures. Therefore, this interview will be videotaped. I'd like to point out, however, we will not use this tape to aid in the selection for the position. In addition, I'd like to verify that we have your permission to videotape this interview.

Applicant: Yes, Mr. Larson, you have my permission. Here is the consent form that you sent to me in the mail.

[hand form to interviewer]

Interviewer: First, Mr (Ms.) Liddy, I'd like to tell you about the position. The analyst is responsible for the installation of new and up-dated releases of our application software. This position requires proficiency in COBOL and FORTRAN, and although it is not necessary, knowledge of C is helpful. Since the analyst must work independently, it is necessary that the candidate be able to manage independently, and without a lot of supervision. Now that I have told you about the position, I'd like to ask you some questions to learn more about you. Why don't you tell me a little about yourself?

Applicant: Well, I am 30 years old and single. I am a competitive person and I believe in working hard for the company that employs me. At the same time, I think most people find that I am easy to work with.

Interviewer: Tell me what do you consider to be the most important thing in a job?

Applicant: Since I am achievement oriented, I find it very important that I am in a position that is challenging and has a potential for personal and career growth.

Interviewer: Why do you think you can do this job?

Applicant: I believe that I have learned from my previous positions, and that through these positions I have developed programming skills. I also have a very strong interest in commuter programming and so, I am very motivated to do my best.

Interviewer: What experiences added most to your personal growth?

Applicant: I guess College. Going to college exposed me to new ideas and people. I also learned about different opinions and how important it is to listen to what others have to say.

Interviewer: What do you consider to be your three greatest strengths?

Applicant: Huh...My maturity, my ability to persevere, even in difficult situations, and my drive to succeed.

Interviewer: What do you consider to be your single greatest weakness?

Applicant: At times, I get very involved in what I do and if something goes wrong I blame myself.

Interviewer: How capable do you see yourself in managing stress?

Applicant: Fairly capable. It depends on the type of stress. Sometimes, stress gets to me, but I try not to allow it to interfere with work.

Interviewer: Well, Mr. (Ms.) Liddy, I think I have enough information for now. Thank you for coming in and we will be in contact with you soon.

Appendix 5

Resumes for Sales Position

Christopher Liddy
260 West Road
Chicago, IL 60649
(312) 338-6859

EXPERIENCE:

Oct. 1985-present

Sales Representative, Olson Clothing, Inc
Responsibilities:

- * Regional sales of men and women's clothing merchandise to existing retail customers.
- * Assist in developing product promotions.

Dec. 1982-Oct.1985

Sales Clerk/floor manager, Good Clothing Inc.
Responsibilities:

- * Full-time sales.
- * Supervised and directed part-time sales staff.
- * Assisted in implementing market promotions.

EDUCATION:

1985 B.S., Communications; Loyola University of Chicago

HONORS:

Distinguished Employee Award, Good Clothing Inc., 1985.
Dean's List of honors 1984, 1985.

PERSONAL:

Date of Birth: 9/12/60; Marital Status: Single;

Christopher Liddy
260 West Road
Chicago, IL 60649
(312) 338-6859

EXPERIENCE:

Oct. 1985-present

Sales Representative, Olson Clothing Inc.
Responsibilities:

- * Regional sales of men and women's clothing merchandise to existing retail customers.
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Sales Clerk/floor manager, Good Clothing Inc.
Responsibilities:

- * Full-time sales.
- * Supervised and directed part-time sales staff.
- * Assisted in implementing market promotions.

EDUCATION:

1985 B.S., Communications; Loyola University of Chicago

HONORS:

Distinguished Employee Award, Good Clothing Inc., 1985.
Dean's List of honors 1984, 1985.

PERSONAL:

Date of Birth: 9/12/60; Marital Status: Single;

Appendix 6

Resumes for analyst position

Christine Liddy
290 West Road
Chicago, IL 60649
(312) 338-6859

EXPERIENCE:

Oct. 1985-present

Systems Analyst, Olson Computer Inc.
Responsibilities:

- * Select and maintain in-house software.
- * Assist in developing software programs for accounting departments.
- * Maintenance of programs in COBOL and FORTRAN.

Dec. 1982-Oct.1985

Programmer; Good Computing Inc.
Responsibilities:

- * Coded systems logic flow charts into computer based on company specifications.
- * Tested, debugged, and assembled programs.
- * Coded subroutines following company's specifications.

EDUCATION:

1985 B.S., Computer Science; Loyola University of Chicago

HONORS:

Distinguished programmer Award, Good Computing Inc., 1985.
Dean's List of honors 1984, 1985.

PERSONAL:

Date of Birth: 9/12/60; Marital Status: Single;

Christopher Liddy
290 West Road
Chicago, IL 60649
(312) 338-6859

EXPERIENCE:

Oct. 1985-present

Systems Analyst, Olson Computer Inc.
Responsibilities:

- * Select and maintain in-house software.
- * Assist in developing software programs for accounting departments.
- * Maintenance of programs in COBOL and FORTRAN.

Dec. 1982-Oct.1985

Programmer; Good Computing Inc.
Responsibilities:

- * Coded systems logic flow charts into computer based on company specifications.
- * Tested, debugged and assembled programs.
- * Coded subroutines following company's specifications.

EDUCATION:

1985 B.S., Computer Science; Loyola University of Chicago

HONORS:

Distinguished programmer Award, Good Computing Inc., 1985.
Dean's List of honors 1984, 1985.

PERSONAL:

Date of Birth: 9/12/60; Marital Status: Single;

Appendix 7

Personal Disposition Index

The following pairs of words describe personal characteristics. Please rate the applicant by circling the number between each pair of words that best describes your opinion of the applicant on that characteristic. If one of the characteristics applies more than the other, circle the number closer to that characteristic according to how much it applies.

Decisive	1	2	3	4	5	6	7	Indecisive
Incompetent	1	2	3	4	5	6	7	Competent
Lazy	1	2	3	4	5	6	7	Industrious
Productive	1	2	3	4	5	6	7	Unproductive
Disorganized	1	2	3	4	5	6	7	Organized
Untidy	1	2	3	4	5	6	7	Neat
Works Slowly	1	2	3	4	5	6	7	Works Rapidly
Successful	1	2	3	4	5	6	7	Unsuccessful
Unattractive	1	2	3	4	5	6	7	Attractive
Strong	1	2	3	4	5	6	7	Weak
Low self-regard	1	2	3	4	5	6	7	High self-regard
Active	1	2	3	4	5	6	7	Inactive
Unstable	1	2	3	4	5	6	7	Stable
** Extrovert	1	2	3	4	5	6	7	Introvert
Happy	1	2	3	4	5	6	7	Unhappy
** Masculine	1	2	3	4	5	6	7	Feminine
Relaxed	1	2	3	4	5	6	7	Nervous
Unhealthy	1	2	3	4	5	6	7	Healthy

** Not included in the summated index.

Appendix 8

Hiring Decision

The following is a series of questions regarding the applicant's suitability for the position. Please read and answer each question carefully.

1) Would hire this person?

Definitely Yes 1 2 3 4 5 6 7 Definitely No

Please explain your answer _____

_____.

2) What is the single greatest qualification possessed by this applicant? _____

_____.

3) What is the single worst qualification possessed by this applicant? _____

_____.

4) Please use to following scale to answer the questions below:

1=strongly disagree

2=disagree

3=neutral

4=agree

5=strongly agree

Assume that the company had decided to hire this person. Would you say that their decision was based on....

- a) ___ the applicant's ability.
- b) ___ the motivation or effort extended by the applicant.
- c) ___ the ease of the interview process.
- d) ___ the applicant's luck.

Appendix 9

Body Esteem Scale

The following are things characteristic of yourself or related to you. You are asked to indicate which things you are satisfied with exactly as they are, which things you worry about and would like to change if it were possible, and which things you have no feelings about one way or the other.

Consider each item listed below and circle the number which best represents your feelings according to the following scale:

1. Have strong negative feelings.
2. Have moderate negative feelings.
3. Have no feelings one way or the other.
4. Have moderate positive feelings.
5. Have strong positive feelings.

Body scent	1	2	3	4	5
Appetite	1	2	3	4	5
Nose	1	2	3	4	5
Physical stamina	1	2	3	4	5
Reflexes	1	2	3	4	5
Lips	1	2	3	4	5
Muscular strength	1	2	3	4	5
Waist	1	2	3	4	5
Energy level	1	2	3	4	5
Thighs	1	2	3	4	5
Ears	1	2	3	4	5
Biceps	1	2	3	4	5
Chin	1	2	3	4	5
Body build	1	2	3	4	5
Physical coordination	1	2	3	4	5

Buttocks	1	2	3	4	5
Agility	1	2	3	4	5
Width of shoulders	1	2	3	4	5
Arms	1	2	3	4	5
Chest or breasts	1	2	3	4	5
Appearance of eyes	1	2	3	4	5
Cheekbones	1	2	3	4	5
Hips	1	2	3	4	5
Legs	1	2	3	4	5
Figure or physique	1	2	3	4	5
Sex drive	1	2	3	4	5
Feet	1	2	3	4	5
Sex Organs	1	2	3	4	5
Appearance of stomach	1	2	3	4	5
Health	1	2	3	4	5
Sex activities	1	2	3	4	5
Body hair	1	2	3	4	5
Physical condition	1	2	3	4	5
Face	1	2	3	4	5
Weight	1	2	3	4	5

Appendix 10

Body Importance Scale

Below is the same list of characteristics. Please circle the number that best describes how important each is to your self-concept. Use the following to indicate the importance of each item:

1. Not at all important
2. Moderately unimportant
3. Does not matter either way
4. Moderately important
5. Very important

Body scent	1	2	3	4	5
Appetite	1	2	3	4	5
Nose	1	2	3	4	5
Physical stamina	1	2	3	4	5
Reflexes	1	2	3	4	5
Lips	1	2	3	4	5
Muscular strength	1	2	3	4	5
Waist	1	2	3	4	5
Energy level	1	2	3	4	5
Thighs	1	2	3	4	5
Ears	1	2	3	4	5
Biceps	1	2	3	4	5
Chin	1	2	3	4	5
Body build	1	2	3	4	5
Physical coordination	1	2	3	4	5
Buttocks	1	2	3	4	5
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Width of					

shoulders	1	2	3	4	5
Arms	1	2	3	4	5
Chest or breasts	1	2	3	4	5
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Cheekbones	1	2	3	4	5
Hips	1	2	3	4	5
Legs	1	2	3	4	5
Figure or physique	1	2	3	4	5
Sex drive	1	2	3	4	5
Feet	1	2	3	4	5
Sex Organs	1	2	3	4	5
Appearance of stomach	1	2	3	4	5
Health	1	2	3	4	5
Sex activities	1	2	3	4	5
Body hair	1	2	3	4	5
Physical condition	1	2	3	4	5
Face	1	2	3	4	5
Weight	1	2	3	4	5

Appendix 11

Description information

The following questions pertain to you, please read and answer each question carefully.

What is your gender? Male ___ Female ___

What is your age? ___

What is your college major? _____

What is your current weight ___ Lbs. Height ___' ___"

What has been your highest weight in the last 5 years? ___ Lbs.

In the past 5 years, have you ever been on any weight reduction diets? YES ___ NO ___

If yes, please specify the type and number of diets

Type of diet _____

Number of Diets _____

How satisfied are you with your current weight (check one)

- Very satisfied
 Moderately satisfied
 Satisfied
 Neutral
 Dissatisfied
 Moderately dissatisfied
 Very dissatisfied

How would you describe your parents weight?

Mother:

Father:

Very overweight ___

Very overweight ___

Overweight ___

Overweight ___

Normal ___

Normal ___

Underweight ___

Underweight ___

Pick the one sentence that best describes your feelings about the your weight

1. My weight is very important to my self concept
2. My weight is important to my self concept
3. My weight does not effect my self-concept

Appendix 12

Weight information

We would like you to answer a few more questions regarding the video-taped interview.

1) Please rate the interviewer, Mr. Larson, on the following dimensions by circling the number between each pair of words that best describes your opinion.

Overweight 1 2 3 4 5 6 7 Underweight

Tall 1 2 3 4 5 6 7 Short

2) Please rate the applicant, Chris Liddy, on the following dimensions by circling the number between each pair of words that best describes your opinion.

Overweight 1 2 3 4 5 6 7 Underweight

Tall 1 2 3 4 5 6 7 Short

3) Do you know, or are you familiar with, either the interviewer or the applicant? Please check one:

YES NO

If YES, who _____.

Appendix 13

Debriefing statement

In recent years, numerous accusations about employment discrimination have been made. Courts have ruled that refusing to hire an individual based of factors that do not affect job performance is unfair and illegal. Gender, age, race, and appearance are frequently cited as factors that are often used inappropriately to influence that selection decision.

This investigation attempts to understand whether there are differences in the way people evaluate job applicants. One possible explanation being examined is that people evaluate others on dimensions that are important to them, even if these dimensions are unimportant to the task. Your responses will aid in understanding whether different people focus upon different factors in the selection process. Please be assured that your responses are anonymous and will not be released to anyone for any reason.

If you want more information regarding this research, please contact the experimenter at 508-3037. The following references may also be helpful:

THANK YOU for your cooperation !

Green, S. & Gross, A. (1979). Self-serving biases in implicit evaluations. Personality and Social Psychology Bulletin, 5, 214-217.

Jones, E., & Davis, K. (1965). From acts to disposition: The attribution process in person perception. In L. Berkowitz. Advances in experimental social psychology (Vol 2).

Reid, P., Klieman, L., & Travis, C. (1985). Attribution and sex differences in the employment interview. The Journal of Social Psychology, 126(2), 205-212.

Approval Sheet

The dissertation submitted by Regina Pingitore has been read and approved by the following committee:

Bernard L. Dugoni, Ph.D., Director. Assistant Professor of Psychology; Loyola University of Chicago

R. Scott Tindale, Ph.D. Associate Professor of Psychology; Loyola University of Chicago

Emil J. Posavac, Ph.D. Professor of Psychology; Loyola University of Chicago

The final copies have been examined by the director of the dissertation and the signature which appears below verifies the fact that any necessary changes have been incorporated and that the dissertation is now given final approval by the committee with reference to content and form.

The dissertation is therefore accepted in partial fulfillment of the requirements for the degree of Doctor of Philosophy in psychology.

4 - 12 - 91
Date


Director