

*Behavioural and Policy Sciences Seminar Series
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Sector choice revisited: The role of information conditions

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Time: 12:30 - 1:30pm HKT
Zoom : Please register by scanning the QR
code or using the link below.
Zoom details will be provided by
email before the seminar.
<https://bit.ly/3Fp5hZv>
Language: English



Abstract

A long-standing proposition in public administration holds that certain groups of individuals (such as those having a high level of PSM or risk aversion) are more likely to seek employment in the public sector. This proposition is based on an assumption that job seekers consider a job's employment sector when making job choice decisions. We challenge this assumption by suggesting that the employment sector only affects individuals' job choices in a low information environment; here the employment sector serves as an imperfect signal for other job- and organization-related information. Once direct information about a job becomes available to prospective applicants, the importance of the employment sector for job choice decisions diminishes. We test this proposition using a novel multistage conjoint design. Indeed, the employment sector only matters to job seekers when little direct job-related information is provided. In addition, the result of an exploratory sub-group analysis shows that individuals with a high level of public service motivation (PSM) become insensitive to sector differences once more direct information becomes available. The implications of these findings are discussed.

Biography

Ivan P. Lee is an incoming assistant professor (Spring 2022) in the School of Public Affairs (SPA) at Arizona State University. He will be working in the Hainan University-Arizona State University International Tourism College (HAITC) located in Haikou, China. He is interested in the areas of public management, organizational behavior, human resource management, and diversity, equity, & inclusion. His general research agenda explores the judgment and decision-making processes of public employees and the citizens they serve. His current studies examine why public employees may become more (or less) risk-averse over time. His research is published in *Public Administration Review*, *Public Management Review*, *Journal of Comparative Policy Analysis*, and *PLOS ONE*.

All are welcome!

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