

## ORIGINAL ARTICLE

# Help yourself before helping others: When corporate social responsibility does not make a company more attractive to job seekers

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## Abstract

This paper explores the conditions under which job seekers may not respond positively to a potential employer's corporate social responsibility (CSR) activities. We propose that the relationship between an organization's externally-directed CSR activities and job seekers' perceptions of the organization's attractiveness is moderated by whether the organization is also engaging in internally-directed high-investment human resource systems (HIHRS). Results from a combination of three studies—an archival study of Fortune 500 companies (Study 1), a survey study (Study 2), and an experiment (Study 3)—provide support for our hypotheses. When an organization has lower levels of internally-directed HIHRS, the positive influence of externally-directed CSR on attraction to an organization diminishes (Study 3) or disappears (Studies 1 and 2). Importantly, we identify perceptions of organizational authenticity as one key mechanism driving these effects (Studies 2 and 3).

## KEYWORDS

corporate social responsibility (CSR), organizational attractiveness, authenticity, human resource management, high-investment human resource systems (HIHRS)

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# Job Seeker Guide To Socially Responsible Company

**Jianjun Gao**



## **Job Seeker Guide To Socially Responsible Company:**

## Whispering the Techniques of Language: An Emotional Journey through **Job Seeker Guide To Socially Responsible Company**

In a digitally-driven earth where screens reign great and instant communication drowns out the subtleties of language, the profound techniques and emotional subtleties concealed within words frequently get unheard. However, nestled within the pages of **Job Seeker Guide To Socially Responsible Company** a captivating fictional treasure pulsating with raw feelings, lies a fantastic journey waiting to be undertaken. Composed by a skilled wordsmith, that charming opus attracts visitors on an introspective journey, gently unraveling the veiled truths and profound influence resonating within the material of every word. Within the psychological depths of this touching review, we shall embark upon a sincere exploration of the book is primary styles, dissect its interesting writing style, and fail to the strong resonance it evokes serious within the recesses of readers hearts.

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