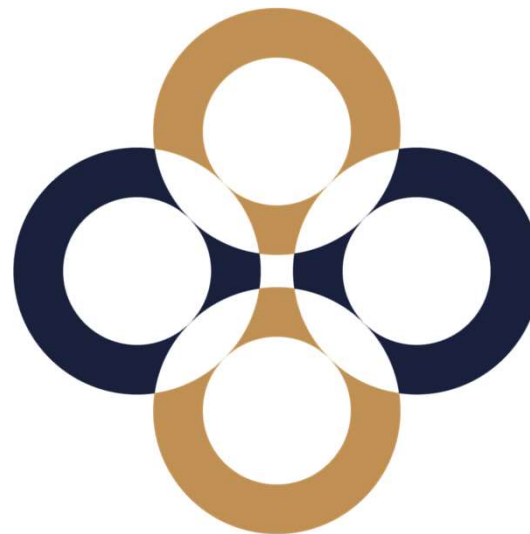


# Hogyan tedd láthatóbbá publikációidat a WoS-ban és a Scopus-ban

## A repositóriumok zöld előnyei

Hoffmann Ádám,  
Egyetemi Könyvtár, Kutatástámogatás



# Nyílt hozzáférés színes világa

- Arany: nyílt hozzáférésű folyóiratban megjelent cikk, melynek megjelentetéséért közzétételi díjat (APC) kér a kiadó. Deklarált szerzői és felhasználói jogokkal.
- Platina: nyílt hozzáférésű folyóiratban megjelent cikk, melynek megjelentetéséért nem kell közzétételi díjat (APC) fizetni.
- Hibrid: hagyományos modellben megjelenő folyóirat. A cikkek egyénileg tehetők (nem kötelező) nyílttá közzétételi díj ellenében.
- Bronz: nyíltan elérhető cikk, melynél nem tüntetik fel, hogy open access elérhető.
- Zöld: szerzői önarchiválás. A cikk közlésre elfogadott (de nem a kiadói változat) kéziratát (post print) vagy a beküldött kéziratát a szerző egy erre a célra létrehozott gyűjteményben helyezi el (intézményi vagy szakterületi repozitórium)

(kék és fekete ritkán)

**An open database of 33 232 987 free scholarly articles.**

We harvest Open Access content from over 50,000 publishers and repositories, and make it easy to find, track, and use.

 **unpaywall**

[CANCEL JOURNAL SUBSCRIPTIONS](#)

[GET THE EXTENSION](#)



# DOI - Digital Object Identifier

Célja:  
digitális dokumentumok egyedi azonosítása.

PI. 10.1108/ER-11-2020-0515 (prefix és suffix)

URL-ként is megadható:

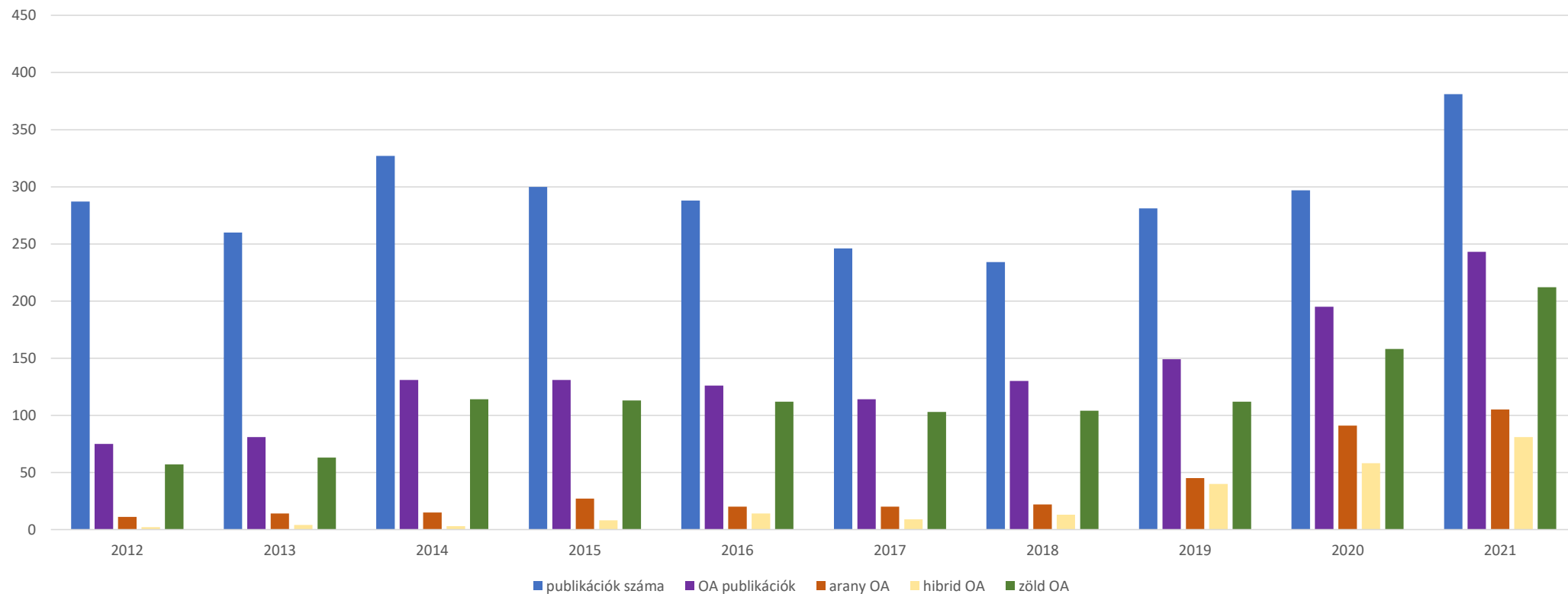
<https://doi.org/10.1108/ER-11-2020-0515>

A DOI tartalmazza a dokumentum fontos metaadatait is.  
(szerzők nevei és ORCID azonosítói,  
mű címe, megjelenési adatai, tartalmi kivonat, hivatkozások)

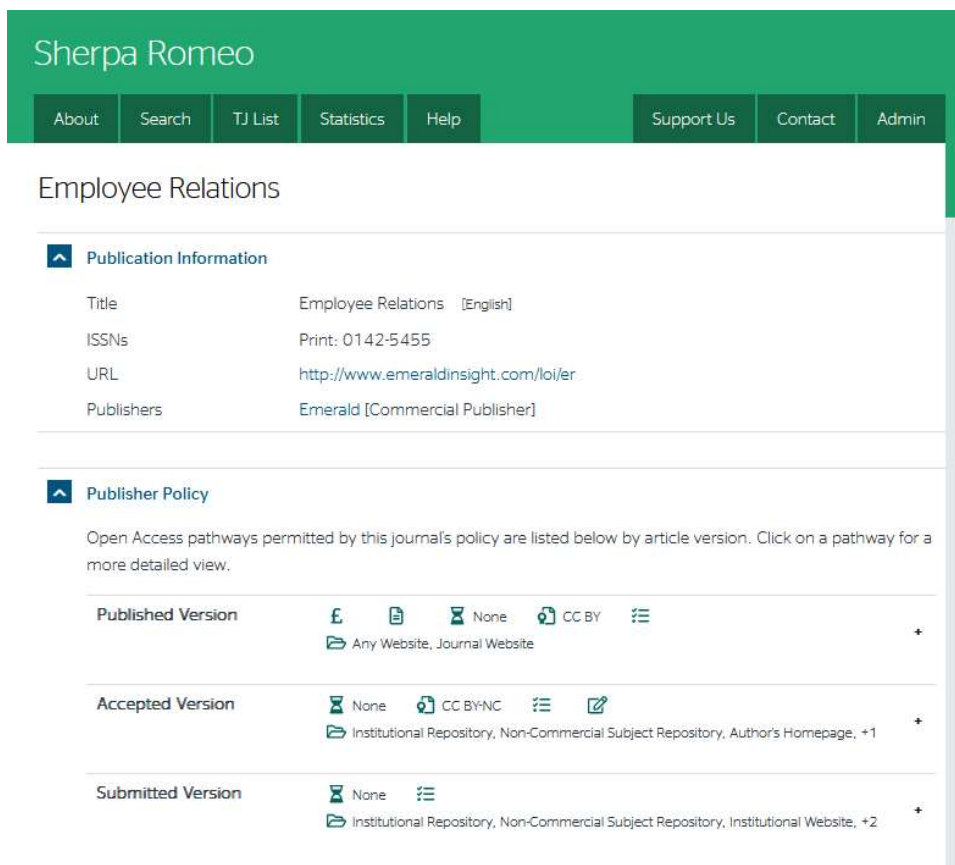


# Open Access a Corvinuson az elmúlt években

Open Access publikációk a Corvinuson 2017-2021  
a Scopus adatai szerint



# Zöld open access – szerzői archiválás



Sherpa Romeo

About Search TJ List Statistics Help Support Us Contact Admin











## Employee Relations

**Publication Information**

Title	Employee Relations [English]
ISSNs	Print: 0142-5455
URL	<a href="http://www.emeraldinsight.com/loi/er">http://www.emeraldinsight.com/loi/er</a>
Publishers	Emerald [Commercial Publisher]

**Publisher Policy**

Open Access pathways permitted by this journal's policy are listed below by article version. Click on a pathway for a more detailed view.


<b>Published Version</b>	  None  CC BY 	+
	 Any Website, Journal Website	
<b>Accepted Version</b>	None  CC BY-NC 	+
	 Institutional Repository, Non-Commercial Subject Repository, Author's Homepage, +1	
<b>Submitted Version</b>	None 	+
	 Institutional Repository, Non-Commercial Subject Repository, Institutional Website, +2	

A kiadói tájékoztatás az irányadó, de hasznos segítséget nyújt a Sherpa/Romeo:

<https://v2.sherpa.ac.uk/romeo/>

Fontos, hogy a szerző megőrizze az elfogadott kéziratot (postprint)!

Érdemes figyelembe venni a kiadó által meghatározott embargó időszakot.




BUDAPESTI  
**CORVINUS**  
EGYETEM

Kezdőlap   Keresés   Tallózás év szerint   Tallózás tárgy szerint   Tallózás szervezet szerint   In English

[Bejelentkezés adatfeltöltéshez](#)

### Are older applicants less likely to be invited to a job interview? – an experimental study on ageism

Berde, Éva  and Mágó, Mánuel László (2022) *Are older applicants less likely to be invited to a job interview? – an experimental study on ageism*. Employee Relations - DOI [10.1108/ER-11-2020-0515](https://doi.org/10.1108/ER-11-2020-0515)



PDF - Requires a PDF viewer such as [GSview](#), [Xpdf](#) or [Adobe Acrobat Reader](#).  
452kB

Hivatalos web cím (URL): <https://doi.org/10.1108/ER-11-2020-0515>

#### Absztrakt (kivonat)

**Purpose:** The main goal of this paper is to test whether older Hungarian women face age discrimination in the job market. The theoretical framework of this paper measures the level of discrimination and highlights that age discrimination leads to a waste of human resources. **Methodology:** Two pairs of fictitious C.V.s were created; each pair included a younger (34 years old) and an older woman (60 years old) with an age difference of 26 years. One pair was designed for office assistant positions, the other for economic analyst positions. The contents of the C.V.s with photos were entirely fabricated except for active email addresses and phone numbers to allow responses to be tracked. LinkedIn accounts were also created for the analysts. Applications were sent over a four-month period from November 2019. The rate of invitation to interviews was analysed with mathematical statistical methods and a small probability model. **Findings:** The younger job seekers were invited to interviews about 2.2 times more often than the older ones. Based on the authors' probability model, employers evaluate the skills of older applicants at only 45 - 67% of their actual skills. **Research limitations:** The experiment had to be stopped due to the Covid-19 lockdown as there were no new job postings. **Originality:** The experiment demonstrates that age discrimination exists in Hungary. In addition to traditional audit job applications through H.R. portals, we used LinkedIn too. The small probability model applies an old framework in a new environment.

<b>Tétel típus:</b>	Cikk
<b>Kulcsszavak:</b>	aging society, job advertisements, audit job application, CV homogenisation, measuring age discrimination
<b>Témakör:</b>	<a href="#">Munkaügy</a>
<b>Projektek:</b>	EFOP 3.6.2-16-2017-00017 - Sustainable, intelligent and inclusive regional and city models
<b>DOI:</b>	<a href="https://doi.org/10.1108/ER-11-2020-0515">10.1108/ER-11-2020-0515</a>
<b>Azonosító kód:</b>	7378

Document type  
Article • Green Open Access

Source type  
Journal

ISSN  
01425455

DOI  
10.1108/ER-11-2020-0515

[View more](#) ▾

# Are older applicants less likely to be invited to a job interview? – an experimental study on ageism

Berde, Éva [✉](#) ; Mágó, Mánuel László [✉](#)

[Save all to author list](#)

<sup>a</sup> Institute of Economics, Corvinus University of Budapest, Budapest, Hungary

[Full text options](#) ^

[View at publisher](#) ↗

[View repository version](#) ↗

[Abstract](#)

[Author keywords](#)

[Sustainable Development Goals 2021](#)

[SciVal Topics](#)

[Funding details](#)

This paper is to test whether older Hungarian women face age discrimination and highlights that age discrimination leads to a waste of human resources. Design/methodology/approach: Two pairs of fictitious CVs were created; each pair included a younger (34 years old) and an older woman (60 years old) with an age difference of 26 years. One pair was designed for office assistant positions, the other for economic analyst positions. The contents of the CVs with photos were entirely fabricated except for active email addresses and phone numbers to allow responses to be tracked. LinkedIn accounts were also created for the analysts. Applications were sent over a four-month period from November 2019. The rate of invitation to interviews was analysed with mathematical statistical methods and a small probability model. Findings: The younger job seekers were invited to interviews about 2.2 times more often than the older ones. Based on the authors' probability model, employers

Inform me when this document is cited in Scopus:

[Set citation alert >](#)

## Related documents

[Hiring discrimination based on national origin and religious closeness: results from a field experiment in the Paris area](#)

Pierré, G.  
(2013) *IZA Journal of Labor Economics*

[Hiring Discrimination Against Transgender People: Evidence from a Field Experiment](#)

Granberg, M. , Andersson, P.A. , Ahmed, A.  
(2020) *Labour Economics*

[Discrimination in hiring young Ile-de-France: A higher degree he compensates for a North African origin? | Discrimination à l'embauche des jeunes en Île-de-France: Un diplôme plus élevé compense-t-il une origine maghrébine?](#)

Jones, E.E.  
(2014) *Economie et Statistique*

[View all related documents based on references](#)

Find more related documents in Scopus based on:

[Authors >](#) [Keywords >](#)



[Full text at publisher](#)[Full Text Links ^](#)[Free Accepted Article From Repository](#)[Export v](#)[Add To Marked List](#)

&lt; 1 of 9 &gt;

## Are older applicants less likely to be invited to a job interview? - an experimental study on ageism

By: Berde, E (Berde, Eva) <sup>[1]</sup>; Mago, ML (Mago, Manuel Laszlo) <sup>[1]</sup>

EMPLOYEE RELATIONS

DOI: 10.1108/ER-11-2020-0515

Early Access: APR 2022

Indexed: 2022-04-22

Document Type: Article; Early Access

Jump to

 Enriched Cited References

### Abstract

**Purpose** The main goal of this paper is to test whether older Hungarian women face age discrimination in the job market. The theoretical framework of this paper measures the level of discrimination and highlights that age discrimination leads to a waste of human resources.

**Design/methodology/approach** Two pairs of fictitious CVs were created; each pair included a younger (34 years old) and an older woman (60 years old) with an age difference of 26 years. One pair was designed for office assistant positions, the other for economic analyst positions.

The contents of the CVs with photos were entirely fabricated except for active email addresses and phone numbers to allow responses to be tracked. LinkedIn accounts were also created for the analysts. Applications were sent over a four-month period from November 2019. The rate of invitation to interviews was analysed with mathematical statistical methods and a small probability model. Findings The younger job

seeker was invited to interview about 2.3 times more often than the older one. Based on the authors' probability model, employers

### Citation Network

In Web of Science Core Collection

0

Citations

 [Create citation alert](#)

46

Cited References

[View Related Records](#)

You may also like...

Firlej, K; Kubala, S;

[The importance of labour and capital inputs in the evolution of the food industry in Poland](#)

VII INTERNATIONAL SCIENTIFIC CONFERENCE

DETERMINANTS OF REGIONAL DEVELOPMENT



**Köszönöm  
a figyelmet!**