

Request for Doctoral Study Research Participants

Researcher Name and Affiliation: Angelia J. Deloach, doctoral student at Capella University in the School of Business and Technology

Purpose of Research: To contribute to the understanding of the impact of social media recruiting strategies on talent selection in Small and Medium Enterprises (SMEs) with the intent of developing and implementing best practices when using social media as a talent selection tool.

Participant Criteria:

- Performs duties as a Recruiter or Hiring Manager in your current organization
- Have an active role in the recruiting and/or selection process in your organization.
- Employed by an SME with no more than 250 personnel that utilizes social media for recruitment.
- Have at least 7 years experience in the recruiting and/or selection process (not specific to the current organization).

Participant Requirements: Participants will participate in a semi-structured interview not to exceed 1 hour. The interview will be conducted in a public library or via Skype. All personally identifiable individual and organization information will be protected and not identifiable in the study. Participants will also be asked to nominate other participants through their social networks who meet eligibility criteria and could potentially contribute to the study.

Incentives: Each participant will be given a \$25 gift card for their participation.

How to Enroll: To enroll as a participant in this study, please email or call the researcher at angelia.deloach@gmail.com, or 301-267-4732.