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Corporate social responsibility (CSR) is defined as a firm's behavior that goes beyond its economic interest to benefit stakeholders and is a critical factor for business organizations to implement in order to successfully increase the job offer acceptance of job applicants. This research examines such job offer acceptance by developing a model based on the social signaling theory and expectancy theory. The hypotheses of this research were empirically tested using the data from professional job applicants at three well-known career fairs for the high-tech industry in Taiwan. The test results show that business practice CSR engagement and recruitment procedural justice positively affect both career success expectation and a firm's attractiveness, which consequently influence job offer acceptance. At the same time, due to its insignificant effect on career success expectation, philanthropic CSR engagement only has a significant impact on a firm's attractiveness. The findings of this research complement prior studies by presenting how business practice CSR engagement, philanthropic CSR engagement, and recruitment procedural justice should be simultaneously taken into account to boost job offer acceptance. Lastly, managerial implications and limitations are provided.

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