

Personal values and student job search behaviour: A Cross-cultural comparison

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Abstract

This study focused on job search behaviour of students in four countries: Britain, China, Iran, and Sri Lanka. The first aim of study was to explain cultural differences in use of personal contacts. Results indicated that although there are large variations across the countries in terms of finding a job through personal connections, these variations cannot be explained by conservation vs. openness to change values but it can be explained by cultures. Both Iranians and Chinese found use of personal contacts more useful than British but the Sri Lanka sample used it more frequently. Further, it was suggested that self-enhancement values vs. self-transcendence can affect the level of intended impression management during job interviews. It was found that the Sri Lankan sample scored the highest on impression management. Methodological issues and potential factors that may have affected the results were further discussed.

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