

Is "Doctors Without Borders" recruitment policy without borders? A social procedure justice analysis of "Doctors Without Borders" recruitment policy from the candidates' perspective.

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Résumé

International non-governmental organisations are generally perceived to uphold certain ethics such as fairness and impartiality. Such values are typically assumed to be embedded in the recruitment and talent retention structures. This paper examines the perceived assessment of the recruitment process of one such organisation as evaluated from the view of the applicant. The definition of what is considered a fair outcome is as defined by social procedure justice theories. This thesis conclude that job applicants find some parts of the job applicant procedures fairer and some parts not. Different factors influence this perception, how well the recruitment procedures was perceived (smooth, transparent well explained, time frame were kept), if the interview questions and test was well drafted and relevant, and if they were given relevant feed-back on their test and interview. If these factors are enhanced, the perceived fairness of MSF recruitment policy will be improved, in particular the structure factor scales that scored lower than the social factor scales.

Mots clés

organisational justice, perceived fairness, procedural justice, distributive justice, informational and interpersonal justice, procedural rules, feed-back, selection methods and recruitment