

# A STUDY ON COLLEGE JOB APPLICANT'S INTENTION TO REFUSE JOB OFFER

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## ABSTRACT

As job applicants could have both intention to accept job offer and intention to refuse job offer at the same time. Studies on intention to accept job offer cannot substitute the study on intention to refuse job offer. This research is to investigate whether organizational reputation, corporate social performance and interviewer behavior, which were mostly studied in recruiting research, have influence on college job applicant's intention to refuse job offer. A survey was conducted on graduating college students of a university in Midwest United States, and multiple linear regression analysis was used to analyze the data. The results of the study showed that only organizational reputation influence college job applicant's intention to refuse job offer significantly, but corporate social performance and interviewer behavior do not.