



2021 ESUJ Shakaijin Debate Meeting (4 July)



I. Motion Types

This house supports the hiring process in which the employers use applicants' information in social networking sites for screening purposes.

1. THW (This house would)... : Policy motion
2. THS (This supports) ...: (Sorts of) Value motion



II. Information on the use of SNS in the screening process (US)

1. Candidates' information found in SNS
 - LinkedIn profile, Twitter handles, Facebook posts, pictures in Instagrams etc.



III. Information on the use of SNS in the screening process (US)

- Employers less likely to interview a candidate they can't find online
- 60% of employers screen candidates just receiving an application (Just after receiving an application, After conversations (interviewing), Right before making decisions)
- 54% decided not to hire a candidate based on their social media profile (61% in another data)
- 68% said they have hired someone based on what they saw on applicants' social network



III. Reasons for rejecting candidates

- Inappropriate photos
- Inappropriate comments
- Drinking
- Drugs
- Comments about previous employer
- Poor communication
- Discriminatory comments
- Lied about qualifications
- Shared confidential information



IV. Reasons for hiring applicants

- Positive impression of personality
- Profile supported their qualifications
- Profile showed good communication skills
- Profile showed creativity
- Showed a well rounded person
- Good references from others
- Found awards and accolades



References (II~IV)

- Infographic: Social Media is Changing Recruitment ([Infographic: Social Media is Changing Recruitment – YouTube](#))
- Employers using social media to screen candidates ([Employers using social media to screen candidates – YouTube](#))
- Job search: Many employers view social media before hiring ([Job search: Many employers view social media before hiring - YouTube](#))
- The pros and cons of using social media as a recruitment tool, PracticalLink Magazine, summer 2018
([The pros and cons of using social media as a recruitment tool, PracticeLink Magazine, Summer 2018 - YouTube](#))



V. Issues

1. Practical
 2. Principles
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