

**Master thesis: Language signaling in job ads: effects of English,
Dutch and Dutch with English job titles on language proficiency
expectations, internationality perceptions, organizational
perceptions, and attitudes among Dutch applicants**

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Date: 12-06-2024

Word count: 12.949

ABSTRACT

It has been claimed that using English in job ads has a signaling influence. It could indicate the internationality of a company or emphasize the importance of English proficiency. This study looked at how language used in job ads (completely English job ad, Dutch job ad with English job title, and completely Dutch job ad) and mentioning internationality and Dutch and English language proficiency requirements, affects the expectations and attitudes of Dutch applicants. The research examines the influence of these variables on perceptions of organizational internationality, language use, person-job fit, person-organization fit, attitudes towards the job and organization, and application intentions. Using a between-subject design, job ads in Dutch, English, and Dutch with English job titles, both with and without explicit mentions of internationality or nationality and language requirements (English or Dutch), were presented to Dutch students and recent graduates (282). According to the findings, job ads in English, as well as those stating internationality and English requirements, significantly increase perceptions about an organization's internationality and expected use and competence in English. In contrast, ads emphasizing Dutch characteristics increase expectations for Dutch use and proficiency. However, these factors had no significant influence on perceptions of person-job fit, person-organization fit, attitudes toward the job and organization, or application intentions. Individual differences in international orientation and self-assessed and objective English proficiency emerged as more important in predicting perceptions of organizational internationality and language use expectations. This study emphasizes the relevance of job ad language and content in signaling organizational features to potential applicants. These findings add to the recruitment literature by providing empirical evidence on the signaling effects of job ad language and content.

Keywords: Job ads, language signaling, internationality, language proficiency, recruitment, attitudes, expectations, perceptions of fit, Dutch

INTRODUCTION

In today's competitive job market, organizations must use efficient recruitment strategies to attract and retain the best employees. Central to these strategies is the ability to create attractive job ads that not only reach a diverse group of candidates but also convey crucial information about the organization and the job. The process of creating job ads is more than just providing job requirements; it is an intentional procedure based on signaling theory (Spence, 1972). According to signaling theory, companies deliberately incorporate signals in job advertisements in order to convey information about the organization's characteristics and job requirements, impacting applicant perceptions and decision-making processes (Feldman et al., 2006; van Meurs, 2010). From the perspective of job applicants, job ads provide insight into the organization's culture, values, and expectations. Candidates, who frequently lack an in-depth understanding of an organization's internal workings, rely mostly on the observable components of job ads to gain insights about organizational characteristics they cannot directly detect (Celani & Singh, 2011). This mutual exchange of information between companies and applicants demonstrates the importance of signaling theory in recruitment methods of communication.

Language is an important signal used by companies to express their international orientation, need for English proficiency, and implicit job requirements to potential recruits (van Meurs et al. 2015). For example, the intentional use of English in employment advertisements may indicate the organization's internationality, demonstrating the need for English fluency for the job (Müller-Thurau, 1999; Seitz, 2008). Furthermore, research suggests that the language used in job ads has a considerable impact on applicant perceptions and decision-making processes (Gerritsen, 1996; Yopp & Deher, 1994). Candidates' interpretations of language signals, such as English use, influence their views of job fit, organizational characteristics, and application intentions (van Meurs et al., 2007). However, despite the recognition of language as an essential communication mechanism, gaps remain in understanding how candidates comprehend these messages.

The current study aims to fill this gap by investigating the influence of language signals in job ads on Dutch candidates' perceptions and application intentions. This study examines differences in language use, such as job ads completely in English, Dutch ads with English job titles, and completely Dutch ads, as well as explicit mentioning or not mentioning internationality and language proficiency requirements. This study aims to provide empirical insights into the effectiveness of recruiting strategies by analyzing applicant responses in terms of organizational perceptions, person-job fit, person-organization fit, attitudes toward the job and organization, and application intentions.

THEORETICAL FRAMEWORK

Signaling Theory

Recruitment procedures are significant to an organization's success, as they influence the quality and suitability of candidates applying for positions within the company. To draw in a wide range of competent candidates, it is important to create job ads that effectively communicate information about the organization, the specific job role, and the work environment (Feldman et al., 2006). Organizations often strategically convey this information in their job ad, drawing on the concept of signaling theory as proposed by Spence (1973). According to Spence (1973), organizations use this strategic job ad crafting as a pre-emptive measure to decrease the inherent risks associated with the recruitment process. Employers cannot determine how well a candidate fits with the organization or job during or even after the hiring process. Therefore, organizations aim to reduce the risk of selecting unsuitable applicants by manipulating their job ads to convey signals that attract candidates better suited for the job. The intentional manipulation of job ads to communicate particular messages aligns with the findings of Feldman and Arnold (1978), who demonstrated that information about job responsibilities and requirements presented in job ads had a significant impact on candidates' perceptions of the organization and the job itself. Moreover, recruitment involves an in-depth assessment of the applicant's and organization's fit rather than just a transactional procedure. According to Chapman et al. (2005), the organizational and job features that are emphasized in job ads are crucial to draw in potential candidates. Furthermore, later iterations of signaling theory, as suggested by Celani and Singh (2011), claim that candidates, who frequently lack a thorough understanding of an organization's internal characteristics, depend on the observable parts of job ads as indicators of organizational characteristics they cannot directly perceive. In order to choose whether or not to move on with the application process, candidates carefully examine the characteristics of the position, the ad, and the organization (Chapman et al., 2005). Candidates are interested in knowing if they meet the requirements and align with the organization's goals and values (Feldman and Arnold, 1978). It can be inferred that, using signaling theory, the alignment of job ads with goals and values, is important to recruit well-suited candidates.

In job ads, language can be a critical signal that organizations use in order to communicate particular messages to potential applicants (van Meurs, 2010; van Meurs et al., 2015). This choice for using a specific language is intentional and shows the language is important for the organization (Koslow et al., 1994). The language used in job ads can convey a variety of organizational attributes. For instance, the choice of a specific language may subtly convey the importance of proficiency in that language for the job (Watts, 2002), thereby generating expectations for the required language skills. This strategic use of language is consistent with signaling theory, which stresses the relationship between the sender's (organization in this case) and the recipient's (the applicant) perception. Signaling theory states that the sender can deliberately affect the receiver's understanding using language signals

(Connely et al., 2011). Although language plays an important role in job ads as a signaling mechanism, little is known about how prospective candidates understand and interpret these intended messages. The purpose of this current study is to close this research gap and contribute to the existing literature on recruitment communication.

Use of English as a signal

Organizations employ specific language in job ads for a variety of reasons related to the signaling theory. Firstly, it has been argued that incorporating English into external communication is frequently used to establish a global image (Moore & Varantola, 2005). The inclusion of English language in job ads has been said to indicate the organization's international nature (Müller-Thurau, 1999, quoted in Seitz, 2008). Van Meurs (2010) conducted interviews with those who create job ads and found that job ad makers emphasized the symbolic meanings of using English, highlighting its function as a language of communication in the organization and a means of signaling internationality. Even when not explicitly stated, English in a job ad is used to convey that it is important to be proficient in English to applicants (van Meurs, 2010). This demonstrates how organizations purposefully use English to communicate specific messages and attract applicants who meet their language requirements. Furthermore, studies show that the use of English in job ads may convey implicit employment requirements, which emphasizes the strategic significance of the English language in recruitment communication (van Meurs et al., 2015). In conclusion, the deliberate use of English in job ads illustrates the function of language as a signal.

Candidates' interpretations of these strategic language signals, notably the use of English in job ads, have a significant impact on how they perceive organizational traits and job suitability. This impact could possibly be attributed to the markedness model, which states that using a language different (the marked language) from one's native language (the unmarked language) signals specific associations or expectations (Myers Scotton, 1983). The use of English in job ads contrasts with the unmarked option of using someone's native language, implying the importance of English competence for the position. To summarize, candidates' judgments of a position in an English job ad can be greatly influenced by how they understand the English language signals in job ads.

Proficiency

Proficiency in English may have a big effect on applicants' intention to apply for a position with an English job ad. According to Yashima et al. (2004), self-confidence is a determinant of a person's willingness to communicate in a foreign language. Self-perceived communication skills and anxiety level are two factors that contribute to self-confidence. Consequently, an applicant's assessment of the position may be greatly influenced by their level of fluency in the language used in the job ad. When candidates notice an ad is in English, they will assume and conclude that English is the primary language of communication for the position (Watts, 2002). This can result in an English job ad making someone

with limited English skills feel more negatively about the position. They could think of themselves as unsuitable candidates for the job since they do not feel confident about their language abilities (Yashima et al., 2004). In contrast, a confident candidate with excellent language skills can have a more positive attitude towards an English job ad and be more inclined to proceed with the application process. Organizations may opt to actively exploit this signal by publishing all-English ads to screen out unsuitable applicants (van Meurs, 2010).

The current study aims to investigate applicant's perceptions of the necessity of English proficiency and the expected use of English within organizations, building on the findings on the influence of English proficiency on applicants. This study will specifically evaluate the differences in applicant responses when job ads explicitly mention the requirement for English proficiency, explicitly mention the need for Dutch proficiency, or do not mention language proficiency requirements but are in English or Dutch. Based on the literature, it is expected that job ads that explicitly require English proficiency will lead applicants to believe English skills are necessary for the job, potentially influencing their perceived suitability and willingness to apply, especially if their own proficiency is limited. Similarly, ads that specifically require Dutch proficiency are likely to signal to candidates that they need to master the local (Dutch) language, thereby discouraging those who wish to communicate in English and are skilled in English. In cases where language competency is not mentioned, candidates may rely on other cues within the ad to infer language requirements, such as the language in which the job ad is formulated.

English job titles

The preference for English job titles over Dutch job titles in the Dutch job market is a result of the complex relationship between globalization and local market dynamics (van Meurs, 2010). English job titles are frequently seen as more prestigious and appealing, giving the job an international character, and implying a more respected and attractive career (Peereboom, 1991). This is consistent with Seitz's (2008) suggestion that organizations prefer English job titles due to their superior sound and interesting appeal. Similarly, Tiggeler and Doeve (2005) note that using an English job title such as "CEO" can be a signal that the job is international. Furthermore, the preference for English job titles goes beyond aesthetics, for it is also a practical choice to eliminate gender prejudice (Gerritsen, 2001; Gerritsen, 2002). English job titles are typically gender-neutral and therefore help organizations adhere to equal employment laws and increase the number of possible candidates by not favoring one gender over another (van Meurs, 2010). The choice for English job titles might thus not only demonstrate a commitment to gender equality but also signals to potential applicants that the positions are open to all genders equally.

Transitioning from the organizational strategic implications of English job titles, it is equally important to consider the candidates' points of view. Applicants have conflicting opinions; some may value the status and worldwide appeal these English job titles represent, in line with the larger global

market trends and the need for gender neutrality (van Meurs et al., 2017; Gerritsen, 2001, 2002). On the other hand, some applicants may find these titles confusing or alienating, questioning their comprehensibility and relevance to the local job market (Taavitsainen & Pahta, 2003). Van Meurs et al. (2007) found that some people perceive English job titles as less gender-inclusive or even more male-oriented compared to Dutch alternatives, which contradicts the expectations of gender neutrality. Moreover, English job titles do not always enhance job attractiveness or the intention to apply across demographic groups (van Meurs et al., 2007; van Meurs et al., 2017). In fact, in a study conducted by van Meurs et al. (2007) it was found that in three out of five cases, English job titles were evaluated less favorably than their Dutch counterparts. This challenges the notion that English inherently adds prestige. This varied perception emphasizes the importance of understanding candidates' perspectives when including English job titles in Dutch job ads.

This current study intends to expand on the exploration of English job titles in the Dutch job market and the ways in which potential applicants react to them. Specifically, this study will compare three different categories of job ads: those with English job titles within Dutch job ads, entirely English ads, and entirely Dutch ads. Based on the literature mentioned above, it can be expected there are notable variations in applicants' responses to English job titles in a Dutch ad.

Organizations' internationality

As explained previously, the language used in job ads is an important factor in conveying a company's identity. According to Müller-Thurau (1999, referenced in Seitz, 2008), the use of English in job ads may indicate an organization's global orientation, possibly drawing in individuals whose personal or professional identities match with international contexts. This is consistent with the concept of internationality as explained by Buela-Casal et al. (2006), which indicates the globalization of ideas and an openness to international experiences. Consequently, candidates with a high level of internationality may be attracted to a job ad in English due to the opportunity to work for an international company. Contrarily, using Dutch job ads might indicate a more national orientation, which would appeal to candidates who prefer local involvement over international efforts. This contrast shows important implications for how organizations present themselves through language choice, which may influence the demographic profile of their potential applicants.

Building on the above-stated relevance of language in conveying a company's international versus national identity, this study aims to delve deeper into how explicitly mentioning a company's internationality impacts potential candidates' perceptions. The difference between organizations that are explicitly described as having an international presence, those that are presented as operating only in the Netherlands, and those where the internationality is not mentioned, provides a unique opportunity to investigate the differences in candidates' responses based on the perceived company identity. This study hypothesizes that explicitly mentioning a company's international activities in a job ad, especially when combined with the use of English, will increase the position's appeal to those with a high level of

internationality. On the other hand, candidates with a low level of internationality may be dissuaded by the emphasis on international operations. This study will investigate the level of internationality of applicants to determine whether this hypothesis is correct. This investigation into the effects of language and explicit statements of internationality on job ad reception aims to shed light on how organizations can strategically communicate their identity to attract applicants whose international orientation is consistent with their organization's values and goals.

Impacts on applicants' behavior

The use of English in job ads in the Netherlands is a strategic move that indicates a company's international orientation, reflecting an intentional attempt to connect organizational culture and identity with potential applicants' values and self-concept (Spence, 1973; van Meurs, 2010). This language choice is an important indication of person-job and person-organization fit, which affects candidates' perceptions towards the organization and position, as well as shaping their intention to apply. Drawing from the existing literature on the Person-Organization Fit Theory and the Social Identity Theory, job ads' language can communicate not only necessary skills but also the organizational principles, which is important in attracting candidates whose professional identities align with the company's profile (O'Reilly et al., 1991; Tajfel & Turner, 1979). For example, a job ad that specifically highlights the company's international activities and uses English might potentially resonate more strongly with individuals who have an international perspective. This could lead to a stronger sense of person-organization fit and have a positive impact on their attitude towards the company. Consequently, people are more likely to intend to apply as they recognize themselves in the company's image (Müller-Thurau, 1999; referenced in Seitz, 2008). In contrast, ads emphasizing a more national orientation or leaving out information about the company's scope of (national or international) activities as well as use the Dutch language, may resonate with applicants who are looking to identify with their national identity, thereby influencing their perceived fit and their attitudes and behaviors differently. The deliberate signaling of internationality in job ads is likely to have a substantial influence on candidates' application behavior and to attract people whose ambitions and values align with the organization's culture and identity.

Besides explicitly mentioning the organization's internationality in a job ad, this study also looks at the language of the job ad. Literature, such as the work of Gomes and Neves (2011), emphasizes the importance of matching the language used in job ads with the expectations and perceptions of potential applicants. They argue that inconsistencies may affect candidates' perceptions of job fit and as a result, their willingness to engage with the organization. Furthermore, as previously discussed, the English proficiency of applicants can have a significant influence on application intention. Those who are not as proficient will be less likely to apply (Watts, 2002). Expanding on these findings, this study hypothesizes that language choice – whether an ad is entirely in English, is in Dutch but with an English job title, or is entirely in Dutch – will have a significant impact on applicants' attitudes toward the job and the company, as well as their perceived person-organization fit, and person-job fit. Specifically, job ads

written entirely in English are likely to generate positive attitudes and a higher sense of fit among applicants with good English skills. This compatibility is likely to enhance their perceptions of both person-organization and person-job fit, resulting in increased application intentions. Dutch job ads with English job titles, on the other hand, may have a more balanced appeal, attracting people who may have average English skills. This may result in a moderate sense of fit while also positively influencing attitudes about the job and organization. Finally, completely Dutch job ads are expected to appeal to those who lack English competence and therefore will have a more positive attitude towards the organization and job, while also enhancing their perceived person-organization and person-job fit.

The current study

Building on previous research that examined the influence of language choice in recruitment communications, the present study aims to look into job ad language and its signaling impacts on potential applicants. Prior studies have suggested that an organization's international orientation may be indicated by the use of English in job ads, which may impact candidates' expectations and motivations (Moore & Varantola, 2005; van Meurs, 2010; Müller-Thurau, 1999). Furthermore, studies have observed that organizations use English as a way of signaling necessary English competence for a position (Watts, 2002; van Meurs, 2010). This intentional manipulation of job ads aims to attract candidates who are not only qualified but also aligned with the organization's values and goals, lowering the risk of choosing unsuitable applicants. Despite the acknowledgment of the significance of language as a signal in job ads, there is still a gap in knowledge about how potential applicants perceive these signals, particularly in terms of their expectations about the job's language requirements and the organization's international orientation. Furthermore, previous research has not fully researched the relationship between language choice in job ads and applicant responses, such as perceptions of person-job fit, person-organization fit, attitudes toward the job and organization, and application intentions. To address these gaps, the current study will research how varied presentations of language impact applicants' responses. Specifically, the difference between entirely English job ads, Dutch job ads with an English job title, and entirely Dutch job ads will be looked at. Moreover, different presentations of a company's internationality and the explicit requirements of English will be studied; explicitly mentioning a company's internationality and explicitly mentioning a necessity for English requirements, explicitly mentioning a company's nationality, and explicitly mentioning a necessity for Dutch requirements, and not mentioning anything about a company's internationality and language requirements. This study aims to contribute to the existing literature on recruitment communication by providing empirical evidence on how language choice and signals of internationality in job ads influence potential candidates' attitudes and decisions.

In short, this study investigates two factors: the effects of job ad language and explicit mentioning or not mentioning internationality and language requirements on Dutch candidates' attitudes. Little research has been done on applicants' interpretations of language signals and their

impact on applicants' intentions to apply. This study, which focuses on job ads in English, English job titles, and Dutch, as well as the explicit mentioning of a company's internationality or nationality and language requirements, tries to bridge gaps in the understanding of recruitment communication effectiveness.

This leads to the following research question:

How do variations in language use (job ad in English, Dutch, or with English job title) and explicit or not mentioning internationality and language requirements in job advertisements influence Dutch applicants' perceptions 1) of the organization's internationality, use of English in the organization, and expected proficiency in English and 2) of person-job fit, person-organization fit, attitudes towards the job and organization, and their intention to apply?

Based on the literature, the following hypotheses were created:

1. Job ads entirely in English result in higher perceptions of the organization's internationality, use of English in the organization, and expected proficiency in English.
2. Job ads entirely in English result in higher perceptions of person-job and person-organization fit among Dutch applicants with proficient English skills, compared to ads in Dutch or Dutch with English job titles.
3. Dutch applicants with higher English proficiency have a greater intention to apply for positions advertised in English.
4. Dutch applicants with a high level of internationality and English proficiency perceive a stronger person-organization fit and have a more positive attitude toward the organization and job when the ad explicitly mentions the company's internationality and English requirements, as opposed to ads that mention nationality and Dutch requirements or do not mention internationality and language requirements at all.
5. Dutch job ads using English job titles result in mixed reactions from applicants, potentially enhancing the job's perceived (international) prestige while possibly alienating those with lower English proficiency or preference for local opportunities.

METHODOLOGY

Materials

The independent variables that were used in this study are the language of the ad (completely English, Dutch with an English job title, completely Dutch) and mention of internationality and language requirements (explicit international focus and English language requirements, explicit national focus and Dutch language requirements, no explicit mention of internationality and language requirements). Therefore, nine different versions of the job ads were used: 1) a completely English ad with an explicit international focus and English requirement; 2) a completely English ad with an explicit national focus and Dutch requirement; 3) a completely English ad with no explicit mention of national/international focus and Dutch/English language requirements; 4) a Dutch ad with an English job title with an explicit international focus and English requirement; 5) a Dutch ad with an English job title with an explicit national focus and Dutch requirement; 6) a Dutch ad with an English job title with no explicit mention of national/international focus and Dutch/English language requirements; 7) a completely Dutch ad with an explicit international focus and English requirement; 8) a completely Dutch ad with an explicit national focus and Dutch requirement; 9) a completely Dutch ad with no explicit mention of national/international focus and Dutch/English language requirements. A traineeship for different sectors within an organization was advertised in the job ad, and it was intended for students and recent graduates with little to no prior work experience. As the access to participants mainly consisted of students, it was believed that traineeships were more relevant and attractive than usual employment positions. A traineeship would give the participants a more real experience and would therefore be perceived to be more attractive.

To improve the current study's realism, a fictional job ad was crafted in collaboration with the HR recruitment manager of Aviko, an international organization situated in the Netherlands. This ad was created based on a real job ad from Aviko. In Appendix 1 the original ad can be found. This real job ad focused on a traineeship for operations. This job ad was adjusted by making it include different sectors within the company. For example, the job included working in the communications, logistics, HR, and ICT departments of the company. This was done to ensure many different types of participants would find the job appealing. Although the ad was created with Aviko, no mention of the company's name appeared in the ad to prevent any preconceived notions or biases participants might have towards the organization from influencing their responses.

The original job ad was created in both Dutch and English (by Aviko). The manipulated job ad underwent a thorough translation process to ensure precision and consistency. To reduce potential disparities between the Dutch and English versions and uphold accuracy, a specific technique was used: one individual vocalized the Dutch job ad while another simultaneously reviewed the English version. Any inconsistencies detected during this dual review led to adjustments to the job ad. Moreover, any

words considered untranslatable were removed, maintaining clarity and coherence in both language versions. In Appendix 2, the different versions of the job ad can be found.

Subjects

The study employed a 3x3 between-subjects design, meaning the target sample size was approximately 270 participants. The aim was to oversample up to 290 participants to adjust for possible ineligibility of filled-in questionnaires or incomplete questionnaire responses. There were 300 responses after data collection, of which 282 were suitable for analysis. The study's eligibility requirements included the following: 1) participants must be between the ages of 18 and 30, 2) be citizens of the Netherlands (and speak Dutch), and 3) be a student or have recently graduated. Eighteen of the responses were filled out by participants whose native language was not Dutch, which meant that these responses were deleted. In Table 1 an overview of the number of participants per experiment condition can be found.

Table 1 Number of participants per condition ($N=282$)

Experiment condition	Number of participants
Completely English ad with an explicit international focus and English requirement	33
Completely English ad with an explicit national focus and Dutch requirement	30
Completely English ad with no explicit mention/language requirements	31
Dutch ad with an English job title with an explicit international focus and English requirement	31
Dutch ad with an English job title with an explicit national focus and Dutch requirement	32
Dutch ad with an English job title with no explicit mention/language requirements	31
Completely Dutch ad with an explicit international focus and English requirement	30
Completely Dutch ad with an explicit national focus and Dutch requirement	31
Completely Dutch ad with no explicit mention/language requirements	33

Among the participants, 41.5% identified as male, while 57.8% identified as female. Additionally, one participant identified as nonbinary, and one participant preferred not to say their gender. The average age of the participants was 23.03, ranging from 18 to 30 years old, with a standard deviation of 2.44. All participants reported Dutch as their native language.

A Chi-square test revealed no significant difference in gender distribution among the three language-of-job ad groups (completely English, Dutch with English job title, completely Dutch) ($X^2(6) = 7.31, p = .294$), indicating comparable gender representation across all three levels. Furthermore, a Chi-square test also showed no significant difference in gender distribution among the three mention of internationality/language requirement groups (explicit mention of internationality/English requirement, explicit mention of nationality/Dutch requirement, no explicit mention) ($X^2(6) = 6.52, p = .367$).

A Chi-square test revealed no significant difference in education distribution among the three language-of-job ad groups ($X^2(6) = 4.24, p = .644$), indicating comparable education representation (MBO: secondary vocational education, HBO: higher professional education, WO: scientific education). A Chi-square test did show a significant difference in education among the three mention of internationality/language requirement groups ($X^2(6) = 13.55, p = .035$). This relation was weak (Cramer's $V = .155$). Participants with HBO education were less represented in the national and Dutch requirements condition (21.1%) than participants with MBO (48.1%) and WO (39.6%) education. The other two conditions (international and English requirements and no explicit mention) did not contribute to the significant relation between education and mention of internationality and language requirements. The frequencies in absolute numbers and percentages for the mention of internationality and language requirements and education level can be found in Table 2.

Table 2 Mention of internationality and language requirements in absolute numbers for education level ($N=273$).

	MBO (secondary vocational education)	HBO (higher professional education)	WO (scientific education)	PHD
International and English requirements	7 _a (25.9%)	43 _a (39.4%)	43 _a (33.1%)	1 _a (50.0%)
National and Dutch requirements	13 _a (48.1%)	23 _b (21.1%)	57 _a (39.6%)	1 _{a, b} (50.0%)
No explicit mention	7 _a (25.9%)	43 _a (39.4%)	44 _a (30.6%)	0 _a (0.0%)
Total	27 (100.0%)	109 (100.0%)	144 (100.0%)	2 (100.0%)

Each subscript letter denotes a subset of education level categories whose column proportions do not differ significantly from each other at the .05 level.

A two-way ANOVA with language of the job ad and mention of internationality and language requirement as factors showed a non-significant main effect of language of the job ad on age ($F(2, 273) < 1$). There was also no significant main effect of mention of internationality/language requirements on

age ($F(2, 273) < 1$). The interaction effect was also non-significant ($F(4, 273) < 1$). In Table 3 an overview of the distribution of gender and age for the different versions of the job ad can be found.

Table 3 Distribution of gender and age for language of the job ad and mention internationality/language requirements

	Gender			<i>n</i>	Age
	Male	Female	Other		<i>M (SD)</i>
Completely English job ad	34.4%	64.5%	1.1%	93	22.76 (2.40)
English job title Dutch job ad	42.6%	57.4%	0.0%	94	23.24 (2.28)
Completely Dutch job ad	47.4%	51.6%	1.1%	95	23.08 (2.63)
International and English requirements	40.4%	58.5%	1.1%	94	23.18 (2.51)
National and Dutch requirements	47.9%	52.1%	0.0%	94	23.09 (2.34)
No explicit mention	36.2%	62.8%	1.1%	94	22.83 (2.48)

A series of two-way ANOVAs showed there were no significant effects or interactions of the two independent variables on the following background variables: LexTALE test, self-assessed English, self-assessed Dutch, and self-assessed internationality. The full results including Table 4 can be found in Appendix 4.

Design

The design for this study was a 3 (language of job ad: completely English job ads, Dutch job ads with an English job title, and completely Dutch job ads) x 3 (mention of internationality and language requirements: explicitly mentioning company's internationality and English requirements, explicitly mentioning company's nationality and Dutch requirements, not mentioning company's internationality and language requirements) between-subject design. The independent variables were nominal and contained three levels each. All participants were exposed to only one condition.

Instruments

The variables were measured using several 7-point items on semantic differential and Likert scales.

The dependent variables in this study were: "person-job fit", "person-organization fit", "attitude towards the company", "attitude towards the job", "application intention", "expectations about organization's internationality", "expectations about the job's internationality", "perceived job gender neutrality", "expected English/Dutch proficiency", and "expectations of English/Dutch use".

Person-job fit was measured with four 7-point semantic differential scale questions: "To what extent do your knowledge, skills, and abilities match the requirements of the job?", "To what extent does the job fulfill your needs?", "To what extent is the job a good match for you?", and "To what extent

does the job enable you to do the kind of work you want to do?”, followed by 1 = to a very little extent, 7 = to a very large extent – scale (Saks & Ashforth, 1997). This scale was slightly adjusted from the original scale by Saks and Ashforth (1997). The adjusted scale was a 7-point scale rather than the original 5-point scale. This was done to bring the results in line with the other scales used in this study. The reliability of the scale person-job fit, consisting of four items, was good: $\alpha = .87$.

Person-organization fit was measured with four 7-point semantic differential scale questions: “To what extent are the values of the organization similar to your own values?”, “To what extent does your personality match the personality or image of the organization?”, “To what extent does the organization fulfill your needs?”, and “To what extent is the organization a good match for you?”, followed by 1 = to a very little extent, 7 = to a very large extent – scale (Saks & Ashforth, 1997). This scale was slightly adjusted from the original scale by Saks and Ashforth (1997). The adjusted scale is a 7-point scale rather than the original 5-point scale. This was done to bring the results in line with the other scales used in this study. The reliability of the scale person-organization fit, consisting of four items, was good: $\alpha = .87$.

The attitude towards the company was measured with three 7-point semantic differential scales, following: “The company seems to me...” not nice/nice, boring/exciting, uninteresting/interesting (Maes, Ummelen & Hoeken, 1996, pp. 208-209). The scales were adjusted a bit in order to make them suitable for this study. The reliability of the scale attitude towards the company, consisting of three items, was good: $\alpha = .91$.

The attitude towards the job was measured with three 7-point semantic differential scales, following: “The traineeship and the responsibilities of the position involved seem to me...” not nice/nice, boring/exciting, uninteresting/interesting (Hoeken, 1998; Maes et al., 1996, pp. 208-209). The scales were adjusted a bit in order to make them suitable for this study. The reliability of the scale attitude towards the job, consisting of three items, was good: $\alpha = .87$.

Application intention was measured with three 7-point semantic differential scales, following “Applying for this job seems to me...” not nice/nice, uninteresting/interesting, unwise/wise (Hoeken, 1998; Maes et al., 1996, pp. 208-209). The reliability of the scale application intention, consisting of three items, was good: $\alpha = .92$.

Expectations about the organization’s internationality were measured using three 7-point semantic differential scales, following: “The company advertising this position operates...” national/international, locally/globally, only in the Netherlands/in several countries (Broere, 2019). The reliability of the scale organization’s internationality, consisting of three items, was good: $\alpha = .93$.

Expectations about the job’s internationality were measured using two 7-point Likert scale questions: “I think that for this job, I will be traveling abroad extensively” and “I think that for this job, I will collaborate extensively with people from other countries”, followed by a 1 = completely disagree,

7 = completely agree – scale. This scale was developed specifically for this study. The reliability of the scale job internationality, consisting of two items, was acceptable: $\alpha = .72$.

Perceived job gender neutrality was measured using two 7-point semantic differential scale questions: “The job ad suggests the job is gender neutral” and “I believe that the job ad does not have preference for a certain gender”, followed by a 1 = completely disagree, 7 = completely agree – scale. This scale was developed specifically for this study. The reliability of the scale job gender neutrality, consisting of two items, was moderate: $\alpha = .60$.

Expected English/Dutch proficiency was measured using the question “I think I need to be proficient in English/Dutch for this job”, followed by a 1 = completely disagree, 7 = completely agree – scale. This item was specifically created for this study.

Lastly, the expectations of English and Dutch use were measured using a 7-point semantic scale, following: “To what extent do you think you will have to use English/Dutch in this position?”, following: speaking, writing, reading, and listening. For each of these skills a scale from 1 = very rarely, to 7 = very often was used (Broere, 2019). The reliability of the scale expectations of English use, consisting of four items, was good: $\alpha = .97$. The reliability of the scale expectations Dutch use, consisting of four items, was good: $\alpha = .96$. In Appendix 3, the full questionnaire can be found.

Participant characteristics

To assess the language proficiency of participants, the LexTALE assessment, developed by Lemhöfer & Broersma (2012), was utilized to gauge participants' English vocabulary proficiency. LexTALE, an acronym for the Lexical Test for Advanced Learners of English, is designed to evaluate the vocabulary knowledge of individuals who are intermediate to highly proficient in English as a second language. During the test, participants encountered a mix of real and fictitious English words and were tasked with identifying each word as either existing or non-existent.

Furthermore, aligning with the approach adopted by Hendriks et al. (2018), participants were also asked to self-evaluate their language abilities in English. This self-assessment involved rating their competencies in writing, reading, speaking, and listening on a 7-point semantic differential scale ranging from poor to excellent. The questions “I speak English regularly with friends or family”, and “I feel confident when I speak English” were asked, followed by a 1 = completely disagree, 7 = completely agree – scale. The reliability of the scale self-assessment for English, consisting of six items, was good: $\alpha = .89$. The reliability of the scale self-assessment for Dutch, consisting of four items, was good: $\alpha = .91$. To maintain focus on the questionnaire and questions, the proficiency tests were included at the end of the questionnaire. This way participants' responses were not affected by any contemplation of their English proficiency.

The concept of international orientation among participants was used as a background variable within the study. To evaluate this orientation, two survey items were used, aiming to find out what the

participants' interest was regarding being employed by an international firm. The following items asked participants to express their level of agreement with the statements: "I am pursuing a career that spans internationally" and "I envision my future career to be international," using a 7-point Likert scale where options ranged from completely disagree to completely agree (Broere, 2019). The reliability of the scale international orientation, consisting of two items, was good: $\alpha = .97$.

Control variable

In order to ensure results could not be attributed to the job ads not being believable, a control question was added to the questionnaire. The following statement asked participants to express their level of agreement with the statement: "I think this job ad is a good example of a job posting," using a 7-point Likert scale where the options ranged from completely disagree to completely agree (Slijpen, 2011).

Procedure

A variety of recruitment strategies were used to find participants. Around 38 participants were recruited by posting the questionnaire in FaceBook groups (groups where Dutch students recruit participants for their studies) and sending the questionnaire to people who met the eligibility requirements from my personal network. Another part of the participants was found through SurveyCircle and SurveySwap (around 180). These are websites where researchers or students can fill out questionnaires in return for points. Those points help with finding your own participants. The message on these websites stated that participants had to be Dutch, a student or recently graduated, and between 18 and 30 years old. Participants were not informed of the study's purpose. The message before the survey mentioned that participants would see a job ad first, then answer questions about it, followed by some additional background questions at the end. Ten minutes was the amount of time estimated that was needed to complete the questionnaire. The remaining participants (around 70) were found via Prolific, where participants were offered a small incentive as compensation for their contribution. On Prolific, the requirements were the same as for SurveyCircle and SurveySwap but set as pre-screening criteria rather than put as a message along with the questionnaire. The average time it took to fill out the questionnaire was 9.07 minutes (among all participants).

Before starting the questionnaire, participants were presented with an informed consent form explaining the nature of their participation and guarantees of anonymity and confidentiality. Only when participants gave consent, they were allowed to answer questions of the questionnaire. During filling out the questionnaire, participants were allowed to stop taking part at any time.

Statistical treatment

To statistically examine the possible relationship between the independent variables (language of the ad and explicitness of mentioning of internationality and language requirements) variables and the dependent variables (person-job fit, person-organization fit, attitude towards the company, attitude

towards the job, application intention, expectations of English/Dutch use, expectations English/Dutch proficiency, expected job gender neutrality, and expectations organization's and job's internationality) this study used two Multivariate Analysis of Variance tests (MANOVA) to analyze the effects of the independent variables on dependent variables. One MANOVA investigated the following dependent variables: expectations about organization's internationality, expectations about the job's internationality, expected job gender neutrality, expected English/Dutch proficiency, and expectations of English/Dutch. The other MANOVA investigated the remaining dependent variables: person-job fit, person-organization fit, attitude towards the company, attitude towards the job, and application intention. To assess the effects of participants' self-estimated and actual English proficiency, along with their self-assessed international orientation, on the dependent variables, multiple regression analyses were used, using self-assessed English/Dutch proficiency, self-assessed international orientation, the LexTALE score, the language of the ad, and the explicit mention or not of internationality/language requirements as predictors.

RESULTS

To investigate the effects of language of the job ad and explicit mention or no mention of company's internationality and language requirements on the ten dependent variables, Multivariate Analysis of Variance tests and multiple regression analyses were used.

Manipulation check

In order to test whether there were differences between conditions regarding the believability of the job ad(s), a one-way ANOVA was conducted. A one-way ANOVA with experiment condition as factor for believability of the ad showed a non-significant main effect of language of the job ad ($F(2, 273) = 1.04$, $p = .403$, $\eta^2 = .030$).

A one-sample t-test showed that all versions of the ad scored significantly higher on average ($M = 5.02$, $SD = 1.37$) than the mid-point of the scale (4) ($t(281) = 12.54$, $p < .001$). This indicates that the believability of all the ads was relatively high.

Table 5 Means (*SD*) and *n* for believability of the job ad in function of experiment condition ($N=282$) (1 = low; 7 = high)

Experiment condition	Believability	
	<i>M</i>	<i>SD n</i>
Completely English with international company and English requirements	5.42	(1.42) 33
Completely English with Dutch company and Dutch requirements	4.83	(1.23) 30
Completely English no mention	4.87	(1.31) 31
English job title with international company and English requirements	4.84	(1.39) 31
English job title with Dutch company and Dutch requirements	5.36	(1.17) 33
English job title with no mention	4.73	(1.60) 30
Completely Dutch with international company and English requirements	5.13	(1.17) 30
Completely Dutch with Dutch company and Dutch requirements	5.06	(1.75) 31
Completely Dutch with no mention	4.88	(1.17) 33

Influence of job ad language and mention of internationality and language requirements on expectations internationality, English/Dutch, and gender neutrality

In order to find out whether the explicit mention or not of internationality/language requirements and language of the job ad had an influence on perceptions of the organization's intentionality, use of English

in the organization and expected proficiency in English, a Multivariate Analysis of Variance test was conducted. A two-way multivariate analysis for expectations about organization's internationality, expectations about the job's internationality, expected job gender neutrality, expected English/Dutch proficiency and expectations of English/Dutch use, with explicit mention or not of internationality/language requirements and language of job ad as factors, found a significant multivariate effect of explicit mention or not of internationality/language requirements as factor ($F(12, 548) = 10.67, p < .001, \eta^2 = .189$). The univariate analyses showed an effect of explicit mention or not of internationality/language requirements on expectations about organization's internationality ($F(2, 273) = 32.07, p < .001$), expected job's internationality ($F(2, 273) = 17.27, p < .001, \eta^2 = .110$), expected English use ($F(2, 279) = 26.75, p < .001, \eta^2 = .161$), expected English proficiency ($F(2, 273) = 25.18, p < .001, \eta^2 = .153$), expected Dutch use ($F(2, 273) = 37.18, p < .001, \eta^2 = .210$), and expected Dutch proficiency ($F(2, 273) = 51.50, p < .001, \eta^2 = .270$). There was no significant effect of explicit mention or not of internationality and language requirements on expectations of job's gender neutrality ($F(2, 273) = 1.47, p = .232, \eta^2 = .011$). Furthermore, there was also a significant multivariate effect of language of the job ad¹ ($F(14, 546) = 2.13, p = .009, \eta^2 = .052$). The univariate analyses showed an effect of language of the job ad on expectations about organization's internationality ($F(2, 273) = 4.70, p = .010, \eta^2 = .033$), expectations of English use ($F(2, 273) = 6.74, p = .001, \eta^2 = .046$), expected proficiency English ($F(2, 273) = 6.93, p = .001, \eta^2 = .047$), expectations Dutch use ($F(2, 181.83) = 11.37, p < .001, \eta^2 = .075$) (Welch F-values due to significant Levene's test), and expected proficiency Dutch ($F(2, 182.77) = 5.53, p = .005, \eta^2 = .043$) (Welch F-values due to significant Levene's test). There was no significant effect of language of the job ad on expectations of job's internationality ($F(2, 273) = 1.17, p = .058, \eta^2 = .020$). There was also no significant effect of language of the job ad on expectations of job's gender neutrality ($F(2, 273) = 1.53, p = .312, \eta^2 = .008$). There was no interaction effect of language of the job ad and explicit mention of internationality and language requirements on the aforementioned dependent variables ($F(28, 964.10) = 1.24, p = .183, \eta^2 = .031$). Bonferroni and Games-Howell post-hoc tests were used to disentangle the significant effects.

Explicit mention or not of internationality and language requirements

Job ads that explicitly mentioned internationality and English requirement ($M = 4.95, SD = 1.51$) showed significantly higher expected levels of **organization's internationality** than job ads that explicitly mentioned a Dutch company and Dutch requirements ($p < .001$, Bonferroni-correction; $M = 3.26, SD = 1.59$) and job ads with no explicit mention ($p < .001$, Bonferroni-correction; $M = 3.82, SD = 1.31$). Furthermore, job ads with no explicit mention showed significantly higher expected levels of

¹ It is important to note that the Box's test of Equality of covariance was significant, suggesting unequal variances across groups. However, because the sample sizes for language of job ad are almost equal (93, 94, and 95 respectively), it was decided to still interpret the results of the overall MANOVA.

organization's internationality than job ads that explicitly mentioned a Dutch company and Dutch requirements ($p = .030$, Bonferroni-correction).

Job ads that explicitly mentioned internationality and English requirements ($M = 4.26$, $SD = 1.23$) showed significantly higher expected levels of **job's internationality** than job ads that explicitly mentioned a Dutch company and Dutch requirements ($p < .001$, Bonferroni-correction; $M = 3.25$, $SD = 1.45$) and job ads with no explicit mention ($p < .001$, Bonferroni-correction; $M = 3.30$, $SD = 1.28$). There was no difference between the expected levels of job's internationality of job ads that explicitly mentioned nationality and Dutch requirements and job ads with no explicit mention ($p = 1.000$, Bonferroni-correction).

Job ads that explicitly mentioned internationality and English requirements ($M = 5.79$, $SD = 1.18$) showed significantly higher expected levels of **English use** than job ads that explicitly mentioned a Dutch company and Dutch requirements ($p < .001$, Bonferroni-correction; $M = 4.30$, $SD = 1.58$) and job ads with no explicit mention ($p < .001$, Bonferroni-correction; $M = 4.86$, $SD = 1.43$). Furthermore, job ads with no explicit mention showed significantly higher levels of expected English use than job ads that explicitly mentioned a Dutch company and Dutch requirements ($p = .018$, Bonferroni-correction).

Job ads that explicitly mentioned internationality and English requirements ($M = 6.06$, $SD = 1.29$) showed significantly higher expected levels of **English proficiency** than job ads that explicitly mentioned a Dutch company and Dutch requirements ($M = 4.50$, $SD = 1.72$) and job ads with no explicit mention (both $p < .001$, Bonferroni-correction; $M = 5.15$, $SD = 1.52$). Furthermore, job ads with no explicit mention showed significantly higher levels of expected English use than job ads that explicitly mentioned a Dutch company and Dutch requirements ($p = .008$, Bonferroni-correction).

Job ads that explicitly mentioned a Dutch company and Dutch requirements ($M = 6.26$, $SD = 1.07$) showed significantly higher expected levels of **Dutch use** than job ads with no explicit mention ($M = 5.48$, $SD = 1.34$) and job ads that explicitly mentioned internationality and English requirements (both $p < .001$, Bonferroni-correction; $M = 4.54$, $SD = 1.43$). Furthermore, job ads with no explicit mention showed significantly higher expected levels of Dutch use than job ads that explicitly mentioned internationality and English requirements ($p < .001$, Bonferroni-correction).

Job ads that explicitly mentioned a Dutch company and Dutch requirements ($M = 6.37$, $SD = 1.17$) showed significantly higher expected levels of **Dutch proficiency** than job ads with no explicit mention ($M = 5.69$, $SD = 1.20$) and job ads that explicitly mentioned internationality and English requirements (both $p < .001$, Bonferroni-correction; $M = 4.41$, $SD = 1.61$). Furthermore, job ads with no explicit mention showed significantly higher expected levels of Dutch proficiency than job ads that explicitly mentioned internationality and English requirements ($p = .001$, Bonferroni-correction). In Table 6 an overview of the means and standard deviations can be found.

Table 6 Means (*SD*) and *n* for expectations of internationality and English/Dutch use and proficiency the job ad in function of explicit mention or not of internationality/language requirements (*N*=282) (1 = low; 7 = high)

Expectations of	International and	Dutch company and	No explicit
	English requirements	Dutch requirements	mention
	<i>M SD n</i>	<i>M SD n</i>	<i>M SD n</i>
Job's internationality	4.26 (1.23) 94	3.25 (1.45) 94	3.30 (1.28) 94
Organization's internationality	4.95 (1.51) 94	3.26 (1.59) 94	3.81 (1.31) 94
Job's gender neutrality	5.41 (1.22) 94	5.53 (1.16) 94	5.69 (1.05) 94
English use	5.79 (1.18) 94	4.30 (1.58) 94	4.86 (1.43) 94
Proficiency English	6.06 (1.29) 94	4.50 (1.72) 94	5.15 (1.52) 94
Dutch use	4.54 (1.43) 94	6.26 (1.07) 94	5.48 (1.34) 94
Dutch proficiency	4.41 (1.61) 94	6.37 (1.17) 94	5.69 (1.20) 94

Language of the job ad

Completely English job ads ($M = 4.42$, $SD = 1.51$) showed significantly higher expected levels of an **organization's internationality** than Dutch job ads with an English job title ($p = .013$, Bonferroni-correction; $M = 3.74$, $SD = 1.58$). There was no difference between the expected levels of an organization's internationality of completely English job ads and completely Dutch job ads ($p = .058$, Bonferroni-correction; $M = 3.49$, $SD = 1.36$). There was also no difference between the expected levels of an organization's internationality of Dutch job ads with an English job title and completely Dutch job ads ($p = 1.000$, Bonferroni-correction).

Completely English job ads ($M = 5.43$, $SD = 1.36$) showed significantly higher expected levels of **English use** than Dutch job ads with an English job title ($p = .001$, Bonferroni-correction; $M = 4.65$, $SD = 1.57$), and completely Dutch job ads ($p = .030$, Bonferroni-correction; $M = 4.87$, $SD = 1.56$). There was no difference between the expected levels of English use of Dutch job ads with an English job title and completely Dutch job ads ($p = .999$, Bonferroni-correction).

Completely English job ads ($M = 5.72$, $SD = 1.50$) showed significantly higher expected levels of **English proficiency** than Dutch job ads with and English job title ($p < .001$, Bonferroni-correction; $M = 4.86$, $SD = 5.14$), and completely Dutch job ads ($p = .041$, Bonferroni-correction; $M = 5.14$, $SD = 1.65$). There was no difference between expected levels of English proficiency of Dutch job ads with an English job title and completely Dutch job ads ($p = .723$, Bonferroni-correction).

Completely Dutch job ads ($M = 5.47$, $SD = 1.40$) showed significantly higher expected levels of **Dutch use** than completely English job ads ($p = 0.18$, Games-Howell-correction; $M = 4.87$, $SD =$

1.62). Furthermore, Dutch job ads with an English job title ($M = 5.83$, $SD = 1.13$) also showed significantly higher expected levels of Dutch use than completely English job ads ($p < .001$, Games-Howell-correction). There was no difference between expected levels of Dutch use of Dutch job ads with an English job title and completely Dutch job ads ($p = .135$, Games-Howell-correction).

Completely Dutch job ads ($M = 5.69$, $SD = 1.54$) showed significantly higher expected levels of **Dutch proficiency** than completely English job ads ($p = .018$, Games-Howell-correction; $M = 5.03$, $SD = 1.75$). Furthermore, Dutch job ads with an English job title ($M = 5.83$, $SD = 1.13$) also showed significantly higher expected levels of Dutch proficiency than completely English job ads ($p = .005$, Games-Howell-correction). There was no difference between expected levels of Dutch proficiency of Dutch job ads with an English job title and completely Dutch job ads ($p = .968$, Games-Howell-correction). In Table 7 an overview of the means and standard deviations can be found.

Table 7 Means (SD) and n for expectations of internationality, English/Dutch use and proficiency, and job's gender neutrality of the job ad in function of language of the job ad ($N=282$) (1 = low; 7 = high)

Expectations of	Completely English	English job title	Completely Dutch
	job ad	Dutch job ad	job ad
	M SD n	M SD n	M SD n
Job's internationality	3.88 (1.34) 93	3.43 (1.45) 94	3.49 (1.36) 95
Organization's internationality	4.42 (1.51) 93	3.74 (1.58) 94	3.86 (1.73) 95
Job's gender neutrality	5.51 (1.15) 93	5.43 (1.16) 94	5.68 (1.12) 95
English use	5.43 (1.36) 93	4.65 (1.57) 94	4.87 (1.56) 95
Proficiency English	5.72 (1.50) 93	4.86 (1.68) 94	5.14 (1.65) 95
Dutch use	4.87 (1.62) 93	5.83 (1.13) 94	5.48 (1.40) 95
Dutch proficiency	5.03 (1.75) 93	5.74 (1.29) 94	5.69 (1.54) 95

Influence of job ad language and mention of internationality and language requirements on job- and organization perceptions

In order to find out whether the explicit mention or not of internationality/language requirements and language of the job ad had an influence on perceptions of the organization's intentionality, use of English in the organization and expected proficiency in English, a Multivariate Analysis of Variance test was conducted. A two-way multivariate analysis for person-job fit, person-organization fit, attitude towards the job, attitude towards the organization, and application intention, with explicit mention or not of internationality/language requirements and language of job ad as factors, found a non-significant

multivariate effect of explicit mention or not of internationality/language requirements as factor ($F(10, 538) = 1.12, p = .344, \eta^2 = .020$). There was also no significant effect of language of job ad ($F(10, 538) < 1$). Furthermore, there was no interaction effect of language of job ad and explicit mention or not of internationality/language requirements ($F(20, 893) < 1$). The means and standard deviations can be found in Tables 8 and 9.

Table 8 Means (*SD*) and *n* for person-job fit, person-organization fit, attitude towards the job, attitude towards the organization, and application intention in function of language of the job ad ($N=282$) (1 = low; 7 = high)

	Completely English job ad <i>M SD n</i>	English job title Dutch job ad <i>M SD n</i>	Completely Dutch job ad <i>M SD n</i>
Person-job fit	4.31 (1.39) 93	4.44 (1.34) 94	4.25 (1.41) 95
Person-organization fit	4.51 (1.20) 93	4.49 (1.15) 94	4.44 (1.24) 95
Attitude towards the job	4.82 (1.39) 93	4.72 (1.38) 94	4.66 (1.39) 95
Attitude towards the organization	4.72 (1.40) 93	4.59 (1.42) 94	4.44 (1.48) 95
Application intention	4.46 (1.51) 93	4.51 (1.44) 94	4.23 (1.62) 95

Table 9 Means (*SD*) and *n* for person-job fit, person-organization fit, attitude towards the job, attitude towards the organization, and application intention in function of language of the job ad in function of explicit mention or not of internationality/language requirements ($N=282$) (1 = low; 7 = high)

	International and English requirements <i>M SD n</i>	Dutch company and Dutch requirements <i>M SD n</i>	No explicit mention <i>M SD n</i>
Person-job fit	4.49 (1.28) 94	4.33 (1.46) 94	4.17 (1.39) 94
Person-organization fit	4.53 (1.23) 94	4.45 (1.21) 94	4.47 (1.14) 94
Attitude towards the job	4.82 (1.31) 94	4.58 (1.43) 94	4.81 (1.41) 94
Attitude towards the organization	4.61 (1.43) 94	4.54 (1.47) 94	4.59 (1.41) 94
Application intention	4.46 (1.56) 94	4.42 (1.51) 94	4.32 (1.52) 94

Influence of language proficiency on job perceptions and expectations

Below it is indicated whether the regression model is significant and what the significant predictors are. Non-significant predictors are not reported. The complete results, including tables, can be found in Appendix 4.

Person-job fit

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 3.3% of the variance in perceptions of person-job fit ($F(8, 273) = 2.21, p = .027$). Self-assessed internationality was a significant predictor for perception of person-job fit ($\beta = .22, p < .001$), which means that if self-assessed internationality increases with 1 SD the perception of person-job fit then increases with 0.2 SD, given that all other factors are kept constant.

Person-organization fit

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality showed the variance of the predictors could not significantly explain perception of person-organization, since the model was not significant ($F(8, 273) = 1.12, p = .352$).

Attitude towards the job

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality showed that the variance of the predictors could not significantly explain attitude towards the job, since the model was not significant ($F(8, 273) = 1.15, p = .144$).

Attitude towards the organization

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality showed that the variance of the predictors could not significantly explain the attitude towards the organization, since the model was not significant ($F(8, 273) = 1.24, p = .275$).

Application intention

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality showed that the variance of the predictors could not significantly explain application intention, since the model was not significant ($F(8, 273) = 1.35, p = .218$).

Expectations job's internationality

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 15.1% of the variance in expectations of the job's internationality ($F(8, 273) = 7.25, p < .001$). Self-assessed internationality was a significant predictor for expectations of job's internationality ($\beta = .14, p = .023$), which means that if self-assessed internationality increases with 1 SD the expectation of job's internationality then increases with 0.1 SD, given that all other factors are kept constant. Furthermore, the LexTALE score was also a significant predictor for expectations of job's internationality ($\beta = -.18, p = .006$), which means that if the LEXtale score increases with 1 SD the expectation of job's internationality then decreases with 0.2 SD, given that all other factors are kept constant. Additionally, the explicit mention or not of internationality/language requirements emerged as a significant predictor for expectations of job's internationality (nationality/Dutch requirements: $\beta = -.33, p < .001$; no explicit mention: $\beta = -.31, p < .001$).

Expectations organization's internationality

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 22.9% of the variance in expectations of the organization's internationality ($F(8, 273) = 11.44, p < .001$). The LexTALE score was a significant predictor for expectations of job's internationality ($\beta = -.12, p = .049$), which means that if the LEXtale score increases with 1 SD the expectation of organization's internationality then decreases with 0.1 SD, given that all other factors are kept constant. Additionally, the explicit mention or not of internationality/language requirements emerged as a significant predictor for expectations of organization's internationality (nationality/Dutch requirements: $\beta = -.48, p < .001$; no explicit mention: $\beta = -.32, p < .001$). Lastly, the job ad completely in English was also a significant predictor for expectations of organization's internationality ($\beta = .14, p = .022$).

Expectations English use

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 21.5% of the variance in expectations of English use ($F(8, 273) = 10.64, p < .001$). The LexTALE score was a significant predictor for expectations of English use ($\beta = -.17, p = .006$), which means that if the LEXtale score increases with 1 SD the expectation of English use then decreases with 0.2 SD, given that all other factors are kept constant. Furthermore, self-assessed English was a significant predictor for expectations of English use ($\beta = .14, p = .050$), which means that if self-assessed English increases with 1 SD the expectation of English use then increases with 0.1 SD, given that all other factors are kept constant. Additionally, the explicit mention or not of internationality/language requirements emerged as a significant predictor for expectations of English use (nationality/Dutch requirements: $\beta = -.46, p < .001$; no explicit mention: $\beta = -.28, p < .001$). Lastly, the job ad completely in English was also a significant predictor for expectations of English use ($\beta = .13, p = .033$).

Expectations Dutch use

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 32.0% of the variance in expectations of English use ($F(8, 273) = 17.53, p < .001$). Self-assessed internationality was a significant predictor for expectations Dutch use ($\beta = -.17, p = .002$), which means that if self-assessed internationality increases with 1 SD the expectation of Dutch use then decreases with 0.1 SD, given that all other factors are kept constant. Furthermore, self-assessed English was a significant predictor for expectations of Dutch use ($\beta = .24, p < .001$), which means that if self-assessed English increases with 1 SD the expectation of Dutch use then increases with 0.2 SD, given that all other factors are kept constant. Additionally, the explicit mention or not of internationality/language requirements emerged as a significant predictor for expectations of Dutch use (nationality/Dutch requirements: $\beta = -.51, p < .001$; no explicit mention: $\beta = .29, p < .001$). Lastly, the language of the job ad was also a significant predictor for expectations of Dutch use (completely English: $\beta = -.19, p < .001$; English job title: $\beta = .12, p = .031$).

Multiple regression analyses for expected proficiency English and Dutch were not performed due to non-linearity.

DISCUSSION AND CONCLUSION

The purpose of this study was to investigate how Dutch applicants' expectations and attitudes are affected by differences in language as well as the explicit mention of internationality and language requirements in job ads. The research question in this study was: How do variations in language use (job ad in English, Dutch, or with English job title) and the explicit or not mentioning internationality and language requirements in job advertisements influence Dutch applicants' perceptions 1) of the organization's internationality, use of English in the organization, and expected proficiency in English and 2) of person-job fit, person-organization fit, attitudes towards the job and organization, and their intention to apply?

Effect language and internationality/language requirements on internationality and language use expectations

It was expected that job ads entirely in English would result in higher perceptions of the organization's internationality, use of English in the organization, and expected proficiency in English. This was supported by the results since there was an influence of both mention of internationality and language requirements, and the language of the job ad on expectations of internationality, English use and proficiency, and Dutch use and proficiency. However, there was no influence on job gender neutrality.

The findings indicate that job ads explicitly mentioning internationality and English language requirements increase expectations of the organization's and job's internationality, as well as the expected use and proficiency of English. In contrast, job ads emphasizing a Dutch company (nationality) and Dutch requirements increased expectations for Dutch use and proficiency. This suggests that candidates do in fact rely on signals in the job ad to form perceptions about the job and organization (Celani & Singh, 2011; Chapman et al., 2005). Interestingly, job ads with no explicit mention had higher expectations of the organization's internationality, English use and proficiency, and Dutch use and proficiency than the job ads that explicitly mentioned a Dutch company and Dutch requirements. This may suggest that the lack of specific language requirements results in candidates perceiving the organization as open to a diverse range of language skill levels. Furthermore, the higher expectations of internationality in job ads without mention of language requirements compared to those that emphasize Dutch requirements may indicate that applicants view companies without language proficiency criteria (compared to Dutch language requirements) as having a more global perspective. Expectations about job gender neutrality were not influenced by the mention of internationality and language requirements. This suggests that although language and international aspects are important in determining how people perceive organizational characteristics and language expectations, they may not directly impact perceptions of job gender neutrality.

The language of the job ad also played a role in how candidates perceive organizational internationality and language requirements. Completely English job ads had higher expected levels of

the organization's internationality compared to Dutch job ads with an English job title. This finding is consistent with Müller-Thurau, (1999), who suggested that an English job ad indicates the organization's international nature. It also aligns with findings by van Meurs et al. (2015): Dutch makers of job ads mentioned language in job ads can be used as a strategic signal. There was no difference in the perceived organizational internationality between completely English job ads and completely Dutch job ads. English job titles are quite common in The Netherlands (van Meurs et al., 2017), which may have desensitized respondents to the international connotations typically associated with the use of English and led to respondents perceiving the Dutch ad with an English job title as a "regular" Dutch job ad. Respondents may have assumed foreign aspects of the organization based on other elements in the job ad, such as the organization characteristics, for the completely Dutch job ad. This finding does not align with the hypothesis which stated that English job titles would result in potentially enhancing the job's perceived prestige.

Completely English job ads were associated with higher expected levels of English use and proficiency than completely Dutch job ads and Dutch job ads with an English job title. On the other hand, completely Dutch job ads and Dutch job ads with an English job title had higher expected levels of Dutch use and proficiency than completely English job ads. This is consistent with Watts (2002), who suggested that use of a specific language may show the importance of proficiency in that language for the job. It also aligns with findings by van Meurs et al. (2015), Dutch job ad makers indicated that language signals in job ads can convey implicit language requirements.

The language used in the job ad did not influence the respondents' perceptions of the job's internationality and job's gender neutrality. This is not consistent with earlier suggestions that an English job title gives the job an international character (Peereboom, 1991; Tiggeler & Doeve, 2005). While the language used in job ads did serve as a signal of the organization's internationality, this may not necessarily translate to perceptions of the job itself being more international. Applicants may distinguish between the organization's overall internationality and the specific international aspects of the job as described in the job ad. Job ads with English language aspects may not always accurately reflect the job's international nature. Regarding the lack of influence for the job's gender neutrality, it was expected that Dutch job ads with an English job title may be perceived as more gender neutral, for English job titles are often used to reduce gender prejudice (Gerritsen, 2001; Gerritsen, 2002). A possible explanation could be that the other two versions of the job ad (completely English and completely Dutch) did not mention any job titles and were therefore perceived as equally gender-neutral.

Effect language and internationality/language requirements on job and organization perceptions

The language used in the job ads and the mention of internationality and language requirements were expected to have an influence on the perceptions of person-job fit, person-organization fit, attitude towards the job and organization, and application intention. The results, however, did not reveal any significant effects. This shows that these perceptions were not substantially affected by the language

used in the job ads or by the mention (or no mention) of internationality and language requirements. It is possible that respondents relied on other elements in the job ad to evaluate the job and organization, such as organizational values and job description. These factors could have overshadowed the influence of language and mention of internationality and language requirements.

Furthermore, it was expected that job ads entirely in English would lead to higher perceptions of person-job and person-organization fit among Dutch applicants with proficient English skills, compared to ads in Dutch or Dutch with English job titles, as well as Dutch applicants with a high level of internationality and English proficiency perceiving a stronger person-organization fit when the ad explicitly mentioned the company's internationality and English requirements (cf Müller-Thurau, 1999; O'Reilly et al., 1991; Tajfel & Turner, 1979). The findings did not support these hypotheses. Perceptions of fit were not predicted by the language of the job ad, mention of internationality and language requirements, the LexTALE score, nor by self-assessed proficiency in Dutch and English. This implies that the language of the job ad does not improve applicants' perceptions of fit with the job or organization among those who may be proficient in English (or Dutch). This is inconsistent with previous research, which argues that the language used may have an impact on candidates' perceptions of job fit and therefore their inclination to interact with the company (Gomes & Neves, 2011). It also means that mentioning internationality and language requirements did not change how participants viewed their compatibility with the job or company, regardless of their English and Dutch proficiency. Therefore, the findings also do not support the hypothesis which stated that Dutch job ads with English job titles could possibly alienate those with lower English proficiency or preference for local opportunities (cf Watts, 2002). However, the findings did show that applicants who rated themselves higher in international orientation perceived a better fit for the job. This could suggest that rather than the language and mention of internationality and language requirements aspect of the job ad, an applicant's view of their own international skills and experiences are an important factor in their perception of fit.

Another hypothesis stated that Dutch applicants with a high level of internationality and English proficiency would have a more positive attitude toward the organization and job when the job ad explicitly mentions the company's internationality and English requirements (cf Müller-Thurau, 1999; O'Reilly et al., 1991; Tajfel & Turner, 1979). This hypothesis was not supported by the findings. In both cases of attitude towards the job and organization, the mention of internationality and language requirements, language of the job ad, LexTALE score, self-assessed English and Dutch, and self-assessed internationality did not emerge as significant drivers of the attitudes. It could be that the participants' attitudes about the job or organization were not significantly influenced by characteristics like the language used in the job advertisement and the mention of internationality/language requirements. Moreover, it appears that perceived international orientation and self-assessed language proficiency may not have an influence on attitudes in this context, given the lack of substantial effects from the LexTALE score, self-assessed English and Dutch skills, and self-assessed internationality. This

does not align with what was hypothesized in the theoretical framework, where it was suggested that job ads highlighting the company's international activities and also using English resonate with people with an international perspective, leading to a positive impact on their attitude towards the company. It was also theorized that people with a high English proficiency would have a more positive attitude towards the job and organization when the ad was in English. One possible interpretation of these findings is that other features of the job ad, such as work responsibilities, company culture, and potential for career advancement may impact Dutch candidates' attitudes regarding the job and organization. This may have a stronger influence on attitudes. Individual differences in personality, values, and professional goals may also contribute to observed differences in attitudes among participants (Chapman & Webster, 2006).

The findings showed that the language of the job ad, mention of internationality and language requirements, LexTALE score, self-assessed Dutch and English, and self-assessed internationality had no influence on application intention. This is in contrast with the hypothesis that Dutch applicants with higher English proficiency would have a greater intention to apply for positions advertised in English. This does not align with the suggestion by Watts (2002): people who are not as proficient in English will be less likely to apply when a job ad is in English. Once again, it may be that other factors play a more important role in forming applicants' intention to apply for a job, such as the job responsibilities mentioned in the job ad.

Other factors influencing internationality and language use expectations

Expectations regarding the job's internationality were influenced by various factors. Participants' self-assessed internationality is positively associated with their expectations of the job's internationality, suggesting that people who view themselves as having a strong international orientation are more likely to perceive a job as being internationally oriented. In contrast, the LexTALE score is negatively associated with expectations of the job's internationality, meaning that a higher (objective) proficiency in English is linked to lower expectations of the job being international. The self-assessed proficiency in Dutch and English had no impact on the job's internationality.

The findings for the organization's internationality were similar: the LexTALE score had a negative association with expectations of the organization's internationality. Self-assessed Dutch and English did not have an influence on the expectations of the organization's internationality. The findings align with research on the role of language proficiency in job ad comprehension (Yashima et al., 2004; Watts, 2002), which states an applicant's evaluation of the position may be influenced by their level of fluency. The results might indicate that proficient individuals have a better understanding of what makes an international job or organization beyond the language used in the ad. The fact that self-assessed internationality did have an influence on the expected job's internationality, but not on the expected organization's internationality might be because some job ads stated the organization's internationality (or nationality), whereas there was no explicit mention at all of the job possibly being international. The

lack of effect of the self-assessment of Dutch and English proficiency could be because it is a highly subjective measure and therefore may vary widely among individuals (Ross, 2019). This unpredictability can diminish association with expected job and organization internationality.

The findings revealed that individuals with a higher LexTALE score, tend to expect less English use during the job. On the other hand, self-assessed English proficiency had the opposite effect: those who rate their own English skills highly are more likely to expect English to be used frequently in the job. This could imply that those with higher objective English proficiency may feel more comfortable in multilingual situations and are less likely to expect English use in their job interactions. Individuals who estimate their own English skills highly may do so because they believe they can use English effectively at work, which may lead to them anticipating regular English use. Self-assessed Dutch and internationality did not have an influence on the expectations of English use. Self-assessed Dutch likely did not influence expectations of English use because participants did not perceive a strong connection between their Dutch proficiency and their expectations of English use. Self-assessed internationality may not have influenced expectations of English use due to the possibility that participants viewed internationality as a larger concept unrelated to language use.

Regarding the findings of expected Dutch use, those with a strong sense of internationality expect to use Dutch less. This could be because these participants view Dutch as being less important, especially in an increasingly globalized work environment (Hazel & Svennevig, 2018). Those with a high self-assessed English proficiency expect to use Dutch more. One reason for this can be because these people have an in-depth awareness of the complexity of language use in work environments. Although they may be confident in their English skills, they may also understand how important it is to continue speaking fluently in their native language Dutch. The LexTALE score and self-assessed Dutch did not have an influence on expected Dutch use. This once again may be due to the difference in the objectivity of the LexTALE score and the subjectivity of self-assessed English. Participants' own perceptions of their English skills may play a more important role in influencing their expectations regarding Dutch use, overshadowing the impact of objective language competency or self-assessed Dutch competence.

Limitations and recommendations for future research

There are some limitations of this study that should be acknowledged. Firstly, the sample consisted of Dutch students and recent graduates and may therefore not be fully representative of the broader population of job seekers. Previous research has shown that students can have different attitudes and behaviors compared to other adults, potentially leading to biased results (Hooghe et al., 2010; Peterson, 2001). This could have limited the generalizability of the findings. Future research should aim to include a more varied and representative sample that covers different age groups and professional experiences in order to improve the external validity of the findings. It would also be interesting to see if the results differ across different countries in which the native language is not English (e.g. Germany or France),

since applicants' attitudes can be greatly influenced by linguistic and cultural factors. Studies have indicated that differences in culture may influence how information is perceived and what characteristics are valued most by individuals (Hofstede, 2001). Furthermore, linguistic variables can differ substantially in terms of how prevalent English is in the local context and how it is used (Nickerson, 2005). This could have different impacts on how individuals interpret the language used in job ads.

Additionally, although the job ads were created in collaboration with an HR recruitment manager, they are fictional, which may have had an impact on how participants responded to the job ad. Participants may respond differently to actual job ads. The job ads were also purposefully vague in some respects, for example by not mentioning the company (to avoid existing biases), and a salary (to stay neutral in this aspect). Research has shown that responses to fictitious stimuli might be significantly different from those to real-world stimuli due to perceived authenticity (Highhouse, 2009). Future studies should look at real job ads from a range of companies and industries to see if the findings hold up in more authentic settings.

Implications

The findings of this study have several implications for the field of recruitment. This study reinforces the concept that job ads provide signals to potential applications, influencing their perceptions of an organization's internationality, language use, and proficiency requirements. These specific signals had not been experimentally studied before. Therefore, this study contributes to the theory by experimentally analyzing claims made in previous studies that had not yet been empirically tested. The findings reflect earlier research indicating that applicants interpret signals from job ads (Celani & Singh, 2011; Chapman et al., 2005). Other research has claimed that an applicant's motivation to apply for a job may be impacted by the use of English in a job ad (Heynderickx & Dieltjens, 2002). This was not confirmed by the current study; the fact that perceived fit and application intention were not significantly affected, implies that additional elements of the job and individual characteristics could be more important factors.

Companies should highlight their international operations and global opportunities to attract internationally oriented applicants. To appeal to a wider audience, recruiters could also emphasize communicating organizational values and career opportunities, as language and mentioning internationality and language requirements did not substantially affect perceptions of fit and attitudes towards the company or job. Furthermore, the study found that the language and mention of internationality and language requirements in job ads impact Dutch candidates' perceptions of the organization's internationality, language use, and proficiency requirements. These findings suggest that recruiters might deliberately create job advertisements to attract a wide population of candidates by carefully selecting the language and content of their ads. Particularly, companies aiming to have an inclusive image may avoid specifying language requirements, which might increase their

attractiveness to applicants with varying levels of language proficiency. Employers who use this approach may be able to draw in a more diverse workforce (Page, 2008).

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APPENDICES

1. Original job ads

1.1 Original Dutch job ad

Management trainee operations

Locatie Steenderen

Waar ga je werken

Als management trainee operations krijg je de kans om je verder te ontwikkelen binnen diverse disciplines binnen Operations. Het is een functie waarin je uiteindelijk binnen onze organisatie een stap zou kunnen maken richting bijvoorbeeld een managementpositie of specialistische rol. Heb jij een brede interesse in alles wat met processing en operations te maken heeft, toe aan een uitdaging op strategisch niveau en heb je affiniteit met data en analytics? Wij hebben **de rol** voor je!

Geen dag is hetzelfde. Je krijgt in deze functie veel ruimte om zelf vorm te geven aan je rol, natuurlijk wel binnen bepaalde kaders. Je werkt veel op tactisch en strategisch niveau en je bent de rechterhand van onze Chief Operating Officer en rapporteert hier ook aan. Samen met haar zorg je ervoor dat projectmanagement goed loopt, doelstellingen worden gehaald en dat iedereen het beste uit zichzelf en onze fabrieken haalt. Je kan je voorstellen dat je dan veel samenwerkt met collega's uit het managementteam van operations. Dit is een ambitieus en internationaal team dat op een informele manier met elkaar samenwerkt en waarbij vertrouwen en gezamenlijke doelstellingen belangrijk zijn. Natuurlijk heb je ook veel contact met collega's op verschillende niveaus, evenals met functies binnen en buiten Operations, zoals de functionele analisten en experts in de hele organisatie.

Wat ga je doen

- Je ondersteunt en managet projecten die een impact hebben op de prestaties van Aviko Operations
- Je bent gek op data! Je verzamelt en analyseert relevante cross-site en cross-functionele onderwerpen om inzicht te krijgen in de huidige situatie en verbetermogelijkheden te identificeren
- Je identificeert gebieden die verbeterd kunnen worden, communiceert bevindingen en neemt deel aan prioriteringsprocessen
- Je leidt en ondersteunt geselecteerde tactische en strategische projecten
- Natuurlijk ben je een kei in het eigen maken van systemen en zul je hier ook veel mee werken, denk hierbij aan bijvoorbeeld six sigma.

Wat neem je mee

- Je beschikt over een Bachelor/Master diploma in de technische en/of bedrijfseconomische richting
- Je hebt tussen de 3 en 5 jaar werkervaring en affiniteit met de procesindustrie
- Je bent nieuwsgierig, je hebt een uitstekend analytisch vermogen en het vermogen om complexe problemen terug te brengen tot eenvoudigere
- Je hebt uitstekende communicatieve vaardigheden en het vermogen om te communiceren met verschillende belanghebbenden op verschillende niveaus van de organisatie
- Je hebt ervaring met Continuous Improvement methodes, zoals TPM, WCM, Six Sigma, 5S, Kaizen

- Je bent in staat om te werken in een snel veranderende omgeving waar continue innovatie gewenst is en oplossingen niet eenduidig zijn.

Wat bieden wij jou

- Een open, mensgerichte cultuur waarin je jezelf kunt zijn en verschillen worden gekoesterd
- Alle mogelijkheden voor een op maat gemaakt voorwaardenpakket en een goede work/life balance
- Een inspirerende en uitdagende commerciële spilfunctie bij een marktleider
- Een zichtbare en belangrijke rol met veel betekenis voor Aviko, collega's en uw klanten
- Alle mogelijkheden om je professioneel en persoonlijk te ontwikkelen binnen dit speelveld. Gestimuleerd door collega's en gefaciliteerd door vele trainings- en opleidingsmodules binnen de Aviko Academy
- Een trotse werkgever met een uitstekend totaalpakket aan voorwaarden.

1.2 Original English job ad

Management trainee operations

Location Steenderen

Where are you going to work

As a management trainee operations you will have the opportunity to develop further within various disciplines within Operations. The next step might even be a management role or a specialist role within Aviko. So, if you have a broad interest in everything related to processing and operations and you are ready for a challenge on a strategic level and you have affinity with data and analytics? We have the role for you!

No day is the same. In this position you get a lot of space to shape your role yourself, of course within certain frameworks. You work a lot on a tactical and strategic level, and you are the right hand of our Chief Operating Officer to which you also report. Together with her you ensure that project management runs smoothly, objectives are achieved and that everyone gets the best out of themselves and our factories. Can you already picture yourself working with colleagues from the management team of operations? This is an ambitious and international team that works together in an environment where trust and shared goals are important. Of course, you also have a lot of contact with colleagues at different levels, distributed with functions within and outside operations, such as the functional analysts and experts throughout the organization.

What are you going to do

- You support and manage projects that have a broad impact on the performance of Aviko Operations.
- You love data! You collect and analyze relevant cross-site and cross-functional topics to gain insight into the current situation and identify opportunities for improvement.
- You identify areas for improvement, communicate findings and participate in prioritization processes.
- You lead and support selected tactical and strategic projects.
- Of course, you are an expert in making systems your own and you will also work a lot with this, for example six sigma

What do you bring

- You have a Bachelor and/or master's degree in engineering, Business Economics or a related field.
- You have between 3 and 5 years of experience in a business environment.
- You are curious, have excellent analytical skills and the ability to reduce complex problems to simpler ones.
- You have excellent communication skills and the ability to communicate with different stakeholders at different levels of the organization.
- You have experience with Continuous Improvement methods, such as TPM, WCM, Six Sigma, 5S, Kaizen.
- You are able to work in a rapidly changing environment where continuous innovation is required and solutions are not clear-cut.

What do we offer you

- An open, people-oriented culture where you can be yourself and differences are nurtured
- All possibilities for a customized package of conditions and a good work/life balance
- An inspiring and challenging commercial pivotal position at a market leader
- A visible and important role with a lot of meaning for Aviko, colleagues and your customers
- Every opportunity to develop professionally and personally within this playing field. Stimulated by colleagues and facilitated by many training and education modules within the Aviko Academy
- A proud employer with an excellent total package of conditions

About Aviko

Aviko is the largest European producer of fresh, frozen and dried potato products and is one of the top four market leaders in potato products in the world. We are proud of this! From 16 production locations in the Netherlands, Belgium, Germany, Sweden and Poland, we passionately serve more than 16 million consumers in more than 110 countries every day. Our goal is to bring people worldwide together and let them enjoy all our tasty and easy quality products. We are driven by the great potential of our products and by the impact we have on quality, service, innovation and sustainability within our chain; from ground to mouth.

2. Manipulated job ads

2.1 Completely English + international company and English requirement

Traineeship

Where are you going to work

Do you enjoy working within different departments at an international company? Are you still undecided about which direction you want to go? This is your chance to delve into various departments, and we have **the role** for you! During this traineeship, you'll have the opportunity to further develop within a variety of departments, such as communications, logistics, HR, and ICT. It is a position in which you could ultimately take a step within our organization towards, for example, a management position or specialist role.

No day is the same. In this position you get a lot of space to shape your role yourself, of course within certain frameworks. You work a lot on a tactical and strategic level, and you will work together with the department managers. For each trainee period, we look for a suitable challenge that can help both you and our organization move forward. Can you already imagine yourself working with colleagues from various management teams? These are ambitious teams that work together in an informal way and where trust and achieving joint objectives are important. Of course, you also have a lot of contact with colleagues at different levels.

What are you going to do

- You support the department you are part of at that time.
- You identify areas for improvement, communicate findings and participate in improvement teams.
- You lead and support selected tactical and strategic projects.
- You participate in workshops and training sessions to enhance your professional skills.

What do you bring

- You have completed your education or are in the process of completing your education.
- You have an excellent command of the English language, both orally and in writing.
- You are curious, and you have the ability to reduce complex problems to simpler ones.
- You have excellent communication skills and the ability to communicate with different stakeholders at different levels of the organization.
- You are able to work in a rapidly changing environment where continuous innovation is required, and solutions are not clear-cut.
- You love variety! You enjoy getting to know different departments and you are a real go-getter.

What do we offer you

- An open, people-oriented culture where you can be yourself and differences are nurtured.
- An inspiring and challenging commercial pivotal position at a market leader.
- A visible and important role which means a lot to colleagues and your customers.
- A proud employer with an excellent total package of conditions.

2.2 Completely English + Dutch company and Dutch requirement

Traineeship

Where are you going to work

Do you enjoy working within different departments at a Dutch company? Are you still undecided about which direction you want to go? This is your chance to delve into various departments, and we have **the role** for you! During this traineeship, you'll have the opportunity to further develop within a variety of departments, such as communications, logistics, HR, and ICT. It is a position in which you could ultimately take a step within our organization towards, for example, a management position or specialist role.

No day is the same. In this position you get a lot of space to shape your role yourself, of course within certain frameworks. You work a lot on a tactical and strategic level, and you will work together with the department managers. For each trainee period, we look for a suitable challenge that can help both you and our organization move forward. Can you already imagine yourself working with colleagues from various management teams? These are ambitious teams that work together in an informal way and where trust and achieving joint objectives are important. Of course, you also have a lot of contact with colleagues at different levels.

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- You identify areas for improvement, communicate findings and participate in improvement teams.
- You lead and support selected tactical and strategic projects.
- You participate in workshops and training sessions to enhance your professional skills.

What do you bring

- You have completed your education or are in the process of completing your education.
- You have an excellent command of the Dutch language, both orally and in writing.
- You are curious, and you have the ability to reduce complex problems to simpler ones.
- You have excellent communication skills and the ability to communicate with different stakeholders at different levels of the organization.
- You are able to work in a rapidly changing environment where continuous innovation is required, and solutions are not clear-cut.
- You love variety! You enjoy getting to know different departments and you are a real go-getter.

What do we offer you

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- A visible and important role which means a lot to colleagues and your customers.
- A proud employer with an excellent total package of conditions.

2.3 Completely English + no explicit mention of internationality or language requirements

Traineeship

Where are you going to work

Do you enjoy working within different departments? Are you still undecided about which direction you want to go? This is your chance to delve into various departments, and we have **the role** for you! During this traineeship, you'll have the opportunity to further develop within a variety of departments, such as communications, logistics, HR, and ICT. It is a position in which you could ultimately take a step within our organization towards, for example, a management position or specialist role.

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- A proud employer with an excellent total package of conditions.

2.4 Dutch job ad with English job title + international company and English requirement

Traineeship

Allround management trainee

Waar ga je werken

Vind je het leuk om bij een internationaal bedrijf binnen verschillende afdelingen te werken? Ben je er nog niet helemaal uit welke kant je op wil? Dit is jouw kans om je in verschillende afdelingen te verdiepen en wij hebben **de rol** voor je! Als allround management trainee krijg je de kans om je verder te ontwikkelen binnen diverse afdelingen, zoals communicatie, logistiek, HR en ICT. Het is een functie waarin je uiteindelijk binnen onze organisatie een stap zou kunnen maken richting bijvoorbeeld een managementpositie of specialistische rol.

Geen dag is hetzelfde. Je krijgt in deze functie veel ruimte om zelf vorm te geven aan je rol, natuurlijk wel binnen bepaalde kaders. Je werkt veel op tactisch en strategisch niveau en je werkt samen met de afdelingsmanagers. We kijken per trainee periode naar een passende uitdaging die jou en onze organisatie verder kan helpen. Kan je je al voorstellen dat je samenwerkt met collega's uit verschillende managementteams? Dit zijn ambitieuze teams die op een informele manier met elkaar samenwerken en waarbij vertrouwen en gezamenlijke doelstellingen halen belangrijk zijn. Natuurlijk heb je ook veel contact met collega's op verschillende niveaus.

Wat ga je doen

- Je ondersteunt de afdeling waar je op dat moment onderdeel van uitmaakt.
- Je identificeert gebieden die verbeterd kunnen worden, communiceert bevindingen en neemt deel aan verbeterteams.
- Je leidt en ondersteunt geselecteerde tactische en strategische projecten.
- Je neemt deel aan workshops en trainingssessies om je professionele vaardigheden te verbeteren.

Wat neem je mee

- Je hebt je opleiding afgerond of je bent bezig met het afronden van je opleiding.
- Je hebt een uitstekende beheersing van de Engelse taal, zowel mondeling als schriftelijk.
- Je bent nieuwsgierig en je hebt het vermogen om complexe problemen terug te brengen tot eenvoudigere.
- Je hebt uitstekende communicatieve vaardigheden en het vermogen om te communiceren met verschillende belanghebbenden op verschillende niveaus van de organisatie.
- Je bent in staat om te werken in een snel veranderende omgeving waar continue innovatie gewenst is en oplossingen niet eenduidig zijn.
- Je bent gek op afwisseling! Je vindt het leuk om verschillende afdelingen te leren kennen en je bent een echte aanpakker.

Wat bieden wij jou

- Een open, mensgerichte cultuur waarin je jezelf kunt zijn en verschillen worden gekeerd.
- Een inspirerende en uitdagende commerciële spilfunctie bij een marktleider.
- Een zichtbare en belangrijke rol die veel betekent voor collega's en klanten.
- Een trotse werkgever met een uitstekend totaalpakket aan voorwaarden.

2.5 Dutch job ad with English job title + Dutch company and Dutch requirement

Traineeship

Allround management trainee

Waar ga je werken

Vind je het leuk om bij een Nederlands bedrijf binnen verschillende afdelingen te werken? Ben je er nog niet helemaal uit welke kant je op wil? Dit is jouw kans om je in verschillende afdelingen te verdiepen en wij hebben **de rol** voor je! Als allround managementtrainee krijg je de kans om je verder te ontwikkelen binnen diverse afdelingen, zoals communicatie, logistiek, HR en ICT. Het is een functie waarin je uiteindelijk binnen onze organisatie een stap zou kunnen maken richting bijvoorbeeld een managementpositie of specialistische rol.

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Wat neem je mee

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- Je hebt uitstekende communicatieve vaardigheden en het vermogen om te communiceren met verschillende belanghebbenden op verschillende niveaus van de organisatie.
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Wat bieden wij jou

- Een open, mensgerichte cultuur waarin je jezelf kunt zijn en verschillen worden geëerd.
- Een inspirerende en uitdagende commerciële spilfunctie bij een marktleider.
- Een zichtbare en belangrijke rol die veel betekent voor collega's en klanten.
- Een trotse werkgever met een uitstekend totaalpakket aan voorwaarden.

2.6 Dutch job ad with English job title + no explicit internationality or language requirements

Traineeship

Allround management trainee

Waar ga je werken

Vind je het leuk om binnen verschillende afdelingen te werken? Ben je er nog niet helemaal uit welke kant je op wil? Dit is jouw kans om je in verschillende afdelingen te verdiepen en wij hebben **de rol** voor je! Als allround management trainee krijg je de kans om je verder te ontwikkelen binnen diverse afdelingen, zoals communicatie, logistiek, HR en ICT. Het is een functie waarin je uiteindelijk binnen onze organisatie een stap zou kunnen maken richting bijvoorbeeld een managementpositie of specialistische rol.

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- Een zichtbare en belangrijke rol die veel betekent voor collega's en klanten.
- Een trotse werkgever met een uitstekend totaalpakket aan voorwaarden.

2.7 Completely Dutch + international company and English requirement

Traineeship

Waar ga je werken

Vind je het leuk om bij een internationaal bedrijf binnen verschillende afdelingen te werken? Ben je er nog niet helemaal uit welke kant je op wil? Dit is jouw kans om je in verschillende afdelingen te verdiepen en wij hebben **de rol** voor je! Tijdens deze traineeship krijg je de kans om je verder te ontwikkelen binnen diverse afdelingen, zoals communicatie, logistiek, HR en ICT. Het is een functie waarin je uiteindelijk binnen onze organisatie een stap zou kunnen maken richting bijvoorbeeld een managementpositie of specialistische rol.

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- Een zichtbare en belangrijke rol die veel betekent voor collega's en klanten.
- Een trotse werkgever met een uitstekend totaalpakket aan voorwaarden.

2.8 Completely Dutch + Dutch company and Dutch requirement

Traineeship

Waar ga je werken

Vind je het leuk om bij een Nederlands bedrijf binnen verschillende afdelingen te werken? Ben je er nog niet helemaal uit welke kant je op wil? Dit is jouw kans om je in verschillende afdelingen te verdiepen en wij hebben **de rol** voor je! Tijdens deze traineeship krijg je de kans om je verder te ontwikkelen binnen diverse afdelingen, zoals communicatie, logistiek, HR en ICT. Het is een functie waarin je uiteindelijk binnen onze organisatie een stap zou kunnen maken richting bijvoorbeeld een managementpositie of specialistische rol.

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2.9 Completely Dutch + no explicit internationality or language requirements

Traineeship

Waar ga je werken

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Wat bieden wij jou

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- Een inspirerende en uitdagende commerciële spilfunctie bij een marktleider.
- Een zichtbare en belangrijke rol die veel betekent voor collega's en klanten.
- Een trotse werkgever met een uitstekend totaalpakket aan voorwaarden.

3. Questionnaire

Beste deelnemer,

Voor mijn masterscriptie voor de master Communicatie- en Informatiewetenschappen voer ik onderzoek uit naar vacatures. Je zult straks een vacature te zien krijgen. Neem alsjeblieft de tijd om deze vacature aandachtig te lezen voordat je de enquêtevragen invult. Na het lezen van de vacature volgen er enkele vragen die gerelateerd zijn aan de vacature. Aan het einde van de vragenlijst beantwoord je een aantal vragen over jouw achtergrond. Je mening is van groot belang, dus onthoudt dat er geen verkeerde antwoorden zijn. De meeste vragen bieden zeven antwoordmogelijkheden.

Het meedoen aan deze studie is geheel vrijblijvend, en je hebt op elk moment het recht om je deelname te beëindigen. De antwoorden zullen anoniem verwerkt worden en de gegevens worden alleen voor wetenschappelijke doeleinden gebruikt.

Het doorlezen van de advertentie en het invullen van de enquête zullen samen ongeveer 10 minuten van je tijd in beslag nemen. Vul de vragenlijst volledig en in één sessie in. Hartelijk dank voor je bereidheid om mee te werken!

Voor vragen en verdere informatie kun je contact opnemen met: lauri.beijer@ru.nl.

Door de pijl rechtsonder te klikken bevestig je dat je:

- Bovenstaande informatie hebt gelezen
- Vrijwillig deelneemt aan dit onderzoek
- 18 jaar of ouder bent

Indien je interesse hebt om mee te doen aan deze studie, kun je verder gaan met de enquête door op de pijl rechtsonder te klikken. Mocht je besluiten niet mee te willen doen, dan kun je dit venster of je browser sluiten.

Vacature. Lees de onderstaande traineeship vacature zorgvuldig door voordat je verder gaat met het beantwoorden van de vragen.

One of the 9 ads was shown.

Q1 P-J fit In hoeverre komen jouw kennis, vaardigheden en competenties overeen met de vereisten van de functie?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
In zeer kleine mate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In zeer grote mate

Q2 P-J fit In hoeverre voldoet de baan aan jouw behoeften?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
In zeer kleine mate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In zeer grote mate

Q3 P-J fit In hoeverre past de baan goed bij je?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
In zeer kleine mate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In zeer grote mate

Q4 P-J fit In hoeverre stelt de baan je in staat om het soort werk te doen dat je wil doen?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
In zeer kleine mate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In zeer grote mate

Q1 P-O fit In hoeverre komen de waarden van de organisatie overeen met je eigen waarden?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
In zeer kleine mate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In zeer grote mate

Q2 P-O fit In hoeverre komt jouw persoonlijkheid overeen met de persoonlijkheid of het imago van de organisatie?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
In zeer kleine mate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In zeer grote mate

Q3 P-O fit In hoeverre voldoet de organisatie aan je behoeften?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
In zeer kleine mate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In zeer grote mate

Q4 P-O fit In hoeverre past de organisatie goed bij je?

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
In zeer kleine mate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In zeer grote mate

Q1 Attitude job Het traineeship en de daarbij behorende verantwoordelijkheden lijken me...

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Niet leuk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leuk
Saai	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Uitdagend
Niet interessant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Interessant

Q1 Attitude company Om voor deze organisatie te werken lijkt mij...

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Niet leuk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leuk
Saai	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Uitdagend
Niet interessant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Interessant

Q1 geloofwaardigheid Ik vind deze advertentie een goed voorbeeld van een personeelsadvertentie

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q1 Application inten Solliciteren op deze baan lijkt mij...

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Niet leuk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leuk
Niet interessant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Interessant
Onverstandig	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Verstandig

Q1 Job international Ik denk dat ik voor deze baan veel naar het buitenland ga

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q2 Job international Ik denk dat voor deze baan veel met mensen uit andere landen samenwerk

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q1 Company internat Het bedrijf in de vacature opereert...

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Nationaal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Internationaal
Lokaal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Globaal
Alleen in Nederland	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	In meerdere landen

Q1 Gender neutrality De vacature suggereert dat de functie genderneutraal is

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q2 Gender neutrality Ik geloof dat de vacature geen voorkeur geeft aan een bepaald geslacht

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q1 Expec Dutch Ik denk dat ik voor deze baan goed Nederlands moet kunnen

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q2 Expec Dutch In welke mate denk je in deze baan Nederlands te gebruiken?

	Ze er we inig (1)	(2)	(3)	(4)	(5)	(6)	Ze er ve el (7)
Spreken (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schrijven (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lezen (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Luisteren (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q1 Expec English Ik denk dat ik voor deze baan goed Engels moet kunnen

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q2 Expec English In welke mate denk je in deze baan Engels te gebruiken?

	Ze er we inig (1)	(2)	(3)	(4)	(5)	(6)	Ze er ve el (7)
Spreken (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schrijven (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lezen (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Luisteren (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q1 Self-assess EN Ik heb een goede beheersing van het Engels

	Ze er slecht (1)	(2)	(3)	(4)	(5)	(6)	Ze er goed (7)
Spreken (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lezen (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schrijven (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Luisteren (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2 Self-assess EN Ik spreek regelmatig Engels met vrienden of familie

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q3 Self-assess EN Ik voel mij zeker als ik Engels spreek

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q1 Self-assess NL Ik heb een goede beheersing van het Nederlands

	Ze er slecht (1)	(2)	(3)	(4)	(5)	(6)	Ze er goed (7)
Spreken (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lezen (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schrijven (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Luisteren (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Explanation LEXtale Deze test bestaat uit ongeveer 60 trials. Je krijgt steeds een letterreeks te zien. Jouw taak is om te beslissen of dit een bestaand Engels woord is of niet. Als je denkt dat het een bestaand Engels woord is, klik je op "ja". Als je denkt dat het geen bestaand Engels woord is, klik je op "nee". Als je er zeker van bent dat het woord bestaat, ook als je niet precies weet wat het betekent, mag je toch met "ja" antwoorden. Maar als je twijfelt of het wel een bestaand woord is, kies dan "nee". In dit experiment gebruiken we de Brits-Engelse in plaats van de Amerikaans-Engelse spelling. Bijvoorbeeld: "realise" in plaats van "realize", "colour" in plaats van "color", enzovoort. Laat dit je niet in verwarring brengen. Bij dit experiment gaat het hoe dan ook niet om het onderscheiden van dergelijke subtiele spellingsverschillen. Je hebt zoveel tijd als je wilt voor elke beslissing. Dit deel van het experiment duurt ongeveer 5 minuten. Als alles duidelijk is kun je het experiment nu starten.

Q1 Platery

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q2 Denial

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q3 Generic

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q4 Mensible

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q5 Scornful

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q6 Stoutly

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q7 Ablaze

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q8 Kermshaw

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q9 Moonlit

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q10 Lofty

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q11 Hurricane

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q12 Flaw

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q13 Alberation

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q14 Unkempt

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q15 Breeding

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q16 Festivity

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q17 Screech

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q18 Savoury

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q19 Plaudate

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q20 Shin

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q21 Fluid

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q22 Spaunch

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q23 Allied

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q24 Slain

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q25 Recipient

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q26 Exprate

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q27 Eloquence

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q28 Cleanliness

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q29 Dispatch

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q30 Rebondicate

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q31 Ingenious

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q32 Bewitch

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q33 Skave

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q34 Plaintively

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q35 Kilp

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q36 Interfate

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q37 Hasty

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q38 Lengthy

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q39 Fray

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q40 Crumper

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q41 Upkeep

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q42 Majestic

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q43 Magrity

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q44 Nourishment

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q45 Abergry

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q46 Proom

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q47 Turmoil

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q48 Carbohydrate

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q49 Scholar

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q50 Turtle

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q51 Fellick

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q52 Destription

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q53 Cylinder

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q54 Censorship

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q55 Celestial

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q56 Rascal

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q57 Purrage

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q58 Pulsh

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q59 Muddy

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q60 Quirky

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q61 Pudour

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q62 Listless

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Q63 Wrought

	Nee (1)	Ja (2)
Bestaand woord (1)	<input type="radio"/>	<input type="radio"/>

Final part Dit is het laatste deel van het onderzoek. In dit deel worden een aantal achtergrondvragen gesteld.

Q1 Own international Ik ambieer een internationale carrière

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q2 Own international In de toekomst zou ik een internationale carrière willen

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 (7)	
Helemaal mee oneens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Helemaal mee eens

Q1 BG Wat is je nationaliteit?

Q2 BG Wat is je moedertaal?

Nederlands (1)

Anders, namelijk (2) _____

Q3 BG Wat is je leeftijd?

Q4 BG Wat is je huidige of hoogstvoltooide opleidingsniveau?

- Middelbaar beroepsonderwijs (MBO) (1)
- Hoger beroepsonderwijs (HBO) (2)
- Wetenschappelijk onderwijs (WO) (3)
- PHD (4)

Q6 BG Wat is je gender of waar identificeer je je het meest mee?

- Man (1)
- Vrouw (2)
- Anders, namelijk (3) _____
- Wil ik liever niet zeggen (4)

TY Hartelijk dank voor het deelnemen aan dit onderzoek!

4. Results two-way ANOVAs background variables

A two-way ANOVA with as factors language of the job ad and mention of internationality/language requirements showed a non-significant main effect of language of the job ad on LexTALE score ($F(2, 273) = 1.75, p = .176$). There was also no significant main effect of mention of internationality/language requirements on LexTALE score ($F(2, 273) < 1$). The interaction effect was also non-significant ($F(4, 273) < 1$). The average score of the LexTALE test was 80.31, with a standard deviation of 12.16.

A two-way ANOVA with as factors language of the job ad and mention of internationality/language requirements showed a non-significant main effect of language of the job ad on self-assessed English ($F(2, 273) = 1.13, p = .325$). There was also no significant main effect of mention of internationality/language requirements on self-assessed English ($F(2, 273) < 1$). The interaction effect was also non-significant ($F(4, 273) = 2.25, p = .064$). The average score for self-assessment of English was 5.70, with a standard deviation of 1.10.

A two-way ANOVA with as factors language of the job ad and mention of internationality/language requirements showed a non-significant main effect of language of the job ad on self-assessed Dutch ($F(2, 273) < 1$). There was also no significant main effect of mention of internationality/language requirements on self-assessed Dutch ($F(2, 273) = 1.71, p = .182$). The interaction effect was also non-significant ($F(4, 273) < 1$). The average score for self-assessment of Dutch was 6.54, with a standard deviation of 0.71.

A two-way ANOVA with as factors language of the job ad and mention of internationality/language requirements showed a non-significant main effect of language of the job ad on self-assessed internationality ($F(2, 273) < 1$). There was also no significant main effect of mention of internationality/language requirements on self-assessed internationality ($F(2, 273) < 1$). The interaction effect was also non-significant ($F(4, 273) < 1$). In Table 4 an overview of the means and standard deviations can be found for these background variables (LexTALE score, self-assessed English, Dutch, internationality).

Table 4 Distribution of background variables for language of the job ad and mention internationality/language requirements

	Self-assessed			LexTALE
	English	Dutch	Internationality	score
	<i>M (SD)</i>	<i>M (SD)</i>	<i>M (SD)</i>	<i>M (SD)</i>
Completely English job ad	5.83 (0.94)	6.59 (0.60)	4.92 (1.75)	80.28 (12.49)
English job title Dutch job ad	5.63 (1.08)	6.46 (0.81)	4.65 (1.75)	78.66 (12.53)
Completely Dutch job ad	5.64 (1.25)	6.56 (0.72)	4.65 (1.81)	81.99 (11.35)

International and English requirements	5.64 (1.15)	6.43 (0.82)	4.66 (1.74)	79.40 (13.00)
Dutch company and Dutch requirements	5.72 (1.18)	6.58 (0.74)	4.66 (1.90)	79.91 (11.83)
No explicit mention	5.74 (0.96)	6.60 (0.55)	4.89 (1.67)	81.64 11.62)

5. Complete results influence of language proficiency on job perceptions and expectations

Person-job fit

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 3.3% of the variance in perceptions of person-job fit ($F(8, 273) = 2.21, p = .027$). Self-assessed internationality was a significant predictor for perception of person-job fit ($\beta = .22, p < .001$), which means that if self-assessed internationality increases with 1 SD the perception of person-job fit then increases with 0.2 SD, given that all other factors are kept constant. Completely English and English job title job ads were not significant predictors (Completely English: $\beta = .01, p = .847$; English job title: $\beta = .07, p = .288$), nor was the explicit mention or not of internationality/language requirements (nationality/Dutch requirements: $\beta = -.06, p = .358$; no explicit mention: $\beta = -.13, p = .052$), Lextale score ($\beta = .04, p = .517$), self-assessed English ($\beta = -.14, p = .061$), and self-assessed Dutch ($\beta = .11, p = .088$). The results of the regression analysis for these predictors of perception of person-job fit can be found in Table 10.

Table 10

Regression analysis for language of job ad, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of perception of person-job fit ($N = 282$)

Predictor variable	<i>B</i>	<i>SE B</i>	β
Intercept	3.00	0.90	
Language of job ad (Completely English)	-.16	.20	-.06
Language of job ad (English job title)	-.21	.20	-.07
Internationality/language requirements (National/Dutch)	-.18	.20	-.06
Internationality/language requirements (No explicit mention)	-.39	.20	-.13
LexTALE score	.00	.01	.04
Self-assessed internationality	.17	.05	.22*
Self-assessed English	-.18	.10	-.14
Self-assessed Dutch	.20	.12	.11
R^2	.03		
F	2.21		

Note. * = $p < .05$

Person-organization fit

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality showed the variance of the predictors could not significantly explain perception of person-organization, since the model was not significant ($F(8, 273) = 1.12, p = .352$). The results of the regression analysis for these predictors of perception of person-organization fit can be found in Table 11.

Table 11

Regression analysis for language of job ad, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of perception of person-organization fit ($N = 282$)

Predictor variable	<i>B</i>	<i>SE B</i>	β
Intercept	3.25	0.79	
Language of job ad (Completely English)	.07	.18	.03
Language of job ad (English job title)	.09	.18	.03
Internationality/language requirements (National/Dutch)	-.09	.17	-.04
Internationality/language requirements (No explicit mention)	-.11	.18	-.04
LexTALE score	.01	.01	.07
Self-assessed internationality	.11	.05	.16
Self-assessed English	-.14	.08	-.13
Self-assessed Dutch	.15	.10	.09
R^2	.00		
F	1.12		

Note. * = $p < .05$

Attitude towards the job

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality showed that the variance of the predictors could not significantly explain attitude towards the job, since the model was not significant ($F(8, 273) = 1.15, p = .144$). The results of the regression analysis for these predictors of attitude towards the job can be found in Table 12.

Table 12

Regression analysis for language of job ad, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of attitude towards the job ($N = 282$)

Predictor variable	<i>B</i>	<i>SE B</i>	β
Intercept	3.40	0.92	
Language of job ad (Completely English)	.12	.20	.04
Language of job ad (English job title)	.07	.20	.02
Internationality/language requirements (National/Dutch)	-.27	.20	-.09
Internationality/language requirements (No explicit mention)	-.07	.20	-.02
LexTALE score	-.00	.01	-.04
Self-assessed internationality	.12	.05	.15
Self-assessed English	-.10	.10	-.08
Self-assessed Dutch	.26	.12	.14
R^2	.02		
F	1.15		

Note. * = $p < .05$

Attitude towards the organization

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality showed that the variance of the predictors could not significantly explain the attitude towards the organization, since the model was not significant ($F(8, 273) = 1.24, p = .275$). The results of the regression analysis for these predictors of attitude towards the organization can be found in Table 13.

Table 13

Regression analysis for completely English/English job title job ads, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of attitude towards the job ($N = 282$)

Predictor variable	<i>B</i>	<i>SE B</i>	β
Intercept	2.75	0.95	
Language of job ad (Completely English)	.30	.21	.10
Language of job ad (English job title)	.21	.21	.07
Internationality/language requirements (National/Dutch)	-.09	.21	-.03

Internationality/language requirements (No explicit mention)	-.08	.21	-.03
LexTALE score	.01	.01	.08
Self-assessed internationality	.09	.05	.12
Self-assessed English	-.19	.10	-.15
Self-assessed Dutch	.25	.13	.12
R^2	.01		
F	1.24		

Note. * = $p < .05$

Application intention

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality showed that the variance of the predictors could not significantly explain application intention, since the model was not significant ($F(8, 273) = 1.35, p = .218$). The results of the regression analysis for these predictors of application intention can be found in Table 14.

Table 14

Regression analysis for completely English/English job title job ads, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of application intention ($N = 282$)

Predictor variable	B	$SE B$	β
Intercept	3.55	1.01	
Language of job ad (Completely English)	.23	.23	.07
Language of job ad (English job title)	.30	.22	.09
Internationality/language requirements (National/Dutch)	-.04	.22	-.01
Internationality/language requirements (No explicit mention)	-.18	.22	-.06
LexTALE score	.00	.01	.01
Self-assessed internationality	.16	.06	.18
Self-assessed English	-.19	.11	-.13
Self-assessed Dutch	.14	.13	.07
R^2	.01		
F	1.35		

Note. * = $p < .05$

Expectations job's internationality

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 15.1% of the variance in expectations of the job's internationality ($F(8, 273) = 7.25, p < .001$). Self-assessed internationality was a significant predictor for expectations of job's internationality ($\beta = .14, p = .023$), which means that if self-assessed internationality increases with 1 SD the expectation of job's internationality then increases with 0.1 SD, given that all other factors are kept constant. Furthermore, the LexTALE score was also a significant predictor for expectations of job's internationality ($\beta = -.18, p = .006$), which means that if the LEXtale score increases with 1 SD the expectation of job's internationality then decreases with 0.2 SD, given that all other factors are kept constant. Additionally, the explicit mention or not of internationality/language requirements emerged as a significant predictor for expectations of job's internationality (nationality/Dutch requirements: $\beta = -.33, p < .001$; no explicit mention: $\beta = -.31, p < .001$). The job ad completely in English was not a significant predictor for expectations of organization's internationality ($\beta = .10, p = .105$), nor was the job ad with an English job title ($\beta = -.05, p = .480$), self-assessed English ($\beta = -.08, p = .273$), and self-assessed Dutch ($\beta = .01, p = .860$). The results of the regression analysis for these predictors of expectations job's internationality can be found in Table 15.

Table 15

Regression analysis for completely English/English job title job ads, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of job's internationality ($N = 282$)

Predictor variable	<i>B</i>	<i>SE B</i>	β
Intercept	5.75	0.86	
Language of job ad (Completely English)	.31	.19	.10
Language of job ad (English job title)	-.13	.19	-.05
Internationality/language requirements (National/Dutch)	-.98	.19	-.33*
Internationality/language requirements (No explicit mention)	-.92	.19	-.31*
LexTALE score	-.02	.01	-.18*
Self-assessed internationality	.11	.05	.14*
Self-assessed English	-.10	.09	-.08
Self-assessed Dutch	.02	.11	.01
R^2	.15		
F	7.25		

Note. * = $p < .05$

Expectations organization's internationality

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 22.9% of the variance in expectations of the organization's internationality ($F(8, 273) = 11.44, p < .001$). The LexTALE score was a significant predictor for expectations of job's internationality ($\beta = -.12, p = .049$), which means that if the LEXtale score increases with 1 SD the expectation of organization's internationality then decreases with 0.1 SD, given that all other factors are kept constant. Additionally, the explicit mention or not of internationality/language requirements emerged as a significant predictor for expectations of organization's internationality (nationality/Dutch requirements: $\beta = -.48, p < .001$; no explicit mention: $\beta = -.32, p < .001$). Lastly, the job ad completely in English was also a significant predictor for expectations of organization's internationality ($\beta = .14, p = .022$). The job ad with an English job title was not a significant predictor ($\beta = -.05, p = .374$), nor was self-assessed English ($\beta = -.12, p = .079$), self-assessed Dutch ($\beta = .04, p = .498$), and self-assessed internationality ($\beta = .07, p = .221$). The results of the regression analysis for these predictors of expectations organization's internationality can be found in Table 16.

Table 16

Regression analysis for completely English/English job title job ads, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of organization's internationality ($N = 282$)

Predictor variable	<i>B</i>	<i>SE B</i>	β
Intercept	6.30	0.95	
Language of job ad (Completely English)	.49	.21	.14*
Language of job ad (English job title)	-.19	.21	-.05
Internationality/language requirements (National/Dutch)	-1.66	.21	-.48*
Internationality/language requirements (No explicit mention)	-1.10	.21	-.32*
LexTALE score	-.02	.01	-.12*
Self-assessed internationality	.07	.05	.07
Self-assessed English	-.18	.10	-.12
Self-assessed Dutch	.09	.13	.04
R^2	.23		
F	11.44		

Note. * = $p < .05$

Expectations English use

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 21.5% of the variance in expectations of English use ($F(8, 273) = 10.64, p < .001$). The LexTALE score was a significant predictor for expectations of English use ($\beta = -.17, p = .006$), which means that if the LEXtale score increases with 1 SD the expectation of English use then decreases with 0.2 SD, given that all other factors are kept constant. Furthermore, self-assessed English was a significant predictor for expectations of English use ($\beta = .14, p = .050$), which means that if self-assessed English increases with 1 SD the expectation of English use then increases with 0.1 SD, given that all other factors are kept constant. Additionally, the explicit mention or not of internationality/language requirements emerged as a significant predictor for expectations of English use (nationality/Dutch requirements: $\beta = -.46, p < .001$; no explicit mention: $\beta = -.28, p < .001$). Lastly, the job ad completely in English was also a significant predictor for expectations of English use ($\beta = .13, p = .033$). The job ad with an English job title was not a significant predictor ($\beta = -.09, p = .154$), nor was self-assessed Dutch ($\beta = .04, p = .446$) and self-assessed internationality ($\beta = .08, p = .191$). The results of the regression analysis for these predictors of perception of expectations of English use can be found in Table 17.

Table 17

Regression analysis for completely English/English job title job ads, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of expectations English use ($N = 282$)

Predictor variable	<i>B</i>	<i>SE B</i>	β
Intercept	5.51	0.90	
Language of job ad (Completely English)	.43	.20	.13*
Language of job ad (English job title)	-.29	.20	-.09
Internationality/language requirements (National/Dutch)	-1.49	.20	-.46*
Internationality/language requirements (No explicit mention)	-.92	.20	-.28*
LexTALE score	-.02	.01	-.17*
Self-assessed internationality	.07	.05	.08
Self-assessed English	.19	.10	.14*
Self-assessed Dutch	.09	.12	.04
R^2	.22		
F	10.64		

Note. * = $p < .05$

Expectations Dutch use

A multiple regression analysis with as factors completely English/English job title job ads, explicit mention or not of internationality and language requirements, LexTALE score, self-assessed proficiency of English and Dutch, and participants' self-assessed internationality explained 32.0% of the variance in expectations of English use ($F(8, 273) = 17.53, p < .001$). Self-assessed internationality was a significant predictor for expectations Dutch use ($\beta = -.17, p = .002$), which means that if self-assessed internationality increases with 1 SD the expectation of Dutch use then decreases with 0.1 SD, given that all other factors are kept constant. Furthermore, self-assessed English was a significant predictor for expectations of Dutch use ($\beta = .24, p < .001$), which means that if self-assessed English increases with 1 SD the expectation of Dutch use then increases with 0.2 SD, given that all other factors are kept constant. Additionally, the explicit mention or not of internationality/language requirements emerged as a significant predictor for expectations of Dutch use (nationality/Dutch requirements: $\beta = -.51, p < .001$; no explicit mention: $\beta = .29, p < .001$). Lastly, the language of the job ad was also a significant predictor for expectations of Dutch use (completely English: $\beta = -.19, p < .001$; English job title: $\beta = .12, p = .031$). The LexTALE score was not a significant predictor ($\beta = .00, p = .997$), nor was self-assessed Dutch ($\beta = .05, p = .306$). The results of the regression analysis for these predictors of perception of expectations of Dutch use can be found in Table 18.

Table 18

Regression analysis for completely English/English job title job ads, explicit mention or not of internationality/language requirements, LexTALE score, self-assessed internationality, and self-assessed English/Dutch as predictors of expectations Dutch use ($N = 282$)

Predictor variable	<i>B</i>	<i>SE B</i>	β
Intercept	2.78	0.80	
Language of job ad (Completely English)	-.59	.18	-.19*
Language of job ad (English job title)	.38	.18	.12*
Internationality/language requirements (National/Dutch)	1.55	.18	-.51*
Internationality/language requirements (No explicit mention)	.89	.18	.29*
LexTALE score	.00	.01	.00
Self-assessed internationality	-.14	.05	-.17*
Self-assessed English	.32	.08	.24*
Self-assessed Dutch	.11	.10	.05
R^2	.32		
F	17.53		

Note. * = $p < .05$