

## Abstract

It has been suggested that individuals who take surveys solely answer questions to obtain the incentive offered. However, people who answer surveys also tend to do so because they want to give their genuine feedback. Previous studies have postulated that survey completion is dependent on what individuals want to make known. It is thought that people who feel strongly about certain aspects are more likely to answer surveys. The present study focuses on identifying factors that indicate who is more likely to leave ended comments. It is hypothesized that, A-the attraction that the applicant has towards the company, B-the applicant's intent to accept a job offer with the company, C-the intent to accept an interview with a different company, D-the applicant's willingness to recommend the company to others, E-how far the applicant is in the hiring process and finally, F- having a better possibility obtaining a position with another company -are all factors that characterize what type of individual is more likely to leave or not to leave open ended comments. The participants recruited were preliminary and post-interview applicants from a large manufacturing company website (n=563). Ultimately, the results of Chi-Square and Logistic Regression did not support the hypotheses.