Perceived discrimination: why applicants and employees expect and perceive discrimination

Abu Ghazaleh, N.


General rights
It is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), other than for strictly personal, individual use, unless the work is under an open content license (like Creative Commons).

Disclaimer/Complaints regulations
If you believe that digital publication of certain material infringes any of your rights or (privacy) interests, please let the Library know, stating your reasons. In case of a legitimate complaint, the Library will make the material inaccessible and/or remove it from the website. Please Ask the Library: https://uba.uva.nl/en/contact, or a letter to: Library of the University of Amsterdam, Secretariat, Singel 425, 1012 WP Amsterdam, The Netherlands. You will be contacted as soon as possible.
ACKNOWLEDGEMENTS

It all started towards the end of my Masters study in Psychology study. Although at that moment I had almost finished, I was finally getting the hang of it; I really started to enjoy doing research and writing my thesis. So what to do when you don’t want to stop? You simply continue. And of course it did help that my friends, Sjoerd Pennekamp and Loran Nordgren where already doing their PhD. They showed me all the advantages of being a PhD student.

After working at IVA beleidsonderzoek and advies for one year, I became a PhD student at the Amsterdam Business School. I have fond memories of my time at the Business School and thoroughly enjoyed working there. First of all, I would like to thank my promoter Deanne Den Hartog for supervising me even though it was not her exact area of research. She helped me finish this thesis and without her, this would not have happened. I would also like to thank all the people who gave me the opportunity to do my field research. Without their help, I would not have been able to collect data as I did. In addition, I would kindly like to thank all the committee members that took the time to review my dissertation: Edwin van Hooft, Eva Derous, Rosalind Searle, Wout Buitelaar and Ans Kolk; and for the final check, Wasif Shadid.

I would also like to thank all my colleagues in academia for their advice, company and friendship, especially my roommates and fellow PhDers of ‘the basement’. I would also like to thank Edwin van Hooft and Sonja Schinkel for our brainstorm sessions about research and helping me write it.

A special thank you goes out to my colleague, friend and paranimph Hella Sylva. I have some nice memories of us sitting in the basement, discussing research and other things. But particularly I have some fond memories of us spending nights in shady, noisy or cold hotels when we were at a conference or seminar together, it was always fun and we have seen many nice cities together.

I would also like to thank my colleagues at Russell Reynolds Associates who gave me the opportunity to finish my PhD while working there. It was a pleasure working with you and a great learning school for me.

Outside of the academic context, I would like to thank my friends; my ‘old’ friends, with whom I have experienced a lot in those years; Annelot van Vliet, my ‘always there’ friend; Clementine Le Coultre, my ‘spend hours on the phone with’ friend; my friends from University and especially Pauline Schröder, we had so much fun; Freek Verhaak,
for meeting up with me on a regular basis and giving me new insights on the human psyche and life; and Rick Heins for cheering me up every time it was necessary and helping me put things back in order.

I especially want to thank my other paranymph Celine de Cock Buning. Your contribution to this dissertation is huge, (even though you may not exactly know your input or what it is about in detail). Spending time at your dinner table almost every Friday evening helped me personally but also energized me to complete my dissertation. You are a great friend, thank you!

Last, but certainly not least, I would like to thank my family. I want to thank my mother, without you I am nowhere, my sisters Noha and Nancy and my brothers in law Tariq and Matthias for their ongoing love and support. In the past few years my life has been turned upside down in several ways, and each and every one of you helped me get back on my feet again, all in a different way. And finally, my dear nieces and nephews, Faisal, Iman, Hisham, Haroun and Noor, you are the sweetest things surrounding me. Thank you so much!