



A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science)

Information Age Publishing

[Download now](#)

[Click here](#) if your download doesn't start automatically

A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science)

Information Age Publishing

A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science)

Information Age Publishing

The faking of personality tests in a selection context has been perceived as somewhat of a nuisance variable, and largely ignored, or glossed over by the academic literature. Instead of examining the phenomenon many researchers have ignored its existence, or trivialized the impact of faking on personality measurement. The present volume is a much needed, timely corrective to this attitude. In a wide range of chapters representing different philosophical and empirical approaches, the assembled authors demonstrate the courage to tackle this important and difficult topic head-on, as it deserves to be. The writers of these chapters identify two critical concerns with faking. First, if people fake their responses to personality tests, the resulting scores and the inferences drawn from them might become invalid. For example, people who fake their responses by describing themselves as diligent and prompt might earn better conscientiousness scores, and therefore be hired for jobs requiring this trait that in fact they might not perform satisfactorily. Second, the dishonesty of the faker might itself be a problem, separate from its effect on a particular score. Someone who lies on a pre-employment test might also lie about the hours he or she works, or how much cash is in the till at the end of the shift. Worse, these two problems might exacerbate each other: a dishonest applicant might get higher scores on the traits the employer desires through his or her lying, whereas the compulsively honest applicant might get low scores as an ironic penalty for being honest. Outcomes like these harm employers and applicants alike.

The more one delves into the complexities of faking, as the authors of the chapters in this volume do so thoroughly and so well, the more one will recognize that this seemingly specialized topic ties directly to more general issues in psychology. One of these is test validity. The bottom-line question about any test score, faked or not, is whether it will predict the behaviors and outcomes that it is designed to predict. As Johnson and Hogan point out in their chapter, the behavior of someone faking a test is a subset of the behavior of the person in his or her entire life, and the critical research question concerns the degree to which and manner in which behavior in one domain generalizes to behavior in other domains. This observation illuminates the fact that the topic of faking is also a key part of understanding the relationship between personality and behavior. The central goal of theoretical psychology is to understand why people do the things they do. The central goal of applied psychology is to predict what someone will do in the future. Both of these goals come together in the study of applicant faking.

 [Download A Closer Examination of Applicant Faking Behavior: ...pdf](#)

 [Read Online A Closer Examination of Applicant Faking Behavio ...pdf](#)

Download and Read Free Online A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) Information Age Publishing

From reader reviews:

Patricia Gross:

The e-book with title A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) includes a lot of information that you can understand it. You can get a lot of benefit after read this book. This specific book exist new information the information that exist in this reserve represented the condition of the world today. That is important to yo7u to be aware of how the improvement of the world. This book will bring you throughout new era of the glowbal growth. You can read the e-book in your smart phone, so you can read it anywhere you want.

Calvin Baker:

Why? Because this A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) is an unordinary book that the inside of the reserve waiting for you to snap the idea but latter it will zap you with the secret that inside. Reading this book close to it was fantastic author who else write the book in such remarkable way makes the content interior easier to understand, entertaining way but still convey the meaning totally. So , it is good for you for not hesitating having this ever again or you going to regret it. This amazing book will give you a lot of gains than the other book include such as help improving your proficiency and your critical thinking means. So , still want to hold up having that book? If I ended up you I will go to the guide store hurriedly.

Nicholas Williams:

Are you kind of busy person, only have 10 as well as 15 minute in your morning to upgrading your mind ability or thinking skill also analytical thinking? Then you have problem with the book in comparison with can satisfy your limited time to read it because all this time you only find e-book that need more time to be learn. A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) can be your answer as it can be read by an individual who have those short time problems.

Shane Dagostino:

The book untitled A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) contain a lot of information on the item. The writer explains the woman idea with easy technique. The language is very easy to understand all the people, so do certainly not worry, you can easy to read this. The book was written by famous author. The author will bring you in the new era of literary works. You can easily read this book because you can read on your smart phone, or device, so you can read the book in anywhere and anytime. In a situation you wish to purchase the e-book, you can wide open their official web-site and order it. Have a nice learn.

**Download and Read Online A Closer Examination of Applicant
Faking Behavior: 1 (Research in Organizational Science)
Information Age Publishing #9X62JIB0KDF**

Read A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) by Information Age Publishing for online ebook

A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) by Information Age Publishing Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) by Information Age Publishing books to read online.

Online A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) by Information Age Publishing ebook PDF download

A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) by Information Age Publishing Doc

A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) by Information Age Publishing Mobipocket

A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) by Information Age Publishing EPub