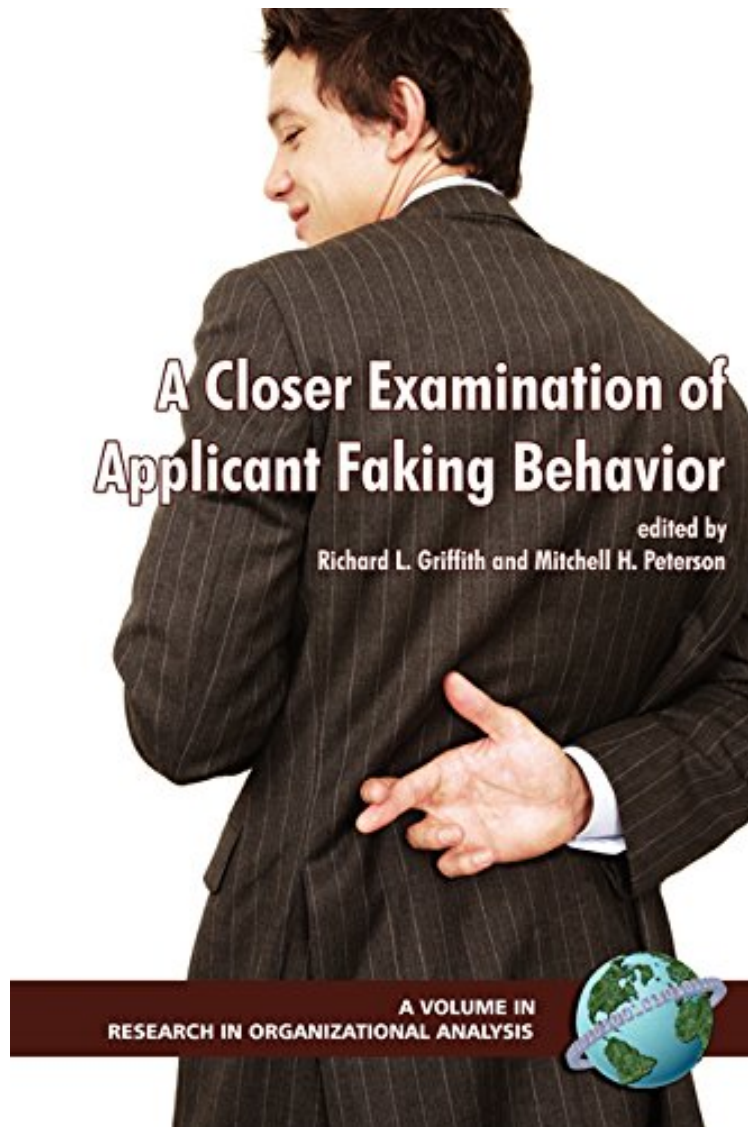


[FREE] A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science)

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

Information Age Publishing
audiobook / *ebooks / Download PDF / ePub / DOC



 Download

 Read Online

#3721322 in eBooks 2006-05-01 2006-05-01 File Name: B01FNA0LAK | File size: 68.Mb

Information Age Publishing : A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science) before purchasing it in order to gauge whether or not it would be worth my time, and all praised A Closer Examination of Applicant Faking Behavior: 1 (Research in Organizational Science):

3 of 3 people found the following review helpful. Faking - More questions than answers, but that's okay By James E. K
The authors in this book point out that even though most people believe that faking does occur during testing and that it can have a potentially negative influence on the testing outcome we are still struggling to understand this

phenomenon. So, if you are looking for final, definitive answers about whether faking makes all personality testing useless or whether faking does not really matter, then this is not the book for you. However, if you are looking for an honest discussion of the research that has been performed on the issue of faking this is the book you would want to read. As an applied psychologist one of my personal prejudices has been to sometimes view faking as a unidimensional construct. This book reminded me that faking is as complex (or perhaps even more complex) than many other psychological constructs. It is my hope that this book can serve as a springboard to encourage those in the field to conduct more research in an attempt to better understand this phenomena. I know it has encouraged me in that direction. 0 of 0 people found the following review helpful. It's worth a closer look! By Social Des I do research in the field of faking myself. This book describes the present state of faking research. It not only gives an introduction into the history of faking it also contains the most recent developments. Each single chapter is worth taking a closer look. However, the book is not only valuable for scientists. Practitioners will find helpful advice on the topic. Therefore I would recommend this book to each person interested in the broad field of applicant faking behavior.

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.