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The Big Five factors and faking behaviors in employment interviews.

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- The Big Five factors and faking behaviors in employment interviews –

A study about how the Big Five personality factors can be used to predict faking behaviors in employment interviews.

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Best regards,

_____ _____

Malene Thomassen Phuong Thi Bang Nguyen

Abstract

Research shows how it is not unusual for job applicants to fake during employment interviews. Faking can deteriorate the quality of the interview result, and lead to wrong hiring decisions. According to the model of faking likelihood in the employment interview, capability, willingness and opportunity to fake influence the extent to which faking happens in employment interviews. Listed as one of the factors of willingness to fake, personality is among the antecedents of faking occurrence in employment interviews. Thorough understanding of personality and faking behaviors can contribute to the knowledge of faking in employment interviews and support practitioners to identify who is likely to fake, thereby reducing the faking likelihood. Although much has been done on research of faking in personality measures, little has been done in regard to personality and faking behavior in employment interviews. Due to the importance and the sparse knowledge in this topic, this thesis explores the link between personality and faking behavior using the Big Five factors and the Interview Faking Behavior scale. Two scales were added into one questionnaire, and shared on our social networks profiles. The sample consisted of a total of 154 responses after data cleansing. Additionally, we used gender and how long ago the interview occurred as control variables.

Our findings revealed that Agreeableness and Conscientiousness had a negative effect on Extensive Image Creation. Additionally, we discovered that Agreeableness was negatively correlated with Image Protection. Theoretically, our findings, which advocate that personality does influence faking behaviors, contribute as a jigsaw puzzle piece into the broad picture of faking behaviors in employment interviews. Practically, this thesis suggests that practitioners should be more cautious with applicants who score low on Agreeableness and Conscientiousness as they are more likely to get involved in severe forms of faking in employment interviews.

Keywords: impression management, faking behavior, personality traits, the Big Five, employment interviews, interview faking.

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Introduction

Hiring the right employee is crucial to any organization (Mondy & Mondy, 2014). Interview is a selection tool which is expected by recruiters to clarify and elaborate certain points to make a reasonable hiring decision after the use of preliminary screening and selection tests (McDaniel, Whetzel, Schmidt, & Maurer, 1994). However, impression management (IM) and faking can occur in interviews, which can pose a threat to the hiring decisions.

Does faking happen in the interview?

Faking might occur in employment interviews (Levashina & Campion, 2006). Pandey (1986, as cited in Leary, Kowalski & Appelbaum, 1990) found that IM might be more common in societies with restricted economic and political opportunities. Faking was found common among applicants (e.g., Anderson, Warner, & Spencer, 1984; Thumin & Barclay, 1993; Donovan, Dwight, & Schneider, 2014). Macan (2009) explained how applicants were more motivated to create a positive impression in the interview because what they said and did would affect the interviewer's evaluation of them. Griffith, Chmielowski and Yoshita (2007)'s research found that at least some applicants fake in the selection process, and this might impact the rank ordering of candidates. Griffith, Chmielowski and Yoshita (2007) also referred to other research, which suggested the same findings, like Ones and Viswesvaran (1999).

Faking affects the validity of the interview result

Tonković (2012) explained how faking could lower the predictive validity of personality questionnaires and reduce the quality of selection decisions. Applicants using IM tactics have been found to have a negative impact on interviewers' ratings (Kristof-Brown, Barrick, & Franke, 2002). Levashina and Campion (2006) pointed to Sackett, Burris and Ryan (1989)'s argument that the interview was seen by applicants as having an element of strategy involved and was prone to the possibility of coaching to reduce the validity of applicant's scores. Levashina and Campion (2006) further explained how it could be argued that deceptive IM or faking represents a real

threat to the validity of the interview. Regarding how important interviews are as a tool for employment selection and faking consequences on the validity of selection decisions, faking in employment interviews is a relevant issue for both researchers and practitioners to consider.

Antecedents of faking occurrence

According to Levashina and Campion (2006), three elements together influence to what extend faking behaviors occur in employment interviews. They are capacity to fake, willingness to fake, and opportunity to fake. Personality is listed as one of the factors of willingness to fake and can be argued to influence capacity to fake as personality has been found correlated with trait EI or cognitive ability (Petrides, Pita, & Kokkinaki, 2007). The five factor model of personality has been found to be a predictor of faking tendencies (e.g., McFarland & Ryan, 2000; Levashina & Campion, 2006; Tonković, 2012).

Although personality is a potential antecedent of faking in interviews, it has not received much attention from researchers and practitioners (Buehl & Melchers, 2017). There is surprisingly little research on the link between personality traits and faking in general and even less research on which personality traits are associated with the different faking behaviors. Thorough knowledge on the antecedents of faking is important as it could help to indicate whether applicants are going to fake or not. More specifically, research on the connection of personality and faking could be beneficial to researchers and practitioners as it can help to identify who is going to fake what. Therefore, to address this gap in literature of faking in employment interviews, we would like to research the link between personality and faking behaviors in the present thesis.

In short, faking is common in employment interviews and could weaken the quality of selection decisions. Although faking theories (Levashina & Campion, 2006) claimed several antecedents (capability, willingness and opportunity) of faking in interviews, research to support these antecedents is scarce, especially research on personality as one factor of willingness to fake. Regarding the importance and the scarceness of research on the association of personality and faking, this thesis focuses on personality as an antecedent of faking.

Literature review

Due to the complexity and the ambiguousness of the concept of faking, we firstly want to start off by distinguishing faking from impression management and lying. Secondly, the model of faking likelihood in employment interviews is introduced as a framework that suggests a broad view on the whole picture of what makes faking occur. We also reveal why we are especially interested in researching personality and faking. Thirdly, literature on personality in relation with variance in faking is presented. Fourthly, faking behaviors literature are mentioned, there the taxonomy of IM and the Interview Faking Behavior scale (Levashina & Campion, 2007) are demonstrated. Next, gender differences in faking behaviors with mixed findings are discussed. After that, the research question is introduced, followed by the hypotheses.

IM, Faking and Lying

IM and faking are quite confusing terms due to the fact that they are defined differently in the literature of personality than in the literature of social behaviors in organizations. In the personality literature, a central concept is *social desirability* (SDR), which refers to the tendency to present ourselves in a socially favorable way (Holden & Fekken, 1989). In this field of research, *impression management* (IM) is a component of SDR, which refers to "the intentional distortion of responses to create a favorable impression (Levashina & Campion, 2007). The other component of SDR is *self-deception*, where the respondents themselves believe in their wrong self-description (Levashina & Campion, 2007). In this case, faking is connected with intentional distortion or IM component of social desirability. In short, the personality literature distinguishes intentional distortion from unintentional distortion and IM is considered intentional.

In the literature on social behavior in organizations, IM in contrast can be either intentional or unintentional. The literature of employment interviews adopted the IM definition from social behaviors in organizations. Accordingly, IM is a conscious or unconscious effort to create good impressions through interaction (McFarland, Ryan, & Kriska, 2003). In addition, Levashina and Campion (2007)

suggested to consider both honest and deceptive IM since not all applicants' IM during employment interviews are considered untrustful. Applicants can use IM tactics without being dishonest or they might use them in an untrustful way. As an integration of both distinctions from personality literature and social behaviors literature, faking in employment interviews is regarded as deceptive and conscious IM (Levashina & Campion, 2007), which are used by job applicants to appear as a better candidate who fits the expectation of interviewers or that of the positions they are interviewed for.

In this thesis, we adopt the definition of faking from Levashina and Campion (2007), which refers faking in employment interview to "*deceptive IM or the conscious distortions of answers to the interview question in order to obtain a better score on the interview and/ or otherwise create favorable perceptions*" (p. 1639).

One more noteworthy distinction is between faking and lying. In research of employment interviews, faking is more inclusive than just lying. *Lying* is defined as an absolutely deceptive verbal statement (Levin & Zickar, 2002). However, in employment interviews, applicants can fake in many different ways, not just lying. For example, they can omit some unbeneficial information regarding the reason why they left their previous jobs, or exaggerate about their achievement. In this thesis, we adopted the wide view of faking from Levashina and Campion (2007), which regards faking more than just lying. This also includes concealment, exaggeration, and omission to mention a few examples. To sum up, faking in selection interviews refers to deceptive and intentional IM and is more inclusive than just lying.

Model of faking likelihood in employment interviews

Several models look into faking in general (e.g., McFarland & Ryan, 2006; Marcus, 2009) and a few specifically deal with faking in interview context (Levashina & Campion, 2006). In this thesis, the model by Levashina and Campion (2006; Figure 1) was adopted, which provides a comprehensive and broad framework of faking in employment interviews.

According to Levashina and Campion (2006), a combination of situational and dispositional variables can influence job applicants' faking behaviors in interviews. The extent to which applicants fake in employment interviews depends on their *capacity to fake*, *willingness to fake*, and *opportunity to fake* (Levashina & Campion, 2006).

Faking = f (Capacity x Willingness x Opportunity).

The above equation indicates that faking is an outcome of the interaction between the three factors: Capacity to fake, willingness to fake and opportunity to fake. None of these factors alone can determine faking behaviors.

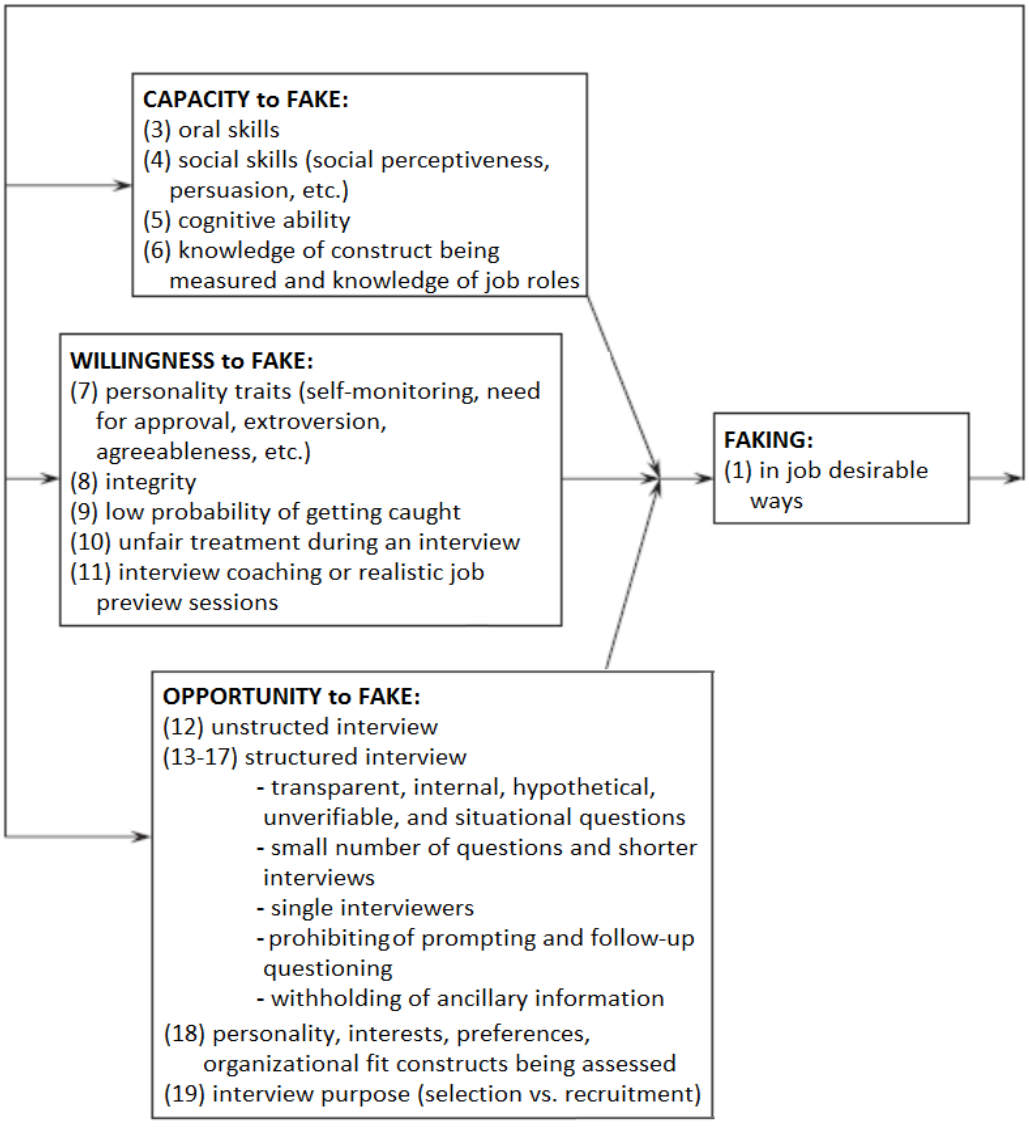

Figure 1. Model of faking likelihood in employment interviews (Levashina & Campion, 2006).

Capacity to fake refers to factors that decide the effectiveness of faking behaviors, which are oral expression skills, social skills, cognitive ability and knowledge of construct being measured and of job roles (Levashina & Campion, 2006). This is in line with the Interpersonal Deception Theory (Buller & Burgoon, 1996) which claimed that individuals who are more skilled at faking are more effective at it. Social skills, which refers to social perceptiveness, persuasion, and social control was found highly associated with capacity to fake (Peterson et al., 2001). In addition, faking is argued as a function of job applicants' cognitive ability (eg. Furnham, 1986; Lao, 2001; Noll, 1951, as cited in Levashina & Campion, 2006). This means that those who score higher in IQ tests are more effective at faking in interviews.

Moreover, how much applicants involve themselves in faking is also determined by their *willingness to fake*, referring to "psychological and emotional characteristics that influence the degree to which applicants are inclined to distort their response" (Levashina & Campion, 2006, p. 302). Willingness to fake includes personality, integrity, low probability of getting caught, unfair treatment during an interview, and interview coaching or realistic job preview sessions. For example, regarding personality, research showed that high scorers on Machiavellianism are more involved in faking in order to influence others (Snell, Sydell, & Lueke, 1999, as cited in Levashina & Campion, 2006). Also, the Big Five factors were found to have a link with faking. For example, the more conscientious and emotionally stable people are the less they fake in interviews (McFarland & Ryan, 2000).

Lastly, *opportunity to fake* can influence to which extent faking occurs. Even when job applicants are capable and willing to fake, there might be contextual factors which can constrain their faking behaviors (Levashina & Campion, 2006). Opportunity to fake refers to environmental elements that can either facilitate or hinder faking, for example type of interview (structured vs. unstructured interviews), and type of interview questions (behavioral vs. situational questions). Research has found that unstructured interviews provide applicants with more chances of faking compared to structured interviews (Einhorn, 1981; Tullar, 1989). Although three substantial categories of antecedents individually have their own influence on faking,

none of them alone can explain the extent to which faking occurs. In fact, it is always the interaction effect of these three components which determine which and how much faking occurs in interviews (Levashina & Campion, 2006).

Out of all factors that can influence tendency to fake in employment interviews, personality was chosen as the focus of this thesis due to the following reasons. Firstly, according to faking theories (Levashina & Campion, 2006), several categories of antecedents could influence the occurrence of faking in employment interviews; however research supporting antecedents of faking is scarce, especially research on the relationship between personality and faking (Buehl & Melchers, 2017). Secondly, it is suggested by theories and empirical evidence that the Big Five factors could predict faking in personality measures and other non-cognitive measures. These theories and findings will be discussed in greater detail later in the next paragraph. Therefore, they could be assumed to serve as a theoretical basement to form our assumption that the Big Five factors and personality in general may predict the tendency of faking in employment interviews. Lastly, although not listed as one of the factors contributing to capacity to fake in Levashina and Campion (2006)'s model, personality could be argued to have an indirect link with capacity to fake. Cognitive ability is one of the factors that influence the effectiveness of faking behavior in employment interviews. Positive correlations has been found between Openness to Experience (Openness), emotional stability and cognitive ability (Rammstedt, Danner, & Martin, 2016).

Personality and Variance in Faking

The Big Five factors have been theoretically and empirically claimed to be related to faking. Conscientiousness is related to integrity (Ones et al.,1993, cited in McFarland & Ryan, 2000) , which indicates that those who are high in Conscientiousness might fake less. Furthermore, Salgado (2002) found in a meta-analytical study involving the Big Five factors and deviant behaviors (e.g., theft, rule breaking, and disciplinary problems) that Conscientiousness and Agreeableness were the best predictors for the lack of these deviant behaviors. Besides, Neuroticism is argued to be related to variance in faking (Tonković, 2012). People who are high on this trait are more

engaged in IM behaviors as they are concerned with what others think of them (Costa & McCrae, 1989, as cited in McFarland & Ryan, 2000). Individuals high in Neuroticism are more susceptible to psychological distress due to for instance fear, sadness and embarrassment (Cooper, 2010). Goffin and Boyd (2009, as cited in Tonković, 2012) also suggested that Neuroticism can affect an individual's motivation to fake and their faking behavior. Additionally, McFarland and Ryan (2000) found low Conscientiousness and high Neuroticism are positively correlated to faking on non-cognitive measures.

Levashina and Campion (2006) argued that Extraversion might be a predictor for faking as well. Kashy and DePaulo (1996) found that more sociable people (defined as extroverts) told more everyday lies. Moreover, Kristof-Brown, Barrick and Franke (2002) found that extroverts were engaged in self-promotion during an interview that affected interviewer perceptions of person–job fit. In another research, Conscientiousness and Neuroticism explained 15% of faking criterion in non-cognitive measures. Openness was the most efficient predictor (17%). Extraversion and Agreeableness explained the least, but still a significant amount of the faking criterion (10% and 6%, respectively; Tonković, 2012).

To sum up, Conscientiousness, Neuroticism and Extraversion have been found to be related to faking in non-cognitive measures (e.g., McFarland & Ryan, 2000; Levashina & Campion, 2006; Tonković, 2012). Although some empirical studies (Ones, Viswesvaran, & Reiss, 1996) differed with these findings, the reasoning might be that these empirical studies used lie scales to detect faking, but such scales failed to isolate faking behavior from self deception. Based on these theories and empirical findings, the Big Five factors are hypothesized to have the impact to predict tendency to fake in interviews.

Faking Behaviors in employment interviews

Research on IM behaviors focuses on three categories of IM, which are assertive tactics, defensive tactics, and ingratiation (Ellis, West, Ryan, & Deshon, 2002; Kristof-Brown, Barrick & Franke, 2002; Kumar & Beyerlein, 1991). Assertive tactics are used to acquire and promote favorable impressions by portraying yourself as a

particular type of person with certain beliefs, values, or experiences. Defensive tactics are used to protect images. Lastly, ingratiation is used to evoke interpersonal liking between the interviewer and yourself (Levashina & Campion, 2007).

Adopting the taxonomy of IM behaviors, Levashina and Campion (2007) discovered in their research that job applicants fake in order to create an image of a good candidate, to protect the image of a good candidate, or to ingratiate. The Interview Faking Behavior (IFB) scale was developed as a conceptually useful framework for understanding factors of interview behavior (Levashina & Campion, 2007). Faking behaviors refer to faking tactics which are used by job applicants when they fake during employment interviews.

The taxonomy of faking behaviors includes (1) Slight Image Creation, (2) Extensive Image Creation, (3) Image Protection, and (4) Ingratiation (Levashina & Campion, 2007). Slight Image Creation and Ingratiation are forms of mild faking, whilst Extensive Image Creation and Image Protection are forms of severe faking (Hogue, Levashina, & Hang, 2013). Slight Image Creation is used to create an image of a good candidate for the job. The tactic includes the subcategories embellishing, tailoring, and enhancing. Extensive Image Creation involves inventing an image of a good candidate for the job. The subcategories for this tactic include constructing, inventing, and borrowing. Image Protection is used to defend an image of a good candidate for the job. This tactic includes the subcategories omitting, masking, and distancing. The last tactic is Ingratiation, and this involves gaining favor with the interviewer to improve the appearance of a good candidate for the job. Here the subcategories include opinion conforming and interviewer or organization enhancing (Levashina & Campion, 2007). Deceptive ingratiation can involve expressing insincere values or beliefs held by the interviewer or the organization (Roulin, Bangerter & Levashina, 2014) in order to appear like a good fit for the job.

Previous research indicates how interviewers are not able to accurately detect deception tactics (DePaulo, Stone & Lassiter, 1985, as cited in Levashina & Campion, 2007; Macan, 2009). Furthermore, Roulin, Bangerter and Levashina (2014) discovered that it is not easy for the interviewer to identify when applicants use faking tactics in interviews. One suggestion to help interviewers identify faking

tactics could be training (Howard and Ferris, 1996, as cited in Roulin, Bangerter & Levashina, 2014).

Gender differences in faking behaviors

There are different interpretations in the literature of gender differences in faking behavior. McFarland and Ryan (2000) pointed out how no study has shown any gender differences in faking behavior. In addition, Levashina and Campion (2007) acknowledged several studies observing no gender differences when using deceptive behaviors.

However, other research showed different findings. According to Hogue, Levashina and Hang (2013), men tend to use forms of extreme faking more than women, and men also have a tendency to engage in harsher forms of IM. Mueller-Hanson, Heggestad, and Thornton (2006) suggested gender could be a correlated factor when studying the willingness and motivation to fake. Moreover, research suggests that men are bigger risk takers than women (Charness & Gneezy, 2012), which could support the notion that men tend to use more extreme faking than women as they are more willing to take the risk with a deception tactic during an employment interview. Hogue, Levashina and Hang (2013) explained how men might be more disposed to use deceptive faking tactics in an employment interview due to gender roles, stereotypes and gender socialization. They discovered in their study that men have a higher intention toward using Extensive Image Creation than women. They further discovered that women high in Machiavellianism and men have higher intentions toward Image Protection and Ingratiation. Lastly they found no gender effects toward Slight Image Creation (Hogue, Levashina & Hang, 2013).

Due to mixed findings on the impact of gender on faking behaviors, in this thesis we included gender as a control variable with an attempt to explore its relation with faking behaviors.

Research Question

Previously, some research has looked at the relationship between personality and faking in general. Personality has been found to be a predictor of faking in non-

cognitive measures; therefore it is reasonable to assume personality can provide an explanation for faking in employment interviews as well (Levashina & Campion, 2006; McFarland & Ryan, 2000; Tonković, 2012). Additionally, although some research has been done on the Big Five and faking on non-cognitive measures, little has been done to explore the relationship between the Big Five and specific faking behaviors in interview contexts.

As discussed above, personality is one of the antecedents of faking in employment interviews (Levashina & Campion, 2006). Thus, thorough understanding about how personality is connected with faking behaviors in employment interviews will facilitate researchers and practitioners to identify who is likely to fake and which faking behaviors are used by the applicant. With this knowledge, interviewers would be more aware of which personality is more or less likely to get involved in which faking behaviors; therefore, they can make a better hiring decision. Due to the fact that the Big Five is a popular personality inventory and there is little knowledge on how it is correlated with the faking behaviors, in this thesis the following research question was addressed:

Can the Big Five factors predict which faking behaviors are being used in employment interviews?

Hypotheses

Conscientiousness and Agreeableness were found as the best indicators for the lack of deviant behaviors (e.g., theft, rule breaking, and disciplinary problems; Salgado, 2002). Additionally, Conscientiousness was found to positively correlate with Integrity (McFarland & Ryan, 2000), which indicates that those who are high on Conscientiousness are less likely to tell lies. Lies can be categorized as deviant and normal lies (Fuane & Cerulo, 2003). Deviant lies are severe and are not socially accepted as they damage trust, while normal lies is likely to be less harsh to receivers and are generally more acceptable (Hogue, Levashina & Hang, 2013). However, not all IM in employment interviews are deceptive.

When doing Slight Image Creation, job applicants exaggerate but they are still close to the truth (Levashina & Campion, 2007). Therefore, it is reasonable to assume that Slight Image Creation is somewhat acceptable to high scorers in Agreeableness and Conscientiousness. In contrast, Extensive Image Creation is stated as the purest form of deception and lying (Levashina & Campion, 2007). Considering the fact that Agreeableness is connected to trust and straightforwardness, and Conscientiousness is connected to dutifulness and competence (Cooper, 2010), we would argue that individuals who score high in Agreeableness and/or Conscientiousness are less likely to engage in Extensive Image Creation.

Furthermore, as explained by Levashina and Campion (2007), Image Protection involves defending an image of a good candidate for the job by for example not mentioning or disguise aspects of yourself to create better answers during the interview. Image Protection involves selective revealing of facts. Job applicants only disclose those facts that make them look better and hide those facts that are not beneficial for their image creation. Revealing only some element of the truth, so-called half-truth, can be considered as, in fact, a lie. Together with Extensive Image Creation, Image Protection is categorized as a severe form of faking (Hogue, Levashina & Hang, 2013). Regarding the knowledge on the traits Agreeableness and Conscientiousness, we would argue that individuals who score high in Agreeableness and/or Conscientiousness are less likely to engage in Image Protection.

H1a: Agreeableness is negatively correlated with Extensive Image Creation

H1b: Agreeableness is negatively correlated with Image Protection

H2a: Conscientiousness is negatively correlated with Extensive Image Creation

H2b: Conscientiousness is negatively correlated with Image Protection

When job applicants employ Extensive Image Creation, they make up information (Levashina & Campion, 2006). In addition, with Image Protection, job applicants selectively reveal information about themselves. For example, not mentioning or disguise their appearance to the interviewers. Moreover, Extensive Image Creation and Image Protection are categorized as severe forms of faking

(Hogue, Levashina & Hang, 2013). Severe faking occurs when applicants engage in extensive lies of either commission or omission (Hogue, Levashina & Hang, 2013). Extroverts were found to tell more everyday lies (Kashy & DePaulo, 1996). Moreover, Kristof-Brown, Barrick and Franke (2002) found that extroverts were engaged in self-promotion during employment interviews that affected interviewer perceptions of person–job fit. Additionally, high scorers in Extraversion are so ambitious that they are encouraged to use different means to achieve their goals (Watson & Clark, 1997). Extraversion was also found to be linked with over-claiming (Bing, Kluemper, Davison, Taylor, & Novicevic, 2011) and academic dishonesty (Anderman & Danner, 2008). Hence, Extraversion is hypothesized to be positively correlated with Extensive Image Creation and Image Protection.

When job applicants engage in Ingratiation, they are trying to influence in a way that makes interviewers like them and give them a better score (Griffith, Chmielowski & Yoshita, 2007; Levashina & Campion, 2007). Ingratiation, therefore, is a method of evoking interpersonal liking and attraction between interviewers and applicants. It is reasonable to argue that this faking behavior requires some extent of emotional intelligence (EI). Extraversion was found to have high correlation with trait EI (Petrides, Pita & Kokkinaki, 2007). Thus, we assume that high scorers in Extraversion are likely to employ Ingratiation as a faking behavior.

H3a: Extraversion is positively correlated with Extensive Image Creation

H3b: Extraversion is positively correlated with Image Protection

H3c: Extraversion is positively correlated with Ingratiation

As explained previously, Extensive Image Creation is a severe form of faking. It involves constructing, inventing and borrowing answers to create the image of a good candidate for the job (Levashina & Campion, 2007). The Openness trait consists of imaginative, emotionally sensitive, and novelty seeking individuals (Cooper, 2010). Tonković (2012) explained how individuals high in Openness are more likely to bend the rules and distort their personality responses in a desirable direction. Furthermore, Openness is positively correlated with EI (Arteche, Chamorro-Premuzic, Furnham, & Crump, 2008). It can be suggested a link between

Extensive Image Creation and Openness in which these individuals might use their imagination to create an image of a good fit for the job. We would suggest further that you need high EI to be able to pull off the Extensive Image Creation tactic. This would mean to be able to build stories by combining or arranging work experiences, to come up with false answers, or to use experiences of others (Levashina & Campion, 2007). Therefore, we hypothesize that high scorers in Openness are more likely to engage in Extensive Image Creation.

H4: Openness to Experience is positively correlated with Extensive Image Creation

McFarland and Ryan (2000) found that individuals high in Neuroticism used faking to a greater extent than individuals low in Neuroticism. Furthermore, Mueller-Hanson, Heggestad and Thorton (2006) found that Neuroticism was one of the best predictors of intention to fake. Additionally, Tonković (2012) found that the Neuroticism characteristics Self-Consciousness, Impulsiveness, Depression, and Vulnerability were positively correlated with faking. She further suggested that faking was related to low self-confidence and low self-control, which are normally associated with Neuroticism (Tonković, 2012). These characteristics could lead to a higher motivation to fake. Image Protection involves defending an image of a good candidate in the job interview (Levashina & Campion, 2007). As individuals high on Neuroticism are concerned with how they are perceived by others and are less able to control their impulses (Cooper, 2010) they might be more prone to Image Protection in order to disguise or improve aspects of their background to improve their answers, or just not mention elements that might impair their answers. Thus, we assume that the more neurotic candidates are the more they are involved in Image Protection.

H5: Neuroticism is positively correlated with Image Protection

Methodology

In the following chapter sample, procedures and chosen measures are presented. The questionnaire was sent out through social networks, and the data collection took place in a single point in time.

Sample

Initially there were 228 respondents who participated in the questionnaire. After data cleansing, where incomplete responses were removed, the sample ended up with a total of 154 respondents. Regarding the sample size, there are several formulas for the minimum number of respondents needed. Green's (as cited in VanVoorhis & Morgan, 2007) formula suggested N > 50 + 8k (where k is the number of predictors) for testing multiple regression and N > 104+k for testing individual predictors. In our case, our regression had up to four predictors. In accordance with Green's formula, we would need at least 82 respondents. Besides, Harris's (1985, as cited in VanVoorhis and Morgan, 2007) suggested at least 50 respondents required for regression equation. Moreover, discussed by Field (2013), although these rules of thumb are so prevalent, they sometimes oversimplify the issue. He further argued that sample size in regression required depends on the size of effect that researchers are trying to find out. With a random data, researchers would like to have the expected R2 to as close to 0 (no effect) as possible. The expected R2 of regression model, with k predictors and sample size N, is calculated by (k/(N-1))^2. Due to our hypotheses, our regression model consisted of up to four predictors and we had 154 respondents after data cleansing, which means our expected R2 was 0.00068, indicating a very small effect. In short, our sample size of 154 respondents far exceeded what is recommended by these rules of thumb and also brought in a regression result with a very small size effect. Our sample consisted of people between the ages 20 to 39, with 79% female and 21% male respondents. Furthermore, there was a large majority of student respondents, 54% respectively.

Procedures

To approach potential respondents, we shared our questionnaire on all of our social networks profiles, such as Facebook and LinkedIn. The questionnaire (Appendix 1) consisted of two scales: The Big Five Inventory (John, Naumann & Soto, 2008) and the IFB scale (Levashina & Campion, 2007). Both scales were measured on a 5-Likert scale. By having two scales in the questionnaire, it was possible to match respondents' personality profile with their faking behavior in employment interviews. All respondents received a cover letter before the questionnaire where the aim of the study was explained. It was also made clear that the study was purely for academic use, and all responses were completely anonymous and confidential.

As there are different opinions on whether gender differences have an effect on faking behavior, gender was included as a control variable in our study. Additionally, research shows how memory fade away over time (Kihlstrom, 1994). As time could have an impact on respondents' recollection of their faking behavior during their last employment interview, "how long ago the interview occurred" was also added as a control variable together with gender.

Measures

As mentioned above, the questionnaire was made up of two scales. These were the Big Five Inventory (John, Naumann, & Soto, 2008), and the IFB scale (Levashina & Campion, 2007) which was discussed earlier. This study was intended to explore the correlation between personality traits and faking behaviors. In other words, it was aimed at figuring out which of the five factors were linked with the different faking behaviors.

The Big Five Inventory was developed due to the need for a shorter instrument measuring the Big Five personality traits (John, Naumann & Soto, 2008). The inventory was developed by John, Donahue and Kentle in 1991, and consists of 44 items rated on a Likert scale from 1 (disagree strongly) to 5 (agree strongly). The personality traits Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness were all measured with between 8 and 10 items each. The items included

statements such as: “I see myself as someone who is talkative” for Extraversion, “I see myself as someone who is generally trusting” for Agreeableness, “I see myself as someone who is a reliable worker” for Conscientiousness, “I see myself as someone who gets nervous easily” for Neuroticism, and “I see myself as someone who has an active imagination” for Openness.

The IFB scale was developed by Levashina and Campion (2007) in order to understand factors of interview behavior. The scale was developed from the proposed taxonomy of faking behavior. It is not a selection device, but a framework to improve the selection process (Levashina & Campion, 2007). The scale had 54 items divided into 4 tactics and 11 subcategories, all rated on a Likert scale from 1 (to no extent) to 5 (to a very great extent). The subcategories embellishing, tailoring, and fit enhancing was connected to the faking behavior tactic Slight Image Creation. This tactic included items such as “I said that it would take less time to learn the job than I knew it would”. The subcategories constructing, inventing, and borrowing was connected to Extensive Image Creation. “I combined, modified and distorted my work experiences in my answers” was one of the items connected to this tactic. The subcategories omitting, masking, and distancing was connected to Image Protection. An example of one of the items included with this tactic was “When asked directly, I did not mention some problems that I had in past jobs”. And lastly, the subcategories opinion conforming and interviewer or organization enhancing was connected to the faking behavior tactic Ingratiation. This tactic included items such as “I tried to express the same opinions and attitudes as the interviewer”.

To summarize, the sample consisted of 154 respondents from social networks, most of which was students. The study was completely anonymous, and the questionnaire consisted of the Big Five Inventory and IFB scale. The reason for this was so it would be possible to match respondents’ personality profile with their faking behavior during our analysis.

Results

First and foremost, the validity and reliability of the IFB scale in the case of our sample was checked with factor analysis and Cronbach's alpha test. Next, the hypotheses were tested with regression analysis. According to Hair, Black, Babin, Anderson and Tatham (1998), regression analysis is a powerful statistical tool to explore the dependence relationships when a dependent variable is explained by one or more independent variables. After that, the regression assumptions were examined. Finally, the effect of gender and how long ago the interview occurred were tested. All the results and findings are presented below.

Construct Validity of IFB

As mentioned above, the questionnaire was made up of the Big Five Inventory (John, Naumann & Soto, 2008) and the IFB scale (Levashina & Campion, 2007). As the Big Five Inventory has been proved well developed and widely recognized (John, Naumann & Soto, 2008), we only wanted to check the construct validity of the other scale in the case of our sample.

First, factor analysis was conducted to identify the latent factors measured in the IFB scale. The scree plot of exploratory factor analysis (Figure 2) suggested that there were 4 latent factors measured via 54 items of the scale, which were Slightly Image Creation, Extensive Image Creation, Image Protection, and Ingratiation. It is important for variables involved in factor analysis to be sufficiently correlated to one another for the factor analysis to be significant (Janssens, 2008).

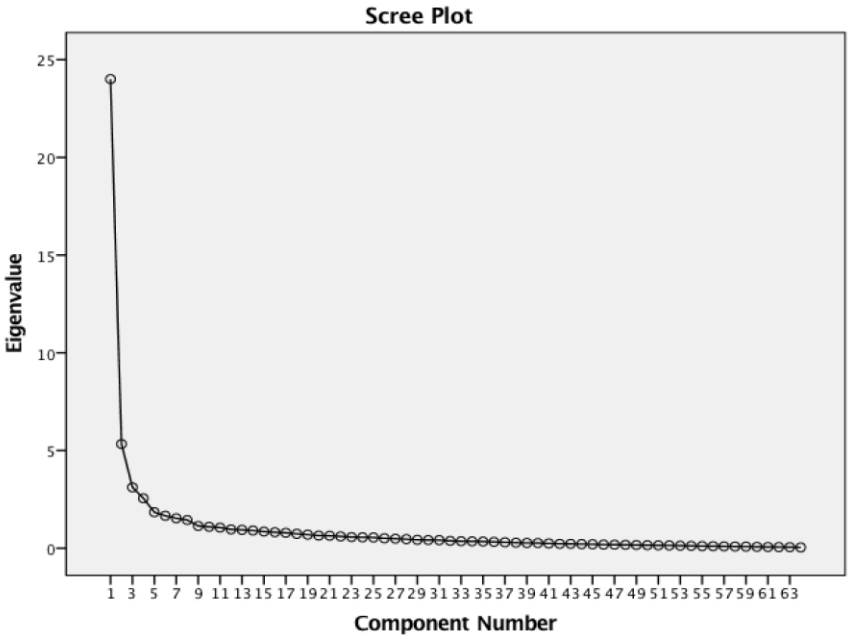

Figure 2. Scree Plot of EFA of IFB

Bartlett's test of sphericity indicated that the factor analysis is meaningful (p-value 0.00 <0.001; Table 1). Moreover, Kairser-Mayer-Olkin measure of sampling adequacy value was 0.898 (> 0.50), demonstrating that the factor analysis was significant (Table 1). This result of factor analysis showed supporting evidence for the IFB scale. As developing inventories in faking behaviors was not the focus of this thesis, we chose not to dig deeper into factor analysis.

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.898
Bartlett's Test of Sphericity	Approx. Chi-	7928.998
	df	2016
	Sig.	.000

Table 1. KMO and Barlett's Test of Factor Analysis of IFB scale.

Second, the reliability of the IFB scale was also double-checked with Cronbach's alpha test as the reliability of a scale varies among different samples (Field, 2013). Cronbach's alpha values above 0.7 are acceptable, but above 0.8 are preferable (Field, 2013). For our sample, Cronbach's alpha coefficients were 0.901, 0.945, 0.905 and 0.931 (Table 2) for items of Slightly Image Creation, Extensive Image Creation, Image Protection, and Ingratiation respectively. The results demonstrated high internal consistency of the faking behavior scale and all certain items measured the same respective underlying constructs.

	Reliability Statistics		
	Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
Slight Image Creation	.901	.900	14
Extensive Image Creation	.945	.949	17
Image Protection	.903	.906	11
Ingratiation	.931	.933	12

Table 2. Cronbach's Alpha of IFB

Main Findings

Before testing the hypotheses, initial check for linearity was carried out because linearity is necessary to run linear regression analysis (Field, 2013). Scatterplots was produced and showed that dependent variables Extensive Image Creation, Image Protection and Ingratiation were linearly related to its predictors (Figure 3).

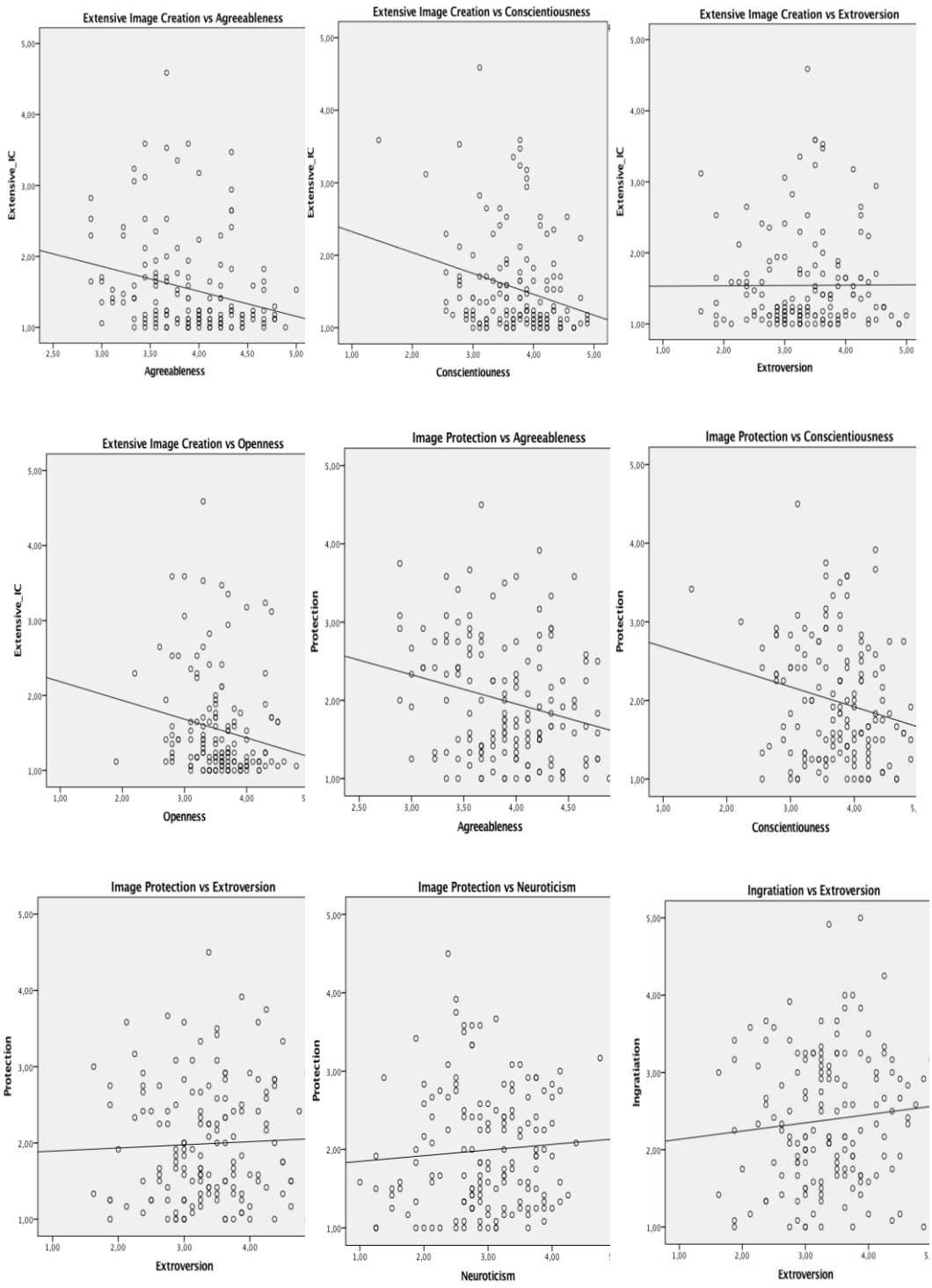

Figure 3. Scatterplot of Linearity checks

In order to test the hypotheses, regression analysis was used. We first started with simple analysis and added additional independent variables step by step to clarify the contribution of each independent variables into the explanation of variance in the dependent variable. Insignificant variables were excluded in order to develop the most statistically meaningful model that was also the least complicated model with as few variables as possible.

H1a, H2a, H3a and H4 testing

From the hypotheses H1a, H2a, H3a and H4, Agreeableness, Conscientiousness, Extraversion and Openness were hypothesized to be related to Extensive Image Creation. Thus, H1a, H2a, H3a and H4 were tested all together. Extensive Image Creation was step by step regressed on four predictors: Agreeableness, Conscientiousness, Extraversion and Openness.

H1a: Agreeableness is negatively correlated with Extensive Image Creation

H2a: Conscientiousness is negatively correlated with Extensive Image Creation

H3a: Extraversion is positively correlated with Extensive Image Creation

H4: Openness to Experience is positively correlated with Extensive Image Creation

Regarding the relationship between Extensive Image Creation and personality traits, we first set off with a simple regression where the dependent variable was Extensive Image Creation and the independent variable was Agreeableness. Agreeableness was found to explain 6.3% of the variance in Extensive Image Creation (p-value $0.02<0.05$). The negative effect of Agreeableness on Extensive Image Creation was found to be significant at a significance level of 0.05. Next, Conscientiousness was added to the model. Agreeableness and Conscientiousness together were found to explain 9.1% of the variance in Extensive Image Creation (p-value $0.01<0.05$). Moreover, the adjusted R-square increased from 0.63 to 0.79, demonstrating that the goodness of fit of the expanded model increased. Conscientiousness was also found to be negatively correlated with Extensive Image Creation as expected. Moving on, Openness was included into the latest model. Both R-square and adjusted R-square rose from 0.91 to 0.111 and 0.79 to 0.94 respectively,

indicating that this model better explained the variance in Extensive Image Creation (p-value 0.00 <0.05). However, Openness was not significantly related to Extensive Image Creation at a significance level of 0.05. Instead, Openness' effect was significant at a significance level of 0.1 (p-value 0.067 <0.1). Finally, the model was expanded with one more additional predictor: Extraversion. Extraversion was found to have positive influence on Extensive Image Creation. Although the R-square increased, the adjusted R-square decreased, which meant the newly added variable was not significant (p-value 0.405 >0.05).

	Extensive Image Creation			
	Step 1	**Step 2**	**Step 3**	**Step 4**
Independent variables				
Agreeableness	-.352**	-.248**	-.235**	-.243**
Conscientiousness		-.208**	-.194**	-.200**
Openness			-.201*	-.210*
Extraversion				.062
Overall model				
R2	.063	.091	.111	.116
Adjusted R2	.057	.079	.094	.092
F	10.171	7.581	6.272	4.869
P-value	.002a	.001b	.000c	.001d

N = 154, *p<0.1,**p<0.05, ***p<0.01, ****p<0.001
Note: Dependent variable: Extensive Image Creation
a. Predictors: (constant), Agreeableness
b. Predictors: (constant), Agreeableness, Conscientiousness
c. Predictors: (constant), Agreeableness, Conscientiousness, Openness
d. Predictors: (constant), Agreeableness, Conscientiousness, Openness, Extraversion

Table 3. Model summary and regression coefficients of predictors of Extensive Image Creation

After the four step regression, the conclusion was that the model with predictors Agreeableness, Conscientiousness and Openness were the most meaningful and found to explain 11.1% of the variance in Extensive Image Creation (p-value 0.00 <0.05). All three predictors were found to have a negative correlation with Extensive Image Creation with the β coefficients equaled to -0.235; -1.94; and -0.21 respectively. Effects of Agreeableness and Conscientiousness were significant at significance level of 0.05, while Openness had a significance level of 0.1. However,

Openness' effect sign was found negative, which was opposite to the hypothesis. Extraversion was found to have a positive impact on Extensive Image Creation; however, the effect was not significant. This result confirmed H1a, H2a, and rejected H3a and H4. Table 3 shows model summary and β coefficients of 4-step regression analysis of dependent variable Extensive Image Creation.

H1b, H2b, H3b, and H5 testing

As it can be noticed from the hypotheses, Agreeableness, Conscientiousness, Extraversion and Neuroticism were hypothesized to be correlated with Image Protection. Therefore, it is reasonable to test these hypotheses within one regression model where Image Protection was dependent variable and Agreeableness, Conscientiousness, Extroversion and Neuroticism were step by step added to the model as predictors.

H1b: Agreeableness is negatively correlated with Image Protection

H2b: Conscientiousness is negatively correlated with Image Protection

H3b: Extraversion is positively correlated with Image Protection

H5: Neuroticism is positively correlated with Image Protection

Regarding the relationship between Image Protection and personality factors, the same process as above was carried out. We first started with a simple regression where Image Protection was the dependent variable and Agreeableness was the predictor. Agreeableness was found to significantly predict Image Protection at a significance level of 0.05 (p-value 0.003 < 0.05). In the second step, Conscientiousness was added into the model. Although the adjusted R-square increased from 0.049 to 0.056, Conscientiousness' negative effect was found to insignificantly impact Image Protection at a significance level of 0.05. Therefore, it was removed from the model and Extraversion was added in the third step. Again, Extraversion was discovered to have positive effects on Image Protection with β coefficient equaled to 0.073; however, this impact was not significant and it was excluded (p-value 0.391 > 0.05). Finally, the model was extended with the additional predictor Neuroticism. Neuroticism was found to have a positive effect on Image

Protection with β coefficient of 0.023. However, no significant relationship was found between Neuroticism and Image Protection (p-value 0.782 > 0.05). In the last two models, adjusted R-squares both decreased, indicating the less goodness of fit of the adjusted model.

Agreeableness was found to be the only significant predictor of Image Protection. Its β coefficients equaled to -0.374 and it was found to explain 5.5% of the variance of Image Protection (p-value 0.003 <0.05). Conscientiousness, Extraversion and Neuroticism were found not significant predictors of Image Protection. H1b was confirmed while H2b, H3b, and H5 were rejected. Table 4 shows model summary and β coefficients of 4-step regression analysis of dependent variable Image Protection.

	Image Protection			
	Step 1	**Step 2**	**Step 3**	**Step 4**
Independent variables				
Agreeableness	-.374**	-.293**	-.387**	-.366**
Conscientiousness		-.160		
Extraversion			.073	
Neuroticism				.023
Overall model				
R2	.055	.069	.060	.056
Adjusted R2	.049	.056	.048	.043
F	8.906	5.556	4.816	4.464
P-value	.003a	.005b	.009c	0.13d

N = 154, *p<0.1,**p<0.05, ***p<0.01, ****p<0.001
Note: Dependent variable: Image Protection
a. Predictors: (constant), Agreeableness
b. Predictors: (constant), Agreeableness, Conscientiousness
c. Predictors: (constant), Agreeableness, Extraversion
d. Predictors: (constant), Agreeableness, Neuroticism

Table 4. Model summary and regression coefficients of predictors of Image Protection

H3 testing

Next, Ingratiation was regressed on Extraversion.

H3c: Extraversion is positively correlated with Ingratiation

Extraversion was found to have a positive correlation with Ingratiation (β coefficient 0.107); however, the effect was not significant (p-value 0.267 > 0.05). Although it was not possible to conclude a significant relationship between Extraversion and Ingratiation, the analysis suggested the direction of their relationship (Table 5). H3c, therefore, was rejected.

	b	SE B	β	p
Constant	2.028	.328		.000
Ingratiation	.107	.096	.090	.267

N = 154, *p<0.1,**p<0.05, ***p<0.01, ****p<0.001
Note: Dependent variable: Ingratiation
Predictor: Extraversion

Table 5. Regression coefficients of predictors of Ingratiation

Regression Assumption Check

According to Field (2013), regression analysis needs to satisfy assumptions of homoscedasticity, normality of residuals, independence of observation, and no multicollinearity. After clarifying the significant regression model as mentioned above, the assumption of regression analysis was tested to determine the reliability of the findings.

First of all, homoscedasticity assumption was tested by regressing the squared residuals on the predictor variables. The F-statistics in both regressions of the squared residuals of Extensive Image Creation and Image Protection were insignificant with p-value 0.144 and 0.537 respectively (Table 6 & 7). This meant the assumptions of homoscedasticity were satisfied in both regressions of Extensive Image Creation and Image Protection.

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.748	3	1.583	1.831	.144[b]
	Residual	129.612	150	.864		
	Total	134.359	153			

a. Dependent Variable: U_ex_2

b. Predictors: (Constant), Openness, Agreeableness, Conscientiousness

Table 6. Homoscedasticity test on the residual of Extensive Image Creation

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.230	1	.230	.383	.537[b]
	Residual	91.548	152	.602		
	Total	91.778	153			

a. Dependent Variable: U_pro_2

b. Predictors: (Constant), Agreeableness

Table 7. Homoscedasticity test on the residual of Image Protection

Secondly, the assumption of independence of observation implies that each observation is made independently of the others. We assume that this assumption was satisfied by the fact that the questionnaire was delivered randomly among our social networks.

Thirdly, a formal indicator for multicollinearity problem is the bivariate correlation coefficients (Janssens, 2008). Although some of the correlations were significant and some were not, none of them was greater than 0.6, demonstrating that multicollinearity was not a problem here (Janssens, 2008; Table 8).

Intercorrelations matrix						
		Extraversion	Agreeableness	Conscientiouness	Neuroticism	Openness
Extraversion	Pearson Correlation	1				
Agreeableness	Pearson Correlation	0,122	1			
Conscientiouness	Pearson Correlation	0,123	,402**	1		
Neuroticism	Pearson Correlation	-,274**	-,209**	-,212**	1	
Openness	Pearson Correlation	0,118	0,097	0,111	-0,078	1

N = 154, *p < 0.05, **p < 0.01

**. Correlation is significant at the 0.01 level (2-tailed).

Table 8. Intercorrelations matrix

Finally, the assumption of normality of residuals was taken into consideration. Normal distribution of residuals was examined by Kolmogorov-Simrnov and Shapiro-Wilk statistics, which were all significant, indicating non-normality of residuals (Appendix 2). Residuals in both regressions of Extensive Image Creation and Image Protection were negatively skewed where skewness values were 1.894 and 0.687 respectively (Appendix 3). Although the assumption of normality of residuals was violated, there is a huge debate how important it is to regression analysis. According to Field (2013), estimating parameters of regression does not require the assumption of normality to be satisfied. In case of constructing confidence intervals around these parameters, normality is only important to a small sample. When the sample becomes large, according to the central limit theorem, the t- and F-statistics will approach approximately to the t- and F-distribution regardless of the residual distribution, normality no longer matters (Field, 2013). 30 observations, plus 10 more for each additional predictors, are considered large enough not to care about normality of residuals (VanVoorhis & Morgan, 2007). Given that there were 154 respondents participating and three predictors in regression of Extensive Image Creation and one predictor of Image Protection respectively, the regression analysis was safe with this assumption. In a nutshell, the findings are statistically reliable.

Additional findings

In order to test the effect of gender and how long ago the interview occurred, independent t-tests was run for our sample. In terms of gender, there was no significant difference in Extensive Image Creation, Image Protection and Ingratiation (p-value 0.914 > 0.05; p-value 0.686 > 0.05; and p-value 0.733 > 0.05 respectively) between men and women (Appendix 4).

Regarding how long ago the interview occurred, the three step independent t-test was carried out. First, we compared means of Extensive Image Creation, Image Protection and Ingratiation between groups of individuals who had interviews less than 6 months ago and individuals that were at interviews from 6 months to 12 months ago. Similarly, in step two and three, we, in turn, did independent t-tests for the pair of individuals that had interviews from 6 to 12 months ago and who had it from 1 to 3 years ago; and the pair of who had it less than 6 months ago and who had it from 1 to 3 years ago. No significant difference was found in the means between these groups. All p-values were greater than 0.05 (Appendix 5).

To sum up, the main findings showed high scorers on Agreeableness, Conscientiousness and Openness were less likely to engage in Extensive Image Creation. The effect of Openness on Extensive Image Creation was found to be opposite to what was hypothesized. Moreover, it was revealed that the more agreeable respondents are the less likely they are to engage in Image Protection. However, no evidences were found for relationship between Extroversion and Extensive Image Creation, Image Protection and Ingratiation. Similarly, there was no proof for the correlation between Neuroticism and Image Protection. In the next chapter further discussion will be presented regarding these supported hypotheses and unsupported ones. Regarding the control variables, we did not find any effect of gender or how long ago the interview occurred on faking behaviors. However, due to the mixed findings on gender's effect on faking behavior, future research is encouraged to continue considering it.

Discussion

The objective of this thesis was to examine the relationship between the Big Five personality traits and faking behavior tactics. The Big Five factors were hypothesized to be able to predict which faking behaviors are being used in employment interviews. The following discussion will address the overall research question, as well as the results from the analysis. Moreover, the discussion will go into the limitation of the research, and present the theoretical and practical implications as well as suggestions for future research.

Findings

Firstly, results are discussed in relation with related theories and previous findings to reason the supported and unsupported evidence for the hypotheses. The opposite sign of correlation when it comes to the relationship between Openness and Extensive Image Creation is also discussed. Next, a closer look at the overall model effectiveness is taken. Lastly, thoughts on the findings regarding the control variables are presented.

Hypotheses findings

As the results showed, H1a and H2a were supported. As we expected, Agreeableness and Conscientiousness were significantly connected to Extensive Image Creation and the effects were negative in sign. These findings are in line with the faking theories (Levashina & Campion, 2006) that people who are high in Agreeableness and Conscientiousness are more honest and reluctant to apply faking behaviors. More than that, the findings suggests that the more agreeable and conscientious people are, the less they employ severe forms of faking such as Extensive Image Creation. Regarding H1b, the findings also did not surprise us. Those who are more agreeable are less likely to engage in Image Protection. Although an insignificant relationship between Conscientiousness and Image Protection was revealed, the regression analysis suggested the negative sign of the relationship, which is in accordance with the faking theories (Levashina & Campion, 2006). Therefore, it might be suggested that future research re-test this relationship.

Even though the results showed a positive sign of relationship between Extraversion and Extensive Image Creation, Image Protection, and Ingratiation, the hypotheses H3a, H3b, and H3c were not significant. It could be argued that individuals would need a high extent of EI in order to be able to inflate or deflate their scores. Research has demonstrated how Extraversion is highly correlated with trait EI (Petrides, Pita & Kokkinaki, 2007). Additionally, Extraversion was found positively correlated to social desirability (Ones, Viswesvaran & Reiss, 1996). Arguably, individuals high in Extraversion might be afraid of admitting their faking behavior because this would be admitting to being dishonest. This could motivate them to inflate or deflate their scores to satisfy their social desirability. Therefore, the assumption is that the respondents high in Extraversion might not have revealed their true self, which made the findings not significant. This should be tested further in future research.

Regarding H4, although a significant relationship was found between Openness and Extensive Image Creation, the effect was negative in sign, which is opposite to what was expected. Therefore, the hypothesis was rejected. The explanation for this finding might be because Openness was the personality factor which includes facets connected with faking in different directions (Tonković, 2012). While it is reasonable to argue that people who are liberal in obeying rules and imaginative are more prone to faking behavior, there is no sound argument for individuals who are more adventurous to be less involved in faking (Tonković, 2012). Thus, because of the contrary effects of the Openness facets, treating the Openness dimension as a whole might not reflect the true effect it has on faking behavior.

Lastly, as explained in the results, the hypothesis H5 was not supported. In practice, this means that it was not possible to find any statistical support for if Neuroticism was positively correlated with Image Protection. It seems like the faking behavior of Neuroticism would depend on which facets they score high on (Cooper, 2010). For example anxiety, depression, and vulnerability is suggested to negatively relate with motivation to fake, while the facet impulsiveness has been positively related to faking behavior (Tonković, 2012). Since research show different effects for the different facets of Neuroticism, treating the Neuroticism trait as a whole might not

reflect the true effect it has on faking behavior. This might be the reason as to why no evidence was found for a significant relationship between Neuroticism and Image Protection.

Overall model effectiveness

Regarding the overall model effectiveness, the Big Five factors either individually or together only explained a modest percentage of the variance in faking behaviors (from 6% to 12%). Although some significant relationships were found between the Big Five factors and the faking behaviors, these modest statistics suggests that personality alone does not substantially predict faking behaviors in employment interviews.

As mentioned in the literature review, the model of faking likelihood (Levashina & Campion, 2006) consists of more factors than just personality traits. Capacity to fake, willingness to fake, and opportunity to fake together have an influence on how much job applicants fake and which faking behaviors they employ. According to faking theories, applicants who have high level of cognitive ability are more involved in faking (Levashina & Campion, 2006). Additionally, Interpersonal Deception Theory (Buller & Burgoon, 1996) also claimed that individuals who are more skilled at faking are more effective at it. Regarding willingness to fake, motivation is also an indicator besides personality. How much desirable the job appears to the job applicants can determine how motivated they are to fake at the employment interview. Finally, opportunity to fake, which refers to contextual factors such as structured vs. unstructured interviews, and the number of interviewers could also have an impact on faking behaviors. The interviews might have some obstacles that constrain faking even though applicants have willingness and capacity to fake. Unstructured interviews are found to provide applicants more chances of faking compared to structured interviews (Einhorn, 1981; Tullar, 1989). In relation to which faking behaviors are being employed during interviews, it has been found that people use less Ingratiation tactics in structured interviews (Stevens & Kristof 1995, as cited in Kristof-Brown, Barrick & Franke, 2002).

Control variables

Looking closer at the control variables, the results showed that both gender and how long ago the interview occurred had no effect on faking behaviors. The results showed no significant difference between men and women in faking behaviors, which is in line with previous research (e.g., Levashina & Campion, 2007; McFarland & Ryan, 2000). Although Hogue, Levashina and Hang (2013) argued that men use more severe forms of faking than women, we did not find any significant support for this. As research has different opinions on whether there are gender differences in faking behaviors, we would suggest further research be needed.

When it came to controlling for how long ago the interview occurred, the respondents were asked to state how long ago they attended their last employment interview. As memory fade away over time (Kihlstrom, 1994), a concern here was whether the respondents who were at an employment interview longer than 12 months ago would not recall their behavior as clearly as those who more recently were at an interview. However, as the results showed, how long ago the interview occurred did not have a significant effect on Extensive Image Creation, Image Protection and Ingratiation.

Limitations

The first thing that should be mentioned about the questionnaire is that since two different scales were combined into one questionnaire, it became longer than what maybe respondents would prefer. During data collection a lot of the respondents dropped out in the middle of responding to the questionnaire. Furthermore, there were a few comments from some of the respondents that the questionnaire was long and complicated. After these feedbacks we worried that the respondents might not have comprehended all of the questions in the questionnaire and therefore wasn't able to answer it to the best of their knowledge. Moreover, some respondents claimed that they somewhat lost their focus toward the end of the questionnaire due to the length of it. Therefore, we were concerned that some of the answers might not indicate the true behavior of the respondents.

Secondly, the sample was limited and it is not possible to generalize to the rest of the society. The first reason for this is due to most of the respondents were still students (54% of our sample), and there was not an equally divided group of occupational statuses. Second, most of the respondents came from our own social networks, which gave the research a large percentage of respondents from Norway and Vietnam restrictively.

Krumpal (2013) explained how respondents underreport socially undesirable aspects and over-report socially desirable aspects when asked about sensitive topics. As faking behavior is a sensitive topic, it is not unlikely that a social desirability bias affected the respondents and how they answered on the self-report measure. This could be a significant limitation for the results, and below suggestions for further research without self-report measurements will be discussed.

Social desirability bias involves individuals to either underestimate or overestimate the likelihood they would perform an undesirable or desirable action (Chung & Monroe, 2003). Research show how this bias leads to individuals presenting themselves in a favorable image on questionnaires (Van de Mortel, 2008). This self-report bias can harm the validity of a study (Donaldson & Grant-Vallone, 2002). Considering that only self-report questionnaires was conducted, the self-report bias might be present and lead our respondents to reply in the way that presented them in the most favorable way.

Some respondents provided feedback that the questionnaire was negatively stated. They admitted their self-promotion behaviors such as mentioning what makes them look good or over-stating their achievement, even adding some “small, tiny” untrustful details during interviews. However, words used in the IFB scale such as “fabricate” or “make up” made them feel bad if they admitted having had those behaviors. Therefore, they rated these items with very modest scores of 1 or 2. This seems to reveal two interesting points: social desirability seems to have an effect on self-reports, and negative wording of the questionnaire seems to increase that effect.

Implications

With the present research's findings, this thesis could contribute to the knowledge of researchers and practitioners with the following theoretical and practical implications.

Theoretical Implications

This research focuses on the connection between personality and faking behaviors in employment interviews. The main findings were the negative correlation between Agreeableness, Openness, Conscientiousness and Extensive Image Creation, and the negative link between Agreeableness and Image Protection.

Although faking in recruitment and selection processes have received much interest in decades, to the best of our knowledge it seems like personality traits' influence on faking behaviors in employment interviews remain a less researched topic. Thus, theoretically the research contributes as a jigsaw puzzle piece to the broad picture of faking behaviors in interviews. The research's findings advocate the argument that personality does play a role in faking in employment interviews. Therefore, it encourages further research to replicate it in this narrow perspective to confirm these findings. Additionally, there is a need for research in a broader perspective where faking opportunity and faking capability are included.

Practical Implications

Research shows that interviewers have a hard time identifying when applicants apply faking tactics during employment interviews (Buehl & Melchers, 2017). The findings suggested that personality is linked to faking behaviors in interviews. Therefore, it is worth for practitioners to take personality into consideration when it comes to identifying and reducing faking in employment interviews.

From the findings, Agreeableness and Conscientiousness were negatively connected with Extensive Image Creation, and Agreeableness was negatively correlated to Image Protection, which indicated that candidates who score high on Agreeableness and Conscientiousness are less likely to be involved in severe forms of faking. The recommendation for practitioners to reduce faking likelihood is to be more cautious with people who are low in Agreeableness and Conscientiousness.

Furthermore, the findings, which supported the role of personality in predicting faking in interviews, also suggested that personality tests is worth being included in hiring and selection processes. Moreover, it could be beneficial for organizations to utilize personality tests in the early stages of the selection process. By having access to the applicants' personality traits, the interviewers would have a better opportunity to predict their faking behavior. It has been pointed out that if you have a large number of possible applicants for the job, performing personality tests on all of them would be costly. Nevertheless, the costs of recruiting and training new employees are expensive for the organization (Mondy & Mondy, 2014; Stabile, 2001), especially when you hire the wrong person. Therefore it is in the organizations' best interest to identify and eliminate applicants who use deceptive IM (Roulin, Bangerter & Levashina, 2014) as early as possible in the selection process in order to avoid hiring the wrong person for the job.

Future Research

As we have explained above, our sample cannot be generalized. A more generalizable sample is suggested being used for future research. Since the sample mostly consisted of students (54%), a sample with more respondents of other occupational statuses could generate a more generalizable sample. This could give a deeper understanding of the relation between personality and faking behaviors in employment interviews, at the same time also provide an assurance to organizations as to how these findings could apply to all industries and people.

It could further be suggested that self-report measures should be avoided for future research due to social desirability bias (Chung & Monroe, 2003). Instead, the research should implement experiments or qualitative studies with individual interviews with the respondents. By avoiding self-report measures the results will not be harmed by self-report bias (Donaldson & Grant-Vallone, 2002) and it could be imagined that the respondents will be less able to present themselves in a desirable way when the researchers implement a different research design.

Next, further research could examine the relationship between personality and faking behaviors in employment interviews with additional contextual variables such

as how structured the interview is and the number of interviewers. Hopefully, future research in this direction can explain more fully the variance in faking behaviors.

Furthermore, it could be suggested that future research use the Big Five dimensions and facets inventory, and the IFB scale to get a better understanding of the relationship between personality and faking behaviors. This is based on the unexpected sign of the link between Openness and Extensive Image Creation we found and the contrary effects of the Openness facets on faking behaviors discovered by Tonković (2012).

Since there is some disagreement whether gender differences have an effect on faking behaviors, more research is encouraged to investigate this further. Research suggest that aspects such as gender roles, stereotypes, and gender socialization affect faking behaviors between genders (Hogue, Levashina & Hang, 2013). We believe it would be interesting to look further into gender differences in personality and faking behaviors, where the focus of the study are different aspects of gender distribution.

Finally, the findings suggested that personality plays a role on identifying faking behaviors of applicants during employment interviews. Therefore, a key criterion for how the findings could be implemented into organizations is to perform personality tests before the employment interviews. Future research should, therefore, study the effect of having personality tests in the earlier stages of the selection process to see what kind of impact it would have on the process.

To sum up, in this chapter the findings, implications, limitations and future research were discussed. Regarding the findings, Agreeableness and Conscientiousness were found to be connected with Extensive Image Creation, and Agreeableness was related to Image Protection, which was in line with faking theories. Furthermore, the negative effect of Openness on Extensive Image Creation, which was opposite to what was expected, and no effect of Neuroticism on Image Protection might be caused by the fact that Openness and Neuroticism consist of facets connected with faking in conflicting signs. Moreover, no evidence for relationship between Extraversion and Extensive Image Creation, Image Protection, and Ingratiation might have something to do with social desirability. Additionally, the

modest overall model effectiveness suggested that personality was not the only factor predicting faking in employment interviews. Other factors such as capacity and opportunity to fake if added into the model might improve the overall model effectiveness. Speaking of the implications, the findings contributed to the knowledge of faking behaviors in employment interviews by advocating that personality is connected with faking. In addition, these findings suggested how practitioners can use personality testing to reduce faking in employment interviews. Next, ideas were suggested to overcome the same potential limitations as ours for future research such as choosing a more generalizable sample, avoiding self-report measures of faking, and considering the personality facets. Lastly, further direction for research was discussed, such as examine the relationship between personality and faking in a broader picture where contextual variables are included.

Conclusion

Personality was found to be connected with faking in employment interviews. In this thesis, it was found that Agreeableness and Conscientiousness had a negative effect on Extensive Image Creation. In addition, Agreeableness was negatively correlated with Image Protection. Therefore, practitioners need to be more cautious with candidates who score low on Agreeableness and Conscientiousness as they are more likely to utilize faking behaviors in employment interviews, which consequentially deteriorates the quality of hiring decisions. Even though faking can be predicted by personality, personality alone is not the only indicator for faking. Contextual factors such as level of structure and number of interviewers should also be taken into consideration in addition to personality to better predict faking in employment interviews. Hence, it might be suggested that more research focus on this relation in the future.

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Appendices

Appendix 1. Questionnaire

Dear participants,

You are invited to take part in our master thesis, which aims at exploring employees' behaviors in job interviews. We would like to invite anyone who has experienced a job interview in the last 12 months to participate. So please participate if you are our target respondents. In order to process data collection for our master thesis, we would like you to answer our questionnaire. Questions will concern your personality traits and your behaviors at your recent job interview. It will take you 10 minutes to finish our questionnaire.

The project is scheduled for completion by the 1st of September, 2017. All personal data will be treated confidentially and all answers will be anonymous.

It is voluntary to participate in this project, and you can at any time choose to withdraw your consent without stating any reason. If you decide to withdraw, all your personal data will be made anonymous.

If you have any questions concerning the project, please contact us at Phuong.T.Nguyen1@student.bi.no or Malene.Thomassen@student.bi.no.

The study has been notified to the Data Protection Official for Research, NSD - Norwegian Centre for Research Data.

Thank you for your participation!

Best regards,

Phuong Nguyen and Malene Thomassen

Part 1:

Here are a number of characteristics that may or may not apply to you. For example, do you agree that you are someone who likes to spend time with others? Please choose a number for each statement to indicate the extent to which you agree or disagree with that statement.

I see myself as someone who

	1: Disagree strongly (1)	2: Disagree a little (2)	3: Neither agree nor disagree (3)	4: Agree a little (4)	5: Agree strongly (5)
is talkative.	○	○	○	○	○
tends to find fault with others.	○	○	○	○	○
does a thorough job.	○	○	○	○	○
is depressed, blue.	○	○	○	○	○
is original, comes up with new ideas.	○	○	○	○	○
is reserved.	○	○	○	○	○
is helpful and unselfish with others.	○	○	○	○	○
can be somewhat careless.	○	○	○	○	○
is relaxed, handles stress well.	○	○	○	○	○
is curious about many different things.	○	○	○	○	○
is full of energy.	○	○	○	○	○

I see myself as someone who

	1: Disagree strongly (1)	2: Disagree a little (2)	3: Neither agree nor disagree (3)	4: Agree a little (4)	5: Agree strongly (5)
starts quarrels with others.	○	○	○	○	○
is a reliable worker.	○	○	○	○	○
can be tense.	○	○	○	○	○
is ingenious, a deep thinker.	○	○	○	○	○
generates a lot of enthusiasm.	○	○	○	○	○
has a forgiving nature.	○	○	○	○	○
tends to be disorganized.	○	○	○	○	○
worries a lot.	○	○	○	○	○
has an active imagination.	○	○	○	○	○
tends to be quiet.	○	○	○	○	○
is generally trusting.	○	○	○	○	○

I see myself as someone who

	1: Disagree strongly (1)	2: Disagree a little (2)	3: Neither agree nor disagree (3)	4: Agree a little (4)	5: Agree strongly (5)
tends to be lazy.	○	○	○	○	○
is emotionally stable, not easily upset.	○	○	○	○	○
is inventive.	○	○	○	○	○
has an assertive personality.	○	○	○	○	○
can be cold and aloof.	○	○	○	○	○
perseveres until the task is finished.	○	○	○	○	○
can be moody.	○	○	○	○	○
values artistic, aesthetic experiences.	○	○	○	○	○
is sometimes shy, inhibited.	○	○	○	○	○
is considerate and kind to almost everyone.	○	○	○	○	○
does things efficiently.	○	○	○	○	○

I see myself as someone who

	1: Disagree strongly (1)	2: Disagree a little (2)	3: Neither agree nor disagree (3)	4: Agree a little (4)	5: Agree strongly (5)
remains calm in tense situations.	○	○	○	○	○
prefers work that is routine.	○	○	○	○	○
is outgoing, sociable.	○	○	○	○	○
is sometimes rude to others.	○	○	○	○	○
makes plans and follows through with them.	○	○	○	○	○
gets nervous easily.	○	○	○	○	○
likes to reflect, play with ideas.	○	○	○	○	○
has few artistic interests.	○	○	○	○	○
likes to cooperate with others.	○	○	○	○	○
is easily distracted.	○	○	○	○	○
is sophisticated in art, music, or literature.	○	○	○	○	○

Part 2

Please think about your last employment interviews that you had. What strategies from the list below have you used during your interview? Your answers will remain completely confidential and anonymous. We have no way of connecting the answers back to you. Please answer as honestly as possible.

Rate the extent to which you used each strategy by clicking the appropriate number.

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
I said that it would take less time to learn the job than I knew it would.	○	○	○	○	○
I exaggerated my future goals.	○	○	○	○	○
I exaggerated my responsibilities on my previous jobs.	○	○	○	○	○
I exaggerated the impact of my performance in my past jobs.	○	○	○	○	○
During the interview, I distorted my answers based on the comments or reactions of the interviewer.	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
During the interview, I distorted my answers to emphasize what the interviewer was looking for.	○	○	○	○	○
I distorted my answers based on the information about the job I obtained during the interview.	○	○	○	○	○
I distorted my work experience to fit the interviewer's view of the position.	○	○	○	○	○
I distorted my qualifications to match qualifications required for the job.	○	○	○	○	○
I tried to find out about the organization's culture and then use that information to fabricate my answer.	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
I enhanced my fit with the job in terms of attitudes, values, or beliefs.	○	○	○	○	○
I inflated the fit between my values and goals and values and goals of the organization.	○	○	○	○	○
I inflated the fit between my credentials and needs of the organization.	○	○	○	○	○
I tried to use information about the company to make my answers sound like I was a better fit than I actually was.	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
I told fictional stories prepared in advance of the interview to best present my credentials.	○	○	○	○	○
I fabricated examples to show my fit with the organization.	○	○	○	○	○
I made up stories about my work experiences that were well developed and logical.	○	○	○	○	○
I constructed fictional stories to explain the gaps in my work experiences.	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
I told stories that contained both real and fictional work experiences.	○	○	○	○	○
I combined, modified and distorted my work experiences in my answers.	○	○	○	○	○
I used made-up stories for most questions.	○	○	○	○	○
I claimed that I have skills that I do not have.	○	○	○	○	○
I made up measurable outcomes of performed tasks.	○	○	○	○	○
I promised that I could meet all job requirements (e.g., working late or on weekends), even though I probably could not.	○	○	○	○	○
I misrepresented the description of an event.	○	○	○	○	○
I stretched the truth to give a good answer.	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
I invented some work situations or accomplishments that did not really occur.	○	○	○	○	○
I told some “little white lies” in the interview.	○	○	○	○	○
My answers were based on examples of job performance of other employees.	○	○	○	○	○
When I did not have a good answer, I borrowed work experiences of other people and made them sound like my own.	○	○	○	○	○
I used other people’s experiences to create answers when I did not have good experiences of my own.	○	○	○	○	○
When asked directly, I tried to say nothing about my real job-related weaknesses	○	○	○	○	○
I tried to avoid discussion of job tasks that I may not be able to do.	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	2: To a moderate extent (3)	2: To a considerable extent (4)	2: To a very great extent (5)
I tried to avoid discussing my lack of skills or experiences.	○	○	○	○	○
When asked directly, I did not mention my true reason for quitting previous job.	○	○	○	○	○
I did not reveal my true career intentions about working with the hiring organization.	○	○	○	○	○
When asked directly, I did not mention some problems that I had in past jobs.	○	○	○	○	○
I did not reveal requested information that might hurt my chances of getting a job.	○	○	○	○	○
I covered up some “skeletons in my closet.”	○	○	○	○	○
I tried to suppress my connection to negative events in my work history.	○	○	○	○	○
I clearly separated myself from my past work experiences that would reflect poorly on me.	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
I tried to convince the interviewer that factors outside of my control were responsible for some negative outcomes even though it was my responsibility	○	○	○	○	○
I tried to adjust my answers to the interviewer's values and beliefs.	○	○	○	○	○
I tried to agree with interviewer outwardly even when I disagree inwardly.	○	○	○	○	○
I tried to find out interviewer's views and incorporate them in my answers as my own.	○	○	○	○	○
I tried to express the same opinions and attitudes as the interviewer.	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
I tried to appear similar to the interviewer in terms of values, attitudes, or beliefs.	○	○	○	○	○
I tried to express enthusiasm or interest in anything the interviewer appeared to like even if I did not like it.	○	○	○	○	○
I did not express my opinions when they contradicted the interviewer's opinions.	○	○	○	○	○
I tried to show that I shared the interviewer's views and ideas even if I did not.	○	○	○	○	○
I laughed at the interviewer's jokes even when they were not funny.	○	○	○	○	○
	○	○	○	○	○

	1: To no extent (1)	2: To a little extent (2)	3: To a moderate extent (3)	4: To a considerable extent (4)	5: To a very great extent (5)
I exaggerated the interviewer's qualities to create the impression that I think highly of him/her.	○	○	○	○	○
I exaggerated my positive comments about the organization.	○	○	○	○	○
I complimented the organization on something, however insignificant it may actually be to me.	○	○	○	○	○

Part 3

1 How long ago did you have your last job interview?

- ○ 0-6 months
- ○ 6-12 months
- ○ 1-3 years
- ○ More than 3 years

2 Gender

- ○ Male
- ○ Female

3 Age

- ○ Below 20
- ○ 20-29
- ○ 30-39
- ○ 40-49
- ○ 50-59
- ○ Above 60

4 How many years of work experience do you have?

- ○ Less than 1
- ○ 1 to 3
- ○ More than 3

5 What kind of job were you interviewed for?

- ○ Part time job
- ○ Full time job
- ○ Seasonal / Temporary

6 What is your level of education?

- ○ Highschool
- ○ Bachelor
- ○ Master or higher

7 What is your occupational status today?

- ○ Student
- ○ Part time worker
- ○ Full time worker
- ○ Unemployed

Thank you for your participation! If you have any questions concerning the project, please contact us at Phuong.T.Nguyen1@student.bi.no or Malene.Thomassen@student.bi.no.

Appendix 2. Test of normality of residual of Extensive Image Creation and Image Protection

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Extensive Image Creation	.213	154	.000	.757	154	.000

a. Lilliefors Significance Correction

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Image Protection	.124	154	.000	.937	154	.000

a. Lilliefors Significance Correction

Appendix 3. Skew value of residual of Extensive Image Creation and Image Protection

Descriptives				
			Statistic	Std. Error
Extensive Image Creation	95% Confidence Interval for Mean	Lower Bound	1.43333	
		Upper Bound	1.6499	
	Mean		1.5416	.05482
	5% Trimmed		1.4584	
	Median		1.2353	
	Variance		.463	
	Std. Deviation		.68032	
	Minimum		1.00	
	Maximum		4.59	
	Range		3.59	
	Interquartile Range		.59	
	Skewness		1.894	.195
	Kurtosis		3.523	.389

Descriptives				
			Statistic	Std. Error
Image Protection	95% Confidence Interval for Mean	Lower Bound	1.8669	
		Upper Bound	2.1114	
	Mean		1.9892	.06189
	5% Trimmed Mean		1.9452	
	Median		1.8333	
	Variance		.590	
	Std. Deviation		.76801	
	Minimum		1.00	
	Maximum		4.50	
	Range		3.50	
	Interquartile Range		1.19	
	Skewness		.687	.195
	Kurtosis		-.179	.389

Appendix 4. Independent t-tests for Gender

Independent Samples Test for Gender

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Differe	Std. Error	Lower	Upper
Extensive Image Creation	Equal variances assumed	2.584	.110	.109	152	.914	.01474	.13556	-.25309	.28256
Image Protection	Equal variances assumed	.217	.642	-.405	152	.686	-.06195	.15295	-.36414	.24025
Ingratiation	Equal variances assumed	.192	.662	-.341	152	.733	-.05832	.17087	-.39590	.27927

Appendix 5. Independent t-tests for How long ago the interview occurred

Independent Samples Test in 2 groups: 0-6 months vs 6-12 months										
		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error	Lower	Upper
Extensive Image Creation	Equal variances assumed	.116	.734	-.102	112	.919	-.01426	.13981	-.29128	.26276
Image Protection	Equal variances assumed	1.233	.269	.335	112	.738	.05539	.16530	-.27214	.38291
Ingratiation	Equal variances assumed	1.522	.220	.237	112	.813	.04522	.19085	-.33292	.42337

Independent Samples Test in 2 groups: 6-12 months vs 1-3 years										
		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error	Lower	Upper
Extensive Image Creation	Equal variances assumed	.065	.800	-.338	62	.736	-.05699	.16849	-.39379	.27982
Image Protection	Equal variances assumed	.065	.799	-.905	62	.369	-.16406	.18121	-.52629	.19816
Ingratiation	Equal variances assumed	1.310	.257	.549	62	.585	.10156	.18489	-.26802	.47115

Independent Samples Test in 2 groups: 0-6 months vs 1-3 years										
		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error	Lower	Upper
Extensive Image Creation	Equal variances assumed	.002	.968	-.501	112	.617	-.07124	.14211	-.35282	.21033
Image Protection	Equal variances assumed	.779	.379	-.665	112	.508	-.10868	.16352	-.43267	.21532
Ingratiation	Equal variances assumed	6.142	.015	.803	112	.424	.14679	.18280	-.21540	.50897

Preliminary Thesis Report

Study Program:

Leadership and Organizational Psychology

Title:

The Big Five and Interview Faking Behavior

Name of Supervisor:

Ole Iversen

Please be advised as this is a continuation of our work started in the thesis registration form, some paragraphs and sentences might be identical or similar as the ones in our registration form. The appropriate citations are included.

Table of Contents

Abstract

Although much has been done on research of faking in personality measures little has been done on research of faking in employment interviews. Moreover, personality traits and its relation to the faking behaviors in interviews have not received adequate attention. In this thesis, we want to address the link between the five factors of personality and faking behaviors regarding employment interviews. We will use the Big Five Inventory and the Interview Faking Behavior Scale. We expect our five hypotheses, regarding the different personality traits correlating with specific faking tactics, will be supported.

Introduction

Hiring the right employees is crucial to any organization (Mondy & Mondy, 2014). Interview is a tool of selection which is expected by recruiters to clarify and elaborate some certain points to make a reasonable hiring decision after the use of preliminary screening and selection tests (McDaniel, Whetzel, Schmidt, & Maurer, 1994). However, Impression Management (IM) and Faking can occur in interviews, which can pose a threat to hiring decisions. Faking has been found to be common among applicants (e.g., Anderson, Warner, & Spencer, 1984; Thumin & Barclay, 1993; Donovan, Dwight & Schneider, 2014). Applicants using IM tactics have been found to have a negative impact on interviewers' ratings (Kristof-Brown, Barrick, & Franke, 2002).

According to Levashina and Campion (2006), three elements together influence how faking behaviors occur in employment interviews. They are capacity to fake, willingness to fake and opportunity to fake. Personality is listed out as one of the factors of willingness to fake and can be argued to influence capacity to fake as personality has been found correlated with EI or cognitive ability (Yusooff, Desa, Ibrahim, Kadir, Ab Rahman, 2014). Five factor model of personality has been found to be a predictor of faking tendencies (e.g., McFarland and Ryan, 2000; Levashina and Campion, 2006; Tonkovic, 2012). However, little research has been done on the link between personality traits and faking behaviors. Thus, we aim to address this link in our thesis.

This thesis is carried out with two main objectives. First, we hope it can contribute to the discussion of when to use personality test in selection processes regarding the concern of time and cost, before or after employment interviews. Our findings, hopefully, will argue for having personality tests before the employment interviews as it will give an indication to which applicants will use which IM tactics. Second, it can help interviewers to be more aware of who is faking what, therefore they are more prepared and can handle the situation better and prevent or reduce faking.

Literature review

Does faking happen in the interview?

Faking might occur in employment interviews (Levashina & Campion, 2006). Levashina and Campion (2006) use their model of faking likelihood in employment interviews, which portrays how capacity, willingness and opportunity to fake must be present to some degree for faking to occur. Pandey (1986, as cited in Leary & Kowalski, 1990) suggested that IM might be more common in societies with restricted economic and political opportunities.

Faking is common among applicants (e.g., Anderson, Warner, & Spencer, 1984; Thumin & Barclay, 1993; Donovan, Dwight & Schneider, 2014). Macan (2009) explained how applicants are more motivated to create a positive impression in the interview because what they say and do will affect the interviewer's evaluation of them. Griffith, Chmielowski and Yoshita (2007) research found that at least some applicants fake in the selection process, and this might impact the rank ordering of candidates. Griffith, Chmielowski and Yoshita (2007) also refer to other research, which suggests the same findings, like Viswesvaran and Ones (1999).

Faking in personality tests

Rather than IQ test, personality tests are used more and more in selection process. It is also interesting to look at the faking behavior of applicants when completing personality tests for employment selections. Research suggests that individuals who complete personality tests during employment selections have a tendency to fake during the test (Griffith, Chmielowski & Yoshita, 2007; O'Neill et al., 2013; Rosse, Stecher, Miller & Levin, 1998). The applicants respond in the way they think will make them appear a better fit for the job. These results are contrary to those from individuals who complete personality tests for research purposes only (Rosse, Stecher, Miller & Levin, 1998). There is not a tendency to fake in these settings because the individuals have nothing to gain or lose from the outcome.

IM, Faking and Lying

IM and faking are quite confusing terms due to the fact that they are defined differently in the *literature of personality* than in *the literature of social behaviors in organization*. In the personality literature, a central concept is *social desirability*, which refers to the tendency to present ourselves in a socially favorable way (Holden & Fekken, 1989). In this field of research, IM is a component of SDR, which refers to "the intentional distortion of responses to create a favorable impression (Lavashina & Campion, 2007). The other component of SDR is self-deception, where responders indeed believe in their wrong self-description (Levashina & Campion, 2007). In this case, faking is connected with intentional distortion or IM component of social desirability. In short, literature on personality is concerned about whether IM and faking are intentional or not.

In the literature on social behavior in organization, IM can be either intentional or unintentional. In the literature of employment interview, IM definition from social behaviors in organization has been adopted, accordingly, IM is a conscious or unconscious effort to create good impression through interaction (McFarland, Ryan & Kriska, 2003). In addition, Levashina and Campion (2007) suggested to consider both honest and deceptive IM. As an integration of both distinctions from personality literature and social behaviors literature, faking in employment interview is regarded as deceptive and conscious IM (Levashina & Campion, 2007).

In this thesis, we adopt the definition of faking from Levashina and Campion (2007), which refers faking in employment interview to " deceptive IM or the conscious distortions of answers to the interview question in order to obtain a better score on the interview and/ or otherwise create favorable perceptions" (p. 1639).

One more noteworthy distinction is between faking and lying. In research of job interviews, faking is more inclusive than just lying. Lying is defined as an absolutely deceptive verbal statement (Levin & Zickar, 2002). However, in job interviews, candidates can fake in many different ways, not just lying. For example, they can omit some unbeneficial information or exaggerate about their achievement. In this thesis, we adopt the wide view of faking from Levashina and Campion (2007), which regards faking more than just lying. This also includes concealment,

exaggeration, omission and so on. To sum up, faking in selection interviews refers to deceptive and intentional IM and is more inclusive than just lying.

Faking affects the validity of the interview result

Tonkovic (2012) explains how faking can lower the predictive validity of personality questionnaires and reduce the quality of selection decision. Levashina and Campion (2006) point to Sackett, Burris and Ryan's (1989) argument that the interview is seen by applicants as having an element of strategy involved and is prone to the possibility of coaching to reduce the validity of applicant's scores. Levashina and Campion (2006) further explain how it can be argued that deceptive IM or faking represents a real threat to the validity of the interview. Research has shown that IM influences selection decisions, such as interviewer's evaluations of applicant suitability or their estimates of the likelihood that applicants will be offered a job, regardless of applicant credentials. Levashina and Campion (2007) examine validity in their Interview Faking Behavior (IFB) scale.

The studies executed in their article show how the IFB scale demonstrates content validity, convergent and discriminant validity, criterion-related validity to mention a few.

Model of faking likelihood in employment interviews

According to Levashina and Campion (2006), a combination of situational and dispositional variables can influence job candidates' faking behaviors in interviews. The extent to which candidates fake in an interview depend on their capacity to fake, willingness to fake and opportunity to fake (Levashina & Campion, 2006)

Faking = f (Capacity x Willingness X Opportunity).

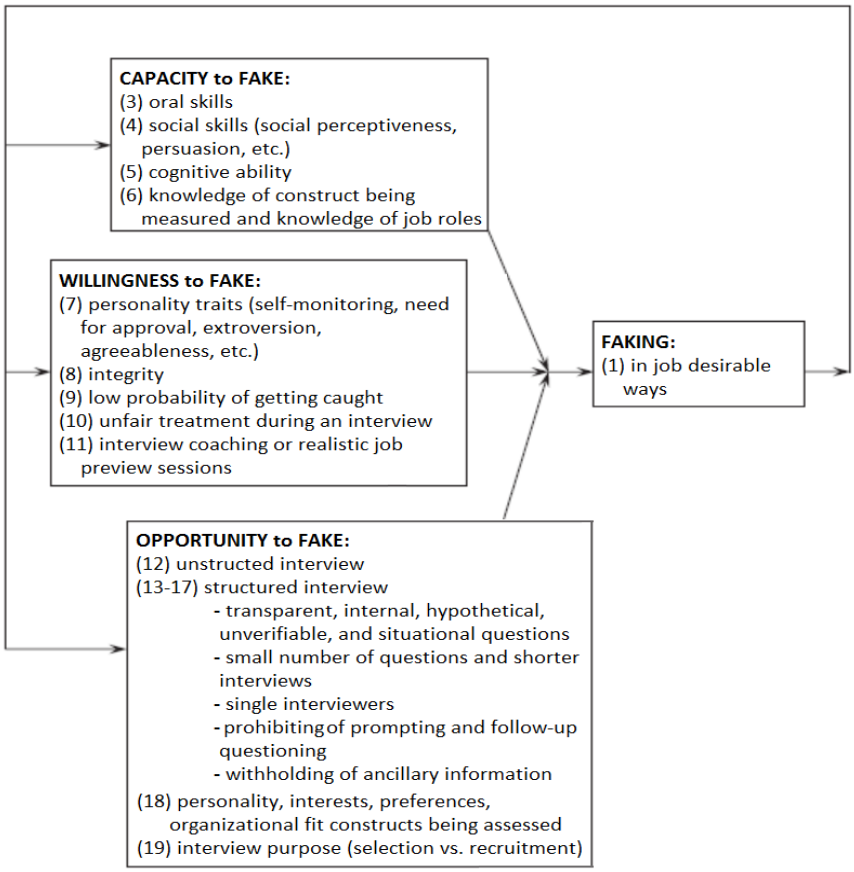

Figure 1. Model of faking likelihood in employment interviews (Levashina & Campion, 2006)

Capacity to fake refers to factors that decide the effectiveness of faking behaviors, which are oral expression skills, social skills, cognitive ability and knowledge of construct being measured and of job roles (Levashina & Campion, 2006). In addition, how much candidates involve themselves in faking is also determined by their willingness to fake, referring to "psychological and emotional characteristics that influence the degree to which candidates are inclined to distort their response" (Levashina & Campion, 2006, p. 302). Willingness to fake includes personality, integrity, low probability of getting caught, unfair treatment during an interview and interview coaching or realistic job preview sessions. Lastly, opportunity to fake is considered in the model, which refer to environmental elements that can either facilitate or hinder faking, for example, type of interview (structured vs unstructured interview) and type of interview questions (behavioral vs situational questions) (Levashina & Campion, 2006).

Out of all factors that can influence tendency to fake in employment interviews, we choose personality to focus on in this thesis due to two reasons. First, as discussed by Levashina and Campion (2006), personality is an indicator for willingness to fake. For example, Conscientiousness, Neuroticism and Extrovert are found to be related to faking in non-cognitive measures (e.g., McFarland and Ryan, 2000; Levashina and Campion, 2006; Tonkovic, 2012). Second, although not listed as one of factors contributing to capacity to fake in Levashina and Campion's (2006) model, personality can be argued to have an indirect link with capacity to fake. Positive correlation has been found between Openness, Emotional Stability and cognitive ability (Rammstedt, Danner & Martin, 2016). And cognitive ability is listed as a predictor of faking behavior in employment interviews.

Personality and Variance in Faking

Conscientiousness is related to integrity (Ones et al.,1993, cited in McFarland and Ryan, 2000), which indicates that those who are high on Conscientiousness might fake less. Further, Salgado (2002, as cited in Levashina & Campion, 2006) found in a meta-analytical study involving the Big Five factors and deviant behaviors (e.g., theft, rule breaking, and disciplinary problems) that Conscientiousness and Agreeableness were the best predictors for the lack of these deviant behaviors.

Neuroticism is argued to be related to variance in faking (Tonkovic, 2012). People who are high on this trait are more engaged in IM behaviors as they are concerned with what others think of them (Costa & McCrae, 1989, as cited in McFarland & Ryan, 2000). Individuals high in Neuroticism are more susceptible to psychological distress due to for instance fear, sadness and embarrassment (Cooper, 2010). Goffin and Boyd (2009, as cited in Tonkovic, 2012) also suggested that Neuroticism can affect an individual's motivation to fake and their faking behavior. Additionally, McFarland and Ryan (2000) found low Conscientiousness and high Neuroticism are positively correlated to faking on non-cognitive measures.

Levashina and Campion (2006) argue that Extroversion may be a predictor for faking also. Kash and DePaulo (1996, as cited in Levashina & Campion, 2006) found that more sociable people (defined as extroverts) told more everyday lies. Moreover, Kristof-Brown, Barrick, Franke (2002) found that extroverts were engaged in self-

promotion during an interview that affected interviewer perceptions of person–job fit. In another research, Conscientiousness and Neuroticism explain 15% of faking criterion in non-cognitive measures. Openness is the most efficient predictor (17%). The Extraversion and Agreeableness explained the least, but still a significant amount of the faking criterion (10% and 6%, respectively; Tonkovic, 2012)

To sum up, Conscientiousness, Neuroticism and Extrovert are found to be related to faking in non-cognitive measures (e.g., McFarland and Ryan, 2000; Levashina and Campion, 2006; Tonkovic, 2012). Although some empirical studies (e.g., Ones et al., 1996, in McFarland and Ryan, 2000) differ with these findings, the reasoning is that these empirical studies used lie scales to detect faking, but such scales fail to isolate faking behavior from self deception. Based on these findings, we predict that the Big Five Factors have the impact to predict tendency to fake in interviews.

Faking Behaviors in employment interviews

Levashina and Campion (2007) discovered in their research that job applicants fake in order to *create* an image of a good candidate, to *protect* the image of a good candidate, or to *ingratiate*. In their study, they developed a taxonomy of faking tactics. These are categorized into assertive tactics, defensive tactics and ingratiation. *Assertive tactics* are used to acquire and promote favorable impressions by portraying yourself as a particular type of person with certain beliefs, values, or experiences. *Defensive tactics* are used to protect images. Finally, ingratiation is used to evoke interpersonal liking between the interviewer and yourself (Levashina & Campion, 2007).

The taxonomy of faking behaviors includes (1) Slight Image Creation, (2) Extensive Image Creation, (3) Image Protection, and (4) Ingratiation (Levashina & Campion, 2007). These tactics are also known as deceptive tactics (Roulin, Bangerter & Levashina, 2014), and can be used to repair negative images of the applicant. Slight Image Creation and Ingratiation are forms of mild faking, whilst Extensive Image Creation and Image Protection are forms of extreme faking (Levashina & Campion, 2007; Hogue, Levashina & Hang, 2013). *Slight Image Creation* is used to create an image of a good candidate for the job. The tactic includes the subcategories

embellishing, tailoring and enhancing. *Extensive Image Creation* involves inventing an image of a good candidate for the job. The subcategories for this tactic include constructing, inventing and borrowing. Thirdly, *Image Protection* is used to defend an image of a good candidate for the job. This tactic includes the subcategories omitting, masking and distancing. The last tactic is *Ingratiation*, and this involves gaining favor with the interviewer to improve the appearance of a good candidate for the job. Here the subcategories include opinion conforming and interviewer or organization enhancing (Levashina & Campion, 2007). Deceptive ingratiation can involve expressing insincere values or beliefs held by the interviewer or the organization (Roulin, Bangerter & Levashina, 2014) in order to appear like a good fit for the job.

Previous research indicates how interviewers are not able to accurately detect deception tactics (DePaulo, Stone & Lassiter, 1985, as cited in Levashina & Campion, 2007; Macan, 2009). Furthermore, Roulin, Bangerter and Levashina (2014) discovered that it is not easy identifying when applicants use faking tactics in interviews. One suggestion could be training to help interviewers identify faking tactics (Howard and Ferris, 1996, as cited in Roulin, Bangerter & Levashina, 2014). The IFB scale was developed as a conceptually useful framework for understanding factors of interview behavior (Levashina & Campion, 2007). Hogue, Levashina and Hang (2013) examined how strategies for using deception tactics are influenced by personal factors. Their hypotheses were partially supported by using the IFB scale.

Gender differences in faking behaviors

There are different interpretations in the literature of gender differences in faking behavior. McFarland and Ryan (2000) pointed out how no study has shown any gender differences in faking behavior. In addition, Levashina and Campion (2007) acknowledged several studies observing no gender differences when using deceptive behaviors.

According to Hogue, Levashina & Hanf (2013), men tend to use forms of extreme faking more than women, and men also have a tendency to engage in harsher forms of IM. Mueller-Hanson, Heggestad & Thornton (2006), suggested gender could be a correlated factor when studying the willingness and motivation to fake.

Moreover, research suggests that men are bigger risk takers than women (Charness & Gneezy, 2011), which could support the notion that men tend to use more extreme faking than women as they are more willing to take the risk with a deception tactic during an employment interview. Hogue, Levashina and Hang (2013) explain how men might be more disposed to use deceptive faking tactics in an employment interview due to gender roles, stereotypes and gender socialization. They discovered in their study that men have a higher intention toward using Extensive Image Creation than women. They further discovered that women high in Machiavellianism and men have higher intentions toward Image Protection and Ingratiation. Lastly they found no gender effects toward Slight Image Creation (Hogue, Levashina & Hang, 2013).

Research Question

The model by Levashina and Campion (2006) provides a comprehensive view on how faking in employment interviews occurs; however, it does not include different faking behaviors which can be employed by applicants. In another research, Levashina and Campion (2007) built up a taxonomy of faking behaviors. In this thesis, we aim to find a link between these two studies. Our interest is in how personality has something to do with faking behaviors. Personality has been found to be a predictor of faking in non-cognitive measures, therefore, it is possible to argue for that is the case for faking in employment interviews as well (e.g., McFarland and Ryan, 2000; Levashina and Campion, 2006; Tonkovic, 2012). Additionally, although some research has been done on the Big Five and faking on non-cognitive measures, little has been done to explore the relationship between the Big Five and specific faking behaviors in interview contexts. In this thesis, we aim for addressing our research question, which is:

Can the Big Five factors predict which faking behaviors will be used in employment interviews?

Hypotheses

Conscientiousness and Agreeableness were found as the best indicators for the lack of deviant behaviors (e.g., theft, rule breaking, and disciplinary problems; Salgado, 2002, as cited in Levashina & Campion, 2006). Additionally, Conscientiousness was found to positively correlated with integrity (Ones et al.,1993, cited in McFarland and Ryan, 2000), which indicates that those who are high on Conscientiousness are less likely to tell lies.

Lies can be categorized as deviant and normal lies (Fuane and Cerulo 2003). Deviant lies are severe and are not socially accepted as they damage trust, while normal lies is likely to be less harsh to receivers and are generally more acceptable (Hogue, Levashina & Hang, 2013)

Not all IM in employment interviews is deceptive. When doing Slight Image Creation, job candidates exaggerate but they are still close to the truth (Levashina & Campion, 2007). Therefore, we argue that those who scores high on Agreeableness or/and Conscientiousness are more likely to engage in Slight Image Creation if they use faking in employment interviews.

H1: Agreeableness is positively correlated with Slight Image Creation

H2: Conscientiousness is positively correlated with Slight Image Creation

When job applicants employ Extensive Image Creation, they make up information (e.g., they lie; Levashina & Campion, 2006). Moreover, Extensive Image Creation and Image Protection are categorized as severe forms of faking (Hogue & Levashina & Hang, 2013). Severe faking occurs when applicants engage in extensive lies of either commission or omission (Hogue & Levashina & Hang, 2013). Extroverts were found to tell more everyday lies (Kash and DePaulo, 1996, as cited in Levashina & Campion, 2006). Moreover, Kristof-Brown, Barrick, Franke (2002) found that extroverts were engaged in self-promotion during employment interviews that affected interviewer perceptions of person–job fit. Hence, we hypothesize that Extroversion has a positive correlation with Extensive Image Creation and Image Protection.

When candidates engage in Ingratiation, they are trying to influence in a way that makes interviewers like them and give them a better score (Levashina & Campion, 2007). Ingratiation, therefore, is a method of evoking interpersonal liking

and attraction between interviewers and applicants. It is reasonable to argue that this faking behavior requires some extent of emotional intelligence (EI). Extroversion were found to have positive relationship with EI (Yusooff et al., 2014). Thus, we assume that high scorers on Extroversion are likely to employ ingratiation as a faking tactic.

H3: Extroversion is positively correlated with Extensive Image Creation, Image Protection and Ingratiation.

The Ingratiation tactic involves gaining a favor with the interviewer to improve the appearance of the applicant (Levashina & Campion, 2007). Tonkovic (2012) explained how individuals high on Openness to Experience are more likely to bend the rules and distort their personality responses in a desirable direction. Furthermore, Openness to Experience is positively correlated with EI (Arteche, Chamorro-Premuzic, Furnham & Crump (2008), similar to EI and self-monitoring (Jain, 2012). It can thereby be suggested a link to the Ingratiation tactic and Openness to Experience trait in which these individuals might express values and attitudes held by the interviewer (Levashina & Campion, 2007) in order to improve their own appearance in the interview and thereby appear as a good fit for the job.

H4: Openness to experience is positively correlated with ingratiation

McFarland and Ryan (2000) also found that individuals high on Neuroticism used faking to a greater extent than individuals low on Neuroticism. Image Protection involves defending an image of a good candidate in the job interview (Levashina & Campion, 2007). As individuals high on Neuroticism are concerned with how they are perceived by others and are less able to control their impulses (Cooper 2010) they might be more prone to Image Protection in order to disguise or improve aspects of their background to improve their answers, or just not mention elements that might impair their answers. Moreover, Neuroticism has been found to be negatively correlated with EI (Yusoff et al., 2014).

As mentioned above, Ingratiation is the faking tactic by which applicants make effort to evoke interpersonal liking and attraction between interviewers and applicants. It is reasonable to argue that this faking behavior requires some extent of EI. Therefore, it might not be effective for people high on Neuroticism to perform

Ingratiation. Ingratiation, then, might be the last choice for them. Based on these arguments, we hypothesize that:

H5: Neuroticism is positively correlated with image protection

Methodology

Measures

In our study we are going to use the Big Five Inventory (John, Naumann & Soto, 2008) and the IFB scale (Levashina & Campion, 2007).

The Big Five Inventory was developed due to the need for a shorter instrument measuring the Big Five personality traits (John, Naumann & Soto, 2008). The inventory was developed by John, Donahue and Kentle in 1991, and consists of 44 items rated on a Likert scale from 1 (disagree strongly) to 5 (agree strongly; John, Naumann & Soto, 2008).

The IFB scale was developed by Levashina & Campion (2007) in order to understand factors of interview behavior. The scale was developed from the proposed taxonomy of faking behavior. It is not a selection device, but a framework to improve the selection process (Levashina & Campion, 2007). The scale has 64 items, all rated on a Likert scale from 1 (to no extent) to 5 (to a very great extent).

Our intention with this study is to find the correlation between personality traits and faking behaviors. In other words, we aim at figuring out which of five factors link with which faking behaviors.

Sample

Our sample includes people who have experienced with employment interview within the last 12 months. Probably, if there has been more than 12 month, participants' memory on their last interview might not be as precise as we need. Moreover, according to the rule of thumb within the psychological research (Tabachnick & Fidell, 1996; Van Voorhis & Morgan, 2007), we aim for 100 responses.

Procedures

We are going to send out the two questionnaires at the same time.. Each participant will be asked to answer both questionnaires. The personality test will be provided first, following by the IFB scale. By this way, we can match participants' personality profile with their faking behavior in employment interviews. Participants will be asked to indicate the extent to which they agree with statements in two questionnaires. The Big Five Inventory (John, Naumann & Soto, 2008) and the IFB scale are both measured on a 5-Likert scale.

As time could have an impact on faking behavior scale results when participants recall experience on their last interview, it could be a control variable in our study. In addition, we are initially only interested in people who has been in an employment interview in the last 12 months. Therefore, question of how long it has been since their most recent employment interview will also be asked.

Data analysis

First, we will inspect the collected data for normality. Normality needs to be taken serious, otherwise, the validity of finding is a subject of concern (Ghasemi & Zahediasl, 2012). After that, we will carry out a correlation and regression analysis to see if there is any link between the five factors and faking behavior. Moreover, cluster analysis will be employed to group out different groups, each of which consist of a set of specific personality profile and specific faking behavior.

Tentative Plan

Task to complete	**Deadline**
1. Data collection	27 March
2. Data analysis	5 May
3. Draft thesis	25 June
4. Sending the draft thesis to supervisor	1 July
5. Thesis finalization	20 August
6. Thesis submission	25 August

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