

Faking Intention on the Internet: Effects of Test Types and Situational Factors

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With the explosion of new technologies being developed for internet, internet becomes a major recruitment and selection source for many organizations. In order to increase the reliability and validity of internet testing, it is important to understand the factors underlying faking intention. This study examines the effects of test types and situational factors on faking intention. The test types were personality test and biodata. The situational factors were manipulated through the instruction of: (1)testing time limitation(A); (2)warning of lie scale(B); (3)warning of verification(C); (4)the combination of (A) and (B); (5)the combination of (A) and (C); (6)the combination of (B) and (C); (7)the combination of (A), (B) and (C); and (8)control group with no specific instruction. Job Adaptability Personality Inventory (JAPI) was used to assess personality, and biodata were constructed with relative dimensions of JAPI. Faking intention was measured by social desirability scores. Subjects were

1555 job applicants applying for jobs (sales) on the internet. The findings were as follows: The main effects of test types and situational factors were both significant, but there was no significant interaction between these two variables. With respect to testing types, subjects filling biodata tended to have less faking intention than subjects filling personality tests. And with respect to situational conditions, only the combination of warning of lie scale and verification reduced faking intention significantly. In addition, faking intention was positively correlated with the personality test dimension scores. The more testing time subjects used, the more they tended to fake. There were significant differences on faking intention at different age, sex and education level.

Keywords: *recruitment, selection, internet testing, faking intention, social desirability scores, situational factor*

