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To fake or not to fake?
Interaction of warning and motivational determinants in predicting faking

1. INTRODUCTION

Applicants vary regarding their tendency to fake on personality questionnaires while selection situations vary regarding the level they make faking possible (Dwight & Donovan, 2003; Galić et al., 2012). Since in real selection procedures it is difficult to detect faking, it is important to research the factors which determine whether applicants will fake their responses and to what extent. In last decade several groups of authors have systemized possible factors and suggested theoretical models that specify key determinants of faking behavior (Goffin & Boyd, 2009; McFarland & Ryan, 2006). However, empirical studies are lacking. Thus, in this study we aimed to investigate how a relevant situational factor, warning against faking, interacts with motivational factors in predicting applicants' faking.

2. METHOD

Two groups of students and alumni filled-in the personality questionnaire twice: first time anonymously under standard research instructions and second time in simulated selection condition for the job of collaborator on promotion tasks. Instead of the job, five candidates could get a financial reward. Individual measure of faking was measured as the difference between the two personality inventory scores, whereas motivation to fake was measured as a self-report. Participants additionally filled-in questionnaires on motivational determinants specified in existent theoretical models of faking: personality traits, moral code aspects, perceived ability to fake and contextual antecedents (Table 1). In simulated selection, one group of participants (N=208) received warning against faking while the second group (N=185) received no warning.

Table 1. Motivational determinants examined in this research

	Determinants/Variables
Personality traits:	6 facets of Conscientiousness
	6 facets of Emotional stability
	3 facets of Openness: Fantasy, Liberality and Adventurousness
	Locus of control
	Public self-consciousness
	Self-monitoring
	Machiavellianism
	Socially desirable responding: Egoistic and moralistic bias
Moral code:	Attitudes toward faking
	Subjective norms
	Integrity
	Moral reasoning
	Religiousness
Perceived ability to fake:	Perceived behavioral control
Contextual antecedents:	Perception that faking will result in negative consequences
	Perceived need to fake: Desire for success in selection procedure, Need for success in selection procedure, Perceived discrepancy between ideal and self-descriptive profile

3. RESULTS

To refine the determinants of motivation to fake and consequently faking behavior, we conducted a series of regression analyses on whole sample and the two subsamples varying regarding warning against faking. As the faking behavior criterion variable, we used the first unrotated component of five difference scores indicating faking on every personality dimension. Results of the regression analyses revealed significant predictors which we then tested via structural equation modeling. In the final structural model on the whole sample we kept variables of every category of determinants (personality traits of Depression and Adventurousness; aspects of moral code: Attitudes toward faking and Subjective norms; Perceived behavioral control; and contextual antecedent Perceived discrepancy between ideal and self-descriptive profile) and showed a direct influence of warning against faking on both motivation to fake and faking behavior (x^2/df = 1,49; *GFI* = ,90; *CFI* = ,96; *RMSEA* = ,04; *CAIC* = 1444,2). Further analyses in separate conditions showed that model fitted data even better after it has been adjusted with situational specific predictors (Figures 1 and 2). It seems that the warning strengthens the contribution of contextual determinants and lowers the contribution of personality traits.
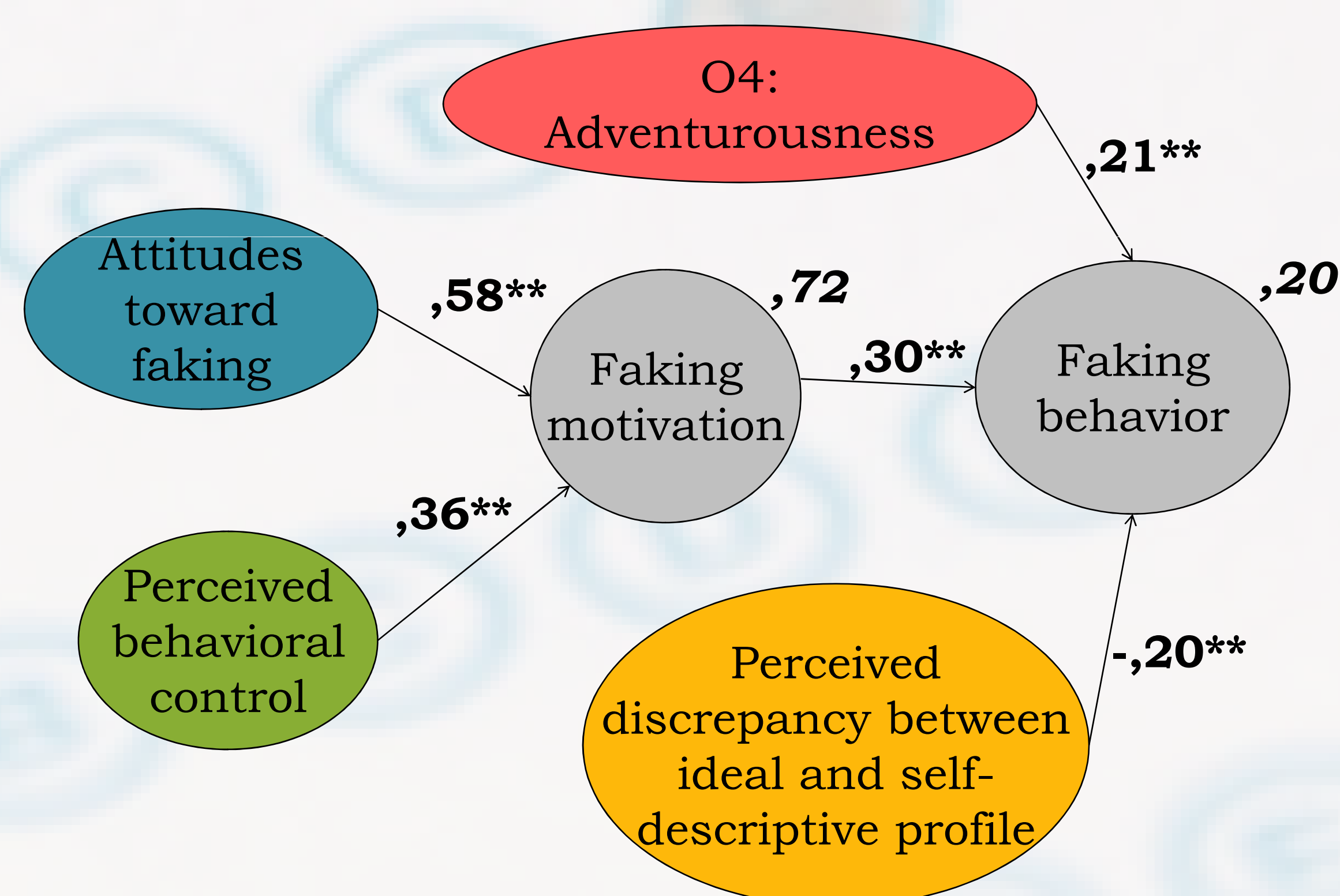

Figure 1.
Final structural model in the condition <u>without</u> warning against faking
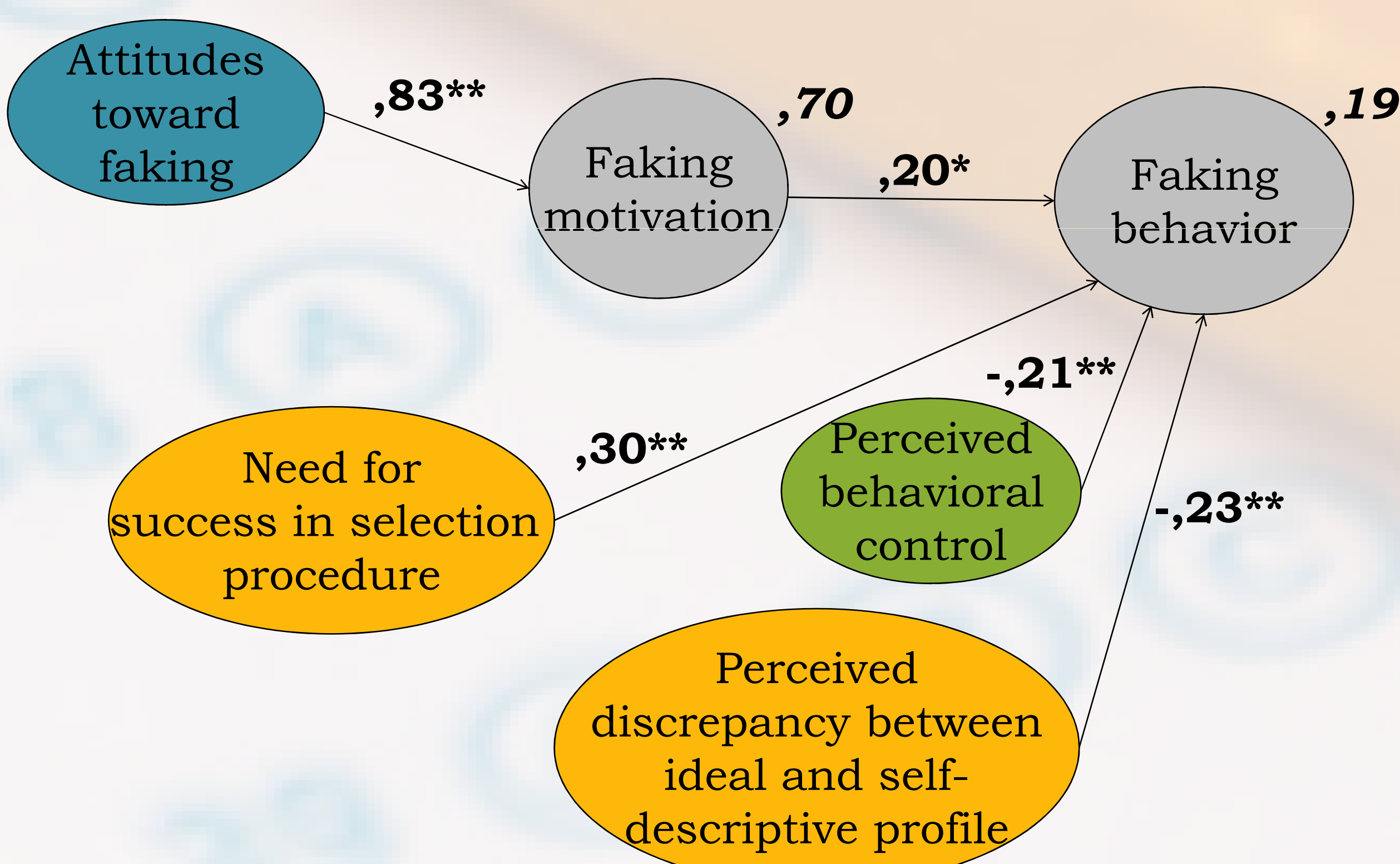x^2/df = 1,21; *GFI* = ,90; *CFI* = ,97; *RMSEA* = ,03, *CAIC* = 767,9

Figure 2.
Final structural model in the condition <u>with</u> warning against faking
x^2/df = 1,24; *GFI* = ,90; *CFI* = ,97; *RMSEA* = ,03, *CAIC* = 652,9

4. CONCLUSION

This is the first empirical study that has examined the effect of warning within a comprehensive model of motivational determinants of faking behavior. The findings confirmed the importance of faking determinants belonging to every hypothesized category: personality traits, moral code, contextual antecedents and perceived ability to fake. Beside direct influence on the motivation to fake and faking behavior, the warning against faking showed a moderator effect on relationship between some determinants and criteria. A practical contribution would be an improvement of strategies for dealing with applicants' faking in personnel selection situations.

5. REFERENCES

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