Exploring boundaries of the effects of applicant ingratiation tactics on person-organization fit

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ABSTRACT
Past research has found that applicant ingratiation had positively related to person-organization fit. Higgins and Judge (2004) found that applicant ingratiation had a positive effect on person-organization fit. This study extends previous research to examine the moderating roles of interview situation and applicant personality on the relationship of applicant ingratiation tactics and interviewers' perceived of applicant person-organization fit in a real selection interview. Data were collected from 145 applicants and 70 interviewers. Partial results support our hypotheses. Applicant ingratiation had a positive effect on interview person-organization fit. Implications and directions for future research are discussed.

Keywords : ingratiation、person-organization fit、interview structure、interview longer、self-monitoring、extraversion

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