Exploring Boundaries of the Effects of Applicant Faking Intention on Faking Behavior in Job Interviews

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ABSTRACT

The interview has been an instrument of an enterprise for the personnel selection in Taiwan's corporation. Through this process, on the one hand, it can help companies at-tract those professionals, and on the other hand, help job applicants find a appropriate work they can be equal to it. The interviewers can rely on this interaction in face to face and getting the information about the job applicants to understand the resume, the auto-biography and other ability except the written information. The choices of any thing and behavior which applicants decide are related to their intentions. Therefore, in the short time of the interview situations, for the ambitious applicants who are eager to gain the job, their behaviors which may be different from the original themselves is exhibited to catch the interviewer's attention or recognition. In this study, we investigate " will affect the relation between the faking intention and applicants' fak-ing behaviors?" and " will examining the moderating of their locus of control, self-monitoring, interpersonal communication skills and social skills to affect the rela-tion between the faking intention and faking behaviors?" This study extended previous research, and collected researching data in the real occasion of the selection interview. Data was collected from 119 applicants and 39 in-terviewers, the results suggest that the faking intention of applicants has a positive effect on the applicants' faking behaviors. In addition, it found that applicants have the higher characteristics of self-monitoring, the stronger effect of the relation between the faking intention and faking behaviors. And, the applicants have the better ability of the rela-tional communication and of social skills, the stronger effect of the relation between the faking intention and faking behaviors. And, the applicants have the better ability of the interpersonal communication and of social skills, the stronger effect of the relation be-tween the faking intention and faking behaviors.

Keywords: faking intentions faking behaviors relational communication social skills locus of control self-monitoring

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