

# 溫暖行為與自我效能對應徵者偽造意圖與偽造行為關係之干擾效果研究

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## 摘要

過去研究證實應徵者之偽造意圖，會影響到面談偽造行為。本研究延伸過去研究，在真實的甄選面談情境中，檢視面試官溫暖行為與應徵者自我效能對偽造意圖與面談偽造行為關係之干擾效果。樣本來自於56家公司的167位應徵者中所蒐集的資料結果發現應徵者偽造意圖與面談偽造行為呈正向關係。此外，當面試官展現出溫暖行為時，應徵者偽造意圖與面談偽造行為之間的關係會增強。在實務意涵方面，本研究建議在甄選面談時，面試官應避免展現溫暖行為，來降低因應徵者從事面談偽造行為所造成的面談偏差，以提升甄選面談的品質。

關鍵詞：甄選面試、偽造意圖、面談偽造行為、溫暖行為、自我效能

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