The Moderating Effects of Warm Behavior and Self-Efficacy on the Relationship between Applicant Faking Intention and …

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ABSTRACT

Past studies have verified that applicant faking intentions affect interview faking behaviors. This study, as an extension thereof, examines in real-life scenarios of selection interview how interviewers' warm behavior and applicants' self-efficacy interfere with the relationship between faking intentions and interview faking behaviors. Samples were collected from the data of 167 applicants from 56 companies. Findings of this study reveal a positive correlation between faking intentions and interview faking behaviors, which strengthens when interviewers display warm behavior. With regard to the practical implications of these results, it is suggested that interviewers should avoid displaying warm behavior during selection interviews to reduce interview deviation caused by applicants' interview faking behaviors, thereby improving the quality of selection interviews.

Keywords: selection interview　faking intentions　interview faking behaviors　warm behavior　self-efficacy

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