RESEARCH SEMINAR

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EDWARDS SCHOOL OF BUSINESS
NUTRIEN CENTRE

25 Campus Drive

February 12, 12:00pm - 12:30pm

Virtual: WebEx

How Applicant Circumstances and Job Ad Messaging Influence Impression Management in Online Applications

Abstract: Many online assessment tools used for personnel selection rely on self-reports. However, because personnel selection is typically a competitive process, researchers and practitioners often express concern that self-report assessments may be vulnerable to "faking" or impression management (IM) behavior. Score discrepancies that result from IM have been shown to substantially affect both selection decision making and undermine the validity of hiring assessments. Unfortunately, research conducted with real job applicants is extremely rare, and thus our understanding of applicant IM is mostly untested outside of contrived 'lab' settings. In this presentation, I will discuss preliminary results from sample of 5,764 self-report application responses provided by 2,410 real-world applicants who applied to multiple jobs. The results show how applicant circumstances and characteristics of the application process – including length of the job search, prior application success, type of question, and job ad messaging – influence applicant IM behavior.

Joseph Schmidt

**Department Head &
Associate Professor
Human Resources and
Organizational Behaviour**

Please RSVP to attend the event!

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