


2019

SPECIAL ISSUE - CALL FOR PAPERS: Understanding Effects of Impression Management on Assessment Outcomes

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SPECIAL ISSUE: CALL FOR PAPERS

Understanding Effects of Impression Management on Assessment Outcomes

Deadline for Submission: JANUARY 1, 2021

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AIM AND SCOPE

Selection in organizations generally assumes that candidates will approach assessments with some motivation to present themselves accurately—that is, candidates will strive to complete the assessments in an honest and forthright manner. Unfortunately, years of research in the organizational sciences has suggested that this may not always be the case. Candidates completing selection assessments may engaged in activities such as lying, misrepresentation, cheating, and faking. This represents a challenge to practitioners who rely on such assessments to make high-stakes decisions that can affect candidates' likelihood of getting a job and organizations' need to get the best available talent.

The goal of this special issue is to feature research that examines the effects of impression management on assessment outcomes. The focus of the issue is broad, welcoming theory papers, quantitative or qualitative reviews, simulations, empirical papers with primary laboratory and/or field data, or provocation papers. Experimental, non-experimental, and meta-analytic methodologies are welcome. Exploratory and/or inductive investigations are also encouraged.

Topics may include (but are not limited to):

- Effect of IM on reliability and validity of assessments
- Effects of IM on hiring decisions
- IM in the employment interview
- IM in the context of social media in the hiring process
- New approaches to conceptualizing the construct of impression management
- Cheating in all areas of adult assessment including:
 - certification and licensure testing
 - private sector testing
 - public sector testing
- Lying on resumes

Our focus is on empirical investigations of validity and efficacy for novel assessment technologies. Experimental, non-experimental, and meta-analytic methodologies are welcome. Exploratory and inductive investigations are encouraged, as are validation studies. Authors are also encouraged to make their data and syntax available, in accordance with Open Science Framework (osf.io) best practice, when possible.

To be considered for the special issue, articles should be submitted by JANUARY 1, 2021. Authors are encouraged to contact the special issue editors, Neil Christiansen and Chet Robie, with questions.

Please indicate in your cover letter that you are submitting your manuscript for the special issue.