Abstract

This paper reviews recent developments in the use of commercially available written integrity tests for preemployment selection. Two studies were conducted to investigate the utility of a self-developed integrity test as a predictor of performance in this research. Using the integrity test as instrument, Study 1 was conducted to predict delinquent behaviors among adolescents ($N = 141$) and Study 2 was conduced to predict counter-productive behaviors and organizational citizenship behaviors among employees ($N = 236$). Factor analyses revealed five components underlying the integrity scale: (a) Other-Dishonest, (b) Justify-Dishonest, (c) Integrity-Belief, (d) Dishonest-Consequence, and (e) Dishonest-Excuse. Results from both studies indicate that the proposed integrity test could validly predict delinquency among adolescents and counter-productivity among employees. Limitations and future research directions are also discussed.