

Abstract

Integrity testing is gaining increasing concern in recent decades and the increasing popularity is expected to continue. The background and the major development of such tests are reviewed. The typical integrity test consists of close-ended short items, like multiple choice items and rating scales. After examining the existing research base, in present study, scenario-based items are proposed to use in integrity testing. The theoretical base and significance of this innovation will be discussed. The dilemma items were embedded with counter-productive behaviors (CPB) and organizational citizenship behaviors (OCB). Some situational factors that may affect integrity-related behaviors are also embedded, which is most of the existing integrity tests and related research neglected before. Based on the Dimensional –Situational Model, eight scenarios were developed as a preliminary study. In order to develop an inventory applied in the Chinese context, Chinese values like “Renqin” were added into the scenarios. Two studies were conducted to validate the items. 139 secondary students participated into Study One and 213 current employees participated into Study Two. Participants reported the frequency of engagement into a list of CPB and OCB. These were used to validate the scenario-based items. Through the within-sample validation of Study Two, the results showed that the some scenarios have substantial predictive validity.