Abstract

An adjective-based covert integrity test (ABCIT) which was significantly correlated with conscientiousness and the frequency of performing deviant behavior was developed. Application of test item response latencies to detect faking in the ABCIT was also examined. Results were consistent with previous studies, indicating that test item response latencies could differentiate between participants who were instructed to fake and those who were instructed to response honestly in a job scenario. Comparable to previous findings, item response time could correctly identify over 68% of respondents who were faking and those who were honest. Implications of present study and suggestions of future studies were discussed.