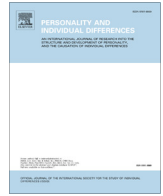




Contents lists available at ScienceDirect

Personality and Individual Differences

journal homepage: www.elsevier.com/locate/paid

Short Communication

Personality and value correlates of careless and erratic questionnaire responses

Adrian Furnham^{a,b,*}, Gillian Hyde^c, Geoff Trickey^c^a Department of Clinical, Educational, and Health Psychology, University College London, WC1H 0AP, United Kingdom^b Norwegian Business School (BI), Nydalsveien, Oslo, Norway^c PCL, Tunbridge Wells TN4 8AS, United Kingdom

ARTICLE INFO

Article history:

Received 28 December 2014

Received in revised form 1 February 2015

Accepted 4 February 2015

Available online 6 March 2015

Keywords:

Careless

Erratic

Random

Validity

ABSTRACT

This study examined the individual difference correlates of the validity scale from the Hogan Personality Inventory (HPI) which measures the extent to which a respondent has reported in a careless, erratic or random way. The aim was to determine the typical response profile of a careless and erratic respondent. Over 10,000 adults completed three measures: one of normal “bright-side” personality (HPI), one of “dark-side” personality (Hogan Development Survey, HDS) and one of motivation (Motives, Values, Preferences Inventory, MVPI). Scores on these measures were related to the validity scale scores using correlations and regressions. Bright and dark side measures were more strongly and logically related to validity scores than motives and values. Implications and limitations are discussed.

© 2015 Elsevier Ltd. All rights reserved.

1. Introduction

There are a whole range of issues that concern those who use self-report measures in research and practise. The major concerns are issues associated with accuracy and veracity. There are three well-known issues: socially desirable responding (faking, dissimulation); the use of response sets (acquiescence, yay/nay-saying) and careless, erratic and random responding. The first issue, namely that of faking, has attracted most research attention (Ziegler, Maccann, & Roberts, 2012).

This study is concerned with individual difference correlates of random responses, namely those who because of fatigue, low motivation, or simply malice, complete questionnaires in a desultory manner. It has been suggested that often over 10% of responders of a lengthy questionnaire could be considered as careless (Meade & Craig, 2012).

There is limited literature on the random responder dating back 25 years (Beach, 1989; Charter, 2000). Partly because of the increase of on-line measures, there is now more interest in how random responding is a threat to the validity of survey results (Eyal & Eyal, 2011; Osborne & Blanchard, 2011). Consequently there have been a number of attempts to devise measures to detect (and deter) careless responders (Huang, Curran, Keeney, Poposki, & DeShon, 2012). Meade and Craig (2012) have suggested that there

are essentially four methods to attempt to detect the random responder: scales designed to detect carelessness; response consistency indices; multivariate outlier analysis and response time measures.

Some researchers have attempted to develop simple and robust tools that discriminated between Conscientious and random responders. Thus Marjanovic, Struthers, Cribbie, and Greenglass (2014) have developed and tested a five-item validity measure that was shown to correctly classify responders as either Conscientious or random with greater than 93% accuracy. Researchers have been particularly interested in how random responding may distort the results in long personality tests (Holden, Wheeler, & Marjanovic, 2012; Marjanovic, Holden, Struthers, Cribbie, & Greenglass, 2014). There is evidence that the trait Conscientiousness is linked to valid, non-random responding (Furnham, Forde, & Cotter, 1998; Hulsheger & Maier, 2010).

This study is concerned with the individual difference correlates of a validity scale and three Hogan measures described above. The aim was to note which scales on which measures were more prone to this response style and provide a profile of the careless/erratic respondent.

The HDS has a “higher order structure” with three factors, and these will also be investigated. Hypotheses were based on the meaning of these scales and limited past research. It was predicted that from the HDS Diligence (H1) and Dutiful (H2) would be positively and Excitable (H3), Sceptical (H4), Bold (H5) and Mischievous (H6) would be negatively correlated with validity; from

* Corresponding author at: Department of Clinical, Educational, and Health Psychology, University College London, WC1H 0AP, United Kingdom.

the HPI Prudence (H7) and Interpersonal Sensitivity (H8) would be significantly positively correlated with validity; and from the MVPI Recognition (H9) and Altruism (H10) would be positively correlated with validity.

2. Method

2.1. Participants

There were a total of 10,378 participants of whom 7904 were males and 2474 females. Their mean age was 36.14 years (SD = 12.90 years). The participants were tested by a British based psychological consultancy over a 10 year period. Nearly all were employed as middle to senior managers in British companies. They took these tests as part of an assessment exercise for selection or development.

2.2. Measures

2.2.1. The validity measure

It consists of 14 items that nearly everyone answers in the same way, for example, one item is ‘Basically I am a co-operative person’, or ‘I do my job as well as I possibly can’ to which 99.9% of the population answer ‘True’ or ‘My success means little to me’ where a similar number respond ‘False’. The lower a score on the validity scale the more likely the respondent has not answered the questionnaire in a straightforward, honest or accurate way. If an individual gets a validity raw score of less than 10 this triggers a warning on the report output that the profile may be invalid. In this study 105 people had a score of 10 or less: the mean was 13.34 (SD = .094) and Range 3–14. The alpha for the scale is .83.

2.2.2. Personality

Hogan Personality Inventory (Hogan & Hogan, 1997) is a measure of normal personality functioning closely aligned to the Big Five. It measures seven dimensions of personality: Adjustment, Ambition, Sociability, Interpersonal Sensitivity, Prudence, Inquisitive and Learning Approach. It was initially developed in 1976. It has 7 domains and 41 facets measured by 206 items. It has impressive evidence of reliability and validity and has been used in many studies (Hogan, Hogan, & Warrenfeltz, 2007). Alphas for the scales were all over .70.

2.2.3. Dark side traits

Hogan Development Survey (Hogan & Hogan, 1997) contains 168 true/false items that assess dysfunctional interpersonal

themes. These dysfunctional dispositions reflect one’s distorted beliefs about others that emerge when people encounter stress or stop considering how their actions affect others. It does not measure personality disorders, which are manifestations of mental disorder. Instead, the HDS assesses self-defeating expressions of normal personality. The HDS has been cross-validated with the MMPI personality disorder scales. It has considerable evidence of satisfactory reliability and validity (Fico, Hogan & Hogan, 2000; Hogan et al., 2007; Hogan & Hogan, 2001). There are good British norms for this measure (Furnham, Trickey, & Hyde, 2012; Furnham, Hyde, & Trickey, 2014). Alphas were all over .70.

2.2.4. Values

The Motives, Values, Preferences Inventory (MVPI, Hogan & Hogan, 1999) measures 10 Motives/Preferences. Each scale is composed of five themes: (a) Lifestyles, which concern the manner in which a person would like to live, (b) Beliefs, which involve ‘shoulds’, ideals and ultimate life goals, (c) Occupational Preferences, which include the work an individual would like to do, what constitutes a good job, and preferred work materials, (d) Aversions, which reflect attitudes and behaviours that are either disliked or distressing, and (e) Preferred Associates, which include the kind of persons desired as co-workers and friends. More than 100 validation studies have been conducted on the MVPI with results indicating that the inventory is effective in predicting job performance and outcome variables such as turnover (Hogan Assessment Systems; Tulsa, USA). The alphas for the scale were all over .80.

3. Procedure

Data was obtained from a British psychological consultancy specialising in assessment, development and selection. All questionnaires were completed on-line. Each manager was given feedback on the results, including how he/she related to the test norms as well as his/her colleagues, by a trained and accredited person who was qualified in all tests. Data was kept on file anonymously and it was understood by the sponsor of the tests that these may be used in research studies.

4. Results

Statistical analysis: this consisted first of correlating all scale scores with the validity measure, second of regressing the validity measure on each subscale score of the three measures.

Table 1

Correlations and regressions with the dark side and validity.

		r^2	Beta	t
Age		.00	.02	0.10
Sex		.10	.08	4.61***
Excitable	Overly enthusiastic about people or projects, then becoming disappointed with them	-.24	-.16	8.53***
Sceptical	Socially insightful, but cynical and overly sensitive to criticism	-.19	-.10	5.03***
Cautious	Overly worried about being criticised, resistant to change and reluctant to take chances	-.13	-.11	5.35***
Reserved	Lacking interest in or awareness of the feelings of others	-.20	-.06	3.33***
Leisurely	Independent, ignoring others’ requests, and becoming irritable if they persist	-.12	-.01	0.94
Bold	Having inflated views of one’s competency and worthy	-.05	.00	0.21
Mischievous	Charming, risk-taking, and excitement-seeking	-.13	-.06	3.31**
Colourful	Dramatic, engaging, and attention-seeking	-.06	-.04	1.71
Imaginative	Thinking and acting in interesting, unusual, and even eccentric ways	-.13	-.05	2.56**
Diligent	Conscientious, perfectionistic, and hard to please	.21	.21	12.52***
Dutiful	Concerns being eager to please and reluctant to act independently	.13	.13	7.47***
		$F(2, 3496) = 12.14^{***}$	Adj $R^2 = .00$	
		$F(13, 3485) = 55.79^{***}$	Adj $R^2 = .17$	

Correlations $r > .04$ are $p < .001$.

*** $p < .001$.

** $p < .01$.

Download English Version:

<https://daneshyari.com/en/article/7251580>

Download Persian Version:

<https://daneshyari.com/article/7251580>

[Daneshyari.com](https://daneshyari.com)