
**Résumé fraud? The effects of résumés' embellishment on
perceptions of business graduates' hireability**

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Biographic note

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Abstract

The increasing competition in the labour market has led many job applicants to feel the need to differentiate themselves in order to outperform other candidates, since the beginning of the recruitment process. Thus, résumé screening is becoming a crucial phase for a candidate's main objective: obtaining a job offer. In this context, job applicants are using Impression Management (IM) tactics in cover letters and résumés, including résumés' *embellishment*, to enhance their characteristics. The dishonest use of IM tactics, also known as deceptive IM tactics, may undermine the validity of the selection process. However, few studies have analysed whether employers are accurately detecting deceptive IM tactics and what is the impact of these tactics on the assessment of candidates' job-related skills and perceived hireability. The present research represents one of the first attempts to understand whether résumé's embellishment is perceived as deceptive or not, and what are the effects on the perceived hireability of job applicants. For that, this study employs an experimental between-subjects factorial design. A survey was targeted and answered by 435 Portuguese working adults, who rated one of eight fictitious résumés of business graduates, varying in terms of gender, academic performance, and participation in extracurricular activities. The results showed that the embellished résumés were not considered deceptive, but instead, were rather trusted and were highly rated in job suitability and organizational and interpersonal fit. Moreover, there was evidence of a gender bias, as highly qualified male candidates, i.e., with high academic performance and participation in extracurricular activities, were rated higher in résumé embellishment and transparency. The findings challenge previous results and raise diverse questions pertaining to this apparent inconsistency. Furthermore, this study extends earlier research on Impression Management and the findings have both theoretical and practical implications regarding the use of embellished résumés that are further discussed.

Keywords: Résumé Fraud, Impression Management, Deceptive Impression Management Tactics, Recruitment, Academic Performance, Extracurricular Activities, Job Suitability, Perceived Hireability

JEL-codes: J24, M10, O15.

Resumo

A competição crescente no mercado de trabalho tem conduzido muitos candidatos a sentirem a necessidade de se diferenciarem de forma a superar os outros candidatos, desde o início do processo de recrutamento. Assim, a seleção dos currículos está a tornar-se uma fase crucial para o objetivo principal de um candidato: obter uma proposta de emprego. Neste contexto, os candidatos estão a usar táticas de Gestão de Impressões (GI) em cartas de apresentação e currículos, incluindo o *embelezamento* dos currículos, para aprimorar as suas características. O uso desonesto de táticas de GI, também conhecidas como táticas enganosas de GI, pode prejudicar a validade do processo de seleção. No entanto, poucos estudos analisaram se os empregadores estão a detetar com precisão táticas enganosas de GI e qual é o impacto dessas táticas na avaliação das competências profissionais e percepções de empregabilidade dos candidatos. A presente investigação representa uma das primeiras tentativas de entender se o *embelezamento* do currículo é percebido como enganoso ou não, e quais são os efeitos nas percepções de empregabilidade dos candidatos. Para isso, este estudo utiliza um design experimental inter-sujeitos. Um inquérito foi dirigido e respondido por 435 profissionais portugueses, que avaliaram um dos oito currículos fictícios de diplomados em Gestão, diferindo quanto ao género, desempenho académico, e participação em atividades extracurriculares. Os resultados mostraram que os currículos embelezados não eram considerados fraudulentos, mas sim confiáveis e atribuídos com altos índices de adequação ao trabalho e adequação organizacional e interpessoal. Adicionalmente, foi encontrada evidência de um viés de género, uma vez que candidatos do sexo masculino altamente qualificados, ou seja, com alto desempenho académico e participação em atividades extracurriculares, foram avaliados com classificações mais elevadas de embelezamento e transparência. As conclusões desafiam resultados anteriores e levantam diversas questões relativas a esta inconsistência aparente. Além disso, o presente estudo desenvolve pesquisas anteriores sobre Gestão de Impressões e os resultados incluem implicações teóricas e práticas relativas ao uso de *embelezamento* dos currículos que são discutidas posteriormente.

Palavras-chave: Fraude curricular, Gestão de Impressões, Táticas Enganosas de Gestão de Impressões, Recrutamento, Desempenho Académico, Atividades Extracurriculares, Adequação ao Emprego, Empregabilidade Percebida

Códigos JEL: J24, M10, O15.

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1. Introduction

The résumé is frequently the main application instrument used by candidates throughout the world and the first to be screened by recruiters to choose the candidates who will progress to a job interview (Varma, Min Toh, & Pichler, 2006). Hiring dishonest employees may undermine the organization's culture to the risk of “*becoming infected*” with individuals who have the same reasoning and take the same actions as those who commit such misstatements (Wexler, 2006, p. 138). However, recruiters often assume that the résumé content is factual (Henle, Dineen, & Duffy, 2019), which underscores the need for further research on résumés’ fraud and deception, including an analysis of its effects on the perceived hireability of job applicants. Several reasons justify this interest.

Firstly, the IM’ tactics used in the résumés are expected to differ from the ones used during the job interviews, since the information included in the résumés can be checked and confirmed. Furthermore, the information can hardly be tailored (Knouse, 1994) since the candidates often do not know the recruiter. Henle et al. (2019) add that the use of a deceptive behaviour in résumés implies different time and place perspectives, different types of communications, and involves “*varying levels of premeditation and accountability*” (p. 101). Therefore, the use of impression management (IM) tactics in résumés begs for further scrutiny.

Secondly, job applicants perceive the initial stage of the recruitment process as having greater competitiveness when compared with the interview phase (Henle et al., 2019). Therefore, they may be encouraged to engage in faking behaviours (Ho, Powell, Barclay, & Gill, 2019; Roulin, Krings, & Binggeli, 2016), including résumé’s embellishment, by highlighting their personal attributes and achievements. This aims to increase the chances to move forward to the next selection process (Henle et al., 2019).

Lastly, the probability of occurring dishonest behaviours in résumés, is higher and simpler than in interviews, due to the absence of interpersonal communication (Guillory & Hancock, 2012). This disengagement might lead applicants to feel disconnected from faking given that the non-verbal and verbal cues usually used to detect lies, such as, respectively, body/face movements and statements with no logical consistency and less relevant information (Reinhard, S., & Scharmach, 2013), are absent, which makes résumé’s fraud less reprehensible or even innocuous (Guillory & Hancock, 2012).

To date, limited research has assessed the effects of using deceptive IM tactics in a *résumé*'s framework. Although some studies identified the use of IM tactics through applicants' self-reports (Guillory & Hancock, 2012; Weiss & Feldman, 2006), and applicants' intention of misrepresentations (Wood, Schmidtke, & Decker, 2007), there is a significant lack of knowledge on how deceptive IM' tactics, notably through information embellishment, can influence the perceived hireability of job applicants. This gap is even more surprising since *résumés* are universally used in recruitment and selection. Furthermore, this study examines who benefits most from the IM tactics pertaining to the embellishment of the *résumés*: if highly qualified business graduates or graduates with more modest credentials. By drawing upon earlier contributions (Pinto & Ramalheira, 2017; Ramalheira, 2015), who examined the perceived employability and transparency of recent business graduates who varied in academic performance (measured by GPA – Grade Point Average) and engagement in extracurricular activities (ECAs), one reused these original *résumés* that were embellished to determine the effects of this IM tactic.

Given the aforementioned research gaps, the present study aims to examine whether the use of deceptive tactics in *résumés*, such as information embellishment, is perceived as deceptive and how does it impact the perceived hireability of business graduates, in terms of their job suitability, organizational and interpersonal fit (OFIA), and perceived transparency. Finally, this study examines the effects of interaction between *résumé* embellishment and applicants' credentials, to determine who benefits most from *résumé*'s embellishment.

Thus, this research addresses three research questions:

- 1) Is *résumé*' embellishment perceived as deceptive or not?
- 2) What are the effects of *résumés*' embellishment on the perceived hireability of job applicants?
- 3) Who benefits most from the IM tactics pertaining to the embellishment of the *résumés*: highly qualified business graduates (High GPA x ECAs) or graduates with more modest qualifications (Low GPA x No ECAs)?

This study follows a quantitative approach and an experimental between-subjects factorial design, with data collected employing an online survey targeted to Portuguese working adults. The respondents evaluated a set of variables from a random *résumé* out of eight different *résumés*/experimental conditions, varying in applicant's gender, GPA level, and participation in ECAs. For the assessment of *résumé*'s embellishment, one measure was selected: *résumé* fraud from Henle et al. (2019), while to address the last two research

questions, three measures were chosen: (i) job suitability from McElroy, Summers, and Moore (2014), (ii) organizational and interpersonal fit (OFIA) from Waung, McAuslan, Dimambro, and Mięgoć (2017), and (iii) perceived transparency from Roulin, Bangerter, and Levashina (2014).

Overall, the results of this research provide several contributions to the literature, as allow for a more comprehensive understanding of the topic of deceptive impression management, especially, in a résumés context, highlighting how the embellishment content is perceived and how it affects hiring decisions. Moreover, the findings of this research present practical implications for students, universities, and employers/recruiters.

This dissertation is structured in six sections. Following this introduction, Section 2 introduces a review of the literature, comprising a relevant description of the main concepts concerning the broad topic of résumé fraud, impression management (IM), deceptive impression management and its use in interviews, résumés, and cover letters, as also a literature review regarding the interaction effects with applicant' credentials, in terms of GPA and ECAs. This section ends with the theoretical model and the research hypotheses. Section 3 explains the methodology implemented in this study as well as the measures, followed by the presentation of the findings, in Section 4. Section 5 discusses the results, considering existing literature, the limitations, and the theoretical and practical implications of this study. Finally, Section 6 presents the conclusions.

2. Literature review

2.1. Résumé fraud

Résumés are widely used in recruitment and selection, as résumés' screening is frequently the first selection step. Thus, the first contact that employers have with job candidates is through their résumés and cover letters (Bright & Hutton, 2000; Burns, Christiansen, Morris, Periard, & Coaster, 2014; Knouse, 1989; Thoms, McMasters, Roberts, & Dombkowski, 1999). Résumés provide information for recruitment purposes, including information concerning candidates' education, and personal/professional experience (Earl, Bright, & Adams, 1998). Résumés are important because when limited information is provided, as in 1-2 pages résumés, cues about applicants' competence and transparency are used to determine whether the candidates progress, or not, to the next selection stage (Cole, Feild, Giles, & Harris, 2009; Lacroux & Martin-Lacroux, 2020). But, comparatively, with the interest in résumés content, less research addresses résumé fraud or deception.

Résumé fraud or deception refers to “*intentional misrepresentations of information on résumés to present oneself more favorably than is accurate*” (Henle et al., 2019, p. 88). Job applicants can engage in résumé deception by lying, embellishing, and/or modifying the information regarding their competencies, work, and educational experience to appear fully suitable to the job-required criteria (Henle et al., 2019). Thereby, résumé deception aims to trigger a positive (but often false) impression of the candidate, a process known as impression management (IM). Résumé deception is then a form of deceptive IM (Roulin et al., 2016) and includes all types of misstatements on applications (Bible, 2012).

There are several types of résumé deception used by applicants, that include: (i) “*Omission*” when the candidate deliberately leaves off certain relevant information on their résumé (Bible, 2012; Henle et al., 2019; Wood et al., 2007); (ii) “*Commission*”, i.e., when candidates outright lie, invent, and make untrue statements (Wood et al., 2007), also labelled by other authors as “*falsification*” (Bible, 2012) or “*fabrication*” (Henle et al., 2019). Lastly, candidates may amplify their GPA, overemphasize responsibilities in previous experiences or job duties, or refer to more proficient skills on something in which they only have basic skills. This form of deception is labelled as “*embellishment*” (Henle et al., 2019), or “*inflation*” (Bible, 2012).

Résumés' embellishment refers to “*intentionally exaggerating otherwise accurate information on résumés*” (Henle et al., 2019, p. 88), “*beyond a reasonable description of the truth*” (Levashina &

Campion, 2007, p. 1654). This is the operational definition used in this research. This topic is timely and relevant because the world has been seeing increasing cases of résumé deception scandals. In 2007, the Massachusetts Institute of Technology (MIT)' dean, Marilee Jones, resigned as she admitted to have misrepresented her credentials when she first applied to MIT (Reuters, 2007). Some years later, in 2012, it was discovered that Yahoo's CEO, Scott Thompson did not have the computer science degree he claimed to have on his résumé (Amir & Joann, 2012). Two years later, Walmart's vice president, David Tovar also resigned, after the retailer found that, contrary to what was stated on his résumé, he had not completed his degree in arts (Abrams, 2014).

Despite these cases of the use of résumé's embellishment and fabrication, it is worth noting that an applicant may accurately embellish the résumé. In fact, candidates may highlight the competencies, experiences, and achievements that indeed match their actual credentials. Applicants are then engaging in honest impression management. Although the description and/or overstatement of something that was not experienced and/or achieved is classified as a deceptive way of IM, one should also understand the truthful ways of using IM' tactics. While some recruiters may positively perceive inflated résumés and attribute good evaluations to the candidates, others may get suspicious when analysing those résumés, resulting in candidates' poor evaluations. As a consequence, one needs to deepen our knowledge of résumé deception, notably by (i) knowing how readers identify the use of IM tactics in the résumés; and (ii) how the use of deceptive IM tactics influences candidates' evaluations. For that, one needs to understand the inherent process of impression management.

2.2. Impression Management (IM)

Impression Management (IM) has its foundation and principles explained for almost 40 years by the sociologist Erving Goffman, depicting how actors altered their performances accordingly to their audience and situation. It is then a broad concept that has, throughout the years, been subject to several definitions. IM can be defined by any attempts individuals make to control the impressions others have of them (Rosenfeld, Giacalone, & Riordan, 1994). The end result is the creation and/or maintenance of a desired image over time (Bolino, Kacmar, Tumley, & Gilstrap, 2008). These impressions, in the work context, may be caused by people's behaviour, motivations, morality, and personal attributes, such as

competence, trustworthiness, future potential, likeability, perceived competence, and job and organizational fit (Weiss & Feldman, 2006).

Previous research established different forms of IM tactics, such as exemplification, entitlement, enhancement, self-promotion, opinion conformity, and favour doing (Kacmar, Delery, & Ferris, 1992). Recent research (e.g., Waung et al., 2017) categorizes exemplification, entitlement, and enhancement, as self-promotion tactics, while opinion conformity is labelled as ingratiation tactics. While self-promotion is used by applicants to describe their positive accomplishments and abilities and convey a qualified image of themselves (Bright & Hutton, 2000; Kacmar & Carlson, 1999; Stevens & Kristof, 1995) to persuade the target (McFarland, Ryan, & Kriska, 2003), ingratiation aims to “*evoke interpersonal attraction or liking*” (Stevens & Kristof, 1995, p. 589). These two tactics are considered assertive IM tactics, frequently used to boost the image of an individual (Ellis, West, Ryan, & DeShon, 2003). Table 1 summarizes the main IM tactics used and their definitions as described by different authors.

IM' tactic	Definition
Exemplification	When applicants try to persuade the interviewer that their behaviour is exemplary (Weiss, 2003).
Entitlement	When individuals claim excessive responsibility for positive events/outcomes (Gilmore & Ferris, 1989).
Enhancement	When individuals make efforts to increase the value of an event/experience to look better than actually is (Ellis et al., 2003; Stevens & Kristof, 1995; Waung et al., 2017).
Self-enhancement	When individuals ensure their best attributes are relevant to targets (Bolino et al., 2008).
Other enhancement	When applicants compliment/flatter the interviewer directly (Kacmar et al., 1992).
Opinion conformity	When applicants flatter the interviewers by agreeing with them - (Kristof-Brown, Barrick, & Franke, 2002); Behave or converse in ways consistent with the target (Bolino et al., 2008).
Favour rendering	When “... <i>the subordinate tries to ingratiate himself (...) to the supervisor by rendering favours over and above the call of work-related duty</i> ” (Varma et al., 2006, p. 202).
Intimidation	When the intimidator tries to appear dangerous and powerful (Bolino et al., 2008; Jones & Pittman, 1982), by bullying others (Bolino & Turnley, 2003).
Supplication	When the individuals describe themselves as vulnerable and/or dependent to get help (Bolino et al., 2008).

Table 1 - Taxonomy of Impression Management Tactics

So far, literature has shown that a combination of IM tactics can enhance the perceived evaluation of job' applicants. Findings from Proost, Schreurs, De Witte, and Derous (2010) demonstrated that the combination of self-promotion and ingratiation tactics improved interviewers' ratings of applicant' qualities, and the likelihood of being invited for a next interview and even receive a job offer. In fact, several studies show that employers' evaluations, including hiring decisions, performance evaluations, and promotions, are affected by employees' behaviours and the impressions they make.

The use of IM tactics also varies with the selection methods, such as interviews, cover letters, letters of recommendation, personality tests, as well as role-plays, mock presentations, and call simulations (McFarland et al., 2003). Also, IM has been applied in the use of digital platforms, such as social media résumés in LinkedIn (Guillory & Hancock, 2012; Ingold & Langer, 2021), and "blockchain" résumés (Ingold & Langer, 2021). These assessment methods are aimed to determine if an individual is the best fit for a certain job. However, one argues that this fit is not static, but instead, it is a dynamic construct, so job applicants can manipulate IM in an unethical way, through the use of diverse IM' tactics (Kacmar et al., 1992, p. 1251).

Most management research has examined IM tactics used to produce a good and desired image (Bolino & Turnley, 2003; Turnley & Bolino, 2001) through the use of honest tactics. However, IM tactics may occasionally produce a "back-fire" effect and prompt an undesired image (Crant, 1996; Giacalone, 1985; Turnley & Bolino, 2001), negatively affecting the individual's image (Giacalone, 1985). While a job applicant may truly describe the competencies and experiences acquired, s/he can also embellish the description of some experiences. When this embellishment is untrue and distorted to better match the job credentials (Roulin et al., 2014), it can actually increase the chances of being hired (Levashina & Campion, 2006), especially when recruiters are misguided.

Hence, when individuals intentionally lie about certain information, they are engaging in deceptive IM tactics (Levashina & Campion, 2006, 2007; Paulhus, 1984; Roulin, Bangerter, & Levashina, 2015; Weiss & Feldman, 2006).

Although the aim of honest versus deceptive IM tactics is the same (Carlson, Carlson, & Ferguson, 2011), i.e. improve the recruiter's impressions of the candidate, the way of engaging in each IM type is different. So, depending on the type of IM employed, i.e., honest, or deceptive, the implications for the job applicant are likely to vary. Although the literature

has recognized this discrepancy, research often mixes both IM tactics in the same study, without isolating the impacts of each approach (Bourdage, Roulin, & Tarraf, 2018).

In this way, as IM is affecting not only individuals but also organizations (Bolino et al., 2008), it is vital to know more about deceptive IM.

2.2.1 *Impression management in job interviews*

IM research has been mostly applied to the context of job interviews, such as structured interviews (Levashina & Campion, 2007; Weiss & Feldman, 2006), unstructured interviews, (Kristof-Brown et al., 2002), and even comparing both types (Barrick, Shaffer, & DeGrassi, 2009). So far, some studies suggest that unstructured interviews are less reliable and valid (Levashina, Hartwell, Morgeson, & Campion, 2014) since they involve a larger spectrum of IM' tactics (Stevens & Kristof, 1995). Conversely, as structured interviews are typically standardized (Barrick et al., 2009; Campion, Palmer, & Campion, 1997), there is less margin and opportunities for IM use (Barrick et al., 2009; Levashina & Campion, 2006; McFarland et al., 2003), including intentional deceptive behaviour (Levashina & Campion, 2006). Previous research can be grouped into two streams: (i) the first studying the perceptions of interviewers who evaluate the candidates on the use of IM and other hireability variables, and (ii) the second including studies that focus on the actual use of IM and its impacts on different measures, typically by directly asking the candidates through self-reports. These distinct approaches to the study of IM tactics might explain the disparate results observed, which are developed below.

According to Levashina and Campion (2007), when a job applicant tries to, in a conscious way, distort information to be better perceived and produce higher evaluations, then s/he is faking. The authors constructed a taxonomy of interview faking behaviours with four main factors materialized in an "Interview Faking Behaviour" (IFB) scale (Table 2).

IM' tactic	Definition
Slight Image Creation	When individuals embellish, overstate and/or tailor their credentials or/and experiences, describing in a way that does not match with the reality, to appear more qualified and to have a better fit for the organization and job-position (Levashina & Campion, 2007; Roulin & Bourdage, 2017).
Extensive Image Creation	When individuals invent experiences and achievements and copying experiences from other applicants (Levashina & Campion, 2007).
Image Protection	When individuals omit, mask, and/or distance themselves from negative experiences to defend an image of a good candidate (Levashina & Campion, 2007; Roulin & Bourdage, 2017).

Ingratiation	When individuals behave intending to be liked, and so may flatter the recruiter or conform with their opinion (Bourdage, Schmidt, Wiltshire, Nguyen, & Lee, 2020).
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Table 2 – Deceptive IM’ tactics used in interviews

Following Table 2, applicants can (i) engage in faking behaviours, to create an image of a good candidate – Slight Image Creation, (ii) invent that image – Extensive Image Creation, (iii) defend it – Image Protection, or (iv) gain favour with the recruiter, to enhance that image – Ingratiation. Each main factor comprises a set of subfactors. Slight Image Creation includes the dimensions of embellishing, tailoring, and fit enhancing. Extensive Image Creation includes constructing, inventing and borrowing. Image Protection covers the subfactors of masking, distancing, and omitting. Ingratiation includes opinion conforming, and interviewer/organization enhancing.

Bourdage et al. (2018) explained the difference between slight image creation and extensive image creation by providing an example of a job applicant who mentioned in the résumé possessing expert knowledge in HTML. If s/he has just basic skills, s/he is using a deceptive slight image creation tactic, when embellishing those skills. Yet, if s/he does not have any skills in that programming language, s/he is engaging in a deceptive extensive image creation tactic. In both cases, literature labels this IM tactic as self-promotion, although in the second example, the self-promotion is being used in a deceptive way (Bourdage et al., 2018).

Although deception tactics may not necessarily imply a weak job performance (Weiss & Feldman, 2006), one should distinguish the effects of honest versus deceptive IM on interviewers’ decisions (Bourdage et al., 2018) since the latter tactics can undermine the validity and integrity of the job interview (Levashina & Campion, 2006; Roulin, 2016; Stevens & Kristof, 1995; Weiss & Feldman, 2006).

The following table (Table 3) summarizes the relevant literature on IM tactics and their impact on diverse hireability related measures (see Annex A – Table 1 for the complete Table including the studies’ sample, variables, and methodology).

Authors	Theory	Findings
Higgins and Judge (2004)	Perceived effects of applicant use of IM	- Interview outcomes can be predicted by perceptions of applicant fit. - Ingratiation presents strong and positive effects on the recruiter's perceptions of fit and hiring recommendations. - Fit perceptions present a strong and positive effect on recruiter hiring recommendations.
Weiss and Feldman (2006)	Job applicants' use of deceptive IM tactics	- Most lies told by participants were classified as promoting IM. - Participants told lies to fit specific job requirements. - Since participants had fewer qualifications in the technical condition, they had more tendency to lie to "<i>compensate for their lack of job required traits and skills</i>" (p. 1074). - Quantifies lies (approximately two to three lies per 15-min interview).
Levashina and Campion (2007)	Creates an Interview Faking Behaviour (IFB) scale	- Interview Faking Behaviour scale positively correlated with trustworthiness, Machiavellianism and, self-monitoring (except for extensive image creation). - GPA, Gender, and Self-Deception did not correlate with IFB. - Extensive image creation increases the probability of a subsequent interview or even a job proposal, contrary to Image Protection. - Undergraduate job candidates have more tendency to engage in ingratiation and slight image creation than in image protection and extensive image creation, being this conclusion confirmed by all the six studies. - Candidates who engage in extensive image creation have more tendency to engage in all other faking behaviour types.
Swider et al. (2011)	Impacts of IM' tactics on recruiters' ratings	- Candidates engaging in self-promotion received higher interviewers' ratings. - Both slight and extensive image creation were found to negatively affect interviewers' ratings (although this correlation was not significant).

Table 3 - Summary of IM tactics – Studies based on interviews

(continue)

Authors	Theory	Findings
Roulin et al. (2014)	Perceived effects of applicant's use of IM and IM detection	▪ Low convergence between interviewers' perceptions of candidates' IM use and self-report IM use by candidates. ▪ <u>Interviewers' perceptions of:</u> Slight image creation were negatively related to interview evaluations; Self-Promotion were positively related to interview evaluations; Transparency were positively related to interviewers' evaluations but was not related to participants' use of IM tactics; Deceptive ingratiation, image protection, extensive image creation did not correlate with interviewers' evaluation.
Roulin et al. (2015)	Perceived effects of applicants use of IM and IM detection	▪ Interviewers' percentage of correct detection was low, meaning that they have difficulties detecting IM. ▪ Perceptions of: ▪ Self-Promotion were positively related to interviews' performance. ▪ Image protection and slight and extensive image creation were negatively related to interviews' performance. ▪ More experienced interviewers were not better at detecting IM tactics. ▪ Conversely to study one, all the other four studies show that the percentage of correct detections was higher for honest IM than for deceptive IM, meaning that is easier to detect honest IM than deceptive IM.
Bourdage et al. (2018)	Differences between Honest and Deceptive IM, antecedents, and consequences	▪ All four types of deceptive IM presented negative correlations with "Honesty-Humility". ▪ Deceptive ingratiation was positively correlated with attraction, while the rest of the deceptive tactics did not show correlations. ▪ Extensive Image Creation was found negatively correlated with motivation. ▪ All four types of deceptive IM tactics, except for ingratiation, presented negative correlations with conscientiousness and extraversion. ▪ None of the four deceptive types of IM showed correlations with interviewer ratings of hireability, Person-Organization and Person-Job fit. (This is an issue since applicants using deceptive tactics are not being harmed). ▪ All four types of deceptive IM tactics showed negative correlations with age and in-role experience, meaning that younger and fewer experienced applicants engaged more in deceptive IM tactics, maybe to compensate for lack of qualifications. ▪ Applicants who were eliminated from the recruiting process and thus, did not receive a job offer, were found to have more tendency in engaging in deceptive tactics than those who received a job offer.

Table 3 - Summary of IM tactics - Studies based on interviews

As shown in Table 3, the use of IM' tactics has impacts on hiring decisions (Bourdage et al., 2018; Gilmore & Ferris, 1989) and recommendations (Higgins & Judge, 2004; Tsai, Chi, Huang, & Hsu, 2007), salary prediction (Knouse, 1994), promotability (Carlson et al., 2011), perceived qualifications (Varma et al., 2006) and perceived interviewee performance (Roulin et al., 2015). However, these impacts differ, depending on the type of IM used by the applicant (Swider, Barrick, Harris, & Stoverink, 2011), as honest and deceptive IM involve “*different motivational roots*” (Bourdage et al., 2018, p. 598).

Overall, some experiments conducted through real employment interviews using the Interview Faking Behaviour scale (Bourdage et al., 2018; Levashina & Campion, 2007) revealed that although fewer applicants engage in what is considered as the most extreme and blatant way of lying – Extensive Image Creation – most undergraduate candidates confessed having embellished their information and engaged in slight image creation and ingratiation. Levashina and Campion (2007) also showed that applicants who engage in extensive image creation tended to engage in all other deceptive tactics. Another study (Bourdage et al., 2018) found that about 17% to 39% of applicants confessed to having used that deceptive IM tactic, at least to some extent.

Although some studies indicate no correlation between the use of deceptive IM and interviews' evaluations in terms of applicants' hireability, perceived job and personal fit (Bourdage et al., 2018), and overall interview performance (Roulin et al., 2014), some authors argue that these outcomes can be positive (Levashina & Campion, 2007) and/or negative (Weiss, 2003), when considering different hireability measures. On the negative side, image protection was found to decrease the chances of a second interview and even receive a job offer (Levashina & Campion, 2007) and was negatively associated to interview scores (Roulin et al., 2015; Swider et al., 2011). Additionally, extensive image creation was found to significantly decrease interview scores (Swider et al., 2011). On the positive side, other authors showed that extensive image creation can improve the probability of getting a subsequent job interview and even be hired (Levashina & Campion, 2007).

When studies examine recruiters' perceived evaluations, findings suggest that perceptions of deceptive IM' tactics, i.e. slight image creation, extensive image creation, and image protection are negatively associated with interview ratings (Roulin et al., 2014, 2015), and hiring recommendations (Weiss, 2003). Still, in most cases, deceptive behaviours were not detected, leading to increased perceptions of hireability, competence, and likeability, even when compared to the same perceptions, on actual honest candidates. The author suggests

that future research should investigate the reason why deceptive individuals are more rewarded than honest candidates (Weiss, 2003).

Similarly, Roulin et al. (2014) showed that evaluations of job applicants, in terms of job-related skills and hireability, tended to be lower when they were perceived as being less transparent. However, perceived transparency was unrelated to IM' use (honest and deceptive), which can be explained by the instructions the recruiters received. Since interviewers were directly asked to report what IM' tactics they thought applicants had used, this could have turned them more aware of IM, "*reducing the direct weight of IM use in their decisions*" (Roulin et al., 2014, p. 155).

In sum, and although earlier research has assessed IM' detection by comparing applicants' self-reports of IM use and interviewers' perception of applicants IM' use, this analysis included only honest assertive IM tactics, such as self-promotion, entitlements, enhancements, and opinion conformity (Stevens & Kristof, 1995). For instance, Roulin et al. (2014) were the first to compare, in an interview setting, perceptions of deceptive IM' use with self-reports. The results suggested low convergence, indicating that different from honest tactics, which were easier to identify (Roulin et al., 2015), recruiters had difficulties in detecting deceptive IM tactics, namely deceptive ingratiation, image protection, and slight and extensive image creation. In fact, the authors argued that what produces the key influence in hireability decisions are perceptions of IM and not the actual use of IM (Roulin et al., 2014, 2015). Nevertheless, literature to date has mostly explored applicants' self-report use of deceptive IM tactics and the impact on interviewers' evaluations, and fewer studies have addressed recruiters' perceptions of that use (Roulin et al., 2014). This is one of the gaps addressed in this research. Given that recruiters have difficulties in detecting deceptive IM' tactics during job interviews (Robie, Tuzinski, & Bly, 2006; Roulin et al., 2014), the detection of resumé deception might be even harder.

2.2.2 *Impression management in cover letters and résumés*

Table 4 presents a summary of the main studies focusing on the use of IM tactics, in résumés and cover letters (see Annex A – Table 2 for the complete Table, including the studies' sample, variables, and methodology).

Authors	Theory	Findings
Knouse et al., (1988)	Perceived effects of applicants' use of IM	▪ The reader's evaluations of the candidates' résumés and cover letters were harmed due to the presence of IM statements. ▪ IM in résumés showed to have lower and stronger negative ratings than IM in cover letters. ▪ "High Self-Monitors perceived all résumés to be of higher quality than did Low Self-Monitors and the latter rated the IM Résumé lower than the Basic Résumé".
Knouse (1994)	Perceived effects of applicants' education, experience, and IM	▪ No difference between IM and No IM, in the "believability" variable. ▪ IM condition produced higher perceptions than No IM concerning applicant's "interpersonal skills", "self-confidence", "overall impressiveness", "hireability", "overall applicant competence", and "reader desire to check applicant background further". ▪ No interaction of IM with education/experience, so IM could not compensate for weak education/experience.
Bright-Hutton, 2000	Perceived effects of competency statements	▪ Résumés including competency statements found to improve the applicants' perceived suitability for the job, overall ratings, and the likelihood to receive an interview invitation. ▪ Earlier exposure to the job requirements and the location of the statements did not relate to any of the three dependent variables (résumé' ratings, decision to interview, suitability ratings). ▪ Résumés with no competency statements showed lower ratings than résumés including six competency statements.
Varma et al., 2006	Perceived effects of applicants' use of IM	▪ All ingratiation tactics were found to increase perceived evaluations of applicants in résumés. ▪ Applicants using self-promotion or enhancing statements have more probability of being hired than the applicants with other-focused tactics.
Wood, Schmidtke, 2007	Factors related to misrepresentations	▪ Perceptions of misrepresentations as lies were increased and hiring intentions were decreased with higher job relevance and explicit misrepresentations. ▪ Individuals with HRM experience had less tendency to see misrepresentations as lies and were more prone to hire applicants than people without an HRM background; HR professionals trust more of an applicants' intentions towards low job relevance.

Table 4 - Summary of IM tactics – Studies based on résumés/cover letters

(continue)

Authors	Theory	Findings
Guillory, Hancock, 2012	The effect of LinkedIn on Deception	▪ No gender differences: 92,4% of participants lied at minimum once on their résumé. ▪ Verifiable information “central to the job”, in traditional résumés was found to include most of the lies told.
Waung et al. (2017)	Types of IM; Perceived effects of applicant use of IM	▪ Both self-promotion and ingratiation tactics were found in cover letters, while just a few types of self-promotion were found in résumés. ▪ Higher intensity self-promotion increased perceptions of manipulateness when compared with no self-promotion. ▪ When Ingratiation was included perceptions of OFIA were higher than when the tactic was not included, and ingratiation did not influence perceptions of manipulateness. ▪ Ingratiation and lower intensity self-promotion increase perceptions of job and organization fit and manipulateness. ▪ Higher intensity self-promotion/no ingratiation condition did not increase perceptions of OFIA, though increased perceptions of manipulateness. ▪ The higher intensity self-promotion/ingratiation condition did not significantly differ from the control condition.
Henle et al. (2019)	Investigate misrepresentations purposely designed to mislead recruiters	▪ Résumé fraud and Interview Faking Behaviour (IFB) are positively related, though conceptually and empirically distinct, meaning that people who fake in résumés are also prone to do it in interviews. ▪ Machiavellianism/ strong moral identity applicants are more/less likely to commit fraud. ▪ Gender/GPA is not related but gender is significantly related to fabrication, as men were found to be more likely to fabricate. ▪ All personality traits were negatively correlated with the résumé fraud dimension (RFD). ▪ RFD negatively correlated with job performance and (...) positively correlated with organizational and interpersonal deviance. ▪ Fabrication and IFB omitting related to job performance and organizational deviance.

Table 4 – Summary of IM tactics – Studies based on résumés/cover letters

As shown in Table 4, Knouse, Giacalone, and Pollard (1988) were among the first authors examining IM in résumés and cover letters. Through an experimental design, the authors compared the readers' perceived evaluations of both résumés and cover letters, containing or not IM features. Results showed that both application materials including IM elements were perceived by the readers as negatively influencing applicants' evaluation in almost all dependent variables. The résumés containing IM elements received lower ratings of applicants' likeability, competence, potential, college performance, writing ability, interpersonal skills, self-confidence, truthfulness, employability, résumés' quality, impression, and believability than the résumés that did not comprise IM features. A few years later, Knouse (1994), in a similar study, obtained contradictory results. Résumés with IM features received higher ratings from the readers when compared with the résumés which did not have any IM features, in terms of applicant's interpersonal skills, self-confidence, overall impressiveness, hireability, reader desire to check applicant background, and overall competence. However, this disparity might be explained by the type of IM tactic used in the résumés. While, in the first study, IM features included words in the résumés related to self-enhancements, and entitlements, such as *"huge"*, *"excellent"*, and *"extremely hardworking"*, which might have produced a *"back-fire effect"* (p. 36), leading readers to think that the applicant was trying to distort their skills; in the second study, the IM manipulation included limited self-presentation statements about concrete achievements, such as *"praise from supervisors for innovative work"*; *"earned a 3.50 GPA while working 20 hours a week as an undergraduate"* (p. 38), which might make readers perceive the résumés as factual, realistic and predictable.

Similar results from Knouse (1994) were observed in another experimental research by Thoms et al. (1999), in which accomplishment statements, such as *"Named Outstanding Representative"*; *"Won sales bonuses six times"* or *"Consistently received excellent ratings on customer response cards"* (p. 356) were manipulated in the résumés. Results indicated that applicants including these statements had higher chances to be selected for a subsequent interview. Likewise, findings from Bright and Hutton (2000) also revealed that IM in résumés, improved readers perceived' evaluation of job applicants, in terms of job suitability, and overall ranking, when compared to applicants who did not have IM statements in their résumés. IM features also increased the probability of the applicant proceeding to the next interview stage. This study was a replication and extension of previous research from Earl et al. (1998) and the results were consistent with the previous findings, supporting the efficacy of IM in résumés.

More recently, two IM' tactics – ingratiation and self-promotion (see Table 1 above for respective definitions) – present in résumés and cover letters, were studied in detail through an experimental design performed by Waung et al. (2017). The authors examined how the use of IM, depending on its intensity and frequency, influenced the perceived evaluation of job applicants regarding job fit, organizational fit, interpersonal attributes, and applicants' manipulativeness. Overall, the findings were consistent with prior research on the use of IM in an interview context, indicating that (lower) self-promotion and ingratiation tactics positively impacted perceptions of applicant-job and organization fit. Furthermore, higher intensity self-promotion and no ingratiation were found to increase perceptions of the applicant's manipulativeness.

The aforementioned results are consistent with prior research revealing that IM tactics used in résumés (and during job interviews) are indicative of the applicants' personality and job-related skills, which can predict job performance (Stevens & Kristof, 1995). Also, perceptions of personality traits (Burns et al., 2014) and job and organizational fit (Higgins & Judge, 2004) are solid predictors of interviews' outcomes, as they strongly affect hiring decisions. In sum, and following the impacts of IM in interviews, it seems that the use of IM in résumés has a positive impact on the perceived' evaluation of the job applicant. However, it should be highlighted that the above-mentioned research has studied the IM tactics regarded as honest, meaning that applicants highlight the information that is true. The impact produced by the use of deceptive IM' tactics in the résumé is likely to be different.

In this way, Henle et al. (2019) were one of the first and almost only authors studying the use of deceptive tactics in résumés, developing a *résumé fraud* measure. Drawing upon past studies, the authors proposed three dimensions of résumé fraud: (i) *fabrication*, which includes outright lies, invention, and/or use of untrue statements; (ii) *embellishment*, i.e., to overstate and/or embellish experiences/skills in an untruthful way; and (iii) *omission*, which occurs when the candidate deliberately leaves off certain relevant information on their résumé. All these dimensions were found to be positively related to the dimensions of interview faking behaviour scale (IFB) previously developed by Levashina and Campion (2007), respectively the IFB sub-factors of (i) inventing, (ii) embellishing; and (iii) omitting. This means that people who fake in résumés are also prone to do the same in interviews.

Additionally, and similar to the slight image creation dimension in interviews (Bourdage et al., 2018; Levashina & Campion, 2007), the embellishment dimension was found to be the most used in résumés (Henle et al., 2019). The omission was less employed,

as well as fabrication (and extensive image creation) which were found to be even less used. It seems that it is more common to find embellished résumés (with or without omissions) than fabricated ones, meaning that the tendency to exaggerate is higher than the propensity to overtly lie (Henle et al., 2019).

Most authors agree that the use of deceptive IM tactics is associated with individuals possessing personality traits considered negative, such as lower levels of conscientiousness, lower honesty and humility, high extraversion (Bourdage et al., 2018; Law, Bourdage, & O'Neill, 2016), low moral identity, emotional stability, agreeableness (Henle et al., 2019), and high levels of Machiavellianism (Henle et al., 2019; Levashina & Campion, 2007). In particular, the IM tactic of slight image creation (which seems to be the deceptive IM tactic during job interviews that is more comparable to the embellishment dimension in a résumé setting) was found to be negatively associated with applicants' conscientiousness, honesty-humility; and positively related with Machiavellianism, narcissism, psychopathy, and competitive worldviews (Roulin & Bourdage, 2017).

Prior studies have also examined gender differences regarding deception. Some authors show that the type and the extent of IM tactics vary, depending on the gender of an individual, denoting different outcomes for each gender. A study from Guadagno and Cialdini (2007) revealed that men and women were more likely to engage in IM tactics consistent with their respective gender roles, so, men engaged more in self-promotion, favour rendering, and intimidation, while women tended to use opinion conformity and supplication. A different study found that men have more tendency to make up blatant lies to form an applicant's ideal image than do women (Hogue, Levashina, & Hang, 2013). Furthermore, research showed that different types of IM (self-promotion, exemplification, ingratiation, intimidation, supplication) present distinct effects. The authors named individuals using with higher levels the former three IM tactics and less frequently the latter two, as "positives". The individuals using all the five tactics at a low level were named the "passives", while the ones using with a high level all the five IM tactics were called the "aggressives". Findings revealed that women had more tendency to be positives and passives, which benefited them, as those were the individuals to be seen more desirable, in terms of likeability, cooperation, hard work, etc., than the aggressives who tended to be more men (Bolino & Turnley, 2003). Lastly, Henle et al. (2019) showed, in one of the experiments, gender to be negatively correlated with the fabrication dimension of résumés' fraud, suggesting that men had more tendency to fabricate than women, still, no gender correlations

were found regarding the embellishment dimension. However, most previous research had not found a correlation between gender and deceptive behaviours, on both interviews and résumés (DePaulo, Kashy, Kirkendol, Wyer, & Epstein, 1996; Guillory & Hancock, 2012; Levashina & Campion, 2007; Pinto & Ramalheira, 2017; Ramalheira, 2015), indicating that men and women have the same propensity to lie. Given these findings, the following hypothesis is advanced:

H1: No significant association is expected between gender and candidates' assessment pertaining to (a) résumé fraud, (b) job suitability, (c) OFIA, and (d) transparency.

2.2.3 *Impression management and applicants' credentials*

Perceptions of graduates' hireability and job-related skills besides being influenced by applicants' use of impression management (IM) tactics are also affected by graduates' credentials, such as grade point average (GPA) and engagement in extracurricular activities (ECAs). While some authors argue that candidates with a high GPA in the résumés are more likely to get an interview (Piopiunik, Schwerdt, Simon, & Woessmann, 2020; Thoms et al., 1999) and be hired (Hosain, Mustafi, & Parvin, 2021; Tentama & Abdillah, 2019), others claim that higher GPA does not increase the likelihood of receiving a job proposal (Soon, Lee, Eam, Idris, & Eng, 2019; Sulastri, Handoko, & Janssens, 2015) and does not impact job fit perceptions (Higgins & Judge, 2004). Similar conclusions were found for research examining the effect of participating in ECAs. While some studies found that engaging in ECAs enhance creativity, initiative, and organization skills (Roulin & Bangerter, 2013a) and as well, leadership and interpersonal skills (Nemanick & Clark, 2002; Roulin & Bangerter, 2013a), increasing the chances of getting an interview and a subsequent job offer (Cole, Rubin, Feild, & Giles, 2007; Van Belle et al., 2020); others did not find any evidence of such fact for a general job position (Sulastri et al., 2015). However, the combination of these two credentials (GPA and ECAs) helps to boost a candidate's employability (Cole et al., 2007; Pinto & Ramalheira, 2017). Furthermore, engaging in ECAs once undergraduates' expectations of a high GPA are low can be helpful in terms of future employability (Pinto & He, 2019; Thompson, Clark, Walker, & Whyatt, 2013).

However, there is limited research that can actually establish a relationship between job applicants' academic performance, extracurricular activities, and the use of deceptive tactics (Henle et al., 2019; Levashina & Campion, 2007). For example, Kristof-Brown et al. (2002) found that candidates with a low GPA had more tendency to engage in other-focused

tactics, which are typically IM tactics, used to convey an idea of similarity and personal liking with the recruiters (Ellis et al., 2003). By doing so, candidates can “*shift attention away from what they view as a negative mark on their resume*” (Kristof-Brown et al., 2002, p. 38). Furthermore, Weiss and Feldman (2006) in an experimental study, showed that candidates tended to tell more lies when they felt they were less qualified for the job, a view shared by Levashina and Campion (2006), who believed that job applicants would fake to eliminate any inconsistencies across their actual qualifications and job-requirements. Roulin et al. (2014) found higher ratings of self-report use of deceptive IM tactics in interviews among students and recent graduates rather than experienced applicants because the first felt they need to lie more to offset their lack of experience. Similar results were also obtained by Bourdage et al. (2018) who showed that younger and less experienced applicants engaged more in all four deceptive IM tactics (slight image creation, extensive image creation, deceptive ingratiation, and image protection).

Regarding résumés’ context, and up to our knowledge, Ramalheira (2015) was the first to conduct a preliminary test to examine the interaction between academic credentials and the perceived use of deceptive IM’ tactics, employing a quasi-experimental study. Thus, different résumés were used to assess whether business graduates who have a low versus high level of academic performance (assessed by the grade point average - GPA) and who pursue (or not) extracurricular activities (ECAs) could influence respondents’ perceptions of impression management use in the résumés. While the résumés reporting a high level of GPA and ECAs received the highest evaluations of job suitability, personal organization, and time management skills, and learning skills, these candidates were not found to use deceptive impression management tactics. Given that the highly qualified applicants (with a high GPA and participation in ECAs) presented a remarkable (and unusual) academic record, they could have raised the suspicion that they were “too good to be true”, and therefore, the résumés could have been perceived as deceitful and not transparent. Yet, all résumés tested (high/low GPA and high/low ECAs) were considered equally transparent and not subject to any impression management tactic, such as slight image creation. It seems that business graduates who report excellent academic performance and several extracurricular experiences during studies do not elicit more suspicion of untruthful data and engagement in deceptive IM tactics than graduates who candidly report their low academic performance and no engagement in extracurricular activities. Still, it is worth noting that the résumés used by Ramalheira (2015) were pre-tested to be perceived as equally credible and reliable, for which

embellishment or inflated information was not used. Thus, it persists unknown whether the aforementioned perceptions remain identical when the same résumés do contain IM tactics, specifically deceptive embellishment, or whether respondents tend to equally rely on the information provided.

According to the signalling theory (Spence, 1973), in a market context of asymmetric information and uncertainty, the interactions and behaviours elicited by market actors in the process of exchanging information can act as signals. As noted above, recruiters use the information provided in résumés to infer candidates' personal and professional characteristics (Burns et al., 2014), such as interpersonal skills and suitability for the job (Cole et al., 2009). Hence, job applicants intending to communicate relevant information about themselves to demonstrate a set of competencies that may be desired by the employers can use résumé information to stand out against other (similar) candidates. So, it is likely that résumés including more information about the candidate will signal more capabilities, which might be regarded by as signals of distinct employability skills. Likewise, résumés with less information can produce the opposite effect.

The signalling theory has been used in recruitment (Bangerter, Roulin, & König, 2012; Wilhelmy, Kleinmann, Melchers, & Lievens, 2019) and IM studies (Roth, Klehe, & Willhardt, 2021). The basic assumption is that under asymmetric information about the labour market, and the job, it is not of applicants' interest to transmit all possible information about themselves, unless their credentials are an advantage for the job position. Résumé's embellishment can then be used as a way of enhancing credentials, increasing the chances to get a job interview. Therefore, job applicants will be perceived as transparent and will receive high employability scores once employers accept this common rule and disregard the use of embellishment in résumés as a form of résumé fraud (Roulin et al., 2014; Waung et al., 2017).

Drawing upon the signalling theory and the IM literature, one expects those résumés' embellishment will not be associated with résumé fraud, and might actually be positively associated with the perceived hireability of job applicants. Decision-makers may think that recent graduates are likely to use IM tactics, such as the embellishment of the résumé, to appear positive and offset their lack of fit and work experience (Bourdage et al., 2018; Kristof-Brown et al., 2002; Levashina & Campion, 2006; Roulin et al., 2014; Weiss & Feldman, 2006). Therefore, the following hypothesis is advanced:

H2: Résumé's embellishment will be positively associated with candidates' assessment pertaining to (a) low résumé fraud, and high (b) job suitability, (c) OFIA, and (d) transparency.

However, the use of IM tactics can be negative once recruiters/decision-makers suspect of the use of embellishment, perceiving it as an attempt to convey a perfect but untruthful image of candidates' personal and professional skills. In fact, research shows that the embellishment of résumé's content (Knouse et al., 1988) and the use of IM deceptive tactics (Roulin et al., 2014) may generate lower job applicants' evaluations. Furthermore, there is no evidence on the interplay between résumé's embellishment and resumés' (high/low) credentials and how this interplay can influence candidates' appraisal. Two additional hypotheses are then advanced – “*too mediocre to be deceptive*” and “*too good to be true*”.

Too mediocre to be deceptive?

Given that decision-makers expect a certain level of résumé embellishment in the resumés of recent graduates so they appear positive and less inexperienced (Bourdage et al., 2018; Kristof-Brown et al., 2002; Levashina & Campion, 2006; Roulin et al., 2014; Weiss & Feldman, 2006) this IM tactic might be positive (as follows from hypothesis 2) or get unnoticed. Furthermore, decision-makers might find the content of the resumés reporting a low GPA and no engagement in ECAs as candid and naïve, noticing any other form of embellishment exclusively as a way for the candidate to highlight their employability skills without dishonesty. While they may rate these graduates as less hireable, they may be more indulgent in appraising their use of résumé embellishment. Such a phenomenon is herein hypothesized as *too mediocre to be deceptive*:

H3: The embellishment of resumés reporting low credentials (LGPA x No ECAs) will be rated: (a) the lowest in résumé fraud and (b) the highest in applicants' transparency.

Too good to be true?

Decision-makers may think that the more qualified graduates are less likely to use IM tactics, such as the embellishment of the résumé, to appear positive because their credentials speak by themselves and they really do not need to offset their lack of fit or skills (Bourdage et al., 2018; Kristof-Brown et al., 2002; Levashina & Campion, 2006; Roulin et al., 2014; Weiss & Feldman, 2006). Once decision-makers perceive the use of IM tactics, such as

embellishment, in the résumés of highly qualified graduates, that might trigger the suspicion over the credentials themselves, which may be perhaps *“too good to be true”*. Therefore, these high credential candidates might be distrusted more and might be perceived as less reliable. Such a phenomenon is herein hypothesized as *“too good to be true”*:

H4: The embellishment of résumés reporting high credentials (HGPA x ECAs) will be rated: (a) the highest in résumé fraud and (b) the lowest in applicants’ transparency.

2.3. Research gaps and justification for the study

The controversy about the effects of IM in recruitment and selection remains. Some authors argue that applicant’ intentions when engaging in IM’ behaviours do not significantly impact interview outcomes (Ralston & Kirkwood, 1999); while others defend that recruiters can classify the information provided by the applicant as a lie, depending on their perceptions of the applicants’ intent of purposely lying (Wood et al., 2007). Hence, once recruiters assume that the applicant’s misstatement was not an intentional lie, and so, intentional deceptive tactics are not detected, that may not imply a decision for excluding the applicant from the selection process. Previous research actually found that deceptive tactics were unrelated to hireability decisions and recruiters’ ratings (Bourdage et al., 2018). Although candidates were not hired, that decision was not harmed by their deceptive behaviour, since they did not receive negative ratings.

Somewhat paradoxically, a study from Amare and Manning (2009) inquiring students with training in professional writing (with a résumé component), revealed that more than half of the students admitted to have entered (or would be willing to enter) keywords in its résumés to increase chances of getting a job, even if those keywords did not represent their actual competencies. The reasons for that were related to the fear of competition and the need to offset the lack of the required experience for a certain job position. Others argued that they would be willing to provide deceitful keywords if those would not be *“too far-fetched”*, since *“it doesn’t hurt to try”* (Amare & Manning, 2009, p. 39). These findings validate the idea that résumés’ deception has less visible consequences. Also, Wexler (2006) interviewed professionals and managers who had committed fraud in their previous jobs and all of them showed moral disengagement, i.e., they all explained why they lied, with some arguing that other colleagues did the same or worse, or claiming that the benefits they provided to the company were larger than the costs. Other professionals even argued for a *“heroic claim”*, suggesting that employers desire risk-takers and innovators *“who push the boundaries.”* (p.143).

One of the challenges recruiters face is to precisely distinguish objective and truthful information in the résumés from embellished information (Waung et al., 2017). Recruiters may be challenged to differentiate the information presented in résumés: what are the facts and real achievements, and what is fiction and exaggerated data. Consequently, it is hard for recruiters to “*see-through*” the applicant (Roulin et al., 2014, p. 155), so, whenever they are doubtful they may perceive the applicants as less transparent and may discharge them from the selection process. Furthermore, résumé screening is being increasingly performed by software tools and/or employees without appropriate training, which may accrue to these screening difficulties.

The study of résumés’ fraud and the influence of IM tactics, such as the use of résumé embellishment, is both timely and relevant. Moreover, given that the findings, so far, are inconsistent regarding the use of deceptive tactics in résumés by men and women; and also, the possibility of distinct outcomes depending on applicants’ gender and credentials, the present study addresses both research gaps. Therefore, this study aims to answer three research questions:

- 1) Is résumé’ embellishment perceived as deceptive or not?
- 2) What are the effects of résumés’ embellishment on the perceived hireability of job applicants?
- 3) Who benefits most from the IM tactics pertaining to the embellishment of the résumés: highly qualified business graduates (High GPA x ECAs) or graduates with more modest qualifications (Low GPA x No ECAs)?

As noted above, research has proposed different dimensions for résumé deception, namely, fabrication, embellishment, and omission (Henle et al., 2019). The reasons to study the embellishment dimension are threefold. First, as mentioned above, it is more common to find embellished résumés (with or without omissions) than fabricated ones, meaning that the tendency to exaggerate is higher than to overtly lie (Henle et al., 2019). In fact, fabricated information is less frequently found (Levashina & Campion, 2007).

Secondly, although fabrication or extensive image creation (in the interview context) is considered the form of IM more distinct from honest IM (Bourdage et al., 2018) and the one entailing the most severe impacts on applicants’ evaluation and job performance (Henle et al., 2019), it is a deceitful strategy that may be more easily verified since, for instance, a recruiter may check with the university if a certain candidate actually concluded the degree stated in the résumé.

Similarly, when a résumé is not fabricated, but instead, is intentionally embellished, in a way that distorts information, turning it far and better than reality, this might not be directly verified. Hence, it is difficult for a recruiter to check credentials and background and assess if the applicant was, indeed, excellent in that specific achievement. For instance, Bourdage et al. (2018) found that it is difficult for a recruiter to check if an applicant possesses exceptional or brilliant skills in HTML markup language or just basic knowledge. The same situation occurs when résumés include statements describing how perfect a candidate was while being a member of an academic organization. Therefore, the use of deceptive tactics such as résumé's embellishment may be one of the most pervasive problems in résumés screening. For all these reasons, this study examines the use and influence of the "embellishment" type of deceptive IM in the résumés of recent business graduates.

2.4. Theoretical model and hypotheses

In sum, and to address the aforementioned research gaps, this study tests two main effects and four hypotheses, as follows.

Effects of gender:

H1: No significant association is expected between candidates' gender and the assessment pertaining to (a) résumé fraud, (b) job suitability, (c) OFIA, and (d) transparency.

Effects of résumé embellishment:

H2: Résumé's embellishment will be positively associated with candidates' assessment pertaining to (a) low résumé fraud, and high (b) job suitability, (c) OFIA, and (d) transparency.

Effects of interaction – too mediocre to be deceptive?

H3: The embellishment of résumés reporting low credentials (LGPA x No ECAs) will be rated: (a) the lowest in résumé fraud and (b) the highest in applicants' transparency.

Effects of interaction – too good to be true?

H4: The embellishment of résumés reporting high credentials (HGPA x ECAs) will be rated: (a) the highest in résumé fraud and (b) the lowest in applicants' transparency.

3. Methodology

3.1. Methodological approach

Prior studies used applicants' self-reports to document the use of résumé deception, finding that phenomenon is more prevalent than thought. What remains unknown, however, are the effects of résumé deception on the perceived hireability of job applicants, and not the actual use of IM by job applicants (Roulin et al., 2014, 2015). Thus, the methodology could not consist of directly asking participants about their use of deceptive tactics and their perceived impact. That approach would compromise the validity of results, and most likely would minimize not only the "*actual rate of deception*" (Weiss & Feldman, 2006, p. 1083), but also would underestimate the effects of giving insincere answers in their self-reports, not confessing to lying (Henle et al., 2019; Hogan, Barrett, & Hogan, 2007). Additionally, results would be prone to "*memory errors*", i.e., participants do not accurately report the lies they told, since they did not remember them (Bourdage et al., 2018, p. 626).

To test the hypotheses, this study employs a quasi-experimental design. One of the main benefits of using an experimental design is the possibility of detecting causal effects, difficult to ascertain in cross-sectional studies. Several studies have successfully employed fictitious interviews in experimental designs (Roulin et al., 2015), so the same approach can be used with résumés. In a meta-analysis, Barrick et al. (2009) concluded that experimental settings are a useful approach to study the effect of self-presentation tactics on interviewers' ratings. The authors explained that results obtained from this type of setting could be compared with results from studies using actual selection decisions on real interviews since the results are similar and independent from this type of methodology. Although the authors were referring to the perceived evaluations of self-presentation IM' tactics, one presumes that the same applies to the use of deceptive embellishment IM' tactics. Therefore, a quasi-experimental between-subjects design was deemed as the most adequate.

In this way, this study uses fictitious résumés of business graduates to examine whether résumé' embellishment is perceived as deceptive or not and how does it influence the perceived hireability of job applicants in terms of their job suitability, organizational and interpersonal fit (OFIA), and transparency. Also, this study aims to examine the effects of interaction between résumé embellishment and applicants' credentials, to determine who benefits most from résumé's embellishment.

3.2. Research design

The present study employs a between-subjects design (Cooper & Schindler, 2014) in that randomly sorted résumés operationalize eight experimental conditions: 2 (male vs female) x 2 (High level of GPA vs Low Level of GPA) x 2 (Participation in ECAs vs No Participation in ECAs).

Three independent variables are used pertaining to candidates' gender, academic performance (GPA), and engagement in extracurricular activities (ECAs). All résumés were drawn on Ramalheira (2015) except that in this research all résumés were embellished to assess the influence of these variables on the dependent variables: (a) résumé fraud, and applicants (b) job suitability, (c) interpersonal and organization skills, and (d) perceived transparency.

Table 5 summarizes the experimental conditions, corresponding to the eight résumés' randomly sorted.

Condition	Gender	Academic Performance	Extracurricular Activities
A	Male	High level of GPA	Participation in ECAs
B	Female	High level of GPA	Participation in ECAs
C	Male	High level of GPA	No Participation in ECAs
D	Female	High level of GPA	No Participation in ECAs
E	Male	Low level of GPA	Participation in ECAs
F	Female	Low level of GPA	Participation in ECAs
G	Male	Low level of GPA	No Participation in ECAs
H	Female	Low level of GPA	No Participation in ECAs

Table 5 - Experimental Conditions

3.3. Stimulus materials and pre-test

The fictitious résumés of a male and female business graduates from Ramalheira (2015) were used as a basis to create the adapted embellished résumés, for the eight experimental conditions of this study (See Annex B for details). Apart from the inclusion of the embellished information, the modifications performed were mainly to update the résumé for the current year' context (changing all the dates) and turning it more actual, by changing: (1) “Licença de Condução” to “Carta de Condução”; (2) email “mail.telepac.pt” to an email account: “gmail.com”.

To control for potential attraction bias no photo was included, as research suggests that, in an identical applicants' qualifications scenario, recruiters tend to prefer and hire the applicants they considered to be the most physically attractive (Ford, Price, Hofmeyr, & Chiba, 2018). Also, it seems that a photograph can provide information about an applicant's personality (Fernandez, Stosic, & Terrier, 2017), which is another bias to control for.

The structure of the *résumés* remained similar to Ramalheira (2015), however, an initial section – “Apresentação Pessoal” (Personal Presentation) was included to incorporate the embellishment enhancements. Knouse (1994, p. 35) found that a “*flexible format (...) allows for creative use of IM tactics*”, especially in the form of self-descriptive statements. These usually increase the perceptions of interpersonal skills and self-confidence of the candidates. Overall, the manipulation performed was identical for all eight conditions, to guarantee that a given condition would neither include more nor less embellished information than the others, since, for example, conditions reporting ECAs (A, B, E, and F) would allow more margin to embellish this information. Thus, the homogeneity of the manipulation, across all conditions, ensured that only the independent variables could influence the results and no other uncontrolled information. Therefore, the embellished information was included in the *résumés*' sections: “Apresentação Pessoal”, “Formação Complementar” (Complementary training), “Competências” (Competences) and “Hobbies”, and several inputs from earlier experiments were considered, to ensure the feasibility and reliance of the present study's manipulation.

In the initial section of the *résumé* “Apresentação Pessoal”, the manipulations conducted were mainly recurring to adjectives such as: “*extremamente*”, “*sólida*”, “*bastante*”, “*excelentes*”, “*ínumeros*”, “*excepcionais*”. The inclusion of these adjectives was inspired by Waung et al. (2017) who analysed 60 real *résumés* containing several superlative adjectives. Also, the sentence suggesting a leadership role “*...ao liderar inúmeros projetos académicos e extracurriculares*” (i.e. ‘by leading numerous academic and extracurricular projects’) was inspired by Levashina and Campion (2007) and Henle et al. (2019) scale items, “I exaggerated my responsibilities on my previous job” and “Overstated information”, respectively. In particular, the sentences describing the candidate's responsibility and communication skills were inspired in Bright and Hutton (2000) study which included statements such as “*I have developed a responsible and mature approach to any task that I undertake...*”, and “*My diverse range of experiences at university, (...) and in extracurricular activities have enabled me to acquire strong (...) communication skills*” (p. 45). The final sentence “*Estou preparado e disponível para iniciar uma atividade profissional bem-sucedida como gestor*

de empresas” (I am prepared and available to start a successful professional activity as business manager) was inspired in Henle et al. (2019) items to measure résumé fraud, such as: “*Tried to make yourself appear as an ideal candidate when you were not*” and “*Stretched the truth regarding information on resume*”. This sentence exaggerates candidates’ credentials since s/he cannot be ‘a manager’ following the completion of a bachelor and without any professional experience.

Also, in the “Complementary training” section, the item from Henle et al. (2019) measure, “*Overstated involvement in activities*” inspired the manipulation of the exaggerated hours attributed to the two training reported – 200 hours and 300 hours (in the original résumés from Ramalheira (2015) these time durations were 20 hours and 30 hours, respectively).

Regarding the “Competences”, the knowledge of “HTML”, “Adobe Photoshop” and “SAP” was inspired in Bourdage et al. (2018) and in actual interview’ statements from the study of Weiss and Feldman (2006): “*I tried to justify my knowledge by talking about my statistics course, when, in reality, I don’t have very good math skills*” (p. 1077). Also, it was added a new language skill (French), and all foreign languages and technology skills were upgraded to an ‘advanced level’.

The information regarding “Hobbies” was also slightly embellished., with the insertion of adjectives such as “*Apaixonado(a)*” (passionate), “*bastantes competições*” (a lot of competitions), and “*diversos prémios*” (several awards), which were inspired in Waung et al. (2017), and also based in the item from Henle et al. (2019): “*Inflated the importance of activities or awards*”.

Additionally, to ensure a proper manipulation of the independent variables (Cooper & Schindler, 2014) and accurate inclusion of the embellished information, to verify if it was noticed, safeguarding the realism of the résumés, it was performed a pre-test of the materials with 20 working adults (see Annex C). Participants were asked how adequate the structure and layout of the résumé was and how suitable and credible seemed the candidate, for a junior-level position in management/business. This preliminary test confirmed that the embellished information was in fact noticed, with some participants getting suspicious regarding the veracity and transparency of the candidate. Some participants commented: “*The 500 hours of training seems surreal to me*” or “*The candidate shows a lot of confidence in his abilities, sometimes exaggerating*”. This confirms the embellishment manipulation without affecting the soundness of the résumés, which no one thought to be of a fictitious candidate. The format, structure, and clarity of the résumés were also inquired and reported as adequate and

appropriate. From this pre-test, no meaningful amendments were required to the résumés' structure, except for a small change in the format of the candidate's name.

Therefore, the fictitious résumés employed in this study aims to represent a business graduate applying to a junior business/management position. All résumés, varying in gender, GPA, and ECAs, include the same deceptive embellishment, conveyed through excessively inflated and somewhat unrealistic aspirations since it is unlikely that a recent graduate could have such solid and differentiated skills and vast experience, including advanced abilities in sports, languages, and IT, and so many hours of complementary training. In sum, the eight fictitious résumés used in the present study accurately depict a recent graduate in management who uses an embellished résumé to apply to a junior business/management position.

3.4. Measures

The measures used in this study were all drawn upon previously published studies and pretested scales (See Annex E for details).

Résumé Fraud. It was adapted from the original scale from Henle et al. (2019) which included three dimensions (47 items in total) to measure resumé fraud. In this study, only the embellishment dimension was considered (17 items) to measure the perceived *embellishment*.

The original measure is a self-report measure, i.e., the items assess whether the respondent had (or not) a certain behaviour, whereas, in the present study, respondents rated the extent to which the applicant was overstating résumé information. Some items include “*O candidato inflacionou a importância das suas atividades académicas e/ou extracurriculares*” and “*O candidato distorceu as suas qualificações para corresponder às qualificações requeridas para o trabalho*”. A 7-point Likert response scale was used (1= Not at all; 7 – Completely,) The internal consistency of this scale (Cronbach alfa) was 0,960 which represents a high internal consistency, similar to the one obtained by Henle et al. (2019) for the embellishment dimension (0,880).

Job Suitability. It was adapted from the original five-item scale of McElroy et al. (2014). Respondents were asked to rate the extent to which they perceived the job applicant as suitable for a general entry-level junior business/management position, using a 7-point Likert response scale (1= totally disagree and 7= totally agree). Some items included: “*Este candidato é qualificado para exercer uma função júnior na área de economia/gestão*” and “*Este candidato tem boas hipóteses de ser chamado para uma entrevista para uma função júnior na área de economia/gestão*”.

The internal consistency of this scale (Cronbach alpha) was 0.874, which compares with McElroy et al. (2014) results (ranging from 0.890 to 0.970).

Organizational and Interpersonal fit (OFIA). It was adapted from the original nine-item scale from Waung et al. (2017). Respondents were asked to rate the organizational and interpersonal attributes and fit of the job applicant, by using a 5-point Likert response scale (1= not at all and 5= very much). Some items include: “*Até que ponto estaria disposto a trabalhar com o candidato?*” and “*Até que ponto espera que o candidato trabalhe bem em equipa?*”. The internal consistency of this scale (Cronbach alpha) was 0.920, which is similar to the original scale (0.930) from Waung et al. (2017).

Transparency. It was adapted from the original three-items scale from Roulin et al. (2014). Respondents were asked to rate the perceived level of transparency of the job applicant through a 5-point Likert response scale (1=totally disagree; 5 = totally agree). The sample items are: “*Foi fácil para mim diferenciar os factos da ficção ao ler o CV deste candidato*”; “*Ao ler este CV foi fácil para mim avaliar a honestidade deste candidato*” and “*Ao ler este CV foi fácil para mim ver quem o candidato realmente é*”. The internal consistency for this scale was 0.842, which adequately compares with the original (0.830) from Roulin et al. (2014).

Control variables. To control for potential bias generated by demographical similarities with the target (Ashforth & Mael, 1989), all respondents were asked about their gender, age, education, nationality, recruitment and selection experience, and participation in extracurricular activities (ECAs). These demographical characteristics may positively and indirectly affect a candidate’s liking through similarity’ perceptions (Díaz, Marín, & Díaz, 2019; Graves & Powell, 1995; Kristof-Brown et al., 2002) then influencing work-related attributes of person-organization and person-job fit (Cable & Judge, 1997; Díaz et al., 2019). In addition, all participants were inquired on how they perceived the candidate as similar to them, using an adaptation from Deprez-Sims and Morris (2010). Age was computed in years. GPA of the highest complete education level was computed in points (from 0 to 20). Gender was dummy-coded (0= Female; 1 = Male), as well as education (0= No HE; 1= HE – Higher Education (HE)), recruiting experience, and participation in ECAs (0= No; 1= Yes; for both). Perceived similarity was coded as 1 = Very Low Similarity; 2 = Low Similarity; 3 = Medium Similarity; 4 = High Similarity; 5 = Very High Similarity.

3.5. Procedures and sample

The questionnaire was made available in Portuguese, via google forms, (see Annex D) between March and April. In total, 540 responses were received of which 435 (80.6%) were from Portuguese working adults and form the sample of this study. Participants were mostly addressed through social media (LinkedIn) and invited to participate in a study about the employability of business/management professionals. After giving consent, they were randomly assigned to one of the eight experimental conditions/résumés. They were asked to read and analyse the résumé, and then, were asked some questions about the résumé and the candidate to determine the skills and adequacy to a business/management junior position. At the end of the questionnaire, participants answered some demographic questions to characterize the sample and were asked to provide open feedback about the form.

This study targets Portuguese working adults, with and without recruiting experience, for two main reasons. Firstly, overconfidence actually affects both respondents (Robie et al., 2006; Vrij & Granhag, 2012). In an interview context, recruiters were found to be biased by their overconfident, believing they can easily distinguish intentional misrepresentations ((Roulin et al., 2014, 2015). Actually, (Roulin et al., 2014, 2015) found that experienced recruiters were not more capable to detect candidates' lies, in an interview context than less experienced ones. Furthermore, Wood et al. (2007) found that once recruiters identify résumé misrepresentations, they are generally more lenient towards candidates' faking behaviours than other respondents (i.e., business students). Therefore, it seems that recruiters are not more able than non-recruiters to accurately assess candidates' IM tactics ((Roulin et al., 2014, 2015), including résumé fraud; and when they are, they tend to be more tolerant towards the candidates (Wood et al., 2007). A second reason for targeting a diverse sample of Portuguese working adults pertains to the characteristics of the local context. The local economic tissue is mainly composed my micro, medium, and small enterprises (INE, 2021a), where recruitment is frequently done by other workers (e.g., supervisors, team leaders, middle and top managers) who do not have any specific training in R&S. Therefore, one presumes that a wider and more diverse sample is more adequate to examine respondent's ability to suspect of résumé fraud and determine the effects that résumés' embellishment might have on candidates' hireability.

The number and characteristics of the respondents, per experimental condition, are described in Table 6.

Experimental Condition	N	Age		Gender		Education		GPA		Earlier Participation in ECAs	Earlier Recruiting Experience	Perceived Similarity	
		M	SD	Female	Male	< HE	HE	M	SD			M	SD
Condition A (HGPA x ECAs x Male)	52	36,58	12,34	48,10%	51,90%	3,80%	96,20%	15,06	1,63	54,90%	69,20%	2,21	0,85
Condition B (HGPA x ECAs x Female)	51	32,78	10,5	62,00%	38,00%	0,00%	100,00%	15,29	1,48	64,70%	70,60%	2,45	0,86
Condition C (HGPA x No ECAs x Male)	52	32,56	10,01	50,00%	50,00%	9,60%	90,40%	15,00	1,41	48,10%	76,90%	2,12	0,9
Condition D (HGPA x No ECAs x Female)	56	32,46	9,17	50,00%	50,00%	1,80%	98,20%	15,07	1,33	67,30%	67,90%	2,30	0,81
Condition E (LGPA x ECAs x Male)	57	34,05	11,48	50,90%	49,10%	8,80%	91,20%	15,50	1,49	54,50%	68,40%	1,98	0,92
Condition F (LGPA x ECAs x Female)	51	31,49	9,35	45,10%	54,90%	2,00%	98,00%	15,62	1,67	52,90%	68,60%	2,27	0,78
Condition G (LGPA x No ECAs x Male)	52	34,75	12,06	46,20%	53,80%	9,60%	90,40%	15,06	1,49	44,00%	80,80%	1,83 ^a	0,83
Condition H (LGPA x No ECAs x Female)	64	34,02	10,7	51,60%	48,40%	15,60%	84,40%	15,00	1,56	60,30%	65,60%	2,05	0,86
Overall Sample	435	33,60	10,79	50,50%	49,50%	6,70%	93,30%	15,20	1,52	56,10%	70,80%	2,15	0,86

Notes: HGPA - High Grade Point Average, LGPA - Low Grade Point Average, ECAs - Extra-Curricular Activities (participation in), No ECAs - No participation in Extra-Curricular Activities, HE - Higher Education. ^aANOVA indicates that the perceived similarity for this condition is significantly lower than the values for condition B, D and F

Table 6 - Sample composition by experimental condition

Overall, the sample is gender balanced, with similar percentages for women and men (50,50% and 49,50%, respectively). The answers for each experimental condition were uniformly distributed, except for condition H which registered 64 answers, representing a higher percentage of the total sample (14,71%). On average, the participants' age was around 34 years (with a minimum of 18 years and a maximum of 69 years old), and 93,30% had completed higher education (HE). On average, participants completed their last level of education with a grade-point average (GPA) of 15,20 points and 56,1% had participated in extracurricular activities (ECAs) while studying. Most respondents (71%) have recruiting experience. In general, participants did not perceive themselves as similar to the candidate whose résumé they observed, as the average for the overall sample (mean= 2,15) is lower than the mid-point scale for this variable (2,5 - scale from 1 to 5).

3.6. Manipulation Checks

Previously to the demographical questions, participants were subjected to a manipulation check, aimed at assessing if they accurately remembered the information included in the résumé observed, to guarantee a proper manipulation of the independent variables (Cooper & Schindler, 2014). Hence, respondents evaluated each statement as "True" or "False" and rated to what degree they were sure about the information provided, measured through a 5-point Likert response scale ranging from (1) Muito inseguro; (2) Inseguro; (3) Neutro; (4) Seguro; (5) Muito Seguro. Thus, the following statements were included: 1 - *O candidato descrito apresentava atividades extracurriculares* (The candidate described had extracurricular activities); 2 - *O candidato descrito não apresentava atividades extracurriculares* (The candidate described did not have extracurricular activities); 3 - *O candidato descrito tinha*

uma média de 18 (The candidate described had an average of 18); 4 - *O candidato descrito tinha uma média de 11* (The candidate described had an average of 11); 5- *O candidato descrito era um homem* (The candidate described was a man); 6 - *O candidato descrito era uma mulher* (The candidate described was a women).

The statistical tests performed (ANOVA) confirmed the manipulation since respondents correctly recalled the résumé information provided in the respective condition.

4. Results

4.1. Sample differences by experimental condition

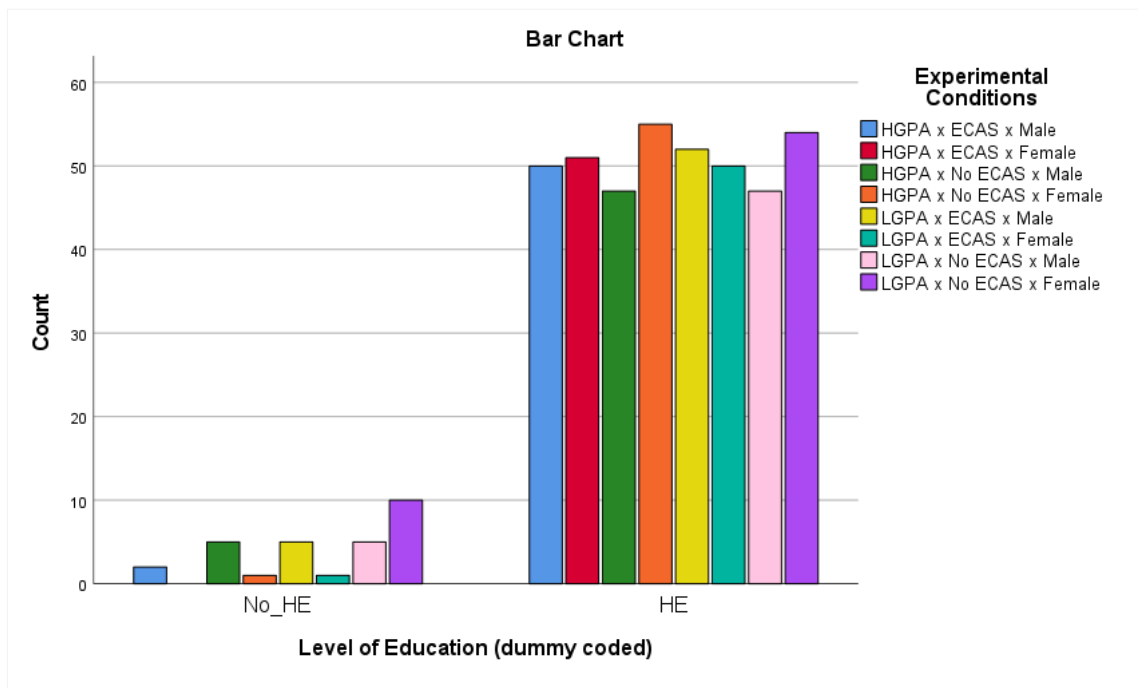
Participants were randomly assigned to one of the eight experimental conditions. To assess potential sample dissimilarities between experimental conditions, several one-way analyses of variance (ANOVA) were computed for the numerical variables (Age, GPA, and Perceived Similarity), and Chi-Square Test of Independence for the categorical variables (Gender, Education, ECAs, and Recruiting Experience).

The Chi-Square results showed, for the respondent's level of education, a value lower than the significance level of 0.05 ($p=0.01$) (Table 7). In fact, following the clustered bar chart (Graph 1), it is possible to observe that the sample is predominantly highly educated across all conditions without statistically significant differences across experimental conditions. Further, ANOVA showed significant differences between conditions for the variable of perceived similarity of the candidate ($p=0.006$) (Table 7). Some differences are visible just by observing Plot 1. In fact, results showed that the perceived similarity for the condition G is significantly lower than the values for the conditions A, B, C, D, and F, meaning that participants perceived themselves as less similar to a male candidate with low academic performance (GPA) and with no participation in ECAs. Also, other differences were found in condition B which statistically differs from conditions E, G, and H, indicating that respondents perceived themselves as more similar with female candidates with a higher GPA and participating in ECAs.

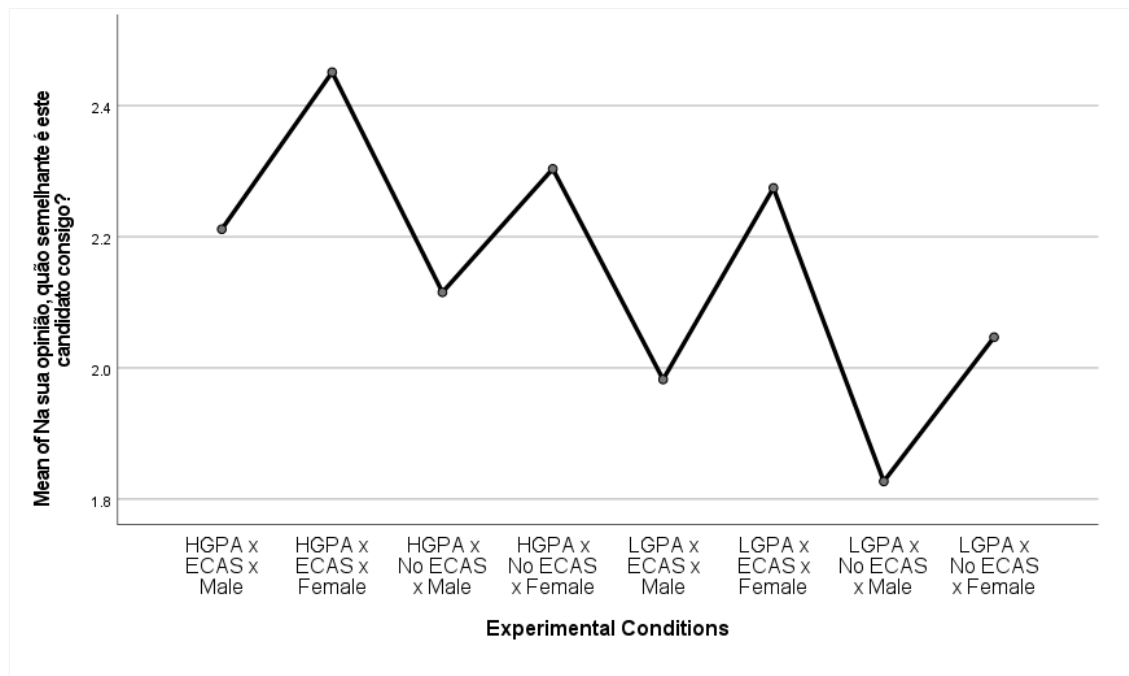
Demographics' variables	F	Sig.
Age	1,156	0,327
Gender	3,800	0,802
Education	18,381	0,01
GPA	1,179	0,314
ECAs	9,397	0,225
Recruiting Experience	4,842	0,679
Perceived Similarity	2,893	0,006

$p<0.05$

Table 7 - Test results for differences between experimental conditions



Graph 1 - Respondents' level of Education



Plot 1 - Mean plot of perceived similarity

(Measure scale: 1 – 5)

These results confirm the adequacy of the randomization procedure but recommend the inclusion of the variable of perceived similarity in subsequent analyses.

4.2. Scales validity

Before testing the hypotheses, several factor analyses were run to assess the adequacy of the scales used (see Annex F for details). Overall, the scales used have a high internal consistency, as the minimum Cronbach alpha obtained for the measures was 0,842, which represents already a good internal consistency (Pestana & Gageiro, 2003). Hence, the results obtained corroborated the appropriateness of the measures employed in the present research, which were used in previous studies (Henle et al., 2019; McElroy et al., 2014; Roulin et al., 2014; Waung et al., 2017). Table 8 summarizes a description of each measure.

Measure	N Items in this study	Adapted from; Original Cronbach Alpha	Mean	SD	Cronbach Alpha obtained
Résumé Fraud	13	Henle et al. (2019); 0,88	3,49	1,48	0,960
Job Suitability	5	McElroy et al. (2014); 0.89 and 0.97	4,78	1,31	0,874
OFIA	9	Waung et al. (2017); 0,93	3,59	0,74	0,920
Transparency	3	Roulin et al. (2014); 0.83	3,14	0,96	0,842

Table 8 - Descriptive of the confirmatory factor analysis

4.3. Descriptive Analysis

The descriptive statistics for the dependent variables per experimental condition are presented in Table 9. The data indicates a mean lower than the mid-point scale for the variable of résumé fraud (scale from 1 to 7), indicating that, overall, the résumés were not perceived as fraudulent, and thereafter, the candidates were not perceived as dishonest. Conversely, the other three variables presented higher means than the mid-point scales, which suggests that the perceived hireability of the candidates is high.

Experimental Condition	N	Resumé Fraud		Job Suitability		Organizational and Interpersonal Fit		Transparency	
		M	SD	M	SD	M	SD	M	SD
Condition A (HGPA x ECAs x Male)	52	3,80	1,45	4,82	1,23	3,56	0,74	3,37	0,89
Condition B (HGPA x ECAs x Female)	51	2,89	1,25	5,22	1,06	3,83	0,61	3,22	0,96
Condition C (HGPA x No ECAs x Male)	52	3,53	1,52	4,97	1,14	3,56	0,75	3,22	1,04
Condition D (HGPA x No ECAs x Female)	56	3,34	1,44	5,10	1,11	3,60	0,70	2,89	0,95
Condition E (LGPA x ECAs x Male)	57	3,81	1,67	4,45	1,45	3,53	0,82	3,21	1,00
Condition F (LGPA x ECAs x Female)	51	3,28	1,4	4,66	1,36	3,69	0,74	3,16	1,05
Condition G (LGPA x No ECAs x Male)	52	3,75	1,4	4,74	1,48	3,45	0,80	2,97	0,87
Condition H (LGPA x No ECAs x Female)	64	3,51	1,5	4,38	1,38	3,50	0,73	3,10	0,89
Overall Sample	435	3,49	1,48	4,78	1,31	3,59	0,74	3,14	0,96

Notes. HGPA - High Grade Point Average, LGPA - Low Grade Point Average, ECAs - Extra-Curricular Activities (participation in), No ECAs - No participation in Extra-Curricular Activities

Table 9 - Descriptive statistics for the dependent variables per experimental condition

4.4. Correlation Analysis

In order to assess if the variables used in the present study were correlated between, the Spearman's correlation coefficients were computed and are presented in Table 10.

Variable	Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<i>Respondents' Demographics</i>																
1. Age	33,60	10,79		0.139**	-0,051	-0.140**	-0,025	-0,006	0,029	0,059	-0,002	0,012	0,042	0,016	-0,025	0.098*
2. Gender (1 = Male)					-0.108*	-0,1	0,075	0,08	0,030	0,032	-0,037	-0,019	0,052	0,032	-0,03	0,022
3. Education (1 = HE)						0,028	-0,006	0,072	0,016	-0,052	0,112	0.112*	-0,024	0.125**	0,067	-0,073
4. GPA	15,20	1,52					-0,014	-0,033	-0.105*	-0,023	-0,074	0.106*	0,041	-0,008	-0,023	0,023
5. ECA (1 = Yes)								0,078	0,062	-0.110*	0,055	0,013	-0,053	-0,001	-0,033	0,085
6. Recruiting Experience (1 = Yes)									0,043	0,063	0,006	-0,034	-0,052	0.163**	0,048	0,047
7. Perceived Similarity	2,15	0,86								-0.131**	0.141**	0,082	-0.448**	0.367**	0.487**	0,004
<i>Résumé Content -Independ variables</i>																
8. Gender											0,006	0,052	0.147**	-0,019	-0,073	0,07
9. GPA												0,006	-0,067	0.165**	0,057	0,03
10. ECAs													-0,023	0,004	0,089	0.109*
<i>Criterion</i>																
11. Résumé Fraud	3,49	1,48												-0.288**	-0.461**	0.117*
12. Job Suitability	4,78	1,31													0.617**	0,027
13. Organizational and Interpersonal Fit	3,59	0,74														0.100*
14. Transparency	3,14	0,96														

Notes. GPA - Respondents Grade Point Average, ECA - Respondents' participation in Extra-Curricular Activities while studying. * $p < .05$. ** $p < .01$. $n = 435$

Table 10 - Descriptive and correlation analysis (Spearman coefficient)

As noted, some demographic variables are intercorrelated with each other. Particularly, the age of respondents is positively correlated with their gender ($r=0,139$; $p<0,01$) and negatively correlated with the level of GPA ($r=-0,140$; $p<0,01$), indicating that older respondents were mostly male and presented lower GPAs. Likewise, respondents with lower academic performances were the ones feeling more similar with applicants ($r=-0,105$; $p<0,05$).

Furthermore, some demographic variables are also correlated with both independent and dependent variables.

The variable of perceived similarity is negatively correlated with applicants' gender ($r=-0,131$; $p<0,01$) and positively correlated with applicants' GPA ($r=0,141$; $p<0,01$), suggesting that respondents perceive themselves as more similar with female candidates, rather than male candidates, and with candidates pursuing high academic performance, in terms of GPA.

Moreover, the participants perceiving themselves as more similar to candidates are also the ones who consider the candidates as using less résumé embellishment ($r=-0,448$; $p<0,01$) and who deem the candidates more job suitable ($r=0,367$; $p<0,01$) and more organizational and interpersonal fitted ($r=0,487$; $p<0,01$). Also, respondents with more recruiting experience consider the job' applicants as more suitable for the job position ($r=0,163$; $p<0,01$), as well respondents with higher education ($r=0,125$; $p<0,01$).

Lastly, résumé fraud is negatively correlated with job suitability ($r=-0,288$; $p<0,01$), and OFIA ($r=-0,461$; $p<0,01$), but positively correlated with transparency ($r=0,117$; $p<0,05$), suggesting that candidates perceived as using more embellishment, i.e., receiving higher ratings of résumé fraud, were also deemed as being less suitable for the job and less organizational and interpersonal fitted, even though they were considered more transparent. Also, applicants deemed as more job suitable were also viewed as more organizational and interpersonal fitted, as these variables are positively correlated ($r=0,617$; $p<0,05$). Likewise, organizational and interpersonal fit is positively correlated with transparency ($r=0,100$; $p<0,05$), suggesting that applicants receiving high ratings of OFIA were also perceived as having high transparency.

4.5. Test of hypotheses

To test the hypotheses formulated two different statistic tests were used: linear regression analysis (Table 11) and MANCOVA analysis (Table 12).

In the regression analyses, to control for potential confounding effects of the respondents' demographics, all the demographic variables (age, gender, education, GPA, ECAs, recruiting experience, and perceived similarity) were included in step 1. Then, in step 2, the independent variables were added to the model.

Table 11 presents a summary of all the regression analyses performed.

Predictors	Resumé Fraud		Job Suitability		Organizational and Interpersonal Fit		Transparency	
	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2	Step 1	Step 2
Intercept	5.008***	4.785***	2.790***	2.669***	2.994***	3.033***	1.850**	1.936**
<i>Respondents' Demographics</i>								
Age	0,024	0,013	-0,003	-0,009	-0,036	-0,037	0.134**	0.127*
Gender (1 = Male)	0,082	0,078	0,040	0,042	0,006	0,005	0,018	0,017
Education (1 = HE)	-0,031	-0,026	0,077	0,068	-0,004	-0,005	-0,086	-0,092
GPA	0,023	0,027	0,008	0,015	-0,028	-0,038	0,096	0,084
ECA (1 = yes)	-0,085	-0,077	-0,053	-0,066	-0,058	-0,054	0,089	0,091
Recruiting Experience (1 = yes)	-0,018	-0,024	0.137**	0.138**	0,075	0,073	0,087	0,089
Perceived Similarity	-0.451***	-0.439***	0.383***	0.366***	0.482***	0.482***	0,066	0,058
<i>Predictors</i>								
Gender (1 = Male)		0.109*				0,032		
GPA (1 = HGPA)				0.140**		-0,011		
ECAs (1 = ECAs)						0,071		0.093 ⁺
Gender x GPA X ECAs						-0,046		
Overall F	14.415***	13.407***	10.827***	10.683***	15.820***	10.229***	2.672**	2.740**
R ²	0,225	0,237	0,179	0,198	0,242	0,247	0,051	0,06
Adjusted R ²	0,210	0,219	0,163	0,180	0,227	0,223	0,032	0,038
Change in R ²	0,225	0,011	0,179	0,019	0,242	0,005	0,051	0,008

Notes: Significant at: ⁺p < 0.10 *p < .05, **p < .01, ***p < .001; standardized β coefficients are reported after Z-score transformation, n = 355-435.

Table 11 - Multiple regressions of hypothesized relationships between independent and dependent variables

Influence of respondents' demographics

Overall, the regression analyses (Table 11) show that some respondents' characteristics affected their opinions, notably regarding job applicants' perceived use of résumé embellishment and hireability. Results suggest that older respondents perceived the candidates as more transparent ($\beta=0.134$; $p<0.01$), respondents with more experience in recruitment evaluated the candidates as more suitable for the job ($\beta=0.137$; $p<0.01$), and respondents perceiving themselves similar with the candidate tended to rate them as using less deceptive embellishment ($\beta=-0.451$; $p<0.001$), considering them more suitable for the job ($\beta=0.383$; $p<0.001$) and with a higher organizational and interpersonal fit ($\beta=0.482$; $p<0.001$). All these associations are consistent with the above-described results for Spearman's correlation analysis (Table 10).

Effects of gender – Hypothesis 1

Hypothesis 1 predicted no significant association between the gender of the candidate and respective evaluations regarding all the dependent variables, i.e., résumé fraud, job suitability, organization and interpersonal fit, and transparency. However, as shown in Table 11, when independent variables were included in the model, results do not completely support this hypothesis as there is a gender effect, regarding the perceived use of embellishment/résumé fraud ($\beta=0.109$; $p<0.05$), indicating that respondents perceived male job applicants more deceitful than female candidates. In fact, these results were also confirmed by MANCOVA analysis (Table 12), as the résumés of male graduates scored significant higher ($M=3,73$) in the measure of the résumé fraud ($F(4,425)= 4.967$, $p<0.05$, $\eta_p^2= 0.011$) when compared to female candidates ($M=3,27$)

Yet, no statistically significant effects were found for hireability' measures (job suitability, organizational and interpersonal fit, and transparency), which support H1b, H1c, and H1d.

Effects of résumé's embellishment – Hypothesis 2

Hypothesis 2 predicted that the embellishment of résumés would be associated with positive evaluations to candidates, pertaining to (a) low résumé fraud, and high (b) job suitability, (c) OFIA, and (d) transparency.

In fact, all candidates were positively evaluated regarding job suitability ($\beta=0.033$) and transparency ($\beta=0.063$), but these were not statistically significant, as $p>0.05$. Also, and

contrary to Hypothesis 2a, all candidates were positively evaluated in résumé fraud ($\beta=0.076$) and also, contrary to Hypothesis 2c, they were negatively evaluated in organizational and interpersonal fit (OFIA) ($\beta=-0.011$), but again, these results were not statistically significant. Therefore, hypothesis 2 is not supported.

Effects of interaction – too mediocre to be deceptive?

Hypothesis 3 predicted that the embellishment of résumés reporting low credentials (LGPA x No ECAs) will be rated: (a) the lowest in résumé fraud and (b) the highest in applicants' transparency. As shown in Table 12, the assessment of the résumés reporting low credentials (LGPA x No ECAs) is not significantly different from the assessment of all the other résumés, for none of the dependent variables. Thus, hypothesis 3 is not supported.

Effects of interaction – too good to be true?

Hypothesis 4 predicted that the embellishment of résumés reporting high credentials (H GPA x ECAs) would be rated: (a) the highest in résumé fraud and (b) the lowest in transparency. As shown in Table 12, the results do not support this hypothesis, as the résumés with high GPA and ECAs (conditions A and B) were perceived as more transparent than the others, though the results were significant for a significance lower than 10% ($F(4,425)=3,324$, $p<0.1$, $\eta_p^2=0.008$). Moreover, contrary to the predictions, these résumés obtained lower ratings of embellishment/résumé fraud ($M=3,35$), though this difference was not statistically significant. Thus, hypothesis H4 is not supported.

Effects Between Conditions	N	Resumé Fraud				Job Suitability				Organizational and Interpersonal Fit				Transparency			
		M	SD	F	η_p^2	M	SD	F	η_p^2	M	SD	F	η_p^2	M	SD	F	η_p^2
<i>Effects of Gender</i>																	
Female (Conditions B, D, F, H)	222	3,27	1,42	4.967*	0,011	4,82	1,28	0,232	0,001	3,65	0,71	0,119	0,000	3,09	0,96	1,011	0,002
Male (Conditions A, C, E, G)	213	3,73	1,50			4,75	1,33			3,54	0,76			3,20	0,95		
<i>Effects of GPA</i>																	
LGPA (Conditions E, F, G, H)	224	3,60	1,497	0,009	0,000	4,56	1,41	7.451**	0,017	3,55	0,76	0,060	0,000	3,12	0,94	0,330	0,001
HGPA (Conditions A, B, C, D)	211	3,39	1,445			5,03	1,14			3,64	0,71			3,17	0,97		
<i>Effect of ECAs</i>																	
No ECAs (Conditions C, D, G, H)	224	3,54	1,45	0,086	0,000	4,79	1,30	0,959	0,002	3,54	0,72	0,866	0,002	3,06	0,93	4.801**	0,011
ECAs (Conditions A, B, E, F)	211	3,46	1,50			4,78	1,31			3,65	0,74			3,24	0,97		
<i>Interaction Effects</i>																	
Overall Sample	435	3,49	1,48			4,78	1,31			3,59	0,74			3,14	0,96		
HGPA x ECAs (Conditions A, B)	103	3,35	1,42	0,003	0,000	5,02	1,16	1,205	0,003	3,70	0,69	0,312	0,001	3,29	0,92	3.324 ⁺	0,008
HGPA x No ECAs (Conditions C, D)	108	3,43	1,47	0,002	0,000	5,04	1,12	4.139*	0,010	3,58	0,72	0,679	0,002	3,05	1,00	1,236	0,003
LGPA x ECAs (Conditions E, F)	108	3,56	1,562	0,155	0,000	4,55	1,41	4.831*	0,011	3,61	0,784	0,274	0,001	3,19	1,02	0,538	0,001
LGPA x No ECAs (Conditions G, H)	116	3,64	1,44	0,082	0,000	4,56	1,42	0,811	0,002	3,50	0,73	0,059	0,000	3,06	0,86	1,930	0,004
Male x HGPA x ECAs	52	3,80	1,45	3.872*	0,009	4,82	1,23	0,000	0,000	3,56	0,74	0,348	0,001	3,37	0,89	2.829 ⁺	0,007

Notes: HGPA - High Grade Point Average, LGPA - Low Grade Point Average, ECAs - Extra-Curricular Activities (participation in), No ECAs - No participation in Extra-Curricular Activities. There were significant effects of the covariates in the multivariate tests.

* $p < .05$. ** $p < .01$. *** $p < .001$

Table 12 - Summary of the MANCOVA results for all dependent variables after incorporating the demographic variables of the participants as covariates

Although no hypotheses were formulated for other mean differences across experimental conditions, both regression and MANCOVA analyses showed some relevant findings that are detailed below:

Effects of GPA

As shown in Table 12, while candidates with high academic performance (High GPA) were deemed to have a more organizational and interpersonal fit ($M=3,64$) and were perceived as more transparent ($M=3,17$) when compared to résumés with a low GPA' level, these differences were not statistically significant. Still, job applicants with a high GPA were perceived as more job suitable ($M=5,03$) than those with a low GPA ($M=4,56$), and this difference was statistically significant ($F(4,425)= 7.451$, $p<0.01$, $\eta_p^2=0.017$). This latter effect is consistent with the results of the regression analysis (Table 11), as respondents perceived job applicants with a high GPA as more job suitable ($\beta=0.140$; $p=0.005$; $p<0.01$).

Effects of ECAs

Following MANCOVA analyses, presented in Table 12, it is possible to conclude that job applicants reporting extracurricular activities in their résumés were considered more transparent ($F(4,425)=4.801$, $p<0.01$, $\eta_p^2=0.011$), as the results are statistically significant. Note that in the regression analysis, this effect for transparency was only marginal ($\beta=0.093$; $p=0.079$; $p<0.1$).

Effects for the intermediate conditions: HGPA x No ECAs and LGPA x ECAs

MANCOVA analyses showed that job applicants having a high GPA but no participation in ECAs (conditions C and D) were seen the most suitable for the job position ($M= 5,04$) than all the other job applicants. ($F(4,425)=4.139$, $p<0.05$, $\eta_p^2=0.010$). Conversely, job applicants with résumés reporting a low GPA and engagement in ECAs (conditions E and F) were considered the least job suitable ($F(4,425)=4.831$, $p<0.05$, $\eta_p^2=0.011$), presenting a mean of 4,55 slightly lower than the overall sample mean ($M=4,78$) for job suitability (on a scale from 1 to 5).

Effects of Gender x GPA x ECAs

Furthermore, results (Table 12) show that there is a statistically significant difference regarding one condition in comparison to the others seven, in terms of the résumé

fraud/embellishment. The highest rating of deceptive embellishment was attributed to the résumés of **male** job applicants with a **high academic performance** (GPA) combined with the **participation in ECAs** ($F(4,425)=3.872, p < 0.05, \eta_p^2 = 0.009$). Paradoxically, however, the results show a marginal difference in transparency, indicating that these applicants were the ones perceived as more transparent ($F(4,425)=2.829, p < 0.1, \eta_p^2 = 0.007$). No other statistically significant differences were found for the job suitability and organizational and interpersonal fit of these candidates.

4.6. Post-hoc tests

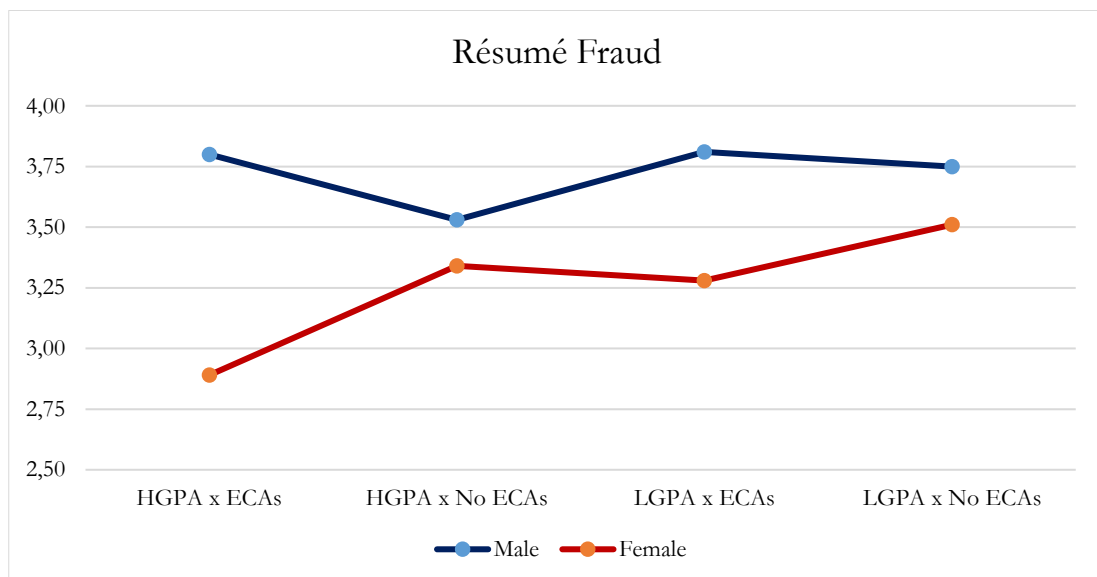
Post-hoc tests were computed to determine the specific differences uncovered between the experimental conditions (Marôco, 2021).

It was found a statistically significant difference for the main dependent variable of résumé fraud, in terms of gender. It was conducted a post-hoc test, namely, the least significant difference (LSD) test, to better understand the results. Following Table 13, and for a level of significance of 0.05, there were statistically significant gender differences for all conditions/résumés, except for the conditions with the lowest credentials, i.e., low GPA and no participation in ECAs. In fact, this result reinforces the above-mentioned conclusion that male candidates with high credentials (HGPA x ECAs) were perceived as more deceptive ($M = 3,80$) than female candidates ($M = 2,89$) with the same credentials, confirming a gender effect. However, and contrary to the MANCOVA analysis previously conducted in which no significant differences were detected, LSD tests revealed significant differences for the intermediate conditions of HGPA x No ECAs and LGPA x ECAs (Table 13). While results for the conditions C and D (HGPA x No ECAs) showed that male job applicants having a high GPA, but no ECAs were perceived as using more deceptive embellishment than female candidates with the same credentials, the gender effect persists even when job applicants have a low GPA and do report ECAs in their résumés, as conditions E and F (LGPA x ECAs) presented a higher résumé fraud mean for male job applicants.

In fact, following Plot 2, it is possible to conclude that male candidates present higher ratings of embellishment/résumé fraud than female candidates, across all experimental conditions. Yet, it is important to note that even the highest mean for embellishment/résumé fraud ($M=3,81$) for the male job applicants is just slightly higher than the mid-point scale of résumé fraud ($M=3,50$), which signals an average to a low perception of résumé embellishment/fraud.

Résumé Fraud				
Conditions	Male	Female	LSD	<i>p</i>
HGPA x ECAs (Conditions A, B)	3,80	2,89	0,906	0,02
HGPA x No ECAs (Conditions C, D)	3,53	3,34	0,637	0,03
LGPA x ECAs (Conditions E, F)	3,81	3,28	0,916	0,01
LGPA x No ECAs (Conditions G, H)	3,75	3,51	0,240	0,38

Table 13 - Résumé fraud' mean differences between gender per experimental condition.



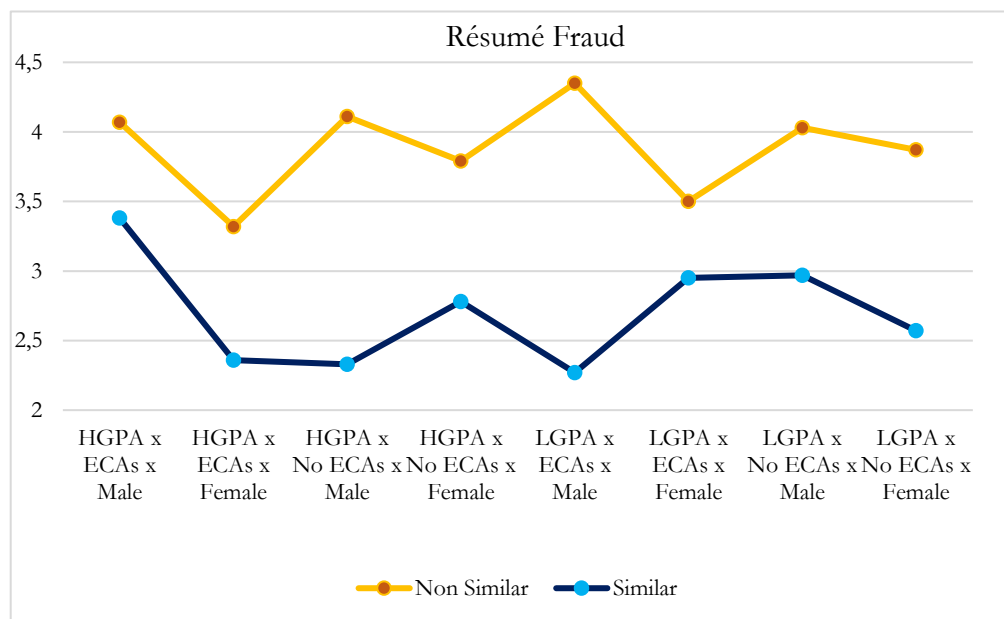
Plot 2 - Mean plot of Résumé Fraud

Moreover, as seen in the multilinear regression and MANCOVA analyses, the control variable of perceived similarity presented statistically significant values, assisting to explain most results. In this way, to understand how this variable differed across conditions, in terms of the measurement of the résumé fraud, two new variables were computed: “Non-Similar” and “Similar”, for ratings of the perceived similarity scale lower and higher than the mid-point scale (2,5), respectively. Thus, it was conducted an ANOVA with post-hoc tests and pairwise comparisons in which were found statistically significant differences $F(4,429)=75.691$, $p<0.001$, $\eta_p^2=0.149$), indicating that respondents who perceived the candidates similar to themselves had more tendency to give lower ratings of deceptive résumé

embellishment/ résumé fraud than the ones who perceived the candidate as dissimilar (Table 14). In fact, as it is possible to verify in Plot 3, for all the eight experimental conditions/résumés, respondents perceiving similar to candidates, attributed résumé fraud ratings below the mid-point scale (3,5 as the scale is from 1 to 7), corroborating the idea that the candidates were not seen as using deceptive résumé embellishment.

Résumé Fraud				
Similarity Rank	N	Mean	Std. Deviation	<i>p</i>
No similarity	282	3.9122	1.45458	<0.001
Similar	153	2.7159	1.17634	<0.001

Table 14 - Résumé Fraud' mean differences between Non-Similar and Similar respondents



Plot 3 - Mean plot of Résumé Fraud: Non-Similar and Similar respondents

5. Discussion

The current study aimed to examine whether the use of deceptive tactics in résumés, such as information embellishment, is perceived as deceptive and how does it impact the perceived hireability of business graduates, in terms of their (a) job suitability, (b) organizational and interpersonal fit, and (c) transparency.

This study aims to answer the following research questions:

- 1) Is résumé' embellishment perceived as deceptive or not?
- 2) What are the effects of résumés' embellishment on the perceived hireability of job applicants?
- 3) Who benefits most from the IM tactics pertaining to the embellishment of the résumés: highly qualified management graduates (High GPA x ECAs) or graduates with more modest qualifications (Low GPA x No ECAs)?

By following a between-subjects experimental design, four main hypotheses were tested, and Table 15 summarizes the main results.

Hypothesis	Description	Result
H1	No significant association is expected between candidates' gender and the assessment pertaining to (a) résumé fraud, (b) job suitability, (c) OFIA, and (d) transparency.	Partially supported – (b), (c), (d)
H2	Résumé's embellishment will be positively associated with candidates' assessment pertaining to (a) low résumé fraud, and high (b) job suitability, (c) OFIA, and (d) transparency.	Not supported
H3	<i>Too mediocre to be deceptive?</i> The embellishment of résumés reporting low credentials (LGPA x No ECAs) will be rated: (a) the lowest in résumé fraud and (b) the highest in applicants' transparency.	Not supported
H4	<i>Too good to be true?</i> H4: The embellishment of résumés reporting high credentials (HGPA x ECAs) will be rated: (a) the highest in résumé fraud and (b) the lowest in applicants' transparency.	Not supported

Table 15 - Overall results from the hypotheses' test

As shown in Table 15, none of the hypotheses were fully supported except for H1b, H1c, and H1d. Overall, embellished résumés reporting high academic performance (GPA) and extracurricular activities (ECAs) positively influence the perceived hireability of job applicants, which is consistent with prior research (Cole et al., 2007; Ramalheira, 2015). Likewise, the engagement in ECAs does not play a crucial role in assessing the adequacy of a graduate for an entry-level business/management position, as results show that the graduates who have a good academical performance, in terms of their GPA, are perceived more job suitable even if they do not engage in ECAs, whereas graduates with a low GPA are considered the least job suitable even when they engage in ECAs. These results were observed before with non-embellished résumé (Pinto & Ramalheira, 2017; Ramalheira, 2015). The results reveal that job applicants using embellished résumés are not perceived as deceitful, and they can be perceived as more transparent when they mention the participation in extracurricular activities. The findings of the present study confirm that job applicants who use embellished information in their résumés are trusted and are actually benefited, in terms of perceived hireability and job-related skills.

The contributions of this study are fourfold. First, the findings show a gender effect pertaining to the incidence of résumé fraud: male candidates were perceived as more deceitful than female candidates equally qualified. This is consistent with the findings of other studies on deception showing that men were more likely to lie than women (Dreber & Johannesson, 2008), to obtain a monetary benefit. However, this contradicts previous research which found no correlation between gender and the use of deceptive IM' tactics (Guillory & Hancock, 2012; Henle et al., 2019; Levashina & Campion, 2007; Ramalheira, 2015). It is worth noting that male applicants received higher ratings in résumé fraud ($M=3,73$), but this average is just slightly above the average point scale of 3,5, which suggests that men résumés seemed more embellished than the equivalent female résumés, but still, male applicants cannot be considered liars.

Second, and contrary with the predictions, highly qualified candidates (conditions of high levels of GPA and participation in ECAs) were seen as marginally more transparent and were attributed with lower ratings of résumé fraud/embellishment (though it was not a significant difference when compared to other conditions), which may suggest that these high credentials may have acted as an explanation for the use of embellished statements and adjectives comprised in the résumés. Thus, as the high credentials of the job applicants did not raise suspicion on its veracity, the effect of *"too good to be true"* for embellished résumés

with these credentials was not verified, corroborating studies with non-embellished résumés which were rated low in the use of deceptive IM tactic of slight image creation (He, 2016; Ramalheira, 2015). The findings also support studies showing that a high GPA is a predictor of employment, as it is positively associated with readiness skills, which are essential soft skills for graduates entering the workplace (Nelson, 2008). The findings validate most research showing the positive influence of a high GPA on the likelihood of being invited for an interview (Piopiunik et al., 2020; Thoms et al., 1999) and perceived employability (Hosain et al., 2021; Ramalheira, 2015).

Third, engaging in ECAs does not have a significant impact on graduates' hireability, a finding that confirms earlier results (Ramalheira, 2015; Sulastris et al., 2015). However, job applicants who had a high GPA and were also involved in ECAs were attributed with high ratings of *job suitability* and with the highest ratings in terms of *organizational and interpersonal fit (OFLA)* and *transparency*, which supports previous research showing that the involvement in ECAs positively affects graduates' job suitability and the likelihood of getting an interview (Cole et al., 2007), while also contributes to the development of interpersonal skills, such as communication, initiative, decision-making and teamwork skills (Rubin, Bommer, & Baldwin, 2002). Moreover, it confirms earlier results indicating that participation in ECAs is important for candidates, to appear more transparent (Roulin et al. (2014).

Fourth, all résumés were manipulated with embellished content, but that did not alter the trust that the participants have in the résumés' content. As shown, all résumés, despite their credentials, received high ratings of transparency, and somewhat average to low rates in résumé fraud. Paradoxically, men were more subject to résumé suspicion, but the highly qualified male candidates (HGPA x ECAs) were seen as more transparent than all the other candidates. This may seem contradictory but is actually consistent with previous research by Roulin et al. (2014), who found no relationship between the use of IM tactics and transparency. These results confirm previous research which highlights the fact that the résumé content is typically trusted (He, 2016; Henle et al., 2019; Ramalheira, 2015), and so, the use of deceptive IM tactics (like résumé embellishment) is difficult to detect (Roulin et al., 2014, 2015).

Fifth, results confirm preliminary research showing that competency and enhancement statements in the résumé can improve applicants' perceived job suitability and can increase their chances of being invited for a job interview (Bright & Hutton, 2000) and even get hired (Varma et al., 2006). These results seem to be consistent with the signalling

theory (Spence, 1973), as embellishment may have acted as a signal, boosting the candidate's credentials and consequent positive evaluations. In fact, the results of the present study suggest that embellished résumés can boost the assessment of the candidates on job suitability and organizational and interpersonal fit (OFIA), which were highly rated across all the eight conditions. Job applicants were not harmed and even benefited from the résumé's embellishment, in terms of their hireability and job-related skills, confirming Bourdage et al. (2018). These findings, however, question prior studies showing that IM' tactics (used in an overstated way) are negatively related to hireability skills, such as competence, likeability, interpersonal skills (Knouse et al., 1988), and interview' performance/evaluations (Roulin et al., 2014, 2015; Swider et al., 2011).

Finally, it is worth noting that the assessment of the candidates was mostly explained by their perceived similarity with the respondents. Similarity perceptions increased the evaluations of job suitability, and organizational and interpersonal fit and decreased the perception of résumé fraud. These findings are consistent with previous research showing that perceived similarity has a positive effect on a candidate's evaluations and liking (Díaz et al., 2019; Graves & Powell, 1995). Although the respondents did not admit feeling very similar with the job applicants (an overall sample mean of 2,15, lower than the mid-point scale of 2,5), there was a significant similarity bias, as similarity actually explained their evaluations.

5.1. Qualitative assessment

As some results are, to some extent, unexpected, one assembled the most relevant respondents' comments, provided to an open-end question about the candidate, in the survey, following the presentation of the résumé. The comments were gathered in Table 3, included in Annex A.

First, it is worth noting that respondents considered the résumés real, believing they were from a real candidate and clearly noticing the independent variables of gender, ECAs, and GPA' level. Furthermore, the results from the manipulation check confirmed the adequacy of the experimental manipulation, which reinforce the validity of the study.

Following the comments provided (Annex A - Table 3), all job applicants were positively assessed and considered adequate for an entry-level business/management position, and all résumés were deemed as containing inflated information.

In the conditions that do not report ECAs (Conditions **C**, **D**, **G**, and **H**) the perception of embellishment was indeed higher than in the other conditions because the participants could not find justification for this overstatement, as this embellishment was not consistent with applicants' credentials. Since their résumés did not report any extracurricular activities that could justify such "excellent" qualities: *"The personal presentation should exemplify how he acquired the personal skills"*.

On the other hand, applicants with high credentials, i.e., high GPA and ECAs (conditions **A** and **B**) were seen as *"assertive"* and having a lot of *"confidence"*, since they reported, in their résumés, high academic performance, and extracurricular activities. These "double" information (credentials and embellished statements) might explain why they received higher ratings of transparency. Still, and like the other conditions reporting ECAs, respondents also mentioned a *"Need for validation of "advanced" technical and linguistic skills"*.

In the conditions with a low level of GPA and ECAs (conditions **E** and **F**), some comments confirm research focusing on the positive effects of ECAs to compensate for a low level of GPA: *"The indication of having different interests and participation in extracurricular initiatives in educational and social terms would be the basis for validating the personal profile and comprehending the modest academic performance"*. Nevertheless, other respondents denoted that *"He mentions having a solid academic background, however, he has a low average"*, which may have explained why applicants with these credentials were considered the least suitable for the job position. Also, one of the respondents even considered the personal presentation of the résumé as revealing *"haughtiness/narcissism"*, consistent with research revealing a positive relationship between embellishment and narcissism (Zvi & Shtudiner, 2021).

Additionally, most respondents shared the following perspective:

- *"Some exacerbation of personal and skills description. **Apart from that**, he seems to be a nice candidate with good potential"*;
- *"I think he exaggerates the way he describes himself - it leads to distrust **not necessarily if it is true** but if the person will be very **self-centred/convicted**"*;
- *"Use of adjectives "extremely", "solid, "excellent" demonstrate some **lack of humility, but also determination/ambition**"*.

These opinions support the aforementioned results, corroborating that despite all the embellished information and the apparent inconsistency between the skills described (and the way skills are described) and the lack of candidates' experience, respondents did not perceive the applicants as engaging in a faking behaviour, though inferring certain personal

attributes, such as “egoism”, “narcissism” and even “arrogance”. Some respondents even mentioned that the embellished adjectives should not be included in the résumés as applicants might incur the risk of being interpreted as deceitful: “*The use of words such as "extremely", "exciting" and "exceptional" (...) should not be placed in résumés, as they may be interpreted as false*”, but again, did not believe it was indeed, false information.

Therefore, most respondents agreed that the résumé information needed to be verified in a subsequent interview: “*It demonstrates inordinate confidence that can harm him in an interview. It will be necessary to justify these qualifications well*”. This may explain why respondents detected the résumés’ embellishment but did not regard it as a deceptive embellishment, and even deemed applicants suitable for the job. They might have unconsciously assumed that, in that subsequent interview, the applicants’ credentials reported in the résumé would be checked, before definitively considering a good fit for the job position. Besides, like one of the respondents mentioned “*The résumé content shows confidence, something that unfortunately, is very confused with arrogance*” also confirms that applicants are not considered dishonest by embellishing their résumés. Other views seem to believe that the lack of consistency between the applicants’ presentation of such brilliant skills and the lack of experience is perhaps due to the applicant forgetting to include some relevant examples, in the résumé: “*It remains to include the academic and extracurricular leadership experiences that allowed him to develop the skills he talks about in the personal introduction...he should have given practical examples for each skill*”.

Moreover, comments do not allow to understand why applicants with a high GPA and no participation in ECAs were considered most suitable than all the others and also why male candidates with a high GPA and reporting ECAs (condition A) were the ones considered to be using more embellishment, as in the similar condition, with female applicants, (condition B) the comments were similar.

Lastly, overall, it seems that the use of embellishment was noticed but not deemed as résumé fraud, although was, in some cases, negatively linked to certain personality traits, as arrogance, pretentiousness, lack of humility, and “*professional immaturity*”, which is consistent with earlier research linking deceptive IM’ tactics to negative personality traits (Bourdage et al., 2018; Law et al., 2016). Thus, one concludes from the analysis of the qualitative data that the embellishment of the résumés was clearly identified, but yet, boosted a positive view of the candidates: “high self-esteem”, “very confident”, “qualified”, and “ambitious.”

5.2. Theoretical Implications

The present study contributes to the existing body of knowledge on personnel selection, résumé' deception detection, and deceptive impression management, highlighting that *embellishment* information presented in résumés is not regarded as deceptive and even seems to act as an enhancement of graduates' job suitability and job-related skills.

In addition, this study adds to the literature on graduates' employability by focusing on the extent to which applicants' credentials, such as extracurricular activities and academic performance, influence job suitability, job fit perceptions, and applicants' perceived transparency, reinforcing the importance of those credentials for predicting applicants' hireability.

Perhaps the main contribution of the present study is the provision of empirical evidence on how embellished résumés do not seem to raise suspicion among respondents, regardless of candidates' gender and credentials. The difficulty of deception detection in interviews (Roulin et al., 2014, 2015) extends to the résumés, although male graduates were perceived to be more deceitful than female candidates. Yet, they were also considered the most transparent, which stresses the fact that embellishment was not seen as a dishonest tactic. Why male candidates are being perceived as using more embellishment, denoting a gender effect, is also a pertinent result that should be further explored.

Additionally, another contribution relies on the importance of the résumé readers' (respondents). Respondents' demographics were related to job applicants' evaluations. In screening the résumés, the respondents who had recruiting experience rated more positively the job suitability of business candidates (despite their credentials) than unexperienced recruiters. The findings disclosed the pervasive effect of perceived similarity in explaining most of the results, although the respondents did not recognize they were similar to the target. The more the respondent felt similar to the candidate, the more positive were the evaluations, in terms of *job suitability* and *organizational and interpersonal fit*, and the lowest the perceived use of deceptive *résumé embellishment*. This finding suggests that in the actual labour market, diversity might be stigmatized, and some candidates may be discriminated just because they do not "look like" the recruiter.

Finally, this research offers a methodological contribution, because it employs an experimental design, which has been done before. But in this case, one controlled for the characteristics of the respondents. This approach permitted to test separate and combined effects of the individual's gender and main credentials (GPA and ECAs), reported in a

résumé containing embellished information while answering the call to focus the investigation on résumé deception behaviours (Henle et al., 2019).

5.3. Practical implications

A strength of the present research is that it adds empirical knowledge on the use and outcomes of résumé' embellishment. The findings have practical implications to different stakeholders: business and management graduates, universities, and employers.

To graduates, although findings do not reveal that embellished résumés were perceived as misleading, the present study is not intended to motivate management graduates to use deceptive embellishment in résumés, but rather make them aware that this might be a dangerous way of trying to get a job. In fact, most of the comments from respondents (Table 3 – Annex A) revealed that they disliked applicants' excessive way of self-presenting, which some even deemed narcissistic. Thus, applicants were seen as arrogant, pretentious, lacking humility, and even doubts arose regarding an egocentric personality. In this way, this study may support graduates to soften the adjectives reported in their résumés and to provide only accurate information.

To the universities and business schools, the findings corroborate their efforts to ensure that students know that it needed to find a job, without the use of deceptive IM tactics. A suggestion could be to introduce in the Human Resources/People Management (HRM) classes, the topic of résumé deception. Also, and to leave more room for debate (which may not be possible in HRM' classes due to time/program constraints), other courses may promote the use of honest IM tactics, such as in Business Ethics courses, by exploring its antecedents and consequences, through practical classes. Additionally, it should be provided institutional support to students in the design of their résumés, through career and development services. Also, for the universities that already have this type of services, it should be ensured that adequate improvements are performed, updated to the current labour market context, and also guarantee that students are aware of this support, promoting this service via the university' portal and/or institutional email. Furthermore, universities and business schools should continue developing and supporting students' organizations, and also motivate graduates to participate in extracurricular activities outside the university campus. As an instance, through providing close interaction between students and solidarity institutions, establishing "partnerships" with these institutions, for volunteering projects, and with companies to promote summer internships, thus, providing students with the

opportunity of being involved in different impactful extracurricular activities. Moreover, the findings of this study reveal that it exists over tolerance regarding résumés undocumented information, as the veracity of ECAs information reported in the résumés did not raise any suspicion. Thus, apart from promoting the participation in extracurricular activities outside the campus, education institutions could provide a certification of the student's participation in ECAs, reducing the likelihood of misleading data, at least in this résumé' section. Hence, this would also allow a more factual competition between graduates, in the selection process. However, academics should reinforce to students the importance of not allowing ECAs to negatively affect students' GPA and so, university's role should be to support students' efforts on achieving high academic performance, by as an instance, ensuring the support from professors and bringing students closer from the labour-market, promoting, for example, visits to companies and university workshops, given by experienced professionals.

Finally, the findings have practical implications for recruiters and employers. Results showed that individuals are not suspicious of any résumé' content, regardless of the applicant (high or low) credentials, which may imply recruiters are inviting, for an interview, deceptive applicants and even proposing them job offers, which calls into question the validity and reliability of résumés' screening.

It was not the main objective of the present study to focus on extensive information concerning the consequences of résumé deception but like Amare and Manning (2009, p. 53) refers: *"No business can survive if its employees are not in fact qualified to produce goods and services but instead can only appear to do so. No business can survive in the long run without cooperation and trust."* In this way, the results of this study question the tolerance towards the embellishment used in résumés and highlight the need for improvement pertaining to the procedures of résumés screening, selection, and hiring decisions. Adequate investment in the training of recruiters, regarding deceptive tactics, can raise their awareness of résumés' deceptive embellishment, improving their effectiveness in screening "red flags". Although much of the information in a résumé can be verified, such as past universities and/or schools, much of this data is just verified much later in the recruitment process (Waung et al., 2017) or is not verified at all. For instance, recruiters may require candidates, in their recruitment and selection policies, for a certification of completion of the degree with respective subject' grades. This would prevent certain overstatements candidates make on their résumés, providing a more factual image to recruiters, and so, improve résumé screening. Hence, the results of the present study

challenge this practice and raise recruiters' consciousness to check for exaggerated information that may not correspond entirely to the truth.

Finally, the current stressful times caused by the COVID-19 pandemic have already registered catastrophic consequences that will remain. One of the consequences relies on the growth of unemployment and the increasing difficulty for applicants to find a job. In fact, official data from INE (2021b) revealed that the unemployment rate for individuals with, at least, higher education increased 34,1% in the first quarter of 2021, when compared to the homologous quarter. Many companies are reducing costs, which may involve layoffs and less employee' hiring. This economic downturn may trigger the temptation, among job applicants, to engage in deceptive behaviours, in a desperate way to find a job and manage their poor financial conditions. Likewise, increasing competition in the labour market may decrease the value of credentials, in the résumé screening stage (Brown, Hesketh, & Williams, 2003) and raise the incentive to lie (Bible, 2012). These trends may actually lead candidates to try to distinguish themselves by inflating information in an inaccurate way. Therefore, given the devastating effects of coronavirus, but hopes for an economic and labour market recovery, it is crucial that companies start revising their selection processes and provide meaningful training to their recruiters. The results of this study proved that embellished (fictitious) résumés were not seen as containing misleading information, despite the reported credentials. This demands the need for human resources managers to develop the ability to avert overstated information by regularly checking applicants' credentials, including the information that is not so easily verifiable. This ability will prepare the recruiters to detect deception in résumés and during interviews by distinguishing the truth-tellers from liars (e.g.,(Vrij & Granhag, 2012). These authors, although in a forensic context, have suggested a few approaches to elicit and enhance cues to deception, for example, asking unanticipated questions, questioning candidates to tell a story in reverse order, or using the Strategic Use of Evidence (SUE) technique (when interviewers ask a candidate certain questions, from data the recruiter already know to assess candidates' responses). So, if it is the case to move the candidate to a subsequent interview, it is critical to know how to use background' information reported in résumés, in recruiters' favour. This can be performed by, as an instance, being aware and carefully reflect on résumé potential misleading information, prior to prepare the questions for the interview. Therefore, it is fundamental to tackle the suspicious raised by the résumés, by investing in recruiters' training. Only in this way,

organizations can ensure the transparency of the selection process and the adequacy of the candidates' hired, as well as prevent possible negative consequences on work performance.

5.4. Limitations and suggestions for future research

Concerning limitations, the results relied on a sample of Portuguese working adults, so they may not be extrapolated to other countries. In fact, the *résumés* used in this study were applied to the Portuguese labour market context and the content and layout of the *résumés* are subject to change, according to each country (Lacroux & Martin-Lacroux, 2020). Besides, some reviews suggest that IM may be influenced by cultural values (Bolino, Long, & Turnley, 2016) and the tendency to fake can depend on the applicant's nationality (Melchers, Roulin, & Buehl, 2020). In the same line of thought, it may not be possible to generalize results to countries with higher labour-market competition, and high levels of unemployment. Recent data by OECD (2021a) revealed that Portugal had, in March 2021, a total unemployment of 6,5%, which is much higher than Japan (2,6%), Poland (3,1%), and Check Republic (3,2%). Furthermore, the Portuguese youth unemployment rate (28,2% for women and 18,4% for men) was among the highest in Europe, for the first quarter of 2021(OECD, 2021b), which may increase the competition to enter the labour market and then, the chances of *résumé* fraud. Then, future research may, altering the sample target, include *résumés* of applicants from another nationality, similarly to He (2016)' replication of the original study from Ramalheira (2015).

Although the experimental study design has proved to be adequate, it has the disadvantage of recreating an artificial scenario by the use of fictitious *résumés*. Yet, and from the respondents' comments, the *résumé's* veracity was never questioned. One of the respondents even asked directly (via LinkedIn) if the candidate's contact information could be provided, for recruitment purposes! This pervasive level of trust in *résumés'* content questions the reliability of the selection process.

Another methodological limitation refers to the dependent variables used. As explained in this study, the perceived hireability may be influenced by different candidate attributes, such as leadership, initiative, and communication skills. However, only job suitability and organizational and interpersonal fit (which measured the candidate's values, competency, likeability, self-confidence...) were considered. Also, the organizational and interpersonal fit was not related to any of the independent variables. Therefore, one cannot

claim to have comprehensively measured the hireability of the candidates, in its multiple dimensions.

Also, the results of the present study are not generalizable to the résumé screening for senior-level positions and positions outside business and management. The weight of the credentials (GPA and ECAs) on hireability and perceptions of embellishment' use are likely to differ between young graduates and older workers (applying for a senior-level position), also varying with the candidates' background. It seems natural that the résumé of a candidate, applying to a senior-level position can receive higher ratings if, for example, work experience is reported, which is not the case of the résumés used in this study, since they were aimed to present a young graduate. In fact, existing research showed that older job applicants were less hireable than younger candidates, even when both were engaged in the same IM tactic (self-promotion), indicating the persistence of an age bias (Gioaba & Krings, 2017).

In the same line of thought, future research may explore whether a different candidate background might produce distinct results, mainly in terms of perceived hireability, transparency, and use of deceptive embellishment or other IM tactics. Levashina and Campion (2006) described a circumstance in which the use of deceptive impression management tactics is a requirement for the job-position, noting that, in such cases, "*faking*" (p. 311) could be a job-related skill for a position in sales (Levashina & Campion, 2006), and thus, embellishment, in this case, may heighten the applicant's performance (Henle et al., 2019). Therefore, it seems interesting to replicate the present study with job applicants from other backgrounds, such as marketing, sales management, public relations, etc., applying for a junior-level position in these areas, or even applying to a senior-level position (and then changing the résumé accordingly). Would a marketing applicant be ever perceived as deceptive? Or would s/he be considered more employable and transparent since the marketing background would boost evaluations and would justify an inflated résumé content?

Similarly, as above-described, perceived similarity positively affects applicants' evaluations. According to Díaz et al. (2019), the recruiter's job desirability, i.e. the extent to which recruiters like the job position they are hiring, generates perceptions of similarity that will benefit evaluations. Therefore, future studies can explore whether using a sample of participants with a business background (assuming that having this background means they enjoy job positions in related fields) would produce distinct results, and, if so, discuss the ethical considerations raised from that bias.

Furthermore, the present study allowed to conclude that engaging in extracurricular activities is not a vital factor for applicant' perceived hireability, being unclear whether this could have any possible association with the institutional university used in the fictitious résumés. All résumés included information on the educational background of the applicants, which is from the Faculty of Economics, (FEP), a Portuguese university internationally recognized, and well-known by most recruiters. This factor may have enhanced the competitive advantage of the candidates and may have led participants to underestimate the worth of ECAs, as the candidate was already a student from an excellent university. Thus, the absence of extracurricular differences would not be so relevant. In fact, some respondents' comments included for instance "*Candidate with an excellent academic path in a prestigious college*" (Table 3 – Annex A). Therefore, future research can explore whether altering the educational institution to lesser-known universities, would produce different results.

Even though it was not the main focus of the present research, it is worth noting that the résumés used in this study included only three types of extracurricular activities, which were not individually assessed. This constitutes a limitation since each ECA may indicate different outcomes, in terms of perceived hireability (Cole et al., 2007; Nemanick & Clark, 2002; Stout & Olson-Buchanan, 2019). In fact, Stout and Olson-Buchanan (2019), in a study applied in Greece, reveal that some types of ECAs, such as applied experiences (experiences that allow students to apply in practice the theory learned in college, such as internships, exchange programs, alumni-mentoring programs) have a more positive impact on recruiters perceptions of overall employability, interpersonal and technical skills and personal impression, than in Greek and non-Greek organizations, such as academic organizations, and community activities. Hence, as abovementioned, perceptions of hireability could have been distinct if extracurricular activities were different. Also, it remains inconclusive whether the type of ECAs, reported in the résumés employed, made the impact of ECAs less significant. Therefore, studying the effect of each ECAs, separately, or even altering the ECAs reported to more unique activities, such as, "Internship in a Big4 company", or "Study abroad in the USA", may also augment the "*too good to be true*" effect, which could change perceptions of deception, making it a potential topic worth investing in.

Moreover, as technology is evolving, also recruitment processes are changing, and print résumés are becoming online résumés. The format of résumés may affect the way applicants design their résumés and also alter both applicant and recruiters' perceptions (Ingold & Langer, 2021). As deception and communication technology are becoming

prevalent these days (Hancock, 2012), topics concerning Digital Deception are becoming more portrayed in the literature. As students are advised to modify the content of their résumés, depending on whether it is an online or a print résumé (Amare & Manning, 2009), future studies may consider adapting the layout and format of the résumés employed in this study to online résumés or even adapting it to be reported on LinkedIn (following as e.g. Guillory and Hancock (2012).

Likewise, as most of the résumés are starting to be automatically screened by computer programs, applicants are encouraged to include into their résumés the keywords presented in job advertisement descriptions, as a way to ease detection by the screening system. Some applicants also overuse keywords, listing them in a skills summary visible at the top or bottom of the résumé (Needleman, 2007). However, these keywords reported on applicants' résumés may not match with applicants' actual credentials, a phenomenon labelled by Amare and Manning (2009, p. 46) as the "*search box trickery*". Thus, future research may, based on the present study, provide participants with fictitious or even real advertisement job descriptions (with certain keywords) and manipulate the fictitious résumés, by including most of the keywords reported on those job descriptions. Hence, it could assess if when the keywords' match (between the job description and the applicant's résumés) varying the intensity and frequency of that match, would create (increase or decrease) suspicion about the use of deception.

Additionally, résumés of male candidates were attributed higher ratings on the measure of *résumé fraud*. Literature suggests that the use of different impression management tactics may diverge according to gender (Bolino et al., 2016). Singh, Kumra, and Vinnicombe (2002), in the context of career advancement, argue that men are more likely to use distinct IM tactics, while women are less predisposed to do so. In this way, future research could focus on strengthening the understanding of ethical behaviours, based on social role theory (Eagly & Wood, 2012), and clarify whether perceptions of gender role beliefs and stereotypes have any influence on the results of this study. Also, it could be pertinent to comprehend the reasons why this gender bias (on résumé fraud) had no significant impact on perceptions of hireability. It is known that masculine-typed impressions, i.e. impression management tactics that are perceived as consistent with the masculine gender role, can be rewarded, in terms of applicants' evaluations, to the detriment of feminine-typed impressions (Guadagno & Cialdini, 2007; Singh et al., 2002). Hence, it could also be an interesting topic of future research to explore methods for women to stand out when creating their résumés. This

might be addressed in the context of the (deceptive) impression management literature, assessing, as an example, whether, in particular, embellishment is most commonly followed by a certain gender and eventual predictors and motives behind it.

Further, the results of this study show that résumé embellishment was not perceived as a deceptive tactic. Although the embellishment manipulation performed was proved to be adequate, perhaps the results would be distinct, varying the intensity and frequency of the embellished information. Thus, through a qualitative study, it could be pertinent to address the following research question: how much résumé embellishment would be “needed” to be discredited and regarded as misleading?

Lastly, future studies may also replicate this one by using another deceptive impression management tactic, such as fabrication. Although prior research has shown that outright lie is not as common as other types of faking (Levashina & Campion, 2007), it is still pertinent to focus on résumé fabrication, since it is a more blatant form of deception, which then can entail more serious consequences, regarding job performance and workplace deviance (Henle et al., 2019). As the manipulation of the tactic of fabrication may be difficult to include in résumés, it may be more efficient to pursue a different methodology from this study with real job applicants and self-reports of résumé fabrication, taking into consideration the ethical limitations that this field methodology would entail.

6. Conclusion

This study drawn upon the signalling theory and the literature on deceptive IM to examine the separate and combined effects of gender, academic performance (GPA) and extracurricular activities (ECAs) included in résumés with embellished content, on the perceived hireability and job-related skills of business graduates, applying to an entry-level position. This study also examined whether the *embellishment* was perceived as deceptive, and its outcomes.

Earlier research shows that recruiters believe in the information provided in the résumés and that they can detect deception, but this study reveals that individuals do not actually suspect of the résumé' content, and thus, do not perceive potential misleading information. Hence, embellishment was not seen as a deceptive tactic or a type of résumé fraud. In fact, all the candidates, regardless of their gender and credentials, benefit from résumé embellishment, as they were all highly evaluated in terms of overall hireability perceptions and transparency. Particularly, as expected, results emphasize the weight that the GPA has in the assessment of the job suitability of business graduates, as this was the predictor. Also, the engagement in ECAs is beneficial to the perceived hireability of business graduates, even if it is not a true requirement.

Furthermore, findings reveal a gender bias as males candidates were perceived as more deceitful than women equally qualified, even though male applicants cannot be deemed as liars.

Moreover, the present study provides contributions to the literature and different stakeholders. This research questions the tolerance towards the embellishment used in résumés, stressing the importance for employers and recruiters to develop their knowledge on deception, improve background checking and implement innovative strategies to tackle résumés' deception. Lastly, universities and business schools should aware students pertaining to the topic of deception and as well, provide and/or reinforce services which graduates should also request in order to support them in the design of the résumé and adequacy of the respective content.

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Annexes

Annex A – Table 1

Authors	Theory	Assessment Method	Sample	Independent Variable(s)	Dependent Variables(s)	Methodology	Findings
Higgins & Judge, 2004	Perceived effects of applicant use of IM	Interviews	116 undergraduates	▪ Ingratiation ▪ Self-Promotion	▪ Person-Organization fit (P-O) and Job fit (P-J) ▪ Hiring recommendations	▪ Structural Equation Modelling (using LISREL 8)	▪ Interview outcomes can be predicted by perceptions of applicant fit. ▪ Ingratiation presents strong and positive effects on recruiter' perceptions of fit and hiring recommendations, contrary to self-promotion which has a weak and non-significant effect. ▪ Fit perceptions present a strong and positive effect on recruiter hiring recommendations.
Weiss, Feldman, (2006)	Job applicants use of deceptive IM tactics	▪ Interview ▪ Personality -trait written checklist	59 undergraduates	▪ Technical related skills ▪ Interpersonal related skills ▪ Interpersonal -oriented ▪ Technical-oriented	▪ Extraversion ▪ Self-Monitoring Lies classified as: ▪ Self-Promotion ▪ Enhancements ▪ Entitlements	▪ Self-reports ▪ Experimental between-subjects design; ▪ Mixed-design analysis of variance	▪ Most lies told by participants were classified as promoting IM. ▪ Besides telling more lies in the technical condition than in the interpersonal condition, participants told lies to fit specific job requirements. ▪ Since participants had fewer qualifications in the technical condition, they had more tendency to lie to “<i>compensate for their lack of job required traits and skills</i>” (p. 1074). ▪ Extravert people have more tendency to use self-promoting lies regarding their skills and abilities. ▪ Quantifies lies (approximately two to three lies per 15-min interview)”.
Levashina, Campion, (2007)	Creates an Interview	Interviews	S4: 156 undergraduate	S3: ▪ Social desirability	▪ Interview outcomes; IFB:	▪ Discriminant validity correlations	▪ Interview Faking Behaviour scale positively correlated with trustworthiness, Machiavellianism and, self-monitoring (except for extensive image creation).

Authors	Theory	Assessment Method	Sample	Independent Variable(s)	Dependent Variables(s)	Methodology	Findings
	Faking Behaviour (IFB) scale		employed students S5: 85 undergraduate employed students	- Self-Deception - Honesty - Trustworthiness - Self-Monitoring - Machiavellianism - GPA - Gender - Ethnicity	- Slight Image Creation - Extensive Image Creation - Image Protection - Ingratiation	Hierarchical logistic regression analysis	- GPA, Gender, and Self-Deception did not correlate with IFB. - Ethnicity did not correlate with Image Protection and Ingratiation, but it showed a correlation with the other two. - S4: Extensive image creation increases the probability of a subsequent interview or even a job proposal, contrary to Image Protection. - Undergraduate job candidates have more tendency to engage in ingratiation and slight image creation than in image protection and extensive image creation, being this conclusion confirmed by all the six studies. - Moreover, candidates who engage in extensive image creation have more tendency to engage in all other faking behaviour types.
Swider et al., 2011	Impacts of IM tactics on recruiters' ratings	Interviews	112 undergraduate students	- Self-Promotion - Slight and extensive image creation - Interviewees' initial impressions	Interview' scores	Regression model	- Candidates engaging in self-promotion received higher interviewers' ratings. - Both slight and extensive image creation were found to negatively affect interviewers' ratings (although this correlation was not significant).
Roulin et al., 2014	Perceived effects of applicant' use of IM and IM detection	Interviews	164 job applicants	Perceptions of applicant': - Transparency and use of: - Self-Promotion - Deceptive Ingratiation - Image Protection	Interviewer's evaluation	Multilevel linear regression analyses	- Low convergence between interviewers' perceptions of candidates IM use and self-report IM use by candidates - Interviewers' perceptions of: - Slight image creation were negatively related to interview evaluations. - Self-Promotion were positively related to interview evaluations. - Transparency were positively related to interviewers' evaluations but were not related to participants' use of IM tactics.

Authors	Theory	Assessment Method	Sample	Independent Variable(s)	Dependent Variables(s)	Methodology	Findings
				▪ Slight Image Creation ▪ Extensive Image Creation ▪ Age ▪ Gender ▪ Interviewing experience ▪ Social desirability' level ▪ Political skills			▪ Deceptive ingratiation, image protection, extensive image creation did not correlate with interviewers' evaluation. ▪ The applicant's level of social desirability and political skills did not relate to interviewers' evaluation. ▪ Applicants using more self-promotion (self-reports) were better evaluated by interviewers, but all other IM self-reports did not have any relation to interview evaluation, so "<i>what actually matters is perceptions of applicants' IM tactics</i>" (p. 155)
Roulin et al., 2015	Perceived effects of applicants use of IM and IM detection	Interviews	(S1) ▪ 154 interviewers ▪ Three students to participate as job applicants	Interviewing experience Types of IM: ▪ Self-promotion ▪ Deceptive ingratiation ▪ Image protection ▪ Image Creation	▪ Perceived Interview' performance ▪ IM' detection	▪ Analysis of variance: Anova ▪ multilevel regression analyses ▪ Linear model with a logit transformation of the dependent variable and the binomial distribution	(S1) ▪ Interviewers' % of correct detection was low, meaning that they have difficulties detecting IM. Perceptions of: ▪ Self-Promotion were positively related to interviews' performance. ▪ Image protection and slight and extensive image creation were negatively related to interviews' performance. ▪ More experienced interviewers were not better at detecting IM tactics. ▪ (S2) Conversely to S1, all the other 4 studies show that the % of correct detections was higher for honest IM than for deceptive IM, meaning that is easier to detect honest IM than deceptive IM.
			(S4) ▪ 224 senior business students	Honest IM tactics: ▪ Self-Promotion	▪ Personality ▪ Competitive worldviews ▪ Attraction ▪ Motivation		(S4) Honest self-promotion showed correlations with the four deceptive IM tactics, and in particular, slight and extensive image creation, which are "the corresponding deceptive scales". ▪ Honest ingratiation presented strong correlations with deceptive ingratiation.

Authors	Theory	Assessment Method	Sample	Independent Variable(s)	Dependent Variables(s)	Methodology	Findings
Bourdage et. Al, 2018	(S4) Differences between Honest and Deceptive IM, antecedents and consequences of	Interviews	(S5) 751 individuals (who completed a job interview in the past 6 months)	▪ Ingratiation ▪ Defensive IM Deceptive IM tactics: ▪ Slight Image Creation ▪ Extensive Image Creation ▪ Image Protection ▪ (Deceptive) ingratiation ▪ Age ▪ In-role experience (nr of experience years in that type of job) ▪ Interview outcome (continue to next step of the selection process and received, or not, a job offer)	▪ Procedural justice ▪ Perceived difficulty ▪ Hireability ▪ Person-Organization fit (P-O) ▪ Person-job fit (P-J)	▪ Correlations Multivariate analysis of variance: Manova	▪ Honest defensive IM showed strong correlations with (deceptive) image protection. ▪ All four types of deceptive IM presented negative correlations with “Honesty-Humility”. ▪ All four types of deceptive IM presented positive correlations with competitive worldviews, procedural justice, and interview difficulty (while this variable was negatively associated with honest self-promotion and defensive IM). ▪ Deceptive integration was positively correlated with attraction, while the rest of deceptive tactics did not show correlations. ▪ Extensive Image Creation was found negatively correlated with motivation and procedural justice. ▪ All four types of deceptive IM tactics, except for ingratiation, presented negative correlations with conscientiousness and extraversion. ▪ Previous interview training presented a positive correlation with image protection. ▪ None of the four deceptive types of IM showed correlations with interviewer ratings of hireability, P-O and P-J fit. (This is an issue since applicants using deceptive tactics are not being harmed). ▪ (S5): All four types of deceptive IM tactics negatively showed correlations with age and in-role experience, meaning that younger and fewer experienced applicants engaged more in deceptive IM tactics, maybe to “compensate for lack of qualifications”. ▪ Applicants who were eliminated from the recruiting process and thus, did not receive a job offer, were found to have more tendency in engaging in deceptive tactics than those who received a job offer.

Annex A – Table 2

Authors	Theory	Assessment Method	Sample	Independent Variable(s)	Dependent Variables(s)	Methodology	Findings
Knouse et al., (1988)	Perceived effects of applicants' use of IM	▪ Résumés ▪ Cover letters	81 managers	▪ Basic/IM Cover letter ▪ Basic/IM Résumé ▪ Low/High self-monitor IM tactics	▪ Likeability, competence, potential, college work, writing ability ▪ interpersonal skill, self-confidence, truthfulness, employability, cover letter/resume believability, quality, and impression	▪ Experimental Design; ▪ Multivariate analysis of variance	▪ The reader's evaluations of the candidates' résumés and cover letters were harmed due to the presence of IM statements. ▪ Besides, IM in résumés showed to have lower and stronger negative ratings than IM cover letters. ▪ "High Self-Monitors perceived all résumés to be of higher quality than did Low Self-Monitors. ▪ Low Self-Monitors, however, rated the IM Résumé lower than the Basic Résumé.
Knouse (1994)	Perceived effects of applicants' education,	Résumés	200 chamber of commerc	▪ Education ▪ Work experience ▪ IM	Job-related (competence, hireability, potential) and general view (impressiveness,	▪ Experimental Design ▪ Univariate F tests	▪ No difference between IM and NoIM, in the "believability" variable. ▪ IM condition produced higher perceptions than No IM, concerning applicant's "interpersonal skills", "self-confidence", "overall impressiveness", "hireability", overall applicant competence, and "reader desire to check applicants background further".

Authors	Theory	Assessment Method	Sample	Independent Variable(s)	Dependent Variables(s)	Methodology	Findings
	experience, and IM		e members		believable resume, check background, interpersonal skills, self-confidence.		No interaction of IM with education/experience, so IM could not compensate for weak education/experience.
Bright-Hutton, 2000	Perceived effects of competency statements	▪ Résumés ▪ Cover Letters	62 managers and HR consultants	Competency statements: ▪ Number - Location (résumés or cover letters) - Exposure to required job competencies	▪ Ratings of suitability ▪ Decision to interview ▪ Résumés overall ranking	▪ Experimental mixed-factorial design (between and within-subjects) ▪ Analysis of variance: Anova	▪ Résumés including competency statements found to improve the applicants' perceived suitability for the job, overall ratings, and the likelihood to receive an interview invitation. ▪ Earlier exposure to the job requirements and the location of the statements did not relate to any of the three dependent variables. ▪ Résumés with no competency statements show lower ratings of resumes than résumés including six competency statements.
Varma et al., 2006	Perceived effects of applicants' use of IM	Cover Letters	94 undergraduates	Ingratiation types: ▪ Self-enhancement ▪ Other enhancement ▪ Opinion Conformity ▪ Rendering favors	▪ Overall qualifications ▪ Hiring recommendations	▪ Experimental Design; ▪ Analysis of variance: Anova	▪ All ingratiation tactics were found to increase perceived evaluations of applicants, except for applicants with "favor rendering" tactics in their letters, which showed lower evaluations when compared with applicants with no ingratiation tactics (not significant). ▪ Applicants using self-promotion or enhancing statements have more probability of being hired than the applicants with other-focused tactics.

Authors	Theory	Assessment Method	Sample	Independent Variable(s)	Dependent Variables(s)	Methodology	Findings
Wood, Schmidt ke, 2007	Factors related to misrepresentations	Résumés	78 students 82 HR Professionals	- Job relevance of the information - HRM experience - Types of lie: - Commission - Omission	- Perceptions of lying of the misrepresentations - Hireability	- Experimental mixed-factorial design (between and within-subjects) - Analysis of variance: Manova	- Perceptions of misrepresentations as lies were increased and hiring intentions were decreased with higher job relevance and explicit misrepresentations. - Persons with HRM experience had less tendency to see misrepresentations as lies and were more prone to hire applicants than people without an HRM background. - HR professionals trust more of an applicants' intentions towards low job relevance.
Guillory, Hancock , 2012	The effect of LinkedIn on Deception	Résumés	119 undergraduates	- Gender - Tradition résumés - Private résumés - LinkedIn résumés	Lies regarding: - Verifiable information - Unverifiable information	Contrast analysis	- No gender differences. 92,4% of participants lied at minimum once on their résumé. - Verifiable information “central to the job”, in traditional résumés was found to include most of the lies told.
Waung et al. 2016	Types of IM; Perceived effects of applicants' use of IM	- Résumés; - Cover letters	327 MTurk workers	- Self-Promotion - Ingratiation	- Job fit - Organization and Interpersonal fit (OFIA) - Applicant Manipulativeness	- Experimental Design; - Two-way Manova	- Both self-promotion and ingratiation tactics were found in cover letters, while just a few types of self-promotion were found in résumés. - Higher intensity self-promotion increased perceptions of manipulateness when compared with no self-promotion. - When Ingratiation was included perceptions of OFIA were higher than when the tactic was not included, and ingratiation did not influence perceptions of manipulateness.

Authors	Theory	Assessment Method	Sample	Independent Variable(s)	Dependent Variables(s)	Methodology	Findings
							▪ Ingratiation and lower intensity self-promotion increase perceptions of job and organization fit and manipulateness. ▪ Higher intensity self-promotion/no ingratiation condition did not increase perceptions of OFIA, though increased perceptions of manipulateness. ▪ The higher intensity self-promotion/ingratiation condition did not significantly differ from the control condition.
Henle et al. (2019)	Investigate misrepresentations purposely designed to mislead recruiters	Résumés	Study 3 (S3): 196 undergraduate business students Study 4 (S4): 300 working adults	S3/S4: ▪ Inventing ▪ Embellishing ▪ Omitting ▪ SDR ▪ Machiavellianism ▪ Moral Identity ▪ Gender ▪ GPA S4: ▪ Personality traits ▪ Job performance ▪ Workplace Deviance	Résumé Fraud Dimensions: ▪ Embellishment ▪ Fabrication ▪ Omission		▪ Resume fraud and Interview Faking Behaviour (IFB) are positively related, though conceptually and empirically distinct, meaning that people who fake in résumés are also prone to do it in interviews. ▪ Machiavellianism/ strong moral identity applicants were more/less likely to commit fraud. ▪ Gender/GPA not related. ▪ (S4): SDR negatively correlated with all RFD. ▪ Gender significantly related to fabrication (men were more likely to fabricate). ▪ All personality traits were negatively correlated with RFD ▪ RFD negatively correlated with job performance and...g) positively correlated with organizational and interpersonal deviance. ▪ RFD explains incremental variance in job performance and interpersonal deviance variables beyond IFB effects. ▪ Fabrication and IFB omitting related to job performance and organizational deviance. ▪ Only fabrication related to interpersonal deviance.

Annex A – Table 3

Condição A (Male x HGPA x ECAs)
Boa formação e com qualidade; muito seguro de si próprio e se for verdade procura estar sempre ocupado; destaca várias competências onde diz ser excecional, mas não mostra exemplos onde possa comprovar; Pretensioso; tem confiança e é assertivo; Civicamente ativo e interessado, confiante e pró ativo. Bom aluno, com participação ativa nas atividades extracurriculares, competências de valor na área da informática e com um cardápio de línguas bastante apelativo; perfil com conhecimentos de SAP, HTML; é um jovem com bom potencial de empregabilidade em várias tipologias de emprego; O candidato demonstra ser uma pessoa bastante confiante; Ambicioso; Uso excessivo de advérbios. Tem muita formação, uma média alta, mas poucas competências assinaladas; parece promissor, mas para gestor ainda tem de ganhar experiência; Excesso de confiança no discurso para um recém-licenciado; Necessidade de validação de competências “avançadas” técnicas e linguísticas; O candidato sobrevaloriza-se nas suas competências, pois nenhum finalista de licenciatura tem uma " sólida formação superior em economia e gestão", nem tão pouco “conhecimentos bastante avançados" que permita ser "gestor de empresas"; Este candidato parece carecer de humildade e o currículo suscita dúvidas quanto às suas reais competências; Exacerba as suas qualidades pessoais de forma pouco humilde; Parece ser uma pessoa aplicada e confiante. Tem alguma formação complementar apesar de ser jovem.
Condição B (Female x HGPA x ECAs)
Confiante e determinada; Nota-se que é alguém que não gosta de estar parada, seja pelos hobbies, atividades ou formações extras.; (...) na apresentação diz que liderou vários projetos, mas quais? desenvolveu alguns projetos na associação? Seria mais importante perceber o que desenvolveu em concreto, do que "afirmar" que tem uma "sólida formação" ou "excecionais competências", que foram reconhecidas, mas por quem?; Fala extensamente das suas capacidades, podia explicar melhor as experiências; Parece-me um bom CV, no entanto, parece que passa uma imagem arrogante na forma como escreve sobre si; Recém-licenciados não gerem empresas nos tempos de hoje; Falta explicação das tarefas que fazia nas atividades extracurriculares; A sua apresentação é demasiado pretensiosa e (..) referir que está preparada para ser "gestora de empresas" ainda revela alguma imaturidade profissional.
Condição C (Male x HGPA x No ECAs)

Formação complementar útil, valoriza-se demasiado; Verificar se o discurso condiz com o que está descrito no currículo; João é uma pessoa com muita autoconfiança; Vende-se demasiado, gostaria de ver que tipo de atividades liderou para avaliar melhor; Avaliar em entrevista o conhecimento de Línguas; Tem uma média brilhante, uma série de cursos complementares, poliglota. Possivelmente um pequeno génio ou um grande mentiroso.; Tem elevada autoestima e tem o domínio em diversas áreas; Exagerou um pouco na forma em como se descrevia; O candidato apresenta interesse numa posição de gestão de empresas, no entanto não apresenta nenhuma experiência profissional posterior; Demonstra elevada confiança na apresentação; Apresentação repleta de adjetivos que salientam as suas qualidades, pode passar a ideia de uma auto caracterização exagerada, principalmente no papel que teve nos projetos académicos; (...) Menciona SAP - perceber onde aprendeu; Falta humildade neste CV; Elevação pessoal exacerbada; As capacidades de liderança que o candidato destaca são capacidades que ainda não desenvolveu.; Texto introdutório demasiado "auto-promotor". O uso de palavras como "extremamente", "excelentes" e "excecionais" na minha opinião não devem ser colocadas em CV pois podem ser interpretadas como falsas, ainda mais numa análise de um perfil júnior; Gaba-se demasiado sobre as competências que possui, o que pode passar uma imagem um tanto snob, ou arrogante; Não existe informação sobre em que projetos teve ou a sua duração para termos uma perceção sobre a sua liderança e o trabalho em equipa; Algum exacerbamento na descrição pessoal e de competências. Tirando isto parece ser um candidato simpático e com bom potencial; Ressalvo a vontade dele em querer ser imediatamente gestor de empresas, mas sem ainda experiência comprovada e relevante; Alguma prepotência na descrição pessoal, todavia, apresenta um interessante percurso académico.

Condição D (Female x HGPA x No ECAs)

Profissional qualificada e com diferentes áreas de interesse, embora não apresente comprovativos dos seus projetos académicos e extracurriculares; Na apresentação pessoal fala de inúmeras atividades extracurriculares que não são apresentadas; Menciona projetos académicos mas não identifica nenhum no currículo; Na apresentação pessoal a candidata é demasiado excecional, ninguém é assim quando se acaba de sair de uma faculdade; Não deu nenhum exemplo de competências excecionais mencionadas na apresentação; Ambiciosa, mas com uma extrema confiança, o que pode prejudicar; (...) (o conteúdo do CV) mostra confiança, algo que infelizmente é muito confundida com arrogância; Estranho dizer que ganhou prémios em desporto mas não mencionar que desporto pratica. No mínimo, gostaria de ter uma primeira conversa para validar a mesma e as *soft-skills*; Pela leitura do CV parece-me um pouco exagerado na descrição da experiência e competências pessoais. Utilizar palavras como "excelentes" ou "excecionais" numa fase tão inicial da carreira é

arriscado e classificar-se como utilizador "avançado" de SAP sem qualquer experiência profissional empresarial ainda mais; Parece que não tem nenhum defeito. Muito mau; Validar os projetos académicos extracurriculares que diz que desenvolveu mas que não constam no cv; Faz um *overselling* excessivo na introdução para quem está ainda a concluir a formação académica; Exagera um pouco nos adjetivos que usa sobre si própria, e no posto de trabalho ao qual diz que se encontra pronta para exercer (gestora de empresas); Como pode ter conhecimento avançados sem ter qualquer experiência profissional. Competência de Liderança, onde está a experiência de liderança?; Pela leitura do CV, com foco na apresentação, revela estarmos perante uma candidata que pretende transparecer uma grande confiança em si e nas suas competências pessoais e sociais; É uma candidata apta para chamar para uma entrevista em qualquer uma das áreas interesse; Candidata sem experiência profissional, com possível sobreavaliação das competências pessoais e técnicas; Candidata com excelente percurso académico em faculdade de prestígio.

Condição E (Male x LGPA x ECAs)

A primeira frase da apresentação pessoal não é consistente com o valor da classificação atual (11 valores); Falta de comprovativos na secção de competências, sendo que as de informática deixam um pouco a desejar. Não contrataria mas poderia aceitar como estágio com possibilidades de emprego dependente de uma boa entrevista; Algumas partes da candidatura parecem muito vagas como "participação em bastantes competições"; Tendo em conta a falta de experiência profissional deveria ambicionar um cargo que lhe permitisse ganhar primeiro experiência prática e depois sim ambicionar ser sucessivamente promovido até poder chegar ao cargo que ambiciona no médio longo prazo; Menciona ter uma sólida formação académica, no entanto, possui uma média baixa de 11 valores; Ter mais que 11 de média não é difícil, põe um pouco em causa a responsabilidade que a pessoa diz ter; Candidato que se identifica como uma pessoa soberba, no entanto não transparecendo essa característica para com a sua classificação média da licenciatura; A apresentação deve ser motivada, mas esta é muito exagerada, as línguas (não acredito que fala avançadamente tantas)... Candidato ambicioso; Conhecimento avançado de Contabilidade, acabou agora o curso como é que tem conhecimentos avançados. Onde estão os Projetos Académicos que liderou? Média baixa; A apresentação pessoal não está boa (parece irrealista que alguém sem experiência esteja preparado para gerir uma empresa)...; É de salientar o número de línguas, cujo candidato é de nível avançado embora a média de licenciatura seja baixa, o candidato apresenta bons indicadores, por isso seria importante uma entrevista para avaliar melhor o candidato; Falta incluir as experiências académicas e extracurriculares de liderança que lhe permitiu desenvolver as competências de que fala na introdução pessoal. Deveria ter dado exemplos práticos para cada competência; A introdução tem muitos adjetivos para qualificar

as experiências, por vezes incongruentes com o CV, com aumentativos não quantificados a complementar; Demonstra uma confiança desmensurada que poderá prejudicá-lo numa entrevista. Será necessário justificar bem estas qualificações; CV bem estruturado e sistematizado, mas exagera nos adjetivos nas competências pessoais; Boa formação académica, porém antes de se iniciar como gestor de empresas, precisa de conhecimento aplicado em funções mais juniores; Apesar de ter uma média baixa, o candidato parece ter uma falta de humildade no texto que faz de si; A indicação de ter diferentes interesses e participações em iniciativas extracurriculares em termos formativos e sociais seriam a base para validar o perfil pessoal e perceber o modesto desempenho académico. A apresentação pessoal cria uma expectativa de um perfil que não se concretiza em termos de aproveitamento escolar/experiência; A apresentação pessoal está repleta de hipérboles. A média de curso não se coaduna com o referido. As formações complementares também não justificam a autoadjetivação utilizada; Para um candidato acabado de sair da faculdade com uma média de 11 valores parece excessiva uma autoavaliação como a que é feita. Por outro lado, participou em algumas atividades extracurriculares bem como formação complementar interessantes e que representam um ponto de interesse para quem recruta

Condição F (Female x LGPA x ECAs)

A apresentação pessoal não é corroborada pela média; Sendo um CV de uma página apenas, seria interessante maior enfoque académico e em outros projetos académicos e extracurriculares que diz serem "inúmeros" mas que não objetiva; Excelente apresentação inicial sobre as suas competências, tendo em conta a sua experiência; A pessoa apresenta uma postura muito confiante, mas (...) a sua média de licenciatura não condiz com o seu texto de apresentação; Acho que exagera na forma como se descreve - leva a desconfiar não necessariamente de ser verdade mas se a pessoa vai ser muito centrada em si mesma/convencida; Apresentação pessoal bastante positiva, parecendo um pouco exagerada. Não equivale aos restantes dados ((...) por fim, dar as congratulações pela fluência avançada em 3 línguas estrangeiras; À primeira vista o CV está conciso, tem muita informação da candidata e nem é longo nem curto demais. Ao ver a média parece-me ser uma candidata medíocre, contudo, depois de constatar tudo em que participou desde a associação de estudantes ao desporto, e outras formações que tirou fiquei com uma boa imagem da candidata ao ponto de ponderar contratá-la; Apesar da média ser baixa penso que alguém com estas formações e capacidades será uma vantagem mas teria de começar num posto um pouco inferior ao que deseja; *Overselling* dos Hobbies; CV bem redigido, sucinto, embora tenha exagerado ao usar expressões como "sólida experiência", "conhecimentos avançados"; Apresentação pessoal que revela altivez/narcisismo; Média atual da licenciatura bastante modesta e que não vai de encontro com o conteúdo dessa mesma apresentação; Discurso

orientado para uma função de chefia, quando nem sequer tem experiência profissional; Na minha opinião enfatiza bastante algumas qualidades profissionais que com tão pouca experiência não me parece que as possa ter; Uma pessoa que sabe se "vender" apesar da média escolar pouco refletir as capacidades descritas na apresentação

Condição G (Male x LGPA x No ECAs)

Uso avançado de 3 línguas, média 11, exagerado; parece ser bom em tudo, o que não é muito normal; Sabe vender bem o seu perfil, contudo as competências que tem de facto não correspondem com o que afirma ser; Auto avalia-se sobrestimando as suas competências, experiência e conhecimentos, atendendo à idade que tem; Média baixa para quem se afirma com "conhecimentos avançados"; Sem experiência profissional, logo não me parece ainda preparado para abraçar uma oportunidade como "gestor de empresas", como afirma; Tem motivação, mas pouco humilde, enaltece de maneira muito explícita as suas competências pessoais; O candidato valoriza-se demasiado tem em conta as notas e a sua formação complementar; A forma como se autodescreve é muito ousada; O que está na descrição não se pode comprovar pelo resto do CV; A média não reflete as *hardskills* que diz ter; Considerar-se a um nível "avançado" em 3 idiomas, sem ter experiência internacional, parece-me muito improvável; Tratando-se de um trainee há algum exagero quando se apresentar como tendo uma sólida formação superior ; A introdução e apresentação do candidato mostra incongruência com o que resta do CV; Demonstra na introdução dominar e ter níveis avançados de contabilidade, mas depois tem média de 11 valores, que a meu ver não parece ser um bom indicador; A nível de projetos extracurriculares não existem evidências que são informadas na apresentação, algumas dúvidas sobre este tema; Jovem sem experiência profissional - pessoa muito segura de si; Parece um candidato com muita vontade de iniciar uma carreira ao nível da gestão, no entanto parece estar demasiadamente confiante apenas com um curso superior; O CV indica que estamos perante um candidato que pensa, age e organiza a sua procura de trabalho como um "ser pensante". Já revela apetência para ser gestor de si mesmo. Assim sendo, com um bom domínio do auto pode potenciar a gestão empresarial; Tem conhecimentos na ótica financeira e de SAP; O candidato refere algumas situações que podem ser consideradas exageradas, ou distorcidas da realidade, na medida em que pode estar a utilizar expressões um pouco “exageradas” para o que na realidade quer transmitir ao recrutador; A utilização de adjetivos "extremamente", "sólida", "excelentes" demonstram alguma falta de humildade, mas também determinação / ambição, sobretudo sem experiência profissional adquirida, apostaria para um estágio; (...) será irrealista o João acreditar que, sendo recém-licenciado, poderá iniciar a atividade profissional como gestor de empresas. Visualmente, é fácil ler o CV do João.

Condição H (Female x LGPA x No ECAs)

Apresentação pessoal pouco explícita, não concretiza as ideias sobre a auto competência; Aprecia a formação complementar; Menciona *soft skills* excelentes mas não apresenta nenhuma atividade extracurricular. É demasiado vaga nos hobbies; A candidata indica que possui conhecimentos bastante avançados contudo a média do curso não se reflete muito bem com esse conhecimento; É uma pessoa ativa, sonhadora, com autoestima elevada; Falta de informação dos projetos académicos e extra curriculares que contribuíram para o desenvolvimento das competências pessoais; Demasiado egocêntrica; Refere projetos académicos e extracurriculares que teriam de ser explorados em entrevista; Uma candidata confiante das suas competências, contudo, o texto aparenta ser vago, uma vez que falta evidência para as suportar; É uma candidata que se pode destacar pelas formações complementares que participou, por ter competências em HTML/Photoshop/SAP - algo não tão comum e por ter aprendido 3 línguas a nível avançado; Para alguém sem experiência profissional, deveria querer ganhar experiência na área e não estar logo a procura de ir diretamente para gestora de uma empresa; Para concorrer a uma vaga deve ter em conta os seus reais conhecimentos, ao enaltecer pode nem chegar a fase de entrevista. E caso chegue vai "espalhar-se ao comprido" na mesma. Média baixa na Licenciatura o que faz duvidar das capacidades que descreve; Expectativa profissional não congruente com conhecimentos/experiência; As experiências extracurriculares em que destaca ter ganho muito não estão evidenciadas; Em dúvida se será egocêntrica, não sendo, poderá ser uma candidata sem experiência profissional, mas com vontade e por isso facilmente se tornará autónoma; No resumo parece-me bastante ambicioso dizer que essas competências a prepararam para ser uma gestora de empresa; Competências pessoais e sociais e de liderança adquiridas em projetos académicos e extracurriculares - que projetos foram estes (não estão descritos no CV)? Candidata organizada e perspicaz, ainda que sobrevalorize *skills*.

Annex B – Experimental Conditions

Experimental Condition A

João Martins Antunes

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∴ (+351) 932 255 555

∴ 26 de Fevereiro de 2000

∴ Português

∴ Carta de Condução

Áreas de Interesse

Procuro uma experiência
profissional desafiante numa
das seguintes áreas: **Gestão
Financeira, Logística e
Comercial.**

Disponibilidade

Possuo disponibilidade para
começar a trabalhar em full-
time a partir de Setembro de
2021, tendo total mobilidade
nacional e internacional.

Hobbies

Apaixonado por desporto
(participação em bastantes
competições e obtenção de
diversos prémios), Leitura,
Música, Viagens, Televisão,
Línguas

Apresentação Pessoal

Considero-me uma pessoa extremamente responsável e competente, com uma sólida formação superior em economia e gestão, incluindo conhecimentos bastante avançados de contabilidade, gestão financeira e informática. Saliento ainda as minhas excelentes competências pessoais e sociais, que desenvolvi ao liderar inúmeros projetos académicos e extracurriculares. Destaco o reconhecimento das minhas excecionais competências de comunicação, organização, liderança e trabalho em equipa. Por tudo isto, estou preparado e disponível para iniciar uma atividade profissional bem-sucedida como gestor de empresas.

Educação

Universidade do Porto – Licenciatura em Gestão 2018-2021

Média Atual: 18 valores | Data Prevista de Conclusão: Julho de 2021

Principais Disciplinas: *Finanças, Contabilidade de Gestão, Contabilidade Financeira, Gestão das Operações, Gestão Comercial e Marketing.*

Atividades Extracurriculares

Associação de Estudantes 2019-2021

Departamento Financeiro | *Gestão diária das operações de tesouraria*

V.OU. – Universidade do Porto 2018-2021

Voluntariado Universitário | *Ações e projetos de solidariedade, ações de promoção da saúde em escolas do 1º ciclo e acompanhamento social de idosos e pessoas que vivem em contexto de solidão*

Andebol – Universidade do Porto 2018-2021

Equipa Interuniversitária | *Capitão de equipa*

Formação Complementar

Curso em Sistema de Normalização Contabilística 2020

Formação 360º Graus | *200 horas*

Curso de Orçamentação e Gestão Financeira 2019

Vantagem Formativa | *300 horas*

Competências

Informática

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HTML / Adobe Photoshop / SAP | *Utilizador Avançado*

Línguas

Português | *Língua Nativa*

Inglês | Espanhol | Francês | *Avançado*

Data: Abril de 2021

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Frente, Porto, Portugal

∴ jantu.martins@gmail.com

∴ (+351) 932 255 555

∴ 26 de Fevereiro de 2000

∴ Portuguesa

∴ Carta de Condução

Áreas de Interesse

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Annex C – Pre-test

Conditions	Academic' background				
	Political Sciences	Informatic Engineering	Informatic Engineering	Civil Engineering	Public Administration
A	ECAs, competências e disponibilidade; Colocaria o endereço na parte de cima da página do CV. Fica estranho na lateral esquerda...	As 500h de formação parece-me surreal. Média elevada. AE. Acho que a apresentação pessoal era dispensável porque são tudo opiniões subjetivas e as pessoas mentem... E muito honestamente, acho pouco provável que ele seja avançado às 3 línguas que meteu no currículo.	Destaco a apresentação pessoal e as atividades extracurriculares uma vez que são os pontos onde o candidato apresenta efetivamente experiência. O candidato mostra muita segurança nas suas capacidades, por vezes exagerando e podendo ser percecionado como uma postura arrogante e de superioridade.	Curso de faculdade; o facto de ser capitão de equipa de andebol; A formatação do nome está muito estranha...Ele faz muita coisa para quem tem 18 de nota...	Formação complementar; O retângulo devia só concentrar os dados pessoais (e-mail, morada, telemóvel...); podia haver + espaçamento entre os assuntos, Educação, atividades extracurriculares, etc.
C	Economics	Criminology	Economics	Economics	Quality Management
	Licenciatura, competências e ainda formação complementar. Agora ele não se apresenta muito bem no cv... que mais se destaca visualmente no cv é a apresentação pessoal, em vez do nome e contactos. Depois a apresentação é muito extensa em texto. Ele fala em inúmeras atividades e voluntariado mas isso não se vê no cv, por isso acho que falta uma section para isso	CV resumido e simples; Acho que lhe falta anexos dos projetos que refere que esteve envolvido	Média do curso, 'prova facto' do que diz ser (justifica a característica com experiência); formação adicional e competências relevantes; Apesar de bem estruturado e de estar completo, a parte gráfica podia ser mais apelativa; Acho q exagera na forma como descreve - isso leva a desconfiar não necessariamente de ser verdade mas se a pessoa vai ser muito centrada em si mesma/convencida	Destaco a apresentação pessoal porque é onde consigo retirar mais info subjetiva sobre o candidato e a educação; A primeira vista, é pouco dinâmico e está demasiado simplista então acaba por retirar vontade de ler o CV; Gostaria de ver uma fotografia do candidato; Ele em todas as competências e habilidades que colocou, pôs que é avançado em tudo, seja línguas ou IT ou mesmo competências pessoais, mas visto que a média dele é de 18, acho que há uma certa coerência entre o que ele diz e realmente a avaliação feita pela entidade de ensino.	Formação complementar; Acho que ele tem um currículo simples, ou seja deve ser uma pessoa pragmática
E	Electrical Engineering	Nutrition	Economics	Electrical Engineering	Economics
	CV interessante, tem atividades extra curriculares variadas; Tem mais 2 formações; Tem uma média baixa, eventualmente gostava de saber porquê. Se é por acumular tantos trabalhos (voluntariado, andebol, formações) ou se é por dificuldade; Formatação do nome estranha.	Bastantes competências. Para além do curso, quis formação extra. A parte do desporto não deve ser importante para a área, línguas é ótimo. Informática não sei se é preciso; Gosto do CV, mas peca pela falta de foto; Acho que exagera na parte do voluntariado e acho que devia ter apresentado certificados principalmente dos cursos e das formações.	Aquela apresentação pessoal está bastante vaga muito focado ao auto elogio e torna-se repetitivo em relação ao restante CV; Licenciatura em gestão, a média é baixa e por isso teria que ser visto em complemento com as atividades extracurriculares, bem como a formação complementar que tem na área; O CV, para mim, não é muito apelativo, chamativo para uma entrevista, porque tem coisas em que podia ser mais objetivo, mas talvez chamasse para uma entrevista; A forma como está estruturado parece-me bem.	É sucinto, o que é bom, e tem apenas uma página, que também é muito positivo.	Média, conhecimento avançado de línguas, experiência na AE; Está tudo a preto e branco (parece um folheto informativo ou algo do género). Nos hobbies ele refere "participação em bastantes competições e obtenção de prémios". Acho que era preferível colocar de facto exemplos de competições e prémios. Ou seja, tornava o CV mais factual.
G	Management	Marketing	Electrical Engineering	International management	Economics
	Educação na área (apesar de achar a média baixa) e falar muitas línguas! Um cargo na área de gestão/economia é muito abrangente, por isso a formação complementar pode ou não ser relevante... o mesmo para parte da informática. Acho que isso depende do cargo específico que é; Cv muito "clean", vai direto ao assunto. Está bom só adicionava foto.	Formação e a disponibilidade. Apresentação do CV pálida. Simples para quem é avançado em tantas coisas. Se é expert em Photoshop devia ter um CV + apelativo. A média é de 11 valores, e ele é um bocadinho OFF como se tivesse média de 17;	As línguas que o candidato tem conhecimento e, para além da sua formação, as suas competências complementares; O modo como o candidato apresenta o CV é cuidada, no entanto, um pouco mal organizada. Podia ter uma foto...	Acho os hobbies irrelevantes para a função, tudo o resto acho relevante; Tipo de confiança que chega a beirar a arrogância...confiança essa que é um pouco injustificada com uma média de 11v. É um pouco contraditório um candidato vangloriar-se tanto num CV para depois apresentar uma média de 11v.	Não acho o conteúdo muito interessante. Média não é boa, podia não ter colocado. O que acho mais estranho no CV é ter alguns espaços brancos e algumas coisas que encheram desnecessariamente. Parece que ele tem de encher porque não tem muita coisa para por...; Coisas não verificáveis no CV, como p.ex reconhecido em inúmeros projetos...logo acho que é um pouco "treta" ou então não sabe fazer um CV; Línguas "avançado" mas não sei o que é avançado para ele, preferia ser algo mais específico.

Annex D – Inquérito (Survey Invitation)

A Empregabilidade dos Diplomados em Economia/Gestão

Faculdade de Economia da Universidade do Porto

Introdução e contexto: Está a ser convidado/a para participar num inquérito realizado no âmbito de uma investigação em curso sobre Empregabilidade, desenvolvido pela Faculdade de Economia da Universidade do Porto (FEP).

O objetivo do estudo é identificar os fatores que influenciam a Empregabilidade dos diplomados em Economia/Gestão.

Duração: A resposta ao questionário demorará aproximadamente cerca de 7 minutos.

Confidencialidade e tratamento de dados: As suas respostas serão totalmente anónimas e confidenciais. Os dados servem exclusivamente para fins de investigação, sendo que serão sempre apresentados de forma agregada e os/as participantes nunca serão identificados.

Para qualquer informação ou esclarecimento adicional, não hesite em contactar a equipa de investigação, através do e-mail up201602613@up.pt.

Agradecemos o seu tempo e disponibilidade em participar neste questionário.

Aceita participar?

☐ Sim

☐ Não

Obrigada por aceitar participar, para prosseguir escolha um dos seguintes símbolos:

(*símbolos que redirecionariam para cada condição experimental*)

Imagine que se encontra a recrutar um(a) estudante finalista com formação superior em gestão para exercer uma função júnior nas áreas de Economia/Gestão. Leia atentamente o Curriculum Vitae do candidato(a).

(*condição experimental* (anexo A))

Nas linhas seguintes escreva alguns comentários sobre o(a) candidato(a).

Com base no Curriculum Vitae do candidato anterior, selecione qual o seu nível de concordância com as seguintes afirmações, sabendo que (1) = discordo totalmente, (2) = discordo, (3) = discordo em parte, (4) = não concordo nem discordo, (5) = concordo em parte, (6) = concordo e (7) = concordo totalmente.

1 – Conteúdo do CV

(*Medida da Résumé Fraud*)

<i>Itens</i>	<i>(1)</i>	<i>(2)</i>	<i>(3)</i>	<i>(4)</i>	<i>(5)</i>	<i>(6)</i>	<i>(7)</i>
1.1 O candidato inflacionou a importância das suas atividades académicas e/ou extracurriculares	☐	☐	☐	☐	☐	☐	☐

1.2 O candidato distorceu as suas qualificações para corresponder às qualificações requeridas para o trabalho	☐	☐	☐	☐	☐	☐	☐
1.3 O candidato exagerou o seu envolvimento em atividades académicas e/ou extracurriculares	☐	☐	☐	☐	☐	☐	☐
1.4 O candidato exagerou o impacto do seu desempenho em atividades académicas/extracurriculares	☐	☐	☐	☐	☐	☐	☐
1.5 O candidato exagerou informação relativamente ao seu percurso académico	☐	☐	☐	☐	☐	☐	☐
1.6 O candidato sobrevalorizou as informações registadas no seu currículo	☐	☐	☐	☐	☐	☐	☐
1.7 O candidato fez afirmações exageradas.	☐	☐	☐	☐	☐	☐	☐
1.8 O candidato exagerou a informação.	☐	☐	☐	☐	☐	☐	☐
1.9 O candidato inclui informação que não é completamente verdadeira.	☐	☐	☐	☐	☐	☐	☐

1.10 O candidato exagerou a veracidade de algumas informações no seu currículo

☐ ☐ ☐ ☐ ☐ ☐ ☐

1.11 O candidato exagerou as suas responsabilidades nas suas experiências académicas e/ou extracurriculares anteriores ou atuais

☐ ☐ ☐ ☐ ☐ ☐ ☐

1.12 O candidato tentou parecer-se como um candidato ideal quando não o é

☐ ☐ ☐ ☐ ☐ ☐ ☐

1.13 O candidato fez com que a informação do seu curriculum soasse melhor do que é realmente.

☐ ☐ ☐ ☐ ☐ ☐ ☐

2 – Adequação do candidato à função

(*Medida: job suitability*)

Itens (1) (2) (3) (4) (5) (6) (7)

3.1 O candidato é qualificado para exercer uma função de consultor sénior.

☐ ☐ ☐ ☐ ☐ ☐ ☐

3.2 O candidato tem boas hipóteses de ser chamado para uma entrevista para a posição de consultor sénior.

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3.3 O candidato reúne os requisitos para exercer uma função consultor sénior.

☐☐☐☐☐☐☐

3.4 Não contrataria esta pessoa para exercer uma função de consultor sénior.

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3.5 O candidato teria boas hipóteses de ser incluído na lista final de candidatos selecionados para uma função de consultor sénior.

☐☐☐☐☐☐☐

Selecione qual o seu nível de concordância com as seguintes afirmações, sabendo que (1) De maneira nenhuma, (2) Muito pouco provável, (3) Pouco provável, (4) Provavelmente e (5) Muito provavelmente.

3– Competências Organizacionais/Pessoais

(*Medida: Organizational fit/ Interpersonal Attributes (OFIA)*)

<i>Itens</i>	(1)	(2)	(3)	(4)	(5)	(6)	(7)
2.1 Até que ponto é que este candidato parece se enquadrar na cultura das empresas nacionais?	☐	☐	☐	☐	☐	☐	☐
2.2 Até que ponto os valores deste candidato parecem corresponder aos das empresas?	☐	☐	☐	☐	☐	☐	☐
2.3 Até que ponto estaria disposto a trabalhar com este candidato?	☐	☐	☐	☐	☐	☐	☐
2.4 Até que ponto espera que este candidato trabalhe bem em equipa?	☐	☐	☐	☐	☐	☐	☐
2.5 Até que ponto espera que este candidato seja um colega de trabalho agradável?	☐	☐	☐	☐	☐	☐	☐
2.6 Até que ponto acha que este candidato tem boas competências sociais?	☐	☐	☐	☐	☐	☐	☐
2.7 Considera este candidato uma pessoa de quem se gosta?	☐	☐	☐	☐	☐	☐	☐
2.8 Considera este candidato uma pessoa autoconfiante?	☐	☐	☐	☐	☐	☐	☐
2.9 Considera este candidato uma pessoa competente?	☐	☐	☐	☐	☐	☐	☐

Selecione qual o seu nível de concordância com as seguintes afirmações, sabendo que (1) = discordo totalmente, (2) = discordo, (3) = não concordo nem discordo, (4) = concordo e (5) = concordo totalmente.

1. – Transparency

<i>Itens</i>	<i>(1)</i>	<i>(2)</i>	<i>(3)</i>	<i>(4)</i>	<i>(5)</i>
3.1 Foi fácil para mim diferenciar os factos da ficção ao ler o curriculum deste candidato.	☐	☐	☐	☐	☐
3.2 Ao ler este curriculum foi fácil para mim avaliar a honestidade deste candidato.	☐	☐	☐	☐	☐
3.3 Ao ler este curriculum foi fácil para mim ver quem este candidato realmente é.	☐	☐	☐	☐	☐

Similaridade

Na sua opinião, quão semelhante é este candidato(a) consigo?

- ☐ Muito Baixa Semelhança
- ☐ Baixa Semelhança
- ☐ Semelhança Média
- ☐ Alta Semelhança
- ☐ Muito Alta Semelhança

Questões Demográficas:

1) Com qual dos géneros se identifica?

- ☐ Masculino
- ☐ Feminino
- ☐ Outro

2) Nacionalidade

- ☐ Portuguesa
- ☐ Outra

Se “Outra”, qual ?

3) Idade: ____

4) Habilitações literárias (indique o nível mais elevado que completou):

- ☐ Ensino Primário
- ☐ Ensino Básico
- ☐ Ensino Secundário
- ☐ Licenciatura
- ☐ Pós-Graduação

- ☐ Mestrado
- ☐ Doutoramento
- ☐ Outro

5) Média de concussão do último nível de escolaridade (se aplicável): _____

6) Enquanto estudante participou em atividades extracurriculares (desportivas, associativas...)=?

- ☐ Sim
- ☐ Não

Se sim, por favor indique qual(is): _____

7) Situação profissional atual:

- ☐ Estudante
- ☐ Trabalhador-Estudante
- ☐ Empregado
- ☐ Desempregado
- ☐ Outra

Caracterização da organização onde trabalha

8) Atividade principal da organização onde trabalha: _____

9) Dimensão de organização onde trabalha:

- ☐ Microempresa (i.e., menos de 10 colaboradores)
- ☐ Pequena empresa (i.e., menos de 50 colaboradores)
- ☐ Média empresa (i.e., menos de 250 colaboradores)
- ☐ Grande empresa (i.e., mais de 250 colaboradores)

10) Tem experiência em recrutamento e seleção (e.g. triagem curricular, entrevistas de seleção)?

☐ Não

☐ Sim

Se sim, por favor refira:

(a) A duração aproximada dessa experiência (em anos): ____

(b) N.º médio de recrutamentos que realiza por ano: ____

Sobre a descrição que leu no início do inquérito, relativa ao curriculum do(a) candidato(a), por favor classifique as seguintes afirmações em Verdadeiro (V) ou Falso (F), e com o respetivo grau de segurança da sua resposta, sabendo que: (1)=muito inseguro; (2)= inseguro; (3)=neutro; (4)= seguro; (5)= muito seguro

(*Manipulation Check*)

<i>Itens</i>	(V)	(F)	(1)	(2)	(3)	(4)	(5)
O candidato(a) descrito apresentava atividades extracurriculares.	☐	☐	☐	☐	☐	☐	☐
O candidato descrito não apresentava atividades extracurriculares.	☐	☐	☐	☐	☐	☐	☐
O candidato descrito tinha uma média de 18.	☐	☐	☐	☐	☐	☐	☐
O candidato descrito tinha uma média de 11.	☐	☐	☐	☐	☐	☐	☐
O candidato descrito era um homem.	☐	☐	☐	☐	☐	☐	☐
O candidato descrito era uma mulher.	☐	☐	☐	☐	☐	☐	☐

11) Deseja receber uma cópia com os resultados da presente investigação?

☐ Sim

☐ Não

Se sim, por favor indique o seu endereço de e-mail: _____

12) Tem alguma sugestão relativamente ao inquérito e/ou investigação que queira partilhar connosco?

Mensagem final:

Muito obrigado pela sua participação. Agradecemos se puder reencaminhar o presente inquérito a outros contactos que possam dar a sua perspetiva sobre a Empregabilidade relativa a diplomados em Economia/Gestão.

Annex E – Adaption of Measures

Measure & Source	Original	Adaptation
Résumé Fraud (adapted from <i>Henle et. al, (2019)</i>)	Résumé Fraud measure covers 3 dimensions (Fabrication, Embellishment, Omission), with a total of 47 items. As the scope of this research is to study Embellishment, only this dimension was used, being adapted 13 items, for the present research. Respondents were asked to rate on a seven-point scale (1 – not at all; 7 – completely), to what degree they had intentionally committed the following items, to increase the likelihood of obtaining an interview. 1. Inflated the importance of activities or awards 2. Distorted your qualifications to match qualifications required for the job 3. Overstated your involvement in activities 4. Exaggerated the impact of your performance in your past jobs or your current one 5. Overstated information related to your academic record 6. Provided an enhanced picture of your past or current record 7. Made exaggerated claims 8. Overstated information 9. Included information that is not exactly true 10. Stretched the truth regarding information on your resume 11. Exaggerated your responsibilities on previous jobs or your current one 12. Tried to make yourself appear as an ideal candidate when you were not	Measured through a seven-point scale (1- Discordo totalmente; 7 – Concordo totalmente,) 1. O candidato inflacionou a importância das suas atividades académicas e/ou extracurriculares 2. O candidato distorceu as suas qualificações para corresponder às qualificações requeridas para o trabalho 3. O candidato exagerou o seu envolvimento nas atividades académicas e/ou extracurriculares 4. O candidato exagerou o impacto do seu desempenho em atividades académicas e/ou extracurriculares 5. O candidato exagerou informação relativamente ao seu percurso académico 6. O candidato sobrevalorizou as informações registadas no seu currículo 7. O candidato fez afirmações exageradas 8. O candidato exagerou a informação 9. O candidato incluiu informação que não é completamente verdadeira 10. O candidato exagerou a veracidade de algumas informações no seu currículo 11. O candidato exagerou as suas responsabilidades nas suas experiências académicas e/ou extracurriculares anteriores ou atuais 12. O candidato tentou parecer um candidato ideal quando não o é

Measure & Source	Original	Adaptation
	13. Made the information on your resume sound better than it really is	13. O candidato fez com que a informação do seu CV soasse melhor do que é realmente
Job suitability (adapted from <i>McElroy et al., (2014)</i>)	Job suitability was measured using a five-item scale, where respondents were asked to rate on a seven-point Likert scale (1 – totally agree; 7 – totally disagree), the degree to which they perceived the applicant as qualified. 1. I would consider the applicant as qualified for the position’. 2. I would like to interview this person for this position. 3. This applicant is a good match for the position. 4. I would not hire this person for this position (reverse coded). 5. This person has a good chance of making a ‘short list’ of candidates for this position.	Measured through a five-item scale (1 – Concordo totalmente; 7 – Discordo completamente) 1. Este candidato é qualificado para exercer uma função júnior na área de economia/gestão. 2. Este candidato tem boas hipóteses de ser chamado para uma entrevista para uma função júnior na área de economia/gestão. 3. Este candidato reúne os requisitos para exercer uma função júnior na área de economia/gestão. 4. Não contrataria esta pessoa para exercer uma função júnior na área de economia/gestão. 5. Este candidato teria boas hipóteses de ser incluído na lista final de candidatos selecionados para uma função júnior na área de economia/gestão
Organizational fit/ Interpersonal Attributes (OFIA) (adapted from <i>Waung et al. (2017)</i>)	Readers were asked to rate on a 5-point response format (1- not at all; 5 – very much): 1. To what extent does this applicant seem to fit within the university culture? 2. “To what extent do this applicant’s values seem to match those of the university 3. To what extent you would be willing to work with the applicant 4. To what extent does the applicant is expected to be a team player 5. To what extent the applicant is expected to be a pleasant coworker,	Adapted measured through a 5-point response format (1- De maneira nenhuma; 2- Muito pouco provável; 3 – Pouco provável; 4 – Provavelmente; 5 – Muito provavelmente) 1. Até que ponto é que este candidato parece se enquadrar na cultura das empresas nacionais? 2. Até que ponto os valores deste candidato parecem corresponder aos das empresas? 3. Até que ponto estaria disposto a trabalhar com este candidato? 4. Até que ponto espera que este candidato trabalhe bem em equipa? 5. Até que ponto espera que este candidato seja um colega de trabalho agradável?

Measure & Source	Original	Adaptation
	6. To what extent the applicant is expected to have good social skills 7. Likeable 8. Self-confident 9. Competent	6. Até que ponto acha que este candidato tem boas competências sociais? 7. Considera este candidato uma pessoa de quem se gosta? 8. Considera este candidato uma pessoa autoconfiante? 9.- Considera este candidato uma pessoa competente?
Applicant's transparency <i>(adapted from Roulin et.al, (2014))</i>	Applicants' transparency was assessed through a three-item measure with a five-point rating scale (1=totally disagree; 5 = totally agree). Items include: 1. It was easy for me to differentiate facts from fiction in the applicant responses. 2. It was easy for me to judge applicant honesty. 3. It was easy for me to see who the applicant really was.	Measured through a 5-point scale (- 1 = discordo totalmente; 5 = concordo totalmente) 1. Foi fácil para mim diferenciar os factos da ficção ao ler o curriculum deste candidato. 2. Ao ler este curriculum foi fácil para mim avaliar a honestidade deste candidato. 3. Ao ler este curriculum foi fácil para mim ver quem o candidato realmente é.

Other measures

Gender	(1) Male / (2) Female
Age	Measured in years
Education	(1) Higher Education / (2) No Higher Education
Grade Point Average	GPA of the last education level in points (0-20)
Previous participation in ECAs	(1) Yes / (2) No
Recruiting Experience	(1) Yes / (2) No
Perceived Similarity (adapted from Deprez-Sims and Morris (2010))	(1) Very low Similarity (2) Low Similarity (3) Medium Similarity (4) High Similarity (5) Very high Similarity

Annex F – Confirmatory factor analysis

Measures	Loadings	α	Original Alfa
Resumé Fraud (adapted from Henle et. al. 2019) – 13 items		0,960	0,880
O candidato exagerou o impacto do seu desempenho em atividades académicas e/ou extracurriculares	0,874		
O candidato tentou parecer um candidato ideal quando não o é	0,869		
O candidato exagerou as suas responsabilidades nas suas experiências académicas e/ou extracurriculares anteriores ou atuais	0,864		
O candidato fez afirmações exageradas	0,859		
O candidato exagerou a veracidade de algumas informações no seu currículo	0,856		
O candidato fez com que a informação do seu CV soasse melhor do que é realmente	0,847		
O candidato sobrevalorizou as informações registadas no seu currículo	0,845		
O candidato exagerou o seu envolvimento nas atividades académicas e/ou extracurriculares	0,832		
O candidato incluiu informação que não é completamente verdadeira	0,817		
O candidato exagerou a informação	0,803		
O candidato distorceu as suas qualificações para corresponder às qualificações requeridas para o trabalho	0,800		
O candidato exagerou informação relativamente ao seu percurso académico	0,798		
O candidato inflacionou a importância das suas atividades académicas e/ou extracurriculares	0,639		
Job Suitability (adapted from McElroy et al. 2014) – 5 items		0,874	0.89-0.97
Este candidato é qualificado para exercer uma função júnior na área de economia/gestão	0,876		
Este candidato tem boas hipóteses de ser chamado para uma entrevista para uma função júnior na área de economia/gestão	0,906		
Este candidato reúne os requisitos para exercer uma função júnior na área de economia/gestão	0,925		
Não contrataria esta pessoa para exercer uma função júnior na área de economia/gestão	-0,462		
Este candidato teria boas hipóteses de ser incluído na lista final de candidatos selecionados para uma função júnior na área de economia/gestão.	0,884		
Organizational and Interpersonal Fit (adapted from Waung, 2016) - 9 items		0,920	0,930
Até que ponto espera que este candidato seja um colega de trabalho agradável?	0,880		
Até que ponto acha que este candidato tem boas competências sociais?	0,870		
Considera este candidato uma pessoa de quem se gosta?	0,853		
Até que ponto espera que este candidato trabalhe bem em equipa?	0,849		
Até que ponto estaria disposto a trabalhar com este candidato?	0,839		
Considera este candidato uma pessoa competente?	0,810		
Até que ponto os valores deste candidato parecem corresponder aos das empresas?	0,784		
Até que ponto é que este candidato parece-se enquadrar na cultura das empresas nacionais?	0,698		
Considera este candidato uma pessoa autoconfiante?	0,433		
Transparency (adapted from Roulin et.al. 2014) - 3 items		0,842	0,830
Ao ler este curriculum foi fácil para mim avaliar a honestidade deste candidato	0,911		
Ao ler este curriculum foi fácil para mim ver quem este candidato realmente é	0,866		
Foi fácil para mim diferenciar os factos da ficção ao ler o CV deste candidato	0,839		