

*The Use of Integrity Tests for
Pre-Employment Screening*

September 1990

OTA-SET-442

NTIS order #PB91-107011

The use of
integrity tests
for pre-employment
screening



CONGRESS OF THE UNITED STATES
OFFICE OF TECHNOLOGY ASSESSMENT

Recommended Citation:

U.S. Congress, Office of Technology Assessment, *The Use Of Integrity Tests for Pre-Employment Screening*, OTA-SET-442 (Washington, DC: U.S. Government Printing Office, September 1990).

For sale by the Superintendent of Documents
U.S. Government Printing Office, Washington, DC 20402-9325
(order form can be found in the back of this report)

USE OF INTEGRITY TESTS FOR PRE-EMPLOYMENT SCREENING

OTA PROJECT STAFF

John Andelin, *Assistant Director, OTA
Science, Information, and Natural Resources Division*

Nancy Carson, *Program Manager
Science, Education, and Transportation*

Michael J. Feuer, *Senior Analyst*

Denise Dougherty, *Senior Analyst*

Priscilla Reagan, *Senior Analyst**

Marsha Fenn, *Office Administrator*

Gay Jackson, *Administrative Secretary*

CONTRACTORS

Anand Desai, Ph.D.
Assistant Professor of Qualitative Methods
School of Public Policy and Management
Ohio State University

Judy Iwens Eidelson, Ph.D.
Clinical Psychologist
Clinical Supervisor
Department of Psychology
University of Pennsylvania

Robert M. Guion, Ph.D.
Consulting Research Psychologist
Bowling Green, Ohio

Mark G. Keiman, J.D.
Professor of Law
Stanford University Law School

James L. Outtz, Ph.D.
Industrial Psychologist
Washington, DC

* Through August 1989.

Paper-and-Pencil Integrity Tests Workshop, June 12, 1989

**Ms. Patricia Ambrose
Hogan & Hartson
Washington, DC**

**Mr. James Bassett
J.W. Bassett Company
Cincinnati, OH**

**Mr. Roger Borgeson
Alexander Inc.
New York, NY**

**Dr. Wayne Camara
American Psychological Association
Washington, DC**

**Robert Fitzpatrick, Esq.
Fitzpatrick, Verstegan and Cashdan
Washington, DC**

**Ms. Linda Goldinger
Human Resources Consultant
Atlanta, GA**

**Dr. Robert A. Gordon
The Johns Hopkins University
Baltimore, MD**

**Dr. John Jones
London House
Parkridge, IL**

**Dr. Joseph D. Matarazzo
Oregon Health Sciences University
Portland, OR**

**Ms. Marilyn Mulhall
Advance Security, Inc.
Atlanta, GA**

**Dr. George Paaanen
Personnel Decisions, Inc.
Minneapolis, MN**

**Mr. Christopher Pyle
Mount Holyoke College
South Hadley, MA**

**Dr. Paul Sackett
University of Minnesota
Minneapolis, MN**

**Dr. Frank Schmidt
University of Iowa
Iowa City, Iowa**

**Mr. Mike Tiner
United Food & Commercial
Workers' Union
Washington, DC**

NOTE: OTA appreciates and is grateful for the valuable assistance and critiques provided by the workshop participants. OTA assumes full responsibility for the report and the accuracy of its contents. Those who assisted OTA do not necessarily approve, disapprove, or endorse this report.

Other Reviewers and Contributor

Dr. Gerald L. Borofsky
Massachusetts General Hospital
Boston, MA

Dr. Michael R. Cunningham
University of Louisville
Louisville, KY

Dr. Robert M. Gordon
Institute for Advanced
Psychological Training
Allentown, PA

Dr. William Harris
Stanton Corporation
Charlotte, NC

Dr. Robin Inwald
Kew Gardens, NY

Dr. Richard Reilly
Stevens Institute of Technology
Hoboken, NJ

Dr. Michael J. Saks
University of Iowa
Iowa City, IA

Dr. Leonard Saxe
Brandeis University
Waltham, MA

Dr. Neil Schmitt
Michigan State University

Dr. Andrea Solarz*
Detailee to OTA from Carnegie
Corporation of New York
New York, NY

Mr. Jack Strayer
National Association of
Convenience Stores
Alexandria, VA

Mr. William Terris
Association of Personnel
Test Publishers
Washington, DC

Dr. Christopher Webster
Clark Institute of Psychology
Toronto, Ontario

Ms. Alexandra Wigdor
National Research Council
National Academy of Science
Washington, DC

***Through August 1990.**

NOTE: OTA appreciates and is grateful for the valuable assistance and critiques provided by the other reviewers and contributors. OTA assumes full responsibility for the report and the accuracy of its contents. Those who assisted OTA do not necessarily approve, disapprove, or endorse this report.