

FAKING BEHAVIOR INTERVIEW

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INTISARI

Penelitian ini bertujuan untuk menggambarkan tipe perilaku *faking behavior interview* yang dominan ditampilkan oleh kandidat saat dilakukan proses wawancara kerja di PT. X. Penelitian deskriptif kuantitatif ini dilakukan terhadap 69 orang kandidat yang melamar di PT. X. Adapun validitas dalam penelitian ini adalah validitas isi, reliabilitas yaitu sebesar 0,932. Penelitian ini dilakukan terhadap 46 kandidat wanita dan 23 kandidat pria dengan menggunakan uji coba terpakai pada rentang usia 17 - 42 tahun, terdiri atas suku Tionghoa, Jawa, Melayu, Batak, Karo, Nias, dan Flores, dengan tingkat pendidikan akhir dimulai dari tingkat SMP, SMA, S1, dan S2, serta dengan pengalaman kerja selama 0, 1, 2, dan lebih dari 3 tahun. Adapun tipe faking yang paling sering muncul dalam penelitian ini adalah tipe *Slight Image Creation* dan tipe *faking* yang paling jarang muncul adalah *Ingratiation*.

Kata kunci : *Faking, Interview, Impression Management*

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ABSTRACT

This research is aimed to describe the type behavior of faking behavioral interview which is mostly act by the candidate when the job interview process is conducted at PT. X. Quantitative descriptive research was conducted against 69 candidates who applied for PT. X. As for the validity in this study is the validity of content and reliability is 0,932 . The research was conducted against 46 of female candidates and 23 of male candidates by using the used trial, at the age range of 17-42, consisting of Chinese, Javanese, Malay, Batak, Karo, Nias, and Flores, with a final level of education start from Junior High School, High School, Bachelor Degree, and Master Degree, with work experienced of 0, 1, 2, and more than 3 years. As for the type of faking that most often appears in this study is the type of Slight Image Creation and the type of faking that most rarely appears is the type of Ingratiation.

Keywords : Faking, Interview, Impression Management