

**Self-Presentation Processes in Job Analysis: A Field Experiment Investigating Inflation in Abilities, Tasks, and Competencies.**

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Although job analysis is a widely used organizational data collection technique, little research has investigated the extent to which job analysis information is affected by self-presentation processes. This study represents the first direct test of the propositions offered by F. P. Morgeson and M. A. Campion (1997) concerning self-presentation in job analysis measurement. Using an experimental design, the authors examined job incumbent response differences across ability, task, and competency statements. Results indicated that ability statements were more subject to inflation than were task statements across all rating scales. Greater endorsement of nonessential ability statements was responsible for the differences. This produced higher endorsement of ability items but lower mean ratings. Finally, frequency and importance ratings of global competency statements were generally higher than decomposed ability and task scales, but required-at-entry judgments demonstrated the opposite relationship.