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Personality and Rating Error

Eul-Teo Lee
Korea University, School of Business Administration, el239@cornell.edu

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Abstract
This study was designed to investigate the relationship between rater's personality and rating errors. For this, I propose a model that is Big Five Factors may relate in rating errors. This study predicted (1) Extraversion and Agreeableness is hypothesized to positively relate to the leniency error (2) Conscientiousness, Neuroticism may be positively correlated to the severity error and halo effect. Particular attention was paid to the consistency of rating error according to personality factors.

The Crosstable results showed that the Agreeableness and Extraversion were significantly correlated in with leniency. But rater's other personality factors were not significantly related in leniency, severity, and halo error. The result of ANOVA indicated that Agreeableness had significant level between leniency and severity group. There was no correlation between personality factor and halo effect. Based on the empirical findings, implications and limitations were discussed. Suggestions for future research also follow.

Keywords
Big Five Model, Extraversion, Agreeableness, Conscientiousness

Comments
The paper is available in Korean only.

Personality and Rating Error

Eul-Teo Lee, Visiting Fellow, The New York State School of Industrial and Labor Relations, Cornell University

ABSTRACT

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Key words:
Big Five Model, Extraversion, Agreeableness, Conscientiousness,
Neuroticism, Rating error, Leniency, Severity, Halo effect

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(Wherry & Bartlett, 1982). Landy & Farr(1980) , ,
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(Ilgen & Feldman, 1983; Mitchell, 1983; Wexley & Klimoski, 1984; Judge & Ferris, 1993). 90 , , ,
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. (Neuman & Kickul, 1998; Organ, 1994; Barrick, Mount, & Strauss, 1992; Organ & Lingl, 1992; Smith, Organ, & Near, 1983), (Barrick & Mount, 1991; Smith, Hanges, & Dickson, 2001), (Barrick & Mount, 1991; Hurtz & Donovan, 2000; Salgado, 1997), (Judge, Bono, & Locke, 2000), (Judge & Bono, 2000), (Costa, & McCrae, & Holland, 1984) .
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, . (Piedmont & Weinstein, 1995; Kane et al., 1995; Ployhart, Lim, & Chan, 2001), .
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(Saal, Downey, & Lahey, 1980; Murphy & Cleveland, 1991; Villanova, et al., 1993: Kane et al., 1995).
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. ‘ (Guilford, 1959) . ,
(social-stimulus) .
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5 (Five Factor Model Big 5 Model) (Goldberg, 1990; Digman, 1990; 1997;

Digman & Inouye, 1986; McCrae & Costa, 1987; 1988; 1991). Tupes & Christal(1961)
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McCrae & Costa(1987, 1988, 1991) Digman(1990, 1997) 5 - , , ,
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(leniency error)
(Guilford, 1954; Tsui & Barry, 1986).
(Villanova et al., 1993; Saal, et al., 1980).
. (agreeableness) ,
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(service orientation)
. Hogan, Hogan, & Busch(1984) , ,
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(Longenecker, Gioia, & Sims, 1987).
. Schoorman(1988)
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Ohio .
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(extraversion) , , , , ,
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Gray(1971; 1981; 1987) (Larsen & Ketelaar, 1991)
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Gray (emotional susceptibility),
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(behavioral activation system: BAS) (behavioral
inhibitation system: BIS) . BAS , BIS
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. Gray Larsen & Ketelaar(1991)
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Tusi & Barry(1986) . 344 , ,
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. Mandell(1956)
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(severity error) (Saal et al., 1980).
. (neuroticism) , ,
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(Hogan, 1991). , Gray
BIS . ,
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. (conscientiousness)
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, (Costa & McCrae, 1992),
(Barrick & Mount, 1991; Hurtz & Donovan, 2000; Salgado, 1997).

. Bernardin, Cooke, & Villanova(2000)
(r=-.37) .
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3: **,** **.**
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(halo effect)

(Tsui & Barry, 1986; Murphy & Anhalt, 1992).

. ‘ (self-effacing)’ . Bernardin, et al.(2000) , , , . , , . , . . McCrae & Costa(1991) . . , , ...

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(West & Graziano, 1989). Finn(1986) 459 1947 1977 , . . Kane et al.(1995) . 328 , 243 , 376 , . Guilford(1954) . Villanova et al.(1993) (r=.63, p<.01) , . Vance, Winne, & Wright(1983) 90 350 3 6 . , . . . , .

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K 119 85 . 2 14 (16.5%), 3 34 (40.0%), 4 37%(43.5%) . 67 (78.8%), 18 (21.2%) .

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(overall rating) . ,
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Digman & Inouye(1986) 499 ,
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(global rating)
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(Smith, 1976; James, 1973; Campbell et al., 1970: Landy & Farr, 1980).
(1~6), (7)
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, (Bernardin, et al., 2000).
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(Tsui & Barry, 1986).

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/	(skewness)	
/	(kurtosis)	
/	(intraclass correlations) ×	

: (graphic rating scales), (mixed standard rating scales)
: Saal, Downey, & Lahey(1980), p. 421.

: .
(Tusi & Barry, 1986; Wayne & Liden, 1995), (Hamner, et al., 1974; London & Poplawski, 1976: Landy & Farr, 1980) . ( ) .

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. James(1982) .
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. ICC,
(intraclass correlation coefficient) (Shrout & Fleiss, 1979; James, 1982).
ICC ICC(1) ICC(2) . ICC(1)
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(? , 1994).
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0.7~0.8 . < 2> ICC(2)
.9685(F=31.7250, p<.001) (< 2>).
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. ICC(1) .1184 .

ICC(1)	ICC(2)	F
.1184	.9194	12.4137***

ICC(1): (single measure intraclass correlation)
ICC(2): (average measure intraclass correlation)
***: p<.001

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5 Varimax . < 3> 59.2%
, Digman & Inouye(1986)
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	1	2	3	4	5	
	.743	.096	.360	-.163	-.114	.730
	.637	-.249	-.210	.171	-.130	.559
	.614	-.077	.019	.271	.160	.482
(α=.7611)	**.601**	-.105	.449	-.294	.006	.660
	.708	-.151	.101	-.035	-.140	.555
	.623	.078	.082	.142	.035	.422

	(R)	-.212	-.572	-.022	.257	**.520**	.709
(α=.5792)	(R)	-.052	-.048	.088	-.092	**.838**	.724
	(R)	.020	.012	-.205	-.038	**.670**	.494
		.116	.076	.213	**.680**	-.031	.528
(α=.5067)		.030	.096	.141	**.609**	-.295	.488
		-.041	-.110	-.156	**.719**	.160	.580
		-.396	**.757**	-.011	.131	.028	.748
(α=.7194)		.029	**.671**	-.028	-.258	-.523	.792
		-.178	**.663**	-.190	.002	.019	.508
		.039	**.698**	.070	.224	-.017	.544
		-.048	-.028	**.804**	.020	.079	.657
(α=.6803)		.219	-.086	**.620**	.153	-.153	.487
		.140	-.019	**.780**	-.017	-.090	.637
		3.673	2.952	2.204	1.715	1.295	
	(%)	18.364	14.760	11.019	8.574	6.476	
	(5)	18.364	33.124	44.144	52.718	59.193	

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3.7882 , , , , . ,

(r=.321, p<0.01), (r=-.244, p<0.01) , (r=-.356, p<.001) . ,

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(Tusi & Barry, 1986). .

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(r=-.256, p<0.05), (r=.282, p<0.01), (r=-.273, p<0.05)

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	1	2	3	4	5	6	7	8	9	10	11	12
1.	-											
2.	-.173	-										
3.	.092	-.138	-									

4.	-.131	.113	-.016	-								
5.	.057	-.244**	-.356**	.128	-							
6.	-.092	.321**	-.115	.038	-.105	-						
7.	.533**	-.164	.164	-.035	.106	-.097	-					
8.	.671**	-.019	.124	-.101	-.011	-.033	.735**	-				
9.	.638**	-.256*	.282**	-.165	.083	-.211	.471**	.582**	-			
10.	.685**	-.097	.190	-.273*	-.041	-.002	.475**	.670**	.827**	-		
11.	.734**	-.093	.124	-.201	.044	.018	.539**	.728**	.690**	.779**	-	
12.	.738**	-.095	.061	-.159	.072	.069	.500**	.725**	.692**	.799**	.895**	-

**: p<0.01, *: p<0.05

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. 3.7920 , ,

(Tusi & Barry, 1986; Bernardin et al., 2000).

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		1	**13**	3	17
		.4	10.2	6.4	17.0
	%	5.9%	76.5%	17.6%	100.0%
	%	50.0%	25.5%	9.4%	20.0%
	%	1.2%	15.3%	3.5%	20.0%
		0	**18**	5	23
		.5	13.8	8.7	23.0
	%	.0%	78.3%	21.7%	100.0%
	%	.0%	35.3%	15.6%	27.1%
	%	.0%	21.2%	5.9%	27.1%
		0	11	11	22
		.5	13.2	8.3	22.0
	%	.0%	50.0%	50.0%	100.0%
	%	.0%	21.6%	34.4%	25.9%
	%	.0%	12.9%	12.9%	25.9%

		0	3	3	6
		.1	3.6	2.3	6.0
	%	.0%	50.0%	50.0%	100.0%
	%	.0%	5.9%	9.4%	7.1%
	%	.0%	3.5%	3.5%	7.1%
		0	4	3	7
		.2	4.2	2.6	7.0
	%	.0%	57.1%	42.9%	100.0%
	%	.0%	7.8%	9.4%	8.2%
	%	.0%	4.7%	3.5%	8.2%
,		0	1	0	1
,		0	0	1	1
,		0	1	1	2
,		0	0	2	2
,		1	0	0	1
,		0	0	1	1
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Chi-square : Value=17.298, df=11, Asymp. Sig=.099
Lamda : .130 (approx. sig=.008)

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				F
		(s.d)		
	3.7510(.5885)	3.7464(.5076)	3.7564(.6785)	.006
	3.6510(.7144)	3.5000(.7295)	**3.8291(.6617)**	4.674**
	3.7882(.5394)	3.8152(.5589)	3.7564(.5209)	.249
	2.9618(.7515)	2.9728(.7476)	2.9487(.7656)	.021

**: p<0.05

7 . Epstein(1977)

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20 - (test-retest) .

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1	3.7662	3.6224 **3.8929** F=3.9226**	3.4167 **3.7823** F=4.725**	3.9018 3.7194 F=2.295	2.7054 **3.0765** F=4.393**
2	4.0676	**3.7121** 3.4474 F=6.242**	3.5818 3.7719 F=.983	3.8455 3.6842 F=1.206	2.9682 3.1184 F=.527
3	3.3896	3.8373 3.7333 F=.631	3.6667 3.6000 F=.171	3.7976 3.8500 F=.193	2.8393 3.1071 F=2.512
4	4.1184	3.8075 3.5463 F=2.602	3.6034 3.6481 F=.053	**3.8707** 3.5972 F=3.655*	3.0603 2.8889 F=.728
5	3.9014	3.8167 3.7092 F=.465	3.4167 3.6863 F=2.061	3.9250 3.7500 F=1.640	**3.2500** 2.8824 F=3.294*
6	3.8625	**3.9762** 3.6442 F=5.931**	3.6190 3.6218 F=.000	3.8304 3.7885 F=.122	2.7054 **3.1010** F=5.177**
7	3.7284	3.8238 3.6957 F=.912	3.5429 3.7101 F=1.065	3.9000 3.7337 F=1.882	2.9429 2.9891 F=.072
8	3.9242	3.7685 3.7604 F=.002	3.4444 3.6250 F=.765	3.7500 3.8177 F=.225	2.9583 3.0313 F=.122
9	3.5526	**3.8547** 3.5946 F=3.635*	3.6667 3.6396 F=.026	3.8397 3.6959 F=1.294	2.9038 2.9662 F=.121
10	3.8281	3.8696 3.6463 F=2.202	3.5507 3.6911 F=.653	3.8696 3.7500 F=.693	3.1087 2.9573 F=.626
11	3.7867	3.6319 3.7843 F=1.022	3.4028 **3.8170** F=6.375**	3.8438 3.8039 F=.103	2.9271 2.9167 F=.003
12	4.0000	3.8214 3.5714 F=2.084	3.6508 3.6905 F=.039	3.8690 3.6250 F=2.031	3.0417 2.9286 F=.267
13	4.1875	3.6636 3.8733 F=2.207	3.6606 3.5867 F=.117	3.8136 3.7800 F=.071	3.0000 2.9700 F=.027
14	4.3506	3.7752 3.7745 F=.000	3.6822 3.3.8547 F=.396	3.8547 3.7721 F=.450	2.8721 3.0294 F=.875
15	4.4156	3.8062 3.6667 F=1.036	3.6357 3.6275 F=.003	3.8198 3.7794 F=.105	3.0465 2.8971 F=.876
16	4.0270	3.6944 3.7500 F=.124	3.6914 3.5833 F=.366	3.8472 3.7500 F=.472	3.0000 2.8250 F=.766
17	4.0658	3.7485 3.7456 F=.000	3.6784 3.7368 F=.091	3.8421 3.6184 F=2.543	2.9254 2.9211 F=.000
18	3.6406	3.8506 3.7333 F=.636	3.6437 3.6286 F=.007	3.7672 3.7571 F=.005	3.0259 2.9429 F=.201
19	3.9867	3.7353 3.7701 F=.046	3.6474 3.7471 F=.312	3.9118 3.7069 F=1.940	3.0588 2.8578 F=1.057
20	4.0667	3.7712 3.7431 F=.037	3.7059 3.7639 F=.130	3.7157 3.8333 F=.782	2.8775 2.9583 F=.210

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*: p<0.1, **: p<0.05

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. Klores(1966), Schoorman(1988), Bernardin et al.(2000) . (Hogan et al., 1984)

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Villanova et al.(1993) . 178
(discomfort), , ,
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(Harris, 1994), , , (Feldman, 1981), ,
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