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Title

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Dissertation Proposal

Master in ….

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Supervised by

……

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2021/2022

# Biographic note/Nota Biográfica

Normal style.

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# Acknowledgements/Agradecimentos

(Optional) First of all, I would like to thank.

contributed to making this research possible.

# 

# Abstract

One single paragraph without indentation

In an increasingly competitive labor market, job applicants needs to outperform other candidates, so résumé screening is becoming a crucial step to receive a job offer. In this context, job applicants are using Impression Management (IM) tactics in application 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 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 misleading 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 a high GPA and participation in ECAs, were rated higher in résumé’s 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.

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# Resumo

A competição crescente no mercado de trabalho tem conduzido muitos candidatos, no processo de recrutamento, a sentirem a necessidade de se diferenciarem dos outros, de modo a conseguirem obter uma proposta de emprego. Deste modo, os candidatos estão a usar táticas de Gestão de Impressões (GI), o que significa que estão a envolver-se em comportamentos, para aprimorar certas características. Quando esta estratégia é usada de forma desonesta, eles estão a utilizar táticas enganosas de GI, como o *embellishment*, que podem colocar em causa a validade dos processos de seleção. No entanto, poucos estudos analisaram se os profissionais estão a detetar com precisão táticas enganosas de GI e qual é o impacto dessas táticas nas perceções de empregabilidade e nas competências profissionais dos candidatos. Além disso, e até onde sabemos, esta é a primeira investigação que se foca em entender se o *embellishment* é considerado falso, num contexto de currículo, bem como os respetivos efeitos nas perceções de empregabilidade dos diplomados, utilizando para tal, um design experimental inter-sujeitos. O inquérito foi dirigido e respondido por 435 profissionais portugueses, que avaliaram oito currículos fictícios de diplomados em Gestão, diferindo quanto ao género, ao desempenho académico, medido pela média de notas (GPA), e à participação em atividades extracurriculares (ECAs). Os resultados mostraram que os candidatos com currículos embelezados não eram considerados fraudulentos, mas sim transparentes, tendo sido até atribuídos com altos índices de adequação ao trabalho e adequação organizacional e interpessoal. Além disso, foram encontradas evidências de um viés de género, uma vez que candidatos do sexo masculino altamente qualificados, ou seja, com alto GPA e participação em ECAs, foram atribuídos com classificações mais elevadas de *embellishment* e transparência, o que levanta diversas questões para esta contradição aparente. O presente estudo desenvolve pesquisas anteriores sobre gestão de impressões e os resultados incluem implicações teóricas e práticas para o uso de *embellishment* e empregabilidade percebida dos diplomados que são também discutidas posteriormente.

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

**Códigos JEL**: J24, M10, O15.

# Table of Contents/Index

INSERT HERE table of contents (Word generated)

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# List of Tables

INSERT HERE table of contents (Word generated)

# List of Figures

INSERT HERE table of contents (Word generated) - Optional

# Introduction

Normal style.

**Always start a new chapter in an odd page (página impar), para não ser impresso nas costas de outra página. Pode ser necessário inserir uma página em branco adicional.**

**INTRODUCTION**

**Paragraph 1** – Illustrative sentences/GENERAL FRAMING

The number of …. around the world has grown significantly over the …

The role of …. in …. and …. has long been recognized in the services/IB/management/… literature and is particularly strong in …., where …..). A good example is the …..

Over the last decade the development of xxxxx, such as aaaaaaand bbbbbbb, has received increased attention from academics and managers as well as ,,,,,,, Institutions, which have attempted to address them in the context of….

The number of XXXX worldwide has expanded massively over the last two decades and is expected to XXXX

The literature has consistently shown that…

**Paragraph 2 – Illustrative sentences/MAIN CONSTRUCT**

According to XXXX et al. (2017), MAIN CONSTRUCT features/is…./can be defined as…, including ….

CONCEPT 1 encompasses …………. (reference et al., 2007) while CONCEPT 2 indicates the …………….(reference et al., 2007). Both are relevant to overcome/understand/explain/anticipate/predict………………………..

In this research we follow the XXXX (2019) definition of MAIN CONSTRUCT to include …. (copy-paste of the definition used in the study)

**Paragraph 3 – Illustrative sentences/PREVIOUS RESEARCH**

These CONCEPT(s)/PHENOMENON/CONSTRUCTS are of interest because they ………………….. (references, 2019) and ….. (references et al., 2014).

A wide body of research has demonstrated the ,,,,,

Because PHENOMENON represent almost XX% of XXXX amongst the OECD countries and stands for more than YY% of the total CCCC in context of the study (OECD, 2015), this issue is of greater relevance for business…

**Paragraph 4 – Illustrative sentences/RESEARCH GAP**

While extensive research has been carried out on …..and the ….), we still lack a full comprehension ….. Specifically, what remains unclear is …….. As XXXX (2007, 320) noted “………….

But although there is an increasing recognition of the importance of ….., less is known about ………….. While prior research has addressed the …………. in different ………………. (e.g. restaurants and hotels), research on ………. in the ………..context remains scant, despite its increasing popularity in today’s society (XXXX et al., 2014).

Although research has shown that …………………….. (Luthans et al., 2008; Luthans et al., 2014; Gilar-Corbi et al., 2018a; Gilar-Corbi, et al., 2019), theoretically, a gap exists in our knowledge in relation to ………………………

So far, and up to our knowledge, there still remains a need for more information about ……

Previous attempts to address the :::PHENOMENA::: received limited empirical attention and were subject to limitations that include: (1)… (2)….(3)…. Additionally, earlier attempts employing …… did not ….. Hence, an investigation of the ….PHENOMENA is required for practical and academic reasons.

**Paragraph 5 – Illustrative sentences/HOW THE PRESENT WORK ADDRESSES THE RESEARCH GAP**

To address this call, we examine …/this study aims to address (i)…. (ii)…. (iii)….;

To address these research gaps, this study draws upon the THEORY X and employs METHODOLOGY To…

Given the paucity of research on the XXXXX, the current paper is important both from a theoretical and a practical point of view. As to the former, we introduce….

Given the importance of understanding the ….., this research examines the ….

Drawing on Authors’ (1998) main conceptual model this research examines how…

From a practical point of view, the study of the PHENOMENA is important because… From an academic point of view, most interpretations of PHENOMENA are …. and neglect how ……

**Paragraph 6 – Illustrative sentences /HOW WE ARE GONE A DO IT…**

Given the prevalent utilization of …., we sought the participation of … for X main reasons. Firstly… Secondly,. Finally, ….

For this purpose, this study employs a METHODOLOGY….

**Paragraph 7 – Illustrative sentences/EXPECTED CONTRIBUTIONS OF THIS WORK**

The main contributions of this study are threefold. Firstly, we provide empirical evidence of the relevance of ….... Secondly, we examine ….). In this study, we further test …... Finally, a third contribution of this study is methodological. While few international business studies use experimental designs (Zellmer-Bruhn, Caligiuri and Thomas 2016) we employed a between-subjects experimental design to test the …... In addition, and because we target …., we provide a wider understanding of how ….. These findings have also practical implications for employers, XXX and YYY that we further discuss in the final section.

This study contributes to the literature in several ways. First, it extends the….

Overall, this study contributes to the literature in various ways.

**END PARAGRAPH**

The rest of the paper/dissertation/report reviews the literature and describes current perspectives….

The remainder of this article is structured as follows.

In the remainder of this article/ paper/dissertation/report we will provide a brief overview…

# 

# Literature review

## Topic One

Normal text to describe topic one and present the subtopics below.

### SubTopic one-one

Normal text to describe subtopic.

### SubTopic one-two.

Normal text to describe subtopic.

### SubTopic one-two.

Normal text to describe subtopic.

## Topic Two

Normal text to describe topic one and present the subtopics below.

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| --- | --- | --- | --- |
|  |  |  |  |

Table 1 – Legend of the table

Source: Adapted from (XXXX, 1999, p. 99)

### SubTopic two-one Impression management in job interviews

Normal text to describe subtopic.

|  |  |  |
| --- | --- | --- |
| **Bold centred** | **Theory** | **Findings** |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

Table 2 - Table legend.

Source: Author’s elaboration.

Normal text to describe Table. ALL TABLES HAVE TO BE DESCRIBED IN TEXT.

### SubTopic two-Two

Normal text to describe subtopic.

### SubTopic two-Three

Normal text to describe subtopic.

If applicable, hypothesis can appear along the literature review and again, in a section named “Theoretical model and hypotheses”. Obviously, this does not apply to all dissertations.

**H1**: No significant association is expected between gender and CCCCCt pertaining to (a) Outcome/variable 1, (b) Outcome/variable 2, (c) Outcome/variable 3, and (d) Outcome/variable 4.

#### Sub-subtopic

Normal text to describe subtopic.

#### Sub-subtopic

Normal text to describe subtopic.

#### Sub-subtopic

Normal text to describe subtopic.

## Research gaps and justification for the study

This is a very useful subsection to sum your literature review. Besides, applies to any dissertation, including internship reports.

Therefore, this study aims to answer XXXX research questions:

Finally, this study examines …... Thus, this research addresses X 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)?

The reasons to study the XXX phenomenon are threefold. Firstly, as mentioned above, it is …..

Secondly, …..

Thirdly, ….

For all these reasons, this study examines the …….

## Theoretical model and hypotheses

In sum, and to address the aforementioned research gaps, this study tests X hypotheses, as follows.

Effects of gender:

**H1**: …..

Effects of Variable 2:

**H2:** …..

Effects of interaction – variable 1 x variable 2?

**H3**:…..

# 

# Methodology

## Methodological approach

This is a mandatory subsection, for any dissertation

## Research design

Depends on the research design you are using, but is a subsection recommended.

Table 3summarizes the experimental conditions employed in this research.

Table 3 - Experimental Conditions

## Stimulus materials and pre-test

Recommended. Certain studies may mention instead, interview guide and pilot test

## Measures

The measures used in this study were all drawn upon previously published studies and pretested scales.

***Variable name.*** It was adapted from the original scale from Henle et al. (2019) which included three dimensions (47 items in total) to measure variable name. In this study only the ABC dimension was considered (17 items) to measure the perceived *variable name.*

The original measure is a self-report measure, i.e., the items assess whether the respondent had (or not) a certain behavior, whereas in the present study, respondents rated the extent to which …... Some items include “*item 1*” and “*item 2*”. 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).

***Repeat for all measures exactly as per the above paragraph.***

***Control variables***. To control for potential bias generated by …. (Control variables’ names), all respondents were asked about …. These demographical characteristics may positively and indirectly affect name of the phenomenon (References, 2002).

## Procedure of data collection

The questionnaire was made available in.

## Sample

This section might be named “Research participants” – which is more adequate to qualitative studies.

This study targets … who?, for two main reasons. Firstly, …… A second reason for targeting …..

The number and characteristics of the respondents, per experimental condition, are described in Table 4.

Table 4 – Sample characteristics

## Data analysis

Depending on the complexity of the analysis, this section is highly recommended.

# Results

## Sample differences by experimental condition

Varies with the statistical analysis performed., so Table 5 presents the results.

|  |  |  |  |
| --- | --- | --- | --- |
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Table 5 –Test results for differences between experimental conditions

## Scales validity

Varies with the statistical analysis performed., so Table 6 presents the results.

|  |  |  |  |
| --- | --- | --- | --- |
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Table 6 - Main research variables

## Descriptive and correlational analysis

Subsection required is most if not all quantitative studies.

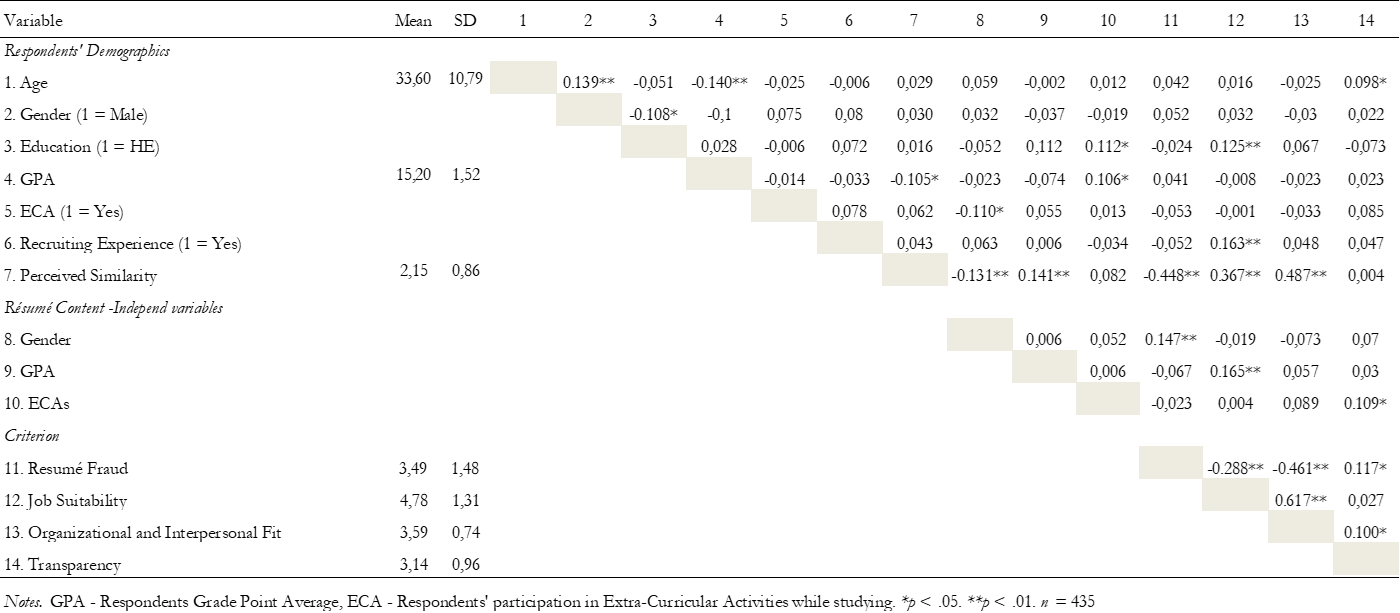


Table 7 – Descriptives and measures of association between the main research variables

As noted, main significant correlations are to be explained here using the appropriate notation (*r =-*0,131; *p <* 0,01)

## Test of hypotheses

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

Insert the tables and then explain the main results using the appropriate statistical notations

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
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|  |  |  |  |  |
|  |  |  |  |  |

Following the table each hypothesis should be repeated and explained if it is supported or not. Follow the structure below.

Effects of gender – Hypothesis 1

*Hypothesis 1* predicted ….(copy-paste). However, when independent variables were included in the model, results do not completely support this hypothesis as there is a gender effect, regarding the outcome 1 *(β=0.109; p<0.05)*, indicating that explain the results. Results support H1b, H1c and H1d, but not H1a.

Effect of XXXX – Hypothesis 2

*Hypothesis 2* predicted that ,,,,,

Explain results. Therefore, hypothesis 2 is not supported.

Effects of ZZZZZ – Hypothesis 3?

*Hypothesis 3* predicted that ….copy-paste. As shown in Table XXX, the interaction of the independent variables presents no statistically significant differences for none of the dependent variables, which do not support Hypothesis 3.

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# Discussion

The current study aimed to examine COPY\_PASTE HERE THE AIMS written in the introduction, repeated in the section of Theoretical model and hypotheses.

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 business graduates (High GPA x ECAs) or graduates with more modest qualifications (Low GPA x No ECAs)?

By following a methodology name, three main hypotheses were tested and Table AA summarizes the main results.

|  |  |  |
| --- | --- | --- |
| Hypothesis | Description | Result |
| H1 |  | Confirmed/supported |
| H2 |  | Not confirmed/supported |
| H3 |  | … |

Table 8 - Overall results from the hypotheses’ test

This table is highly recommended in any study testing hypotheses

As shown in Table 15,.

The contributions of this study are fourfold. First, the findings show …...

Second, and consistent with the predictions, …...

Third, …..

Finally, it is worth noting that …... These findings are consistent with previous research showing that …..

## Limitations and suggestions for future research

Concerning limitations, the results relied on a sample of …..

Another methodological limitation refers to

Also, the results of the present study are not generalizable…..

In the same line of thought, future research may explore whether

Similarly, as above-described, …. Therefore, future studies can explore whether…...

Furthermore, the present study allowed to conclude that ….. Thus, future research can explore whether …...

Finally, future studies may also replicate this …

## Theoretical Implications

The present study contributes to the existing body of knowledge on …., by highlighting that *….*.

In addition, this study adds to the literature on …..

However, the results are surprising regarding the fact ……

Perhaps the main contribution of the present study is the provision of …..

Additionally, another contribution relies on the importance of ….

Finally, this research offers a methodological contribution, because it employs …...

## Managerial implications

A strength of the present research is that it adds empirical knowledge …... The findings have practical implications to different stakeholders: A, B and C.

To A, the present study may support …...

To B, the findings corroborate the efforts to.

Finally, the findings have practical implications for C. They showed that

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# Conclusion

This study drawn upon the XXX theory and the literature on XXX to examine the ….copy-paste research aims

As expected, the results emphasize the ….

The findings of the present study have theoretical and practical implications. Depict the most relevant here (somewhat repeating the main ideas stated in the abstract but without copy-paste) End the dissertation with a positive tone of optimist regarding the potential impact of this research/study.

# References

Insert here by alphabetical order and following APA style (6th Ed)

Abdullah, D., Abd Aziz, M. I., & Mohd Ibrahim, A. L. (2014). A “research” into international student-related research: (Re)Visualising our stand? *Higher Education, 67*(3), 235-253. <https://doi.org/10.1007/s10734-013-9647-3>

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# Appendixes

## Appendix 1 –

## Appendix 2 –