

UDC 159.96

DOI: [https://doi.org/10.17721/upj.2022.1\(17\).5](https://doi.org/10.17721/upj.2022.1(17).5)

Pankovets V. L.,

PhD (Candidate of Psychological Sciences),
Associate Professor of the Department
of Social Psychology,
Taras Shevchenko National University of Kyiv
E-mail: vitaxxa@gmail.com
ORCID ID: 0000-0001-6290-7511

Sbitneva M. S.,

Master of Psychology,
Taras Shevchenko National University of Kyiv
E-mail: masha.sbitneva@gmail.com
ORCID ID: 0000-0002-0030-881X

THE RELATIONS OF APPLICANTS' ANXIETY AND THEIR LEVEL OF SUBJECTIVE CONTROL DURING INTERVIEWS FOR VACANT POSITIONS IN THE IT SPHERE

У статті представлено результати теоретичного та емпіричного дослідження зв'язку між різними проявами тривожності та показниками локусу контролю у претендентів на заміщення вакантних посад в ІТ-сфері. Описано погляди дослідників на проблему тривожності та її види залежно від життєвих та професійних ситуацій. Теоретичний аналіз показав, що почуття тривоги під час інтерв'ю є поширеною проблемою в сучасному стресовому та швидкозмінному робочому середовищі. Це особливо стосується претендентів на заміщення вакантних посад в ІТ-сфері, оскільки оцінний і конкурентний характер процесу відбору часто викликає почуття тривоги, розчарування та страждання. Відповідно тривожність претендентів під час інтерв'ю на заміщення вакантних посад має серйозні наслідки, оскільки може порушити прогнозовану валідність співбесід і призвести до відбору менш перспективних кандидатів. Зокрема, високий рівень тривожності може призвести до низького результату співбесіди, незважаючи на те, що претендент може в майбутньому продемонструвати високу продуктивність виконання професійних завдань. Емпірично виявлено, що претенденти на заміщення вакантних посад в ІТ-сфері під час проходження інтерв'ю

є більш тривожними у ситуаціях, коли мають демонструвати приклади власної роботи і найменше зважають на думку оточуючих про свій зовнішній вигляд. За показником загальної інтернальності представники ІТ-сфери у досліджуваній вибірці є екстерналами, тобто, вважають, що більшість обставин, що трапляються у власному житті, є збігом обставин. Це найбільшою мірою виявляється у сферах: здоров'я, міжособистісних взаємин та готовності до діяльності, пов'язаної із подоланням труднощів. При цьому в сфері особистих досягнень досліджувані відносять себе до інтерналів. Виявлено, що у досліджуваних, які проявляють екстернальність у сфері досягнень, власного здоров'я та зі зростанням фокусування на власних невдачах, при проходженні інтерв'ю на посади в ІТ-сфері зростає тривожність. При цьому, тривожність стосовно зовнішнього вигляду під час інтерв'ю зростає, навпаки, у тих претендентів, які є інтерналами у професійних досягненнях та щодо власного життя загалом.

Ключові слова: тривожність, локус контролю, відбіркове інтерв'ю, працівники ІТ-сфери.

Introduction

Challenge problem.

There are many software developers in modern Ukraine who work in companies from various countries all around the world. Interviewing for positions in different IT companies differs, but contextually they all have one important feature: the software developer must prove that his/her thinking meets a company's formal criteria. However, these formal criteria will be different for each interviewer, even within an interview for the same project.

The evaluative nature of interviewing itself creates anxiety in an applicant for a vacant position (Rhymes, Bretz, & Gerhart, 1991). The feature of a technical interview for software engineers is not only the task unpredictability, but also decreased effectiveness of this task solving in public due to stress - performance anxiety (Glenn D Wilson and David Roland, 2002). Therefore, the purpose of candidate selection in companies that conduct technical interviews is to select not only technically literate specialists, but also those who can show themselves productive in stressful conditions.

Thus, we can conclude that a software developer's work and passing by him/her multi-stage interviews for positions in an IT company are different processes. An applicant can successfully pass all interviews, but

not cope with the job, or he/she can be a highly qualified specialist, but can have problems with interview passing. The ideal of professional success is to possess both skills simultaneously. Increased anxiety during interviews creates several psychological problems for IT professionals. These are, in particular, problems with understanding of questions, with memory, adequate behaviour, poor state of health, as a result, accumulated anxiety about interviews, decreased self-esteem, etc.

Theoretical analysis

Review of recent research and publications.

One of the most widely used methods of employee selection is an interview. This survey type can be described via its three main characteristics: structure, style and environment.

An interview structure is determined by a source of questions, an extent to which all applicants are asked the same questions and a system used to evaluate applicants' answers. Interviews can be highly, moderately, slightly structured or unstructured. Research works has clearly demonstrated that highly structured interviews are more reliable and valid than other types (Huffcutt & Arthur, 1994). In-depth expert interviews (cited from Sosniuk & Ostapenko, 2017), as a type of structured interviews, can be used for managerial positions in IT companies.

An interview style is determined by a number of job applicants and interviewers. Individual interviews involve one interviewer interviewing one applicant. Serial interviews include a series of individual interviews. Reverse interviews are similar to serial interviews, but there is a time gap between the first interview and the next interview. Specifically, a candidate may have an interview with an HR manager and then return a week later for an interview with a vice president. In group interviews, multiple interviewers ask questions and evaluate the same applicant's answers at the same time, or multiple applicants participate in the interview at the same time.

As for environment, interviews also differ in how personal they are. During face-to-face interviews, an interviewer and an applicant are in the same room. Telephone interviews are often used to screen candidates, but they do not allow the use of visual cues. Interviews in a video conference mode are conducted in geographically remote locations. In this case, an applicant and an interviewer can hear and see each other, but an absent direct contact, poor image or sound reduces such interview quality compared to an in-person interview. During written interviews, applicants answer a series of questions via email.

Feeling of anxious during an interview is a common problem in today's stressful and fast-paced work environment. This is especially true for

applicants for IT vacancies, as the evaluative and competitive nature of the selection process often causes anxiety, frustration, and distress (Rhymes, Bretz, & Gerhart, 1991). A key source of this anxiety is the interview procedure itself (Posthuma, Morgeson, & Campion, 2002). Therefore, anxiety is an integral part of the job interviewing process because it is a highly valued situation (Heimberg, Keller, & Peca-Baker, 1986). In addition, an interviewer, usually a stranger, can cause anxiety (Ayres, Keereetawee, Chen, & Edwards, 1998). Finally, job interviews often cannot be controlled by applicants, and this can lead to increased anxiety (Jones & Pinkney, 1989).

An applicant's anxiety during job interviews has serious consequences, as it can undermine the predictive validity of organised interviews and lead to the selection of less promising candidates. In particular, high anxiety may lead to low performance at an interview, despite the fact that the applicant may demonstrate high professional performance in the future. The study made by M. Schmit & A. Ryan, (1992) indicated that the predictive validity of selection with interviews was lower for individuals with high anxiety.

Early research on general anxiety, test anxiety and interactive anxiety was used as a basis to conceptualize the construct of interview anxiety. A close examination of existing theories in terms of general anxiety revealed that many of them were either unidimensional in their nature (Taylor, 1953) or examined separate states and traits (Endler et al., 1991). Given that interview anxiety was conceptualized as an interactional problem, differentiation of state or trait dimensions was previously unnecessary.

Many studies on test anxiety were performed within the educational context and focused on determining the dimensionality of the "test anxiety" construct (Spielberger & Vagg, 1995). It is now widely believed that test anxiety has two main components: performance anxiety (i.e., worry) and behavioural anxiety (i.e., emotionality) (Spielberger & Vagg, 1995).

There are quite a few studies on anxiety and its debilitating effects on human performance, some of which suggest that moderate agitation is ideal (Duffy, 1962). At the same time, some studies indicate that high anxiety are more likely to indicate low professional well-being (Pakhol, 2017). However, there are not enough studies on anxiety in the job interview context, where performance is a critical determinant of hiring decisions and anxiety levels are likely to be high. According to J. Ayres et al. (1998), key factors in hiring decisions include eye contact, body language, voice characteristics and projected confidence. Because high anxiety directly and negatively influences such cues (Freeman, Sawyer, & Behnke, 1997),

there is a need to understand and reduce anxiety to improve interview performance.

J. Cox and D. Schlueter (cited from Ayres et al. 1998) believe that the most important criteria for a successful job search process is demonstrated appropriate reactions and enthusiasm by both parties participating in an interview, because each party can be influenced by high anxiety or fear. According to J. Ayres et al. (1998), anxious people are less likely to be hired in both simulated and real situations, possibly because interviewers perceive high-anxious applicants as less reliable, less task-oriented and less socially attractive than low-anxious individuals.

R. Cattell (cited from Sells, 1958), studying an influence of anxiety on motivation, confirmed the postulate that anxiety arises due to the threat of deprivation from expected satisfaction when the threat does not have full cognitive certainty. Thus, if anxiety has a negative effect on motivation, then in the context of interview failure/passing, the motivation to search further for a new job may decrease in persons with high personal anxiety, which may shift into the career sphere due to an accumulated negative affect at each failed attempt. This assumption is interesting as a person who was formed as anxious during his/her growing may not understand the peculiarities of his/her character, and therefore does not know how to influence his/her feelings and behaviour in order to improve his/her psychological comfort during an interview and in an employer's refusal in the vacancy for which this person applied.

Interviewing for a job can be seen as a situation where an outcome largely depends on how a job applicant reveals his/her skills.

The effect of a reward or reinforcement on behaviour depends partly on whether a person perceives the reward as dependent on or independent of his/her behaviour. When a person perceives reinforcement as a consequence of his/her own actions, but not completely dependent on his/her efforts, then, in our culture, it is usually perceived as the result of luck, a chance, a fate, as an unforeseen success due to the intervention of some external forces. If a person interprets an event in this way, it is called a belief in external control; if he/she believes that the event depends on his/her behaviour or personal characteristics, it means belief in internal control (Rotter, 1966).

The main idea of Julian Rotter's social learning theory is that a personality is formed during an individual's interactions with his/her environment. He believed that it should not be argued that an individual's inner personal state does not depend on the environment. Also, it should not be assumed that behaviour is only an automatic reaction in response to an objective set of environmental stimuli. Most likely, it is necessary

to take into account both the personality (that is, the history of his/her learning and experience) and the environment (that is, the stimuli that the person perceives and responds to) to understand the person's behaviour. J. Rotter described personality as a relatively stable set of potentials for responding to situations in a certain way (Rotter, 1966).

The relationship between locus of control and anxiety has been investigated by many researchers. Thus, D. Watson (1967) proved that externals are more anxious than internals. R. Archer (1979) analysed numerous studies and also found that externality was associated with high anxiety. He believed that locus of control and anxiety as a personal trait were potentially interactive and likely to be jointly influenced by several factors. S.Wolk & D.Bloom (1978) found that people with an internal locus of control coped better with long-term stress, while people with an external locus tended to do poorly.

Despite the fact that there were a lot of studies on correlations of locus of control with personal and situational anxiety, the relations of locus of control with competition anxiety remains understudied. R. Martens (1977) explained competition anxiety as a "situation-specific" modification of personal anxiety described by C. Spielberger. Research work made by R. Martens (1977) demonstrated a tendency to perceive a threat in competitive situations and react to these feelings with apprehension as competition anxiety. Because an internally oriented person feels less threatened when he/she is in control, competitive anxiety is a modification of personality anxiety. The connection between internality and anxiety as a character trait was determined. It was hypothesized that competitive anxiety and internalization had a negative correlation.

S. Wolk, & J. DuCette (1973) suggested that individuals with an internal locus of control not only perceived themselves to be more capable of controlling reinforcement, but also preferred control to a greater extent than individuals with an external locus of control. Thus, for internals, self-knowledge can be a means of achieving control over reinforcement. Externals were less concerned with achieving an accurate self-evaluation, perhaps because it seemed less important to them because they saw themselves as less able to change their behaviour.

Thus, it can be assumed that during an interview, an applicant for a vacant position may have higher anxiety if he has a pronounced external locus of control.

Determination of parts of the general problem that were not highlighted before. Our empirical study on relations between various manifestations of anxiety and indicators of locus of control in applicants during interviews for filling vacant IT positions will complement the

numerous studies on this problem. Also, the obtained results can be used to develop recommendations for both HR employees and applicants themselves to improve the latter's psychological comfort during selection interviews.

The study aim is to analyse relations between various manifestations of anxiety and indicators of locus of control in applicants for filling IT vacant positions.

Research methodology

Presenting main material. To achieve the study goal, the following measures were used: McCarthy & Goffin's Measure of Anxiety in Selection Interviews (MASI) (McCarthy & Goffin, 2004) and J. Rotter's Locus of Control Scale (LC) (E. Ksenofontova, 1999).

MASI (Measure of Anxiety in Selection Interviews) is important for selecting and training of personnel in the IT industry, as it studies anxiety during an interview. It contains five main scales: communication anxiety (CA), appearance anxiety (AA), social anxiety (SA), performance anxiety (PA), and behavioural anxiety (BA).

Localization of personal control is a construct that describes a person's system of beliefs about where the forces (causes) lay that determine his/her fate and outcomes of any his/her action, in him/herself (internal locus of control) or in some external circumstances (external locus of control).

Correlation analysis (Pearson's r) was used for statistical data processing. Data processing was carried out using the statistical package SPSS v. 22 on the Windows 10 platform.

Sample. 36 software development specialists ($N = 36$) working in the IT industry took part in the study. The survey was conducted using the Google Forms service.

Research results

First of all, let us analyse the manifestation of anxiety among applicants for filling vacant IT positions with McCarthy & Goffin's Measure of Anxiety in Selection Interviews (MASI) (tab. 1)

Table 1

Frequency analysis for the data obtained with MASI

MASI scale code	Scale name	Mean	Median	Standard deviation	Skewness	Kurtosis
AA	Appearance anxiety	12,333	10,000	6,261	0,821	-0,497
BA	Behavioural anxiety	14,528	14,000	5,488	0,252	-0,371
SA	Social anxiety	15,139	14,500	6,193	0,343	-0,636
CA	Communicative anxiety	15,690	15,000	4,322	0,576	-0,011
PA	Performance anxiety	16,361	16,000	6,966	0,196	-1,037
General	General indicator of anxiety during the interview	74,056	71,000	22,610	0,313	-0,943

The analysed data according frequency distribution showed the following results in an ascending order: appearance anxiety (AA) ($M = 10, \sigma = 6.2$); behavioural anxiety (BA) ($M = 14, \sigma = 5.5$); social anxiety (SA) ($M = 14.5, \sigma = 6.2$); communicative anxiety (CA) ($M = 15, \sigma = 4.3$); performance anxiety (PA) ($M = 16, \sigma = 6.9$). The average overall anxiety score during the interview (General) was ($M = 71, \sigma = 22.61$). As can be seen from the results, the most pronounced was performance anxiety (PA) during the interview. This confirms the results described above, namely in the works of R. Martens (1977) and C. Spielberger & P. Vagg, (1995) that showed that a person felt increased anxiety in situations of public evaluation of outcomes of his/her activities. Appearance anxiety (AA) during the interview was the least pronounced of all scales. This data confirms the observations made by recruiters, who often indicated that IT workers did not take care of their appearance. That is, the respondents during interviews to fill vacant positions were more worried when they had to show examples of their own work (for example, a test task) and paid the least attention to others' opinion about their appearance.

Table 2 presents data analysis according to J. Rotter's Locus of Control Scale (LC).

Table 2

Frequency analysis for the data obtained with LC

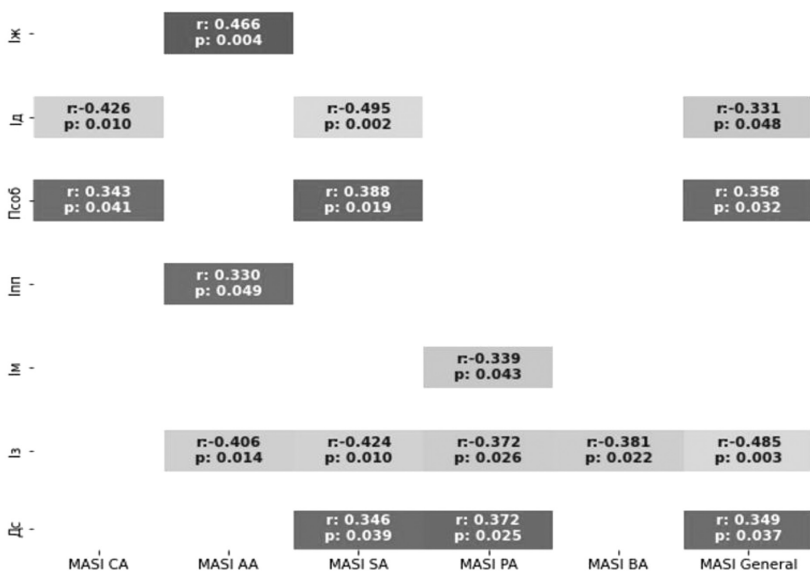
Scale code	Scale name	Mean	Median	Standard deviation	Skewness	Kurtosis
Дс	Readiness for independent planning, activities and responsibility for them	3,333	3	1,219	0,011	0,167
Ід	Internality in the field of achievements	2,278	2,5	1,085	-0,595	-0,228
Іп	Internality in professional work	0,861	1	1,437	0,257	-0,171
Імо	Responsibility in interpersonal relations	0,667	1	1,265	0,319	0,258
Іпс	Professional-social aspect of internality	0,583	0	1,079	0,928	0,22
Ін	Internality in the field of failures	0,278	0	1,386	0,491	-0,603
Ія	Internality when describing personal experience	0	0	1,639	0,289	-0,181
Іпп	Professional-procedural aspect of internality	-0,278	0	1,111	0,062	0,036
Оа*	Denial of an activity *	-0,306	0	1,215	-0,261	-0,76
Іж	Internality in judgments about life in general	-0,472	-1	1,594	1,021	2,995
Іс	Internality in family relations	-1,25	-1	1,251	0,041	-0,573
Ісоб*	Tendency to self-accusation *	-2	-2,5	1,773	0,912	0,976
Із	Internality in health	-2,167	-2	1,665	0,004	-0,951
Імк	Competence in interpersonal relations	-2,806	-3	1,191	0,032	1,013
Дт	Readiness for activities to overcome difficulties	-3,028	-3	1,158	-0,294	0,06
Ім	Internality in interpersonal communication	-3,472	-3	2,104	-0,324	1,655
Іо	Scale of general internality	-3,444	-4	2,591	0,7	0,371
* – inverse scale						

The data analysis indicates that the studied sample showed internality in the areas of: achievements ($M = 2.5, \sigma = 1$); tendency to self-accusation ($M = -2.5, \sigma = 1.773$ – inverted scale); readiness for independent planning, activities and responsibility for them ($M = 3, \sigma = 1.219$). At the same time, the respondents showed externality in the following areas: health ($M = -2, \sigma = 1.66$); competence in interpersonal relations ($M = -3, \sigma = 1.191$); interpersonal communication ($M = -3, \sigma = 2.104$ – inverted scale);

readiness for activities to overcome difficulties ($M = -3, \sigma = 1.158$). The overall internality was negative ($M = -4, \sigma = 2.59$), i.e., in general, the respondents were externals.

As a result, we can conclude that the respondents planned independently their activities and felt their own responsibility for achievements in life. At the same time, they were prone to self-accusation. They rely on external circumstances in the fields of health, interpersonal relationships, overcoming difficulties. Thus, the IT representatives in the studied sample were mostly externals, that is, they believed that circumstances occurring in their own lives were mostly coincidence.

Fig. 1 presents relations between interview anxiety (MASI) and locus of control (LC).



Note:

Іж – internality in judgments about life in general; **Ід** – internality in the field of achievements; **Псоб** – tendency to self-accusation; **Іпн** – professional-procedural aspect of internality; **Ім** – internality in interpersonal communication; **Із** – internality in the field of health; **Дс** – readiness for independent planning, activities and responsibility for them. **AA** – Appearance anxiety; **BA** – Behavioral anxiety; **SA** – Social Anxiety; **CA** – Communication Anxiety; **PA** – Performance Anxiety.

Рис. 1. Relations between LC scales and MASI scales

Evaluating the results obtained for relations between interview anxiety and locus of control (Fig. 1), we can state the following.

Applicants' communicative anxiety (CA) during the interview increases if they believe that causes of their achievements (Ід) are coincidence and lack ($r = -0,426, p = 0,01$) and with increased self-accusation (Ісоб) for their failures ($r = 0,343, p = 0,041$).

Appearance anxiety (AA) among applicants for IT positions increases when they understand that their life results in general (Іж) depends on themselves ($r = 0,466, p = 0,004$); professional success (Іпн) depends on their specific actions ($r = 0,331, p = 0,049$) and with decreased responsibility for their health (Із) ($r = -0,406, p = 0,014$).

Social anxiety (SA) or worry about the quality of social interactions during interviews among applicants for IT positions increases if they believe that the causes of their achievements (Ід) are a combination of random factors ($r = 0,495, p = 0,02$); when focusing on self-accusation (Ісоб) concerning their failures ($r = 0,388, p = 0,019$); with decreased responsibility for their health (Із) ($r = 0,424, p = 0,01$) and, at the same time, with increased internal readiness for independent planning and subsequent implementation of professional activities (Дс) ($r = 0,346, p = 0,039$).

Performance anxiety (PA) during the interview, i.e., anxiety about the assessment of work (test task) results demonstrated by the respondents, increases with awareness of their inability to influence the result of interpersonal communication (Ім) ($r = 0,339, p = 0,043$); with decreased responsibility for their health (Із) ($r = 0,372, p = 0,026$) and with increased internal readiness for independent planning and subsequent implementation of professional activities (Дс) ($r = 0,372, p = 0,025$).

Behavioural anxiety (BA) or a feeling of physical tension, excessive emotionality during interviews for IT positions increases when such an applicant believes that his/her health condition depends solely on external circumstances (Із) and he/she in no way can influence it ($r = 0,381, p = 0,022$).

In general, anxiety (general) during interviews for IT positions increases if applicants believe that their professional and life achievements (Ід) are the result of random circumstances ($r = 0,331, p = 0,048$) and their state of health is exclusively an outcome of external factors ($r = 0,485, p = 0,003$); at the same time, anxiety increases if they blame themselves when analysing failures (Ісоб) ($r = 0,358, p = 0,032$); with increased internal readiness for independent planning and subsequent implementation of professional activities (Дс) and with increased responsibility for work ($r = 0,349, p = 0,037$).

Discussion

In general, the obtained results partially confirmed previous studies on the relations between externality and increased anxiety (Archer (1979); Martens (1977); Wolk, & DuCette (1973)). So, we specified that the respondents showing externality in the field of achievements, their own health and with increased focus on their own failures had high anxiety when interviewing for IT positions. On the contrary, anxiety about own appearance during the interview increased among those applicants who were internal as for professional achievements and about their own life in general. This statement requires additional research and clarification.

Conclusions

Personnel selection for IT positions takes place in the form of special interviews. Their types are distinguished depending on their structure, style and environment. The problem of interview anxiety has a long history of research, although the vast majority of studies was focused on general personality anxiety as a state. Some research work searched for links between applicants' locus of control and their anxiety. The performed empirical research indicate that the respondents had mainly an external locus of control, so, they believed that most of the circumstances occurring in their lives were coincidences. This was especially evident in the areas of: health, interpersonal relationships, and readiness for activities related to overcoming difficulties. At the same time, the respondents classified themselves as internal in the field of personal achievements.

The distinction between different types of anxiety depending on the types of personality activities, for example during the demonstration of sports and professional achievements, is not widely presented in modern studies. Our research revealed that the most pronounced among applicants for IT positions was performance anxiety, understood as anxiety regarding external evaluation of their professional results during selection interviews.

An increase in communicative, social, general anxiety during an interview is related to applicants' externality in the field of achievements and their own health, while anxiety regarding appearance during an interview, on the contrary, increased in internal persons; this fact requires additional studies.

We see **the prospects for further research** in the development of recommendations based on the received empirical results to improve applicants' psychological comfort during the interview.

Declaration of conflict of interest. The authors declare no potential conflicts of interest regarding the research, authorship and/or publication of this article.

Список використаних джерел

- Archer, R. P. (1979). Relationships between locus of control and anxiety. *Journal of Personality Assessment*, 43(6), 617–626. DOI: https://doi.org/10.1207/s15327752jpa4306_10
- Ayres, J., Ayres, DM, Sharp, D. (1993). “A progress report on the development of an instrument to measure communication apprehension in employment interviews”. *Communication Research Reports*, 10, 87–94.
- Ayres, J., Crosby, S. (1995). “Two studies concerning the predictive validity of the personal report of communication apprehension in employment interviews”. *Communication Research Reports*, 12, 145–151.
- Ayres, J., Keereetawee, P. C., Chen, P, Edwards, P. A. (1998). “Communication apprehension and employment interviews”. *Communication Education*, 47, 1–17.
- Duffy, E. (1962). *Activation and behavior*. Wiley.
- Endler, N. S., Parker, J. D., Bagby, R. M., & Cox, B. J. (1991). Multidimensionality of state and trait anxiety: factor structure of the Endler Multidimensional Anxiety Scales. *Journal of personality and social psychology*, 60(6), 919–926. DOI: <https://doi.org/10.1037//0022-3514.60.6.919>
- Freeman, T. & Sawyer, C. & Behnke, R. (1997). Behavioral inhibition and the attribution of public speaking state anxiety. *Communication Education* 46, 175–187. DOI: <http://dx.doi.org/10.1080/03634529709379089>
- Finn, A. N., Sawyer, C. R., & Behnke, R. R. (2009). A model of anxious arousal for public speaking. *Communication Education*, 58(3), 417–432. DOI: <https://doi.org/10.1080/03634520802268891>
- Heimberg, R. G., Keller, K. E., & Peca-Baker, T. A. (1986). Cognitive assessment of social-evaluative anxiety in the job interview: Job Interview Self-Statement Schedule. *Journal of Counseling Psychology*, 33(2), 190–195. DOI: <https://doi.org/10.1037/0022-0167.33.2.190>
- Huffcutt, Allen & Arthur, Jr, Winfred. (1994). Hunter and Hunter (1984) Revisited: Interview Validity for Entry-Level Jobs. *Journal of Applied Psychology*. 79, 184–190. DOI: <https://doi.org/10.1037/0021-9010.79.2.184>
- Jones, & Pinkney (1989). An Exploratory Assessment of the Sources of Job-Interviewing Anxiety in College Students. *Journal of College Student Development*, 30, 6, 553–560.
- Martens, R. (1977). *Sport Competition Anxiety Test*. Champaign, IL: Human Kinetics Publishers. DOI: <https://doi.org/10.1037/t27556-000>
- Mccarthy, Julie & Goffin, Richard. (2004). Measuring Job Interview Anxiety: Beyond Weak Knees and Sweaty Palms. *Personnel Psychology*, 57, 607–637. DOI: <https://doi.org/10.1111/j.1744-6570.2004.00002.x>
- Pakhol, B. E. (2017). Professional well-being: an overview of key concepts and scientific research of the phenomenon. *Український психологічний журнал*, 2, 106–139. DOI: [http://doi.org/10.17721/upj.2017.2\(4\).9](http://doi.org/10.17721/upj.2017.2(4).9)
- Posthuma & Morgeson & Campion (2002). Beyond employment interview

validity: A comprehensive narrative review of recent research and trends over time. *Personnel Psychology*, 55, 1–81. DOI: <https://doi.org/10.1111/j.1744-6570.2002.tb00103.x>

Rotter, J. B. (1966). Generalized expectancies for internal versus external control of reinforcement. *Psychological monographs*, 801, 1–28.

Rynes & Bretz, & Gerhart (1991). The importance of recruitment in job choice: A different way of looking. *Personnel Psychology*, 44, 487–521.

Rynes, S. L., and Gerhart, B. (1990). “Interviewer Assessments of Applicant ‘Fit’: An Exploratory Investigation”. *Personnel Psychology*, 43, 13–35.

Sawyer, C. & Behnke, R. (1999). State anxiety patterns for public speaking and the behavior inhibition system. *Communication Reports*, 12:1, 33–41. DOI: <https://doi.org/10.1080/08934219909367706>

Sells, S. B. (1958). Review of *Personality and Motivation Structure and Measurement*, by R. B. Cattell. *The American Journal of Psychology*, 71(3), 620–628. DOI: <https://doi.org/10.2307/1420273>

Spielberger, C. D. (1972). *Conceptual and Methodological Issues in Anxiety Research*. In C. D. Spielberger (Ed.). *Anxiety: Current Trends in Theory and Research* (Vol. 2, pp. 481–493). New York: Academic Press. DOI: <http://dx.doi.org/10.1016/B978-0-12-657402-9.50013-2>

Spielberger, C. D., & Vagg, P. R. (Eds.). (1995). *Test anxiety: Theory, assessment, and treatment*. Taylor & Francis.

Schmit, M. J., & Ryan, A. M. (1992). Test-taking dispositions: A missing link? *Journal of Applied Psychology*, 77(5), 629–637. DOI: <https://doi.org/10.1037/0021-9010.77.5.629>

Schmidt, N. B., Lerew, D. R., & Jackson, R. J. (1997). “The role of anxiety sensitivity in the pathogenesis of panic: Prospective evaluation of spontaneous panic attacks during acute stress”. *Journal of Abnormal Psychology*, 106, 355–364.

Taylor, J. A. (1953). “A personality scale of manifest anxiety”. *Journal of Abnormal and Social Psychology*, 48, 285–290.

Taylor, Janet A. (1951). “The relationship of anxiety to the conditioned eyelid response”. *J. exp. Psychol*, 41, 81–92.

Taylor, S., Koch, W. J., & Crockett, D. J. (1991). “Anxiety sensitivity, trait anxiety, and the anxiety disorders”. *Journal of Anxiety Disorders*, 5, 292–311.

Watson, D. (1967). “Relationship between low of control and anxiety”. *Journal of Personality and Social Psychology*, 6, 91–92.

Wilson & Roland (2002). *Performance Anxiety. The Science & Psychology of Music Performance: Creative Strategies for Teaching and Learning*. DOI: <https://doi.org/10.1093/acprof:oso/9780195138108.003.0004>

Wolk, S., & Bloom, D. (1978). “The interactive effects of locus of control and situational stress upon performance accuracy and time”. *Journal of Personality*, 46, 279–298. DOI: <https://doi.org/10.1111/j.1467-6494.1978.tb00180.x>

Wolk, S., & DuCette, J. (1973). The moderating effect of locus of control in relation to achievement-motivation variables. *Journal of Personality*, 41(1), 59–70. DOI: <https://doi.org/10.1111/j.1467-6494.1973.tb00660.x>

Ксенофонтowa, Е. Г. (1999). Исследование локализации контроля личности – новая версия методики «Уровень субъективного контроля». *Психологический журнал*, 20, 2, 103–114.

Соснюк, О. П., & Остапенко, І. В. (2017). Психологічний аналіз типових проблемних ситуацій у системі професійної взаємодії управлінців. *Український психологічний журнал*, (3), 165–181. DOI: [http://doi.org/10.17721/upj.2017.3\(5\).15](http://doi.org/10.17721/upj.2017.3(5).15)

References

- Archer, R. P. (1979). Relationships between locus of control and anxiety. *Journal of Personality Assessment*, 43(6), 617–626. DOI: https://doi.org/10.1207/s15327752jpa4306_10
- Ayres, J., Ayres, DM, Sharp, D. (1993). “A progress report on the development of an instrument to measure communication apprehension in employment interviews”. *Communication Research Reports*, 10, 87–94.
- Ayres, J., Crosby, S. (1995). “Two studies concerning the predictive validity of the personal report of communication apprehension in employment interviews”. *Communication Research Reports*, 12, 145–151.
- Ayres, J., Keeretaweep, P. C., Chen, P, Edwards, P. A. (1998). “Communication apprehension and employment interviews”. *Communication Education*, 47, 1–17.
- Duffy, E. (1962). *Activation and behavior*. Wiley.
- Endler, N. S., Parker, J. D., Bagby, R. M., & Cox, B. J. (1991). Multidimensionality of state and trait anxiety: factor structure of the Endler Multidimensional Anxiety Scales. *Journal of personality and social psychology*, 60(6), 919–926. DOI: <https://doi.org/10.1037//0022-3514.60.6.919>
- Freeman, T. & Sawyer, C. & Behnke, R. (1997). Behavioral inhibition and the attribution of public speaking state anxiety. *Communication Education* 46, 175–187. DOI: <http://dx.doi.org/10.1080/03634529709379089>
- Finn, A. N., Sawyer, C. R., & Behnke, R. R. (2009). A model of anxious arousal for public speaking. *Communication Education*, 58(3), 417–432. DOI: <https://doi.org/10.1080/03634520802268891>
- Heimberg, R. G., Keller, K. E., & Peca-Baker, T. A. (1986). Cognitive assessment of social-evaluative anxiety in the job interview: Job Interview Self-Statement Schedule. *Journal of Counseling Psychology*, 33(2), 190–195. DOI: <https://doi.org/10.1037/0022-0167.33.2.190>
- Huffcutt, Allen & Arthur, Jr, Winfred. (1994). Hunter and Hunter (1984) Revisited: Interview Validity for Entry-Level Jobs. *Journal of Applied Psychology*. 79, 184–190. DOI: <https://doi.org/10.1037/0021-9010.79.2.184>
- Jones, & Pinkney (1989). An Exploratory Assessment of the Sources of Job-Interviewing Anxiety in College Students. *Journal of College Student Development*, 30, 6, 553–560.
- Martens, R. (1977). *Sport Competition Anxiety Test*. Champaign, IL: Human Kinetics Publishers. DOI: <https://doi.org/10.1037/t27556-000>
- Mccarthy, Julie & Goffin, Richard. (2004). Measuring Job Interview Anxiety: Beyond Weak Knees and Sweaty Palms. *Personnel Psychology*, 57, 607–637. DOI: <https://doi.org/10.1111/j.1744-6570.2004.00002.x>
- Pakhol, B. E. (2017). Professional well-being: an overview of key concepts and scientific research of the phenomenon. *Український психологічний журнал*, 2, 106–139. DOI: [http://doi.org/10.17721/upj.2017.2\(4\).9](http://doi.org/10.17721/upj.2017.2(4).9)
- Posthuma & Morgeson & Campion (2002). Beyond employment interview validity: A comprehensive narrative review of recent research and trends over time.

Personnel Psychology, 55, 1–81. DOI: <https://doi.org/10.1111/j.1744-6570.2002.tb00103.x>

Rotter, J. B. (1966). Generalized expectancies for internal versus external control of reinforcement. *Psychological monographs*, 801, 1–28.

Rynes & Bretz, & Gerhart (1991). The importance of recruitment in job choice: A different way of looking. *Personnel Psychology*, 44, 487–521.

Rynes, S. L., and Gerhart, B. (1990). “Interviewer Assessments of Applicant ‘Fit’: An Exploratory Investigation”. *Personnel Psychology*, 43, 13–35.

Sawyer, C. & Behnke, R. (1999). State anxiety patterns for public speaking and the behavior inhibition system. *Communication Reports*, 12:1, 33–41. DOI: <https://doi.org/10.1080/08934219909367706>

Sells, S. B. (1958). Review of *Personality and Motivation Structure and Measurement*, by R. B. Cattell. *The American Journal of Psychology*, 71(3), 620–628. DOI: <https://doi.org/10.2307/1420273>

Spielberger, C. D. (1972). *Conceptual and Methodological Issues in Anxiety Research*. In C. D. Spielberger (Ed.). *Anxiety: Current Trends in Theory and Research* (Vol. 2, pp. 481-493). New York: Academic Press. DOI: <http://dx.doi.org/10.1016/B978-0-12-657402-9.50013-2>

Spielberger, C. D., & Vagg, P. R. (Eds.). (1995). *Test anxiety: Theory, assessment, and treatment*. Taylor & Francis.

Schmit, M. J., & Ryan, A. M. (1992). Test-taking dispositions: A missing link? *Journal of Applied Psychology*, 77(5), 629–637. DOI: <https://doi.org/10.1037/0021-9010.77.5.629>

Schmidt, N. B., Lerew, D. R., & Jackson, R. J. (1997). “The role of anxiety sensitivity in the pathogenesis of panic: Prospective evaluation of spontaneous panic attacks during acute stress”. *Journal of Abnormal Psychology*, 106, 355–364.

Taylor, J. A. (1953). “A personality scale of manifest anxiety”. *Journal of Abnormal and Social Psychology*, 48, 285–290.

Taylor, Janet A. (1951). “The relationship of anxiety to the conditioned eyelid response”. *J. exp. Psychol*, 41, 81–92.

Taylor, S., Koch, W. J., & Crockett, D. J. (1991). “Anxiety sensitivity, trait anxiety, and the anxiety disorders”. *Journal of Anxiety Disorders*, 5, 292–311.

Watson, D. (1967). “Relationship between low of control and anxiety”. *Journal of Personality and Social Psychology*, 6, 91–92.

Wilson & Roland (2002). *Performance Anxiety. The Science & Psychology of Music Performance: Creative Strategies for Teaching and Learning*. DOI: <https://doi.org/10.1093/acprof:oso/9780195138108.003.0004>

Wolk, S., & Bloom, D. (1978). “The interactive effects of locus of control and situational stress upon performance accuracy and time”. *Journal of Personality*, 46, 279–298. DOI: <https://doi.org/10.1111/j.1467-6494.1978.tb00180.x>

Wolk, S., & DuCette, J. (1973). The moderating effect of locus of control in relation to achievement-motivation variables. *Journal of Personality*, 41(1), 59–70. DOI: <https://doi.org/10.1111/j.1467-6494.1973.tb00660.x>

Ksenofontova, E. G. (1999). Issledovanie lokalizatsii kontrolya lichnosti – novaya versiya metodiki «Uroven' sub"ektivnogo kontrolya» [Study of the localization of personality control – a new version of the methodology «The level of subjective control»]. *Psychological journal*, 20, 2, 103–114. [in Russian].

Sosniuk, O. P., Ostapenko, I. V. (2017). Psychological analysis of typical problem situations in the system of professional interaction of managers. *Ukrainian psychological journal*, 3, 165–181. [in Ukrainian]. DOI: [http://doi.org/10.17721/upj.2017.3\(5\).15](http://doi.org/10.17721/upj.2017.3(5).15)

A b s t r a c t

Pankovets V. L.,

PhD (Candidate of Psychological Sciences),
Ass. Prof.,
Associate Professor of the Department
of Social Psychology,
Taras Shevchenko National University of Kyiv
E-mail: vitaxxa@gmail.com

Sbitneva M. S.

Master of Psychology
Taras Shevchenko National University of Kyiv
E-mail: masha.sbitneva@gmail.com

THE RELATIONS OF APPLICANTS' ANXIETY AND THEIR LEVEL OF SUBJECTIVE CONTROL DURING INTERVIEWS FOR VACANT POSITIONS IN THE IT SPHERE

The article presents the results of a theoretical and empirical study on relations between various manifestations of anxiety and indicators of the locus of control in applicants for filling vacant IT positions. Researchers' views on anxiety and its types depending on life and professional situations are described. The performed theoretical analysis has shown that interview anxiety is a common problem in today's stressful and fast-paced work environment. This is especially true for applicants for IT vacancies, as the evaluative and competitive nature of the selection process often creates feelings of anxiety, frustration and distress. Accordingly, applicants' anxiety during job interviews has serious consequences, as it may undermine the predictive validity of the interviews and lead to the selection of less promising candidates. In particular, high anxiety may lead to low interview performance, despite the fact that the applicant may demonstrate high performance on professional tasks in the future. We empirically found that applicants for filling vacant IT positions during interviews were more anxious in situations where they had to show examples of their

work and cared the least about others' opinions about their appearance. As for general internality, the IT representatives in the studied sample were externals, they believed that most of the circumstances occurring in their own lives were a coincidence. This was the most evident in the areas of: health, interpersonal relationships and readiness for activities related to overcoming difficulties. At the same time, the respondents classified themselves as internal in the field of personal achievements. We found that the respondents showing externality in the field of achievements, their own health and with increased focus on their own failures had high anxiety when interviewing for IT positions. On the contrary, anxiety about the appearance during interviewing increases among those applicants who were internal in professional achievements and about their own life in general.

Key words: *anxiety, locus of control, selection interview, IT workers.*

Отримано – 02 квітня 2022

Рецензовано – 08 квітня 2022

Прийнято – 12 квітня 2022

Received – April 02, 2022

Revision – April 08, 2022

Accepted – April 12, 2022