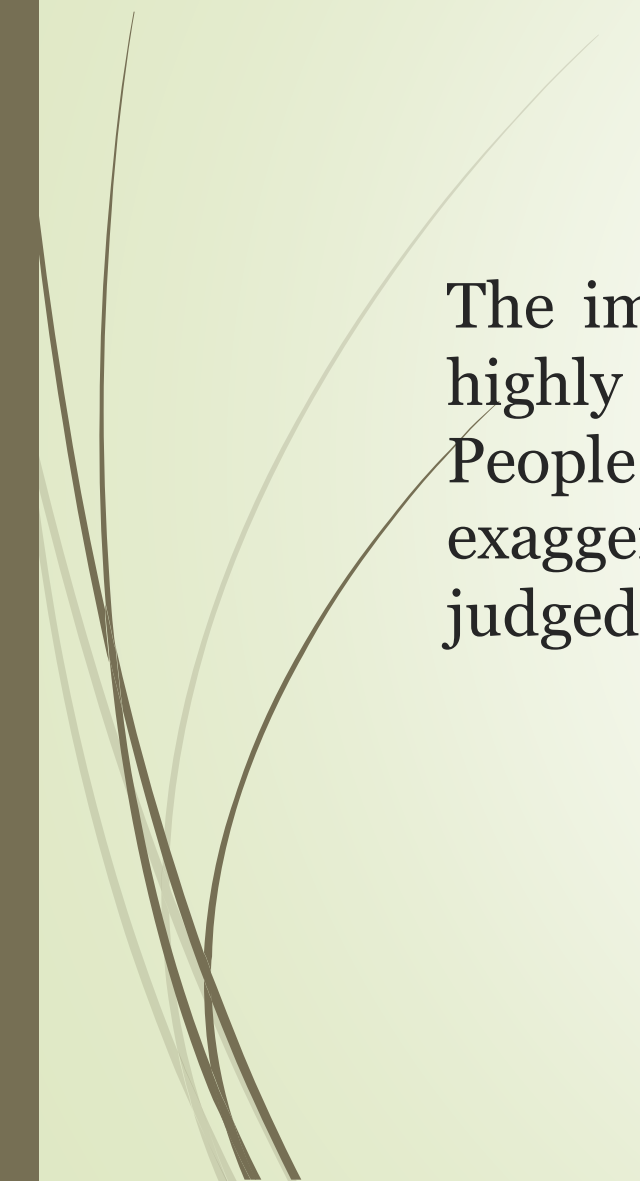




The Correlation of Demographic Profile and Imposter Phenomenon in the Work Performance of RPO Employees

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The impostor phenomenon is a psychological state in which a highly brilliant person questions their abilities and successes. People who experience impostorism think others have exaggerated views of their abilities and worry about being judged.



According to the Recruitment Process Outsourcing Association, recruitment process outsourcing (RPO) is a type of business process outsourcing (BPO) in which an employer transfers all or a portion of its hiring procedures to an outside service provider (RPOA).



Theoretical Framework: Conservation of Resources Theory

According to the notion of Conservation of Resources (Hobfoll, 1989), resources are crucial for avoiding stress-related outcomes.



Participants:

Participants are from an RPO company with no gender, age, position in the company preference.



Instrument: Clance IP Scale

The Impostor Test was created to assist people in determining whether they possess IP traits and, if so, to what extent. to what degree they are in pain.

Sample questions from Clance IP Scale

1. I have often succeeded on a test or task even though I was afraid that I would not do well before I undertook the task.

1 (not at all true) 2 (rarely) 3 (sometimes) 4 (often) 5 (very true)

2. I can give the impression that I'm more competent than I really am.

1 (not at all true) 2 (rarely) 3 (sometimes) 4 (often) 5 (very true)

3. I avoid evaluations if possible and have a dread of others evaluating me.

1 (not at all true) 2 (rarely) 3 (sometimes) 4 (often) 5 (very true)

4. When people praise me for something I've accomplished, I'm afraid I won't be able to live up to their expectations of me in the future.

1 (not at all true) 2 (rarely) 3 (sometimes) 4 (often) 5 (very true)