Abstract

The thesis addresses response consistency in questionnaires, the concept of integrity and use of integrity tests. Next chapter deals with consistency and describes possible sources of response variability and scales which is used for consistency measurement. The third chapter addresses response distortion and methods of its measurement. Last part describes cognitive functions which could affect answering a questionary and introduces a relation between psychopathological symptoms and questionary responses.

The empirical part of the thesis studies response consistency in each category and relation between integrity test in work environment, consistency and demographic data of respondents.

Difference between a number of identical answers about social desirability and about neutral information showed statistical significance. Therefore, hypotheses about the highest consistency in neutral information was supported. The thesis also revealed that a higher score in interference relates to a higher score of consistency. Finally, two correlations were found out. First was a positive correlation between integrity and number of years respondents have worked, second was a negative correlation between interference and age.

**Keywords:** integrity, social desirability, consistency, validity, counterproductive behaviour