Abstract
The effects of social perceptions (competence, warmth/sociability, and morality) on interview performance ratings within an asynchronous video interview setting were tested in the current study. Participants (N = 96) completed a mock asynchronous video interview and a Big Five personality inventory. Two independent groups of observers coded the asynchronous video interviews for either social perceptions or interview performance ratings. As expected, both personality and interview performance ratings were correlated with social perceptions. Furthermore, social perceptions either partially or fully mediated the effect of personality on interview performance ratings. These findings indicate that social perceptions may affect employment interview outcomes and at least partially stem from the applicants’ Big Five personality. Implications and future directions for research were discussed.

Introduction
Many factors could affect interview performance results, including applicant performance, rater biases, and rating system errors (Huffcutt, Conway, Roth, & Stone, 2001; Roth, Van Iddekinge, Huffcutt, Eidson, & Schmit, 2005). Social perceptions are perceptions of others reflecting evolutionary pressures (Fiske, Cuddy, & Glick, 2007). Both the two universal dimensions, warmth and competence, could be used by social animals (including humans) to immediately determine others’ intentions as good or ill. Researchers further compared the difference between moral characters and social warmth, and separated morality as a distinct dimension (e.g., Goodwin, 2015). These feelings could cause significant outcomes in business interactions including hiring, performance evaluation, and resources relocation (Cuddy, Glick, & Beninger, 2011).

Social factors are related to interview performance (Posthuma, Morgeson, & Campion, 2002). People could evaluate others during very brief interactions (thin slices; e.g., Brenner et al., 2016) In a recent study, researchers used social perceptions, specifically warmth and competence, to predict interview ratings and found moderate correlations (Amral, Powell, & Ho, 2019). Thus, the present study used three dimensions of social perception model, competence, sociability, and morality, to study their potential mediating effects between interviewees’ Big Five model of personality and interviewer ratings.

Hypotheses: Social perceptions (warmth/sociability, competence, and morality) correlate with (1) the Big Five model of personality and (2) behavior-based interview performance ratings, and (3) mediate the correlation between the Big Five model of personality and behavior-based interview performance.

Method
Participants
96 undergraduate students took a one-way video interview and a personality questionnaire.

Measures
FFM traits. The FFM traits were assessed with the 300 item NEO-PI-R Facet measures from the International Personality Item Pool (Goldberg et al., 2006).

Interview performance. The faculty created a behaviorally anchored rating scale, ranging from 1 to 5 and varied by content, to determine the overall score for each interview question.

Social Perceptions. Warmth/Sociability include communal, friendly, warm, happy, popular, sociable, and humorous. Morality include good-natured, sincere, well-intentioned, trustworthy, honest, and reliable. Competence include capable, intelligent, efficient, skillful, confident, competent, and agentic (Amaral et al., 2019; Fiske et al., 2007).

Results

Discussion
The present study found some support for the mediating effect of social perceptions between the Big Five model of personality and AVI performance ratings. Although additional research should be conducted to replicate the results, the present study identified a potential important role of social perceptions in the mechanism of AVI ratings. If future studies could replicate our results, it would solidify the theoretical and practical implications of the present study.

References