chromatography/spectrometry technique. The latest innovation in drug testing uses a strip that is dipped into a urine sample (similar to a home pregnancy test), allowing organizations to test applicants and receive results on the spot.

2. *Hair analysis.* Samples of hair are analyzed using the same techniques as those used to measure urine samples. Chemicals remain in the hair as it grows, so it can provide a longer record of drug use. Hair analysis is more expensive than urinalysis.
3. *Pupillary reaction test.* The reaction of the pupil to light is assessed. The pupils will react differently when the applicant is under the influence of drugs than when the applicant is drug-free.
4. *Performance tests.* Hand-eye coordination is assessed to see if there is impairment compared with the standard drug-free reactions. One of the limitations of performance tests in a selection context is that there may be no feasible means of establishing a baseline against which performance is compared. Thus, performance tests are usually more suitable for testing employees than applicants.
5. *Integrity test.* Many integrity tests contain a section with 20 or so items that ask applicants about past and present drug use (e.g., "I only drink at work when things get stressful") as well as attitudes toward drug use (e.g., "How often do you think the average employee smokes marijuana on the job?"). Of course, such tests are susceptible to denial or deliberate falsification.

## Administration

For the results of drug tests to be accurate, precautions must be taken in their administration. When collecting samples to be tested, care must be exercised to ensure that the sample is authentic and not contaminated. The US Department of Health and Human Services has established specific guidelines that must be followed by federal agencies (and are good guidelines to follow in the private sector as well).[136]

The testing itself must be carefully administered. Large labs process thousands of samples each day. Hence, human error can occur in the detection process. In addition, false-positive results can be generated due to cross-reactions. This means that a common compound (e.g., poppy seeds) may interact with the antibodies and mistakenly identify a person as a substance abuser. Prescription medications may also affect drug-test results. One new complicating factor in evaluating drug-test results is the use of adulterants that mask the detection of certain drugs in the system. Although most adulterants can be tested, not all are easily detected, and many firms are unaware they can ask drug companies to test for adulterants.

For the testing to be carefully administered, two steps need to be taken. First, care must be taken in the selection of a reputable drug-testing firm. Various certification programs, such as the College of American Pathologists and the National