

Integritätstests Als Instrumente Der Personalwirtschaft - Moritz Alexander Claassen

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Der Integritätstest ist ein Instrument der Personalwirtschaft und dient der Berufseignungsdiagnostik. Er wurde zu dem Zweck entwickelt, die Integrität eines Bewerbers zu messen und somit ein mögliches schädigendes Verhalten am Arbeitsplatz vorhersagen zu können (Ones et al. 2001). Integritätstests sind ausschließlich kommerziell genutzte Instrumente zur Personalauswahl (Marcus et al. 1997). Wie bei allen eignungsdiagnostischen Verfahren wird durch Integritätstests versucht, die Personalauswahl gegenüber einer Zufallsauswahl oder alternativen Instrumenten zu verbessern (Marcus 2000). In den USA werden Integritätstests zur Personalauswahl bereits seit ca. 50 Jahren eingesetzt und heutzutage bei ca. 50 Prozent der Bewerbungsverfahren durchgeführt. Es gibt über 40 verschiedene Verfahren. In Deutschland ist die Messung der Integrität noch nicht so populär: Die ersten Tests wurden Ende der 1990er Jahre angewendet, die Einsatzhäufigkeit liegt bei unter 1 Prozent. Jedoch soll der Einsatz der Tests in den nächsten Jahren stark zunehmen (Frintrup et al. 2004). Author: Claassen, Moritz Alexander Publisher: GRIN Verlag Illustration: N Language: GER Title: Integritätstests als Instrumente der Personalwirtschaft Pages: 00016 (Encrypted PDF) On Sale: 2009-01-01 SKU-13/ISBN: 9783640258147 Category: Business & Economics : General

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