

Vor- Und Nachteile Mehrstufiger Personalauswahlverfahren (assessment Center) - , Frank Hau?

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Die Einstellung von Mitarbeitern schafft Bindungen und Beziehungen, die lange wirken und in der Regel nur sehr aufwendig, vor allem aus finanzieller Sicht, beendet werden können. Nicht zuletzt hängt der Erfolg eines Unternehmens von der Auswahl der richtigen Mitarbeiter und daraus resultierend von deren erbrachten Arbeitsleistungen ab. Ein Unternehmen kann nur so gut wie seine Mitarbeiter sein. In der vorliegenden Hausarbeit sollen mehrstufige Personalauswahlverfahren näher betrachtet werden. Insbesondere setzen wir uns mit ihren Vor- und Nachteilen auseinander. Dies geschieht am Beispiel des Assessment Centers, dem wohl objektivsten und differenziertesten Auswahlverfahren. Auf andere Formen der mehrstufigen Personalauswahlverfahren, wie zum Beispiel multimodale Interviews oder sogenannte Testbatterien, die sich aus psychologischen Tests, Leistungstests, und Tests, die die soziale Kompetenz prüfen, zusammensetzen, wird hier nicht näher eingegangen. Auch wird den Assessment Centern in der von uns verwendeten Literatur das höchste Gewicht beigemessen, da sie jegliche Formen der Personalauswahlverfahren unter ihrem Dach zusammenbringen können. Des weiteren geben wir einen Überblick über die Entstehungsgeschichte des Assessment Centers sowie dessen Ablauf und die gängigsten Anwendungsverfahren, sowie über Standards, die bei der Durchführung zu beachten sind. Im Resümee gewichten und bewerten wir die Vor- und Nachteile des Assessment Centers und gehen daraus resultierend auf die Sinnhaftigkeit ihres Einsatzes ein. Author: Müller, Dennis Author: Hau, Frank Publisher: GRIN Verlag Illustration: N Language: GER Title: Vor- und Nachteile mehrstufiger Personalauswahlverfahren (Assessment Center) Pages: 00031 (Encrypted PDF) On Sale: 2004-01-01 SKU-13/ISBN: 9783638284974 Category: Business & Economics : General

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