

# Prüfungsthemen (MA HPSTS) aus der VL HPSTS

## (05/2022)

<b>Introduction</b>	Definition of personnel psychology and HRM Basic principles underlying personnel selection and related problems Basic approaches for personnel selections Basic approaches for personnel development
<b>Quality Standards...</b>	Standards for quality of assessments in Europe Goals and contents of DIN 33430 Legal aspects of personnel work
<b>Performance Assessm. and Feedback</b>	Basic types of performance Determinants of judgment quality Principles of a good appraisal interview
<b>PO-Fit</b>	Definition, forms and measurement of PO-fit Effects of PO-fit Interventions to improve PO-fit
<b>Self-Management</b>	Basic approaches to self-management Self-leadership theory Time management
<b>Excellence</b>	Basic insights and models Deliberate practice (in sports) The actitope model of excellence
<b>Careers and new ways of PS</b>	Careers and transitions Gaining applications of potential candidates Chances and risks of E-HRM
<b>Coaching, Mentoring...</b>	Coaching: Definition and methods Methods for organizational socialization Coaching: Effects

<b>Demographic Changes</b>	Effects of demographic change Life stage-oriented personnel policies Age-differentiated leadership
<b>International Placement</b>	Selection for international placements: Overview of Findings Forms, goals and risks of international placements Preparation of international placements
<b>Fairness &amp; Acceptance</b>	Fairness and justice in PS and PD Benefits of personnel selection

## **Prüfungsthemen (MA HPSTS) aus dem Seminar HPSTS**

**(05/2022)**

### **Personnel Selection: Job Analysis**

1. Describe the Critical Incident Technique and its practical applications!

### **Personnel Selection: Employment Interview**

2. Describe advantages and disadvantages of structured employment interviews!

### **Intrinsic Motivation**

3. Please define intrinsic motivation and extrinsic motivation. How is the relationship between intrinsic and extrinsic motivation?

### **Personnel Development: Effectiveness of Coaching**

4. Please evaluate the effectiveness of coaching on the basis of meta-analytical evidence!

### **Creativity and Innovation**

5. Please describe the relationship between intelligence and creativity and present at least 2 techniques for improving innovation in organizations