

**Prüfungsthemen (MA HPSTS) aus der VL HPSTS 2 für Studierende von  
KPP und CAN (07/2015)**

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| <b>Introduction</b>                          | Definition of personnel psychology and HRM<br>Basic principles underlying personnel selection and related problems                      |
| <b>BA Knowledge (PS)</b>                     | Three approaches to aptitude testing (brief overview)<br>Results from one selected meta-analysis in personnel selection                 |
| <b>BA Knowledge (PD)</b>                     | Definition of personnel development and reasons for personnel development<br>Effects (benefits) of personnel development                |
| <b>Performance Assessm.<br/>and Feedback</b> | Basic types of performance<br>Determinants of judgment quality<br>Principles of a good appraisal interview                              |
| <b>PO-Fit</b>                                | Definition, forms and measurement of PO-fit<br>Effects of PO-fit<br>Interventions to improve PO-fit                                     |
| <b>Excellence</b>                            | Basic insights and models<br>Deliberate practice (in sports)<br>The actitope model of excellence  |
| <b>Coaching, Mentoring</b>                   | Methods for organizational socialization<br>Coaching: Definition and methods<br>Coaching: Effects                                       |
| <b>International Placement</b>               | Forms, goals and risks of international placements<br>Selection for international placements<br>Preparation of international placements |
| <b>Fairness &amp; Acceptance</b>             | Benefits of personnel selection<br>Fairness and justice in PS and PD  |