Prüfungsthemen (MA HPSTS) aus der VL HPSTS 2

(05/2020)

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

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

Prüfungsthemen (MA HPSTS) aus dem Seminar HPSTS 2
(05/2020)

Personnel Selection: Job Analysis

1. Describe the sequence of the Critical Incident Technique!

Personnel Selection: Employment Interview

2. Describe advantages and disadvantages of structured employment interviews!

Personnel Assessment: Performance Appraisal

3. What is a Multisource-feedback (MSF) and what should be considered when implementing an MSF in an organization/team?

Personnel Development: Effectiveness

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

International Placement

5. Please describe challenges in expatriate management for the organization and the expatriates themselves!