

Course		
<b>Personnel Diagnostics and Development Tools</b>		
Lecturer	Duration	ECTS /Credits
Prof. Dr. Marc Simon	2 SWS (= 90 minutes class per week)	3
Course Character	Semester	Course Language
Elective Course	Spring Semester	English
Prerequisites		
Basics in Human Resources Management		
Description of the Course		
<p>This course gives an overview about common approaches, tools and practices in the field of personnel diagnostics and development with emphasis on selection and recruiting. Current trends like demographic changes, war for talents and digitalization shall be reflected in regard to personnel diagnostics and development. Student projects will be used to supplement lecture material.</p>		
Course components		
<ul style="list-style-type: none"> <li>• <b>Attendance and participation:</b> Attendance and participation in class is strongly encouraged as general discussion, asking and answering questions will help understanding the course material.</li> <li>• <b>Presentation/Project:</b> Students have to present a course-relevant topic during the semester.</li> <li>• <b>Term paper:</b> A written term paper (approx.. 10-15 pages) has to be accomplished.</li> </ul>		
Course Materials		
Edenborough, R.	<u>Assessment Methods in Recruitment, Selection &amp; Performance: A Manager's Guide to Psychometric Testing.</u> Kogan Page 2007.	
French, W.L. and Bell, C.H.	<u>Organization Development: Behavioral Science Interventions for Organization Improvement.</u> 6th ed. Prentice-Hall. 1998.	
Hersey, P.; Blanchard, K.H.; Johnson, D.E.	<u>Management of Organizational Behavior.</u> 10 <sup>th</sup> ed. Prentice Hall 2012.	
Kinicki, A.; Fugate, M.	<u>Organizational Behavior: Key Concepts, Skills &amp; Best Practices.</u> 5 <sup>th</sup> ed. Mcgraw Hill 2011.	