



Das Assessment Center. Deskriptive Darstellung einer Methode zur Personalauswahl (German Edition)

Uwe Schindler

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Studienarbeit aus dem Jahr 2005 im Fachbereich BWL - Personal und Organisation, Note: 1,3, FOM Hochschule für Oekonomie und Management gemeinnützige GmbH, Hochschulstudienzentrum Hamburg (FOM Fachhochschule für Oekonomie & Management Hamburg), Veranstaltung: Studium, 21 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Eine der bedeutsamsten Aufgaben im Rahmen der Personalarbeit ist die Auswahl von Führungskräften. Der Erfolg von Unternehmen hängt wesentlich vom Einsatz qualifizierter und am richtigen Ort eingesetzter Mitarbeiter ab.

Dabei ist die Personalauswahl, die externe als auch die interne, eine mit hohem Risiko für alle Beteiligten verbundene Investitionsentscheidung, deren Auswirkungen bei fehlerhaften Entscheidungen für Mitarbeiter und Unternehmen von beachtlicher Tragweite sein können.

Das Instrument des Assessment Center ist inzwischen in vielen deutschen Unternehmen zum festen Bestandteil der Personalauswahl und Personalentwicklung geworden, gilt derzeit als das wohl härteste Personalauswahlverfahren und wird in der vorliegenden Arbeit deskriptiv vorgestellt.



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