

האוניברסיטה העברית בירושלים

סילבוס

מיען עובדים - 55901

תאריך עדכון אחרון 13-10-2021

נקודות זכות באוניברסיטה העברית: 3

תואר: מוסמך

היחידה האקדמית שאחראית על הקורס: מנהל עסקים

השנה הראשונה בתואר בה ניתן ללמוד את הקורס: 0

סמסטר: סמסטר א'

שפת ההוראה: עברית

İZMFOS: הר הצופים

מורה אחראי על הקורס (רכז): ד"ר יעל ברנדור-אלין

דוא"ל של המורה האחראי על הקורס: yael.b@mail.huji.ac.il

שיעור קבלת של רכז הקורס: יום רביעי לפני השיעור

מורים הקורס:

תאור כללי של הקורס:

בקורס זה עוסוק בדרכי תיקוף מבחני מיען: הגדרה ומדידה של הקритריון- הצלחה בעבודה, תוקף המנביא של הצלחה, מהימנות המדידה, ניתוח תועלת (Analysis Utility).
אסקור מבחןים מסווגים שונים ע"פ עקרון ה - "מציאות מול תיאוריה". סוגים המבחנים שאסקור הם:
אינטיגנציה, ביוגרפיה, אישיות, ראיונות אישיים, מרכזי-הערכתה, יושר, גרפולוגיה.
העברת המידע והתכנים הללו הם המטרה העיקרית של. האחריות שלכם תהיה להציג, להשתתף,
ולבצע את המטלות.
במידה והקורס יהיה מקוון, נשלב בין למידה א-סינכרונית ללמידה סינכרונית ובמשך הסמסטר תוכלו
להשתתף בלמידה מוצבת בזמןים גמישים ולציבור נקודות לציון תוך כדי התנסות בחומר הנלמד, וכן
בלמידה סינכרונית שבה נקיים דיוונים בקבוצות.

מטרות הקורס:

להקנות לסטודנטים ידע על השימוש, התיקוף, האיכות והדריך לבחור בין מבחני מיען שונים לצרכים
השוניים של הארגון או לצרכים של ארגונים אחרים.

תוצריו למידה

בסיומו של קורס זה, סטודנטים יהיו מסוגלים:

- להעריך ולקבל החלטות במיען עובדים עבור תפקידים שונים ומצבים ארגוניים שונים
- להעמיק בנושא מהימנות ותוקף של שיטות המיען השונות
- לעצב ולבנות תרגילים אינטגרטיבים של מרכזי הערכה וכתיבת שאלות ראיון מובנות
- להבין את המהוות של שיטות המיען השונות ואת ההבדלים ביניהן לצרכים השונים של הארגון
- להבדיל ולהשוות בין החזקוות והחולשות של שיטות המיען השונות ומהירות הארגוני והתפעולי

דרישות נוכחות (%) :

80

שיטת ההוראה בקורס: הרצאה, דיוונים בכיתה, למידה סינכרונית וא-סינכרונית של הסטודנטים בשעות
גמישות ומענה על בחנים קצריים.

רשימת נושאים / תוכנית הלימודים בקורס:

1. מבוא למבחן מיען, נבי
2. מהימנות ותוקף
3. רוחניות מבחני מיען: ניתוח תועלת (ANALYSIS UTILITY)
4. קритריון המיען - ניתוח עיסוקים

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- 5. מבחני אינטלקט גנצייה
 - 6. ראיון אישיות: מבנה הראיון, תוקף הראיון
 - 7. מרכז הערכה
 - 8. מבחני אישיות (מבחני ניר ועפרון)
 - 9. מבחני אישיות (מבחנים שלכתיים)
 - 10. מבחני רקע אישי-ביודטא וקורות חיים
 - 11. גרפולוגיה
 - 12. מבחני ישר

חומר חובה לקריאה:

Aguinis, H. & Smith, M.A. (2007). *Understanding the Impact of Test Validity and Bias on Selection Errors and Adverse Impact in Human Resource Selection*. *Personnel Psychology*, 60(1), 165-199.

Bangerter, A., Roulin, N., & König, C. J. (2012). *Personnel selection as a signaling game*. *Journal of Applied Psychology*, 97(4), 719.

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Billings, S. W., & Dages, K. D. (2018). *Cross-cultural validity of integrity assessments for lower-level and higher-level jobs*. *International Journal of Selection and Assessment*, 26(1), 66-74.

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- Hogan, R. (2005). In Defense of Personality Measurement: New Wine for Old Whiners. *Human Performance*. 18(4), pg. 331-342.
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- Jensen, A.R. (1986), g: Artifact or reality? *Journal of Vocational Behavior*, 29, 301-331.
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- Kilic, H. S., Demirci, A. E., & Delen, D. (2020). An integrated decision analysis methodology based on IF-DEMATEL and IF-ELECTRE for personnel selection. *Decision Support Systems*, in press.
- Langer, M., König, C. J., & Fitili, A. (2018). Information as a double-edged sword: The role of computer experience and information on applicant reactions towards novel technologies for personnel selection. *Computers in Human Behavior*, 81, 19-30.
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42. Handler, Mark, Charles R Honts, Donald J Krapohl, Raymond Nelson, Stephen Griffin (2009). Integration of Pre-Employment Polygraph Screening into the Police Selection Process. *Polygraph*. Vol. 38, Iss. 4; p. 239
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