

האוניברסיטה העברית בירושלים

סילבוס

מיון 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

קמפוס: הר הצופים

מורה אחראי על הקורס (רכז): ד"ר יעל ברנדר-אילן

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

שעות קבלה של רכז הקורס: יום רביעי לפני השיעור

מורי הקורס:

תאור כללי של הקורס:

בקורס זה אעסוק בדרכי תיקוף מבחני מיון: הגדרה ומדידה של הקריטריון- הצלחה בעבודה, תוקף המנבא של ההצלחה, מהימנות המדידה, ניתוח תועלת (Analysis Utility). אסקור מבחנים מסוגים שונים ע"פ עקרון ה- "מציאות מול תיאוריה". סוגי המבחנים שאסקור הם: אינטליגנציה, ביורפיה, אישיות, ראיונות אישיים, מרכזי-הערכה, יושר, גרפולוגיה. העברת המידע והתכנים הללו הם המטלה העיקרית שלי. האחריות שלכם תהיה להצטרף, להשתתף, ולבצע את המטלות. במידה והקורס יהיה מקוון, נשלב בין למידה א-סינכרונית ללמידה סנכרונית ובמשך הסמסטר תוכלו להשתתף בלמידה מעצבת בזמנים גמישים ולצבור נקודות לציון תוך כדי התנסות בחומר הנלמד, וכן בלמידה סנכרונית שבה נקיים דיונים בקבוצות.

מטרות הקורס:

להקנות לסטודנטים ידע על השימוש, התיקוף, האיכות והדרך לבחור בין מבחני מיון שונים לצרכים השונים של הארגון או לצרכים של ארגונים שונים.

תוצרי למידה

בסיומו של קורס זה, סטודנטים יהיו מסוגלים:

- להעריך ולקבל החלטות במיון עובדים עבור תפקידים שונים ומצבים ארגוניים שונים
- להעמיק בנושא המהימנות והתוקף של שיטות המיון השונות
- לעצב ולבנות תרגילים איכותיים של מרכזי הערכה וכתובת שאלות ראיון מובנות
- להבין את המהות של שיטות המיון השונות ואת ההבדלים ביניהן לצרכים השונים של הארגון
- להבדיל ולהשוות בין החוזקות והחולשות של שיטות המיון השונות ומחירן הארגוני והתפעולי

דרישות נוכחות (%) :

80

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

רשימת נושאים / תכנית הלימודים בקורס:

1. מבוא למבחני מיון, ניבוי
2. מהימנות ותוקף
3. רווחיות מבחני מיון: ניתוח תועלת (ANALYSIS UTILITY)
4. קריטריון המיון - ניתוח עיסוקים

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5. מבחני אינטליגנציה
 6. ראיון אישי: מבנה הראיון, תוקף הראיון
 7. מרכזי הערכה
 8. מבחני אישיות (מבחני נייר ועפרון)
 9. מבחני אישיות (מבחנים השלכתיים)
 10. מבחני רקע אישי-ביוטא וקורות חיים
 11. גרפולוגיה
 12. מבחני יושר

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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.
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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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