



סילבוס

מיון עובדים - 55901

תאריך עדכון אחרון 27-12-2023

נקודות זכות באוניברסיטה העברית: 3

היחידה האקדמית שאחראית על הקורס: מנהל עסקים

השנה הראשונה בתואר בה ניתן ללמוד את הקורס: 0

סמסטר: סמסטר ב'

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 ראשון לפני השיעור

מורי הקורס:

ד"ר יעל ברנדר-אילן

תאור כללי של הקורס:

סילבוס זה הותאם למתווה החדש של תשפ"ד. 10 שיעורים. 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, ביוגרפיה וקורות חיים, אישיות, ראיונות אישיים, מבחן תרחישים, מרכזי-הערכה, יושר. העברת המידע והתכנים הללו הם המטלה העיקרית שלי. האחריות שלכם תהיה להצטרף, להשתתף, ולבצע את המטלות.

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, סדנאות תרגול בכתובת תרגילי מיון.

רשימת נושאים / תכנית הלימודים בקורס:

1. מבוא למבחני מיון, ניבוי
2. מהימנות ותוקף (שיעור פרונטלי אך יש לו גם תוכן א-סינכרוני לטובת משרתי המילואים).
3. רווחיות מבחני מיון: ניתוח תועלת (ANALYSIS UTILITY) - א-סינכרוני, אין שיעור פרונטלי.
4. מבחני אינטליגנציה
5. ראיון אישי: מבנה הראיון, תוקף הראיון
6. מרכזי הערכה
7. מבחן תרחישים - סדנא
8. מבחני אישיות (מבחני נייר ועפרון) (שיעור פרונטלי אך יש לו גם תוכן א-סינכרוני לטובת משרתי המילואים).
9. מבחני רקע אישי-ביודטא וקורות חיים - סדנא
10. מבחני יושר, הכנה לכתובת העבודה וסיכום קורס.

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