

## האוניברסיטה העברית בירושלים

סילבוס

מיון עובדים - 55901

תאריך עדכון אחרון 05-09-2024

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 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](mailto:yael.b@mail.huji.ac.il)

שעות קבלה של רכז הקורס: יום חמישי לפני השיעור

מורי הקורס:

תאור כללי של הקורס:

להקנות לסטודנטים ידע על השימוש, התיקוף, האיכות והדרך לבחור בין מבחני מיון שונים לצרכים השונים של הארגון או לצרכים של ארגונים שונים.  
תוכן: דרכי תיקוף מבחני מיון: הגדרה ומדידה של הקריטריון- הצלחה בעבודה, תוקף המנבא של ההצלחה, מהימנות המדידה, ניתוח תועלת (Analysis Utility).  
סקירת מבחנים מסוגים שונים ע"פ עקרון ה- "מציאות מול תיאוריה". סוגי המבחנים שיסקרו הם: אינטליגנציה, ביוגרפיה, אישיות, ראיונות אישיים, מרכזי-הערכה, יושר, גרפולוגיה.

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 וכתיבת 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 בכתיבת תרגילי מיון.

רשימת נושאים / תכנית הלימודים בקורס:

1. מבוא למבחני מיון, ניבוי, סיגנל, והתקווה להצלחה במיון
2. מהימנות ותוקף
3. רווחיות מבחני מיון: ניתוח תועלת (ANALYSIS UTILITY)
4. קריטריון המיון – ניתוח עיסוקים
5. מבחני אינטליגנציה
6. ראיון אישי: מבנה הראיון, תוקף הראיון
7. סדנה בכתיבת שאלות ראיון
8. מרכזי הערכה

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9. מבחני אישיות (מבחני נייר ועפרון/דיווח עצמי)
  9. מבחני אישיות (מבחני השלכה)
  10. ביוטא - מבחני רקע אישי. סדנה בכתיבת והערכת קורות חיים.
  11. גרפולוגיה
  12. מבחני יושר
  13. הכנה לכתיבת עבודת הסיום וסיכום הקורס

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המידע על הקורס איננו סופי ותלוי גם בשיטת ההוראה, אם פנים אל פנים או וירטואלי.  
בהקשר לכך, יתכן שהבחנים לא יהיו חלק מהציון.

\*\* סטודנטים וסטודנטיות יקרות - שימו לב. בקורס זה יש חובת נוכחות של 80% והוא יתקיים באופן פרונטלי. גם אם יהיו הקלטות של השיעורים לא תהיה אפשרות להשתתף מרחוק \*\*