



Reichweiten und Grenzen von e-Recruitment (German Edition)

Karen Golembowski

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Die Studie gibt zunächst einen Überblick über die derzeitigen Möglichkeiten des Internets im Hinblick auf die Personalbeschaffung, wobei auf die Bewerbersuche mittels Stellenposting und Research, die Bewerber(vor)selektion mit Hilfe online-gestützter Evaluationstools (e-Diagnostics) sowie das Bewerberrelationship-Management via Internet eingegangen wird. Vertiefend wird der noch relativ junge Teilbereich e-Diagnostics, d.h. die Bewerbervorselektion anhand eignungsdiagnostischer Online-Verfahren, behandelt. Nach einer Auseinandersetzung mit den Anforderungen an eignungsdiagnostische Online-Testverfahren (auch: Online-Assessments) werden Überlegungen zur bestmöglichen Integration von e-Diagnostic-Tools in den Personalauswahlprozess angestellt. Anschließend erfolgt eine Untersuchung der Vor- und Nachteile von e-Diagnostics, wobei zudem die Reichweiten und Grenzen aufgezeigt werden. Da es sich bei dem Themenfeld e-Diagnostics um ein bisher nur sporadisch erforschtes Gebiet handelt, wird im empirischen Teil der Arbeit eine Fragebogenerhebung zur Akzeptanz von e-Diagnostics durchgeführt, wobei 81 Bewerber (High Potentials) und 54 Unternehmen in die Analyse einbezogen werden.

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