



Das Assessment Center. VOR- Und Nachteile (German Edition)

Nicole Rother

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Studienarbeit aus dem Jahr 2012 im Fachbereich Pädagogik - Berufserziehung, Berufsbildung, Weiterbildung, einseitig bedruckt, Note: 2,3, Technische Universität Chemnitz, Sprache: Deutsch, Abstract: Was ist eigentlich Erfolg? Aus betriebswirtschaftlicher Sicht wird immer dann von Erfolg gesprochen, wenn das Unternehmen eine Rendite erzielt, d.h. Gewinn macht. Unternehmen begeben sich deshalb auf dem Arbeitsmarkt oftmals auf die Suche nach geeigneten Mitarbeitern. Häufig ist es aber auch der Fall, dass die Unternehmen lieber ihre eigenen Mitarbeiter fördern, um sich eben nicht auf die langwierige Suche nach neuen geeigneten Mitarbeitern begeben zu müssen. Diese Eignung bezieht sich immer darauf, in welchem Maß die persönlichen Merkmale des Bewerbers mit denen des Unternehmens zusammenwirken. Dementsprechend werden eignungsdiagnostische Verfahren verwendet, um unter den vielen Bewerbern geeignete Mitarbeiter herauszufiltern. Die Eignungsdiagnostik prognostiziert eine Eignung für die zu besetzende Stelle im Unternehmen, da es sich um eine Prognose handelt, ist diese nicht zu 100 Prozent sicher. Das AC, um welches es in der vorliegenden Arbeit gehen soll, ist nur eines von vielen eignungsdiagnostischen Verfahren.

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