



# Reichweiten und Grenzen von e-Recruitment (German Edition)

*Karen Golembowski*

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## **Reichweiten und Grenzen von e-Recruitment (German Edition)** Karen Golembowski

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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