

01.7.2024

Author

JABUREK, Gregor C.

Title

Instrumente der Arbeitspsychologie im Professorenberufungsverfahren / Gregor C. Jaburek

Publication year

2017

Source/Footnote

In: Wissenschaftsrecht. - 50 (2017) 1, S. 54 - 72

Inventory number

46362

Keywords

Berufung : allgemein ; Hochschullehrer : allgemein

Abstract

The academic qualification of a professor as a hiring criterion can be easily assessed by looking at the publications of the candidates. The didactic component is examined during the appointment procedure for professors. What about the individual aptitude, though? How can it be assessed, whether the prospective new professor integrates well into the university's environment, whether they have leadership skills, whether they can organize well and whether they will treat people in their working environment kindly or whether they will make trouble in their new position and show a "glowing spear syndrome"? The regular appointment procedure does not give any information about that. It is more important to apply work psychological tools, such as structured interviews according to work psychological models, such as the Costa/McCrae model. From a legal point of view, this can be applied by including psychologically trained members of staff into the appointment committee, to at least obtain psychodiagnostic opinion. If a proposed candidate turns out to be unsuitable according to the expert opinion, the President may return the "list" or appoint a different candidate. (HRK / Abstract übernommen)