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CONDUCT STAFF APPRAISALS & JOB INTERVIEWS

Simone Janson (ed.)

BEST OF HR – BERUFEBILDER.DE®

Conduct Staff Appraisals & Job Interviews

Communicate Professionally in Personnel Development, Application Processes & Difficult Leadership Situations: Checklists Conversation Guidelines Templates

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

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One of the greatest strengths of AI is its ability to process large amounts of data and recognize patterns. By using machine learning algorithms, AI can learn from this data and make predictions. This enables you to make informed decisions, optimize your strategies, and even solve complex problems. Whether it's your

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Personnel Development in Companies: 3 Practical Tips for Everyday Life

// By Claudia Mangel

The perspectives of management and personnel development are very different. And depending on whom you ask this question, the answers are: developing employees? "- That's your job! "Three practical tips to overcome the dilemma.

Who actually does the personnel development?

Who is responsible for the further development of employees in companies: management or personnel development? Depending on who you ask this question in companies, you will get different opinions.

Yes, executives are responsible for encouraging and developing employees, but the appropriate tools and supportive measures are provided by the colleagues in personnel development. Two departments, a common task, but also a common goal?

Oppositions collide

In contrast to HR developers, whose ideas are exclusively about the qualification and support of employees, managers have to deal with many different tasks and challenges on a daily basis; For long-term employee development, there is usually no time in stressful working days.

And the tools of the PE department, such as employee appraisals, target agreement and performance management systems, are perceived by managers as a burden rather than an enrichment - they are not very practicable in the daily routine. For the human resource developers a bitter disappointment, because they have the impression that the executives neglect an important part of their job, namely the development of employees.

Disadvantages for the company

As a result, both parties feel untrue and little valued. A tricky situation for the entire company: If management and personnel development do not work hand in hand, existing employee potential is not fully exhausted,

High potentials and key performers may move into competition. Therefore, close cooperation between management and PE department is required. How does this work in practice? Here are some tips:

3 Practical tips for everyday life:

1. In the first step, it makes sense to create transparency and to develop a basic understanding of the other person's perception and workplace. So what does it mean to be a PEITER for one or several days at a management and to look over her shoulder - and vice versa. In this way, personnel developers are also easier to see which resources are actually necessary for executives to make good use of PE instruments.
2. If the management is planning a new project then it is essential to involve HR development in meetings and workshops. Because under certain circumstances, the project has an impact on the qualification of junior staff, the employee structure or number - here, the PE department can support with good ideas and appropriate measures.
3. Once a year, management and personnel development should jointly evaluate employees and their performance in order to recognize the need for action. Talents can be further developed through elaborated funding measures, weaknesses in performance and gaps in competences are identified and eliminated through corresponding countermeasures. Moderation of the meeting and the measures is best achieved through personnel development.