

DIN 33430

<u>DIN</u>	DIN 33430
Bereich	Beurteilungen
Regelt	Anforderungen an Verfahren und deren Einsatz bei berufsbezogenen Eignungsbeurteilungen
Kurzbeschreibung	Festlegungen und Leitsätze für berufsbezogene Eignungsbeurteilungen
Letzte Ausgabe	6.2002
ISO	in Vorbereitung

Die DIN-Norm **DIN 33430** beschreibt „Anforderungen an Verfahren und deren Einsatz bei berufsbezogenen Eignungsbeurteilungen“.

Inhalt

Gegenstand der DIN 33430 ist der gesamte Prozess der Eignungsbeurteilung in der gesamten Breite des beruflichen Spektrums. Beginnend bei der Auswahl von Auszubildenden durch einen Ausbildungsbetrieb oder von Studenten durch eine Hochschule, über Eignungsbeurteilungen im Kontext von Rehabilitation, Platzierung, Beförderung oder Trennung bis zur Auswahl von Führungskräften aller Ebenen. Alle Dimensionen haben gemeinsam, dass Individuen von einer beurteilenden Instanz bewertet werden und aus dieser asymmetrischen Beziehung berufliche Konsequenzen für das Individuum und das System resultieren. Daher besteht von beiden Seiten ein Anspruch an die Qualität des Eignungsurteils und die Fairness und Güte des Prozesses, wie auch an die Qualität der eingesetzten Verfahren. Verfahren im Sinne der Norm sind alle systematischen Vorgehensweisen, Methoden und Algorithmen wie psychologische Tests und Messverfahren, Assessment Center und Arbeitsproben, Interviews oder Fragebögen. Die Norm thematisiert nicht nur die Qualität von Verfahren (wie z. B. Tests), sondern sie umfasst auch Festlegungen und Leitsätze für deren Einsatz bei berufsbezogenen Eignungsbeurteilungen (DIN, 2002, S. 3 f.). Die DIN 33430 soll verdeutlichen, welche wissenschaftlichen Qualitätsmaßstäbe und Standards in der Praxis relevant und wirtschaftlich sinnvoll sind und die für die Bewertung von betrieblichen Prozessen, internen oder externen Dienstleistungen sowie Instrumenten notwendige Transparenz schaffen.

Konkret bezieht sich die DIN 33430 auf

1. die Planung von berufsbezogenen Eignungsbeurteilungen,
2. die Auswahl, Zusammenstellung, Durchführung und Auswertung von Verfahren sowie
3. auf die Interpretation der Verfahrensergebnisse und die Urteilsbildung. Außerdem formuliert sie
4. Anforderungen an die Qualifikation der an der Eignungsbeurteilung beteiligten Personen.

Die Norm liefert Richtlinien für die Auswahl, Zusammenstellung, Durchführung und Auswertung von Instrumenten. Für die genannten Bereiche werden Standards der zur Zielerreichung (Eignungsbeurteilung) erforderlichen Sorgfalt des Verhaltens und der Kenntnisgewinnung formuliert, wobei der jeweilige Auftrag und die Rahmenbedingungen simultan zu betrachten sind. Durch die Festlegungen und Leitsätze ergeben sich indirekt auch Hinweise für die sach- und fachgerechte Entwicklung und Evaluierung von Tests, (Bewertungs-) Verfahren, Auswahlkriterien etc. Unter Verfahren versteht die DIN 33430 „praxiserprobte und wissenschaftlich abgesicherte Erkenntnismittel, die in standardisierter Weise zur Eignungsbeurteilung eingesetzt werden“ (S. 23 f.) und nennt insbesondere Eignungsinterviews, biographische Fragebogen, berufsbezogene Persönlichkeitsfragebogen, Assessment-Center, Arbeitsproben sowie Tests.

Die Anforderungen der DIN 33430 beziehen sich sowohl auf die Verfahren, als auch auf die diagnostisch Tätigen. Die Norm definiert, welche Kenntnisse und Erfahrungen für die Durchführung von Verfahren zur berufsbezogenen

Eignungsbeurteilung notwendig sind.

Auf der Basis der DIN wurden von Martin Kersting 2006 eine Checkliste zur Beurteilung von Verfahren entwickelt, die vom Testkuratorium der Föderation Deutscher Psychologinnenvereinigungen zum Standard zur Information und Dokumentation von Instrumenten zur Erfassung menschlichen Erlebens und Verhaltens erklärt wurde.

Projekt ISO-Norm

Auf Initiative des Deutschen Instituts für Normung (DIN) konstituierte sich im März 2007 eine internationale ISO-Arbeitsgruppe, welche die DIN 33430 und weitere internationale Initiativen zu einer ISO Norm „Psychological Assessment“ (Procedures and methods to assess people in work and organizational settings) weiterentwickeln soll. Mit einer dann international verbindlichen Norm wird ab 2010 gerechnet.

Literatur

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Siehe auch

Eignungstest, Eignungsdiagnostik

Weblinks

- bdp-verband.org - DIN 33430 für Eignungsbeurteilung ^[3]

Referenzen

[1] http://www.bopsych.rwth-aachen.de/contento/cms/upload/Kersting/pdf/Kersting_Hornke_PsyRund_2003_175-184.pdf

[2] http://www.bopsych.rwth-aachen.de/contento/cms/upload/Kersting/pdf/Kersting_Puettner_in_Schuler_2006_841-861.pdf

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