Prof. Matthias Ziegler



Faculty of Life Sciences
Department of Psychology
Psychological Diagnostics

Expertise

Prof. Ziegler's expertise and that of his team lies in the field of psychological diagnostics and deals with all topics of personnel diagnostics in the HR life cycle. They focus on personality, intelligence and situational awareness. Ziegler and his team develop solutions to measure these in relation to requirements and to use them for performance or learning prediction. Therefore they use the full range of qualitative (e.g. interviews) and quantitative methods (e.g. tests, questionnaires, machine learning).
Prof. Ziegler has already carried out several successful projects with well-known companies in this area, involving the creation of competency models, employee surveys, annual appraisals or job aptitude diagnostics. Prof. Ziegler's working group also trains individuals or teams on topics of personnel diagnostics (e.g. assessment centers or interviews). In addition, Prof. Ziegler develops customized diagnostic processes or evaluates them.

Scientific Services

- PC lab with 10 workstations and various performance and personality tests
- Online surveys
- Data analysis
- Consulting
- Trainings - wide range of topics

Testimonials

- Competence model development - Prof. Ziegler and his team have developed competence models for different professions for various clients and made them measurable
- Accor Hotellerie Deutschland GmbH: Development of competence models
- SHS VIVEON AG: Implementation of interviewer trainings
- International headhunting company for executives: Development of a customized personality test
- Evaluation and optimization - In these projects Prof. Ziegler looks at existing personnel processes, evaluates their quality from a psychological point of view and develops optimizations.

Topics / Trends

Machine Learning
Human Resources (HR)
Working Environment
Big Data & Data Management
Evaluation
Co-operation & Decision Making
Management & Entrepreneurship
School & University
Continuing Education / Lifelong Learning
Knowledge Management

Industries

Education
Finance, Insurance & Property
Information & Communication Technology
Professional Services & Consulting
Tourism & Hospitality

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