

Abstract

The objective of this doctoral study is to examine the possibility of inventing an HR assessment method based on the Human Energy Profile.

Human Resource Management, that came into existence as an academic discipline approximately 100 years ago, is the management of the resources that the employees possess in order to obtain the strategic goals of the company. In order to obtain these goals, in a competitive market, it is important for a company to have the right resources at hand thus does this doctoral study start by introducing a model that shows the sub-processes of the performance evaluation system used to predict and evaluate the future needs of employees in a company. This model furthermore highlights the critical areas of the HR process in the company.

Then the study continues that in order for the company to be able to predict the top performers certain performance predictors have been developed. These performance predictors, that are of a varying accuracy, all have one thing in common, they focus on the past achievements of the employee. This doctoral study investigates how the recent scientific discoveries within physics, may be used to assess the stress and energy level of a person, and then correlate this with the professional performance of that person. Thus it brings a new dimension into the performance assessment, and thus may be able to provide the field with even more accurate predictions regarding the future performance of an employee.

Finally does this study introduce the empirical studies conducted based on which it concludes that the proposed HR assessment method seems valid, however more scientific studies are needed in order to obtain a fulfilling understanding of the predictions of this method.

Keywords: Assessment; Energy; Human Resource Management; Performance; Stress