

This bachelor thesis deals with a theme of reactivity in a stress situation with a main focus on its testing in the frame of recruitment process in organizations. After the introduction to the theory of stress and dimensions of personality, that play role during the process of stress coping, the text presents more or less comprehensive compendium of psychodiagnostic tools used in personal practice for testing a stress resilience. Principles of these methods are described.

Besides the most common methods, such as interview, observing and anamnesis, some multidimensional questionnaires, where one of the dimensions involves stress resilience, are presented. Unidimensional tests, particularly aimed at this quality, follow. This review constitutes rather possibilities than methods really used in practice. Empirical survey would need to be done to reveal their actual usage.

Survey design is suggested that would enable assessing possible usage of Rosenzweig's picture frustration test during recruitment process. The survey would consist of a pilot part, that would be based on interviews with HR recruitment specialists and a main, quantitative part that would assume a questionnaire distribution among higher number of HR specialists.