

Talentmanagement: Grundlagen, Definitionen Sowie Aufbau Und Ablauf Einer Talentmanagement-strategie - Juliana Rost

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In einer globalisierten Wirtschaft nimmt der Wettbewerb zwischen den Unternehmen an Schärfe zu. Um sich behaupten zu können, muss das Management der modernen Unternehmung besonderes Gewicht auf ihre strategischen Erfolgsfaktoren legen. Diese liegen bei der komplexen Wertschöpfung in einer von der Industriegesellschaft zur Dienstleistungs- und Wissensgesellschaft entwickelten Gesellschaft vor allem in den Qualifikationen der Menschen. Talentmanagement als fortschrittliche und auf Nachhaltigkeit ausgerichtete Personalarbeit hat hier einen bedeutenden Stellenwert. Die Rekrutierung und Bindung von qualifiziertem und erfolgreichem Personal erfordert professionelles Wissen über Qualifikationsanforderungen in den Arbeitsprozessen, wie auch über Diagnostik von Qualifikationen und Strategien der Entdeckung und Gewinnung talentierter Menschen. Außerdem sind praktikable Methoden zu entwickeln, die Arbeitszufriedenheit von talentierten Menschen und ihre Identifikation mit dem Unternehmen und seinen Zielen zu erhöhen. Der Schwerpunkt der vorliegenden Arbeit liegt auf der Frage, wie Personalstrategien und Arbeitsgestaltung dazu beitragen können, talentiertes und qualifiziertes Personal sowohl zu gewinnen, wie auch zur dauerhaften Entfaltung seines Leistungspotentials in der Unternehmung zu bewegen. Die einzelnen Phasen des Talentmanagement-Prozesses werden dargestellt und Probleme und Fehler in der Talentmanagement-Praxis analysiert. Author: Rost, Juliana Publisher: GRIN Verlag Illustration: N Language: GER Title: Talentmanagement - Grundlagen, Definitionen sowie Aufbau und Ablauf einer Talentmanagement-Strategie: Grundlagen, Definitionen sowie Aufbau und Ablauf Pages: 00046 (Encrypted PDF) On Sale: 2009-01-01 SKU-13/ISBN: 9783640375295 Category: Psychology : General

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