

Anforderungen An Eine Zeitgerechte Organisations- Und Personalpolitik - Martin Kendlbacher

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Einleitung In der vorliegenden Arbeit sollen aktuelle Probleme der Personalpolitik in Deutschland und deren Ursachen diskutiert werden. Damit stellt sich sofort die Frage, welche Probleme denn überhaupt aus personalpolitischer Sicht aktuell sind und welche Anforderungen dadurch entstehen. Die folgende Grafik zeigt die wesentlichen Schwierigkeiten, deren Lösung eine Auswahl an deutschen Unternehmen als besonders dringend sieht. Aktuelle Personalprobleme aus Sicht der Unternehmen Quelle: Ganz, Personal- und Organisationsentwicklung heute (2002) Basis: 518 Unternehmen Es sollen im Folgenden die vier größten Probleme aus dieser Statistik herausgegriffen und diskutiert werden. Dies wären also 1. Der immer größer werdende Fachkräftemangel 2. Der große Bedarf an Weiterqualifizierung 3. Der demographische Wandel und damit das Überalterungsproblem 4. Der hohe Personal(kosten)aufwand Als weiteren Punkt wird außerdem die betriebliche Sozialarbeitsmöglichkeit zur Aktivierung von Humankapitalressourcen vorgestellt, da mit diesem Instrument die drei in der Statistik noch fehlenden Punkte gleichzeitig angegangen werden können. Nämlich die mangelnde Motivation von Mitarbeitern, hohe Personalfluktuation und das Problem von hohen Fehlzeiten im Betrieb. Author: Kendlbacher, Martin Publisher: GRIN Verlag Illustration: N Language: GER Title: Anforderungen an eine zeitgerechte Organisations- und Personalpolitik Pages: 00021 (Encrypted PDF) On Sale: 2005-01-01 SKU-13/ISBN: 9783638367837 Category: Business & Economics : Management - General

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