

Gestaltungsmöglichkeiten Für Das Personalmanagement Im Rahmen Der Mitarbeiterorientierten Unternehmensführung - G1lten Yamik

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Mit dieser Arbeit soll geklärt werden, inwiefern die Unternehmensführung mitarbeiterorientiert agieren kann und welche Instrumente sie auf welcher Art und Weise einzusetzen hat. Die Unternehmensführung kann zum Beispiel die Kommunikation und die Partizipation als Maßnahmen ergreifen, um die Mitarbeiter in unternehmerische Entscheidungen und Problemlösungen mit einzubeziehen. Ein bedeutender Punkt, weshalb die Mitarbeiterorientierung wichtig geworden ist, ist der technologische, kulturelle und politische Wandel im gesellschaftlichen Umfeld. Der Grund für diesen Wandel und die Auswirkungen auf das Unternehmen werden in den folgenden Abschnitten ausgearbeitet. Die Maßnahmen die das Personalmanagement einsetzen kann, um die Kommunikation zwischen dem Personal und der Führungskraft zu stärken und die Mitarbeiter partizipieren bzw. beteiligen zu lassen, sind die Personalentwicklung, die Personalbeschaffung und Anreizsysteme. Auf diese Instrumente werden in den nächsten Abschnitten näher eingegangen. Studienarbeit aus dem Jahr 2008 im Fachbereich Wirtschaft - Personal und Organisation, Note: 2,7, Universität Duisburg-Essen, Veranstaltung: Personalmanagement, 16 Quellen im Literaturverzeichnis. Author: Yamik, G1lten Publisher: GRIN Verlag Illustration: N Language: GER Title: Gestaltungsmöglichkeiten für das Personalmanagement im Rahmen der mitarbeiterorientierten Unternehmensführung Pages: 00021 (Encrypted PDF) On Sale: 2009-01-01 SKU-13/ISBN: 9783640280421 Category: Business & Economics : General

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