Gestaltung Und Einf¼hrung Von Betrieblichen Beurteilungssystemen - Johannes Mannheim

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1.1ProblemstellungNach WÃƒÂ¶he ist ein Unternehmen, eine planvoll organisierte Wirtschaftseinheit deren betrieblicher Leistungsprozess die Kombination der Produktionsfaktoren Arbeitsleistung, Betriebsmittel und Werkstoffe erfordert. Jedoch vollzieht sich die Kombination der Produktionsfaktoren nicht von alleine, sondern ist das Ergebnis leitender, planender und organisierender TÃƒÂ¤tigkeit des Menschen.Aufgrund gesÃƒÂ¤ttigter MÃƒÂ¤rkte, austauschbarer GÃƒÂ¼ter und Dienstleistungen, technischer Pattsituationen und der daraus resultierenden WettbewerbsverschÃƒÂ¤rfung wird der Produktionsfaktor Mensch zum zentralen Ausgangspunkt fÃƒÂ¼r den unternehmerischen Erfolg.Somit wird die Anwendung und die FÃƒÂ¶rderung des innovativ - umsetzungsbezogenen Potentials aller Mitarbeiter in einem Unternehmen zur nachhaltigen Steigerung der ÃƒÂ¶konomischen Effizienz, zum Ziel des unternehmerischen Personalmanagements. Deswegen baut gegenwÃƒÂ¤rtig der Erfolg eines Unternehmens im essentiellen auf den Mitarbeitern auf und daraus ergibt sich das jeder einzelne Mitarbeiter als eine Art Kapital fÃƒÂ¼r das Unternehmen fungiert (Humankapital). Die Aufgabe des Unternehmens besteht nun darin, wie auch bei jedem anderen VermÃƒÂ¶gen den Wert des Humankapitals zu halten bzw. den Wert in qualitativer Hinsicht zu steigern. Dies bedeutet, dass erfolgsorientierte Unternehmen schon bei der Personalauswahl bis hin zur Personalentwicklung und -fÃƒÂ¶rderung darauf bedacht sind, die VorgÃƒÂ¤nge im Personalmanagement zu optimieren. Infolgedessen werden Personalbeurteilungssysteme welche die Entwicklung, Ausbildung, FÃƒÂ¶rderung und Beurteilung von Mitarbeitern ermÃƒÂ¶glichen zu immer wichtigeren Instrumenten des Personalmanagements und des unternehmerischen Handelns.Author: Mannheim, Johannes Publisher: GRIN Verlag Illustration: N Language: GER Title: Gestaltung und EinfÃ¼hrung von betrieblichen Beurteilungssystemen Pages: 00039 (Encrypted PDF) On Sale: 2011-01-01 SKU-13/ISBN: 9783640837168 Category: Business & Economics : General

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