

Optimierung Der Bewerberauswahl Durch Den Einsatz Von Online-recruiting - Andreas Deuring

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Seit einigen Jahren wird man mit dem Begriff 'War for Talents' in einschlägigen Zeitschriftenartikeln oder Berichten über die heutige Personalbeschaffung konfrontiert. Diese Definition stellt den Kampf der Unternehmen bildlich dar, qualifizierte und geeignete Bewerber für eine zu besetzende Stelle zu finden. Aufgrund des Wirtschaftswachstums und der damit verbundenen gestiegenen Zahl an Aufträgen in Deutschland, hat sich die Bewerberanzahl auf eine Stelle stark vergrößert. Die Hauptaufgabe der Personalbeschaffung besteht unter anderem darin, dieses immens hohe Bewerberaufkommen zu bewältigen und potentielle Kandidaten kostengünstig und zeitnah zu gewinnen. Eingeführte Systeme und Prozesse aus den Zeiten angespannter Personalmärkten lassen daher heute ihre Tauglichkeit für hohe Bewerberaufkommen mit den unterschiedlichsten Qualifikationsprofilen beweisen. Neue Aspekte der Personalrekrutierung gewinnen an Relevanz, effiziente Personalprozesse sind heute mehr denn je ein Faktor erfolgreicher Personalarbeit. Diese Anforderungen können z. B. mit der Papierablage nicht mehr mithalten. Die Aspekte der Rekrutierung, z. B. die Personalbeschaffung im Internet, geraten immer mehr in den Fokus, da die Arbeit im Personalmanagement so effizienter gestaltet werden kann. Viele Unternehmen entscheiden sich deshalb für die Automatisierung dieser Prozesse. Unter den genannten Aspekten gewinnt das E-Recruiting fortlaufend an Bedeutung, jedoch sind bei der Implementierung eines derartigen Systems einige Gegebenheiten zu beachten. Author: Deuring, Andreas Publisher: GRIN Verlag Illustration: N Language: GER Title: Optimierung der Bewerberauswahl durch den Einsatz von Online-Recruiting Pages: 00020 (Encrypted PDF) On Sale: 2008-01-01 SKU-13/ISBN: 9783640235230 Category: Business & Economics : General

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