

Personalmanagement Und Mitarbeitermotivation Bei Kmu Am Beispiel Flambo Plast - Markus Gro?

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Die Personalabteilung nimmt im Unternehmen eine wichtige Position ein, mit welcher^die reibungslose Steuerung der Personal-Management-Prozesse gewÃfÃ¼hrleistet wird. Daher hat sie heutzutage neben der reinen Verwaltung der Personalakte in groÃfÃ¼ßen Unternehmen weiter reichende Aufgaben und zusehends mehr Kompetenzen. Gerade in kleinen und mittelstÃfÃ¼ndischen Unternehmen beschrÃfÃ¼nkt sie sich jedoch immer noch ÃfÃ¼berwiegend auf die reine Personalverwaltung. Das mittelstÃfÃ¼ndische Unternehmen Flambo Plast steht vor dem Problem, dass die nach traditionellen Prozessen arbeitende Personalabteilung den Personalbedarf nicht mehr qualifikationsgerecht befriedigen kann. Daneben besteht ein starkes Motivationsproblem bei einem groÃfÃ¼ßen Teil der Belegschaft. Daher Sucht das Management nach LÃfÃ¼sungen zur Reorganisation der Personalabteilung und nach Optionen zur Verbesserung der Mitarbeitermotivation. In dieser Case Study wird die Option diskutiert, dass zunÃfÃ¼rchst eine selbststÃfÃ¼ndige HRM-Abteilung gegrÃfÃ¼ndet wird, die eigenstÃfÃ¼ndige strategische Position im HRM ermÃfÃ¼glicht. Die administrativen Aufgaben der Personalverwaltung sollten an einen externen Dienstleister abgegeben werden. Eine essentielle Aufgabe der neuen Abteilung wird die EinfÃfÃ¼hrung von geeigneten MaÃfÃ¼ßnahmen zur Personalbeschaffung und Personalentwicklung, beispielsweise durch Assessment-Center oder Trainee-Programme, sein. Da motivierte Mitarbeiter fÃfÃ¼r den wirtschaftlichen Erfolg des Unternehmens entscheidend sind, werden auch hierfÃfÃ¼r die notwendigen MaÃfÃ¼ßnahmen evaluiert. FÃfÃ¼r die LÃfÃ¼sung des Motivationsproblems bietet sich eine kombinierte Strategie aus Potentialanalyse unter Anwendung des 360°-Feedbacks mit EinfÃfÃ¼hrung eines leistungsabhÃfÃ¼ngigen Entgeltsystems an. Beide MaÃfÃ¼ßnahmen mÃfÃ¼ssen unter BerÃfÃ¼cksichtigung der Gegebenheiten eines mittelstÃfÃ¼ndischen Unternehmens sehr sensibel angewendet werden. Author: GroÃfÃ¼, Markus Publisher: GRIN Verlag Illustration: N Language: GER Title: Personalmanagement und Mitarbeitermotivation bei KMU am Beispiel Flambo Plast Pages: 00019 (Encrypted PDF) On Sale: 2011-01-01 SKU-13/ISBN: 9783640814428 Category: Business & Economics : General

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