

Aufbau Und Einföhrung Eines Entgeltsystems Für Dynamische Märkte - Alexander Mueller

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Seit ungefähr 10 Jahren ist bei vielen Produktions- und Dienstleistungsbetrieben verstärkt der Trend zur Einföhrung neuer Entgeltsysteme zu erkennen, die in direktem Zusammenhang mit anderen Organisationsveränderungen stehen. Die entscheidende Frage ist, warum Entgeltsysteme vor allem für dynamische Märkte immer seltener eine isolierte Angelegenheit der Personalverantwortlichen sind und warum es bei der Entwicklung marktorientierter Entgeltsysteme sehr wichtig ist, auf internationale Erfahrungen zu achten. Es gilt als erwiesen, dass der Personalkostenblock einer der entscheidendsten Kostenfaktoren jeder Unternehmung darstellt. Darüber hinaus muss man sich bewusst werden, dass nicht nur Produkte unter dem Kostendruck von low-price ändern stehen, sondern auch der teure deutsche Mitarbeiter in den Wettbewerb zum kostengünstigen Ausländer treten wird. Demnach ist es unerlässlich, die Leistungsfähigkeit deutscher Mitarbeiter durch adäquate Motivation und Einföhrung, aber bestimmt auch durch leistungsorientierte Entlohnungssysteme zu fördern. Ganz entscheidend bei der Einföhrung von marktorientierten und dynamischen Entgeltsystemen ist, jene nicht isoliert unter arbeitswissenschaftlichem oder personalwirtschaftlichem Blickwinkel einzuföhren und zu betreiben, sondern in Zusammenhang mit anderen geschäftspolitischen und organisatorischen Maßnahmen zu bringen. Author: Mueller, Alexander Publisher: GRIN Verlag Illustration: N Language: GER Title: Aufbau und Einföhrung eines Entgeltsystems für dynamische Märkte Pages: 00033 (Encrypted PDF) On Sale: 2005-01-01 SKU-13/ISBN: 9783638382489 Category: Business & Economics : General

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