



Personalcontrolling: Bewertung von Humankapital (German Edition)

Ulrich Janke

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Studienarbeit aus dem Jahr 2008 im Fachbereich BWL - Personal und Organisation, Note: 1,0, FOM Essen, Hochschule für Oekonomie & Management gemeinnützige GmbH, Hochschulleitung Essen früher Fachhochschule (FOM), Veranstaltung: Personalmanagement, 15 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: In Zeiten des sich weiter verschärfenden Wettbewerbs bei gleichzeitig steigendem Kostendruck durch z.B. die Globalisierung müssen alle Unternehmensbereiche laufend auf Wirtschaftlichkeit und mögliche Verbesserungen hin überprüft werden. Insbesondere die Personalkosten als in Abhängigkeit von der Branche gerade in einem Hochlohnland wie Deutschland wesentlichem Kostenfaktor rücken dabei in den Fokus. Potenziale zur Steigerung der Arbeitsproduktivität sollen aufgedeckt und ausgeschöpft werden. Das kann durch die klassische Personalabteilung allein nicht mehr geleistet werden. Etwa seit den 80er Jahren findet deshalb das Personalcontrolling als Querschnittsfunktion des Personalmanagements Erwähnung und Beachtung.

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