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Ariane Bentner - Sevim Dylong

Mehr Diversity im demografischen Wandel

Impulse für ein innovatives
Personalmanagement



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Mehr Diversity Demografischen Wandel Essentials

Ariane Bentner



Mehr Diversity Demografischen Wandel Essentials:

Mehr Diversity im demografischen Wandel Ariane Bentner, Sevim Dylong, 2015-07-06 In diesem Essential finden Personalverantwortliche und Führungskräfte ausgewählte Hintergrundinformationen zum Thema demografischer Wandel sowie Impulse für ein innovatives und zukunftsreiches Personalmanagement das die damit zusammenhängenden Entwicklungen berücksichtigt Sie erhalten konkrete Hinweise wie sie ihr HR Management optimal aufstellen können um dem demografischen Wandel gewachsen zu sein Darüber hinaus vermitteln die Autorinnen leicht umsetzbare Strategien für die HR Praxis und geben Empfehlungen auf der Basis des aktuellen Wissensstandes Gesundheitsmanagement für Einsteiger Ariane Bentner, 2018-04-17 Ariane Bentner erläutert in diesem essential die wichtigsten Hintergrundinformationen zum Thema Gesundheitsmanagement für Arbeitgeber Die Autorin zeigt inhaltliche Konzepte sowie Good Practice Beispiele für kleine und mittlere Unternehmen auf und gibt Impulse für den Aufbau eines pragmatischen betrieblichen Gesundheitsmanagements BGM das zielgruppenadäquat funktionieren kann Der demografische Wandel und der Fachkräftemangel gebieten es die Ressource Arbeitskraft mehr denn je zu schützen Auch kleinere Organisationen können mit wenig Aufwand passgenaue Konzepte für BGM Maßnahmen konzipieren und anbieten **Diversity Management und**

Individualisierung Martina Stangel-Meseke, Pia Hahn, Linda Steuer, 2014-11-11 Die Autorinnen zeigen Diversity Maßnahmen auf die der Entwicklung des Megatrends Individualisierung gerecht werden indem die zunehmende Bedeutung individueller Bedürfnisse bei Entscheidungen Berücksichtigung findet Diese Entwicklung können Organisationen für sich nutzen indem sie durch Diversity Management Wertschöpfung für Unterschiedlichkeit schaffen So wird veränderten Kundenwünschen mit einer heterogenen Mitarbeiterschaft entgegnet und es werden Freiräume für die Vielfalt unter Mitarbeitenden geschaffen

Begegnung des demografischen Wandels Sebastian Nothing, 2014-07-07 Studienarbeit aus dem Jahr 2011 im Fachbereich Führung und Personal Sonstiges Note 1,3 Helmut Schmidt Universität Universität der Bundeswehr Hamburg Sprache Deutsch Abstract Demografischer Wandel und Fachkräftemangel gewinnen zunehmend an Bedeutung für die Leistungsfähigkeit eines Unternehmens und für die Wirtschaft insgesamt So kann aktuell im Bundesschnitt laut Berufsbildungsbericht 2010 und jüngster IHK Umfragen ein erheblicher Teil von Ausbildungsplätzen nicht besetzt werden Besonders kritisch ist dass fast doppelt so viele Ausbildungsstellen frei blieben als Jugendliche unversorgt bei der Bundesagentur für Arbeit gefordert wurden vgl Eichhorst Thode 2011 S 13 Eine Studie des Instituts zur Zukunft der Arbeit IZA prognostizierte bereits im Jahr 2007 einen steigenden Bedarf an zusätzlich 1,7 Millionen Kernerwerbstätigen bis zum Jahr 2020 vgl Bonin et al 2007 S 15 Somit ergibt sich zwangsläufig ein Rückgang von ausgebildeten Arbeitskräften die durch die zusätzliche Zunahme des Bedarfs bis zum Jahr 2020 den Fachkräftemangel verstärken wird Diese und andere Entwicklungen führen auf Seiten der Unternehmen mittelfristig zu Herausforderungen vor allem in den Personalabteilungen hier insbesondere in der Personalbeschaffung Maßnahmen die diesen Entwicklungen begegnen rücken mehr und mehr in den Fokus von

Unternehmen Mit der vorliegenden Arbeit soll anhand der Problemlage des stattfindenden demografischen Wandels und dem damit einhergehenden Fachkräftemangel das Konzept des Diversity Managements als Lösungsansatz vorgestellt werden. Des Weiteren wird skizziert, inwieweit dieser Ansatz einen Wettbewerbsvorteil darstellt. Eine Annäherung an die Thematik findet durch die Klärung der Begriffe demografischer Wandel, Fachkräftemangel, Diversity und Diversity Management statt. Anschließend werden der demografische Wandel, die Ausgangslage, die damit zusammenhängenden Herausforderungen und die sich aus dem demografischen Wandel ergebenden Konsequenzen dargestellt. Im folgenden Abschnitt wird Diversity Management als möglicher Lösungsansatz für die im vorangegangenen Abschnitt dargestellten Problemlagen aufgezeigt. In diesem Teil der Arbeit werden dazu die Ausgangslage, die Herausforderungen, die Potenziale und die Konsequenzen des Diversity Management beschrieben. Das die Arbeit abschließende Fazit soll anhand der dargestellten Problemlagen klären, ob das Konzept Diversity Management dazu beitragen kann, dem demografischen Wandel zu begegnen und darzustellen, inwieweit dieses auch einen Wettbewerbsvorteil für Unternehmen sein kann.

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