

Wirkung von Outplacement-Beratung

Eine Analyse der Erfolgsfaktoren
für die Perspektivenfindung

Daniela Rösler

Wirkung Von Outplacement Beratung Erfolgsfaktoren Perspektivenfindung

Daniela Rösler



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Wirkung von Outplacement-Beratung Daniela Rösler, 2015-07-30 Die Zunahme von Fusionen Restrukturierungen und des internationalen Wettbewerbs führt in deutschen Unternehmen verstärkt zu Entlassungen von Mitarbeitern Um negative Auswirkungen zu minimieren bieten immer häufiger Arbeitgeber ihren gekündigten Mitarbeitern eine Unterstützung bei der Perspektivensuche in Form eines Outplacements an Systematische Erfolgskontrollen und standardisierte Evaluationen von Outplacementmaßnahmen sind kaum vorhanden In der vorliegenden empirischen Studie wurden an zwei Messzeitpunkten die gekündigten Mitarbeiter und die dazugehörigen Berater innerhalb verschiedener Outplacementprozesse befragt Die Vergleichsgruppe besteht aus Teilnehmern und Beratern einer Maßnahme der Berufsqualifizierung Diese Arbeit möchte dabei unterstützen eine Forschungslücke in der wissenschaftlichen Untersuchung von Outplacementmaßnahmen zu schließen und Aufschluss darüber geben welche Faktoren die Perspektivenfindung beeinflussen Weiterhin ist Ziel der empirischen Analyse einzuschätzen welche Bedeutung die Art der Beratungsmaßnahme bei der Perspektivenfindung hat Erste Handlungsempfehlungen für die Outplacementpraxis werden abgeleitet *Human Digital Work - Eine Utopie?* Sebastian Wörwag, Alexandra Cloots, 2020-02-06 Dieses Buch beschreibt Chancen und Risiken für Mitarbeitende Führungskräfte und Organisationen im Rahmen der digitalen Transformation Mehr denn je drängen digitale Arbeitsorganisationen und Geschäftsmodelle in die Diskussion Sie alle suggerieren den richtigen Umgang mit der bevorstehenden Transformation Dennoch bleibt die Ungewissheit inwiefern einzelne Mitarbeitende in der täglichen Arbeit tangiert werden in welchen Bereichen Technik unterstützen kann aber auch wo die Technik tatsächlich den Menschen in der Arbeit substituieren wird Daher öffnet das vorliegende Buch die Diskussion zur Beantwortung folgender Fragen Wo bleiben künftig kreative Entwicklungsräume wenn Arbeit zunehmend standardisiert wird Hat die klassische Führung im Zeitalter von Digitalisierung und New Work ausgedient Für wen eröffnet die Digitalisierung Chancen Die Beiträge des vorliegenden Sammelbands wurden beim 2. St. Galler New Work Forum präsentiert und mit 250 HR Verantwortlichen und Wissenschaftlern diskutiert

Outplacement-Beratung. Die unterstützende Wirkung der Positiven Psychologie Christine A. Schweinzer, 2023-03-13 Masterarbeit aus dem Jahr 2017 im Fachbereich Psychologie Wirtschaftspsychologie Note 1,9 Kalaidos Fachhochschule Schweiz Psychologie Sprache Deutsch Abstract Outplacement bezeichnet die Entlassung einer Mitarbeitenden Person bei der das Unternehmen aber die Kosten bzw. die Dienstleistung für eine Weitervermittlung oder Weiterbildung trägt Diese Masterarbeit befasst sich mit der Möglichkeit die Positive Psychologie und ihre Wirkfaktoren und Instrumente zur Unterstützung der Betroffenen innerhalb des Outplacement Prozesses einzusetzen um ein möglichst gutes Ergebnis für alle Beteiligten zu erzielen Die Arbeit identifiziert die relevanten und wissenschaftlich belegten Wirkfaktoren der Positiven Psychologie und schätzt ihren Einfluss auf die Beteiligten eines Outplacements sowie die Einsatzmöglichkeiten innerhalb der Beratung ein Dazu wird die einschlägige Literatur zum Outplacement Prozess und dessen Einflussfaktoren auf

einen erfolgreichen Abschluss untersucht Im Ergebnis wird festgestellt dass eine erfolgreiche Outplacement Beratung sich auf die gelungene Beratungsbeziehung zwischen der Beraterin Berater und der Klientin dem Klienten st tzt Die Analyse der Erfolgsfaktoren einer Outplacement Beratung und der Herausforderungen der Gek ndigten werden den Wirkfaktoren der Positiven Psychologie gegen bergestellt Die ermittelten Ergebnisse zeigen auf dass die Schwierigkeiten der am Outplacement Beteiligten auf k rperlicher sozialer intellektueller psychischer emotionaler und handlungsbezogener Ebene durch Positive Psychologie eine wirkungsvolle Unterst tzung erfahren k nnen Um die Instrumente der Positiven Psychologie ihre Wirkung entfalten zu lassen werden abschlie end konkrete Gestaltungsvorschl ge innerhalb der Outplacement Beratung eingebracht Diese Handlungsempfehlungen sind sowohl f r die Beratenden als auch f r die Betroffenen grunds tzlich g ltig Innerhalb der unterschiedlichen Phasen des Outplacement Prozesses werden zus tzlich die als wirksam identifizierten Instrumente eingebettet damit die berufliche Neuorientierung unterst tzt werden kann Outplacement Daniela Lohaus,2010-07-28 Outplacement ist die Unterst tzung von freigesetzten Mitarbeitern durch das entlassende Unternehmen bei der Suche nach einer neuen Stelle Dieses Buch schlie t diese L cke in der HR Literatur und bietet dem Praktiker zum ersten Mal nicht nur plausible Erkl rungen sondern solide theoretisch fundierte Begr ndungen zur Gestaltung von Outplacement zusammen mit direkt umsetzbaren Empfehlungen Das Buch beginnt mit den notwendigen Definitionen und erl utert ausf hrlich den Nutzen von Outplacement f r alle Beteiligten Die theoretischen Grundlagen und m glichen Formen von Outplacement werden ebenso thematisiert wie die daf r erforderlichen Entscheidungen und die mit ihnen verbundenen Kosten Besonders intensiv wird auf den Prozess der Outplacementberatung eingegangen so dass sich leicht konkrete Ma nahmen ableiten lassen Zur Illustration werden Entstehung Ablauf und Ergebnisse eines realen Gruppenoutplacements nachvollziehbar beschrieben **Erfolgsfaktoren der Outplacement-Beratung** Reto Blum,2003 **Die Wirkung von Outplacementberatung** ,2005

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