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Erfolgsfaktoren bei der Unternehmensgründung

Entrepreneurship in Theorie und Praxis



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Patrick Vollmar



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Handbuch Strategisches Personalmanagement Ruth Stock-Homburg, 2013-04-08 Das Personalmanagement entwickelt sich immer st rker weg von einem operativen Dienstleister hin zu einem strategischen Partner Personalmanagement ist nicht nur ein operatives Gesch ft f r einzelne Funktionsbereiche im Unternehmen sondern Querschnittsfunktion und Aufgabe des Topmanagements Im Handbuch Strategisches Personalmanagement vermitteln renommierte Wissenschaftler und Topmanager aus namhaften Unternehmen den State of the Art Dabei werden sowohl konomische als auch verhaltenswissenschaftliche Perspektiven ber cksichtigt Das Buch bietet einen berblick ber konzeptionelle und praktische L sungswege f r strategische Herausforderungen des Personalmanagements In der 2 Auflage wurden alle Beitr ge bearbeitet sowie Beitr ge zu aktuellen Themen erg nzt Dazu geh ren unter anderem die strategische F hrungskr fteentwicklung und die Rolle des Personalmanagements in Krisenzeiten Im Bereich Zukunft der Arbeitswelt werden neben arbeitswissenschaftlichen Erkenntnissen auch Aspekte des Work Space Managements integriert **Employer Relations** Claudia Mast, Alexandra Simtion, 2016-04-04 Demografischer Wandel und Fachkr ftemangel das Umfeld der Unternehmen ndert sich gravierend Wie wollen sie die Aufmerksamkeit ihrer k nftigen Mitarbeiter im Informationsrauschen der digitalisierten Medienwelten finden Wie kommunizieren denn Firmen überhaupt in ihrer Rolle als Arbeitgeber Und was erwarten die Stakeholder die sie ansprechen wollen In der vorliegenden Studie werden Ergebnisse aus einem mehrstufigem Forschungsprogramm vorgestellt von einer breit angelegten Umfrage unter Kommunikations und Personalverantwortlichen der Top 500 Unternehmen in Deutschland Befragungen unter abh ngig Besch ftigten Auszubildenden und Studierenden sowie qualitativen Analysen bei ausgew hlten Firmen und Best Practice Beispielen aus der Unternehmenspraxis Stakeholder Pr ferenzen werden dabei Schritt f r Schritt den Unternehmensperspektiven gegen bergestellt Dabei wird klar In der Arbeitgeberkommunikation treffen Firmen auf eine Vielfalt von Erwartungen Vor ihnen liegt noch ein langer Weg in diesem neuen Kommunikationsfeld vom instrumentellen Zielgruppen Denken hin zu einer klaren Stakeholder Perspektive Employer Relations als neues Handlungsfeld der Unternehmenskommunikation umfasst die Kommunikationsbeziehungen von Arbeitgebern zu den internen und externen Stakeholdern gleicherma en Das Buch pl diert daher f r eine integrierte Betrachtungsweise die inzwischen berholte Rivalit ten zwischen den unterschiedlichen Perspektiven von Marketing Corporate Communications und Human Resources hinter sich l sst Employer Brand Management Benjamin von Walter, Dietmar Kremmel, 2016-08-01 Das Buch zeigt auf wie Unternehmen ihre Arbeitgebermarke systematisch aufbauen und steuern k nnen um im Wettbewerb um Mitarbeiter erfolgreich zu sein Neben den Grundlagen des Employer Brand Managements pr sentieren die Autoren Methoden und Ma nahmen zur Entwicklung einer Employer Branding Strategie zur Kommunikation der Arbeitgebermarke und zur Erfolgskontrolle Erg nzend zu den wissenschaftlichen Erkenntnissen enth lt das Werk Fallstudien sowie eine Vielzahl anschaulicher Praxisbeispiele Der Schwerpunkt liegt dabei auf der Rekrutierungsfunktion der Arbeitgebermarke *Social*

Media im Unternehmen – Ruhm oder Ruin Christine Rogge, Ralf Karabas, 2014-05-05 Der Grundsatz Wissen ist Macht auf den sich Generationen von Führungskräften noch stützen konnten ist spätestens mit dem Durchbruch der sozialen Medien passé. Informationen verbreiten sich heute im Unternehmen in Windeseile und auf immer neuen Wegen. Auch haben Mitarbeiter ganz neue Zugangswege zu Informationen. Soziale Medien erschließen ihnen zugleich die Möglichkeit sich positiv oder negativ über das Unternehmen seine Strategien und Führung zu äußern. Mit dem Einzug der sozialen Medien steht daher die gesamte Kommunikationskultur von Organisationen auf dem Prüfstand. Wenn beispielsweise das Handeln der Führung transparenter wird und unmittelbar durch die Mitarbeiter diskutiert und bewertet werden kann, Führungskräfte sind deshalb gut beraten sich aktiv den Herausforderungen durch das wachsende Potenzial der sozialen Medien zu stellen. Damit Unternehmen und Verwaltungen durch die Dynamik der technischen Neuerungen nicht zu Getriebenen der Entwicklungen werden, gilt es die Auswirkungen genau zu betrachten. Erfahrungen müssen ausgetauscht werden, um Probleme frühzeitig zu erkennen und entsprechende Reaktionen erarbeiten zu können. Dazu werden in diesem Buch Beispiele aus der Praxis aufgezeigt und sowohl aus der Sicht von Führungskräften als auch von geführten Mitarbeitern kommentiert. **Münchener Fremdenblatt**, 1886

Neue Münchener Zeitung, 1854 **Der Aktionär**, 1876 *Allgemeine Theaterzeitung und Originalblatt für Kunst, Literatur, Musik, Mode und geselliges Leben*, 1842 Austria, 1853 **Allgemeine Zeitung München**, 1867

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