

Jens Rowold

Human Resource Management

Lehrbuch für Bachelor und Master

2. Auflage



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Human Resource Management Jens Rowold

Jo Trevenna



Human Resource Management Jens Rowold:

Human Resource Management Jens Rowold, 2015-05-15 Das Lehrbuch bereitet BA und MA Studierende auf die Personalpraxis in Unternehmen vor. Schwerpunkt ist einerseits aktuelles, kritisch verdichtetes und wissenschaftlich gesichertes Wissen, andererseits die unmittelbare Verzahnung zur Praxis. Der Prozess sowie die Inhalte und Methoden erfolgreicher Personalarbeit werden anhand eines Rahmenmodells vorgestellt. Dieser Prozess beginnt bei wichtigen Themen wie der Unternehmensstrategie und Marketing, bevor auf die klassischen Themen wie Personaleinsatzplanung, Personalauswahl, Entwicklung, Führung eingegangen wird. Als Meta-Themen, welche sich durch alle Elemente und Instrumente des Human Resource Managements ziehen werden, u.a. Controlling, Organisationskultur sowie personalrelevante Charakteristika der Arbeit, z.B. Arbeitsanalyse und von Mitarbeitern, z.B. stabile Personenmerkmale, vorgestellt. Wichtig für die Methodenkompetenz von Personalern sind die Themen Mitarbeiterbefragung und statistische Grundlagen. Das Lehrbuch erscheint nun in 2. Auflage, die umfassend korrigiert und verbessert wurde.

Innovationsförderndes Human Resource Management Jens Rowold, Kai C. Bormann, 2015-09-01 Ein professionelles Human Resource Management leistet einen unverzichtbaren Beitrag, damit in Unternehmen Innovationen erstellt und umgesetzt werden können. Dieses Lehrbuch stellt kritisch den aktuellen Wissensstand zu kreativitäts- und innovationsförderlichen Aspekten des Human Resource Managements vor. Neben klassischen Themen wie Personalentwicklung fokussiert das Buch auf aktuelle Entwicklungen wie z.B. kulturelle Aspekte der Innovation in Unternehmen. Der Leser wird durch ein integratives Rahmenmodell, in das sich alle Kapitel und Inhalte des Buches einordnen lassen, durch das Buch geführt. Zahlreiche Bezüge zur Praxis und evidenzbasierte Instrumente des innovationsfördernden Human Resource Managements runden das Buch ab.

Human Resource Management im Krankenhaus. Wirkungen der Personalführung auf das Pflegepersonal Patrick Karp, 2018-04 Der Gesundheitsmarkt, vor allem der Krankenhaussektor, unterliegt Veränderungen. Priorität in Unternehmen bezogen auf Motivation, Zufriedenheit und Bindung der Mitarbeiter liegt bei der Personalführung. Ausgehend von Veränderungen im Krankenhaussektor und der in der Literatur nicht eindeutig geklärten Frage, welches der ideale Führungsstil ist, ergeben sich weitere ungeklärte Perspektiven. Anliegen dieses Buches ist es, die Bedeutung von Personalführung sowie deren Wirkung auf das Pflegepersonal im Krankenhaus aufzuzeigen. Weiterhin sollen wichtige Zusammenhänge aufgezeigt werden, um Interaktionsprozesse zwischen Führungskraft und Mitarbeiter zu verstehen und effektiv nutzen zu können. Exemplarisch wird dargestellt, welche Führungsstile, -verhalten und -methoden geeignet sind, um Motivation, Arbeitszufriedenheit und Bindung der Mitarbeiter positiv zu beeinflussen. Denn Verhaltensweisen wie beispielsweise hohe Arbeitsleistung, Kooperation und Einsatzbereitschaft lassen sich nur mit motivierten, zufriedenen und an das Unternehmen gebundenen Mitarbeitern realisieren.

Green Finance and Energy Transition Nadia Mansour, Lorenzo M. Bujosa Vadel, 2025-02-07 Economic models must evolve to avoid irreversible consequences for our planet in the face of climate change. The question is: How can we provide a growing population with

access to affordable viable energy while preserving our environment Green finance is a pivotal concept that guides financial actions and operations toward fostering the energy transition and combating global warming Finance a key player in resource allocation now incorporates an environmental dimension alongside the pursuit of economic profitability setting it apart from traditional finance This book presents methods to provide a framework for financial transactions support sustainable development combat global warming and enhance the transparency of financial product providers *Behavioral Kaizen: Through Training and Development Intervention with Reference to Aviation Industry* Dr. Bharti Meghani Mishra, Kaizen a production term often used in operations and productions for continuous improvement of the processes methods or procedures Kaizen can also be used in behavior which means continues improvement in behavior The book describes about the term Kaizen which can be used as continuous improvement in behavior with training and development intervention with reference to Aviation industry Behavior plays a vital role in Aviation industry for crew members on board or off board and even to the customers who are travelling The book also highlights the behavior of airhostesses crew members before and after certain experience and their way of handling customers The book also covers the latest development in training and development which describes the various methods of training and development It contains pre and post training behavior a comparison between pre and post and measures to improve the behavior after training **Human Factors, Business Management and Society** Vesa Salminen, 2024-07-24 Proceedings of the 15th International Conference on Applied Human Factors and Ergonomics and the Affiliated Conferences Nice France 24 27 July 2024 *High-Performance Coaching for Managers* William J. Rothwell, Behnam Bakhshandeh, 2022-07-05 Coaching is a necessary skill for managers It is important as a fundamental part of an organization s talent efforts including talent acquisition development and retention strategies For a coaching program to succeed in an organization it should be recognized as a useful approach throughout the organization and become part of the fabric of the corporate culture Performance Coaching for Managers provides an important tool for organizations to use to train their managers on coaching This book differs significantly from other books in the coaching market Many books on coaching cast coaches as facilitators who question their clients the coachees helping them to articulate their own problems formulate their own solutions develop their own action plans to solve problems and measure the success of efforts to implement those plans That is called a nondirective approach But this book adopts a directive approach by casting the coach as a manager who diagnoses the problems with worker job performance and offers specific advice on how to solve those problems While there is nothing wrong with a nondirective approach it does not always work well in job performance reviews in which the manager must inform the worker about gaps between what is needed the desired and what is performed the actual The significant difference between what is currently available in the market and what is offered in this book is the authors collective experience of over 70 combined years of hands on research and delivery experiences in the Human Resources Development field According to the Harvard Business Review 2015 workers generally

expect their immediate supervisors to give them honest feedback on how well they do their jobs and specific advice on what to do if they are not performing in alignment with organizational expectations When workers do not receive advice but instead are questioned about their own views they regard their managers as either incompetent or disingenuous Effective managers should be able to offer direction to their employees After all managers are responsible for ensuring that their organizational units deliver the results needed by the organization If they fail to do that the organization does not achieve its strategic goals This book gives managers direction in how to offer directive coaching to their workers

Jobsharing als CSR-Instrument zur Integration von Geflüchteten Samantha Staub, 2018-02-17 Samantha Staub entwickelt mit dem Jobsharing mit Geflüchteten einen innovativen Ansatz mit dem Unternehmen einen substanziellen Beitrag zur Lösung der Integrationsherausforderung im Kontext der Flüchtlingsituation leisten können Auf Basis von konzeptioneller und qualitativ empirischer Forschung werden die zentralen Erfolgsfaktoren für die Umsetzung dieses Ansatzes in der Praxis herausgearbeitet

Managing Nonprofit Organizations in a Policy World Shannon K. Vaughan, Michelle Arsneault, 2013-01-08 In explicitly tying the policy realm to management skills this book sheds new light on how nonprofit managers can better navigate policymaking and regulatory contexts to effectively lead their organizations

Globalization of Leadership Development Jingjing Wang, 2014-08-08 It is generally understood that some effective leadership behaviors of Chinese managers differ from those of Western managers It has also been debated controversially whether Chinese learners can benefit from Western learning approaches Taking these two aspects into consideration Jingjing Wang examines whether a global leadership development program from Western countries has as much impact on Chinese managers as on Western managers She conducts the empirical study within one global corporation originating from Germany and the data were collected from Germany and China Based on the core results of the study implications for the globalization of leadership development are discussed

Subversion, Power and Hierarchy in Organisations and Society Jo Trevenna, 2024-10-31 Subversion Power and Hierarchy in Organisations and Society Carnavalesque Leadership explores a leadership strategy that dates back centuries but has become so normalised that it can be invisible as a strategy Extrapolating Mikhail Bakhtin's ideas on carnival and its potential for communal freedom and subversive challenge to existing hierarchies this book identifies components of the carnivalesque considers why and how they have impact and then maps the application of Carnavalesque Leadership to a series of case studies Exploratory in nature these diverse case studies focus on the historic evolution of carnivals in Trinidad and Notting Hill the safety valve mechanisms ubiquitous in the education sector the standardisation of control and release within the corporate sector and the dynamic tension between protest challenge and fun in Pride events Readers will benefit from an increased awareness of a strategised Carnavalesque Leadership model and a greater understanding of the potential not only for the safety valve release of pressure in society and in organisations but also for longer term change through exposure to alternatives to the official norm

Ignorieren - Imitieren - Integrieren Jolanta

Voß, 2021-05-19 Globalisierung Migration und religiöse Pluralität kontinuierlicher Rückgang der Kirchenmitgliedschaft und wachsender Fachkräftemangel fordern monokonfessionelle Wohlfahrtsorganisationen zum Umgang mit interkultureller bzw. interreligiöser Vielfalt heraus. Auf der Basis von Interviews mit Führungskräften katholischer Einrichtungen in Deutschland und Litauen wird aufgrund ihrer sozial und gesellschaftspolitischen Entwicklungen unterschiedlich geprägter Länder Europas arbeitet die Autorin heraus, wie dort Diversity verhandelt wird. Sie macht dabei auf ein sogenanntes Diversity Dilemma zwischen dem Bewahren konfessionell gesetzter Handlungsgrenzen einerseits und dem ökonomisch erforderlichen Dehnen dieser Grenzen bis hin zur Grenzüberschreitung aufmerksam und analysiert Strategien des Ignorierens, Imitierens und Integrierens der Vielfalt.

Wissenschaftliche Weiterbildung als Personalentwicklung Peggy Renger, 2016-05-03 Peggy Renger zeigt, dass mit der Öffnung der Hochschulen auch betriebliche Weiterbildungsinitiativen für Absolventen einer Aufstiegsfortbildung etabliert werden können. Ihre Studie stellt fest, dass hierfür neue Zielgruppenadäquate Studienangebote erforderlich sind, die flexibler gestaltet werden und auch die Erwerbstätigkeit curricular integrieren. Denn aus betrieblicher Perspektive ist die Unterstützung des lebenslangen Lernens ebenso wichtig wie notwendig. Die unterschiedlichen Umweltdynamiken erfordern es, den Blick auf die vorhandenen Humanressourcen zu richten. Zunehmend wird ein strategisches und durchgängiges Personalmanagement gefordert, sein, welches den eigenen Nachwuchs nicht nur ausbildet, sondern deren Kompetenzentwicklung zum Erhalt der beruflichen Handlungsfähigkeit fördert.

Personalmarketing im Internet Caroline Bürge, 2015-11-27 Caroline Bürge untersucht die Möglichkeiten, die das Internet für das Personalmarketing bietet. Sie erklärt die wichtigsten Begrifflichkeiten des Personalmarketings, geht auf rechtliche Probleme bei der Nutzung von Social Media Kanälen ein und ergründet, wie man rechtlichen Problemen vorbeugt. Darüber hinaus liefert sie einige praktische Beispiele für erfolgreich umgesetztes Personalmarketing im Internet. Die Autorin zeigt, dass das Internet ein nützliches Instrument für die Akquise geeigneter Arbeitnehmer ist.

Personalmanagement Ewald Scherm, Stefan Süß, 2011-06-15 Moderne Methoden des Personalmanagements. Dieses Buch gibt Ihnen einen umfassenden und aktuellen Überblick über das Personalmanagement. Es ist in elf Teile gegliedert, die den Stand der Diskussion in den wesentlichen personalwirtschaftlichen Aufgabenfeldern widerspiegeln: Personalmanagement und Personaltheorie, Personalplanung, Beschaffung und Freisetzung, Personalauswahl, Einführung und Zuweisung, Personalbeurteilung, Ausbildung und Personalentwicklung, Vergütung und Arbeitszeit, Personalführung, internationaler Personaleinsatz, Mitbestimmung, Personalcontrolling, Personalorganisation. Alle Teile sind in sich geschlossen vorangestellte Überblicke und Lernziele sowie abschließende Kontrollfragen sollen das Verständnis verbessern. Die Fallbeispiele am Ende jedes Teils erleichtern den Praxistransfer. Die Marginalientexte auf jeder Seite ermöglichen es Ihnen, zudem Inhalte auf einen Blick zu erfassen. Das Buch kann Sie daher durch Studium und Beruf begleiten. Die Autoren: Professor Dr. Ewald Scherm ist Inhaber des Lehrstuhls für Betriebswirtschaftslehre, insbesondere Organisation und Planung an der FernUniversität in Hagen. Professor Dr. Stefan Süß ist Inhaber des Lehrstuhls für Betriebswirtschaftslehre, insbesondere Organisation und Personal an der

Heinrich Heine Universität Düsseldorf **Wie mittelständische Unternehmen mit Employer Branding erfolgreich werden. Chancen und Herausforderungen bei der Erschaffung einer Arbeitgebermarke** Cynthia Havlicek, 2020-05-27 Die Mitarbeiter eines Unternehmens stellen die wichtigste Quelle des Unternehmenserfolgs dar. Der Bedarf an hochqualifizierten Arbeitskräften bersteigt das tatsächliche Angebot, jedoch deutlich. Employer Branding gewinnt daher immer mehr an Bedeutung und wird zum festen Bestandteil des Managements. Welchen Herausforderungen sehen sich Arbeitgeber aktuell am Arbeitsmarkt gegenüber? Wie bilden Unternehmen ihre Arbeitgebermarke heraus? Wie können sie den Erfolg des Employer Brandings kontrollieren? Welche Besonderheiten gelten für mittelständische Unternehmen? Cynthia Havlicek beschreibt den Prozess der Bildung einer Arbeitgebermarke und zeigt die Chancen und Herausforderungen des Employer Brandings. Im Zuge dessen erläutert sie welche strategischen Überlegungen und Maßnahmen nötig sind, um eindeutige Arbeitgeberpräferenzen bei den Zielgruppen zu generieren. Ihr Buch richtet sich an Führungskräfte und Personalmanager. Aus dem Inhalt: KMU, War for Talents, Personalmarketing, Arbeitgeberimage, Mitarbeiterbindung, Führungskultur.

Veränderungen und Entwicklungsmöglichkeiten des Pfarramts im ländlich-peripheren Ostdeutschland Benjamin Stahl, 2022-08-08 Die Arbeit beschäftigt sich mit mehreren kirchentheoretisch, religionssoziologisch und pastoraltheologisch relevanten und aktuellen Fragestellungen, die erstmals so kombiniert zu einer kontextuellen Pastoraltheologie führen. Im Anschluss und durch Weiterführung der pastoraltheologischen Debatte wird Pastoraltheologie konsequent in die Kirchentheorie eingezeichnet. Insofern Kirchentheorie eine kontextsensible Vorgehensweise vorgibt, kann nun die Pastoraltheologie auf einen spezifischen Kontext bezogen werden. Dieser ist zum einen ländlich peripher, zum anderen geht es um ostdeutsche Gebiete, die im Anschluss an die religionssoziologische Forschung als eine stabile konfessionslose Mehrheitskultur beschrieben werden. Was bedeutet es nun in diesem Kontext ein Pfarramt zu versehen? Wie wird sich die Lage an den Brennpunkten der kirchlichen Struktur weiterentwickeln? Die Analysen zeigen ein klares Bild der aktuellen Situation und den wahrscheinlichsten Weiterentwicklungen auf. Eine Pastoraltheologie, die das Pfarramt allein bedenkt, ist für die kommenden Entwicklungen zu schwach aufgestellt. **Managing Capability** Feriha Özdemir, 2018-10-22 Dieses Buch ist ein fundamentaler Beitrag für die Grundlagenforschung sowie die Anwendungsorientierung im Diversity Management. Ausgehend vom klassischen Diversity-Ansatz wird ein Befähigungsansatz für den Management- und Organisationsbereich entwickelt, der über eine plurale Managementtheorie den bisherigen Diversity-Diskurs verlässt. Der neue ganzheitliche Capability-Ansatz der Autorin integriert innovative Ideen und Theorien und postuliert eine differenzierte Forderung, die Entwicklung einer Befähigungskultur und strukturelle Verbesserungen, die Entfremdung und Diskriminierung wirklich aufheben und ist insbesondere für Handlungszusammenhänge in der Praxis konzipiert. *Trends der psychologischen Führungsforschung* Jörg Felfe, 2014-10-20 Dieser Band bietet einen qualitativ hochwertigen und komprimierten Überblick über den aktuellen Stand und neue Entwicklungen in dem dynamischen Feld der Führungsforschung. Hierbei steht der Anspruch

der Aktualität im Vordergrund Bewusst wurde darauf verzichtet nochmals klassische Konzepte und Befunde vorzustellen die in den meisten Lehrbüchern zu finden sind Alle Beiträge wurden von ausgewiesenen Experten verfasst die selbst intensiv im Bereich Führung forschen Die insgesamt 44 Einzelbeiträge sind zur besseren Orientierung thematisch gruppiert und verteilen sich auf acht Bereiche aktuelle Konzepte z.B. authentische ethische und transformationale Führung der Führungsprozess Wirkung und Effektivität negative Aspekte der Führung z.B. Machiavellismus individuelle Voraussetzungen Führungskräfteentwicklung neue Anforderungen und aktuelle Felder z.B. Diversity und neue Methoden z.B. Neuroleadership Das Buch richtet sich vorrangig an Wissenschaftler und Studierende aber auch an wissenschaftlich interessierte Praktiker die sich einen aktuellen und pointierten Überblick über neue Entwicklungen auf dem Gebiet der psychologischen Führungsforschung verschaffen möchten

Die Nachhaltigkeitsorientierung von kleinen und mittleren Unternehmen (KMU) Barbara Castrellon Gutierrez, 2018-12-31 In dieser Arbeit wird eine tragfähige Konzeption eines betrieblichen Nachhaltigkeitsmanagements entwickelt die die Besonderheiten von KMU berücksichtigt und dadurch Verantwortungsübernahme und Erfolg sichert Es wird gezeigt dass dem Unternehmer eine herausragende Rolle bei der Anwendung der Konzeption und der Überwindung der Barrieren der Nachhaltigkeitsorientierung von KMU zugesprochen werden muss Ebenso werden die dafür notwendigen Leistungsbeiträge und Machtquellen des Unternehmers als Universalpromotor dargestellt Für die praktische Anwendung der Konzeption hilft die Arbeit einen Leitfaden für KMU zur Umsetzung eines betrieblichen Nachhaltigkeitsmanagements bereit

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Human Resource Management Jens Rowold Introduction

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