



Personalentwicklung bei hoher Mitarbeiterfluktuation (German Edition)

Gabriele Sprenger

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Studienarbeit aus dem Jahr 2007 im Fachbereich BWL - Personal und Organisation, Note: 2.3,
FernUniversität Hagen, 22 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract:
Personalentwicklung sichert und steigert den Erfolg eines Unternehmens. Ohne die erforderlichen
Qualifikationen und Motivationen ist Wettbewerbsfähigkeit nicht gegeben. Besteht im Unternehmen
allerdings eine hohe Fluktuation, so kann Personalentwicklung aus Unternehmenssicht unwirksam und
unökonomisch werden.

Ziel ist aufzuzeigen, wie das Unternehmen mit hoher Fluktuation umgehen muss, um Personalentwicklung
erfolgreich durchzuführen. Dazu wird zunächst auf die Bedeutung und die Zielsetzung der
Personalentwicklung eingegangen. Im Anschluss daran erfolgt die Auseinandersetzung mit der Darstellung
und den Folgen von Fluktuation. Aus diesen Erkenntnissen heraus erfolgt die Vertiefung in die Thematik der
Personalentwicklung bei hoher Fluktuation. Es wird dabei näher auf personalwirtschaftliche Instrumente
eingegangen, die das Unternehmen zu ergreifen hat, um erfolgreiche Personalentwicklung auszuüben.

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