



Gestaltungsfragen eines Personalinformationssystems (German Edition)

Olaf Schröder

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Wissenschaftlicher Aufsatz aus dem Jahr 2009 im Fachbereich BWL - Personal und Organisation, Note: -, -, Sprache: Deutsch, Abstract: Personalinformationssysteme stellen umfangreiche personalbezogene Informationen bereit, die geeignet sind, dispositive Funktionen wie Personalstrategie, -planung, -einsatz, -führung, -entwicklung, -controlling zu kontrollieren und zu steuern und sowohl Informationen auf Personenebene als auch summarische, zusammenfassende Informationen bereitzustellen. Der Beitrag umreißt einige allgemeine (d.h. nicht unternehmensspezifische) Gestaltungskriterien eines Personalinformationssystems. Er setzt sich mit der Verwendung von Kennzahlensystemen auch für "weiche" Faktoren sowie mit qualitativen Daten auseinander. Sie können relativ einfach um Wissensmanagement-Funktionen erweitert werden. Qualitative Daten können auch bei Leistungsmessungen sinnvoll sein. Hierbei sind die Vorteile der Informationsgewinnung gegenüber den Kosten der Messung einerseits und möglichen negativen Motivationseffekten andererseits abzuwägen. Auch die Frage der Akzeptanz durch frühzeitige Einbeziehung der Mitarbeiter bzw. ihrer Vertreter in den Gestaltungsprozess wird diskutiert.



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