



Personalmanagement für Ingenieure (essentials) (German Edition)

Ekbert Hering

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Mitarbeiter sind die wichtigste Ressource eines Unternehmens. Geeignetes Personal zu finden und an das Unternehmen zu binden, gehört daher zu den wichtigsten und erfolgsentscheidenden Aufgaben im Unternehmen. Gerade Ingenieure übernehmen im Laufe ihrer Karriere immer mehr Personalverantwortung. Deshalb sind die Kenntnisse über Personalmanagement für Ingenieure sehr wichtig. Im Mittelpunkt steht dabei die Persönlichkeit eines Menschen. Anhand des Verhaltensmodells nach persolog® werden verschiedene Persönlichkeitsprofile aufgezeigt sowie deren Stärken und Schwächen vorgestellt (beispielsweise für Konstrukteure oder Innovatoren). Wichtig ist dabei, dass die Mitarbeiter entsprechend ihren Stärken richtig eingesetzt werden. Ausführlich werden die Methoden der Personalfindung, der Personalbindung, der Mitarbeiterbeurteilung und Entlohnung sowie der Personaltrennung behandelt.

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