



Kathrin Krystosek

Das Anreiz-Beitrags-System eines BGM aus der Mitarbeiterperspektive

Inwiefern kann eine spezifische Zielsetzung die
Beitragsbereitschaft der Mitarbeiter und die
Effektivität im BGM erhöhen

AV AkademikerVerlag

Das Anreiz Beitrags System Eines Mitarbeiterperspektive Beitragsbereitschaft

Christian Bükér



Das Anreiz Beitrags System Eines Mitarbeiterperspektive Beitragsbereitschaft:

Anreiz-Beitrags-Theorie: Kritische Darstellung und personalwirtschaftliche Anwendungsmöglichkeiten

Christian Bükler, 2011-10-28 Studienarbeit aus dem Jahr 2010 im Fachbereich BWL Unternehmensführung Management Organisation Universität Bielefeld Sprache Deutsch Abstract Im Rahmen einer erfolgreichen Unternehmensführung stellt das Humankapital eine wesentliche Einflussgröße auf den Unternehmenserfolg dar. Ein Schlagwort in diesem Zusammenhang ist war for talents. Die Gewinnung, Bindung und Motivierung von Organisationsmitgliedern zählt zu den wichtigsten und anspruchsvollsten Aufgaben der Unternehmensführung. Gerade in wirtschaftlich schwierigen Zeiten wird es für viele Unternehmen bedingt durch die demographische Entwicklung einer zunehmenden Globalisierung und einer sich ständig verändernden Umwelt zunehmend schwerer, qualifizierte Mitarbeiter zu akquirieren und zu binden. Auch Wachstumsunternehmen haben einen erhöhten Bedarf an qualifizierten Mitarbeitern; gelingt es jedoch nicht, diesen Bedarf zu decken und leistungsstarke Mitarbeiter zu binden, ist das Wachstum gefährdet und das Unternehmen kann sich nicht mehr optimal entwickeln. Aus diesem Grund führen viele Unternehmen intensive und kostspielige Maßnahmen durch, um qualifiziertes Personal zu gewinnen und zu binden sowie ihre Mitarbeiter zu motivieren. In diesem Zusammenhang nimmt das Personalmanagement eine zentrale Rolle ein. Denn neben Aufgaben der Personalentwicklung stellen die Personalbeschaffung und die Mitarbeitermotivation einen der wichtigsten Aufgabenbereiche dar. Zentrale Fragen für den Erfolg von Unternehmen sind daher: wie Personen dazu bewegt werden können, in ein Arbeitnehmerverhältnis einzutreten beziehungsweise in diesem zu verbleiben. Auch stellt sich die Frage, wie Mitarbeiter bestmöglich zur Erbringung von Leistungen zu motivieren sind. Zur Beantwortung dieser Fragestellungen ist es für das Personalmanagement unerlässlich, Einsichten über die Beweggründe der Mitarbeiter zu gewinnen. Einen Ansatz zur Beantwortung der obigen Fragen stellt dabei die Anreiz-Beitrags-Theorie dar. Ziel dieser Ausarbeitung ist es, die Anreiz-Beitrags-Theorie kritisch darzustellen und personalwirtschaftliche Anwendungsmöglichkeiten aufzuzeigen.

Decoding **Das Anreiz Beitrags System Eines Mitarbeiterperspektive Beitragsbereitschaft**: Revealing the Captivating Potential of Verbal Expression

In a time characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Das Anreiz Beitrags System Eines Mitarbeiterperspektive Beitragsbereitschaft**," a mesmerizing literary creation penned by a celebrated wordsmith, readers set about an enlightening odyssey, unraveling the intricate significance of language and its enduring impact on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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