



Betriebliches Personalcontrolling (German Edition)

Christine Bönig

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Studienarbeit aus dem Jahr 2006 im Fachbereich BWL - Personal und Organisation, Note: 2,0, Fachhochschule Braunschweig / Wolfenbüttel; Standort Wolfsburg, Veranstaltung: Organisation und Controlling in Krakenversicherungen, 9 Quellen im Literaturverzeichnis, Sprache: Deutsch, Abstract: Während der Durchsetzung des finanzwirtschaftlichen Controllings wurde deutlich, dass auch betriebliche Bereiche, deren Erfolg nicht unmittelbar durch monetäre Größen messbar ist, einer ökonomischen Steuerung zugänglich gemacht werden sollten. So auch das Personalwesen, dessen Erfolgsmaßstäbe größtenteils qualitativer Art sind. Diese Arbeit gibt einen ganzheitlichen Überblick über das Personalcontrolling. Das bedeutet, dass Einzelaspekte nicht in der Tiefe ausgeführt werden können, sondern vielmehr die Idee und Bedeutung sowie eine Auswahl von Instrumenten und die Implementierung des Personalcontrollings im Unternehmen vorgestellt werden. Die Literatur weist eine Vielzahl von Definitionen des Personalcontrollings auf, wobei es entsprechend dem Controlling häufig als Planung, Steuerung bzw. Regelung, Kontrolle und Analyse verstanden wird. Der Definition nach Wunderer und Jaritz ist Personalcontrolling „das planungs- und kontrollgestützte, integrative Evaluationsdenken und –rechnen zur Abschätzung von Entscheidungen zum Personalmanagement, insbesondere zu deren ökonomischen und sozialen Folgen“. Nach Jung stellt das Personalcontrolling als spezielles `Bereichs-Controlling` ein erfolgsorientiertes Managementinstrument dar. Es umfasst die bewusste, systematische wie integrierte Planung (Soll) und Kontrolle (Ist) personalwirtschaftlicher Tatbestände in messbaren oder wenigstens objektiv erfassbaren Daten und stellt die Rückkopplung zwischen Kontrolle und Planung sicher.

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